

**THE UNIVERSITY OF SOUTHERN MISSISSIPPI
STAFF COUNCIL MINUTES
July 1, 2003**

1.0 Call to Order

President Posey called the meeting to order at 9:40 a.m. The following members were present: Robin Barnett, Susan Blackwell, Kalin Butirich, David Byrd, Scott Carr, Janice Caudill, Mathew Cox, Donna Donegan, Tommy Dye, Kathy Hayman, Myra Herndon, Keri Hensarling, Charmaine Hill, Valerie Horne, Robin Johnson, Virginia Kittrell, Karen Lott, Robert Lowe, Bobbie Martin, Beverly McNeese, Kenton McNeese, Stephen Rey, Stacey Ready, Troy Ross, William Sanders, Tonia Shaw, Ray Stevens, Toni Stringer, Mary Butler Sumrall, Mary Virgil, Vicki Watkins.

2.0 Adoption of the Agenda

The agenda was adopted with the reservation to change if necessary.

3.0 Call for Proxies

The following members were represented by proxy: Sally Donovan by Robin Johnson, Susan King by Mary Sumrall, Ray Scott by Kim Busche, Frances Sudduth by Susan Blackwell.

The following members were absent without representation: Cheryl Burnette, Kameron Dale, Victoria Adams Fairley. Arlin Steen is excused due to active military status.

4.0 Approval of Minutes

The minutes of the June regular meeting were approved with minor corrections.

5.0 Officer's Reports

5.1 President's Report - Pam Posey

Wednesday, June 11, 2003 - Met with Dean Gandy

Dr. Rex Gandy, new dean of the College of Science and Technology, visited Hattiesburg and the Gulf Coast with his wife. He met with the Dean's Office staff, department chairs, and various other individuals to begin absorbing information about the college. He will be on campus August 1.

Thursday, June 12, 2003 - Meeting with Dr. Thames

Kenton and I met with Dr. Thames and presented the MASCO IHL Tuition Exchange Document approved by Staff Council at the

June meeting (copy included), the Dependent Tuition Benefit letter from Southern Miss Staff Council approved by Staff Council at the June meeting (copy included), the MASCO insurance letter approved by Staff Council at the June meeting (copy included), the Constitution, Bylaws, and Standing Rules approved at the May meeting (copies distributed to new members at orientation), and resubmitted the "Holiday" proposal approved by Staff Council at the February meeting (copy included). We explained the proposals and gave a brief history of each. Dr. Thames was very receptive and gave permission to e-mail all the documents to Kitchen Cabinet members so that a discussion could take place at a future meeting. I again mentioned the need to do something about our classification and compensation system and reminded Dr. Thames that I had met with Danny Montgomery. He encouraged me to continue doing research in conjunction with Danny in Human Resources. Dr. Thames did say he wanted to do something about our system, but our reorganization had taken priority.

Body of the Dependent Tuition Benefit letter

Dear Dr. Thames:

As a world-class institution, and leader in Mississippi, we would like to request that a benefit be reviewed that will benefit and reward both students and employees of The University of Southern Mississippi. As indicated in your open letter, dated May 15, 2003, we feel that this change would assist us in fulfilling your closing statement:

"Advancing our mission is an obligation and responsibility we have to our students, to the people of Mississippi, and all of our other stakeholders. I ask for your support, or at least to keep an open mind, as we explore new ways to position Southern Miss to serve today and in the future."

We would like to have the policy of the dependent tuition waiver at The University of Southern Mississippi reviewed to provide equality between the IHL institutions of the state, and increase the benefit to the potential students of those who serve our institutions with their service.

At Delta State University and the University of Mississippi, dependent students with both parents employed at the institution are provided 100 percent of tuition in the form of a waiver. All institutions in the state were contacted and provided either a verbal or written form of communication pertaining to the interpretation and implementation of IHL policy 703.05 section J.

With this in mind, we feel that all institutions should provide an equal benefit as it pertains to the dependent tuition waiver.

