



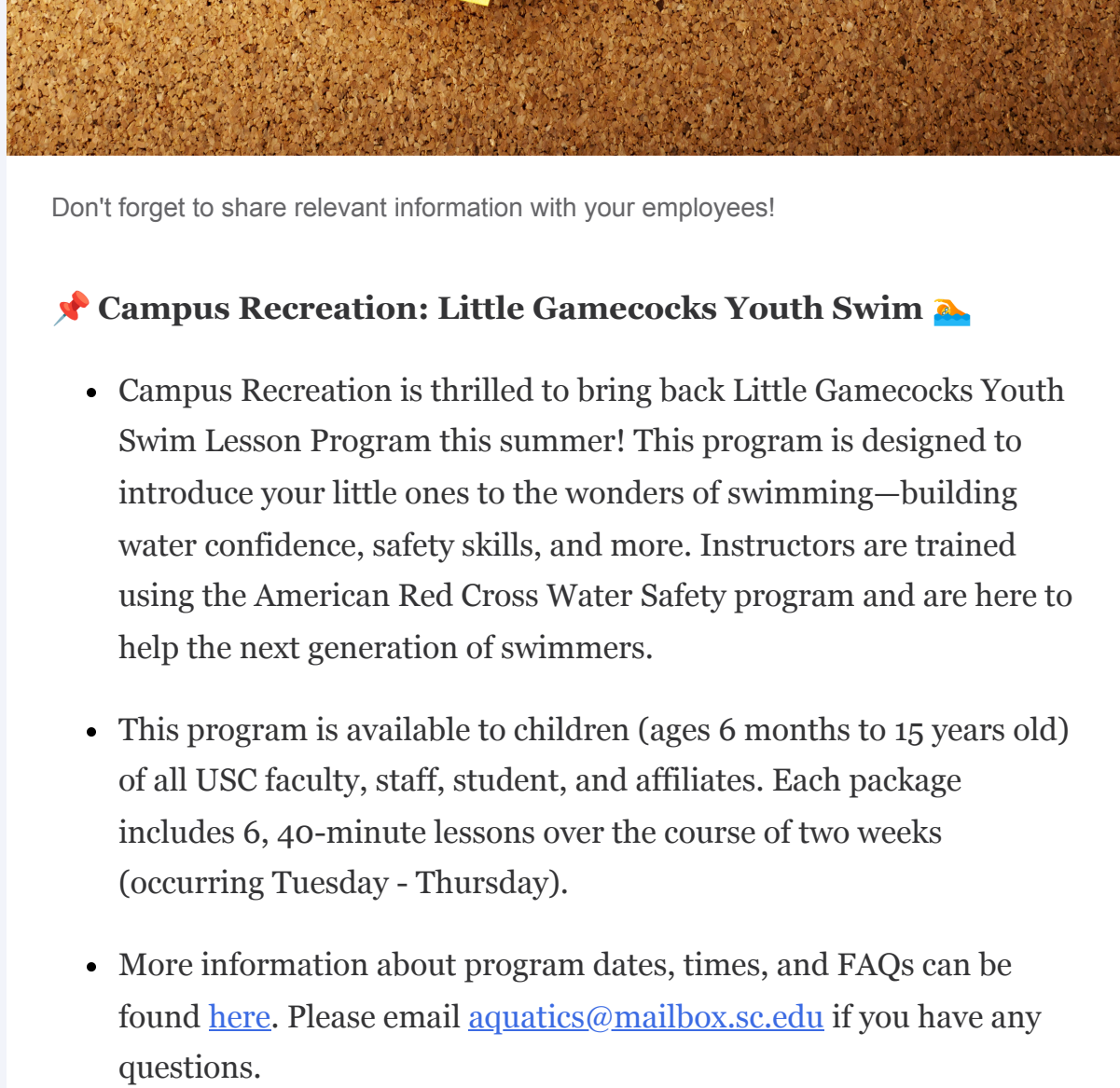
Supervisor Newsletter: Monthly News Leaders Can Use

By HR • Apr 30, 2024

Smart Brevity® count: 4 mins...1095 words

We're here to make your job easier by providing important announcements, useful resources, and answers to challenging situations while focused on fostering a strong supervisor community, ensuring employee success and enhancing our campus culture.

Announcements and Important Dates



Don't forget to share relevant information with your employees!

