



STAFF CONFERENCE

Tuesday, February 16, 2021





Update on Staff Conference Meeting Format



As we are unable to hold in-person meetings due to COVID-19, Staff Assembly has decided to continue to hold virtual Staff Conference meetings on our usual schedule. We believe these meetings are important for staff to feel connected and informed and we want to maintain a sense of normalcy as much as possible. In addition to the text and images on these slides, audio clips from our presenters are included. Where you see a speaker symbol in the upper right corner, click on it and press the play button to hear narration. We hope this will provide a richer experience that you can enjoy from the safety of your home.



TODAY'S AGENDA

- 1. ACKNOWLEDGE APPROVAL OF MINUTES**
- 2. Q & A SESSION**
- 3. HEALTH & COUNSELING PRESENTATION**
- 4. COMMITTEE UPDATES**
- 5. STAFF MEMBER OF THE MONTH**
- 6. ANNOUNCEMENTS**



APPROVAL OF MINUTES

In the February Staff Assembly meeting, held via Teams, representatives voted to approve the minutes from the January 5 Staff Assembly meeting and the January 19 Staff Conference meeting. Both sets of minutes are available on the Staff Assembly webpage.

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



STAFF Q & A

Q1: In the last presentation, it was asked about Winthrop using employee's personal cell phones for security permissions. Will Winthrop be reimbursing the employees for using their personal property for WU benefit? It is to Winthrop's benefit that the employees use their personal phones without incur any costs to the University. That doesn't seem very ethical or fair to the employees to cover the cost. I will not be installing any apps on my personal phone without compensation for use by Winthrop. Or, will Winthrop be providing pagers or phones to the employees for the program?

A1: *Response from **Craig Sauvigne** can be found on the next two slides. Detailed information and frequently asked questions can be found online on the [MultiFactor Authentication \(MFA\) page](#).*

Last month, we received a question about the use of personal cell phones in the Multifactor Authentication or MFA system. This month, we received this follow-up question which voices concern about the use of personal devices for work purposes. Craig Sauvigne, Winthrop's Information Security Analyst, offered a response shown on the next two slides. Craig also included more information in today's Daily Digest. Additional information, including some frequently asked questions, can now be found on the Winthrop website at the link listed here.



STAFF Q & A

A1: Part 1; Multifactor Authentication (MFA) is designed to protect access to our information systems from unauthorized sources. MFA requires the use of a something you know (a password) and something you have (a phone). With the use of MFA, even if someone were able to learn your password, they still would not be able to use your access without the second factor. A second factor is something that is required by various state and federal regulations as well as Winthrop access control protocols.

Winthrop is in the process of rolling out MFA across the campus. Utilizing MFA at Winthrop is especially important for those dealing with sensitive information. If you are already using MFA, that means you have access to some of our most secure information. Eventually, MFA will be rolled out to the entire campus.

Craig Sauvigne



STAFF Q & A

A1: Part 2; The system we are rolling out at Winthrop is designed to be the least intrusive on your workday and yet still protect our systems.

The system in use at Winthrop is flexible in that it allows you to choose the phone option that is most convenient for you. You can use your office phone as the second factor. When you attempt to log on, your phone will be called and you will be asked to press a key on the phone to complete the login process. Under our current phase of operations, most of our employees are working on campus. In order to provide flexibility to our employees, we have also established the ability for you to use a different number (personal home phone or mobile). This latter option is completely discretionary but does allow you to use an authenticator application for those employees who so desire.



STAFF Q & A

Q2: With Covid-19 cases on the rise, why are staff still required to come into the office if they can perform their job duties remotely? Wouldn't it be in the best interest of public health to reduce traffic on campus when possible? Return to work policy needs to be more specific regarding this. I shouldn't have to put myself at risk just to make an appearance twice a week to keep up the pretense that it's safe for us to be there, especially with evidence that my area is not being cleaned properly. Supervisors should require staff to work remotely unless there is an absolute need for their physical presence on a given day.

Over the past few months, we have received several questions like this one expressing concern about returning to working in-person full time during COVID. Lisa Cowart from HR provided the response on the next slide, but I would encourage you to look at some of the additional resources we listed as well as some of the past Q&A slides from previous Staff Conference presentations. In addition to these resources, I would encourage you to express concerns about your specific working situation to HR or to the Ombuds office.



