

**THE UNIVERSITY OF SOUTHERN MISSISSIPPI  
STAFF COUNCIL MINUTES  
March 1, 2005**

**1.0 Call to Order**

President Kittrell called the meeting to order at 10:48 a.m.

The following members were present:

Robin Barnett, Kady Beouui, Beth Bosarge, Kim Busche, Kalin Butirich, Melissa Carpenter, Kameron Dale, Donna Donegan, Carol Dunaway, Tommy Dye, Wynde Fitts, Michelle Fleming, Diane Green, Keri Hensarling, Kathryn Hood, Valerie Horne, Susan King, Virginia Kittrell, Karen Lott, Bob Lowe, Beverly McNeese, Pam Posey, Stacey Ready, Stephen Rey, Billy Sanders, Ray Scott, Ratonia Shaw, Ray Stevens, Toni Stringer, Frances Sudduth, Brad Sumrall, Mary Butler Sumrall, and Trisha Wilbanks.

**2.0 Adoption of Agenda**

The agenda was adopted.

**3.0 Call for Proxies**

The following members were represented by proxy:

Donna Donegan for Myra Herndon-Wade, Mary Butler Sumrall for Steve Coleman, Barbara Griffith for Susan Blackwell and Stacey Ready for Mathew Cox.

The following members were absent without proxy:

David Byrd.

**4.0 Approval of Minutes**

**4.1 February Proposed Minutes**

The minutes of the February regular meeting were tabled until April.

**5.0 Officers' Reports**

**5.1 President's Report – Virginia Kittrell**

**February 3, 2005 – Meeting with Homer Coffman**

Staff Council will have representation on the IT Advisory Committee to assist the university with technological processes.

**February 4, 2005 – Provost's Council – cancelled**

**February 4, 2005 – Meeting with Stacey Ready**

Stacey Ready and I met to discuss outstanding action items. I also gave her information regarding the Staff of the Month award so her committee could continue working out the details.

**February 7, 2005 – Cabinet**

Richard Giannini reported that the Coliseum renovation is moving along. It is now in the design and development of stage III. Hopefully, it will be bid in September with construction beginning in October or November. The South End Zone project is on board. The tennis court project will start mid-year and should be ready next fall. The Athletic Department is in the process of selling suites at the baseball field to renovate the pressbox.

Dr. Cecil Burge discussed the development of the innovation and commercialization park at the golf course. The contractors are ready to begin the dirt work. The Mississippi Military Department asked for a workshop on environmental work at Camp Shelby. This will take place Friday. Two Southern Miss students have been sued for illegally downloading music from the Internet. The settlements are usually around \$10,000 for each case. Southern Miss decided to go with IBM computers because of security. There are strong penalties if

information is disclosed incorrectly. There was a dialup access failure this weekend. The dialup service will be outsourced to Megagate; otherwise, \$45,000 would have to be spent on new equipment. Also, under new guidelines, Southern Miss is required to keep every email sent and received forever.

Dr. Joe Paul announced there were a couple of recruiting events going on. An Honors College event is scheduled for February 18, and a leadership competition is scheduled for February 25 and 28. Freshman admissions are up 6% over last year. Transfer applications are up approximately 15%; this is an early report.

It was announced that Joanna Gaston was the winner of The Miss University of Southern Mississippi pageant. She can speak at events and to organizations and can be booked through Mike Mitchell.

Bob Pierce reported that the Talon should be out now. The Alumni Legislative Luncheon will be held on Thursday.

Dr. Joan Exline reported that the town hall meetings are tentatively scheduled for February 14 at noon in Union Rooms B and C, February 21 at noon in Union Rooms B and C, and February 17 at 6:00 p.m. at Union Room B; however, she is trying to reserve the Commons for the last date. She is also working on a date for a town hall meeting on the Coast. The University Planning Committee is made up mostly of faculty. She asked Virginia Kittrell if a Staff Council representative could serve on the committee and be present tomorrow for a meeting.

Gregg Lassen reported that Southern Miss is in the early stages of the state appropriation process. Dr. Thames gave a bold speech to the House and Senate. We are looking for a probable budget cut.

Dr. Dave Beckett reported that Faculty Senate is working on Post Tenure Review.

Dr. Thames stated that he stressed to the House and Senate that funding education was an investment and that the state would get a return on dollars spent – a 2:1 return. While the economy is bad, we must continue to put money in areas that generate money.

