

Our speakers were Lynn Helton and Russ Willis from Human Resources. They discussed benefits and upcoming changes. Benefit changes can be made Monday through Thursday, October 8–11, for the Hattiesburg Campus in the Commons banquet rooms A and B. Stennis open enrollment will be the following week. USMGC will be next week in Hardy Hall. The Research Lab has not announced its dates yet.

PLEASE DO NOT WAIT UNTIL THE LAST MINUTE TO MAKE CHANGES! If you are not making any changes to your benefits, you do not need to attend open enrollment.

There is a proposal from the governor to use tobacco money to help lower the state employees' health insurance. The possible premium increase for health insurance hasn't been announced yet. Some ideas being discussed to help lower insurance costs are the possibility of separating retired from active employees and using the tobacco money. Also, if the increase is substantial, employees will be allowed to drop their coverage.

CHIP– Children's Health Insurance Program – most of us make too much money. The federal government funds this program. One change in the program is your child does not have to be uninsured six months before you receive CHIP. If you are planning on dropping your insurance coverage and signing up for CHIP, please go by Human Resources and talk with someone first to get a clear understanding of the process.

Vision insurance – Rates are going up. The rate will increase \$1 per month for employees. For employee + dependent coverage, the rate will increase by \$2 per month. This is the first increase in two years, and the benefits will stay the same. This is also something you can change anytime of the year.

Cafeteria plans – You may only make changes to your plan ONE time during the year (during open enrollment). Should an individual want to look at his or her options before enrollment, call the Human Resources and make an appointment.

Medical Reimbursement: you must sign up for this each year. Glynn Griffing out of Jackson, Miss., is the administrator of the plan. Get your claims in now...use it or lose it!

Question: If you have an increase in health insurance, can you go back and change your medical reimbursement? No

****Approved****

The University of Southern Mississippi
Staff Council Minutes
October 2, 2001
1.0

Call to Order

President Sumrall called the meeting to order at 10:05 a.m.

The following members were present: Rusty Anderson, Russell Beard, Joan Brashears, Bradley Bridges, Cindy Burnett, Cheryl Burnette, Kalin Butirich, Melissa Carpenter, Shannon Davis, Carol Dunaway, Mike Giles, John Green, Lin Harper, John Hayman, Kathy Hayman, Mary Ann Iverson, Robin Johnson, Faye Mallette, Charlene McMillin, Connie Morgan, Kenton McNeese, Polly Odom, Jessie Person, Pam Posey, Jan Roberts, Susan Sanders, Carol Sims, Veda Spencer, Arlin Steen, Mary Sumrall, Sam Williams, and Ronnie Williamson.

2.0 Adoption of the Agenda

4.0 should read "September minutes" – Adopted as printed

3.0 Call for Proxies

The following members were represented by proxy: Connie Morgan for Kim Busche, Lamon Jackson for David Kinsey.

4.0 Approval of Minutes

The minutes of the September regular meeting were approved as printed.

5.0 Officers' Reports

5.1

President's Report – Mary Sumrall

Wednesday, September 5, 2001, Meeting with Dr. Andy Griffin, Provost

The officers met with Dr. Griffin to present the eight proposals agreed upon by Staff Council last spring. He received them very positively. We also asked if the Staff Council could have a staff representative attend the meetings of the Deans Council.

Thursday, September 6, 2001, Meeting with Dr. Joe Paul

The executive committee met with Dr. Paul to discuss the eight proposals. Dr. Paul gave some suggestions about how we might approach the USM president and the board of trustees in order to get approval for the proposals.

Friday, September 7, 2001, Meeting with Dr. Linda McFall
Cheryl Burnette and I met with Dr. McFall to discuss the proposals. Dr. McFall indicated that USM did not purchase the PeopleSoft module required in order for staff to charge at the Bookstore, Clinic, etc. She is going to check on the cost of this module.

Monday, September 17, 2001, Cabinet
This was Dr. Lucas' first Cabinet meeting since he assumed the presidency. The Cabinet now consists of the vice presidents, the athletic director, and presidents of the Faculty Senate, Staff Council, and Student Government Association. The Cabinet reviewed items on the agenda for the board of trustees meeting. The Cabinet also identified issues the University is facing. These were: salary increases, retention of faculty and staff, sustained, long-term funding from the Legislature, increase in operating budgets, Title IX compliance. Curt Redden gave an update on the comprehensive campaign.

