STAFF COUNCIL MINUTES
October 19, 2005
Room 201 General Classroom

Members Present: Carolyn Alexander, Amber Amari, Renee Bazemore, David Bledsoe, Victor Bolet, Shelia Bradley, Melissa Brennerman, Melissa Buchheit, Cliveita Caesar, Vernessia Callahan, Danny Darby, Dawn Davis, Patricia Early, Sally Fowler, MaryAnne Gaunt, Toure Heywood, Angela Lefebvre, Katie Lowry, Jan McCord, John Medlock, Jean Miller, Sandra Miller, Bonte Mitchell, Debbie Rupp, Preeti Sagar, Jackie Slaton, Kenee Stephens, Jeffrey Stockwell, Adolphus Stroud, Randy Trammell, Maria Trejo, Angela Turk, Anita Webb, Shelly-Ann Williams, Rhonda Williams, Susan Vogtner and B.J. Yergens.

Members Excused: Angela Arnold, Natasha Davenport, Sandra Garber, Tazar Gissentanner, Frank Hall, June Houston, Larry Pankey, Charlotte Petrek and Marlon Williams.

Members Absent: Deborah Dunbar, Al Gore, Tyra Hines, Carol Miller, Wandra Ponder, Michelle Swain and Maria Trejo.

Guests: Wendy Bigham, Mary Finn, Linda Nelson, James Porter, Cheryl Johnson Ransaw and Ramesh Vakamudi.

Call to order and Opening remarks: The meeting was called to order by Staff Council President Debbie Rupp at 3:05 p.m. Debbie Rupp welcomed and thanked everyone for coming.

Approval of the Minutes: There was a motion to amend the September 21, 2005 minutes. The changes were noted, motion made and accepted, the September 21, 2005 Staff Council amended minutes were approved.

African American Male Initiative Kickoff: Officer James Porter/Linda Nelson
The Board of Regents began researching the number of African American males entering higher education nationally and especially in Georgia. Board of Regents developed the African American Male Initiative and each institution was asked to create programs for students. Georgia State’s African American male staff wanted to provide support to the program for all students. As well as, take some responsibility in mentoring African American male students at the university and in the community. The male staff members put together a proposal and the three goals are:

- Outreach and mentoring to African American male students
- Outreach to students in general around issues of diversity
• Create an opportunity for male staff members to network and explore ways to provide support to the university as well as become more involved in leadership initiatives around the university.

The program’s mission is to provide mentoring for the professional growth and development of African American male staff as well as recruitment and retention of African American male students at Georgia State.

The African American Male Staff Initiative Kickoff Reception sponsored by Opportunity Development and Diversity Education Planning will be held on Wednesday, October 26, 2005 at the Rialto Center for Performing Arts from Noon to 2 p.m. Everyone is invited to the kick-off; this is an issue that is important to everyone regardless of ethnicity, gender or racial background. The speaker will be Dr. Floyd Weatherspoon, professor of law. Dr. Weatherspoon’s research is around African American males in the judicial system. He will present, “The Status of African-American Males in Higher Education: A National Tragedy”. Dr. Weatherspoon has taught training classes at the university through the Office of Affirmative Action.

**Alternative Work Life & Location Program:** presentation by Linda Nelson, interim VP for human resources

The Governor made an executive order for state agencies to come up with an alternative work plan. Georgia State’s Women’s Leadership Academy had already completed a research paper on alternative work life options. Linda Nelson and Jackie Crawford, a member of the Leadership Academy committee and the lead of the work group pulled together a policy and proposal on Alternative Work Life & Location. The proposal was presented to the Finance and Administration Leadership group, Vice Presidents and now Staff Council. Linda would like Staff Council Executive Committee members to review and provide feedback before the proposal goes to the Administrative Council for approval on November 16.

The proposal is flexible, gives management ownership and employees responsibilities for his or her performance. Research for the proposal came from Georgia Merit System, Leadership Academy and peer institutions.

- **AWLP components and concepts**
  - Telework
  - Telecenter – location at Alpharetta and Brookhaven
  - Flexible work schedule
  - Compressed work week

- **AWLP Accomplishments**
  - Met with state telework coordinator
  - Interviewed Staff Council representatives
  - Presentation to president & provost
  - Presentation to Staff Council
  - Final presentation get approval from Administrative Council

- **AWLP Recommendations**
  - Work life coordinator
  - Work life advisory or steering committee (Staff Council members can serve on committee)
  - University wide policy and procedures
  - Training program
  - Program evaluation

A copy of proposal will be given to Human Resources Advisory Council representatives and they will discuss what information should be disseminated to staff. Linda recommends trying the program for one year and evaluate.
University Master Plan Update: presentation by Ramesh Vakamudi

The Master Plan is work in progress and the last plan was done in 1999. The original plan was called the Main Street Master Plan, transforming Decatur Street to become the front door of the campus. Many things have changed, the plan stated Georgia State would reach 28,000 students in 2007 that mark was hit two years ago. Ramesh presented an update not a comprehensive master plan. The updated plan reflects the university's strategic goals and objectives. The strategic plan has helped the planners place emphasis on where administration would like to see the university in the next five to ten years.

The president's goal is to house 20% of the projected 36,000 student enrollment on campus by 2015. Currently the university has 2400 beds; 2000 at the Village and 400 at the Lofts. The dorms at Piedmont /Ellis will have 2000 beds and will open fall 2007.

Projected New Buildings
- Science Complex – funding in place for design of project this year, groundbreaking next year and complex will open two years later
- Humanities Building – Board of Regents approved project but it will be about five years before design gets on the way
- A combination College of Business and College of Law center
- Convocation Center
- Student housing near Underground Atlanta
- Greek and international graduate student housing

President Patton will present the revised plan to the Board of Regents in January for approval.

Updates/Announcements:
- Staff Council's first grievance panel training will be held on February 1, 2006 from 10 a.m. -- 11:30 p.m. Dethra Giles is the contact and B.J. will be a co-presenter. Training is good for two years so members rolling off Staff Council should still take the training. Sign up is first come - first serve, another training session will be available later.
- Subscribe to general announcement on GroupWise to receive information. Victor will provide more information on how to sign up for GroupWise announcements.
- Benefits/Employee Information Day was a success! Feedback received from vendors was very positive; they actually had the opportunity to talk to employees. Thank you to Katie and the events committee for all of their hard work. The room set-up was wonderful, thank you to San Miller for designing and providing the signage, Melissa Buchheit organized the recreation demos and Randy Trammell designed the Staff Council display board. 998 people came through the fair.
- Seven to eight Georgia State people attended the USGSC conference.

Meeting was adjourned at 4:25 p.m.

Minutes prepared by: Renee Bazemore, please send any additions or corrections to rbazemore@gsu.edu or call 404/651-3979.