STAFF Q & A

A2: The Governor moved state employees to Phase 2 of the return to the workplace plan in July 2020. As state employees, Winthrop follows the lead of the Governor.

Additional Resources:

[Return to Work Plan](#)

[Return to Work website](#)

Note: Supervisors are encouraged to provide flexibility where possible. If you have a disagreement with your supervisor regarding your ability to work remotely, please contact HR at hrhelp@winthrop.edu or the Ombuds Office at ombuds@winthrop.edu.



STAFF Q & A



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

[Submit a Question!](#)



Do you have a question you'd like to see answered in Staff Conference? Send it to us! Questions and comments can be submitted anonymously using our online feedback form.

As a reminder, all staff-submitted questions are sent to Staff Assembly and President Hynd in their original form. Occasionally, Staff Assembly will edit the question before it is presented to Staff Conference in order to protect staff privacy or to clarify the core of the question. I would also like to point out that the Staff Assembly has agreed to never publicly disclose the name of any Winthrop University employee in staff Q&A.



COVID Vaccine

What do I need to know?

Jessica Brown, RN

Winthrop University Health Services



Why should we get vaccinated?

Data as of 2/11/21 from the CDC:

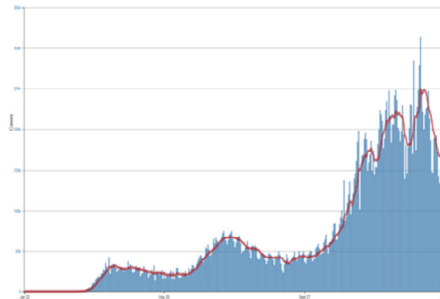
25,921,703 cases in US= a little less than 8% of the population in almost a year.

25,201,143 people vaccinated with at least one dose=7.7% in about 6 weeks.

To reach herd immunity naturally (if even possible due to waning immunity) at the rate of 8% per year would take 8+ years.

Select a state or territory: United States View: Cases Deaths Metric: Daily trends Total and rate Show: 7-Day moving average

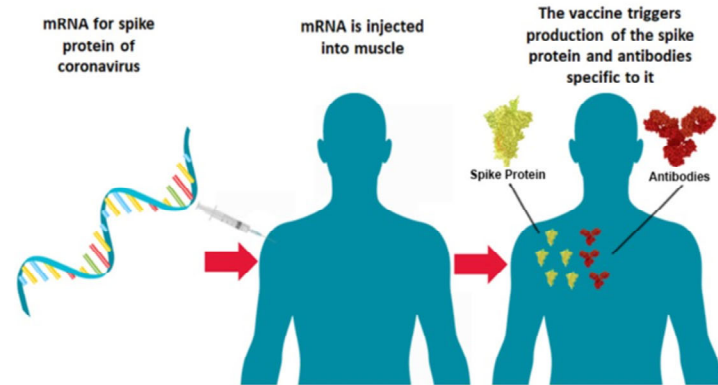
Daily Trends in Number of COVID-19 Cases in the United States Reported to CDC



https://covid.cdc.gov/covid-data-tracker/index.html#trends_dailytrendscases

How do mRNA vaccines work?

mRNA (messenger RNA) is the code that tells your cells what proteins to make. These new vaccines contain the mRNA instructions to make a piece of the "spike" protein that is on the outside of the virus. After your own cells make the protein, your immune system will make antibodies to this foreign protein, just as it would after an infection. The mRNA will then be broken down by the cell. The mRNA does not alter or interact with your DNA.



Credit: NIH

<https://directorsblog.nih.gov/tag/mrna/>



mRNA Vaccines



Pfizer

- 95% effective in preventing symptomatic COVID
- >43000 participants aged 16-91
- Needs to be stored ultra-cool (-70C)
- Anaphylaxis (severe allergic reaction) rate 5 cases per million doses
- 2 shots 21 days apart

Moderna

- 94.1% effective in preventing symptomatic COVID
- 30000 participants aged 18-95
- Stored at usual freezer temperatures
- Anaphylaxis rate 2.8 cases per million doses
- 2 shots 28 days apart

Very similar. Take which one is available for you unless you have an allergy to a specific ingredient. Efficacy of both unknown vs. new strains.

