Welcome and Committee Introductions - Katrina Shafer, Employee Council President

- **2022-2023 Theme: Strengthening Staff Connection**
  - Employee Council presence and purpose awareness
  - Council member representation from every school, division, and department
  - Awareness of the history and initiatives born from the efforts of the Employee Council
  - Awareness of the benefits, events, and opportunities that enhance and effect the work/life balance of Emory staff.
  - Feel valued, seen, heard, and acknowledged as significant contributors towards the efforts of Emory’s missions and vision.
- **2022-2023 Executive Committee**
- **2022-2023 Other Committees / Representatives**
  - Communications Committee
  - DEI
  - Hardship Fund Committee
  - Membership Committee
  - University Senate Representatives
  - University Senate Committees
- **Letter from the President to the committee by Katrina Shafer to introduce goals and expectations for the upcoming year**

Ravi Bellamkonda, Provost and Executive Vice President for Academic Affairs

- Schools and units need to be as strong as possible because we all benefit from having thriving schools and units. This involves 4 things:
  - Having clarity on what it is we want to be known for, both in terms of reputation and culture.
  - Centering the students as an important way by which we’ll be organized
    - Embracing the whole student so their professional needs are met, but their success in life is also encouraged to flourish
  - Schools being financially strong
  - Culture of having a can-do spirit and being people-oriented
- People always want to hear about mission and vision and such, which is all important. But we also need to do operations well.
  - Do we manage our money properly? Do we give ourselves adequate time for planning?
  - Are we acting on the data we’re collecting such as the DEI survey data? Are we doing anything about the salary equity analysis we did?
  - We should be regularly looking at these things, not waiting for people to complain
Employee Council

- Errors come in when we’re not keeping up with operations. Would like to make all our lives better by making our systems and operations better. Can we invest in better systems that will improve operations?
- Looking at space and use of space to make sure we’re meeting operations needs.

- There are so many reasons to be proud of Emory. We should be proud to be part of Emory and want to share it, but our alumni don’t seem to realize it.
- Q & A
  - What do you think is the biggest challenge in your role?
    - 1 – We’re not organized to do big things together. We’re not even in the same room to look at issues. We need to define our primary mission and organize around it.
    - 2 – Financially our schools need to have larger endowments. The school should not be dependent on who the president is. Schools should be financially independent.

Theresa Malazzo and Del King, Vice Presidents of Human Resources

- Vision
  - A thriving, engaged, collaborative work community committed to eminence and ethical principles
- Mission
  - To support Emory University’s mission and strategic framework by creating and delivering high-quality HR programs and services that attract, reward, develop, and inspire a talented and engaged workforce.
- Gave an overview of what they do and their functional areas
- HR Initiatives
  - Received funding for a new Talent Management system that will allow us to look at performance management, talent planning, career navigation, and learning that will roll out in January 2023
  - Pilot ERGs successfully launched with additional ERGs for launch in January 2023
  - Working with the DEI Office on the recommendations from the “staff community” report
  - Implementing a diversity competency to be added to performance management system
  - Improving resources for recognition and engagement
  - Retirement plan changes including auto enrollment and no rate increases in 2023
  - Wellbeing and Support initiatives

Played a game of Kahoot! about Employee Council

Announcements - Katrina Shafer, Employee Council President

- Safety Fair Oct 6 11am-3pm. Need volunteers to assist at the table and share about EC
- Spotlight: Want to highlight your School or Division’s latest efforts?
- Wanna be on the agenda? Council representatives make the EC meetings!
- Next Employee Council Meeting will be in-person on Monday, October 24 at noon, Klamon Room, 8th floor, Claudia Nance Public Health Building

Questions and Open Discussion – All