

Winthrop University
Classification and Compensation Study Focus Groups

Sibson Consultants held focus group discussions with faculty, staff, and administrators as part of the initial data gathering phase of the classification and compensation project. The purpose of the discussions was for the consultants to:

- Provide employees with an understanding of the project (steps, timing, etc.)
- Gain a better understanding of the University’s strategic priorities and culture, including what brings people to work here and stay here
- Gather perceptions on the current approach to compensation (what works and what doesn’t)
- Understand challenges and opportunities for the University going forward

Employees representing all divisions and colleges were invited to participate in the discussions. The demographics of the employees, including length of service (newly hired, seasoned employees, etc.), were also taken into consideration. Below are the faculty, staff, and administrators who were invited to participate.

Senior Leadership Group

Dan Mahony	President
Evan Bohnen	Vice President for University Advancement
Debra Boyd	Provost and Executive VP for Academic Affairs
Shelia Higgs Burkhalter	Vice President for Student Affairs
Lisa Cowart	Vice President for Human Resources, Employee Diversity & Wellness
Kimberly Faust	VP for Communications and Marketing/Chief of Staff
Ken Halpin	VP for Intercollegiate Athletics/Athletics Director
Justin Oates	Vice President for Finance and Business Affairs
Eduardo Prieto	Vice President for Access & Enrollment Management

Academic Administrators

Steve Dannelly	Department Chair/Assoc. Prof.	CBA – Comp. Science/Quant. Meth.
Dwight Dimaculangan	Department Chair/Professor	CAS – Biology
Wanda Ebright	Associate Dean/Dir. of Grad Studies	CVPA
Jeannie Haubert	Department Chair/Professor	CAS – Sociology/Anthropology
Anthony Hill	Department Chair/Assoc. Prof.	CAS – Social Work
Peter Judge	Department Chair/Professor	CAS – Philosophy/Religious Studies
Kavin Ming	Interim Dept. Chair/Professor	COE – Curriculum & Pedagogy
Karen Oremus	Department Chair/Assoc. Prof.	CVPA – Fine Arts
Pat Owens	Department Chair/Professor	CAS – Chemistry
Jennie Rakestraw	Dean	College of Education
Keith Robbins	Department Chair/Professor	CBA – Management/Marketing
Laura Ullrich	Associate Dean/Undergrad Prog.	CBA
Meg Webber	Vice Provost	Provost’s Office

Facilities Management

Sonia Aguilar	Custodial Worker
Tyler Berthelette	Lead Supply Specialist
Becky Best	Groundskeeper
Mary Black	Custodial Worker
Barbara Bolin	Painter
Lindsay Brackett	Electrician
Carol Burns	Shipping/Receiving Supervisor
Lauren Clarkson	Fleet & Motor Pool Manager
James "Tommy" Collins	Structural Worker
Albert "Junior" Helms	HVAC Worker
Michael Hevelow	Locksmith
Shafeekah Johnson	Custodial Worker
Salvatore Lumetta	Groundskeeper
John Toby	Boiler Operator

Instructional Faculty

Jennifer Dixon-McKnight	Assistant Professor	CAS – History
Nathaniel Frederick	Associate Professor	CAS – Mass Communication
Victoria Frost	Assistant Professor	CAS – Biology
Thomas Garner	Instructor	CVPA – Design
Crystal Glover	Assistant Professor	COE – Curriculum & Pedagogy
Duha Hamed	Assistant Professor	CAS – Mathematics
Shelley Hamill	Professor	COE – PE Sport/Human Performance
John Holder	Adjunct	CAS – Political Science
Kristen Kull	Adjunct	CAS – Chemistry
Willis Lewis	Associate Professor	CBA – Acctg., Finance, Economics
Kayla Major	Clinical Ed. Coord./Instructor	COE – PE Sport/Human Performance
Victoria Mansueti-Uricoechea	Instructor	CAS – World Languages
Jonathan Marx	Professor	CAS – Sociology & Anthropology
Amanda McLeod	Gov. Docs/Ref. Librarian	Dacus Library
Jill O’Neill	Adjunct	CVPA – Music
Ronald Parks	Professor	CVPA – Music
Cara Peters	Professor	CBA – Management/Marketing
Anna Sartin	Associate Professor	CVPA – Theatre & Dance
Spiro Shetuni	Collection Access Librarian	Dacus Library
ZaDonna Slay	MSW Admissions Coord./Inst.	CAS – Social Work
Jason Tselentis	Associate Professor	CVPA – Design
David Vawter	Associate Professor	COE – Education Core

Staff

Willie Aiken	Operations Manager	Chemistry
Maria Arrington-Ferguson	Director of IT Services	IT
Thea Barnes	Records Coordinator	Records & Registration

Johnathan Brabson	Assoc. Head Women's Soccer Coach	Athletics
Kimberly Brazzell	Online Learning Technician	AAAS
Kara Cauthen	Administrative Specialist	English
Regina Coleman	Library Technology Support	Dacus Library
Anthony Davis	Asst. Dean of Students	Student Affairs
Katie Dykhuis	Director, Graduate Enrollment	The Graduate School
Anna-Britt Fredericks	Dir., Student Services	CVPA
Angelo Geter	Dir. of Campus Programming	Student Life
Lindsey Hill	Assistant Director	International Center
Amanda James	Asst. to the VP	Access & Enrollment Mgt.
Kathy King	General Ledger Accountant	Controller's Office
Katie Langer	Advancement Services Mgr.	University Advancement
Lars Larsen	Director of AV Services	COE
Claire Mooney-Melvin	Director of Academic Services	Athletics
Katharine "Liz" Moore	Residential Learning Coord.	Residence Life
Miracle Mosley	Financial Aid Counselor	Financial Aid
Linda O'Connor	SFS Assistant Manager	Student Financial Services
Summersby Okey-Hamrick	SBRL Operations Manager	Political Science
Jane Rawls	Administrative Specialist	COE
Chris Rousseau	Director of Ops/Maintenance	Facilities Management
Kwabena Sankofa-Amammere	Training Coord., Counseling Srvc	Counseling Services
Michele Smith	Administrative Assistant	SPAR
Jill Stuckey	Dir., Printing and Creative Srvc.	University Comm. & Mktg.
Marcia Willis	Administrative Specialist	Office of the President/HR
Charles Yearta	Lieutenant	Campus Police