Virginia Kittrell reported that Russ Willis spoke at the Staff Council meeting last Tuesday about the performance evaluation document that his committee has been working on. He explained it to the council and asked for feedback. Once it is finalized, it will be brought before cabinet. A couple of things we want to stress with regard to implementing this new tool: 1) there must be education for those doing the evaluations to make sure they fully understand how to properly use them. 2) There must be a confirmation process that all evaluations were conducted and submitted, and there must be a consequence for failure to do so. One of the things brought up was training for new systems. At the Staff Council meeting, Gregg Lassen spoke about discussions with legislators and the need to make sure we invest in higher education. Budget cuts are inevitable. Southern Miss doesn't get its fair share from state funding. Virginia Kittrell stated that Staff Council is working on updating the Constitution and Bylaws and implementing the Staff of the Month Award and a Staff Scholarship. The next meeting will be at Gulf Park.

#### **February 10, 2005 – Meeting with Staff Council Constitutions and Bylaws Committee**

I attended the committee meeting as they discussed the topic of outsourced employees serving on Staff Council.

#### **February 14, 2005 – Cabinet cancelled**

#### **February 14, 2005 – University Planning Committee**

Attendees: Mathew Cox, Anita Davis, Dave Duhon, Joan Exline, Virginia Kittrell, Jerome Kolbo, Stan Kuczaj, Donald Redalje, Kathryn Stringer

After the first meeting, the committee members were asked to review all faculty input and the previous work done by the former University Planning Committee. The meeting began with discussion of faculty input relative to the mission statement. Common threads about the **mission statement** included:

- Current statement is an identity rather than a mission
- Should be inclusive and not specify programs
- Current statement is too long
- Dual campus designation is part of the identify
- Consistency is important
- Emphasis should be on education and learning
- Research and scholarly activity is important

The committee members then considered previous research conducted by the former University Planning Committee and examples of mission statements from other universities. The general consensus was that identity-type statements could be incorporated in other parts of the planning document. The following draft mission statement was developed for faculty and staff review and comment:

*Proposed Mission Statement*

*The University of Southern Mississippi is a comprehensive doctoral research extensive university. Its primary purpose is to acquire, disseminate, and preserve knowledge and to cultivate the arts.*

Faculty and staff are encouraged to send comments about the proposed mission statement to [Kathryn.Stringer@usm.edu](mailto:Kathryn.Stringer@usm.edu) by Monday morning, February 21.

The committee then discussed an appropriate **vision statement** and agreed upon the following.

*Proposed Vision*

*The University of Southern Mississippi transforms lives through established excellence in undergraduate and graduate programs.*

Faculty and staff are encouraged to send comments about the proposed vision statement to [Kathryn.Stringer@usm.edu](mailto:Kathryn.Stringer@usm.edu) by Monday morning, February 21

On Monday, February 21, the committee will review the **core values**, which must relate to the mission and vision. The core values currently identified in the draft strategic plan ([www.usm.edu/ie](http://www.usm.edu/ie)) are as follows:

- ◆ Education provides opportunities to improve the quality of intellectual, social, economic, and personal well-being. These opportunities should be available to all who are willing and able to meet our standards for excellence.
- ◆ Our success in educating graduates can be determined in part by the degree to which our students become well-read, articulate, and creative and critical thinkers; it can in part be measured by their display of specialized knowledge and abilities suitable to the pursuit of an occupation and life in our complex, ever-changing world.
- ◆ We cherish innovation in the development and application of basic research findings, the creation of meaningful learning experiences, the scope of services provided by students and the broader community that we sustain, and the continuing evolution of degree programs that are responsive to the demands of employers and the labor market.
- ◆ We embrace our special responsibility to provide Mississippi with well-trained, public school teachers.

- ◆ Education encourages and develops ideals that have made our democratic society work: civic responsibility, integrity, ethical behavior, and tolerance. In the workplace, the classroom, and the community, we promote understanding of individual and cultural differences, equal opportunity, and equitable rewards. We do not discriminate.
- ◆ Academic freedom and shared governance are long-established and living principles at the university. We cherish the free exchange of ideas, diversity of thought, joint decision-making, and individuals' assumption of responsibility for their actions.
- ◆ We make efficient and effective use of our resources, for we are accountable not only to ourselves but to the Board of Trustees and the taxpayers of Mississippi.