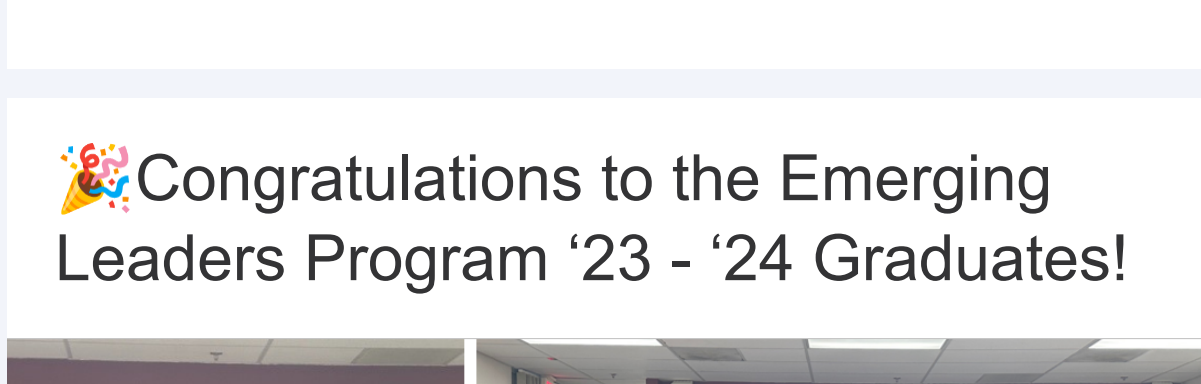
🌟 **Campus Recreation: Little Gamecocks Youth Swim** 🌟

- Campus Recreation is thrilled to bring back Little Gamecocks Youth Swim Lesson Program this summer! This program is designed to introduce your little ones to the wonders of swimming—building water confidence, safety skills, and more. Instructors are trained using the American Red Cross Water Safety program and are here to help the next generation of swimmers.
- This program is available to children (ages 6 months to 15 years old) of all USC faculty, staff, student, and affiliates. Each package includes 6, 40-minute lessons over the course of two weeks (occurring Tuesday - Thursday).
- More information about program dates, times, and FAQs can be found [here](#). Please email aquatics@mailbox.sc.edu if you have any questions.

🌟 **FLSA Final Rule**

- United States Department of Labor announced a ruling to update the earnings threshold for exempt executive, administrative, and professional employees from the Fair Labor Standards Act's minimum wage and overtime pay requirements.
- The university is currently working on guidelines on how the institution will proceed regarding the final ruling on the earnings threshold, and Human Resources will provide additional guidance once these guidelines are available.
- For any questions, please contact the Office of Classification and Compensation, HRCLSCMP@mailbox.sc.edu

HR Highlight: Staff Appreciation Day - May 14



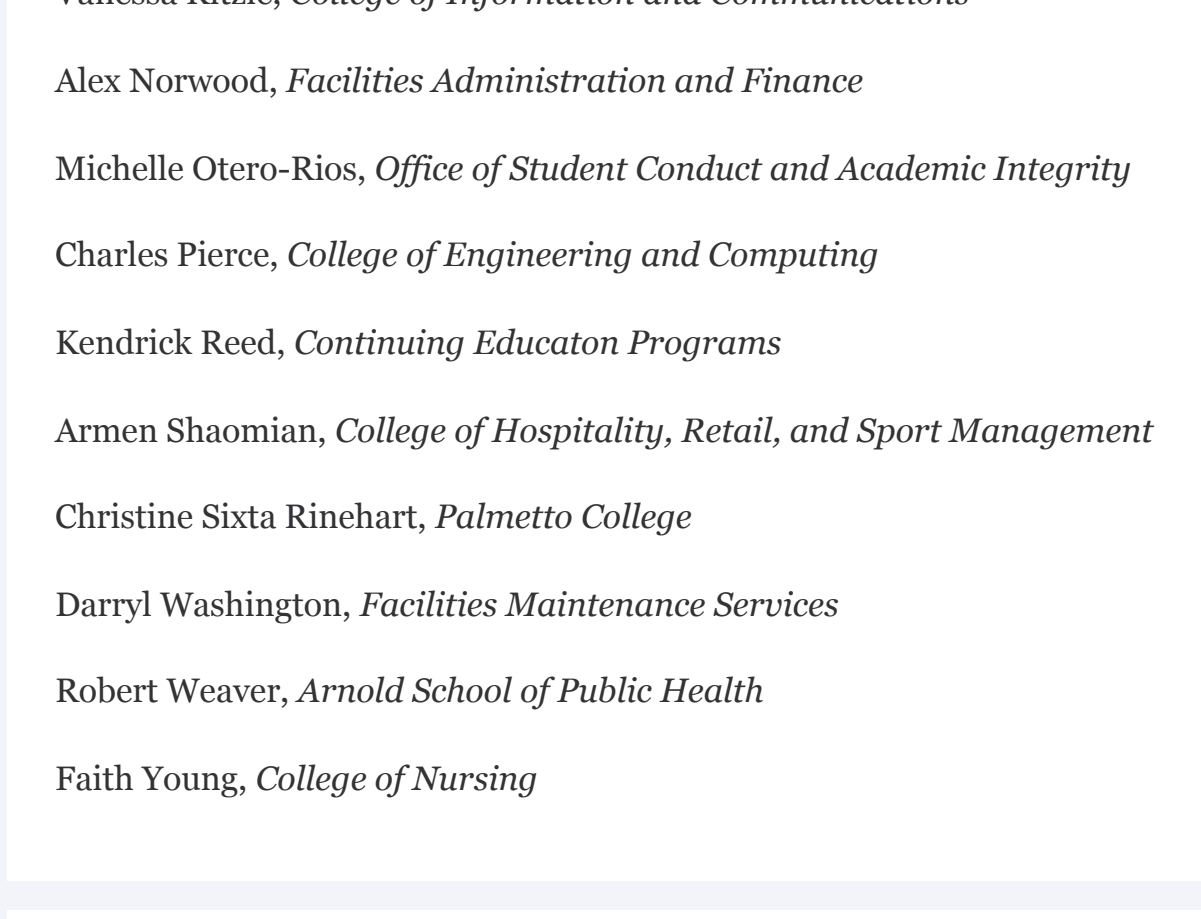
🌟 **1st USC Staff Appreciation and Awards Day is on May 14, 2024.**

