

**Staff Council
Annual Report
2017 – 2018**

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Membership List

Member	Committee Position	Divisional Category	Term Expiration
April Broome	President	Student Affairs	6/30/2019
Kelly James- Penot	President-Elect	Academic Affairs	6/30/2020
Karen Reidenbach	Immediate Past President	VP of Finance Admin.	6/30/2018
Martha Resavy	Secretary	Academic Affairs	6/30/2018
Carolyn Soniat	Secretary-Elect	Academic Affairs	6/30/2019
Laurie Benvenutti	University Relations and Cultural Diversity Chair	Academic Affairs	6/30/2018
Donavan Johnson	Legislative Chair	Academic Affairs	6/30/2019
Heather Richey	Constitution and Bylaws Chair	VP of Research	6/30/2018
Peggy McArthur	Salary and Benefits Chair	VP	6/30/2020
Carlos Sterling	Technology Chair	Academic Affairs	6/30/2018
Devin Bellman	Communications Chair	Gulf Park	6/30/2020
Maryanne Anthony	Scholarship Committee Chair	GCRL	6/30/2019
Terri Tarbet Wallace	Wellness Co-Chair	President	6/30/2018
Jackie Polk	Wellness Co-Chair	Gulf Coast	6/30/2019
Ashley McGinty	Fundraising Chair	Academic Affairs	6/30/2019
ViJay Patel	Parking Committee Liaison	President	6/30/2018
Mark Cramer	Design Space Review Committee Liaison	Student Affairs	6/30/2018
Rusty Anderson	Committee on Committee Liaison	Academic Affairs	6/30/2020
Mike McGee	Master Campus Facility Planning Committee Liaison	VP External Affairs	6/30/2019
Kari Moore	Alcohol and Other Drugs Committee Liaison	VP of Finance Admin.	6/30/2019
Kristie Fowler	University Assessment Committee Liaison	Academic Affairs	6/30/2018
Elayne Lockett	Cultural Diversity Committee Liaison	Academic Affairs	6/30/2018
Tasha May	Scholarship Committee	VP of Research	6/30/2019
Linda Dorsey	Salaries and Benefits Committee	Academic Affairs	6/30/2020
Leslee Potvin	University Relations and Cultural Diversity	VP of Finance Admin.	6/30/2019
Allison Mojzis	Salaries and Benefits Committee	Stennis	6/30/2020
Karen Shaw	Technology Committee	Gulf Coast	6/30/2018
Jeremy Higgs	Legislative Committee	GCRL	6/30/2019
Daryl MaGee		Student Affairs	6/30/2019
Mike Hodge		Student Affairs	6/30/2019
Ken Elwin		VP of Finance Admin.	6/30/2020
David Sliman		VP of Finance Admin.	6/30/2019

Non-voting Affiliate members

Pam Posey	Parliamentarian
Kathy Hayman	Handbook Advisory Group Liaison
Lauren Brescher	Aramark Representative
Corai Jackson	SGA Representative
Katherine Bomhold	Faculty Senate Representative

General Council Information

The full Council meets at 9:30am on the first Thursday of each month. Typical meetings start with a guest speaker, with the business meeting immediately following. We visit our Coast campuses twice a year. This year we went to Stennis Space Center campus site in November and in March we had our meeting at Mississippi Gulf Coast Community College where we participated in the low ropes course.

The Executive Officers and Committee Chairs meet 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 meet monthly with Allyson Easterwood, Interim Vice President for Finance and Administration and Krystyna Varnado, Associate Vice President for Human Resources. Information that was brought to these meetings included Council issues and concerns, pertinent action items, and discussion on how to better our Council voice and reach across campus. This year, were we able to obtain funding for additional Professional Development stipends for staff members, increasing our giving from 2 \$250 awards to 4 \$500 awards moving forward.

Immediate Past President Karen Reidenbach represented the Council on University President Rodney Bennett's Executive Cabinet.

Additional Points

During the year, we continued to maintain our website. We continued to hand out our Staff Council "Rack Cards" that provide information regarding Staff Council. These are now distributed at the Employee Orientation Programs. We also worked to change our EEOC Category Dynamic Listservs to Divisional listservs to be in line with our new elections process.

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.

Fundraising and Philanthropic Efforts

Staff Council participates in the annual Comcast Golf Classic by securing sponsorships for the tournament. This year we were able to raise \$500 for our staff scholarships. Additionally we have a silent auction at our annual Holiday Reception and this year we were able to raise \$514.00 for Council initiatives.

To show support of our colleagues we provided Thanksgiving meals one Gulf Coast staff member family and one Hattiesburg staff member family. 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 through contributions of staff members.

This year we began an initiative to maximize our budget and help staff. We started the Professional Development Travel Stipend program where we were able to provide 2 \$250 stipends to staff. We additionally were able to increase this reach to 4 \$500 awards starting next year.

Scholarships, Awards, and Stipends

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 recipients a \$250 scholarship:

Fall 2017 – Lillian Collins and Melanie Heusser

Spring 2018 – Ashley Barnes and Emily Fox

The Travel Stipend was a new development this year and we were able to give out 2 \$250 stipends in spring 2018. The recipients were Kevin Vanek and Lauren Bridges.

