

# Minutes of the November 6, 1996 meeting

2:30 p.m., 404 Union



• **Present:**

Julie Andrews, Leslie Banahan, Cynthia Baskett, Robert Bishop, Brenda Brannan, Onice Carter, Debbie Chinault, Mary Chrestman, Becky Christman, Buster Clark, Thelma Curry, Martha Deal, Marjorie Douglass, David Elmore, Ben Flemmons, Mary Harrington, Eldrid Hodge, Virginia Kesler, Floyd Klepzig, Jonnie Manning, Joe Maples, Traci Mitchell, Conny Parham, Donna Patton, David Pendergrass, Lucienne Savell, Whitman Smith, Norman Sneed, Steve Stricker, Doug Stuart, Lesley Werner

• **Excused Absences:**

Betty Adams, Sondra Davis, Valeria Harmon, Willie Hilliard, Gene Hartley, Sally Perry

• **Unexcused Absences:**

Joyce Hobson

• **Guests:**

Gary Denning, Libby Lytle

1. The meeting was called to order by President Buster Clark at 2:35 p.m. President Clark began the meeting by introducing the new members of the Staff Council. Conny Parham and Whitman Smith moved from alternate status to full-time active status. Other new members include Betty Adams, Lesley Werner, Willie Hilliard, Norman Sneed, and Robert Bishop. These members have been appointed to fill positions that were vacated due to absenteeism.
2. President Clark then introduced the guest speaker, Mr. Bob Dowdy, Interim Vice Chancellor for Administration and Finance and Comptroller.
  - A. Mr. Dowdy stated he considers this to be a very exciting time at the University of Mississippi. Mr. Dowdy voiced his support to the Chancellor's mission and his vision for The University of Mississippi to be the "Flagship" of the State. Mr. Dowdy spoke about the many changes taking place on campus, specifically pointing out new buildings being constructed and old buildings being renovated. He mentioned the strive for educational improvements such as Chancellor Khayat's goal of getting the Phi Beta Kappa Chapter on the Ole Miss Campus. He emphasized Chancellor's Khayat's emphasis on the recruiting and retention of students. He explained just how important the numbers play in the success of the University. Mr. Dowdy presented the history of the retention of students and how it was a continuously decreasing trend. He stressed how important it is for all staff, faculty and alumni to encourage students to finish their education at Ole Miss.
  - B. Mr. Dowdy stated that over the last four to five months, he has heard Chancellor Khayat address diverse groups regarding the changes that are being implemented. It is amazing how the Chancellor's excitement has been spreading the vision of Ole Miss across the country. It is not an easy task to make these changes happen. The Chancellor needs the support of alumni, friends and all persons involved, including the staff. What the staff does every day on the job is very important to the University.
  - C. Mr. Dowdy said, "How are we to approach our jobs? It is a question we should be asking ourselves every day." He challenges the staff to give their best effort day-in and day-out. If everyone would give 110% each day, then the University would improve. He strongly emphasized that staff should do the best that they can. It takes more than just Chancellor Khayat to pull the vision together. How a job is done does make a difference.
  - D. After Mr. Dowdy's talk, the floor was opened for questions.

- i. Eldrid Hodge asked a question regarding the refund on tax fee waiver for graduate students who are employed by the University. Mr. Dowdy explained that for salaried persons, the refund should have been included in the October paycheck. For hourly employees, the tax refund should have been included in the second October paycheck.
  - ii. Gary Denning asked whether or not the tuition waiver could cross over to junior or community college lines. Mr. Dowdy explained that he had never heard of this request, and that it would probably not be feasible because money would have to actually be exchanged. Tuition is waived at the University for staff and faculty because basically, we are teaching ourselves and just adding one more person to an already existing classroom, which doesn't cost us anything.
  - iii. Jonnie Manning asked why the increase in insurance rates was being totally absorbed by the employee. Mr. Dowdy explained that this was mandated by the state Department of Finance, and that the increase in the University's portion will take effect July 1, 1997.
3. **Parking:** An ad hoc committee is looking into changes in the parking situation. Any questions or concerns should be directed to Dr. Keith Womer, Business School.
4. **Dependent Tuition:** Dr. Faye Gilbert and Buster Clark will meet with Chancellor Khayat on Monday, November 11 to discuss this matter. Buster has forwarded the names of Staff personnel who have volunteered to serve on the committee. Buster will know more after Monday's meeting with Dr. Khayat.
5. **Staff Council Compensation Committee:** After sending a memo to Dr. Chain requesting information on salaries and other personnel data, Buster Clark and Mary Chrestman were asked to meet with the Personnel Committee regarding the request for data. After the meeting, Buster received a memo granting permission for the committee to have access to the data. The Personnel Committee did request that a preliminary report be given to them prior to going into a lot of work. This was agreed upon.
6. **Staff Concerns:** Jonnie Manning reported that she had two concerns. A staff person was inquiring why staff have to pay the increase in the insurance premiums and the University doesn't. Jonnie forwarded this concern to Sondra Davis who is the chair of the Insurance Concerns Committee. It was also addressed to Mr. Dowdy. See item 2.3 above. Another concern was about mail services. These items were turned over to Mr. Roger Lyles, and he is looking into the matter.
7. **Election Committee:** Onice Carter reported that the committee is trying to come up with ways to get people to vote in the Outstanding Staff Members of the Year Elections. The committee is recommending that there be an alternate way to vote in case the voter does not want to use the telephone. This would be in the form of a small card that could be mailed back to a specified person. The person who receives the card would then use the phone to record the vote for the person. This means that **if you vote by mail, one other person would know who you voted for**. The committee is also proposing that a \$50 prize be given away on Awards Day. The only ones eligible to win the prize would be those who actually voted. A Social Security Number of a person who voted would be drawn for the prize. The committee is also proposing that posters be posted around campus urging everyone to vote.
8. **Staff Publicity:** Joe Maples reported that the "History of the Staff Council" is almost complete. The Staff Council discussed the *Monday Report* as a means of communicating to staff. Many of the members felt that the *Monday Report* caters to faculty and only if there is any room left and if there is news regarding staff, then will any staff item be included. Further discussion was held that maybe there are staff members who are not turning in information to be included in the Monday Report. Therefore ... **IF YOU HAVE OR IF YOU KNOW OF SOMEONE WHO HAS HAD A NEWSWORTHY ACCOMPLISHMENT IN THE LAST THREE MONTHS THAT SHOULD BE PUBLICIZED, PLEASE CONTACT JOE MAPLES (7066).**
9. **Guests:** Guests were introduced to the Staff Council. This month Thelma Curry of UPD brought a new staff person, Officer Libby Lytle. Gary Denning was recognized as a regular guest to Staff Council.
10. **Bookstore Privatization:** A question was raised as to whether or not Bookstore personnel would be given

