

\*\*\*\*\*Approved\*\*\*\*\*

The University of Southern Mississippi  
Staff Council Minutes  
September 4, 2001

#### 1.0 Call to Order

President Sumrall called the meeting to order at 9:37a.m.

The following members were present: Rusty Anderson, Russell Beard, Bradley Bridges, Cindy Burnett, Cheryl Burnette, Kalin Butirich, Melissa Carpenter, Carol Dunaway, Mike Giles, John Green, Mary Ann Iverson, Robin Johnson, David Kinsey, Faye Mallette, Connie Morgan, Kenton McNeese, Polly Odom, Pam Posey, Jan Roberts, Susan Sanders, Carol Sims, Veda Spencer, Arlin Steen, Mary Sumrall, and Ronnie Williamson.

#### 2.0 Adoption of the Agenda

Adopted as printed

#### 3.0 Call for Proxies

The following members were represented by proxy: Melissa Carpenter for Shannon Davis, Mary Sumrall for Joan Brashears, Connie Morgan for Kim Busche, Veda Spencer for Jessie Person, Polly Odom for Charlene McMillin, and Cindy Burnett for Lin Harper.

The following members were absent with no representation: John Hayman, Kathy Hayman, and Sam Williams.

#### 4.0 Approval of Minutes

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

#### 5.0 Officers' Reports

##### 5.1 President's Report – Mary Sumrall

August 2, 2001, Luckyday Press Conference

I attended the press conference announcing the gift from the Luckyday Foundation, the largest single gift to the University, which will provide 400 scholarships annually. Ten Luckyday Citizen Scholars will be given study-abroad scholarships each year.

August 10, 2001, Cabinet Meeting

This meeting was fairly routine. Dr. Andy Griffin, Provost, reported on the Board of Trustees meeting in West Point. There was discussion on the mission of each institution and the designation of research universities. Program reviews will begin fall semester. Candy Santell and Linda McFall made a presentation on PeopleSoft to representatives from the office of board member Thomas Colbert. The problem has been the enforcement of reporting standards among the institutions, not the particular software used. There will be no change in our software at this time.

August 24, 2001, Cabinet Meeting

At the August 24 Cabinet meeting, Dr. Joe Paul gave an overview of enrollment. At that time our enrollment was 15,059 for all campuses, a 4 percent increase. The freshman class enrollment was up 2.5 percent, our greatest increase was among white female Mississippians, and we had an increase of two percent in minority enrollment. We also experienced a 13 percent increase in students with a 25 or above ACT score. Mr. Curt Redden, vice president for University Advancement, talked about the CASE standards used in calculating the amount of money received in our comprehensive campaign. We have received \$59 million.

August 29, 2001, Homecoming Committee

On August 29 I attended a meeting of the Homecoming Committee to go over plans for Homecoming weekend, October 25-28. Any organizations holding special events should contact Bob Pierce immediately in order to get this information in the newsletter mailed to 79,000 alumni.

August 30, 2001, Ribbon-cutting for New Residence Hall/Press Conference

The ribbon-cutting ceremony for the new residence hall was held on August 30. This is a beautiful facility, and many staff members were recognized for their contributions to this project.

I also attended the press conference at which Dr. Fleming recounted the numerous accomplishments of the University during his administration and addressed issues leading to his resignation. He feels that if the board members had problems with his leadership, they should have talked with him months prior to his evaluation.

August 31, 2001, Cabinet Meeting/Reception for Dr. Fleming

The Cabinet met with Lynn Craig, architect, to review the proposed campus master plan. Various University constituents will have an opportunity to review the plan.

Also I attended the farewell reception for Dr. Fleming August 31 and thanked him for the support he has given staff during his tenure here at the University.

Saturday, September 1, 2001, Breakfast with President Lucas

Saturday, September 1, Pam Posey, Kim Busche, and I had breakfast with President Aubrey Lucas and the presidents of the USM Alumni Association, Foundation Board of Directors, Faculty Senate, Athletic Foundation, Student Government Association, and others. We then participated in the Eagle Walk following breakfast.

5.2 President-Elect's Report – Pam Posey

No Report

5.3 Assignment of Action Items

Action Item #72 – Salaries & Benefits – College Savings Program

Action Item #73–Salaries & Benefits–Network Physicians Bookkeeping practices

6.0 Old Business

6.1 Action Item #68

We will wait until the transition of the new president is complete before mailing our letter concerning raises and improved benefits. A draft of this letter was distributed.

6.2 PeopleSoft Presentation to IHL Board

Dr. Linda McFall and Candy Santell met with the IHL Board of Trustees last month and gave a presentation on PeopleSoft. They felt everything went very well and that all state universities will work together on reporting information to the IHL Board in a uniform manner.

