



STAFF CONFERENCE

Tuesday, August 17, 2021



Update on Staff Conference Meeting Format

PowerPoints will continue to be distributed to all staff.

As of this presentation, it is the 2021-22 Staff Assembly's intent to continue to host Staff Conference in-person. Please keep an eye out for scheduling updates.



TODAY'S AGENDA

- 1. ACKNOWLEDGE APPROVAL OF MINUTES**
- 2. CENC CHAMPIONS**
- 3. ZAN PRESENTS CERTIFICATES**
- 4. COMMITTEE UPDATES**
- 5. Q&A**
- 6. ANNOUNCEMENTS**
- 7. UPDATES FROM DR. JULIE FOWLER, BoT**



APPROVAL OF MINUTES

During the August Staff Assembly, representatives voted to approve the minutes from the July 6th Staff Assembly meeting. There was no July Staff Conference, but we did send out updates at the end of the month. The minutes are available on the Staff Assembly webpage.

<https://www.winthrop.edu/staff/minutes.aspx>



2021 COLLEGIATE ESPORTS NATIONAL CHAMPIONSHIP

Rocket
League



League of
Legends





STATEMENT FROM COACH SIDES

I am excited to have been able to win at the highest level with our Winthrop Esports team and it's my goal to continue to pursue excellence in every regard. National Championships are great but they aren't the only way to measure success and I hope that I can continue to build something that our community can be proud of; in the classroom, in the community, and of course on the "playing field".

Josh Sides
Head Coach, Esports



ZANTRELL JONES, SPHR, '96

ASSOCIATE VP/CHIEF DIVERSITY OFFICER

The Curriculum Development subcommittee of the Diversity Council would like to present staff who completed at least 15 hours of Diversity, Equity, and Inclusion (DEI) training with their certificates.

Congrats to Staff awarded the DEI Certificates!

Base Certificates (15 or more hours)

Kara Cauthen

Amanda Cavin

Noreen Gaubatz

Christopher Girgenti

Rachel Glover

Zan Jones

Kelley Kish

Leah McMillan

Brittany Pigford

Angela Dawn Sayer

Julianne Schrader

Callie Smith

Amanda Stewart

Advanced Certificates (All 30 hrs!)

Wake Harper

Katie Price

Kristin Smith

Kimarie Whetstone

* Please allow staff flex time to attend the upcoming scheduled workshops within their work week.

DEI Workshop Calendar 2021-2022

(Register on the CPE website)

- ❑ **September 13 & 15-** *Diversity, Equity and Inclusion: What's My Role?*
- ❑ **October 11 & 13-** *Racism and Ethnocentrism*
- ❑ **November 8 & 10-** *Facilitating Challenging Conversations*
- ❑ **December 13 & 15-** *Addressing Implicit Bias and Micro-Aggressions*
- ❑ **January 10 & 12-** *Gender Equity, Feminism and Intersectionality*
- ❑ **February 14 & 16-** *Challenging Classism*
- ❑ **March 18-** *LGBTQIA Identities and Communities**
- ❑ **April 11 & 13-** *Ableism and Disability Justice*
- ❑ **May 13-** *Religion's Power**
- ❑ **June 13 & 15-** *Diversity Leadership*

Interactive Zoom meetings from 4:00-5:30 on the 2nd Mondays & Wednesdays of the month.

*These few workshops, however are being held 2nd Fridays 11:00-2:00 instead.

Dialogue Circles for DEI Certified Participants

(Register on the CPE website)

In-person at the CPE on 2nd Tuesday or Thursdays of the month 11:00-12:00pm. Limit 15 participants

- ❖ **September 16-** *How should we deal with the controversy surrounding critical race theory?*
- ❖ **October 14-** *Dialogue with Students- How can we better support victims of sexual harassment or assault?*
- ❖ **November 11-** *Racial/Ethnic Minority Caucus- How can WU better include non-black minorities and multiracial folk?*
- ❖ **December 14 -** *White Caucus- What does it mean to give up your white privilege?*
- ❖ **January 13 –** *What further steps can we take to build an affirming campus culture?*
- ❖ **Feb-May-** *Emergent topics decided on by the group*

There is no “facilitator”, rather these are group led.
Consider the questions and bring thoughts/ideas/materials to share with the group.