Johnson and Johnson (Janssen) vaccine

Preliminary Data

Not FDA approved yet, likely will be available soon in US

- Prevents moderate to severe COVID about 66% (compare to a usual flu shot 40-60% effective)
- 85% effective at preventing severe disease (ICU admission/death)
- New strains were circulating during trials, though unknown efficacy for new strains (72% effective in US and 57% effective in South Africa where the new strain was the majority of cases)
- Only one shot needed
- More traditional type vaccine-added a piece genetic material of the virus that causes COVID, to a weakened form of adenovirus26 (a cold virus)





Common Side effects

- Pain and/or swelling at injection site
- Fever/chills
- Tiredness
- Headache

Anaphylaxis very rare and usually within 15 minute of injection-post-injection observation period

- Register with Vsafe at vsafe.cdc.gov after injection.
- Get second dose, even if you experienced common side effects.
- If you had COVID, vaccine still recommended. Check with your doctor on timing.
- If you have a medical condition, check with your doctor for advice.

Will my life go
back to normal
after I get my
shot?



Not yet.

- The evidence shows the vaccine will help you, but may not prevent you from spreading COVID asymptotically. More studies needed. **So continue with mask wearing and physical distancing!**
- The new strains are problematic. Some of the vaccines may need boosters. Current studies are ongoing.
- For things to go back to "normal" we need herd immunity. The exact percentage is unknown, but likely at least 70% of the population needs natural immunity or vaccination. (About 230,000,000 people in the US)

Helpful References

CDC vaccine page <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/different-vaccines/how-they-work.html>

Video from Johns Hopkins University <https://www.youtube.com/watch?v=w4sUuFBEo2g>

Pfizer vaccine fact sheet <https://www.fda.gov/media/144414/download>

Moderna vaccine fact sheet <https://www.fda.gov/media/144638/download>

Johnson & Johnson/Janssen vaccine <https://www.jnj.com/johnson-johnson-announces-single-shot-janssen-covid-19-vaccine-candidate-met-primary-endpoints-in-interim-analysis-of-its-phase-3-ensemble-trial>

DHEC <https://scdhec.gov/covid19>

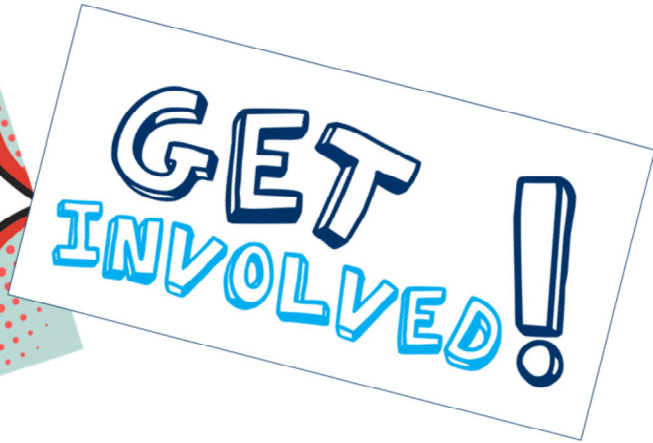
Anaphylaxis rates <https://www.reuters.com/article/us-health-coronavirus-vaccines-allergies/u-s-cdc-sees-lower-rates-of-allergic-reaction-after-pfizer-vaccine-idUSKBN29W23Q5C>

Vaccines in development <https://www.healthline.com/health-news/heres-the-status-of-the-covid-19-vaccines-and-when-you-can-get-them>

Herd immunity <https://www.mayoclinic.org/diseases-conditions/coronavirus/in-depth/herd-immunity-and-coronavirus/art-20486808>

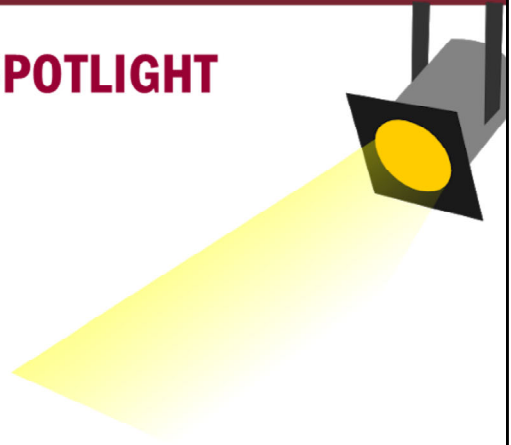


STAFF COMMITTEE REPORTS





STAFF COMMITTEE SPOTLIGHT



**Staff Committee Spotlight
will return in March**



STAFF FEEDBACK COMMITTEE

- Staff Feedback is working on plans for 2021. Have some good ideas? Send them our way or join our committee!



