

# Staff Council

## 2016-2017 Annual Report

### Officers

Karen Reidenbach, Past-President

Charles Childress, President

April Broome- President-Elect

Heather Miller, Secretary

Martha Resavy, Secretary-Elect

**Membership Information can be found on the next two pages. Term Length and Auxiliary (Non-Voting) Members are listed as well.**

Staff Council Data Information 2016 - 2017

Updated March 15, 2017

Member	EEOC Category	Category Number	Term Expiration
Vijay Patel	Executive / Admin	1	6/30/2018
Dana Berry	Professional	3	6/30/2017
Heather Graves	Professional	3	6/30/2017
Paige Strickland	Professional	3	6/30/2017
Saundra Garnand	Professional	3	6/30/2017
April Broome - President - Elect	Professional	3	6/30/2018
Bill Barnes	Professional	3	6/30/2018
Charles Childress -President	Professional	3	6/30/2018
Elayne Lockett	Professional	3	6/30/2018
Frances Tarbett-Wallace (replaced Donnie Robbins; March 2017)	Professional	3	6/30/2018
Laurie Benvenuti	Professional	3	6/30/2018
Mark Crager	Professional	3	6/30/2018
Tasha May (Term of Deena Crawford)	Professional	3	6/30/2019
Donavan Johnson	Professional	3	6/30/2019
Jennifer Lewis	Professional	3	6/30/2019
Kelly James-Penot	Professional	3	6/30/2019
Michael McGee	Professional	3	6/30/2019
Belynda Brock	Clerical/Secretarial	4	6/30/2017
Sharon Anderson	Clerical/Secretarial	4	6/30/2017
Heather Richey	Clerical/Secretarial	4	6/30/2018
Martha Resavy - Secretary-Elect	Clerical/Secretarial	4	6/30/2018
Ashley McGinty	Clerical/Secretarial	4	6/30/2019
Carolyn Soniat	Clerical/Secretarial	4	6/30/2019
Kari Moore	Clerical/Secretarial	4	6/30/2019
Rebecca Lewis	Clerical/Secretarial	4	6/30/2019
Carlos Sterling	Tech/Paraprofessional	5	6/30/2018
Joe Magee	Skilled Craft	6	6/30/2020
David Myers	Service/Maintenance	7	6/30/2018
Haley Young	Service/Maintenance	7	6/30/2019
Josh Padgett (Filled March 2017)	Service/Maintenance	7	6/30/2019
Tracy Brown (Filled March 2017)	Service/Maintenance	7	6/30/2019
Jeremy Higgs	GCRL	GCRL	6/30/2019
MaryAnn Anthony	GCRL	GCRL	6/30/2019
Heather Miller - Secretary	Gulf Park	Gulf Park	6/30/2017
Judy Isbell	Gulf Park	Gulf Park	6/30/2017
Jackie Polk	Gulf Park	Gulf Park	6/30/2019
Kim Miller	Stennis	Stennis	6/30/2017
<b>Non-Voting Members</b>			
Karen Reidenbach - Past -President			6/30/2015
Lauren Brescher - Auxiliary			
Kathy Hayman - Auxiliary			
Pam Posey - Parliamentarian			
Brandon Williams - SGA Representative			
Catharine Bomhold - Faculty Senate Representative			

**Staff Council Data Information 2017 - 2018**

**Last Updated 6/26/2017**

<b>Member</b>	<b>EEOC Category</b>	<b>Category Number</b>	<b>Term Expiration</b>
Vijay Patel	Executive / Admin	1	6/30/2018
April Broome - President	Professional	3	6/30/2018
Bill Barnes	Professional	3	6/30/2018
Charles Childress -Past President	Professional	3	6/30/2018
Elayne Lockett	Professional	3	6/30/2018
Frances Tarbett-Wallace	Professional	3	6/30/2018
Laurie Benvenuti	Professional	3	6/30/2018
Mark Crager	Professional	3	6/30/2018
Donavan Johnson	Professional	3	6/30/2019
Jennifer Lewis	Professional	3	6/30/2019
Kelly James-Penot	Professional	3	6/30/2019
Michael McGee	Professional	3	6/30/2019
Tasha May	Professional	3	6/30/2019
Linda Dorsey	Professional	3	6/30/2020
Peggy McArthur	Professional	3	6/30/2020
Rusty Anderson	Professional	3	6/30/2020
Heather Richey	Clerical/Secretarial	4	6/30/2018
Martha Resavy - Secretary	Clerical/Secretarial	4	6/30/2018
Ashley McGinty	Clerical/Secretarial	4	6/30/2019
Carolyn Soniat	Clerical/Secretarial	4	6/30/2019
Kari Moore	Clerical/Secretarial	4	6/30/2019
Rebecca Lewis	Clerical/Secretarial	4	6/30/2019
Carlos Sterling	Tech/Paraprofessional	5	6/30/2018
Joe Magee	Skilled Craft	6	6/30/2020
David Myers	Service/Maintenance	7	6/30/2018
Vacant July 1, 2017 - Haley Young resignation	Service/Maintenance	7	6/30/2019
Josh Padgett	Service/Maintenance	7	6/30/2019
Tracy Brown	Service/Maintenance	7	6/30/2019
Jeremy Higgs	GCRL	GCRL	6/30/2019
MaryAnn Anthony	GCRL	GCRL	6/30/2019
Heather Miller	Gulf Park	Gulf Park	6/30/2018
Jackie Polk	Gulf Park	Gulf Park	6/30/2019
Devin Bellman	Gulf Park	Gulf Park	6/30/2020
Allison Mojzis	Stennis	Stennis	6/30/2020
<b>Non-Voting Members</b>			
Lauren Brescher - Auxiliary			
Kathy Hayman - Auxiliary			
Pam Posey - Parliamentarian			
Corai Jackson - SGA Representative			
????? - Faculty Senate Representative			