Tuesday, September 18, 2001, Meeting with Dr. Don Cotton
We presented the proposals to Dr. Cotton, who was very supportive of them. Dr. Cotton also mentioned the possibility of developing some type of "point" system based on length of employment and other factors whereby faculty and staff could choose the benefits they wanted.

Thursday, September 20, 2001, Board of Trustees Meeting
Susan Hubble, Faculty Senate president, and I attended the board of trustees meeting. There was much discussion about academic program productivity reviews. Each institution will begin to flag those programs which do not meet the criteria, such as the number of students graduating from graduate and undergraduate programs and the credit-hour production per faculty member. The board will review these programs in February 2002. Also, in executive session the board heard a proposal from Secretary of State Eric Clark on a possible solution to the Point Cadet issue. The board approved \$2 million for our College of International and Continuing Education, \$30 million for our Student Life Center, and \$6 million for the

Polymer Science renovation. Ms Virginia Newton, chair of the USM presidential search committee, reported that the firm of Korn Ferry received the bid to conduct a national search for our new president. Bill Funk, with Korn Ferry will head the search. He has recruited many presidents at outstanding institutions. The campus advisory committee has not yet been named, but it will consist of approximately 30 faculty, staff, students, alumni, foundation board members, and community people. Dr. Griffin is still receiving names of those who would like to serve. We need to remember that the board search committee will make the appointments to the advisory committee, not Dr. Griffin; he will only recommend members.

Friday, September 21, 2001, President's Brown Bag Luncheon
Dr. Lucas reported on the Board meeting. Dr. Andy Griffin spoke about academic program productivity reviews. Dr. Joe Paul gave an update on security issues and dispelled rumors that have been circulating regarding Islamic and Arab students and former students.

Monday, September 24, 2001, Cabinet
Appreciation Weekend is September 29–30. There will be a briefing at 2:00 Saturday afternoon. The College of International Education has requested an international education fee paid by all students to give scholarships to those wishing to study abroad. The president and vice presidents will look at all fees which have been recommended before they submit any for board approval. New security measures will be in place for the home football games. Mr. Richard Giannini noted that press releases will be sent out regarding the changes in parking, traffic flow and items that will be checked or not allowed in the stadium. Employee Appreciation Day has been set for Halloween, October 31. Dr. Marie Ferrell has been selected as the new dean of Nursing and will begin work somewhere between November 1 and January 1.

Tuesday, September 25, 2001, Meeting with Curt Redden
Pam and I met with Curt Redden to present the Staff Council proposals. He received them positively and was very encouraging that all of them should be approved. We will just have to find the money somewhere to help recognize our staff. He also mentioned that we need to encourage gifts to the Comprehensive Campaign designated for staff development and recognition of outstanding staff members.

Thursday, 7, 2001, MASCO Meeting at Mississippi State University

Pam and I traveled to Starkville to meet with other Staff Council officers from Mississippi State, Ole Miss, Jackson State, Delta State, and the "W." Representative Jay Eads and Senator Glenn Hamilton attended the meeting and gave an overview of the way a bill is introduced and passed. They then entertained questions about state employees' health insurance, budget issues, and salary increases. MASCO is working on a reduced workweek (flextime), lowering the 2.5 GPA to 2.0 for the faculty/staff dependent scholarship, and attending the board of trustees meeting each month. A report was given from each institution represented.

October 1, 2001, Cabinet/Expanded Cabinet

There were many good comments about this past weekend. We had a record number of prospective students attend Fall Festival, and there was much tailgating around campus. More legislators attended Appreciation Day than usual. The president and the athletic director commended the students for their participation in tailgating activities on campus and their attendance at the game. Curt Redden gave an update on the Comprehensive Campaign, which is now at \$63.8 million; the athletic department just received a \$1.3 million anonymous gift. Dr. Andy Griffin talked about the campus advisory committee for the presidential search. The committee will consist of 30 members. With those who are selected by virtue of the offices they hold, there will be very few at-large members. During the expanded cabinet meeting, Sherry Laughlin and Toby Graham made a presentation on the services provided by the USM Library and also demonstrated the digital holdings in our Special Collections. At this meeting Dr. Griffin noted the possible time line for the presidential search—campus interviews in March or April 2002, with the decision being made by the end of April.