A list of spouses currently employed at Southern Miss with a dependent child has been compiled, indicating 117 couples who could possibly benefit from a change in this policy. The ages of the children were not determined, and can only be speculated that all 117 would not be taking advantage of this policy change immediately. This statistic also does not take into account spouses having retired from Southern Miss.

As The University of Southern Mississippi continues to be the leader within our IHL, we would request that our administration take the lead in reviewing this policy at our institution and possibly move forward and see that all institutions be provided the benefit of 100-percent tuition waiver in the event both parents have dedicated their careers and service to our institutions.

We thank you for your consideration and look forward to the actions pertaining to this important issue.

Respectfully submitted,
Pam Posey
2002-03 Staff Council President
Kenton McNeese
2002-03 Staff Council President-

Elect

Body of the MASCO insurance letter

Dear Dr. Mason,

The Mississippi Association of Staff Council Organizations (MASCO) serves as a representative voice for approximately 5,000 staff members among the eight IHL governed institutions. As you know, staff members play an important role in the infrastructure of our universities, yet are often the unseen contributors to many successes at our institutions.

We, the members of Mississippi Association of Staff Council Organizations (MASCO) are requesting your active support to improve insurance coverage for staff members, their spouses and dependents at the Institutions of Higher Learning. Current insurance rates are at such high levels that a considerable number of employees are unable to purchase insurance for their families. For example, an employee must pay \$356 per month to add a spouse and child(ren). This equals \$4,272 per year just for premiums. Many full-time employees who make an annual salary of

as little as \$ 13,000 cannot afford this elective "benefit." Even if the employee elects to pay the premium, the employee and family members still do not get adequate medical attention because they cannot afford to go to the doctor due to the high deductible rates and drug co-pays.

One ray of hope recently announced by the Mississippi House of Representatives was that the cost of health insurance for all state workers would remain at current levels for at least another year. We give our thanks to the legislature and all associated with the Institutions of Higher Learning Board who lobbied on behalf of the employees for no increase in premiums, no increase in co-payments or deductibles, and no reduction of services. However, we do understand that the state insurance fund currently has a \$ 9,000,000 deficit, and legislators came up with "one-time funding" to cover costs during this election year.

The Mississippi Association of Staff Council Organizations (MASCO) challenges each member of the Council of Presidents to find innovative ways to help staff meet the medical needs of ourselves and our families. Please lobby for adding preventative coverage for such medical necessities as papanicolaous smears, mammograms, prostate specific antigen and annual checkups, including blood pressure, weight, pulse, and sex-appropriate physical exam for cancer (skin, lymph nodes, testes, breasts). All of these should be covered without having to first meet the annual deductible.

Again, we ask for your active support to improve insurance coverage for all employees of the Institutions of Higher Learning in the State of Mississippi and their families.

Respectfully,
Carol Morgan
MASCO Chair

IHL Tuition Exchange Program

TUITION EXCHANGE POLICY AND PROCEDURES

We would ask that the Institutions of Higher Learning, State of Mississippi, establish a multilateral tuition remission scholarship program for employees of the eight public universities. The Tuition Exchange Program (TE) will permit eligible students to enroll in baccalaureate degree programs at any IHL university in the state. The initial program will be available for students enrolling for undergraduate study beginning 2004-2005 academic year. Eligible personnel may apply to receive TE scholarships for legally dependent children under age twenty five (25). Eligible personnel include regular full-time staff or faculty employees.

All students must meet the academic standards and criteria of the admitting institution. Scholarships are available for undergraduate dependent students enrolled in their first undergraduate degree program. Students must be admitted as full-time baccalaureate degree candidates at the admitting institution in order to be eligible for this program.

The application deadline for TE scholarship benefits for the proceeding academic year is June 30, which is the ending date of the previous academic year.

Eligibility for Tuition Benefits under the Tuition Exchange Program:

Except as specified, all eligibility requirements for use of the existing dependent tuition scholarship benefit apply to the TE program. Eligible personnel may apply for scholarships in the academic year following appointment or satisfactory completion of the initial probation period, as applicable.

In order to apply for participation in the TE program, all eligibility requirements must be met prior to the application deadline, as determined by the admitting Student Financial Assistance Department, in conjunction with the university Human Resource Department. Dependent children must be under age twenty-five (25) at the beginning of each academic year in order to maintain eligibility.

