

Staff Conference Meeting

Whitton Auditorium

April 21, 2015

Meeting called to order at 2:00 pm

Members present: Grant Scurry, Margaret Williamson, Maria D'Agostino, Niki Behr, Laura Little, Kelly Shelton, Jeanie Faris, Kelly McGinnis, TJ Carney, Rebecca Best

Members absent: Jill Simpson, Rosanne Wallace

Approximately 120 staff members attending (includes assembly members)

Margaret opened the meeting with a welcome to those present and turned the conversation over to Karen Jones for a report from the Competitive Compensation Committee.

Competitive Compensation Committee

Karen reminded everyone the committee consists of 6 members to include faculty and staff. The members are Zan Jones, Grant Scurry, Karen Jones, Dr. Roger Weikle, Dr. David Wohl, and Dr. Dwight Dimaculangan.

Karen stated that they are still in the silent phase but are currently identifying internal and external groups in order to compare data. Their initiatives currently include reviewing data, correcting data, and identifying contacts with local staffing agencies, city and school districts, etc. They are also reviewing other relevant scales for compensation, providing analysis dependent and independent variables that are not included in conventional methods. One example would be the employee's years in position and the type of position. They will be making a recommendation for adoption of competitive compensation process for future years. One item that has been agreed on and recommended by the committee members and executive staff would be to include a line item in the university budget for employee compensation. Karen reminds everyone that the dollar amount is not set and it is not within their expertise or initiative to recommend that amount. To be effective, there must be an analysis on an annual and regular basis. There is still a lot of work to be done but the CCC is taking this charge very seriously.

Question – Regarding years in position, is it the intent to bring an employee up to the market or 'raise' up to an acceptable level?

This is not the only factor being considered, it is just an easy point to mention. There are other factors and variables and they are not just using years at Winthrop. The committee has also started looking at other studies and factors. Other groups where you relate to what we call our comparison group. Karen states that she likes to stay away from terminology regarding peers as that can be misleading or not a good representative of the study.

Announcements from Dr. Boyd

Dr. Debra Boyd wants to encourage everyone as the campus is preparing for events. This is the crunch time and the last week of classes with students more than likely in panic mode. Stay engaged and involved. This is also a time for federal and state reporting and audits. She appreciates the good work everyone is doing. Take a deep breath and we can get it all done!

Question – What is the current state of audit that was recently mentioned by the media?

It is on the back burner and possibly years down the road or may never happen. It is not the state's primary concern right now and there are other things more urgent. We respect their right to ask but Dr. Boyd does not see a viable reason to conduct the audit at this time. If it is a valid request and if they ask it again, we will take further action to cooperate and provide the information needed. Dr. Boyd met with Rep. King so that he has a better handle on what the concern and what we are currently doing. Financial accounting is very complex. We make it simple to people in order to understand but there are really complex changes on an hourly basis.

Question – Are there any updates to provide regarding the new president?

He was on campus currently and will be leaving Sunday night. The goal is to lessen his learning curve when he joins our campus in July. He and his family are excited about coming. They visited during their spring break and looked at schools for kids, getting them acquainted with the house. They are eager to be here and Dr. Boyd is excited to have him take over the role of the president. The whole family is happy to be coming to Winthrop and Rock Hill. Remember that Dr. Mahony still has a current job but he is still making time to get more acquainted with Winthrop and the area.

Dr. Boyd reiterates her thanks for all the good work we do, she knows there is a lot going on around campus and everyone is working really hard and it is deeply appreciated. She hopes to see everyone next Tuesday at the Faculty/Staff/Retirees Ceremony where we will be celebrating milestones including her 30 years at Winthrop.

Eduardo Prieto, VP for Access and Enrollment Management

Eduardo opened with remarks that it is good time to give you an update on recruitment efforts.

