

September 2021 Staff Conference Minutes

Tuesday, September 21, 2021

2pm | *Dina's Place, DiGiorgio Student Center*

In attendance: about 30 members

John Kroft called the meeting to order at 2:05pm.

I. We began the slide show presentation.

A. Miranda Knight introduced each staff member nominated for August 2021 Staff Member of the Month. She shared a brief piece from each person's nomination. The August 2021 winner was Amanda James!

B. When the slide from Campus and Community Involvement was shared, Chris Johnson shared there was a litter pickup on 9/11. Most of the 34 participants were students and they collected 38 bags of trash! The committee expects to host another event in Oct/Nov and probably one in December, too.

C. When the slide about the Listening Tour was shared, Amanda Cavin encouraged staff members to attend any date they could and to share their thoughts and desires for staff conference.

D. Lisa Cowart from HR answered the slide questions 2 and 4. Q2: Work status must be reported because the Governor has asked for the information. When asked why the info couldn't be taken from the timesheet, Lisa explained the timesheet shows hours worked but not how they were worked, thus the coding required in the email. Q4: There is no out boarding process posted. Once an employee's resignation is received, a benefits employee will contact the employee leaving to explain the process to them.

II. There were no other questions so the meeting was adjourned at 2:37 pm.

III. The meeting immediately shifted into a Town Hall meeting for PSAG. Dr. Gloria Jones shared an overview with the conference on what the function of PSAG is. Dr. Jones and her team posed two questions to the group and invited responses.

A. Q1: What kind of experience, world view, personality, etc. are important for the next President to have in order to address the challenges and exploit the opportunities they will inherit?

- Need someone who can work a room
- Need someone aesthetically minded

- Need someone who will recognize all campus employees serve a function and will view faculty and staff as equitable groups
 - Needs someone who will build infrastructure and dedicate funds to keep employees at Winthrop
 - Need someone innovative, someone interested in being a leader in ideas as opposed to being a follower
 - Need someone good at fundraising with a personality that follows it, real and sincere
 - Need someone with the ability to work with the state government
 - Need someone willing to get invested/involved in the Rock Hill community
 - Need someone to ensure recruitment is the job of everyone on campus
 - Need someone to get us connected with our new neighbors, the Carolina Panthers
- B. Q2: How should the next President address faculty/staff morale?
- Pay raises
 - Actively seek feedback/ideas from staff. Learn from mistakes and be as committed as staff members are
 - We want to be heard and feel like our opinions matter. A lot of staff are alumni so this is more than where we work
 - Be authentic and be seen on campus
 - Help incentives at Winthrop be the same as on other state campuses
 - Allow for some small ideas to boost morale, maybe some fun incentives
 - Be transparent. When explaining a “no” or a “that’s a state issue,” empathy would go a long way. We want to feel heard and that someone cares
 - With interpersonal skills. Let’s work as a collective – administrators, faculty, and staff – to address issues
 - We need some wins. Ex: Tepper Residence Hall
 - Attend events and encourage VPs and Deans to do the same