Chair: Tanya Pettus pettust@winthrop.edu



STAFF COMMITTEE ON CAMPUS & COMMUNITY INVOLVEMENT

- CCIC is currently reviewing survey results. Thank you to all who responded.
- We will host another volunteer litter pick up event on March 20th. Keep an eye on [EAGLEimpact!](#)



Chair: Judy Longshaw longshawj@Winthrop.edu



STAFF COMMITTEE ON MEDIA & COMMUNICATIONS

- **Next Staff Stuff:** 1st week of March
- Be sure to join our [Facebook group](#) for updates.
- Please send Kara (email below) pictures of your pet(s) in honor of national Love Your Pet Day by Feb 20th to be included in the next Staff Stuff!



Click the image to see
this month's issue

Chair: Kara Cauthen cauthenk@winthrop.edu

To keep in touch, please join our Facebook group and to see our latest Staff Stuff issue, click the Staff Stuff image.



ELECTIONS & NOMINATIONS



We will be holding our annual elections in the coming weeks, so staff in all areas should think about people who might be good representatives. Remember: Staff Assembly representatives must have been a Full-Time employee for one calendar year prior to serving.

We'll need representatives from these areas:

- Academic Affairs
- Access & Enrollment Management
- Athletics
- Facilities
- Human Resources
- Student Affairs

Chair: Amanda Stewart stewartaj@winthrop.edu

While we don't have any elections going on right now, the Elections & Nominations committee is preparing for our election at the end of the academic year to elect our new class of Staff Assembly representatives. If you know someone who might be a good fit, or if you're interested yourself, please reach out to Amanda Stewart. We'll need representatives from the areas listed here, but we're happy to have a few good names on our list from other areas on campus as well.



ELECTIONS & NOMINATIONS



Welcome to Staff Assembly!

Katie Roach



Katie will serve the remainder of Jill Simpson's term ending June 30.

Chair: Amanda Stewart stewartaj@winthrop.edu

Thanks to the Elections & Nominations Committee, we have a new Staff Assembly member! Please welcome Katie Roach, our new Student Affairs representative to Staff Assembly. We're excited to have her on our team as she fills the remainder of Jill Simpson's term which ends on June 30. We'll introduce her more next month, but we wanted to take a moment to say welcome and thank you for volunteering, Katie!



STAFF COMMITTEE ON PROFESSIONAL DEVELOPMENT

- We have some exciting projects in the works that we look forward to sharing soon. Right now, we are planning our **Summer Professional Development Conference** and planning some additional webinars.
- Interested in helping staff learn valuable skills? Join us!

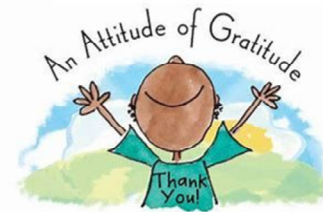
For online webinars,
visit the
[CPE Virtual Academy!](#)

Chair: Marcia Willis willism@winthrop.edu



STAFF RECOGNITION

This committee is currently restructuring but will have updates soon. Keep a lookout for big changes!



Chair: Michael Szeman Szemanm@Winthrop.edu



Staff Member of the Month
January 2021



Recognition Committee
Staff Assembly



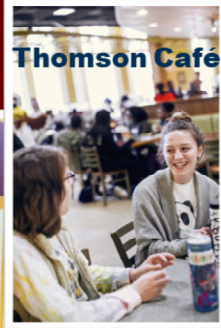
thanks

Reserved Parking Spot
On Campus

1 Month Free at the
West Center

1 Free Meal at Thomson
Café

Spotlight in
Staff Stuff Newsletter



Swag.

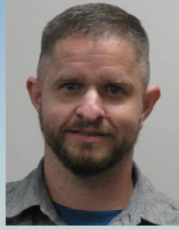
York Electricity Co Op
Comporium
Development Office
Alumni Association
WU Athletics
Morton & Getty's

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 | December/January 2021



**Brandon
Braswell**



**Anna
Frederick**



Jeff Lahr



Jessica Cauthen



Lori Harris



**Rachel
Glover**



Jessica VanCleave

A grayscale background image showing a large building behind a stone wall with "WINTHROP UNIVERSITY" inscribed on it, surrounded by trees.

