**The University of Mississippi Staff Council** Minutes of Meeting

November 12, 2015 Facilities Management Conference Room

# Present:

Ev Barrett, Kristina Boggan, Kelli Coleman, Melissa Downey, Gazel Giles, Alicia Goodson, Valerie Haynes, Carl Hill, Kelly Houston, Joanne Mitchell, Michael Moseley, Jean Munson, Kara Parham, EJ Presley, Cynthia Rimoldi, Pam Smith, and Sovent Taylor

# Absent-Excused:

Martina Brewer, Shellie Harrison, Jamie Irby, Jeff McManus, Robert Metzger, and Precious Thompson

# Absent-Unexcused:

**Roll call:** (Sign-in sheet)

**Call to Order**

The November Staff Council meeting was called to order by Sovent Taylor at 10:30 a.m., November 12, 2015.

# Report from Monthly Meeting with the Chancellor

# Staff members who take courses are charged for online fees, capital improvements, and activity fees. Dr. Stocks will ask the appropriate people about the possibility of not charging staff members online fees. Staff members will continue to pay the capital improvement and activity fees.

# Senior Administration seems to be willing to add new staff positions in the next budget cycle. Departments should request new positions during the budget process.

# We thanked Dr. Stocks for his leadership in the flag issue. He discussed this with Dr. Vitter before the announcement was made.

# The Executive Council was invited to have breakfast with Chancellor Vitter on Wednesday.

1. Approval of October Minutes & Treasurer’s Report
2. October Minutes
* Motion to approve by Pam Smith.
* Seconded by Kara Parham.
* The minutes are sent out via email, and any comments/questions/or changes should be emailed to Ev Barrett (ebarrett@olemiss.edu ).
1. October Treasurer’s Report
* Motion to approve by Kelly Houston.
* Seconded by Valerie Haynes.
* The Treasurers Report is sent out via email, and any comments/questions/or changes should be emailed to Kristi Boggan (kboggan@olemiss.edu).
1. Nominate and Vote on Staff Member of the Month for November
* Ballot nominations are taken from the Staff Council website through staff member emails and from the Staff Council members at the meeting.
* The nominations included Molly Fryman who is an International Student Advisor.
* In selecting a Staff Member of the Month, the Staff Council voted on the nominees and declared that the November Staff Member of the Month is Molly Fryman.

**New Business**

1. Flag Resolution
* Chancellor Stocks encouraged Sovent Taylor to ask Staff Council to take a position on the flag issue.
* The Executive Council constructed a resolution (see page 5) and this resolution was voted on by the Staff Council through email.
* The resolution passed and was publicized after the students passed their resolution.
* Missy Downey was upset with the process and resigned.
* Sovent reassured everyone that each person on Staff Council has a voice and is entitled to his or her opinion.
* Both Ev Barrett and Sovent reached out to Missy to encourage her to remain on the Council but she declined.
* Her position will be filled in the Spring 2016 election.
1. President-Elect Election
* Jean Munson took her name off of the list of nominees.
* There were no nominations from the floor.
* Gazel Giles was the only nominee and accepted the position of President-Elect.
* Since Gazel is the Textbook Scholarship Coordinator, that position needs to be filled.
* Precious Thompson has volunteered to be nominate for that position.
* The Staff Council voted to accept Precious Thompson as the Textbook Scholarship Coordinator.
1. Exam Breakfast
* This event has not occurred over the past few years due to several factors.
* We voted to continue this event and help serve students “breakfast for dinner” one night during final exams.
* The details will be forthcoming.
1. Sign-up for Thanksgiving Meal
* Staff Council members had an opportunity to sign up for hosting the Thanksgiving Meal which will take place on November 25, 2015, from 11:00 – 1:30.
* We were reminded to wear our nametags whenever we sponsor an event.
1. Holiday Posters
* Kara Parham passed out posters for the Holiday Reception on December 15th.
1. Fundraiser for Staff Awards (trophies)
* We received fund 25 money from the UM Foundation and the Alumni Association years ago that we have used to pay for trophies in the past.
* This account is running out of money and we need to consider how to increase funds.
* Kelly Houston gave us some of the background for our various accounts. Basically, fund 25 funds are used to replenish fund 10 accounts.
* Kelly suggested that we focus our fundraising efforts on the Scholarship Fund and not the Staff Awards.
* We decided to ask the UM Foundation and Alumni Association for more money to help us pay for Staff Awards.
1. Child of Faculty/Staff Scholarship
* We discussed several ideas for fundraising.
* One idea is to sell something like raffle tickets for meals at local restaurants. Regional campuses could have tickets from businesses in their communities.
* Kelly also suggested having a day where staff members give a donation in order to wear sweats, similar to “Jeans for Justice.” We could possibly call it “Sweats for Scholarships.”
* Sovent will form a fundraising committee to work on these ideas.
1. Supervisor Performance Appraisals
* Fall 2016 – mandatory training for all employees.
* January 2017 – each employee will give feedback about his or her immediate supervisor to his or her supervisor’s supervisor.
* March, April 2017 – each employee will be evaluated by his or her supervisor.
* July 2017 – each employee will reevaluate his or her supervisor; the supervisor’s supervisor will communicate these results to the employee’s supervisor.
* September 2017 – supervisors must check in with their employees and formally record this in the system.
* Employees will be able to submit these evaluations on smart phones or tablets.
1. Other new business:
* Staff Council will participate in the Adopt-a-basket program.
* Sovent will take up money and give it to the Adopt-a-basket committee.