Join Staff Senate for free food, fun, and prizes as we celebrate university staff from 12p.m. to 2 p.m. on Green Street in front of Russell House. The celebration will be followed by the Staff Awards Ceremony from 2:30 p.m. to 4:30 p.m. Please encourage your employees to participate, as their schedule allows.

While most employees will not be able to attend both the lunch and the Staff Awards Ceremony, they should be able to drop by for the food, fun, and prizes from 12 p.m. to 2 p.m.

Because this is a university sponsored event, supervisors should not require employees to submit Annual Leave to attend. Discuss attendance and office coverage prior to the event to ensure all employees that want to attend have a plan with their supervisor.

🌟 Congratulations to the Emerging Leaders Program '23 - '24 Graduates!



Emerging Leaders Program (ELP) Graduates:

- Tia Andersen, *College of Arts and Sciences*
- Geraldo Arevalo, *Division of Information Technology*
- Jordan Ballou, *College of Pharmacy*
- Tiffany Boyd, *Office of the Controller*
- Savannah Britz, *College of Arts and Sciences*
- Emily Cato, *Student Health and Well-Being*
- Wright Culpepper, *Graduate School*
- Rebecca Denisi, *Office of the Controller*
- Amanda Fairchild, *College of Arts and Sciences*
- Sabrina Habib, *College of Information and Communications*
- Yolonda Hannah, *South Carolina Honors College*
- April Hiscox, *College of Arts and Sciences*
- J. Daniel Jenkins, *School of Music*
- Andrew Kaczynski, *Arnold School of Public Health*
- Vanessa Kitzie, *College of Information and Communications*
- Alex Norwood, *Facilities Administration and Finance*
- Michelle Otero-Rios, *Office of Student Conduct and Academic Integrity*
- Charles Pierce, *College of Engineering and Computing*
- Kendrick Reed, *Continuing Education Programs*
- Armen Shaomian, *College of Hospitality, Retail, and Sport Management*
- Christine Sixta Rinehart, *Palmetto College*
- Darryl Washington, *Facilities Maintenance Services*
- Robert Weaver, *Arnold School of Public Health*
- Faith Young, *College of Nursing*

