

Present:

Anne Scott Barrett, Ev Barrett, Kevin Cozart, Emily Echols, Gazel Giles, Catherine Hultman, LeTosha James, Natcha Knight-Evans, Michael Marascalco, JeLisa McGee, Aretha Nabors, Danielle Noonan, Sheila Padgett, Jason Shirkey, Camille Toles, Laura Vaughn, Jacqueline Vinson, Deetra Wiley, Jason Wilkins

Absent:

Premalatha Balachandran, Blake Bostick, Jessica Coker, Jeremy Cook, James Corner, Erica Covington, Mohamed Ali Ibrahim, Christy Isom, Anne Klingen, Robert Metzger, Ryan Miller, Johnny Price, Erin Ridout, Steven Ridout, Precious Thompson

Guest: Laura Antonow

I. Call to Order

The April Staff Council meeting was called to order by Gazel Giles at 10:30 AM, April 12, 2018.

II. Attendance (sign in sheet)

III. Laura Antonow – Pay Equity Report

- She has served as the Chair of the Committee on the Status of Women, which is an advisory group for the chancellor on women's issues
- The data from 1995 was basically unchanged in 2007 and also basically unchanged in 2017.
- AAUW – there is an inexplicable 7% difference in salaries of men and women one year after graduation.
- Pay inequity impacts families, children, retirement, advancement opportunities, etc.
- Mississippi is one of 2 states that do not have a state law about gender equity.
- After the 2007 report – differences were discovered at UM and some faculty adjustments were made.
- After the 2017 report – differences were still found. The report and the UM response are both available online.
- The report recommended the following:
 - UM should have structures in place to monitor this issue – this committee needs to be institutionalized.
 - There should be key stakeholders at the annual meeting to discuss the report.
 - UM should be active in lobbying for Pay Equity law at the state level.
 - We should retain an outside consulting firm at least every 3 – 5 years to monitor the data due to the complexity of this issue.
 - The committee asked for a pool of money for gender equity adjustments for staff members.
 - Strategies to increase pay and advancement paths for women making under \$25,000.
- The response from the Chancellor and Provost was unexpectedly great.

- Website: ccsw.olemiss.edu
- Reports from CCSW, response, other reports:
 - They agree to continue monitoring gender equity issues with a variety of stakeholders.
 - They talked about providing training for supervisors.
 - They will support events that bring awareness.
 - They will explore mechanisms to increase pay for women making under \$25,000; UM is committed to this, but Staff Council needs to be involved in this process.
- Awareness of these issues is critical.
- AAUW plans to offer salary negotiating workshops in the fall.

IV. Approval of Minutes – March

- The minutes are sent out via email, and any comments/questions/or changes should be emailed to Ev Barrett (ebarrett@olemiss.edu).
- Motion to approve by Natcha Knight Evans.
- Seconded by Jackie Vinson.
- The March Minutes were approved.

V. Approval of Treasurer’s Report – March

- The Treasurer’s Report is sent out via email, and any comments/questions/or changes should be emailed to Je’Lisa McGee (hairston@olemiss.edu).
- Motion to approve by Jason Shirkey.
- Seconded by Natcha Knight Evans.
- The March Treasurer’s Report was approved.

VI. Staff Member of the Month for April

- Staff members submit nominations through UM Today announcements and the Staff Council website.
- The nominations for April included:
 - Marina Phelps
 - Mohamed Ali Ibrahim
 - Melanie Hall
 - Rosette Brown
 - Melissa Jones
 - Camille Toles
 - Nominee's Name
 - Martina Brewer
 - Renee' Jacobi
- The Staff Council members voted electronically on the nominees. It was announced that the Staff Member for the Month for April is Martina Brewer, Associate Director of Admissions.

VII. Reports of Committees

- Staff Appreciation – Gazel will get with Jason Shirkey to nail down the details since Johnny is not here.
 - Deetra was contacted by Career Center about activities on campus on May 16th and 17th. We need to confirm

- Anne Scott is still working on the tshirt design.
- Chancellor Meeting – very short meeting:
 - Gazel reminded the members to let executive committee members know any issues to bring up with the Chancellor at our monthly meetings.
 - Childcare update – Vitter recommended that we get an update from Laura Antonow. Laura was at our meeting and told us that the childcare initiative has unofficial space in BMH.
- Kevin announced that the Red and Blue celebration will be on Wednesday 5/8 at noon.
 - Staff members who are graduating will receive Red and Blue cords to wear during graduation.
 - He will be publicizing this celebration soon.
 - Outreach is providing the conference room for the event, and the Provost’s office is providing funding for the red/blue cords.
- Jason Shirkey passed around a list for polos and name tags.

VIII. Unfinished Business

IX. New Business

- Welcome to new members: Catherine Hultman, Emily Echols, Laura Vaughn, Michael Marascalpo, Jason Wilkins

X. Concerns

XI. Upcoming Events

- Monday 4/23 – Katrina Caldwell – career development event; Gazel asked for members to send in ideas about how we can help other staff members advance in their careers. Gazel is working on having another event that physical plant can attend during their lunch hour.

Meeting adjourned 11:25 a.m.

Next Executive Council Meeting with the Chancellor: TBD 2018 at 3:00 p.m.

Next meeting: Thursday, May 10, 2018 at 10:30 a.m. in the Facilities Management Conference Room.

Minutes submitted by Ev Barrett on May 10, 2018.