### **Meetings**

The full Council met at 9:30 on the first Thursday of each month. Typical meetings started with a guest speaker(s), with the business meeting immediately following. In November, our meeting was held at the Stennis Space Center campus site and the April meeting was held at the Gulf Park Campus in Long Beach.

The Executive Officers and Committee Chairs met on a monthly basis to discuss topics pertinent to the Council, set the next month's agenda, and to determine guest speakers.

The Executive Officers met monthly with Dr. Douglas Vinzant, Vice President for Finance and Administration. During the year, we transitioned to adding Krystyna Varnado and Allyson Easterwood when Dr. Vinzant departed. President Childress's report to the Council included notes from these meetings. However, many times the Executive Officers worked on items with the above mentioned that would result in a forthcoming "All University" message.

Immediate Past President Karen Reidenbach represented the Council on University President Rodney Bennett's executive cabinet. She reported information to the full Council during monthly business meetings.

### **Events and Philanthropic Efforts**

Members of the Council assisted with and or attended various campus events including Freshman Move-In Day, ribbon cuttings, and the Fallen Eagles memorial; served as members of the commencement platform parties, and hosted a Holiday Open House for campus. Additionally, the Council hosted a networking event at the Gulf Park location.

To show support of our colleagues we provided Thanksgiving meals for family members of one Gulf Coast staff member and one Hattiesburg staff member. Nominations are submitted by Council members for those who have had a financial hardship or a life changing event. The nominees and final recipients' names remain anonymous except to the Executive Committee that's charged with making the determination. Food items were donated by each Council member and gift cards were donated by through contributions of staff members.

For Christmas we donated iTunes gift cards to the Institute of Disability Services on both the Hattiesburg and Gulf Park campuses. These gift cards were used to purchase "Accessible Apps" for participants in their programs. Council members made these donations from their personal funds.

### **Fundraising**

Through the Comcast Golf Classic fundraising efforts, we earned \$600 for staff scholarships. The silent auction held during the Holiday Reception and sales of jackets and insulated cups raised \$875 needed funds for Council initiatives.

### **Scholarships and Awards**

Staff Council provides scholarships to four deserving staff members each year. Benefits-earning staff are eligible to apply and one recipient is selected from the coast and one from Hattiesburg each spring and fall semester. The Scholarship Committee was pleased with the number and quality of applications and awarded the following:

Fall 2016 - Torie Fowler – Hattiesburg; Heather Sison - Gulf Coast

Spring 2017 - Courtney Robinson – Hattiesburg; Tony Fowler – Gulf Coast

Each spring the nominations for the Staff Service Awards are accepted. This year's recipients were: Darcie Graham, Gulf Park and JoAnn Johnson, Hattiesburg

## 2016-2017 Guest Speakers

- September  
**Dr. Maureen Martin** of the DuBard School of Language Disorders provided insight into the prevalence of language disorders throughout the country, especially in the areas of reading and speaking. She spoke of the personal successes experienced by individuals who have attended the DuBard School. Dr. Martin also mentioned the upcoming SpeakEasy fundraiser and invited Staff Council members to consider attending this fun and exciting event.
- October  
**Dr. Steven Moser**, Provost & Sr. VP Academic Affairs, discussed USM's focus on increasing enrollment numbers and gave information about current recruitment efforts. Dr. Moser expressed his optimism at growing enrollment numbers in future semesters.
- November  
**Dr. Monty Graham** welcomed Staff Council members who traveled to the Stennis Space Center for this meeting. Dr. Graham is the Interim Director and Chair of the School of Ocean Science and Technology. USM partners with the U.S. Navy Oceanography Command at Stennis for its Marine Science program.
- December  
**Kate Howard**, Asst. VP / Dean of Admissions, informed Council members of the positive changes underway in regards to recruiting, admitting and offering financial aid to new and returning students. She noted that while the number of students applying to USM has increased, her main goal now is to turn those applicant numbers into actual enrolled students. She praised the work efforts of all involved with a special nod to the staff in Financial Aid, adding that scholarship funds continue to be tapped out as more and more students apply.
- January  
**Dr. John Eye**, University Libraries. Dr. Eye began with a discussion of upcoming library events. He gave a discussion of library resources – focus is on students; however, the library also supports faculty, staff, and the community.

