

Minutes of October 7, 1998 meeting

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



Attending:

Julie Andrews, Charlene Baker, Woodson Boyden, Dennis Bullard, Amy Burrow, Joni Camp, Onice Carter, Mary Chrestman, Buster Clark, Thelma Curry, Sondra Davis, Cherry Douglas, David Elmore, Judy Fos, Mary Harrington, Floyd Klepzig, Jonnie Manning, Traci Mitchell, Donna Patton, Lucienne Savell, Calvin Sellers, Steve Stricker, Doug Stuart, Sherry Wall

Excused:

Cyndi Baskett, Theresa Knight, Conny Parham, J. Stern, John C. Stone

Unexcused:

Michael Booke, Willie Hilliard, Sue Hodge, Jerry D. Moore

The meeting was called to order by Onice Carter, President.

Speaker

Onice welcomed Mr. John Shafer, Director of Intercollegiate Athletics, as our guest speaker. Mr. Shafer came to Ole Miss from the University of Georgia and has been here since July 1 of this year. Mr. Shafer stated that his goal is to recruit fine student athletes to The University of Mississippi. He believes in doing things first class with integrity. His experience here so far has been wonderful--even better than he and his wife imagined that it would be. He believes that all the University community works together to accomplish the goals set for the University. He will call on the staff from time to time to help and he expects to be asked by the staff for help from time to time.

Mr. Shafer explained about the increase in basketball ticket prices. The decision was made before he came on board; however, he endorsed the price after he came. The reasons for the increase are purely economical. The average at other schools in the regions is \$11.33. Ole Miss tickets are now \$12.00. It is a positive thing that faculty and staff are offered tickets to home games at half price. He does not apologize for the increase but does apologize for the way in which the increase was handled--all in one jump. There are improvements which need to be made on the Coliseum, etc. This cannot be done without revenue.

Question: Has there been any consideration given to offering discounted tickets at athletic events for children of faculty and staff in addition to the half price tickets already offered?

Answer: *Mr. Shafer stated that he was surprised that this was not already done, and he would certainly look into the feasibility of doing so.*

Question: What do you see as the greatest challenges for women's sports?

Answer: *Money. The new facilities are awesome. Need to recruit more in-state women; Better salaries for assistant coaches; travel monies; better track and golf facilities; and renovation of the Coliseum.*

Suggestion: To help in recruiting, consider bringing in high school teams to let them see what student athletes do on campus other than just play sports.

Answer: *That is a good idea. There are NCAA rules that must be followed and we will do all that we can within those guidelines.*

Question: What is the possibility of having golf carts available on ballgame days to assist the elderly/disabled get to

the stadium?

Answer: *We are currently providing that service. We had five carts going during the last game.*

Question: Is the Jumbotron available for use by staff for messages, etc?

Answer: *Probably not. The Jumbotron is part of a StadiaNet system. However, the message board at the opposite end of the stadium would be available.*

Question: What about a Jumbotron for the Coliseum?

Answer: *Definitely need one but when prioritizing all needs, this probably would be down on the list of priorities.*

Question: Who sets the vendor prices?

Answer: *They are subcontracted. I apologize for the first football game day when we ran out of ice, etc. It will not happen again. I will have input into the next bidding process which will occur in March.*

Mr. Shafer ended his presentation by stating again that he hopes the Staff Council will let him know when he can help in any way.

Minutes

The minutes were approved with no corrections. Onice suggested that all future minutes contain information about the Staff Listserv and the Staff Council web page address. The members agreed that this was a good idea.

Upcoming Events

- UNITED WAY CAMPAIGN. Thelma Curry, co-chair of this year's campaign, announced that the United Way Campaign will kick off on October 23. The committee has set three goals:
 1. to get more faculty and staff involved (want to increase from 700 last year to 1,000 this year);
 2. increase number of Leadership Givers (those who give \$500 or more per year) on campus from 12 to 25;
 3. increase student participation (students have set week of October 19 for activities).Thelma stated that any of the 25 committee members will be glad to come to individual departments to talk about the campaign if requested.
- Transylvania Bowl (October 13-14). Brad Davis, President of ASB, is hoping to involve the whole University community in this project. The goal has been set as 1848 pints to commemorate the opening year of the University. Every donor's name goes into a pot. One person (or parent of student) will win a free semester's tuition. The winner of the Transylvania Bowl proceeds to the SEC competition where \$1,000 scholarships, etc. are available. Onice committed six staff members to help with the blood drive from 3:00-4:00 on October 13. Jonnie Manning, Julie Andrews, Thelma Curry, David Elmore, Lucienne Savell, Amy Burrow, Traci Mitchell, and Onice Carter volunteered. Floyd Klepzig volunteered to be in charge of getting a sign made for the Staff Council's participation.
- MASCO (Mississippi Association of Staff Council Organizations) will meet on October 8 on our campus from 10:00-3:00. Chancellor Khayat will provide a luncheon at Carrier House for the participants. Vice Chancellors will join our guests for the luncheon.
- The CAMPUS-WIDE STAFF MEETING will be Tuesday, October 13 at 9:00 a.m. in Fulton Chapel. Council members are asked to sit down from to be recognized. All staff are encouraged to attend.
- The SESQUICENTENNIAL CONVOCATION will be November 6 at 10:00 a.m. in the Circle (Fulton Chapel in case of inclement weather). The Staff Council was invited to participate as a group and we accepted. All staff are encouraged to attend this historic event with Sir Peter North from The University of Oxford, Oxford, England as speaker. Dr. David Sansing will also speak.

