

Present:

Bradley Baker, Premalatha Balachandran, Ev Barrett, Kristina Boggan, Martina Brewer, Jessica Coker, Jeremy Cook, Gazel Giles, Alicia Goodson, Shellie Harrison, Kelly Houston, JeLisa McGee, Michael Moseley, Jean Munson, Sheila Padgett, EJ Presley, Steven Ridout, Erin Ridout, Cynthia Rimoldi, Pam Smith, Precious Thompson, Jacqueline Vinson, Deetra Wiley, Christy Wright

Absent-Excused: Blake Bostick, Kelli Coleman, James Corner, Christy Isom, Robert Metzger, Ryan Miller, Joanne Mitchell, Kara Parham, Johnny Price, Sovent Taylor

Absent-Unexcused:

Roll call: (Sign-in sheet)

Call to Order

The October Staff Council meeting was called to order by Gazel Giles at 10:30 AM, October 13, 2016.

A. Report from Meeting with the Chancellor – no report

B. Approval of September Minutes and Treasurer's Report

1. September Minutes

- Motion to approve by Precious Thompson.
- Seconded by Cindy Rimoldi.
- The minutes are sent out via email, and any comments/questions/or changes should be emailed to Ev Barrett (ebarrett@olemiss.edu).

2. September Treasurer's Report

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

C. Nominate and Vote on Staff Member of the Month for October

- 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 Vicky Chandler, Custodian, and Loretta Thomas, Senior Procurement Assistant.
- In selecting a Staff Member of the Month, the Staff Council voted on the nominees and declared that the Staff Member for the Month of October is Loretta Thomas.

New Business

A. Presentation from the EORC

- Becki Bressler announced that the EORC is about to rollout a new online training for faculty and staff.
- She passed out a paper version of a powerpoint (beginning on page 8).

- This online training will help UM employees understand their responsibilities under various federal regulations.
- Target date: November 1
- She asked for our support for this new training which will be mandatory and will take 60 – 90 minutes to complete.
- This training will include faculty, staff, and graduate assistants but not work study students.
- Honey Ussery, Title IX Coordinator, presented some of the details.
- There is more information at this website: umsafe.olemiss.edu.

B. New-President-Elect

- Tiffany Webb has accepted another job and has left the university
- Erin Ridout, Admissions Specialist, was nominated and elected to fill the position of president-elect.

C. New Staff Members

- Mohamed Ali Mohamed Ibrahim, Research Scientist with NCNPR, received the next highest number of votes in the Tiffany's category, so he will take her spot on staff council.
- Gazel asked for nominations to fill the two at large slots. The following individuals were nominated and elected:
 - K. T. Short, Assistant Athletic Director of Game Operations
 - Sheila Padgett, Assistant Director of Athletics Academic Support

D. Breakfast for Night Shift Staff

- This event is for the staff members who were not able to participate in the Ice Cream Social. It will take place at 8:30 on October 24 in the Union Ball Room.
- Gazel will put flyers up in the buildings where these staff members work.
- Aramark will cater and serve.
- Staff council volunteers could also help serve.

Old Business

A. Combining Committees (Staff Council, ASB, Faculty Senate, and Graduate Council)

- Gazel has not heard from the graduate council.
- Gazel will try to meet next week with leaders from the other groups.
- Concerns: rotation, members, "not having a voice."

B. Updating Bylaws

- Gazel extended the deadline to submit changes to the bylaws.
- Staff Council members were encouraged to send Gazel any changes.

C. Childcare

- Chancellor Vitter responded to the April 2016 report issued by the Childcare Task Force. He has referred this matter to Vice Chancellors Stocks, Sparks, and Hephner LaBanc.
- Kelly Houston passed out Vitter's email response and the Executive Summary from the Childcare Task Force (see pages 4 – 7).
- Kelly recommended that we should wait to see what happens for a few months. If there is no action from the administration, then Staff Council can follow up with the Chancellor at one of the monthly meetings.