CAMPUS BEAUTIFICATION INITIATIVE

Please keep an eye out for an email from the CBI committee regarding important updates soon to come.



COMMITTEE UPDATES

- Staff Recognition
- Media & Communications
- Professional Development
- Campus & Community Involvement
- Elections & Nominations
- Staff Feedback

WELCOME TO NEW STAFF

John Blomberg, *area manager, Small Business Development Center*

Indigo Burroughs, *Procurement Officer, Purchasing*

Crystal Consalvi, *accountant, Controller's Office*

Jessica Duthie, *athletic trainer, Athletics*

Akira Ford, *academic coach, University College*

James Kinney, *lead boiler operator, Facilities Management*

John Mace, *business consultant, Small Business Development Center*

David Martenot, *plumber, Facilities Management*

Kara McHouell, *athletic trainer, Athletics*

Kimberly Painter, *laboratory chemist, Chemistry Physics Geology*

Richard Robbins, *custodial worker, Facilities Management*

Christine Shannon, *admissions counselor, Admissions*

Tourgee Simpson, *assistant dean of academic success, University College*

Robert Teal, *network engineer, Computing & Information Technology*



Staff Member of the Month July 2021

Thanks for all you do!

Staff Member of the Month
Nominee

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



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 | June 2021

There were insufficient nominations to have an employee of the month for July. Please nominate your coworkers and other employees you may interact with in other offices or departments that you think should be recognized!





July 2021
Staff Member of the Month
Nominations

due

Tuesday, August 30
at 5 p.m.



MEDIA & COMMUNICATION

The next Staff Stuff newsletter will be out the first week of September.

This month we're asking staff to send in milestones, updates, or fun activities they did over the summer.

Photos can be shared in the Staff Facebook Group, or emailed to Kara Cauthen by 8/24

cauthenk@winthrop.edu



PROFESSIONAL DEVELOPMENT

The Professional Development Committee is currently restructuring under new leadership.



CAMPUS AND COMMUNITY INVOLVEMENT

Please look forward to announcements in the coming weeks and months for exciting new opportunities to get involved in the community, including an active role in the Campus Beautification Initiative!



NEW ASSEMBLY REPRESENTATIVES

- Human Resources & Employee Wellness
 - Tanya Pettus, Human Resources Assistant
 - Present – June 30, 2023
- Office of the President
 - Katie Price, Director of Marketing, Office of Communications and Marketing
 - Present – June 30, 2023

Staff Conference

HELP 5¢

Staff Rep

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Have questions for your Staff Assembly Reps or about Staff Conference in general? Drop by and chat! Reps from Staff Assembly will make the rounds this fall and be available to chat with staff members. Upcoming dates and locations are:

DATE	TABLE LOCATION	BUILDINGS	TIME
8/24	Coliseum – Lower level Lobby	Athletics	9:00 – 10:00am
8/26	Dinkins Lobby	<u>Dacus</u> , Dinkins, Good, SAC, Stewart, Sykes, Withers	11:00am – 12:00pm
9/7	Rutledge Lobby	Canterbury, Johnson, McLaurin, Parker, Roddey, Rutledge, Sellers	11:00am – 12:00pm
9/23	Tillman Lobby	<u>McBryde</u> , Tillman	2:00 – 3:00pm



STAFF Q & A

**Have a question you would like answered?
Use our Staff Feedback form to submit your question.**

[Submit a Question!](#)





STAFF Q & A

Q1: The parking tickets are totally bonkers this summer. Traditionally, parking has been relaxed in the summer, including in the visitor spots up by West/DIGS, but this year they are ticketing constantly. I understand why we have parking enforcement, but it just seems like WUPD has some pressure to "make money" for the university. There is a HUGE budget shortfall-we know that. You aren't going to fix it with \$40 parking tickets given to faculty and staff that have worked their tails off the last year and a half under a lot of pressure. Talk about a morale buster....

A1 (Copy+paste from previous response): WUPD understands the concerns and the optics. However, in order to be clear, there is not an actual uptick in ticketing. Parking Enforcement works year round and the number of tickets being issued this summer is on par with the average for previous summers. It should also be noted that the revenue from citations are not seen by or utilized by WUPD. This revenue goes to support Winthrop University, such as with student scholarships, and does not support WUPD's operating budget.



