

Staff Conference Meeting

Whitton Auditorium

October 21, 2014

Meeting called to order at 9:30 am

Members present: Jeanie Faris, Kelly McGinnis, Grant Scurry, Margaret Williamson, Rosanne Wallace, Maria D'Agostino, TJ Carney, Rebecca Best, Kelly Shelton, Sharen DuBard, Niki Behr

Members absent: Jill Simpson

Approximately 105 staff members attending (includes assembly members)

Reminder that Open Enrollment is during the month of October and there will be no paper packets sent to employees this year.

We would like to welcome Jill Simpson to the Staff Assembly. She was unable to attend this meeting as her duties in her department required immediate attention.

Margaret Williamson moved the conversation into updates from HR.

Lisa Cowart stated that they are beginning the process for the salary study.

Debra Boyd offered additional information regarding the process. A leadership team of six members has been assembled of faculty and staff and more details will be included in a campus email in the next few days. Karen Jones and Dr. Roger Weikle will be co-chairs for this committee. Debra suggested that we reword or rethink of the study as a Competitive Compensation study. They will have an organizational meeting next week to determine the points of interest in this study. They are projecting that the results of the study will be made public in mid-March. The committee will be reviewing everyone, every position. We are past the point of stating that there is 'no money' for further compensation or that it is tied to the growth of enrollment. It is a matter of how we choose to use our money. The committee was confined to six members as they will be meeting a lot during this period as the details are prepared and focus is on doing this study right. Compensation will be compared to internal and external sources (other state institutions) during the review. The goal is not to review compensation every 5 to 10 years but put in process a routine operation that will be updated every year. We need to take special consideration to the details in this process and if we don't, then we will be back in the same position we are now in the future.

Lisa Cowart began the conversation about summer work hours. Originally it was implemented as an energy saving operation. It has evolved into the current mix of summer schedules and needs to be re-evaluated. Things to be considered would be whether everyone will be required to participate. Debra Boyd mentioned that we may be busier in summer in the future terms and is it a best practice to limit hours available when we are trying to grow enrollment?

Margaret Williamson provided an update from the assembly's meeting with the presidential consultant, Mr. Funk. The topics covered were similar to what was reviewed / suggested in the public meeting for the Winthrop Community. If you are not comfortable emailing Mr. Funk directly or speaking in the public sessions, there will be a lock box at the information desk in the campus center until October 31st. Mr. Funk has a proven record of placing successful candidates and we are confident after hearing about his processes as he targets good presidential candidates for our campus. As community involvement is requested during the interview process, we need to take advantage of this opportunity to help our campus move forward. Debra Boyd encourages everyone to be involved as well since we all have a strong interest in who is selected. Come with questions. Treat the on campus interview process as that, an interview. Be engaged in the process.

Committee Updates

Recognition Committee – updates provided by Niki Behr

At the first meeting, 'Staff Member of the Month' has been suggested. They will work with the Media and Communications Committee to include this in the newsletter. They are looking into options for a departmental recognition for doing good work.

Media and Communications Committee – updates provided by Maria D'Agostino

At the first meeting, a monthly newsletter was agreed to be a good method of communication. It will spotlight anything going on in departments. Printed copies will be made available for those that do not have email access. They would like to have a Facebook page/Twitter page. The focus will be promoting staff involvement.

Campus and Community Involvement – updates provided by Kelly Shelton

Pink out day on Thursday October 30th. Everyone is encouraged to wear pink to show support for survivors and raise awareness for breast cancer. In November and December, a food drive might be a possibility. They would provide bins and pick up can items donated to deliver to local charities. The committee is hoping to plan 2-3 big events each year and not specifically have something each month.

Professional Development – updates provided by Sharen DuBard

The committee is brainstorming for ideas to build morale and trust. Possibilities include a 'day in the life' program, job shadowing. One suggestion in working with HR would be a management training seminar.

Margaret closed the conversation on committee updates that these are intended to provide opportunities for staff to be involved and please contact any of the committees or assembly members with ideas!

Announcements

Debra Boyd mentioned that there will be radio ads and billboards that people may start hearing about and seeing in our local areas to reach those potential students that are located in our 'backyard' and in the areas where we have a strong return for students. There are 13 billboards throughout the state.

Sharen DuBard updated everyone on the Golf Ball Drop. For \$20 donation, you will have a chance at \$3000. The numbered golf balls will be dropped from a crane and the closest one to the green will be the winner! Hurry as the tickets are going fast!

Margaret polled the audience about the time change to 9:30, if it was better for everyone and a few people raised their hands that they preferred the time change. Margaret Williamson reminded staff to email Mr. Funk if you have suggestions or place them in the lock box.