Please send comments about the draft core values to [Kathryn.Stringer@usm.edu](mailto:Kathryn.Stringer@usm.edu) by Monday morning, February 21.

The UPC will reconvene on Monday, February 21, at 3:30 PM.

### **February 17, 2005 – IHL Meeting**

Andre' Heath was awarded the Black History award from Southern Miss. The masters program in Physics at Southern Miss is in jeopardy. Dr. Rex Gandy stated that there are five new faculty on board with 2.3 million dollars in grants last year. Enrollment is up to eight graduate students. The goal is three graduates per year. Southern Miss is asking for a 3-year extension. Virginia Newton asked for 30 days for Southern Miss to make its case. The board will ask for a staff recommendation next month. The board would like to see enrollment patterns, etc.

Dr. Linda McFall will report on Privatized Housing next month.

Must have revenue increases to help offset budget cuts, i.e., increased tuition, increase in taxes. A 1% sales tax increase will only create \$150 million in increased revenues – not enough.

The Performance Management Committee has been created to develop a process for reviewing university presidents. A draft was distributed to the board and university presidents. There will be an informal opportunity to discuss performance and provide frequent feedback. Dr. Thames is on this subcommittee. The plan is currently based on fiscal year. Comments from board members should be sent to Dr. Crofts. He will bring comments back to the board for recommendation.

### **February 21, 2005 – University Planning Committee**

Attendees: Anita Davis, Dave Duhon, Joan Exline, Virginia Kittrell, Stan Kuczaj, Kathryn Stringer

After the last meeting, the committee disseminated the 2/14/05 UPC minutes to University faculty and staff. Faculty and staff were asked to review the revised **mission and vision statements** and to direct all comments to Kathryn Stringer. The meeting began with a review and discussion of those comments.

Common threads about the 2/14/05 revised **mission statement** included:

- Appreciation of simplicity and brevity
- Approval of what was given
- Disagreement with the word *doctoral*
- Grammar/wording issues
- Why segregate art from knowledge? Why not include science?
- Need references to service, responsibility, community, and improving quality of life
- Needs a reference to the individual
- Needs a reference to creativity
- Knowledge reference should include:

- actively contributing to
- the development of
- application of
- cultivation of
- discovery of
- at all levels

The committee members considered these comments and proposed the following revision:

**The 2/21/05 revised Mission Statement:**

*The University of Southern Mississippi is a comprehensive research extensive university. Our mission is to cultivate creativity through the generation, dissemination, and application of knowledge.*

The committee members then discussed the **vision statement**.

Common threads in faculty, staff and committee comments regarding the 2/14/05 revised **vision statement**:

- Concept of “established excellence”
- Vision should be where we are going, what we aspire to be
- Approval of “transforms lives”
- Need to focus on improvement, enhancement
- Again, needs the references to service, responsibility, community, and improving quality of life
- Should coincide with the Southern Miss slogan: *Freeing the Power of the Individual*
- Needs references to active engagement and inquiry

The committee members considered these comments and proposed the following revision:

**The 2/21/05 revised Vision**

*The University of Southern Mississippi will engage and empower individuals to transform lives and communities.*

The new University of Southern Mississippi **Strategic Plan Open Forum link** was introduced to the committee. This forum will provide all (faculty, staff, students, & community members) with opportunities to comment on and offer input regarding the draft strategic planning document as it is developed by the UPC. The website for this forum is <http://www.usm.edu/strategicplan> and it will be managed by Kathryn Stringer. There is also a link from the Department of Institutional Effectiveness webpage.

Faculty and staff are encouraged to comment on the proposed **mission and vision statements** via the **Strategic Plan Open Forum** (<http://www.usm.edu/strategicplan>). Comments should be posted by Monday morning, February 28.

The committee decided that before they review the feedback on the **core values**, we first must be sure that the **core values** align with the newly revised **mission and vision**. The committee would like it documented that the **core values** coincide with these terms from the **mission and vision**:

- *Cultivate creativity*
- *Generation of Knowledge*
- *Dissemination of Knowledge*
- *Application of Knowledge*
- *Engage Individuals*
- *Empower Individuals*
- *Transform Lives & Communities*

The UPC will reconvene on Monday, February 28, at 3:30 p.m. in the President's Conference Room.