All personnel must maintain eligibility for tuition benefits at their respective university for the full duration of the scholarship period in order for the student to receive full benefits under the TE program. In the event that an eligible employee terminates employment while receiving benefits under the TE program, the employee will be responsible for the balance of tuition through the terminating semester as determined by the admitting institution.

Scholarship Duration and Benefit Coverage:

In the onset of the program, a beta test should be conducted to determine the effectiveness and efficiency of this program and its offering. IHL will award a maximum of three (3) new TE scholarships to each university for undergraduate education in each academic year. The TE scholarship does not cover graduate study, and noncredit courses. In order to balance the number of TE students at any given university, no university may exceed twelve (12) TE scholarships during any four-year time period. TE scholarship availability is dependent on the availability of spaces at the admitting institution.

Other stipulations may be placed on the scholarship, such as the degree sought by the dependent must not be offered at the institution where the parent or guardian is employed. The student must maintain good academic standing as established by the IHL office in order to retain the waiver.

Once a TE scholarship has been awarded, enrollment must be re-certified annually by the employee's Human Resource Department. Employees must contact their Human Resources Department to confirm certification for returning students no later than June 30 prior to the next academic year. Failure to obtain recertification could result in the loss of the TE scholarship. Renewing TE students must maintain required academic and behavioral standards of the admitting institution to qualify for recertification.

Scholarship Value:

Each institution determines the value of the scholarship it awards to each incoming student and records this on the Tuition Exchange Scholarship Application/Certification Form. Copies of this form will be forwarded by the admitting institution to the student. We have determined that tuition varies by institution, and that the waiver amount should be reviewed on a case-by-case basis to determine the appropriate dollar amount awarded to each dependent. Before accepting a TE scholarship, employees and their dependent

students should clarify all financial responsibilities of the admitting institution. Students are responsible for any costs which exceed the awarded benefit level.

Tuition Exchange Application and Selection Criteria: Employees and their eligible dependents must complete and comply with all application and admission procedures required by the Tuition Exchange Program, the admitting institution, and other requirements specified by IHL. TE scholarship candidates must apply for admission to each IHL university they wish to attend, and complete any financial assistance documents which the institution requires. Employees sponsoring a dependent child for application must complete the Tuition Exchange Application for Tuition Benefits and submit it to their Human Resource Department. This application must be received no later than June 30, of the previous academic year to which application is being made.

Each application will be ranked based on the employee's continuous service date and forwarded to the Student Financial Assistance Department for processing.

Selection Procedures

1. TE scholarship decisions will be made following review of the applications submitted by the June 30 deadline. All eligible applicants will be notified of their candidate status no later than July 15.
2. The candidates will be selected based on the seniority of their sponsoring parent or legal guardian using the employee's continuous service date. In case of a tie, the student with the earliest birthday in the calendar year will be selected. In regard to retirees, their initial date of employment, followed by continuous service, will be used.
3. Students who are not selected as a TE recipient will be ranked on a wait list using the continuous service date. Students on the wait list will be notified by the TE coordinator if a candidate opening becomes available.
4. Completion of the application for participation in the TE program does not guarantee selection as a candidate, nor admission to the student's selected university.
5. Selection as a candidate eligible to pursue a TE scholarship also does not guarantee final selection as a TE scholarship recipient. Final selection is determined by the TE admitting institution. Therefore, it is dependent upon the admission requirements and

- availability of TE scholarships at the admitting institutions. Dependent children of IHL employees and retirees must meet admission requirements and are subject to all academic rules, regulations and fees which may apply.
6. A student who is admitted to the TE institution of his or her choice but is unable to participate because there are no available scholarship spaces may retain top candidate status for two academic years from the date of admission. The employee must submit a new TE application each academic year for further consideration.
 7. Failure to comply with any of the application procedures and requirements may result in forfeiture of eligibility for the applicable academic year.

