

Staff Conference Meeting Minutes
Whitton Auditorium
December 15, 2015

Grant Scurry, Staff Assembly Chair, called the meeting to order at 2:01 pm.

Grant acknowledged the approval of minutes and reminded everyone that minutes from both Staff Assembly meetings and Staff Conference meetings are available on the Staff Assembly website.

Introduction of New Staff Assembly Members

Grant introduced Lisa Brody of the President's Office, Pat Blankenship from HR and Nicole Chisari from University Relations. Barbara Emery, from Finance and Business, was not in attendance.

Comments from Dr. Mahony

A new format for questions was introduced prior to the meeting which allows staff members to submit questions for Dr. Mahony ahead of time and anonymously.

- Dr. Mahony indicated a group would be put together next semester to look at branding and marketing.
- In addition, he will likely present the new budget model at a meeting in the spring.
- A question was asked regarding whether or not we could offer free or discounted tuition to children of employees. Dr. Mahony indicated that state law prevents us from providing those funds from the operating budget so we would need to get it from the Foundation. Currently, most Foundation monies are already designated. We would need to raise funds for that specifically.
- A question was asked regarding the \$200,000 budget reserve and how and when it would be used based on recommendations by the Competitive Compensation Committee. Dr. Mahony stated he still planned to allocate those monies. He indicated that early results show more staff members are under the median pay range than faculty. He has asked the committee to make recommendations for how best to use that money. To bring all faculty and staff up to the median for their position would take four million dollars.
- A question was asked regarding the new division of Human Resources, Employee Diversity and Wellness and how it differed from the old department of Human Resources. Dr. Mahony indicated that it is an evolving process and much could be determined by the groups working on the strategic plan.
- A comment also came in from a staff member who was very impressed to see a Winthrop float in the ChristmasVille parade and was pleased to see the First Family riding on the float and students walking ahead.

Employee Satisfaction Working Group Update

Niki Behr indicated a survey would be distributed soon in order for this committee to gather information on what may help improve employee morale. The deadline is the end of December and it is an anonymous survey. If necessary, you can get a paper survey from Tracy Griggs. Facilities staff will receive paper surveys.

Strategic Planning Working Group Update

Rob Dellibovi reported that David Wohl emailed a survey link to members of the Winthrop community to learn what others feel University priorities should be. If you are interested in helping with that process, please complete the survey and provide contact information. You can also complete the survey anonymously.

Special Projects and Events Approval Process

Rob Dellibovi briefly described a new uniform procedure for event/project approval. The form and procedures should be in place and online by our next meeting in January.

Staff Feedback and Updates

- There was an inquiry about the recent removal of several diseased trees and if they would be replaced. Chris Johnson, Winthrop's Sustainability Coordinator, reported trees are removed when they're a safety hazard to people and structures. The university is committed to maintaining the tree canopy and will be meeting soon with appropriate city officials to determine a proactive plan moving forward as many of our trees are reaching the "end of life span" for their species.

Standing Committee Reports

- Elections & Nominations – No new report.
- Media & Communications – Summersby Okey-Hamrick reported that the *Dec/Jan Staff Stuff* newsletter went out today and the next would be in February. She reminded everyone to send any info and photos to her you want included in future issues. When possible, please indicate names of people in each photo.
- Professional Development – Tom Injaychock indicated that the Professional Development Committee is looking for additional members and a new chair. Meetings are scheduled for the 2nd Tuesday of each month at 11am in 114 Crawford Hall. Meanwhile, they are looking for the next host of Wake-Up Friday.
- Campus & Community Involvement – The cookie exchange is tomorrow at 11:30am in the Richardson Ballroom. Bring a batch of cookies and wear your tackiest Christmas attire. Aramark will provide hot chocolate. Friday, December 18 is the deadline for the food drive. 346 pounds of food has been donated so far. Also, Miranda Knight is the liaison between students and Project Hope. If you know students who could benefit from Project Hope, please refer them to her.
- Recognition Committee – Nominations for the December staff member of the month are due by December 31.

Introduction of Staff Member of the Month Nominees and Staff Member of the Month

There were 23 nominations for 11 staff members this month. Jeannie Mann, from Facilities, is staff member of the month for the month of November!

Questions and Comments

There will be a door prize at each Staff Conference meeting. A drawing was held from all in attendance and the winner won a pair of gloves with the Winthrop logo.

Next Staff Conference – Tuesday, January 19, at 2:00pm in Whitton Auditorium.

Meeting adjourned at 2:44pm.

Staff Assembly members present: Grant Scurry, Maria D'Agostino, Niki Behr, Rebecca Best, Pat Blankenship, Johnathan Brabson, Lisa Brody, Nicole Chisari, Rob Dellibovi, Laura Little, Kelly McGinnis, Jill Simpson, Janelle Stevens, Kara Traverse

Staff Assembly members absent: Barbara Emery

Approximately 67 staff members attended (including assembly members)