## **5.2 President Elect's Report – Valerie Horne**

Faculty Senate Meeting-2-11-2005

There was a lengthy discussion concerning the airplane that was purchased by the Athletic Department. (1/3). Dr. Myron Henry gave a report on the budget for the USM Foundation and the Athletic Foundation. He stated that the USM Foundation was working with a \$1.1M budget and that the Athletic Foundation budget was almost \$5M.

They went into executive session to discuss a motion and letter to IHL. It was approved and it states:

“A FACULTY SENATE MOTION OF SUPPORT FOR PRINCIPLES OF ACCREDITATION AND THE RIGHT TO EXPRESS PUBLIC CONCERNS ON MATTERS OF SIGNIFICANCE TO THE UNIVERSITY

Based on the information available to the Faculty Senate, we wish to express our strong support for the principles of AACSB and SACS accreditations that Dean Harold Doty of the College of Business has championed during the past week (02-04-05 to 02-11-05). We also wish to state unequivocally that we share the concerns Dean Doty has raised in his responses to letters from Provost Jay Grimes.

We want to convey our appreciation to the Board of Trustees for their attention to the Faculty Senate motion requesting that the search process for a new president at USM be initiated and for the board's keen interest in the controversy this week centering on important accreditation principles and sound academic practices.”

Summer Plans- I have been working with Connie Morgan and Susan Bone on some summer initiatives/morale booster for staff. I will give a more detailed report on these at our April meeting.

## **5.3 Secretary's Report – Keri Hensarling – No Report**

## **5.4 Secretary-Elect's Report – Kim Busche - No Report**

## **6.0 Old Business**

### **6.1 Employee Appreciation Day**

This is discussed under action items.

### **6.2 Elections**

Keri Hensarling reported that the yearly Staff Council elections are on track and on schedule. The nomination forms were sent out and are being returned. She also stated that there had been no responses thus far in the Service/Maintenance category. Ms. Hensarling will be contacting supervisors in this category to try to recruit interested volunteers. The ballots should be ready and mailed out by March 21, 2005. The requested return date is April 1, 2005. Assuming that the mail-out occurs as anticipated; the results should be tabulated and ready to present at the next meeting. Ms. Hensarling will be contacting the elections committee for assistance in handling the mail-out and the tabulation.

## **7.0 Committee Reports and Assignments**

**7.1 Assignment of Action Items – #111 – Salaries and Benefits**  
*Employee Appreciation Day, usually held around Halloween, did not occur in 2004, and should be reinstated by the Administration. This is a small token of appreciation and a tradition that employees have enjoyed for several years.*  
This action item was submitted by Virginia Kittrell and will be handled by the Salaries and Benefits committee.

**7.2 Constitution and Bylaws – Ray Stevens**  
**February 10, 2005 meeting**

On February 10, 2005, the Staff Council Constitution and By-Laws committee convened a called meeting at 9:00 a.m. Present were Mathew Cox, Karen Lott, Ray Stevens (chair) and Virginia Kittrell.

Virginia reviewed with us the history of the 2003 proposed changes to the Constitution and By-Laws. They had been acted upon by Staff Council and forwarded to President Thames for approval. This occurred before her tenure as SC president began. (See "Report from the 2002-2003 Constitution and By-Laws Committee Proposed changes to the Constitution and By-Laws, and Standing Rules." Copy sent to members of the committee via previous email.) Dr. Thames had requested clarification of the SC's proposed changes, and on June 27, 2003, Pam Posey forwarded to him these proposed changes (See copy of memo from Pam Posey to President Thames. Copy sent to members of the committee via previous email.). These proposed changes have not been approved by President Thames.

Those present at the meeting reviewed generally the 12 proposed Constitution and By-Laws changes within the document, dated April 1, 2003. Virginia agreed to investigate SC's representation as described in "Proposed Change #8" to determine if wording in this item should be changed. She felt that if this item should need restating or removal that this should be done prior to a follow-up with President Thames regarding the status of approval of the Proposed Changes document.