D. Ombudsperson search

- Donna Gurley is now the chair of this committee.
- The search is on hold currently.

E. Sensitivity and Respect committee

- In response to a racially insensitive viral facebook post, many students participated in a “sit-in” in the Lyceum.
- The student who posted the remark has withdrawn from the University and is participating in restorative justice activities.
- Shawnboda’s office is providing opportunities for different sides to engage in dialog.

F. Fall Exam Breakfast-December 6

G. Investiture update

- Gazel could not find a restaurant to create a sandwich named for the Chancellor.
- Gazel will look into Aramark.
- The seating will be first come first serve with overflow seating available.
- There will be a reception afterwards which is scheduled for the Grove.

Committee Updates - none

Announcements/Concerns

- Campus recreation fees will not be reduced. Gazel will look into the possibility of month to month.

Meeting adjourned 11:37 a.m.

Next meeting: Thursday, *November 17, 2016 at 10:30 a.m. in the Facilities Management Conference Room.

*NOTE the change in date due to the Investiture occurring on our regular meeting day.

Minutes submitted by Ev Barrett on October 17, 2016.

Subject: Final Report - Childcare Task Force

Date: Monday, October 10, 2016 at 4:51:36 PM Central Daylight Time

From: Chancellor Jeffrey Vitter

To: Brice P Noonan, gdgiles

CC: Morris Stocks, Larry Sparks, bhl, marvin, tammeter@olemiss.edu, SUSAN GRAYZEL, Virginia Pence, aeliason@olemiss.edu, NOELL WILSON, Kelly Brown Houston, Imaten, Nina Jones, Pam Johnson, Lee Tyner, cwgrace

To: Chair (Faculty Senate) and President (Staff Council)

Dear Brice and Gazel,

In September of 2015, in response to resolutions from UM's Faculty Senate and Staff Council asking the university to create a high quality and accessible childcare program, Acting Chancellor Morris Stocks created the Childcare Task Force.

I have received the final report of the task force (see the link to the full report of the task force below).

<https://olemiss.box.com/s/6osnemawuthyf08f0c6j8hzdgd58mu1x>.

I will depend on Vice Chancellors Morris Stocks, Larry Sparks, and Brandi Hephner LaBanc to review the report and provide me with a recommendation going forward.

I am copying all members of the Childcare Task Force on this email. I appreciate the extensive amount of research and work done by those members in evaluating the need for affordable childcare and considering options to address the childcare needs of our faculty and staff.

Regards,

--Jeff

Jeffrey S. Vitter

Chancellor

Distinguished Professor of Computer & Information Science

The University of Mississippi

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Childcare Task Force

Summary:

Interim Chancellor Morris Stocks created the University of Mississippi Childcare Task Force in September 2015 (See Appendix A) in response to resolutions from the Faculty Senate (See Appendix B) and Staff Council (See Appendix C) requesting the University create a high quality, accessible, and expanded on-campus childcare program.

The Chancellor asked the Childcare Task Force to:

- evaluate the need of UM employees for affordable childcare;
- review the programs offered by Willie Price and the other childcare options available in the local market;
- survey the childcare programs offered at peer institutions;
- consider the advantages and viability of options available to the University to better address the childcare needs of faculty and staff (See Appendix D); and
- recommend concrete actions to the University in order to meet the established needs.

Task Force Members:

Tony Ammeter, Director of Outreach and Continuing Studies

Antonia Eliason, Assistant Professor of Law

Cathy Grace, Co-Director of the Center for Early Childhood Education

Susan Grayzel, Director, Sarah Isom Center for Women and Gender & Professor of History

Kelly Houston, Administrative Coordinator, Arch Dalrymple III Department of History

Pamela Johnson, Assistant Director of Benefits and Compensation, Human Resources

Nina Jones, Controller

Marvin King, Associate Professor of Political Science and African-American Studies

Amy Lowe Lewis, Assistant to VC, Research Development and Government Relations (**Chair**)