Committee Reports

- Onice announced that Michael Boone was to have reported to the Council on the printing opportunities available regarding the minutes. He has been absent at the last two meetings and no report has come forth. Therefore, Onice asked for a motion to drop this discussion from the meeting agenda unless someone else wanted to take

on this task. Woodson Boyden moved the discussion be dropped from the agenda, and Lucienne Savell seconded. The motion was approved.

- **ENDOWMENT FOR STAFF SALARIES.** At the last Council Meeting, after much discussion concerning a potential proposal for an endowment for staff salaries, the suggestion was made "that the President and some other Council members (appointed by the President) set up an appointment with Dr. Gloria Kellum for the purpose of obtaining information and possible steps to take for drafting (by the Council) such a proposal." Four members of the Council met with Dr. Kellum and Dr. Brian Reithel. Both seemed receptive to the need for such funding, but felt that such endowments were practically non-existent. They stated that in all of their historical research for private funding sources for a similar endowment as the one recently established for faculty salary supplements in the College of Liberal Arts, that endowment is an isolated case. No records have been found of any other such endowments for faculty not staff increases except private funding used to supplement IHL Chancellor/Presidents' salaries.

Therefore, they suggested that the Council establish two or three one-page (priority) proposals to give to them for potential donors who might be motivated by such needs and consequently provide some funding to the University. An example of such a proposal is the one presently under consideration by a donor for Staff Development. To stimulate the Council's thinking on prioritizing two or three major needs, they suggested we consider the "reasons that private donors give to any university." For example, by funding scholarships for certain groups of individuals, donor's love for the University, for training/improving skills for certain groups of people, and to enable a group of people to attend professional conferences relating to their work.

Drs. Kellum and Reithel also suggested that the Council identify and prioritize a few compensation issues they feel need attention and share those concerns with key University administrators who have the authority to effect change for the better. They stressed the importance of keeping these priorities before the administration at every opportunity.

Onice passed out a sheet containing four possible compensation issues for the Council's consideration. These issues will be discussed and voted on at the November meeting. Mary Chrestman, Amy Burrow, Traci Mitchell, and Onice Carter will work on a few ideas to bring back to the Council next month to discuss and vote upon.

- **PUBLICITY COMMITTEE.** Dr. Ed Meek, Public Relations, has agreed to provide a brochure to be given to all new staff members. Traci Mitchell agreed to help the Publicity Committee with content for the brochure.
- **ELECTIONS COMMITTEE.** No report.
- **CONCERNS.** Traci reported on the following four concerns:
 1. **CONCERN:** "What is being done for those staff members who never received target salaries? Were professional staff completely excluded from the VCP?"
RESPONSE: Professional staff that were employed prior to January 1, 1996, were included in the VCP. Those individuals employed after January 1, 1996, were not included in the VCP. Once target salaries have been met for those employed on or before January 1, 1996, Human Resources hopes to do periodic reviews of job classes, which will include those hired after January 1, 1996.
 2. **CONCERN:** "Why is our insurance so expensive compared to a private corporation?"
RESPONSE: It is state law that we participate in the State of Mississippi's Self-Funded insurance program. The price we pay is driven by the number of claims that all state employees make against the fund. Our insurance rates go up when the fund is over burdened with claims.
 3. **CONCERN:** "We were told there are to be no special parking permits for student workers. Why are they being given to student athletes?"
RESPONSE: The University Police Department has not issued any special parking permits to student athletes. What you may be seeing is a permit for Treatment Only or Medical Purposes, but no permits were issued for the academic year.
 4. Human Resources is doing further research on another matter involving University employees employed full time in one department and wanting to work in another University department part time. More information will follow as it becomes available.

- **TRAFFIC AND SAFETY COMMITTEE.** Floyd Klepzig stated that this committee was charged with developing plans (including suggestions, cost estimates, impact, etc.) to turn the center of the campus (principally the circle in front of the Lyceum) into a pedestrian only area. The committee is preparing a report for presentation to the Chancellor and is soliciting input from the staff. Several scenarios have been discussed.

First of all, renovations slated to begin this year will alter current driving/parking patterns. The area in front of the Y Building will have a construction fence that will enclose the parking in front of that building. Once the Lyceum renovation begins, a construction fence will extend out the middle of the road on both sides of the Lyceum and parking on the sides will be eliminated. The area between the Lyceum and the Library will be a construction area and the road between the Lyceum and the Library will be permanently taken up. The service road that runs between Old Chemistry and Lewis Hall will be taken up.