Guest Speakers

July 2017

Krystyna Varnado, Associate VP for Human Resources, thanked the Staff Council for inviting her. She provided us with some information on her prior experience before joining USM. She then shared with us that her goal is to bring tools and resources to help you hire someone, not to hire someone. HR has been absent in a lot of these processes that are considered outside processes. To assist USM, she aims to help managers manage and develop leadership ability as this impacts morale and retention. She noted that in the recent HR reorganization some people's jobs were lost; however, those that remain represent the right people in the right jobs focused on doing the right things.

August 2017

Lauren Brescher, Aramark, came to speak to Staff Council and noted that she has enjoyed three years at USM so far. She came to present information about the new catering menu which will be launching in August. Lauren advised Staff Council that they are holding a Catering Showcase. Amy Hewett, Catering Director, will go over policies and menu changes. A showcase of the new catering menu will be held on the 3rd floor of the Thad with samples of new items set up. Black tie items and items for wedding parties will be previewed as well.

September 2017

Dr. Eric Platt, Higher Education Administration program, came in to discuss program options. He is a professor in Educational Research and Administration and spoke about his interest in studying college and university-level administration. Program offerings include institution effectiveness, and institutional longevity that use both qualitative and quantitative methods.

October 2017

Dr. Amy Miller, Vice Provost for Academic Affairs, presented information about the new academic calendar and how budget shortfalls mandate retention efforts alongside recruitment. Fall & Spring semesters will be 15 weeks long and allow for 3 intersessions while keeping the same number of student holidays. Class times will be standardized on both campuses with 45 minutes between classes, providing students with ample time to prepare for class. This change will be put into place for the Fall 2018 semester.

November 2017

Jill Hendon, Assist. Director of CFRD, gave a presentation on the Center's research focus as well background information on Jim Franks' whose 40+ years of dedication have made him ingrained in every aspect.

James Franks has B.S. in Biology 1964 From TN Wesleyan University and a Master of Science, emphasis area, Fisheries from University of Mississippi in 1968. He lived in the "Big House" during Hurricane Camille and lost everything so he moved into the dorms. Assist. Director Hendon showed before and after pictures of the GRCL for Hurricane Camille and Hurricane Katrina. James Franks is the Senior Research Scientist – Gulf Coast Research Laboratory and is the face of GCRL. He was given an honorary Doctorial by Dr. Bennett during the May 2017 graduation ceremony on the Coast.

December 2017

Chad Driskell, Vice President for External Affairs, spoke about the areas that he manages such as USM Foundation, Southern Miss Alumni Association and Government Relations Operations. Mr. Driskell oversees the Government Relations Operations and works closely with Dr. Cannon the VP of Research. The Government Relations Program has a lot to do with USM's research portfolio and funding. They made great strides in hiring a new program team and Dr. Driskell encourages us to refer to the Foundation webpage as well as the Alumni Association webpage to get to know our development officers. Both Alumni Association and USM foundation are private entities that are affiliated with USM even though the employees are with the university. Mr. Driskell and others are working on a plan to increase enrollment and retention.

February 2018

Lenore Schaffer, Ph. D., Deputy Coordinator of Title IX Office, provided us with information on federal law prohibiting discrimination based on sex, as well as the various types of sexual misconduct: sexual assault, sexual harassment, stalking and rape. Dr. Schaffer makes weekly trips to the coast campus, usually on Mondays. Dr. Schaffer provided brochures and her business card.

March 2018

James (Jim) Franks, Senior Research Scientist, gave a presentation on the Center's research focus. The Gulf Coast Research Laboratory's (GCRL) mission is to develop and conduct fisheries research in support of sound resource management, academic excellence, and public education. Mr. Franks researches, monitors, and assesses fish levels in the Gulf for State and Federal agencies

April 2018

Dr. Wiggins, Academic Reorganization Implementation Committee Chair, was gracious enough to accept Staff Council's invitation to speak at its April meeting. He touched on the series of activities associated with our respective committees. He stressed the importance of creating consistency across campus and how USM needs to take this opportunity to correct inefficiencies of operations and to improve communications throughout campus. Dr. Wiggins mentioned how governance initiatives include staff structure and development along with Staff Council's role in the reorganization process.

May 2018

Dr. Moser, Provost and Vice President for Academic Affairs, explained that USM is deliberately taking its time in implementing reorganization initiatives. Changes need to be well thought out and planned to avoid mistakes that would need to be corrected. To date, he has received 5 initiatives that have now been submitted for review by the ALC and Deans' Council and has 4 more on his desk. The Academic Reorganization page is being reworked so that current information is at the top. University Communications has hired a Communications Specialist to specifically address Academic Affairs as well as Research issues. The Provost's Office has been communicating to the campus and is tracking the "open" rates of emails in order to measure the effectiveness of using that medium.

June 2018

Fredrick Varnado, retired U.S. Army Lt. Col spoke at our annual Staff Council Luncheon on how to be an effective leader through change. His positive, motivational presentation lead us through what Leadership stands for and how we can Change our future. He left us with the following questions to ask ourselves as we progress in our positions, who are you? What are you about? What is your voice?

Mississippi Association of Staff Council Organizations (MASCO)

Staff Council President, April Broome, went to the 2017 MASCO meeting held at the Women's College campus on November 9, 2017. The committee held an election and April Broome was appointed as the Secretary of the Committee for this year. The biggest agenda items at this meeting was the update the Constitution and ByLaws and to make our presence more known on the IHL website. Plans were made for the Committee to attend the January 2018 IHL board meeting to discuss this addition to their media outlets to show a more unified connection to the 8 institutions and IHL. The spring MASCO meeting did not take place this year. The next scheduled meeting is November 7, 2018.