Call to Order & Introductions
- Byron Fitch called the meeting to order at 2:05 p.m.
- Present: Byron Fitch, Alex Gutierrez, David Brown, Candice Bovian, Juan Archila, Jonathan Hart, Will Jimerson, Rusty Taylor, David Bamburowski, Jonathan Etress, Sterling Dunkley, Lizzie Lack Laura Pusateri and Nannette Dooley.
- Not present: Joscelyn Cooper, Kennard McGill, Captain Carla Coo GTPD, Stacy Braukman, Michael Williams and Eric Sembrat.
- Guests: Courtney Hill, Loran Crabtree, Kevin Ellis, Alicia Wood Jones, Melody Austin
- November Birthdays
  o David Brown
  o Rusty Taylor
  o Kevin Ellis
- New Staff Council Members
  o Candice Bovian
  o Will Jimerson
  o Courtney Hill
  o Loran Crabtree
  o Kevin Ellis
  o Alicia Woods Jones
  o Melody Austin as per bylaws replacing.
  o Eric Sembrat- has not yet accepted as of yet.
- Juan Archila – will celebrate 9 yrs. at Georgia Tech tomorrow.

Approval of October 2020 minutes
- October meeting minutes were not approved. Will be approved on the next general meeting.

Campus Pulse
- President’s Strategic Plan launched on November 19. We will continue to work with units across campus A&F, Research, GTRI and other units.
- We are having our first diversity, equity and inclusion (DEI) Council meeting today at 3pm with over 50 plus staff, faculty and senior leadership across campus to help enhance diversity, equity and inclusion on campus.
- COVID-19 testing is still ongoing. So, if you are on campus please get tested. GT has a very low positive rate compared to those around us.
- Quinae Ford - is on the Sustainability, Facilities & Safety (SFS) VP search committee slated to fill the position in February 2021. Interim VP is Nazia Zakir from EHS. She is working with Mark Demyanek until December 18 until he retires that day. Isaacson Miller is the firm to help with the search.
- Jeff Bridges - Employees in Facilities as a whole are positive with a new start, new opportunity and new leadership.
- Will Jimerson- College of Engineering are having their Dean candidate’s pubic seminar to fill the position that Provost McLaughlin previously held. Monday, December 7 11am to 12pm and Wednesday, December 9 from 11am to 12pm.
- Melody Austin - If your unit are hiring students, GTHR has launched a new student hiring tool kit at command center to help with the process.

**USG Staff Council Updates**
David Brown
- There has not been a meeting since the last time they met. Nothing new to report from USG.
- Candice Bovian- Next meeting for GT Staff Council Conference planning will be held next week in preparation for when GT hosts the USG Staff Council Conference in October 2021.

**Staff Council Internal Elections**
Quinae Ford
- We are postponing internal election to give everyone ample time to understand and ask questions on the open positions.
- Loran Crabtree, Will Jimerson and Courtney Hill- Administrative and Professional category

**Presentation of Candidates**
- Melody Austin will be filling the position for Chris Walker
- Information Technology Kevin Ellis was elected.
- Eric Sembrat will be filling the term for Mir Mohamed.
- Scientific Research- Alicia Woods Jones was elected.
- Will Jimerson was nominated for Compensations and Benefits.
- Melody Austin was nominated for Employee Engagement.
- Juan Archilla was nominated for Campus Physical Environment.
- Courtney Hill was nominated for Communication.

**Executive Leadership & Committee Chairs**
- We currently have no nominations for Health and Well Being, Secretary, Treasurer and Parliamentarian
- Loran Crabtree would like to be on the committee for physical Campus Environment and not chair it.
- We have 20 Staff Council members. Roll off date is December 31 of the calendar year.
- Parliamentary position is an appointed position by the chair. If you are interested please provide your name.
- 5 committee chair positions are open. Compensation & Benefits, Health & Well-being, Employee Engagement, Campus Physical Environment and Communications.

**Q&A**
- **Question**: Alex Gutierrez- is the Parliamentarian position appointed every year by the chair?
  - **Answer**: Quinae Ford - Yes, it is.
- **Question**: Alicia Wood Jones -What is a parliamentarian?
  - **Answer**: Quinae Ford- Oversea our bylaws and make sure we abide by them. It’s our check. Would need to know Robert Rules of Order.
- **Question**: Loran Crabtree- what does it the chair of entail with Campus Physical Environment?
  - **Answer**: Juan Archilla- bringing together individuals on any campus endeavors that deals with campus
Committee Updates

Employee Engagement (Candice Bovian & Joscelyn Cooper)
- Finished their goals for the year and will be working on transition with the new chair.
- Working on the end of the year virtual employee engagement party.
- Joscelyn Cooper will remain co-chair on helping with work anniversary gifts process. She is working on a map for building mgs. in relation to our existing map.

Compensation & Benefits (Will Jimerson)
- Working with Faculty benefits committee to work with institute leadership related to family leave and met with Lynn Durham last week. Th institute made the decision now is the not the appropriate time to pursue. Consulted with USG H.R and due to the budget implication of COVID-19, we will not be continuing to pursue or advocate within Staff Council, USG or Faculty benefits committee. This has been tabled per request by Lynn Durham, Vice President of Government Relations.
- Employee Career Development Center (ECDC) proposal scheduling virtual site visits to go along with the strategic plan.

Health and Well Being (Jonathan Hart)
- Well Health Wellbeing initiative in the hands of GTHR. We are working in parrel with the flex working agreement so staff can work with their managers so they can petition 90 minutes a week, whether its brown bag, professional or physical activity.

Campus Physical Environment (Juan Archila)
- Health and Well-being teamed up with “GT First” event. Lots of PPE went out to staff. Great quality interaction with staff. Masks, Sanitizers and tissues boxes was handed out.
- Our next meeting will be in December. We want to recap and close the loop from feedback received from staff community back in late summer and early fall. Hopefully when we are physically back on campus, we can get some of the initiatives we talked about earlier this year done.

Reminders
Alex Gutierrez
- Participation Tracker - Please don’t forget to log in the tracker an input your hours for the month of November.
- Virtual office hours – Will be available for the month of December soon to sign up.
- Upcoming meetings - If you are not able to attend our last Staff Council meeting of the year “End of Year” Meeting/Planning Retreat, notify Alex, Byron or Quinae.

Meeting adjourned 3:00 p.m.

Next meeting: Location: Campus Center Exhibition Hall (Midtown II) & BlueJeans
New Members Only 9:00 a.m. – 9:50 a.m.
Entire Staff Council 10:00 a.m. – 2:00 p.m.
Thursday, December 10, 2020