Lionel Maten, Assistant VC for Student Affairs & Director of Student Housing

Virginia Pence-Waddell, Assistant University Architect

Lee Tyner, General Counsel & Instructor in Business Administration

Noell Wilson, Interim Chair, History & Croft Associate Professor, History/International Studies

Findings:

The Task Force met from September 2015 through April 2016. During this time, data was collected and shared concerning employee needs (See Appendix E) and local market offerings for childcare (See Appendix F). The Center for Population Studies at UM provided local demographics from American Community Survey data (See Appendix G). Demographic data showed that in the state of Mississippi, Lafayette County, and the City of Oxford, the majority of households with children have all parents in the labor force. In the city of Oxford, 66% of

households with children under 6 years have all parents in the labor force, and 78% of households with children aged 6 to 17 have all parents in the labor force. Survey findings demonstrated that there is a high need for affordable childcare among faculty and staff at the University. Furthermore, a retrospective evaluation revealed that childcare committees were convened in 1994, 1997, and 2010 (See Appendix H). While these committees also established a high need for affordable childcare, the University did not take action to implement changes at any of those times.

The Childcare Task Force's evaluation of childcare options in the local market revealed that there is a severe shortage of affordable quality care, particularly for children aged birth to four years, to the extent that some local childcare providers have waitlists that span months and even years. While the population of Oxford and the greater L-O-U community has skyrocketed in recent years, the number of childcare providers and their capacity to serve the community has not increased, accelerating the longstanding childcare shortage in the community. Survey data illustrated that working parents affiliated with the university cited this shortage of affordable quality care as a major concern. The shortage has only intensified with facilities' closures and reductions in services offered by other facilities (e.g. elimination of afterschool care). In addition to the main shortage of childcare for young children, employees cited a strong need for afterhours care for school-aged children and for care during summer months when schools are closed.

The Task Force surveyed childcare facilities from 20 universities, including both SEC schools and non-conference universities selected as models of best practice for childcare programs (See Appendix I). The data reveal that the University of Mississippi falls short both in the breadth and affordability of childcare offerings compared to the peer group. Many of the childcare center program directors volunteered to offer feedback and advice as the University moves forward in creating a 5-year strategic plan for the expansion of our current offerings.

The Task Force found that expanding the current University childcare facilities could meet the needs of faculty, staff and student parents, and potentially provide several secondary benefits, such as improving employee recruitment and retention. Retention of student parents could also be improved at both the undergraduate and graduate levels. Additionally, an enlarged University-based or University-affiliated childcare facility could provide increased educational and training opportunities to university students, at both the undergraduate and graduate levels, who intend to pursue careers in education, counseling or related fields.

Given that the only current University facility for three- and four-year-old children, Willie Price Lab School, now offers fewer classes at higher prices than previous years, the need for action is all the more urgent. Tuition at Willie Price for faculty and staff now costs \$6,000 per year (paid out over 9 months at \$666 per month), which only covers care until 3:15 p.m. Full day care adds to this total. As tuition for an undergraduate degree is \$7,344 per year, and a discount is offered for the children of faculty and staff, it is now less expensive to send a child to the University in pursuit of a bachelor's degree than it is to send him or her to pre-K. The lack of

affordable, quality childcare has become an issue of equity as well as a detrimental factor in recruitment and retention.

Recommendations:

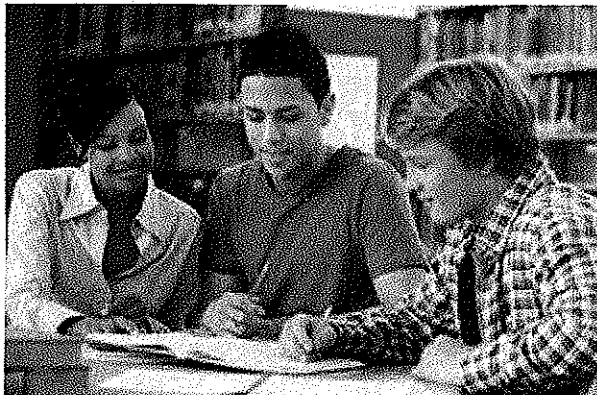
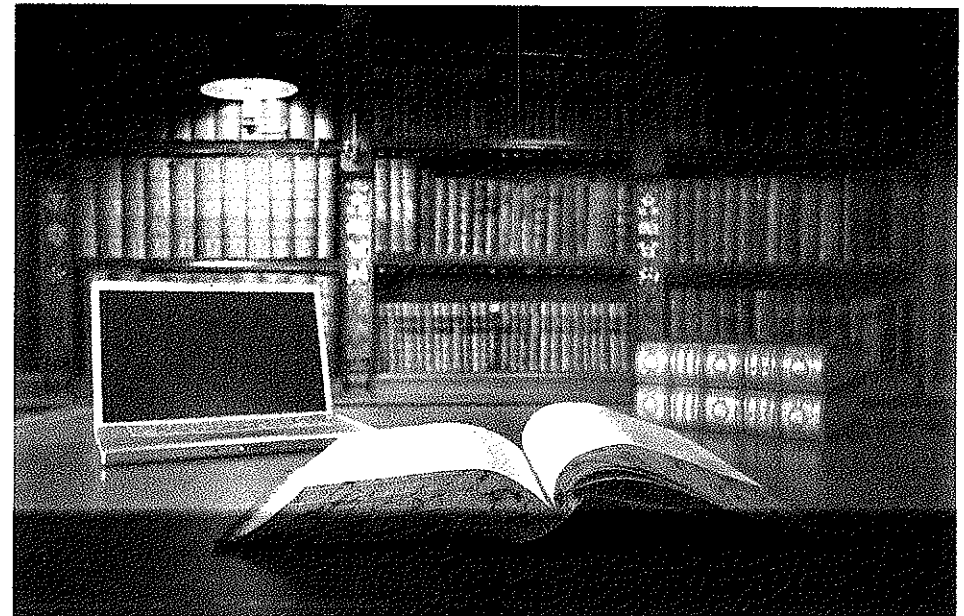
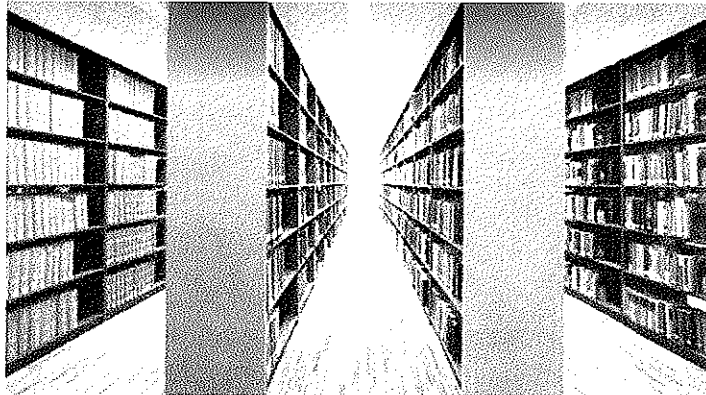
Based on the findings summarized above, the Childcare Task Force presents the following recommendations:

- 1) The University should create a dedicated position, such as a Childcare Fellow or Childcare Postdoctoral Researcher, for a one to two-year appointment to assume the responsibility for creating a five-year plan for a University-based or University-sponsored childcare facility for infants and children up to age four. The person holding this position will also be responsible for identifying the following: appropriate benchmarks for progress; development and fundraising opportunities; means to defray costs for low-income parents; and opportunities for funding or cost reduction through grants and other resources (i.e., partnership with Head Start, grant opportunities to advance women in academic careers (such as NSF ADVANCE), Department of Education opportunities, and Department of Labor opportunities), (See Appendix J). Additionally, the Childcare Task Force recommends the following:
 - a. This position should report directly to the Office of the Provost in order to preclude administrative obstacles.
 - b. The person filling the position should have expertise in early childhood education or related field.
 - c. The person filling this position could be a current faculty member who is temporarily "bought out" of faculty duties to assume the role. A temporary staff position, for a colleague with appropriate expertise, could also be considered.
 - d. Most importantly, the person filling this position should have proven success in grant writing, as the viability of the childcare facility would be enhanced greatly by finding outside resources to support the establishment of such a center as well as operational stability and continued growth.
- 2) The members of the Childcare Task Force should serve as an advisory board for the individual described in Recommendation 1. Additionally, the director of Willie Price and students (both undergraduate and graduate) should join the advisory board to ensure representation of the needs of the full University community.

