



# **STAFF CONFERENCE**

**Tuesday, March 19, 2019**

**Dina's Place, DiGiorgio Campus Center**



The mission of the Staff Assembly is to provide a forum for communication that enhances the work environment and values the ideas of all staff. We are committed to representing the interests and concerns of staff to the president, administration, and other members of the university. We are dedicated to promoting staff involvement on campus and in the community; providing opportunities that enrich staff experiences; and encouraging a positive campus climate of support and respect among peers.



## **TODAY'S AGENDA**

- 1. CALL TO ORDER**
- 2. ACKNOWLEDGE APPROVAL OF MINUTES**
- 3. LEADERSHIP Q & A SESSION**
- 4. NEW! EMPLOYEE ASSISTANCE PROGRAM**
- 5. MEET CHRIS KECK, OFFICE OF ACCESSIBILITY**
- 6. WINTHROP DAY OF GIVING**
- 7. STAFF AWARDS**
- 8. NEW STAFF HIRES**
- 9. QUESTIONS/COMMENTS**
- 10. ADJOURNMENT**

**STAFF CONFERENCE WILL NEXT MEET APRIL 16.**



Why is Winthrop spending more than \$200,000 on classes at the Bleachery when we have one of the most under-utilized buildings on campus, Carroll Hall? I never really see any classes in there. It looks like an auditorium built around unused classrooms. Buildings on campus need roof repairs – couldn't that money being wasted over there be utilized on campus roof repairs?



President Mahony explained that this space is being used as lab space in ways we currently are unable to facilitate in Carroll Hall. He mentioned that the dean of the College of Business Administration is working on moving more classes into Carroll, but the lab space still poses issue.



The current style of Winthrop parking decals poses a safety concern for me. They make us very identifiable. I've had people I see only in passing at my apartment complex throw the fact that I work at Winthrop into conversation because they've seen what car I drive. These are often people I don't know. I've also had people at gas stations come up to me and reference that they saw from my car that I work at Winthrop. Both encounters have happened multiple times, and it makes me feel uneasy as a new working professional. Added with the fact that if given my name, both my office location and office phone can be found online, it seems unsafe. York Tech F/S decals are hung on the rearview mirror and are removable. Would this be an option for future decals? Or, at the very least, ones that aren't as identifiable?



President Mahony said that this topic is currently under discussion with those who would make the decision. He, himself, is a supporter of this type a hanging vehicle registration tag.



A number of facilities, most notably Roddey and McLaurin (there may be others), have major roof and/or façade problems/leaks. Is this something that Winthrop doesn't have time to fix, or will the state not provide the necessary resources? Not addressing it will be much more costly long-term. At what point is it better to replace a building?





President Mahony spoke to this topic. He explained that we currently have about \$25-30 million worth of projects waiting to be addressed, and obviously we cannot do them all at one time. They are currently trying to get \$7.5 million in the budget to address some of the work that needs to be done. Part of the issue isn't just money either. You have to also pay to staff the projects, so staffing becomes an additional resource issue. McLaurin is currently on the list for this summer. State money cannot be used for residence halls, so those projects have to be funded with auxiliary money. With regards to fixing vs. replacing, it comes down to cost. They compare costs and they look at whether it's even fixable.



As we have had a budget reduction, does it make sense to err on the side of caution and budget low? And then if we have improved numbers and increased funding, then a unit/department/program, college could then have a budget increase?



President Mahony said that is the idea currently and that the excess is being put in reserves. He also explained how, because of the change in how the Financial Aid was awarded this year (less awards), that ultimately the current freshman class actually paid more than other classes in the past.



Should Winthrop require students to take a personal finance class? We require ACAD 101 for freshmen, and most students are required to take physical education courses. Should we be helping our students to understand how to properly budget, plan for retirement, and understand all that will come from a financial perspective?



According to President Mahony, we have to be careful not to add any required classes because it'll increase the cost to students and take longer to graduate. Currently there are other various ways that the university offers optional personal finance information, and it might be possible to have a personal finance/financial literacy event as a cultural event to students.



