

**SAC Updates, Discussion and Gossip – Meeting Notes**

Guest Speaker: Christina Brogdon, AVP for Human Resources

- Sees HR as a strategic business partner
- Customer service – C Suite Experience – everyone should feel like the chief of what you do – you should have a good experience.
- Engagement is forward thinking – mission focused – dating analogy – engagement heightens the level of commitment in an already established relationship – investing in them
- H in HR – We're humans. IT – Finance – HR – 3 legged stool – the others will fail without the third.
- I'll meet you where you feel comfortable – I want you to feel safe and my job is to care about people.
- Looking into the hiring process – implicit bias training – making sure hiring committees know what to do to make sure that the search will withstand an allegation
- Would like to see more interface between business partners - help in the process instead of overseeing – explaining more
- Replacing PeopleAdmin with fewer approvers – new program only has five levels of approval (Budget and HR being two of those levels)
- Some rules are just culture
- Helping to change the culture for searches
  - o Screening matrix – meet the minimum, doesn't meet minimum
  - o Restructuring job descriptions – required vs. preferred skills matching the classification
  - o Ideally heading toward paperless
  - o More of a holistic review
  - o Making sure that accommodations are inquired about for applicants – food allergies/restrictions, accessibility, etc.

Updates from PAC

- PeopleSoft Updates
- Newnan Expansion

Toys for Tots Drive – December 4<sup>th</sup>, 4pm-7pm, Alumni House

Final ideas for Staff Appreciation Day (tentative date: December 17<sup>th</sup>!)

- 11am – 1pm, TLC Lobby – set up around 10am
- Free Build-a-Wolfie (first 200 people)
- Free chair massages!
- Snacks! - \$500 (Donations? Dine West?)
- Pictures with Wolfie
- Coloring

Rep Roles

- Identifying missing or left people, misspellings, switches among reps

Announcements

- Book Scholarship winner – Fall 2018 Beverly Albright – Center for Adult Learners and Veterans
- Spring 2019 Deadline – January 11<sup>th</sup>
- Professional Development Award deadline Dec 1<sup>st</sup>. Two applicants as of right now.
- Professional Development Award deadline March 1<sup>st</sup>.

Questions?

**Next Meeting:** \*Wednesday, December 12<sup>th</sup>, 11am, Campus Center Meeting Room 104 – Climate Survey Speaker will be our guest speaker for that day