5.2 President-Elect – Pam Posey

I attended the Brown Bag Lunch with Dr. Lucas, all the vice president meetings except the meeting with Dr. Linda McFall, and I traveled with Mary Sumrall to the MASCO meeting.

The first Faculty Senate meeting of this year was held on September 21, at 2 pm. Basically, this was an organizational meeting. Dr. Art Kaul, president of the Universities Faculty Senates Association (statewide group), stated that four resolutions were presented and approved. These resolutions will be presented to each University

Faculty Senate. He presented the resolutions to the USM Faculty Senate as a first reading at this meeting and action will be taken at the October meeting. The resolutions are: 1) a request for the governor, Lt. governor, and Legislature to commit to provide a 4-percent salary increase to faculty and staff next year; 2) a request for accurate and fair representation of Mississippi population on the IHL; 3) a systematic process of evaluating university presidents be established; and 4) a request to set up joint meetings between the UFSA and the IHL Board twice a year to discuss those issues that are of common concern.

5.3 Assignment of Action Items

Action Item #73–University Relations–

Temporary Employee Parking Decals

Action Item #74–Salaries and Benefits–

Equality in disbursement of raises

6.0 Old Business

6.1 A letter to the staff concerning the Comprehensive Campaign will be sent out this week or next. An additional letter from Susan Hollandsworth will go out to every employee. It is hoped that all employees will participate.

Staff Development is different from faculty development. Money has been expended for faculty development already.

President Sumrall will request an explanation from the Development office on the difference between faculty and staff development accounts and activities.

6.2 Advisory Committee – About 30 members will make up the Campus Advisory Committee to search for a new President. To serve on this committee, one must be appointed by the provost's office. We should have the final candidates visit the campus by next March or April. The decision will hopefully be made in late April 2002.

7.0 Committee Reports

7.1 Constitution & Bylaws – Kathy Hayman –

Last year's changes in constitution and bylaws must be submitted to Dr. Lucas for approval. Pam Posey stated that last year's change was not submitted for approval because after Staff Council voted to approve change, a strong concern was raised about the change. The executive committee felt these concerns

should be discussed for clarity and appropriate action taken to address these concerns if necessary before submitting to the University president for signature.

7.2 Legislative – Rusty Anderson – no report

7.3 Salaries & Benefits – Jan Roberts

Concerning scholarships for employees: It has been reported that at University Medical Center, if both spouses are employees, then the dependent student receives full tuition. University Medical Center is under the IHL. Ole Miss requires a GPA of 2.0. This information needs to be checked out, because if it is true, then they are not following board policy.

A letter was sent to Dr. Lucas concerning benefit costs.

Action item #73: Concerning health care providers not providing a refund when the patient was required to pay the full amount of the office visit up front, Sharon at DFA advised that network providers accept allowable charges only.

7.4 University Relations – Susan Sanders/Sam Williams – no report

7.5 Technology and Training – Lin Harper

The expanding excellence classes are adding new workshops weekly. The new picture of Staff Council Members is not on the Web yet.

7.6 Other Committee Reports

Parking Task force – Polly Odom – *see attached report

Parking Appeals – David Kinsey – *see attached report

Campus Master Plan – Rusty Anderson

There will be a meeting Oct. 8 from 2–5

Student Life Center – Kathy Hayman – IHL approved \$30 million for the building. The architects will be invited to make a presentation to Staff Council

8.0 New Business – None

9.0

Announcements

1. Our November meeting will be held on the Gulf Park campus. Vans will leave from motor pool at 8 am. We will tour the Culinary Arts Academy at 10 am. Our business meeting will begin at 10:30 am., followed by a dutch treat lunch buffet, and Dr. Jim Williams will speak to us at 11:45 am..

2. The Vietnam Veterans Memorial Moving Wall will be on campus from November 1 through November 7 on Pride Field. There will be a special ceremony opening the exhibit November 1,

and recognition of Purple Heart soldiers November 3. The wall will be available for viewing 24-hours a-day while here in Hattiesburg.

3. Kim Busche will co-chair the 2001 United Way Campaign, along with Dr. Bob Smith of Accounting.

4. Joan Brashears has been appointed to serve as a member of the USM Sexual Harassment Committee.

10.0 Adjournment

The meeting adjourned at 10:50 a.m.

Kim Busche

Recording Secretary

October 2, 2001