I wanted to suggest finding a way to close Winthrop on Dec. 23 in 2019 and 2020. The only people who are truly affected by being open are staff, because most faculty don't stay on campus once exams are over. Especially in years with no raises, it would be such a staff morale boost to have the entire week off. I know the state dictates holidays, but let's be honest, only staff are affected/punished when campus remains open since faculty aren't required to be here.

Especially in 2020, I am guessing most people would happily give up the July 3 holiday to have Dec. 23 off. No one likes having to work the Friday after a Thursday holiday anyways, and when offices are open, someone is going to have to work. And then it becomes a difficult decision for supervisors – do you make everyone work? Do you let most off, and then those who are working resent those who are off?

Thank you. I just wanted to throw this idea out there as I know staff morale needs some wins.



President Mahony explained that as a state agency we are limited as to the total number of days off the university can take. That being said, he is formulating a Calendar Committee to look at the university calendar and if anyone is interested in being on that committee to contact Nicole Chisari (with recommendations).

# Winthrop University

## Employee Assistance Program (EAP) & Work-Life Services

The Employee Assistance Program, commonly referred to as EAP, was developed as a way for the university to support our employees through times of need. The EAP can help with all kinds of life situations such as marital difficulties, parenting, stress, depression, work-related concerns, alcohol and drug use/abuse or grief and loss.



# EAP offers you...

- Free, 24/7/365
- Confidential (HIPAA compliant)
- Employees and household members
- College-age students
- Legal and Financial Consultations
- Telephonic or face-to-face
- Connect with local providers
- Referrals to other resources

# Types of Services

- Marital difficulties
- Family problems
- Parenting
- Stress
- Balancing work and family
- Relationship issues
- Work-related concerns
- Depression
- Alcohol and drug use/abuse
- Grief and loss
- Legal and Financial
- Healthy living
- Crisis events
- General life skills

# Cost

## **Your EAP is FREE!**

- Services are paid in advance for your EAP and work-life services.
- Your benefits include up to 4 sessions per EAP issue for an unlimited number of separate EAP issues per year.
- Any costs incurred through a referral to other resources for long-term care will be your responsibility.

# Confidentiality

All EAP benefits are as confidential as the law allows. The university has no need or desire to know who uses these services, nor will anyone have access to any information without your consent.

## **Only you and your counselor will:**

- Know of your participation in the EAP
- Have access to any of your information

## **Exceptions to confidentiality are:**

- Harm to self or others
- Knowledge of abuse or neglect of a child or elderly person

The university's EAP provider, McLaughlin Young Group (MYgroup), does submit statistical reports to the university, but no names or identifying information are ever included in these reports.

# Legal & Financial Services

## **Legal Services**

- Free, telephonic legal advice
- Free 30-minute appointment for legal consultation
- In most cases, 25% discount for ongoing attorney fees
- Downloadable legal forms
- Online legal encyclopedia
- Excludes legal action against the employer

## **Financial Services**

- Free, telephonic financial advice
- Ability to schedule appointments for complex issues
- Bankruptcy prevention
- Credit report monitoring
- Debt management and planning
- General financial education materials in English and Spanish

# Features & Searchable Databases

## **Features**

- More than 11,000 articles
- Monthly webinars
- Will generator
- Spanish website
- Relocation center
- Savings center
- e Learning

## **Searchable Databases**

- Childcare
- Eldercare
- Summer camps
- Adoption agencies
- Education
- Pets
- Volunteer opportunities

# EAP & Work – Life Services 24/7 Access

Employees have access to counselors 24 hours a day, 365 days a year by:

Calling 800-633-3353

or

To access work-life services, log into

**mygroup.com**

Username: winthrop303

Password: guest

# Contact the Office of Human Resources

If you have specific questions or concerns that our team can help you address, please contact the Office of Human Resources by emailing [hrhelp@winthrop.edu](mailto:hrhelp@winthrop.edu) or calling 803-323-2273.