Article 1, Section 1 of Division II of the Staff Council Constitution reads as follows: "the membership of the council shall be composed of elected representatives from the permanent full-time staff of the University, who have been employed at the University for at least one year." The issue of representation on Staff Council for employees of outsourced units on our campus was discussed. Attached to this summary is a brief review of this question, prepared by the Constitution and By-Laws Committee chair. It is intended as a starting point for our committee in determining how we might best approach and resolve this question. Please review this document as open ended; other committee members may have ideas that have not been presented herein. Implications of the question were expressed by Virginia, who stated that when the number of outsourced employees with Aramark and Barnes and Noble were calculated, it reflected a loss of positions on Staff Council. Since it is understood that the administration is considering outsourcing other auxiliary units on campus, and should, for example, Physical Plant be outsourced, that would account for a loss of approximately 3.5 additional seats on Staff Council. The impact on Staff Council's efficacy, validity and influence resulting from the loss of membership due to additional outsourcing, an understood possibility, should be considered while arriving at a decision on this issue.

Initial discussion of this issue dealt with the inquiry responses gathered by Pam Posey. In addition to these responses, those present expressed their impression of discussions they have held with various staff across campus. Mathew stated his viewpoint that, based on the response document and his discussions, the question seemed fairly evenly divided between those who feel outsourced employees should have no representation on Staff Council and those who feel they should be represented, with a few in the middle of the question who feel outsourced

employees should have representation but should not have voting rights. Ray expressed agreement, adding that opposition to membership for outsourced employees seemed to be an initial response with some, but further discussion of the topic brought a change to either inclusion with voting privileges or inclusion without voting privileges. Karen Lott raised the question as to whether or not Staff Council would want to ask for a general vote from the University staff as a whole. Mathew pointed out that if it were the decision to hold a general vote, it should only be done after a vigorous and concerted effort to inform those who would vote as to all the opportunities and consequences surrounding this decision.

Those in attendance felt that the members of the committee should be given the summary of our deliberations from this initial meeting and they be asked to discuss this issue with other staff members to obtain feedback. The committee will meet next week, Thursday at 9:00 a.m. in the Fritzsche-Gibbs Building, Room 114, on the Hattiesburg campus, and all committee members should be encouraged to attend. The purpose of this section meeting will be to draft a statement to be presented to the March meeting of Staff Council. Further, that the committee should address the question in two parts: (1) the question of inclusion or exclusion of outsourced employees, and (2), at a later meeting, should the issue need to be decided, the determination of details of outsourced employee membership privileges.

#### **February 17, 2005 meeting**

On February 17, 2005, the Staff Council Constitution and By-Laws committee convened a called meeting at 9:00 a.m. Present were Kim Busche, Melissa Carpenter, Karen Lott, Ray Stevens (chair) and Trisha Wilbanks (via speakerphone from Gulf Coast).

The current Staff Council Constitution and By-Laws states that to serve on Staff Council a person must be "permanent full-time staff of the University" who have been employed for at least a year. The purpose of our meeting was to discuss the question of whether recent and future out-sourced staff on the University campuses should be included in Staff Council participation, or whether they should be excluded from Staff Council participation. From this discussion, our mission today was to outline a presentation on this question to be made before the March 2005 meeting of Staff Council. According to Staff Council rules, this would be presented as a forum for deliberation by the Council and any call for a vote at that time that changes wording of the Constitution or By-Laws would be contrary to Staff Council rules.

Those in attendance presented some of the feedback they had received on this question from various staff. Trisha pointed out that staff in her area on the Coast felt removed from the importance of this question and that not having personal relationships with out-sourced former University employees, they tended to follow the viewpoint that out-sourced personnel are no longer staff and should not participate in Staff Council. In addition, some expressed their opinion that if out-sourced personnel were included on Staff Council a change of name for the organization might be appropriate. Kim explained that out-sourced personnel's feelings toward what had happened to them ranged from the concepts of "amicable separation" to "divorce" to "sold on the slave block." The attitude of out-sourced personnel is a factor in this deliberation as we try to measure their possible participation and attitude. She pointed out too, that for Aramark employees, those who were former University employees had retained their insurance benefits; this is not the case with Aramark employees elsewhere. Those not grandfathered, who have no former ties to the University, could be expected to have a different level of concern for the University as a whole. However, she continued, other issues to consider for out-sourced personnel might be tickets to University events provided at the same price given to non-outsourced personnel, increasing the possibility of their inclusion in University events, and involvement in initiatives to improve our campuses (such as the recent issue of increased litter on

the Hattiesburg campus). Staff Council membership for out-sourced personnel could provide a mechanism to address and encourage these and other positive ideas that would include all staff personnel working at the University.

