

IHL Listening Session Questions - February 17, 2009

Staff

1. **Staff.** The university employs 2,420 permanent faculty and staff of which 1,741 are staff members. We would like to continue to have a voice in university planning, to be shown due respect and consideration, and to be asked to provide input in matters that concern us and ultimately impact the success of the university.

Staff Council is a university committee formed to provide a channel of communication to the university administration and to act as an advisory group in policy matters of the university that affect the welfare of the institution and/or the staff it represents.

2. The chancellor's Commission on the Status of Women was created in the late 1970s. It is crucial to university faculty/staff/student women to continue the efforts the commission has undertaken. This year's objectives are day care and pay equity.

Background information follows:

The Commission on the Status of Women consists of approximately 20 faculty, staff and student members appointed by the chancellor and charged with the duty of studying the status of women faculty, staff and students. The commission keeps the chancellor apprised and makes recommendations.

Mission Statement: The charge of the Commission on the Status of Women is to serve the chancellor in an advisory capacity, apprising him of the needs and concerns of female faculty, staff and students, and recommending ways in which their needs and concerns might be addressed.

History: In 1978, Chancellor Porter L. Fortune appointed a committee of faculty, staff and students to determine what should be done to better the situation for women at The University of Mississippi. The committee recommended two courses of action. One was to provide credit courses, research opportunities, programs and services for women through the Sarah Isom Center, and the other was to establish the Commission on the Status of Women to focus on such affirmative action issues as sex-based salary inequities, staff classifications, child-care facilities and the appointment of women to upper-level administrative positions.

3. Continued funding of the *Ole Miss Green Initiative* is critical to keep Ole Miss moving forward in our commitment to reduce greenhouse gases.

Chancellor Robert Khayat has signed the *American College and University Presidents' Climate Commitment*. Sponsored by the *Association for the Advancement of Sustainability in Higher Education*, the agreement challenges colleges and universities to identify their greenhouse gas output, then develop a plan to reduce those emissions over the next five years.