STAFF Q & A

Q2: Happy to hear water fountains are returning to service. Will you please consider installing more water refill stations that accommodate water bottles?

A2 (James Grigg, paraphrased): Facilities is diligently Working on this issue, but we don't have any clear timelines.



STAFF Q & A

Q3: I would like to serve on a committee that can look more in-depth at really implementing a new work from home option. I understand that the current remote option was put in place at the state level but there is also nothing wrong with wanting change. It sounds like staff would like this change and it could help with morale. What is the process for creating this committee?

A3 (John): Please do consider serving on a committee! I will include Committees and contacts on the next slide; however, we do not have a committee for this, nor will we be making a committee for this. I would personally prefer to work remotely, but that's just not going to happen. The executive leadership has done everything they can or are willing to do to advocate to the state legislature and state HR to allow for remote work. This is where we are. If you believe you have special circumstances that may warrant remote work, please consult HR and/or your direct supervisor.



STAFF COMMITTEES

- Staff Recognition
 - Michael Szeman, szemanm@Winthrop.edu
 - Kara Traverse, traversek@Winthrop.edu
- Media & Communications
 - Kara Cauthen, cauthenk@Winthrop.edu
- Professional Development
 - Nicole Chisari, chisarin@Winthrop.edu
- Campus & Community Involvement
 - Chris Johnson, johnsonc@Winthrop.edu
 - Judy Longshaw, longshawj@Winthrop.edu
- Elections & Nominations
 - Amanda Stewart, stewartaj@Winthrop.edu
- Staff Feedback
 - (currently undecided but email Leah Simmonds, simmondsl@Winthrop.edu)



STAFF Q & A

Q4: My office seems to start getting hotter in the afternoons? Are y'all conserving energy in the afternoons during the week and not just Friday afternoons? Tsk Tsk if you are.

A4 (James Grigg, Paraphrased): No. There may be an issue with your A/C unit, please submit a work request in the TMA portal <http://plant.Winthrop.edu/>



STAFF Q & A

Q5: Bah humbug! Can we do something to spark employee morale? I know that the pandemic has taken its toll but morale was low pre-COVID. Now it's just sad, awkward and nearly miserable. An all-time low since I've been here. We have to figure out something so it doesn't start impacting the way we engage with students and the community. A ripple effect, if you will ... enrollment dwindles, budget cuts, etc

A5 (John): We can absolutely do things to spark employee morale! I know a lot of us are hoping for guidance and leadership from the leadership, but this is something we must handle on the lower levels of the organizational charts. Morale starts with the individuals and departments. Please do coordinate with your departments to have time for "team building" exercises or "training sessions." If you have any ideas of your own, please do not hesitate to share them with Staff Conference or simply your department head/chair.



STAFF Q & A

Q6: I would like to know what specifically Winthrop is doing to advocate to the state for allowing remote work for positions and employees where it is possible.

Every day we are inundated by news articles, including from places like EAB that to remain competitive going forward we need to rethink where employees work. We are already losing GREAT employees to 100% remote positions. There are even some companies rethinking the 40 hour work week by proving employees can be just as productive 6 hours a day. The younger generations don't have the company loyalty the older generations did. We need to give them reasons to stay or they will move on, and take their training and knowledge with them.

We understand the current state regulations have gotten stricter and Winthrop is choosing to not find any blurred lines. But our staff are already underpaid. South Carolina is already one of the worst states to work in. We MUST provide non-monetary rewards for the good employees where we can. Including REMOTE work.



STAFF Q & A

Q6 (cont.): We must be advocating or finding the grey area to allow the great workers flexibility. I understand not every worker can be independent enough to work remote, or not every job can allow it, but every single worker can't be punished for that. We are going to keep losing GREAT workers to companies who understand 2021 & beyond requires allowing remote work. Supervisors can be trusted to allow it in a fair and equitable way and jobs that don't lend themselves to remote - those employees have the option of finding other jobs.

I also think leadership has under calculated how much work is done from home by workers who really care about the students. If you force all work to occur in the office, you will lose exempt staff who don't mind working a bit in the evening or weekend to keep afloat. Everything is going to get behind and we know our staff and departments are already overworked as it is as positions go unfilled.

So I ask again - what specifically is Winthrop doing to advocate for better processes that are needed to recruit and retain QUALITY employees. Thank you.