**Old Business**

1. Holiday Events – Holiday Reception December 15th

**Committee Updates**

1. Accessibility Committee – Ev Barrett
* There will be a University-wide ADA compliance self-assessment over the next year.
* Anyone who is interested in participating in academic accommodations, facilities, or student services can serve on a subcommittee.
* There is a new Academic Accessibility Unit that will have two staff members.
1. Parking Committee – Kara Parham
* Jeannette Phillips parking lot is open now.
* There is a new parking lot for faculty/staff near the water tower.
* Rebel Drive will extend by the water tower and connect with the road that the KA house is on. Eventually, the portion of Rebel Drive in front of Guyton will be closed where it meets Fraternity Row Drive.
* There will be a new residential parking garage behind Kincannon in Fall 2017.
* The parking along the tennis courts will revert back to fraternity parking.
* There will be designated Blood Mobile parking on the Circle.

**Announcements/Concerns**

1. Kelly Houston announced the secretary position opening in the History Department.
2. The Isom Center will be hosting the Forum on Parenting, Child care, and University Lifeat noon on Tuesday November 17th in the Faulkner Room.

**Meeting adjourned 11:28 a.m.**

Next meeting: Thursday, December 10, 2015, at 10:30 a.m. in the Facilities Management Conference Room

Minutes submitted by Ev Barrett on November 13, 2015.

 October 20, 2015

The Staff Council of The University of Mississippi is encouraged by the student leadership through the Associated Student Body Senate. The students engaged in many discussions and had an open dialogue about this issue. Their vote to remove the State Flag from The University of Mississippi campus shows great understanding for their fellow students and the university community; and that the student body is supportive of an inclusive campus for all people.

The Members of The University of Mississippi Staff Council express their steadfast support of our students and of the many members of the university community. As the state’s flagship university, we must lead and stand as an example of what an inclusive institution of higher education should be in our great state. The University of Mississippi continues to strive in an effort to achieve a campus environment that is open and inclusive to all of the Ole Miss family. The removal of this flag is an example of our efforts and is a principle reflected in our Creed, “I believe in respect for the dignity of each person.”

We, the staff members of The University of Mississippi, our regional campuses, and The University of Mississippi Medical Center stand together and offer our unwavering support of an inclusive campus and we call for the removal of the Mississippi State Flag until there is a state flag that is representative of all Mississippians.

The Staff Council of The University of Mississippi

Sovent Taylor

Staff Council President

Carl Hill – Past President

Ev Barrett – Secretary

Kristi Boggan – Treasurer

Gazel Giles – Textbook Scholarship Administrator

Kara Parham – Marketing Coordinator