Retention is always a concern and ongoing. Admissions and Financial aid provided an opportunity for new students on World Wide Winthrop Day to see the campus. There were 450 students that participated. Thanks to everyone that plays a part in making it all happen. University Relations, Admissions and Financial Aid were involved in a lot of prep. Thank you for your contributions to a successful day. Enrollment is up as we have approximately 1100 total enrollment commitment as well as deposits. We are cautiously optimistic. We did not get in this enrollment situation overnight and we are not going to get out of it overnight. We will see a surge in enrollment in fall or this next fall. Indicators predict a modest increase. The goal that was previously set was very ambitious, but it is helpful to remember that it is not going to happen

on the backs of new students. Not only will we increase enrollment by new student growth, we will need to grow by retention. Everyone plays a part. Eduardo has also been in discussion with Dr. Mahony and University College in regards to retention efforts but it is a campus wide involvement. We are currently up 8 % on applications which equates to 400 additional applicants. Application acceptances are up 2%. Enrollment works in different in cycles. Traditional freshmen should make their decisions by May 1st which is the National Candidates' Reply Date. In mid-May we will increase recruiting efforts throughout summer until the first week of classes as Transfer and Graduates make their decisions later in the cycle. Our potential student pool and retention recruitment efforts expand to graduate school. Growth has to come from those three areas.

We may grow but at what cost to attract those students. It is process where art meets science in regards to Access and Enrollment Management and working to come up with figures on how much is enough or too much to attract a student. Eduardo appreciates all hard work and energy in our aggressive efforts this year. We are working hard and appreciate your continued support.

Committee updates

Recognition Committee

Emily Tobin named the Employee of the Month and the nominations. As a reminder, the Recognition Committee is always accepting new members. The nomination form will be on the staff assembly website. Also, you can re-nominate someone if they did not receive the award the month that you nominated them.

February - David Rollings, Admissions, Assistant Director

March – Kinyata Adams Brown, Diversity and Student Engagement, Director

Campus and Community Involvement

Pam Varraso stated the committee has one new project. The committee invites everyone to join them while they will be gathering food from residence halls while students move out to donate to Project Hope, instead it being thrown away.

Media and Communications

The next newsletter will be for May. They need any submissions by April 27th and always a reminder that they could use volunteers, as well as any new and fresh ideas that you may have for the newsletter.

Elections Committee

Becky Best stated that the elections have finished the nominations for Athletics Department and will be calling for the vote later that week. There will be two positions open for Academic Affairs that will need to be filled.

Announcements

- Jill Stuckey from Printing Services wanted to remind faculty and staff that they can use their services for personal items. Example - wedding invitations, party decorations, baby showers, wedding showers, neighborhood newsletters, and non-profits notifications. The pricing will depend on the job.
- Laura foster mentioned that the community garden will be moving and they would appreciate any volunteers on this Thursday and Friday.
- Records and Registration would welcome any volunteers for commencement.
- There will be a Winthrop Day for Carowinds on August 29th for discounted tickets and parking. A dollar will be donated back to Winthrop for scholarship purposes. Currently, you will need to purchase the tickets online but they are working on options if someone pays the same day. They are working on an ice-cream social at the picnic area and with possible Winthrop giveaways and head of the line passes.
- Make plans to donate to the Muscular Dystrophy Association for the MDA lock up on April 27th with Margaret Williamson and Walter Hardin representing Winthrop University.
- WUCycle is coming up. It is a community garage sale and all items not used will be donated to the Dream Center.
- Margaret Williamson will be retiring at the end of May. Grant Scurry will be taking her place as Chair of the Staff Assembly.

Questions and Comments

Question from the Staff Assembly email: Can an employee take personal leave time to take classes?

Lisa Cowart with Human Resources mentioned that the state cannot pay annual leave for someone to take courses. Employee leave during the work day cannot pay for the time while attending classes. However they strongly encourage supervisors to allow someone to make up that time during the work week. Lisa also stated that their department would be willing to help an employee talk to their supervisor regarding this situation.

Question: Is this benefit just for full time employees?

Temporary employees are not eligible and the same rule applies for non-exempt and exempt employees.

Question: Do we have any update on the parking decals and possible hanging tag.

Ellen Wilder-Byrd stated it will be a stick on decal for this coming year. The size has been approved at an index card size (3.5 X 5). It has been approved by the president and campus police

and waiting on pricing at the moment. They have decided that the hanging tag is not appropriate at this time but it is still an option to be considered for future years.

Question: Is there any update on the option to discount the purchase of a second sticker?

Ellen will follow up with Frank Zebedis but the main issue is that all funds received are tied to a fund used for security purposes.

Question: Summer hours – If everybody should be closing Friday at 11:30 will there be staff needed during the weeks of Orientation?

The necessary people will be there on the days that are needed for special events. Facilities Management will work on the regular schedule.

Question: Regarding the Carowinds day - Can you use other coupons in combination with this offer?

Laura Little stated that she is not sure but she will check on this option.

Meeting adjourned at 3:00 pm

Next meeting May 19th at 2:00 pm