Benefit Eligibility

1. A dependent child must be the natural or legally adopted child or stepchild of the employee or a child for whom the employee is the legal guardian. The child must be legally dependent upon the employee for support as defined by the Internal Revenue Service statutes. Dependent children must be under age twenty-five (25) at the beginning of each academic year to maintain eligibility for the TE program. Employees may be asked to provide supporting documentation of dependent status.
2. In the event of termination or resignation, the employee becomes ineligible for all tuition benefits under the TE program. Financial adjustments must be made in coordination with the admitting institution and is the sole responsibility of the employee.
3. In the event of death of an eligible employee who is sponsoring a dependent through the TE program, benefits for the program will be extended through completion of the first baccalaureate program. The sponsored dependent must maintain continuous enrollment at the admitting institution and fulfill all other requirements of the TE program to retain eligibility.

Questions related to eligibility for the TE program should be referred to the TE coordinator in the Student Financial Assistance department at your university. Questions related to tuition benefit eligibility should be referred to the Human Resources department at your university.

Holiday Scheduling Proposal

(Originally presented to Cabinet on February 17, 2003)
During the January 13 cabinet meeting, Staff Council was asked to review the 2003 holiday schedule and possibly make recommendations for changes. In response to this request, the Staff Council proposes the following:

Staff members receive Monday, December 22, 2003, and Friday, January 2, 2004, as part of the intercession break.

These two days would give two full weeks off in December at a time when the university is not at full capacity since staff members are here to provide services to students and support for faculty. This benefit would certainly boost morale and reward staff for working so diligently throughout the year. Further, in view of budgetary concerns, this additional closure could realize a utilities savings of at least \$ 75,000 as long as employees were notified that the temperature would remain about 60 degrees in the buildings and would fluctuate in those buildings where scientific equipment was housed. Extracurricular activities (fine arts, athletic events, student activities, workshops, seminars, etc.) are at a virtual standstill during this intercession break for students and faculty. Additionally, buildings/offices are staffed at a bare minimum (students and faculty leave campus in December) and the welfare of the staff in regard to safety would not be a concern (if offices were closed).

When the university shut down for spring break in 2000, the utility savings was announced at approximately \$ 92,000. This amount reflected savings for nine days starting with a Saturday through the following week ending on a Sunday. It is possible since winter months require heat that even a greater savings of \$ 75,000 could be realized for the two extra days since a full two weeks would be under minimum operation.

The Staff Council respectfully requests your serious consideration of this request.

Respectfully submitted,
Pam Posey, President
Staff Council

Tuesday, June 17, 2003 - Executive Committee Meeting

Kenton and I met with Jason Todd regarding the Web site. Staff Council is in good shape and should be ready to go by the new deadline of August 1. Kenton and I finalized the July agenda.

Thursday, June 19, 2003 - IHL Board Meeting, Jackson,

Mississippi

Kenton attended this meeting alone since I was in Bay St. Louis Wednesday evening through Sunday for a conference. *Thank you, Kenton!*

Monday, June 30, 2003 - Cabinet Meeting

Dr. Myron Henry, Faculty Senate president, announced that Dr. David Beckett was elected as president-elect and Susan Malone as Secretary-Elect. Student Representative, Chris Moore stated that students planned to meet with each new dean upon his or her arrival on campus.

Dr. Joe Paul mentioned concern with closed classes in ENG 101, MAT 101, and Physiology. Dr. Paul announced that Wendy Fitts was hired as the new Freshman Year Experience coordinator.

Dr. Angie Dvorak reported that booked research dollars totaled about \$67 million. She explained that "booked" meant dollars in hand and that another \$10 million was designated to Southern Miss but not yet received. Actual proposals funded in comparison to same time last year is up by 58 proposals! The \$100 million research goal is getting close! An exciting new company out of California is relocating to Mississippi at the new economic development park. This new company is a materials company in nanotechnology that averages employment of 60,000 people within all its subsidiary companies. A press conference is scheduled for Tuesday, July 1, at 10 a.m. Dr. Dvorak announced that there were five congressional interns in Washington this year and these students are great ambassadors for Southern Miss. Southern Miss' presence is known! Dr. Dvorak has also been delegated the task of overseeing technology and announced that OTR will now be called iTech, – Information Technology – with emphasis on the "i" for information. This change is to meet the demands of not only various accrediting agencies but also funding agencies. Southern Miss has been undervaluing our research and technology, and information technology is the future and is very crucial to continued growth and success in all aspects of the university. Some issues regarding licensing compliance have been mentioned and the university is looking at all aspects of the processes in dealing with information and technology. In order to look at all aspects, all computers on campus will be checked and

