

THE UNIVERSITY OF MEMPHIS
Staff Senate Meeting Minutes
225-B McWherter Library
December 8, 1998

Absent: Leroy Brewer, Ray Craft, Bernedine Kelly and Jeanne Tutor

Excused: Beverly Anthony, Kathy Atkinson, Devonia Cage, Gary Carman, Mark Copley, Hazel Haywood, Nancy Hollingsworth, Joanne Lippy, Coszetta Morris, and Carolyn Zoccola

Present: Glenda Barton, Charlie Black, Sam Brackstone, Steve Canaday, Pam Cash, Gracie Cato, Linda Clark, Steven Conlee, Diane Cooper, Sherry Crone, Frank Dyer, Patricia Ehrlich, Gary Fortner, Verlinda Franklin, Pat Green, Barbara Harris, Diana Humphrey, Richard Jones, Kathy Kolby, Bill Lansden, Larry Mayes, Janet Mitchell, Barbara Moore, Janice Morganfield, Lynne Owens, Norma Price, Ginny Reed, Bernice Richardson, Patty Simonton, Bobbie Steiner, Michelle Stout, Marcia Taylor, Patricia Taylor

1. Meeting called to order at 9:30 a.m.

2. Roll called.

3. Dr. Rawlins spoke on the state of the University. He spoke briefly on the University's Report Card and the Commercial Appeal's article addressing this issue. There will be a 2% salary increase on 1/1/99. The University is pulling money out of the operating budget to supplement the 2%. The pay plan revision (compensation study) is being pushed to be finished in the early part of 1999. Dr. Rawlins acknowledged that the most serious problem at this institution is faculty and staff pay. The University has met the qualifications to be classified as a Research Institution by Carnegie and this is very important to the University. After Dr. Rawlins finished speaking he took questions from the senate.

4. Committee reports:

Finance Committee: Larry Mayes - None

Election Committee: Pam Cash - None

AD-Hoc Bylaws Committee: Diane Cooper - None

Issues Review Committee: Diane Cooper - The Employment Incentive Program was researched further and all other institutions who have such a program use a separate form. This is important for audit purposes and has been approved by Internal Auditing.

5. **Standing Committees:**

Traffic/Parking Authority: Michelle Stout

Safety Committee: Richard Jones

Facilities and Services Com.: Janet Mitchell - The committee took a night lighting tour and was able to point out any areas of concern.

IT Planning Policy Council: Steve Canaday - None

IT Admin. Advisory Com.: Steve Conlee - None

Bookstore Committee: Carolyn Zoccola - None

Food Services Committee: Patty Simonton - None

Public Records: Need a Volunteer

Fee Refunds & Appeals: Joann Lippy

6. **Old Business:**

Ballots were passed out for voting on the four senators who had missed three consecutive unexcused absences for retention on the staff senate. The senate voted and the ballots were counted. All the following senators were retained:

- Addie Hughes

- Barbara Moore
- Coszetta Morris

Changes to the By-Laws as presented in the November Senate meeting were voted on and approved.

7. New Business:

It was suggested that the senate look into a yearly fee for faculty and staff to use the Health Center with unlimited services. The senate will look into this further.

An anonymous letter was read concerning children on campus after school. The senate is currently encouraging faculty and staff to take advantage of the after-school care that is offered by the University. For details on after-school care contact a senator.

8. Adjourned

Next meeting is Thursday, January 21, 1999 at 9:30 in McWherter 225B.