Finally, based on the analysis, the University should consider whether the childcare facility should remain a standalone entity or be included as part of a bigger plan to expand access to other childcare services such as afterschool care and summer programs. "Brick and mortar" funding to cover construction of a new facility dedicated to University-based childcare and preschool might be obtained through federal, state, or private sources.

PREVENTING DISCRIMINATION AND SEXUAL VIOLENCE: TITLE IX, VAWA AND CLERY ACT FOR FACULTY AND STAFF

- Preventing Discrimination and Sexual Violence: Title IX, VAWA and Clery Act for Faculty and Staff



WHY TRAIN???

- It supports the University's commitment to creating and fostering a safe and educational environment where all members of our community can thrive.
- It also meets our legal testing requirements for faculty and staff and ensures we have the proper skill set to assist one another and our students.

TRAINING WILL ADDRESS REQUIREMENTS OF:

- Title IX of the Education Amendments Act of 1970
- Save Act Provisions of the Violence Against Women Act
- Jeanne Clery Act

FACULTY AND STAFF RESPONSIBILITIES:

- Responsible Employees
- Campus Security Authority (CSA)
- Confidential Resources

RESPONSIBLE EMPLOYEES

Responsible employee under Title IX include any employee;

- Who has the authority to take action to redress sexual violence and similar misconduct.
- Who has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX Coordinator.
- Whom a student could reasonably believe has this authority or duty.
 - All faculty and staff who are not considered confidential employees.

CAMPUS SECURITY AUTHORITY (CSA)

- A campus security authority is an official employee of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings.

CONFIDENTIAL RESOURCES

- Typically, a campus mental-health counselor, social worker, psychologist, health center employee or any other person with a professional license requiring confidentiality (or any person supervised by such a person) is considered a confidential resource and is not required to make a report.
- However, these employees may report such incidents to the school in a way that does not identify the student, unless the student consents to identification.

WAIT BEFORE YOU TELL ME SOMETHING YOU DON'T WANT SHARED

Make sure students understand

- Your obligation to report the names of the alleged perpetrator and student involved in the alleged sexual violence, as well as relevant facts regarding the alleged incident to the Title IX Coordinator.
- The student's option to request that the school maintain his or her confidentiality, which the school will consider.
- The student's ability to share the information confidentially with counseling, advocacy, health, mental health, or sexual assault related services.

WHAT MUST BE REPORTED

- Responsible employees must promptly report all relevant details about alleged sexual violence that:
 - (1) Have been shared
 - (2) That the school will need to determine what occurred, and
 - (3) That is needed to resolve the situation
- *Subject to the exemption for school counseling employees, this includes:

MUST REPORT:

- The names of the alleged perpetrator(if known)
- The student who experienced the alleged sexual violence
- Other students involved in the alleged sexual violence
- Other relevant facts(time, date, location)

DETAILS ON CONFIDENTIALITY

- Confidentiality is a sensitive and important issue. Typically, the University keeps reports confidential as much as possible.
- As part of achieving this, the victim's name and other personally identifiable information will not usually be disclosed, except as is necessary for the investigation.
- The requirements for confidentiality, although heavily weighted, are determined on a case by case basis to fit the unique needs of the investigation.
- In addition, publicly available records, if any, related to a report and investigation will not usually include a name or personally identifiable information.