**CHRISTOPHER KECK, MA, CRC**

**OFFICE OF ACCESSIBILITY**

**307 BANCROFT HALL**

**WINTHROP UNIVERSITY**

**803-323-3290**



**CUSTOMER SERVICE**

**ACCOUNTABILITY**

**PARTNERSHIP / COLLABORATION**



**SHANNON BROWN '08**  
**ANNUAL PHILANTHROPY**  
**MANAGER,**  
**UNIVERSITY ADVANCEMENT**

**4.6.19**

**Celebrate Winthrop Day with a gift**

**A Day of Giving**

[www.winthrop.edu/givingday](http://www.winthrop.edu/givingday)

**#WUGives**



# STAFF COMMITTEE REPORTS





# STAFF COMMITTEE ON CAMPUS & COMMUNITY INVOLVEMENT

- Spring food drive is ongoing.
- Come hang out at Come See Me on April 13!
- Food Truck Friday is April 19.

Contact: Pam Varraso, [varrasop@winthrop.edu](mailto:varrasop@winthrop.edu), for a roaring good time!



# STAFF COMMITTEE ON ELECTIONS & NOMINATIONS

- We have a new Student Affairs representative: Jessica Martin from Residence Life.
- Elections for outgoing representatives begin next month: 1 rep each for Academic Affairs; Access & Enrollment Management; Athletics; Finance & Business Affairs; HR; Student Affairs; and University Relations

Contact: Becky Best, [bestr@winthrop.edu](mailto:bestr@winthrop.edu).



# STAFF COMMITTEE ON MEDIA & COMMUNICATIONS

- The next Staff Stuff will hit inboxes in early April.
- Have you joined the Facebook group?
- Continue sending your milestones, news, etc., to [cauthenk@winthrop.edu](mailto:cauthenk@winthrop.edu). You can also ask her for subscription instructions.



# STAFF COMMITTEE ON PROFESSIONAL DEVELOPMENT

- Work is underway for the 3<sup>rd</sup> annual Staff Professional Development Conference.

Chair: Marcia Willis, [willism@winthrop.edu](mailto:willism@winthrop.edu)





# STAFF COMMITTEE ON STAFF FEEDBACK

- The enrollment presentation is now online.

Contact: Kirk McSwain, [mcswain@winthrop.edu](mailto:mcswain@winthrop.edu)



**Staff Member of the Month  
Winter 2019**

**Recognition Committee  
Staff Assembly**



# Thanks

Reserved Parking Spot  
On Campus

1 Month Free at the  
West Center

1 Free Meal at Thomson  
Café

Spotlight in  
Staff Stuff Newsletter

Thomson Café



STAFF  
stuff



# Swag.

York Electricity Co-Op  
Comporium  
Development Office  
Alumni Association  
WU Athletics  
Morton & Getty's

Department of English  
Winthrop Foundation  
Arrowpoint  
Small Business Development Center  
Office of Admissions  
Office of the President  
Founders  
State Farm

Residence Life  
Department of Design  
Winthrop Bookstore  
Department of Music  
College of Business  
Publix

Center for Educator Recruitment, Retention, and Advancement  
Office of New Student & Family Programs



# Nominees | Winter 2019



**Pam Gillette**



**Jamie Ray**



**Tiffany Smathers**

**Printing Services: Angie  
Conner, Sibbie Lowery,  
Richie Parrish**





**Staff Member of the Month  
Winter 2019**

**Pam Gillette**

**Accounts Payable  
(Controller's Office)**





**March 2019**  
**Staff Member of the Month**  
**Nominations**

due by

**March 29, 2019,**  
**at 5 p.m.**



# New Staff Hires

Introductions by Brittany Neely





**Questions?**  
**Comments?**  
**Announcements?**



# **Next Staff Conference**

Tuesday, April 16, 2019

Dina's Place, DiGiorgio Campus Center