Jeff Lahr
Athletics

Staff Member of the Month
January 2021



February 2021
Staff Member of the Month
Nominations
due
Sunday,
February 28



WELCOME TO NEW STAFF



The Recognition Committee is sending welcome notes to new staff.
If you're interested in helping, send an email to Michael!

Chair: Michael Szeman Szemanm@Winthrop.edu



ANNOUNCEMENTS

Take the Spring Staff Survey

Staff Assembly wants to hear from you! As we are planning our actions for the coming months, we want to check in with you all and solicit your feedback on how Staff Conference can **better meet your needs** and how we can work with campus leadership to **improve employee morale**.

This survey should take about **5-10 minutes** to complete. All responses are anonymous and Staff Assembly will use these responses to drive decisions including future presenters, committee projects, upcoming events, and our annual goals.

The survey closes Feb. 26 at 5pm.

Click to take the
Spring Staff Survey





ANNOUNCEMENTS

February Update

In case you missed it, President Hynd sent a February Update email to all faculty and staff today.



Highlights

- **Annual Faculty/Staff/Retiree Ceremony** will be held in-person on **April 27 @ 9:30am** on the front lawn of Byrnes Auditorium. Social distancing and face masks are required.
- For the third straight year, Winthrop has been recognized as the **#1 four-year university** in SC in meeting affirmative action goals.
- The **Board of Trustees** will be holding their retreat this week on Thursday and Friday.
- Get your questions ready for an upcoming **Town Hall** covering topics including university finances, budgets, 2021-22 plans, COVID and more.



ANNOUNCEMENTS

Winthrop Award of Excellence Nominations

In addition to honoring our retirees and service award recipients, Winthrop also will recognize recipients of the **Winthrop Award of Excellence**. This award is given to individuals who set themselves apart, beyond performing normal job duties, by implementing Winthrop's strategic plan. These individuals have demonstrated extra effort and made remarkable progress in transforming the university's shared vision into reality.

If you know of a colleague who has demonstrated these qualities, please **nominate** him or her for the Winthrop Award of Excellence by **March 15**. [View the nomination form.](#)

MARK YOUR CALENDARS

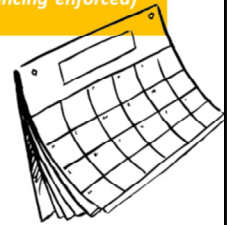
Faculty/Staff/Retiree Ceremony

Apr. 27

9:30am

Byrnes Auditorium front lawn

(Masks required & social distancing enforced)





ANNOUNCEMENTS

Be Positive You're Negative

When it comes to COVID, be positive you're negative and get a test! Testing is available at the **Coliseum** on a first-come first-served basis and Genetworx recommends registering via Aura before you arrive.

You can use [Aura](#) to register ahead of time receive your results electronically. Once you register on the app, you will not need to register again for future tests at the Coliseum.

Testing is **free** and there is no limit to how often you can be tested. Results should be available within 24 - 48 hours.

Click image to open PDF



FREE COVID-19 Testing

99% Accuracy | Results under 48 hours | Available for all ages*

Pre-Register today



OR SCAN WITH YOUR PHONE

Visit: <https://app.auratracker.org/signup74>

Testing is first come first served. Gates close at 4pm.

WHERE	WHO	WHEN
Winthrop Coliseum Booth Lot 1552 Eden Terrace, Rock Hill, SC	This free testing event is open to everyone. No residency restrictions. *Parental consent required for under 16.	9:00 AM - 4:00 PM Monday-Saturday

The SC Department of Health and Environmental Control (DHEC) is partnering with GENETWORX Laboratories to bring free COVID-19 testing for **Rock Hill, South Carolina**.

Pre-registration is strongly advised. Upon arrival, the collection site staff will confirm registration and then proceed with a nasal swab collection procedure.

Test results will be available within 48 hours and will be reported to you through your Aura Account. If you experience issues accessing results, please contact us at support@auratracker.org.

All results are protected by federal and state privacy laws.

GET TESTED. STAY SC STRONG.