documented, including type of operating system, processor speed, RAM, size of hard drive, antivirus program, and other programs on computer. No files will be viewed. The process started in the Bobby Chain Technology Center. (I added that the process took all of maybe three minutes.)

Dr. Jay Grimes announced that a fire occurred over the weekend at GCRL. The fire started on Saturday and was supposedly put out. Then early Sunday morning, the fire rekindled itself and the majority of the damage was done to the trailers. One trailer that housed the physical plant director and assistant included all blue prints and infrastructure information; the other trailer housed about two dozen graduate student carrels, including computer stations. The fire is under investigation.

Dr. Linda McFall reported that the board did approve the budget at \$ 204.4 million, including auxiliaries and athletics. The amount does not include external or designated funds that amount to about \$ 10 million. This did include \$ 2.5 million underfunded in the past by the IHL Board. IHL Board did hold 5-percent of general support (\$ 2.4 million) for a possible midyear cut. We also do get about 1-percent of educational enhancement money, but when the economy is down, the money is not realized. In 2001-2002, Southern Miss did not realize an amount of \$ 250,000, and this year we are down about \$ 300,000. Therefore, overall we were level funded this year. Departmental budget sheets should be distributed by the end of the week.

Dr. Cynthia Moore stated that she had been working with the Reorganization Team and Space Utilization Committee regarding the academic reorganization and will present several options at the 11 a.m. meeting to Kitchen Cabinet. She hopes to have an announcement on Tuesday regarding the space reallocation for the academic offices. The committee will prepare a report soon on the space-needs proposal. Dr. Moore presented summer enrollment data in comparison with same time last year. Summer enrollment is down about 300. Dr. Thames expressed concern of whether or not community college tech programs for graduate students, put in place with regard to the "No Child Left Behind", was hurting our enrollment figures. Dr. Grimes stated that Dr. Brad Bond had a presentation ready for the 11 a.m. Kitchen Cabinet meeting today regarding this issue.

Richard Giannini announced that season ticket sales for football were up several hundred from this same time last year. Derrick Nix is recovering quite well. The new athletic facility will be dedicated on Legislative Day in the fall.

Dr. Bud Ginn announced that September 13 is Legislative Day.

Lisa Mader announced that the Southern Miss Longleaf station will be dedicated September 13 and this is also Band Day for area high schools.

It was announced that Connie Wyldmon and others were working on a proposal to review the process of distributing salary recovery monies. Until further notice, these monies will go to the Provost Office. (Up to January 16, 2003, a certain percentage went to the respective deans' offices.)

President's Year-End Report, 2002-03

It has truly been an honor and privilege to serve as Staff Council president. One of the most important aspects of our relationship with one another is communication, and I hope I kept the staff informed to the best of my ability. Honestly, it was difficult at times to seek and gather information, but each one of us worked together, and I believe we accomplished many things during the year. The last half of the year priorities were reworked recognizing that the academic colleges were reorganized into five and including the name change for the Office of Technology Resources. I commend all the staff for "hanging in there" and for maintaining a good attitude while the administration worked through the reorganization. This academic year we start anew with five new colleges and the reorganization of our Office of Technology Resources. Many changes are taking place at our university daily and it is up to us, the staff, to keep up the momentum and maintain an excellent learning environment for our students and pleasant working atmosphere for all employees.