Access to more than 100,000 ebooks, interlibrary loan, children's collection locating services, large collection of art and music (online access), consumer reports, excellent information resources for genealogy searches, Gulf Park has a foundation directory (look up where charitable donations go). Members of the community may also use all resources available through University Libraries –they are not accessible online, but are in person. Join Friends of the Library – 10% discount at Starbucks in Hattiesburg.

- February  
**Ms. Kelly Ellis** from the Foundation gave an enthusiastic presentation on this year's Campaign for Southern Miss, the annual fundraising effort that represents faculty/staff commitment to the University. The results are used in obtaining corporate donations that benefit various areas of campus.

This year's goal is to have a 46% participation rate amongst employees and kicks off with a lip sync contest on February 14<sup>th</sup>. SC members were encouraged to attend and take part in the

fun. The USM Foundation will be sponsoring forums on both campuses to provide overviews on several topics including the “crowdfunding” initiative, Eagle Fever. Forums will be scheduled for the HBG campus on February 22<sup>nd</sup> and the GC campus on February 23<sup>rd</sup>.

- **March**

**General Hammond** spoke briefly about the Veteran’s Center on the Hattiesburg Campus. For the most part, the young student veterans were volunteers to the service post 9/11. The Veteran’s Center was established 3 years ago and has expanded to include 4 full time staff members and 10-part time student employees. Established an on-campus program in a house on Morningside Drive. Center is for Veterans, Service members, and Families.

Program offers tutoring, computer lab, study rooms, free textbooks. Established a chapter of the Student Veterans of America. Student veteran enrollment continues to rise. Currently, we have approximately 1,300 student veterans enrolled at Southern Miss. Southern Miss is recognized as a veteran friendly school, a Purple Heart Institution, and ranked one of the top ten institutions providing services to veteran spouses. Army ROTC program is led by a new team and is commissioning approximately 23 members this year. Southern Miss is one of only a few institutions in the country to establish a Coast Guard Auxiliary. The Center funds 18 scholarships to benefit veterans, service members, and spouses. Green Zone Training is available to departments to introduce people to the life of a veteran.

- **May**

**Marcia Landen**, Assoc. VP for Research, spoke about “soft money” funding that USM receives from federal, state, businesses, foundations and non-profit organizations in support of research projects. Last year, USM received almost \$60 million from these sources as 246 proposals were awarded funding. Projects ranged from coastal research initiatives to scientific endeavors focusing on reducing the weight of military aircraft paint.

### **Action Items**

Action items are concerns or questions that are submitted by any university employee to the Council. The action items are received by the president and forwarded to the appropriate Council committee chair for action and follow up with the sender. The following action items were received and inquiries were completed:

- Questions about the Christmas Break schedule for 2016
- Many submissions regarding FLSA rules changes that were forthcoming, but sidelined at the last minute.

### **Liaisons to University Committees**

A Staff Council representative serves on the following university committees:

Alcohol and Other Drugs  
Clery Compliance Committee  
Design and Space Review  
Diversity Award of Excellence  
Grand Marshall Committee  
Parking Management – Gulf Park and Hattiesburg  
Institutional Diversity Committee  
Institutional Leadership Team and Compliance Audit Task Force  
Strategic Planning Committee  
Textbooks and Course Materials Advisory Committee  
University Assessments Committee  
Other committees as needed

### **Mississippi Association of Staff Council Organizations (MASCO)**

Members of the executive team continued to work with MASCO membership on the tuition reciprocity between other state institutions. In the summer of 2014 MASCO representatives proposed to the IHL Commissioner that our tuition waived classes benefit be transferred to institutions other than our employer institution. In 2015 we were invited to speak to the Chief Academic Officers (CAOs) during their August IHL meeting. As a follow up we met with the CAOs and the Chief Financial Officers during their November meeting. In the spring of 2016 we learned that because of continued budget cuts (and a strong belief that some schools would suffer financially) the program would not be implemented. It is the desire of the MASCO representatives to re-address the issue at some point in the future. We continue to raise this issue during our MASCO meetings (most recent October 2016). However, we have focused internally on adopting a policy regarding increasing the available Tuition Remission for staff members to up to 8 hours if proper documentation and need is provided by the staff member's academic advisor.

Other items discussed during the spring MASCO meeting were smoke-free/tobacco-free campus, parking/transportation fees, on-line training (WorkPlace Answers for USM), and various programs and initiatives undertaken by our Staff Council colleagues at our sister institutions.

### **Additional Points**

During the year, we continued to maintain our website. We also drafted Staff Council "Rack Cards" that provide information regarding Staff Council. These are now distributed at the Employee Orientation Programs. We also worked to correct issues with our EEOC Category Dynamic List Servs. These are now functioning correctly.

In Staff Council tradition, we closed the year with a luncheon to recognize members whose terms were ending, to welcome newly elected members, and to celebrate a year well-done.