GENETWORX.COM



ANNOUNCEMENTS

Talk to The Ombuds

Like so many other aspects of life and work, COVID disrupted the official launch of this new resource for faculty and staff. The Ombuds office is now available for phone and secure virtual consultations by appointment.

Have you ever experienced a time when you wish you could have a conversation about a work-related problem or concern with someone who is *neutral* and 'off the record'? By talking to the Ombuds, you can have an *informal confidential* conversation with a role that is *independent* and *impartial*. Visiting the Ombuds is voluntary. This role is independent of senior leadership and Human Resources meaning it does not participate in formal complaints or make any judgements or rulings. The Ombuds role is a **neutral resource** available to all university employees who does not take sides or provide advocacy for any person or group but will advocate for a fair process.

HOW TO SCHEDULE

Leave a message at ext. **6076** or email requests for appointments to ombuds@winthrop.edu. During the pandemic, visits will occur over the phone or via secure video. Currently, appointments are available on Monday mornings and Wednesday afternoons. Email is not secure so please restrict the content of your email to coordinating an appointment. Visit the [Ombuds website](#) for additional information about what this resource offers to employees.



ANNOUNCEMENTS

Join a Group Fitness Class

The Office of Recreational Services hosts several group fitness classes that will be meeting in-person for the spring semester. Online classes will be available on the [@wu_rec](#) Instagram page.

All Group Fitness classes are **FREE** to Winthrop students and individuals with West Center [memberships](#). For more information, visit the Rec Services [website](#) or contact Laura Husser Davis.

SPRING 2021 GROUP FITNESS SCHEDULE

January 19th - April 26th

Recreational Services

Monday	Tuesday	Wednesday	Thursday	Friday Saturday Sunday
Basic Yoga 5:30-6:15pm Room 206 Maria	HIIT 5:30-6:15pm Room 206 Nikki	Chakra Vinyasa Yoga 1:00-2:00pm ONLINE Stephanie	Gentle Flow Yoga 7:00-8:00pm ONLINE Isabella	NO CLASSES
Spin 6:00-6:45pm Room 122 Jen	Gentle Flow Yoga 7:00-8:00pm ONLINE Isabella	Gentle Flow Yoga 5:30-6:30pm ONLINE Isabella	Cardio Hip Hop 8:00-8:45pm Room 122 Kim	
Cardio Hip Hop 7:30-8:15pm Room 122 Steffan	Cardio Hip Hop 8:00-8:45pm Room 206 Kim	Spin 6:00-6:45pm Room 122 Jen		
		Cardio Hip Hop 7:00-7:45pm Room 206 Steffan		

WU RECREATIONAL SERVICES
 @WU_REC
 WUREC WU_REC

Schedule is subject to change:
 see WU Rec Services app for updates



ANNOUNCEMENTS

Free Nutrition Counseling

The Department of Human Nutrition is offering free virtual nutrition counseling sessions to faculty and staff from late February through March.

Counseling is provided by upper-level nutrition students and sessions are supervised by a registered dietitian and a dietetic technician, registered.

For appointments, email [Leah Price](mailto:Leah.Price).



Virtual Sessions

GoReact Software

For appointments:

Email
Leah Price
pricel11@mailbox.
winthrop.edu

- Available to all faculty and staff on first-come, first-served basis
- Let us help you meet your goals with general healthy eating, weight loss, and more.
- Three 30-minute sessions during late February-March 2021
- Counseling provided by Human Nutrition students
- Sessions supervised by a Registered Dietitian



ANNOUNCEMENTS

Diversity, Equity, & Inclusion Workshops

Registration is now open for the last four DEI workshops. Visit the [program page](#) for descriptions and registration links for each of these sessions.

LGBTQIA Identities & Communities

In discussions of "diversity," not everyone recognizes that gender identity, gender expression, and sexual orientation are important points of cultural difference that merit recognition and voice. This workshop is an opportunity for participants to learn about LGBTQIA identities and communities, and to identify strategies they can employ to create a more open and welcoming campus climate.

MARK YOUR CALENDARS

LGBTQIA Identities & Communities

Feb. 19 | 2-5pm

Ableism and Disability Justice

Mar. 19 | 1-4pm

Religious & Spiritual Identities

Apr. 27 | 9am – 2pm

Diversity Leadership

May 11 | 2-5pm



Questions? Comments? Announcements?

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



Next Staff Conference
Tuesday, March 16, 2021