The Committee is well aware of the fact that any plan must take into account emergency vehicles, service vehicles (including deliveries), handicapped access, visitor access, and aesthetics.

One scenario involved stopping traffic at the beginning of the Circle--possibly using a gate/guardhouse to allow vehicles through. This would allow faculty/staff to park in the open area, but it was feared that a lot of student traffic (dropping friends off) would occur and all vehicles would have to make a U-turn at the soldier statue causing safety concerns. Another scenario blocks University Avenue at the four-way intersection in front of Coulter Hall. This would eliminate the parking along University Avenue up to the Circle but could be accomplished with less of a concentration-camp look and would eliminate the safety concerns.

Another proposal is to make the campus perimeter one way. From the intersection of University Avenue, Grove Loop would be one-way (two lanes) around by the Student Union to Rebel Drive. Rebel Drive would be one-way going up the hill and down to Fraternity Row. Fraternity Row would be one-way back to the intersection of Fraternity Row (All American Drive) and University Avenue.

IF YOU HAVE CONCERNS/COMMENTS, PLEASE FORWARD THEM TO FLOYD KLEPZIG, SUPERCOMPUTER BUILDING, ROOM 100A (232-3862) OR E-MAIL: CCFLOYD@OLEMISS.EDU.

- **PROJECT DISCOVER.** Buster Clark stated that the recent accomplishments included the collection of more than 550 completed Change Enablement surveys from University staff; documentation of current processes is complete; and primary reengineering opportunities have been identified and prioritized.

Current Activities underway include:

1. Focus groups are being conducted to obtain a broader perspective of opportunities for improvement in current business processes. 21 of 39 scheduled focus groups have been conducted to date. Approximately 200 individuals have been invited to participate in one or more focus groups;
2. Software demonstrations are being conducted to evaluate the functionality offered by each of the three software vendors. More than 150 individuals across the campus have been invited to participate in this evaluation process.

Next Steps:

1. The Software Selection Committee (a sub-team of the project team) will conduct a comprehensive evaluation of the software vendors. A recommendation will be presented to the Chancellor in late October.;
2. The redesign of business processes will begin in late October.

PLEASE CONTINUE TO SHARE QUESTIONS, COMMENTS, AND CONCERNS ABOUT PROJECT DISCOVER WITH BUSTER CLARK OR E-MAIL DISCOVER@OLEMISS.EDU. CONFIDENTIALITY WILL BE RESPECTED.

- **Annual Report.** Mary Chrestman distributed copies of the 1997-98 Annual Report. She asked that Council members review the document and provide feedback at the next meeting.
- **ADMINISTRATIVE COUNCIL.** Onice reported on several topics discussed, including the traffic committee's report; problems with obtaining furniture for Martindale Center; enrollment; a slide show of the critical success factors (Dr. Gloria Kellum will present this information at an upcoming Staff Council meeting.).
- **EXECUTIVE COMMITTEE.** The Executive Committee met with Dr. Andy Mullins in the absence of Chancellor Khayat. Topics discussed included:

1. Day Care Center. Dr. Mullins stated that the problem was finding money--i.e., a donor--to build the building;
2. The Thanksgiving luncheon for faculty and staff will be held again this year on Wednesday, November 25;
3. Dr. Mullins agreed to check on whether the University will provide flu shots for faculty and staff again this year;
4. The University has been challenged to cut energy costs this year. If we do not, we will be mandated to cut costs by 25%. Onice will ask Bill McKenzie to make a presentation on this issue to the Council at an upcoming meeting;
5. Dr. Mullins agreed to speak to the Council at any time during the Legislative session to provide an update on current bills, etc.;

Announcements

The Staff Council Office has moved from Leavell to Odom A (form Auditing Office). We will share the office with the Student Traffic Appeals Committee.

Amy Burrow stated that if the Council would like to include a session on Cancer Awareness during the 1999 Staff Appreciation Week seminars, we need to let the professionals know by January, 1999.

The Staff has a listserv. Anyone wishing to subscribe to the listserv should e-mail the following: md@listserv.olemiss.edu and type "**subscribe staff**" in the body of the e-mail message. The listserv allows an open dialog of all those subscribing. Any comments sent to the listserv are viewed by all subscribers to that listserv. For more information about the listserv, please contact a Staff Council member.

There being no further business, the meeting was adjourned.

/s/Donna Patton, Secretary

/s/Traci Mitchell, President-Elect

/s/Onice Carter, President

If you are interested in becoming a member of the staff listserv, send an e-mail message to md@listserv.olemiss.edu with the line "SUBSCRIBE STAFF" in the body of the message. If you would like more information, contact any Staff Council member.

Visit the Staff Council home page at http://www.olemiss.edu/orgs/staff_council.