Ray brought up a line of thought Mathew Cox had expressed at our previous meeting. Perhaps the Council should consider the opportunity it has to step forward with an approach of inclusiveness. Those present at both meetings have voiced their opinions that there is a need for healing on campus; there is a need to try and bring people together, rather than exclude them. In conjunction with this idea, President Kittrell had stated at our previous meeting that from some quarters on campus Staff Council was viewed as introverted and self-serving. Kim suggested that perhaps the Council might see this Constitution and participation question as a time to change this self-serving perception to one that included an equal interest in improving the University as well as supporting the needs of staff.

Our current Staff Council Constitution, Division I, Article 2, Section 2, states that "The Council shall promote interaction among staff, faculty and administration in the enhancement of the goals, purposes and functions of the University." Whether full-time employees of the University or employees of out-sourced units, these individuals are still considered as "staff," presumably with common aspirations for the success of the institution on whose campus they work and irregardless of the source of their paycheck.

The meaning of the term "staff" must be agreed upon before we can proceed with the question of inclusion or exclusion of out-sourced employees, who were doing the same jobs previous to this past summer, were considered as staff. Their jobs are basically the same and their purposes are relatively unchanged; their pay checks no longer come from The University of Southern Mississippi, but from a private employer. If you work on one of the University's campuses and if your job and your job's goals, purposes and functions have not changed, but you are paid by a private entity, rather than the University, are you not still staff personnel on the campuses of The University of Southern Mississippi? In the future, should the administration determine to out-source additional units, the aforementioned situation would remain unchanged. Grant-funded employees are paid *through* the University, we consider them as staff of the University, though they are not being paid from State funds...their job status does not seem to be quite the same as a staff member who is in a non-grant-funded job. No distinction is made between these two types of staff employees as it relates to membership on Staff Council.

At the March meeting of Staff Council, presentation of the question of representation on Staff Council by out-sourced staff will be presented by the Constitution and By-Laws committee for general discussion at the point on the agenda reserved for "Committee Reports." A brief explanation of the question will be presented by Ray Stevens, committee chair. He will then call on committee members for remarks. Open discussion, under the direction of the Council President, is anticipated following the committee's report. (The committee realizes that this discussion may be lengthy, but due to the importance of the question this seems appropriate.) A vote on any change to the wording of the Constitution and By-Laws is contrary to the rules of the Council, therefore a consensus of opinion as to inclusion or exclusion is sought. Should the vote be not to include out-sourced personnel, the Constitution and By-Laws may possibly require no change in wording. On the other hand, a vote to proceed with inclusion of out-sourced personnel will require change in wording of these documents. In this case, every effort will be made to prepare written information to be provided to Staff Council members prior to the April 2005 Staff Council meeting.

The committee suggests, without study of the suggestion that should the latter occur – Staff Council determine to include out-sourced staff members – we might be able to accomplish this change in wording by the simple change of prepositions. Within the Constitution and By-Laws, on the topic of membership, the phrase

“...permanent full-time staff **of** the University” might be changed to read “...**at** the University,” for example. The committee’s initial reaction is that this change of prepositions would allow the inclusion of all staff on the campuses. However, should the need to do so arise, those present at this meeting recognize that this proposal should be researched and its ramifications studied before such a suggested change would be presented to the Council.

On another point of business, those present agreed that President Kittrell should proceed with efforts to secure approval of the Constitution and By-Laws changes presented to the administration in May 2003, in whatever fashion she deem appropriate.

The meeting adjourned at 10:15 a.m.

After a short discussion during the meeting, Carol Dunaway moved that a vote be taken whether outsourced employees should be represented on Staff Council. The motion was seconded by Billy Sanders. The motion was unanimously passed.

Keri Hensarling moved that outsourced employees be represented on Staff Council. Ray Scott seconded the motion. The motion was carried with one dissenting vote.

**7.3 Legislative – Kameron Dale - no report**

**7.4 Salaries and Benefits – Mary Butler Sumrall – no report**

**7.5 University Relations and Cultural Diversity – Stacey Ready - no report**

**7.6 Technology and Training – Donna Donegan – no report**

**7.7 Other Committees:**

**A. Department of Parking Management Committee – Stacey Ready – no report**

**B. Scholarship Committee – Virginia Kittrell**  
The application and guidelines for this scholarship were presented to the membership for review and comment. The application deadline is April 22, 2005. The recipient will be selected by the Scholarship Committee and announced at the May Staff Council meeting.