STAFF Q & A

A6 (John): The executive leadership has done everything they possibly can or are willing to do to advocate for remote work to the State. This is an issue with state HR and state law. Please, call your representatives in state and federal congress and ask them to properly represent the interests of their constituents



STAFF Q & A

Your United States Senators are

Senior - [Lindsey O. Graham](#)
Junior - [Timothy E. "Tim" Scott](#)

Your United States Representative is

District 5 - [Ralph W. Norman](#)

Your South Carolina State Senator is

SC Senate District 15 - [Wes Climer](#)

Your South Carolina State Representative is

SC House District 49 - [John Richard C. King](#)

For those of you/us that live nearby, to the left of this text is a screenshot of your representatives listed out.

The names on the website where I took the screenshot are hyperlinked, and clicking on the names will bring you to pages where contact information may be found.

<https://www.scstatehouse.gov/legislatorssearch.php>

I encourage each of you to engage with your representatives. Remember: for those of you that live in North Carolina, you'll need to contact the SC representatives to the left.



STAFF Q & A

Q7: Sorry if this is duplicate - unc and duke just announced flexible/remote work

<https://www.google.com/amp/s/www.wral.com/coronavirus/unc-chapel-hill-duke-to-provide-more-flexibility-for-staff-returning-to-office/19779624/%3fversion=amp>

When is Winthrop going to find ways around the governors ridiculous and out of touch mandates to allow managers this ability? You can still require offices/services to be open but give this flexibility.

We are going to continue to lose great people if we continue the way things used to be.



STAFF Q & A

A7 (John): That's North Carolina, and Duke is private. I don't believe that any of us should be advocating to "go around the governor"; however, I would encourage you to go *through* the governor. Call McMaster, write him a letter. Ask for change and representation. There is nothing I, nor the VP of HR, nor the President of the University, can lawfully do to allow remote work, unfortunately.

Contact Governor McMaster

Mail:

The Honorable Henry McMaster
State House
1100 Gervais Street
Columbia, South Carolina 29201

Email:

[Email Governor McMaster](#)

Phone:

[803.734.2100](tel:803.734.2100)

Fax:

[803.734.5167](tel:803.734.5167)



STAFF Q & A

Q7: Why are custodial staff not being offered some kind of modified summer schedule? They are underpaid and underappreciated but have worked really hard in general and especially through the pandemic. It was upsetting to me to learn that our colleagues with custodial duties are here until 4 on Fridays - their regular schedule - especially with the changes in HVAC on Friday afternoon for cost savings. Allowing them the option of a flexible summer schedule that mirrors that for the rest of staff should be considered.

A7 part 1: From James Grigg: Thank you for recognizing the hard work of Custodial and Facilities staff as a whole who have performed during the pandemic. Traditionally all Facilities staff work to 4pm on Fridays. The quieter time allows work when buildings/campus is empty and there is a limited impact to others. Currently we are all working towards being ready for start of fall classes, however we will assess shifting schedules for next summer.



ANNOUNCEMENTS

Schedule Your Vaccination

On March 8, Winthrop employees became eligible to receive the COVID vaccine as the state moved to Phase 1b of the vaccination plan. The City of Rock Hill has coordinated with SC DHEC and Piedmont Medical Center to provide a vaccination site at the Galleria Mall.

While employees are not required to receive a vaccine, you are strongly encouraged to receive one to protect yourself and our campus community. You can [register for a vaccine here](#). About 24 hours after you register, you will receive an email from the CDC with instructions to schedule an appointment through VAMS.

ADDITIONAL RESOURCES

[VAXLocator](#)

DHEC listing of other vaccination sites

[City of Rock Hill COVID-19 Updates](#)

Information from the city about the vaccination clinic, vaccine options, and other resources

[Phase 1b Guidance](#)

DHEC definitions of vaccination phases

[DHEC News Release](#)

Additional information from DHEC about the move to Phase 1b

[V-safe](#)

After-vaccination health checker to monitor potential vaccine side effects



Questions? Comments? Announcements?

Have a question that we should address in our next Staff Conference meeting? Submit it in our [online form](#) or email it to John Kroft at staffassembly@winthrop.edu.



Next Staff Conference

Tuesday, September 21, 2021



Staff Conference