

**Staff Conference Meeting Minutes  
Whitton Auditorium  
February 16, 2016**

**Grant Scurry, Staff Assembly Chair, called the meeting to order at 2:02 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.

**Comments and Q & A with Dr. Mahony**

Dr. Mahony reminded everyone that there were a number of surveys available from various working groups and encouraged everyone to participate.

He indicated there will likely be a salary increase this year. There has been discussion about it at the legislative caucuses.

Questions submitted prior:

1. In regard to the search for the next Athletic Director:
  - a. How were the members of the search committee chosen?
  - b. Will student athletes and athletic staff (not only coaches) meet with the search committee and candidates to provide insight as to what is needed in an Athletic Director?
  - c. There were consultants on campus several months ago meeting with athletic staff; will the results of their report be made public?

A diverse group was created with representatives from a variety of constituents – faculty, staff, students, alumni, etc. Everyone is encouraged to give input. The report from the consultants is available for anyone who would like to look at it. It won't be released to the press per say but is a public document and is available.

2. The latest edition of the Johnsonian has an article regarding the portrait of Ben Tillman that was vandalized. The article included information provided by Dr. Boyd that the, "heritage group plans to meet within the next few weeks to present a list of action items about the heritage of the university, the Tillman portrait included." Since the group is deliberating on the important topic of how Winthrop chooses to represent her heritage, some transparency in their deliberations would be helpful. Members of the campus community remain very concerned about being associated with the Tillman name.
  - a. Who is the heritage group and how does one provide input to the group?
  - b. Who will the heritage group present action items to?
  - c. How do you feel about the portrait ever being reinstalled?

The Heritage Group is made up of John Bird, Aldophus Belk, Debra Boyd, Kinyata Brown Eddie Lee and others. They meet with each other and various campus groups. Anyone is welcome to contact the group or committee members individually with input. There will be a campus discussion regarding re-installation but no indication of what the recommendations will be at this time.

3. In regard to the Competitive Compensation Committee:
  - a. What is the current progress of the committee?
  - b. What are the criteria for deciding eligibility since funds are limited to (\$200,000)?
  - c. Will there be a cap? (i.e., employees making over a certain dollar amount not being eligible for a raise at this time).

The group is still struggling with matching positions with those of peer institutions. They are still deciding on criteria such as making a priority those who are furthest from average or those below a certain threshold.

Criteria will likely change over time as this will be an ongoing study. There is not likely to be a cap at this time, especially if they recommend prioritizing those below a threshold and those furthest from average for their position.

4. Are there any efforts to resolve space concerns on campus; with the advent of new programs, as well as already existing issues regarding classrooms and meeting spaces?

There is an inventory going on right now to study what we have and what we need. JP's department is managing that as opposed to a committee. Results may lead to an updating of the campus master plan. Department Heads should discuss needs or concerns with JP. The inventory will likely be completed by the end of the semester.

Questions asked during Staff Conference:

1. What have we requested from the General Assembly?  
Recurring costs – upgrades with phone system, internet and GIS Lab  
Non-Recurring costs – updates to items like electricity, fire alarms, steam pipes, etc.  
Big-Ticket items – 8 million for Byrnes and the Conservatory; 55 million for a new media & tech center to replace the library.  
Due to it being an election year, the big-ticket items will not likely be funded. Legislators believe it's politically prudent to fund salary increases over building improvements.

#### **Staff Assembly – representative updates**

Kara Traverse will receive the Event and Activities Forms for approval. Laura Little is stepping down from her role with the Staff Assembly and as Secretary.

#### **Professional Development Committee**

A survey was distributed at today's meeting. Please complete it so the committee can move forward. Still searching for a chair.

#### **Standing Committee Reports**

**Elections and Nominations** - Nominations are in for a representative from Access and Enrollment Management. Voting will begin soon.

**Media and Communications** – Keep submitting anything you want to see in Staff Stuff. Be sure to ID people in photos.

**Campus and Community Involvement** – Janelle Stevens is the new representative to the committee from Staff Assembly. Currently looking into having a float in the Come-See-Me parade and a tent in the VIP section of the Come-See-Me tailgate event.

**Recognition** – No new report.

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

There were 11 nominees. The Staff Member of the Month is Linda Mason from Psychology.

#### **Questions/Comments**

Please remember to complete Amanda Maghsoud's budget survey. There will be follow-up meetings of this group and presentations to faculty and staff.

**Next Staff Conference:** Tuesday, March 15 in Whitton Auditorium.

Dr. Mahony will give a presentation on what is involved in the budgeting process of a University at that time.

**Adjournment** at 2:28

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

Staff Assembly members absent: Barbara Emery

Approximately 86 staff members attended (in addition to assembly members).