7.0 Committee Reports

7.1 Constitution & Bylaws – Kathy Hayman – no report

7.2 Legislative – Rusty Anderson – no report

7.3 Salaries & Benefits – Jan Roberts

Action Item #71 – Why levels nine and above have not been changed to biweekly: The issue in changing employees' payroll schedule was determined by exempt or non-exempt status, not based on level.

Action Item#72 – Mississippi Affordable College Savings Program – Why is Southern Miss not a participating employee? Bradley Bridges and Russ Willis are going to research this further. It

has not been done before because it is not a pre-tax item, so there is no advantage to employees.

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

7.5 Technology & Training – Lin Harper – no report

7.6 Other Committee Reports

Parking Task force – Polly Odom

First meeting will be September 11. If you have concerns please contact Polly before this meeting.

Parking Appeals – David Kinsey – \*see attached report

Campus Master Plan – Rusty Anderson

The committee met Friday. The final version of the master plan proposed by the committee will be on the Web site very soon.

Student Life Center – Kathy Hayman – no report

Curt Redden was the guest speaker. The goal for the Comprehensive Campaign is \$100 million. As of today, we have \$60 million in face value and \$51 million in present value. There are six categories for funding:

1) Scholarships – most of our students are first-generation college students. We need more merit scholarships; 80 percent of our students come from Mississippi and require major financial aid.

2) Faculty and Staff Development – The monies are needed to recruit and retain the best employees and give raises and incentives.

3) Gulf Coast Campuses – This is the jewel of this Campaign – hang on to it for dear life.

4) Libraries & Technology – The hardest money to raise is for libraries. We need more books and cutting-edge technology.

5) Athletics – A priority, as this is the picture window or front door of the University. We need to keep supporting our teams.

6) Founders Society – this program encourages a supporter to leave money in his or her will or in a trust for Southern Miss. Money that has come in is being broken down as follows: 45 percent for scholarships, 30 percent for athletics, 20 percent for faculty/staff development, 4 percent Gulf Coast, and 1 percent libraries and technology.

A letter from Susan Hollandsworth asking for Staff Council's endorsement of the Campaign was distributed (see attached). Please remember that YOU can do something!

Mr. Redden opened the floor for questions:

Why did the name change from Capital Campaign to Comprehensive Campaign?

Mr. Redden explained that "Capital" means brick and mortar and "Comprehensive" means everything.

How will the faculty and staff development fund affect staff?

Donated funds could be set up for incentive uses, such as to recognize five-star staff employees with a \$5,000 check or maybe let Staff Council vote for one great staff employee each year. You can set it up as you want to.

Why do we say we have five years in the Campaign?

The end of the Campaign will be June 2004. We cannot go past seven years. It took awhile to get the alumni records straight and actually find people. This University graduates more educators than doctors and lawyers. These graduates typically don't make as much money. The majority of our alumni are still young and are not at their peak productivity.

How much money is actually money?

\$60 million is gift value and \$22 million is in pledges.

Mr. Redden urged everyone to get past the infighting and do his or her job. Please consider your donation.

## 8.0 New Business

President Sumrall asked if Staff Council members would like to send a letter endorsing the Comprehensive Campaign. Mike Giles motioned for us to do so, seconded by John Green. Motion was passed unanimously. President Sumrall will draft a letter for Staff Council members to review next month.

Mike Giles urged President Sumrall to get involved quickly in the Advisory Committee being set up for the search for a new president. President Sumrall will need to make sure staff are represented on this committee.

## 9.0 Announcements

1. Lynn Helton and Bradley Bridges will be speaking at the October meeting. October is open enrollment period.
2. Mediation program – President Sumrall has a letter and brochure if anyone would like a copy.
3. The following are changes for the Staff Council Members:

Joan Brashears' correct box number is 5004; Faye Mallette's correct phone number is 228-872-4252; Lin Harper's correct fax number is 64409.

4. The Staff Council Executive Committee will be meeting this week with vice presidents on the proposals approved last year.

5. John Green enjoyed the football game and wondered why we couldn't have a tent for tailgating.

6. Arlin Steen noted that there were more parking meters added in front of Walker Science building. Parking zones are changing and if you don't have a hang tag, the fine will be \$50 starting this week.

7. Mike Giles reported that the parking maps that went out in the schedule guides are incorrect. You need to advise everyone to get the correct copy from the University Police Department.

#### 10.0 Adjournment

The meeting adjourned at 10:33 a.m.

Kim Busche

Recording Secretary

August 7, 2001