special treatment when job openings occur on campus. Buster had sent an email to Chancellor Khayat about this and in turn Dr. Khayat forwarded the email to Dr. Chain. There is also a staff focus group to assist in the transition of the privatization of the Bookstore. The purpose of this group is to meet with Barnes and Noble to have input on what is available in the Bookstore and other input to make it a better Bookstore. There is also a Faculty and Student Focus group for the same purpose. Buster Clark asked for volunteers from the council to serve on this committee. The following persons volunteered: Martha Deal, Traci Mitchell, Onice Carter, Leslie Banahan, David Elmore, Robert Bishop, and Becky Christman.

11. **Outstanding Staff Member:** Onice Carter reported that the committee voted to not do away with the Overall category at this time. They decided that they would give this one more time and see if voting will improve. If voting does not improve, a survey will be conducted to see if there is interest in continuing the Outstanding Staff Member process.
12. **MASCO Meeting Report:** Onice Carter reported on the Mississippi Association of Staff Council Organization meeting which was held on October 10 in Columbus, Mississippi. Lucienne Savell and Onice Carter, along with twenty other representatives from the eight colleges, attended the meeting.
  - i. **MSU:** Onice Carter reported that Mississippi State realizes that they have a morale problem. To boost morale they created T-shirts. Their first order was for 300 T-shirts. They sold out the first week they were available. The committee set up a tailgating tent and gave a free T-shirt to the first twenty staff personnel who walked up with their staff ID. The T-shirts sold for \$5.00 and \$6.00. MSU also stated that their staff council is starting a brain-storming breakfast session each month with different departments each month. MSU's shuttle service is going extremely well. The shuttle service was motivated by the students. MSU personnel have the option of either parking on campus for \$25 or parking in satellite parking for \$1 and riding the shuttle to work. Regardless of where they park, the shuttle is open to anyone who wants to use it. They currently have 5 buses in operation. MSU also explained and emphasized that they did not close off any parking areas. The shuttle service was just added. All areas are still open for persons to park with their proper decal.
  - ii. **USM:** Southern's Staff Appreciation day was to be held on Halloween. They encouraged departments to decorate their areas for a contest. Whichever department won would get a catered Christmas Dinner. A hot dog/hamburger picnic was also held on Halloween day. Their parking fees went up from \$20 to \$24. The only problem that they were having with the parking fees is that it was a mandatory \$2 payroll deduction each month. The staff could not pay for the decal in advance. The University sponsors a luncheon twice a year for new employees (in March and September). The Staff Council is included in these luncheons.
  - iii. **Alcorn State:** They were busy with the inaugural of their president and also homecoming at this time.
  - iv. **IHL Representative:** A representative from the IHL Board talked to us about the Presidents meeting with the LBO (Legislature Budget Office). She stated that all Presidents, including Chancellor Khayat, stressed the need for raises this year. After her talk about the IHL and their plans for the future, she asked that we submit to her what items we felt were most important for the IHL to address. The Council reported these top five needs: (1) raises for staff and faculty, (2) operating funds, (3) repairs and maintenance, (4) technology, (5) compensation and job classification.

Without further business to discuss, the meeting was adjourned at 3:55 p.m.

Respectfully submitted:  
/s/Lucienne Savell, Secretary

Approved by:  
/s/Buster Clark, President  
/s/Jonnie Manning, President-Elect

---

The Staff Council Meetings are open for anyone who would like to attend. The meetings are held at 2:30 p.m. of the

Union on the first Wednesday of the month. If you should have a concern that you would like addressed, please call Jonnie Manning at x-5021 or you may send her e-mail at [dpjasm@olemiss.edu](mailto:dpjasm@olemiss.edu).

You are invited to attend the next Staff Council Meeting.

**WHEN: DECEMBER 4, 1996**

**WHERE: UNION 404 A/B**

**TIME: 2:30 P.M.**

**GUEST SPEAKER: MR. GRAY TOLLISON, STATE SENATOR**