

Present:

Ev Barrett, Kristina Boggan, Blake Bostick, Jessica Coker, Jeremy Cook, Erica Covington, Kevin Cozart, Gazel Giles, Kelly Houston, Mohamed Ali Ibrahim, LeTosha James, Natcha Knight-Evans, JeLisa McGee, Ryan Miller, Michael Moseley, Jean Munson, Danielle Noonan, Johnny Price, Cindy Rimoldi, Pam Smith, Jacqueline Vinson

Absent:

Bradley Baker, Premalatha Balachandra, Anne Scott Barrett, Martina Brewer, Kelli Coleman, James Corner, Alicia Goodson, Shelia Goolsby, Shellie Harrison, Christy Isom, Anne Klingen, Robert Metzger, Joanne Mitchell, Sheila Padgett, Kara Parham, EJ Presley, Erin Ridout, Steven Ridout, Jason Shirkey, K.T. Short, Sovent Taylor, Precious Thompson, Deetra Wiley, Christy Wright

Roll call: (Sign-in sheet)

Call to Order

The June Staff Council meeting was called to order by Gazel Giles at 10:31 AM, June 8, 2017.

A. Chancellor's Meeting on June 7

- Since we have had nine budget cuts in the past two years, he does not expect more in the near futures.
- The Chancellor mentioned the idea of having a Staff Forum. We can reach out to Larry Sparks to get this started.
- The Provost search is underway and interviews could occur in August.
- The Vice Chancellor for Development search is still going on.
- The Chancellor felt that the UM response to the NCAA allegations had been well received for the most part.

B. Approval of May Minutes and Treasurer's Report

1. May Minutes

- The Minutes are sent out via email, and any comments/questions/or changes should be emailed to Ev Barrett (ebarrett@olemiss.edu).
- Ev mentioned a typo on page one that needs to be corrected.
- Motion to approve the May minutes as corrected by Johnny Price.
- Seconded by Erica Covington.
- During May, Anne Klingen volunteered to find out more information about the minutes that other staff councils post on the web. She did this in the form of a spreadsheet which Ev shared with the council. Gazel found out from the Provost that we do not need to include the treasurer's report. Ev asked for a vote to clarify the type of information to include in the minutes.
 - Gazel Giles made the motion to postpone this discussion until the next meeting.
 - This motion was seconded by Cindy Rimoldi.
- Ev also reminded the Staff Council about the new absence policy that was part of the bylaws revision that we approved on March 9, 2017:
"Any Council representative who misses a total of six (6) regularly scheduled meetings during a year (July 1 – June 30) shall be in violation of the Council's absence policy."

These individuals will be notified and given the opportunity to reevaluate their commitment to the Council. They can choose to either continue as a Council member or resign.”

- The next president should look into using technology so that regional campus representatives can participate remotely.

2. May Treasurer’s Report

- The Treasurer’s Report is sent out via email, and any comments/questions/or changes should be emailed to Kristi Boggan (kboggan@olemiss.edu).
- Motion to approve by Kelly Houston.
- Seconded by Johnny Price.

C. Nominate and Vote on Staff Members of the Month for May and June

- Ballot nominations are taken from the Staff Council website through staff member emails and from the Staff Council members at the meeting.
- May Staff Member of the Month:
 - The nominations for May included: Blake Adams, Douglas Alford, Amanda Blair, Holly Coffey, Jessica Coker-Hughes, Elizabeth Dixon, Elizabeth “Liz” duPerier, Ronald “Ronny” Ellis, Bree Gates, Kevin Gates, LeLe Gillespie, Colleen Gilman, Jerry Harden, Kelley Jenkins, Denise Knighton, Skip Langley, Carol Mahalitic, Janet McBride, Shawnboda Mead, Sirena Morgan, Randall Pinion, Lynn Reece, Dana Requet, Clara Rock, Cynthia “Cindy” Rimoldi, Katherine Slone, Laura Vaughn
 - Kelly Houston sent an email on 6/6/17 requesting an email vote.
 - The Staff Council voted on the nominees and declared that the Staff Member for the Month of May is Shawnboda Mead, Director of the Center for Inclusion and Cross Cultural Engagement.
- June Staff Member of the Month:
 - The nominations for June were the same as May listed above.
 - The Staff Council members submitted paper ballots to vote on the member of the month.
 - The Staff Member for the Month of June will be announced at a later date.

New Business

A. University of Mississippi Ombuds – Paul Caffera

- His role is to help UM employees to live by the UM Code.
 - Sometimes this involves dispute resolution between employees.
 - He also assists employees navigate the bureaucracy, particularly concerning grievance procedures.
- His goal is to meet all of the faculty before the end of the fall semester and all of the staff before the end of this academic year.
- Mr. Caffera explained the importance of confidentiality. He asks employees to contact him by calling his office, not by voicemail, email, or texting. He will not call back or talk to employees in public place unless the employee requests it.
- The question was asked about how to handle issues that fall outside the HR grievance procedure. Mr. Caffera responded that he is the best person to handle these issues. Fear should never be a reason to not come forward.
- The question was asked about possible changes to the performance appraisal process. He thinks that there will be changes but not sure exactly what will happen. The 360 idea might be a positive thing and he thinks that it would be good for certain supervisory positions.

- Mr. Caffera's office is in the Trent Lott Institute 318 (center portion). He will meet with employees any time of the day, any day of the week.
- There will be a rollout for his department later this summer.

B. Standing Committees

- Gazel encouraged the members to begin thinking about what committee they want to serve on.

C. Officer Transition

- New officers will be announced by Monday by email.
- Election/Ballot committee: Jackie Vinson, Pam Smith, Mohammed Ibrahim
- The votes for President and President-elect will be counted after this meeting.

D. Staff Council Standing Committees – these are listed in the bylaws

- Gazel encouraged the members to begin thinking about what committee they want to serve on.

Old Business

A. Staff Appreciation 2017 went very well!

- If you have any pictures from the events, please send them to Deetra Wiley.

Committee Updates

- Accessibility Committee – Kelly Houston reported that this committee is researching the possibility of a University wide testing center for students with disabilities.
- Provost Search Committee – The Parker Executive Search firm is assisting with this search; they are hoping to have a new provost in place during the fall; the committee is taking internal and external recommendations; Gazel will send a letter of recommendation on behalf of the Staff Council, so email her if you have feedback.
- Parking Committee – Jeremy Cook reported that next year parking will start using license plate readers; this year tickets will be written for backing into parking spaces.

Announcements/Concerns

- Gazel gave out gifts of journals to all staff council members.
- Welcome Home – Human Resources hosts new employee orientation; Gazel tried to participate but was informed that it is booked up until 2018; we could provide flyers or have information to put into the handbook.
- Natcha Knight-Evans reported that the 15 years of service certificates, gifts, and pins are at the University Public events office.
- JeLisa McGee has T-shirts for Staff Council Members that haven't picked them up yet.

Meeting adjourned 11:11 a.m.

Next meeting: Thursday, July 13, 2017 at 10:30 a.m. in the Facilities Management Conference Room.

Minutes submitted by Ev Barrett on June 8, 2017. Corrected on July 20, 2017.