

Minutes of October 1, 1997 meeting

2:30 p.m., Union Room 404A/B



PRESENT:

Woodson Boyden, Onice Carter, Buster Clark, Thelma Curry, Sondra Davis, David Elmore, Mary Harrington, Gene Hartley, Ellawee Ivy, Floyd Klepzig, Jonnie Manning, Joe Maples, Traci Mitchell, Conny Parham, Donna Patton, Lucienne Savell, Whitman Smith, Doug Stuart, Michael Vanderlip, Lesley Werner

GUESTS:

Jennifer McIntosh, Student Health Center

EXCUSED ABSENCES:

Julie Andrews, Charlene Baker, Cyndi Baskett, Brenda Brannan, Mary Chrestman, Martha Deal, Willie Hilliard, Virginia Kesler, John Schuster, Calvin Sellers, Steve Stricker

UNEXCUSED ABSENCES: David Blackmarr, Debbie Chinault, Norman Sneed

1. Jonnie Manning, President, called the meeting to order and introduced Ms. Jennifer McIntosh from the Student Health Center who spoke briefly about Sexual Assault Awareness Week, October 20-24, 1997. Staff are encouraged to attend any of the events listed below and they should call Jennifer at 281-1373 if there are questions about the activities.

"For Men Only"	Presentation by Dr. Victor Lacerva	October 20, 4:00 p.m.	Union Ballroom
Keynote Address	Dr. Victor Lacerva	October 20, 7:00 p.m.	Union Ballroom
Self Defense	Rod Storrs	October 21, 12:00 noon	Union Lobby
Rohypnol	Georgia Nix	October 21, 2:30 p.m.	Union 404 A&B
Sexual Assault and the Law	Kathy Sones	October 21, 4:00 p.m.	Union 404 A&B
Self Defense	Rod Storrs	October 22, 12:00 noon	Union Lobby
Alcohol and Rape	Leigh Jensen & Capt. Georgia Lindley	October 22, 2:00 p.m.	Union 404 A&B
When a Friend is Raped	Tricia Gleason	October 22, 4:00 p.m.	Union 404 A&B
Candlelight Vigil		October 22, 7:00 p.m.	Outside the Lyceum (Circle Side)

Jennifer also asked for the support of the Staff Council, both in getting the word out about the events and possibly a monetary donation. After Jennifer left the meeting, a motion was made by David Elmore to donate \$100 toward the activities. Traci Mitchell seconded the motion. After a time of discussion, a vote was taken and the motion was defeated. The Council would like to note that this is a very worthy cause and one which is supported fully by the Staff Council, but because of the number of organizations on campus which deserve equal support, it was decided that our limited budget will not allow us to contribute to each organization; therefore, it was decided that we should not contribute to any.

2. Thelma Curry announced that the United Way Campaign will kick off on October 27 and will end on November 21. It is requested that staff return their donations by November 7 if possible so that accurate tallies can be made. Staff are encouraged to participate in this worthy project in whatever way they are able.
3. Mary Harrington reported on the upcoming changes in health insurance to include an increase in the deductible and co-payment percentages and an increase in rates beginning January, 1998. These increases are necessary because the amount of claims paid exceeds the amount of funds gathered from premiums, etc. Therefore, Mary made a motion that the following resolution be sent to the appropriate persons regarding the tobacco settlement funds:

RESOLUTION: *The Staff Council proposes a share of the tobacco settlement be allocated for repayment to the State Employees' Health Insurance Plan to reimburse the fund for health care claims which were directly attributable to tobacco-related illnesses. The Committee asks the Chancellor to work with the President's Council on such a proposal to be submitted to the Health Insurance Management Board.*

The motion was seconded by Lucienne Savell and passed unanimously.