At the beginning of the year, then outgoing president, Mary Sumrall, and I met with Dr. Thames to discuss the previous proposals that had been approved by Staff Council. Of particular interest was the dependent tuition proposal (100 percent when both parents are employed at the university). Kenton McNeese and I met with Dr. Thames in June and submitted a memo requesting that the dependent tuition proposal be considered. Also, during this meeting, the IHL Tuition Exchange Document (program to establish a multilateral tuition remission scholarship program for employees of the eight public universities) was submitted; this proposal was partnered with members of the Mississippi Association of Staff Council Organizations (MASCO). Kenton and I also presented a MASCO letter regarding a concern of increased

health insurance costs. A request to study the classification/compensation system was also made.

One of my first tasks this year was to give a short speech at Revelry (formerly Convocation) about how great it was to work at Southern Miss! It wasn't hard to talk about "how great it is" working at Southern Miss, but it was to give a speech in front of all those people since it was a live broadcast (which I didn't know about until afterwards); What a challenge for me! I did receive very favorable feedback on my remarks even though I was nervous.

Throughout the year, I have attended cabinet meetings and monthly Board of Trustees meetings as well as MASCO meetings. I have attended numerous other events to represent staff such as attending both commencement exercises each semester, dedications, special ceremonies, press conferences, etc. I have also served on several university-wide committees this year, including the Transition Team, University Assessment, and Dean Search for Science and Technology. Although some of these assignments were directly related to my job, I always tried to represent staff as a whole in these meetings.

This has been a difficult year for me, personally, since my "real" job responsibilities grew upon the death of our associate dean and coincided with my effort to be a dedicated leader of the staff. I want to personally thank Kim Busche for all her support and understanding throughout the year. I want to especially thank Kenton McNeese, who was always supportive and a gentleman. Kenton and Kim were always there with words of encouragement. To committee chairs, thank you for being supportive and taking your tasks seriously. Some committees had many agenda items this year and each of you handled this responsibility with careful thought before presenting it to the membership.

All of us here at Southern Miss are going through reorganization in some way. I want to challenge each of you to view this change in a positive light, maintain a good attitude, and continue to upgrade your skills and take classes. We are where we are for a reason. God has put us on this earth for a purpose and He will not give us more than we can handle. Always ask for His guidance; be patient and accepting. Southern Miss is a great place to work! Again, I thank you all for willing to work hard for the staff and for your support. May God continue to bless you.

July 2002 - June 2003 (list of speakers - for detail see monthly minutes)

July 2	Dr. Shelby Thames, president of Southern Miss
August 6	Lisa S. Mader, director of Marketing and Public Relations
September 3	No speaker - Get acquainted activity
October 1	Dr. Jay Grimes, provost
November 5	Dr. Bill Hawkins, executive director of GCRL (Meeting at GCRL with wonderful fish fry)
December 3	No speaker
January 14	Dr. Don Cabana, Faculty Senate president Russ Willis, director of Human Resources
February 4	Dr. Shelby Thames, president of Southern Miss Dr. Jay Grimes, provost Dr. Linda McFall, vice president for Business and Finance
March 4	Dr. Cynthia Easterling Moore, associate provost Dr. Jim Williams, vice president for Gulf Park Campus Dr. Tim Hudson, provost for Gulf Coast campuses (meeting held at Gulf Park)
April 1	Dr. Linda McFall, vice president for Business and Finance
May 6	Dana Keith, director of Budgets and Tax Compliance Russ Willis, director of Human Resources
June 3	Ms. Becky Woodrick, Affirmative Action/EEOC officer Dr. Greg Eells, director of Counseling Center

5.2 President-Elect's Report - Kenton McNeese

5.3 Assignment of Action Items

6.0 Old Business

6.1 May Minutes - The minutes of the May regular meeting were distributed by e-mail for approval. There was a motion by Robin Johnson and seconded by Keri Hensarling to ratify approval.

The motion carried unanimously.

6.2 Dean's Search - Three deans have been selected: Dr. Elliot A. Pood, College of Arts and Letters; Dr. Rex Franklin Gandy, College of Science and Technology; Dr. Harold Doty, College of Business and Economic Development

- 6.3 MASCO Insurance Letter** - This letter is being sent by Carol Morgan to Dr. Mason. A copy of the body of this letter is included in the President's Report.
- 6.4 Web Site and Listservs** - The Staff Council Web site should be ready by the August 1 deadline. The listservs are almost ready and should be operational soon.
- 6.5 Election of Officers** - Ballots were distributed to all Staff Council members, and collected by the nominating committee for tabulation.