**C. Drug and Alcohol Policy Review Committee – Mathew Cox – no report**

**D. President’s Council – Stacey Ready –  
February 10, 2005**

President Thames opened the meeting by reiterating that the budget is pretty much in a doom and gloom mood. He stated that it would be safe to assume a 5% cut, because that is what is being recommended by the governor.

Mr. Homer Coffman, the University’s Chief Information Officer, updated the Council regarding email monitoring. He stated that it is not university policy to do ongoing email monitoring. Ongoing email monitoring is allowable by law, but it is not university policy and is not done. He stated that the greatest threat is from outside hackers and in his time here, the University system has been hacked into fourteen times. Dr. Myron Henry asked that if and when the University wanted to monitor an employee’s email, how would this be done. Mr. Coffman stated that there were many ways to do this and that he would not discuss it in public because then it would give hackers ways to break into our system and that it is also a federal, security issue. He stated that he would be happy to discuss that issue with concerned parties in private.

Next Dr. Joan Exline reported on the status of the Faculty Handbook Committee. They've collected a list of issues that they will discuss at the February 23 meeting.

Regarding the Faculty Senate Resolution, Dr. Thames stated that he is sorry that there are people who do not like him and how he manages this university. He mentioned that he created this particular council for the purpose of communication and that he also meets with the executive members of the Faculty Senate monthly, that he provides a newsletter once every two weeks, all for the purpose of greater communication. He encouraged us to let our respective peers and colleagues know his feelings. Tammy Greer stated that she was the one who had added the Faculty Senate Resolution to the agenda. She complimented him on his ability to look at our university and see opportunities, to see "holes that needed to be filled." She stated that there was a hole that needed to be filled between him and the faculty, though. She added that she thought that his process, his way of doing things, is sometimes wrong. His method is to do things and then tell people about it when what they really want is to be included at the beginning of the decision-making process. Myron Henry added examples to her comment about Dr. Thames "process." His examples were: plans for use of the 2<sup>nd</sup> floor of the Gulf Coast Library, the Executive MBA program on the Gulf Coast, and the invasion of the faculty member's classroom. Trellis Green used a military analogy and stated that the general has to depend on the lieutenants and captains in the fields for reports of what is going on. He said that you can't blame it all on the leader, that it is a team effort. Anne Wallace stated that she might regret it but that Dr. Thames should let the faculty and staff do more policy work up front. Let them take on some of the burden.

Moving on to the next agenda item Mitch Berman reported on the University's Drug and Alcohol policy. His committee has been working on it for approximately one year. It has still not been officially adopted because university counsel has not reviewed and okayed it. Faculty and staff may review it on the Faculty Senate website.

In closing Scott Piland, our facilitator, opened the floor for any closing questions. Myron Henry stated his concern over a letter from the Provost that was in the paper stating that our College of Business is not a PhD granting college and that we need to focus on competing with William Carey College and the University of Phoenix for MBA's on the Mississippi Gulf Coast. Dr. Thames' response was that we need to serve our population on the Mississippi Gulf Coast and that when you look at the business professionals on the Gulf Coast; the majority of them have not received their MBA's from Southern Miss, but from WCC or Phoenix. He further stated that this university is focused on further enhancing our College of Business Administration and that in fact the recent bond issue contained pre-planning monies for a new College of Business Administration building. He stated that we in no way want to diminish or harm our College of Business Administration. Anne Wallace stated that she thought we needed to focus on quality not quantity and that we need to think about the prestige of our CBA and keep it one of the 300 best business schools in the USA.

- E. Performance Review Committee** – Robin Barnett – no report
- F. University Planning Committee** – Virginia Kittrell – no report
- G. IT Advisory Board** – Virginia Kittrell  
The first meeting of this committee is today.

**8.1 Title III Advisory Council**

Donna Donegan will be the Staff Council representative on this committee.

**9.0 Announcements**

**9.1 IHL Meeting – Thursday, March 17, 2005**

**9.2 MASCO meeting – Thursday, March 17, 2005**

**9.3 Staff Council Executive Committee Meeting – Tuesday, March 15, 2005, at 10 a.m.**

**9.4 Spring Holidays for students – March 14-18, 2005**

**10.0 Adjournment**

The meeting was adjourned at 12:10 a.m.

**Keri Hensarling**

**Secretary**

**March 2005**