4. Jonnie Manning reported that she had talked with Larry Sparks regarding an update on the Process Re-engineering Project. There was a problem with Arthur Andersen firm because of bureaucratic red-tape. Officials are meeting with two other firms and a decision on a firm should be made by October 6 or 7. The target date for beginning the process has been extended to the end of October. The University has expressed the desire to get the process going as soon as possible but within a time frame which allows the most qualified people from the firm to participate.
5. Jonnie distributed committee assignments and asked the first person on each committee to call the first meeting at which time a chair will be named.
6. Mary Harrington asked whether there had been any response from Marshall Bennett regarding how the faculty/staff scholarships affect the MPACT program. Buster Clark agreed to e-mail Marshall Bennett and will report to the Council next month.
7. Jonnie discussed two tax credits allowed by the IRS. The **HOPE Scholarship tax credit** is for students starting college. *"Students will receive a 100% tax credit for the first \$1,000 of tuition and required fees and a 50% credit on the second \$1,000. This credit is available for tuition and required fees less grants, scholarships, and other tax-free educational assistance and will be available for payments made after December 31, 1997 for college enrollment after that date. A high school senior going into his or her freshman year of college in September, 1998, for example, could be eligible for as much as a \$1,500 HOPE tax credit."*

"This credit is phased out for joint filers who have between \$80,000 and \$100,000 of adjusted gross income, and for single filers who have between \$40,000 and \$50,000 of adjusted gross income. The credit can be claimed in two years for students who are in their first two years of college or vocational school and who are enrolled on at least a half-time basis in a degree or certificate program for any portion of the year. The taxpayer can claim a credit for his own tuition expense or for the expenses of his or her spouse or dependent children."

The Lifetime Learning Tax Credit. *"A family will receive a 20% tax credit for the first \$5,000 of tuition and required fees paid each year through 2002, and for the first \$10,000 thereafter. Just like the "HOPE Scholarship" tax credit, the Lifetime Learning tax credit is available for tuition and required fees less grants, scholarships, and other tax-free educational assistance; families may claim the credit for amounts paid on or after July 1, 1998 for college or vocational school enrollment beginning on or after July 1, 1998."*

8. **Concerns:**

- o Discussion was held regarding a handout which was distributed to the joint legislative session and was prepared by Dr. Jim Nichols and approved by the Administrative Council. The concern centered on the

following statements with regard to salaries:

"Three percent salary increases for FY 97-98 kept up with inflation and maintained the level of staff salary competitiveness."

"Faculty salary increases of 3% were much appreciated, but did not match many other increases in the region at comparable universities."

After expressions of concern were voiced to administrators by members of the Council, Dr. Nichols responded that there was no intent to imply that staff salary increases were adequate while faculty increases were not. The Council decided to reply to Dr. Nichols that the Council feels strongly that the wording should be consistent for both staff and faculty and the statement should read as follows:

"Faculty and Staff salary increases of 3% were much appreciated, but did not match many other increases at comparable universities."

9. Jonnie made the following announcements:

- The campus-wide staff meeting on October 7 at 9:00 a.m. in Fulton Chapel. Everyone is encouraged to attend.
- The Mississippi Association of Staff Council Officers (MASCO) will meet on our campus on October 9 from 10:00-3:00. Lunch will be provided either on the patio at Memory House or, in case of rain, at the Chancellor's Home. Please let Jonnie Manning know if you plan to attend.
- The Firing Line broadcast will be October 14 at 8:00 p.m. in the Coliseum. Staff who have volunteered to serve as ushers should meet Jonnie Manning at 6:30 by the Coliseum Ticket Office. Dress is appropriate business attire.
- Open house for faculty/staff published authors at the Ole Miss Bookstore on October 23, 2:00-5:00 p.m.
- Because of the Thursday, November 6 televised football game, staff may work through their lunch hour and then leave at 1:00 p.m. This will be administrative leave and will not be charged as personal leave.

There being no further business, the meeting was adjourned.

Respectfully submitted,

/s/Donna Patton, Secretary

/s/Jonnie Manning, President

/s/Onice Carter, President-Elect