7.0 Committee Reports

- 7.1 Constitution and By Laws** - no report
- 7.2 Legislative** - no report
- 7.3 Salaries and Benefits** - no report
- 7.4 University Relations and Cultural Diversity** - no report
- 7.5 Technology and Training** - no report
- 7.6 Other Committee Reports** -
 - A. Appeals Committee** - no report
 - B. Transportation Committee** - no report
 - C. Student Life Center** - no report
 - D. Nominating Committee** - The following members have been elected to serve as officers for 2003-2004:
President-Elect Virginia Kittrell
Secretary Robin Johnson
Secretary-Elect Keri Hensarling

8.0 New Business

8.1 Transition of President -

President Posey began by acknowledging that communication has been the key this year in making sure that the Staff Council could represent the staff effectively. We all need to remember that we represent 44 other staff members. When issues arise, we need to talk to other staff members and get feedback, which will ensure a voice for each staff member. We all love Southern Miss and are members of Staff Council because we care about this university.

President Posey then presented Kim Busche a gift thanking her for serving as secretary.

President Posey presented incoming President Kenton McNeese an inspirational book to help him in the coming year. She offered advice and thoughts to help guide him and remind him that his priorities must remain constant. She mentioned that this would be the first year that a Staff Council

president would also have his mother serving on council at the same time. President Posey thanked Kenton for the support and hard work he has given this past year. She let everyone know that she couldn't have completed all of the responsibilities as president if it were not for his understanding and dedication. President Posey then officially passed the gavel to incoming President Kenton McNeese.

President McNeese thanked Pam for her dedication, hard work, compassion, and leadership in the past year. He noted that she has been able to keep things together during a fun but challenging year. She has been a fine president, and he is looking forward to the challenge of the coming year.

President McNeese stated that in his education, he has learned that we as Staff Council have to work together. The hours we dedicate to our jobs as well as to the council are what makes this university what it is. It's not one department that makes the university run – it takes us all. We all have a part in the path of Southern Miss. As we grow as a university, we will have challenges and there is a need to serve. We need chairs of committees to help ensure our business is handled efficiently. Our committees need to meet quarterly and provide a written report for the minutes to advise staff members of our work and actions. We need to find action items that need our attention. We don't need to wait for a staff member to turn them in; we, as Staff Council, need to seek action items. We will also continue to meet at least twice on the Gulf Coast. This is important because it allows staff members at those campuses more access to the council and its meetings.

Our budget will also allow us to enjoy time at each campus to learn how they operate.

8.2 EEOC Representatives - Each member category will need to select an EEOC representative. President McNeese requested that the Staff Council members in each category get together at the end of this meeting and select an EEOC representative from the group and let him know who it will be.

8.2 Committee Chairmen - The following members have agreed to serve as a liaison for Staff Council to two university committees: Mathew Cox will serve on the Institutional Effectiveness Committee, and Kameron Dale will serve on the Benefits Committee.

9.0 Announcements

- 9.1 The IHL Board of Trustees meeting is tentatively set for July 17 from 9 a.m. to noon in Jackson. Please let Kenton know if you would like to attend.
- 9.2 The MASCO Board meeting is set for July 17 from 1-4 p.m. in Jackson.
- 9.3 Our next Staff Council meeting will be held August 5 in Room C of the Student Union, at 9:30 a.m. It is important that you be on time for this meeting. We will take our group picture at 9:30 a.m.
- 9.4 The speakers for the next meeting will be Kathy Hayman, Bob Lowe, and Barbara Ross, who will update us on the new Student Life Center.
- 9.5 The Executive Committee meeting will be on Tuesday, July 22. The location will be announced at a later time. All committee chairmen are encouraged to attend this meeting.
- 9.6 Derrick Nix is doing well and is on campus working in athletics as a graduate assistant.

10.0 Adjournment

The meeting was adjourned at 10:30 a.m.

Kim Busche
Recording Secretary
July 1, 2003