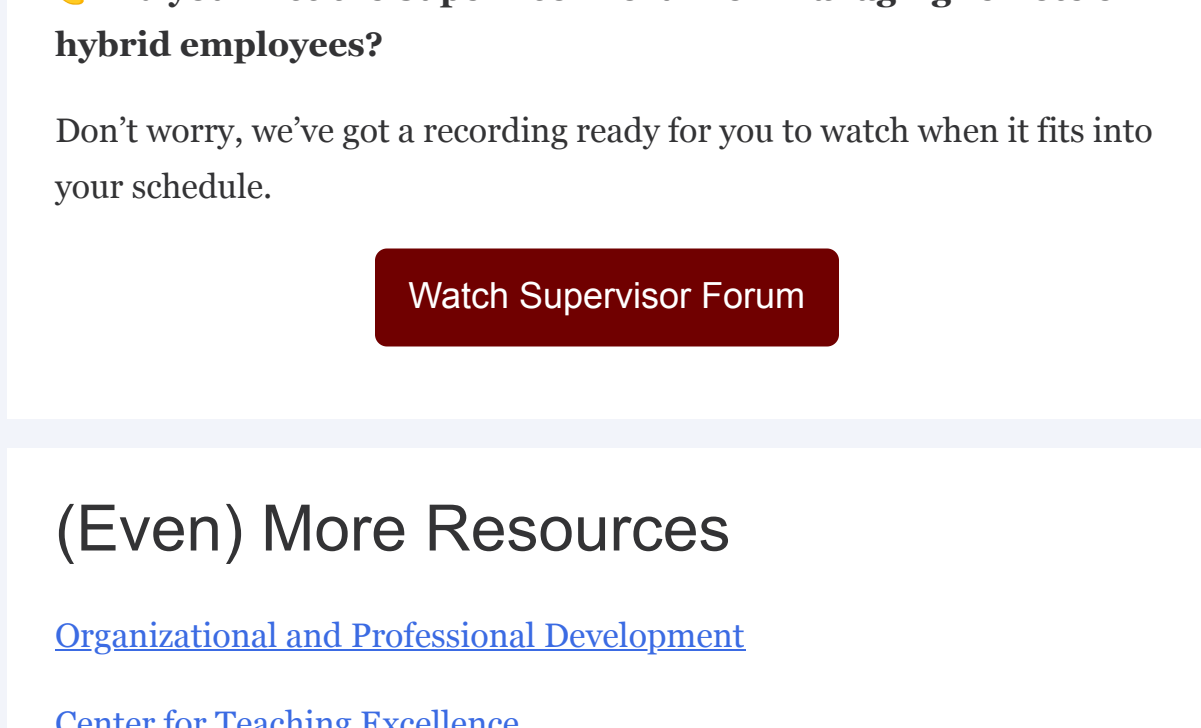
🌟 Congratulations to the Pipeline for Academy Leaders Program '23 - '24 Graduates!



Pipeline for Academy Leaders (PAL) Graduates:

- Charlie Ball, *Athletics*
- Anna Blenda, *School of Medicine Greenville*
- Alysia Bridgman, *College of Arts and Sciences*
- Collin Crick, *College of Hospitality, Retail, and Sport Management*
- Carl Dahlman, *College of Arts and Sciences*
- Emily Devereux, *Office of the Vice President for Research*
- Hilary Dyer Brannon, *Office of Continuing Education and Conferences*
- Marcus Fogle, *South Carolina Honors College*
- Lance Grantham, *Athletics*
- Abhijit Guha, *Darla Moore School of Business*
- Julia Hubbert, *School of Music*
- Linyuan Lu, *College of Arts and Sciences*
- David Mahatha, *Joseph F. Rice School of Law*
- Emily Miles, *School of Medicine Columbia*
- Stephanie Milling, *College of Arts and Sciences*
- Sheryl Mitchell, *College of Nursing*
- Molly Peirano, *Office of Civil Rights and Title IX*
- Alexey Petrov, *College of Arts and Sciences*
- Jay Potts, *School of Medicine Columbia*
- Priscilla Ramsey, *College of Pharmacy*
- Wendy Regoeczi, *College of Arts and Sciences*
- Kathryn Snediker, *University Libraries*
- Catherine Studemeyer, *Academic Advising*
- Linwan Wu, *College of Information and Communications*

Wellness



🧑‍🎓 **MYgroup EAP: Mental Decluttering—a Different Kind of Spring Cleaning**

- Mental clutter is overwhelming stress created by the daily demands of modern life, our multiple roles, to-do lists, thoughts, emotions, responsibilities, and the constant influx of information. Enter the self-help concept of decluttering to reduce stress, improve concentration, enhance creativity, and cultivate a greater sense of well-being. Mental decluttering is about creating space for what truly matters and letting go of what no longer serves us mentally and emotionally. Signs indicating the need for mental decluttering include difficulty concentrating, experiencing a lack of creativity, and feeling disconnected from a positive sense of well-being. The practice of mental decluttering may involve various techniques, such as mindfulness meditation, journaling, prioritizing tasks, setting boundaries, and letting go of negative thoughts or emotions.
- Read more helpful tips in the [EAP employee newsletter](#) for Mental Health Awareness Month.

👍 **Get the Positivity Back in Your Team**

- Does your workplace team have a strong bond with a high level of trust? If not, getting the positivity back is probably easier than you think. Team morale will naturally erode if simple tasks that reinforce cohesiveness are ignored due to time pressures, deadlines, staff shortages, and overwork. This allows minor tensions and miscommunications to fester. So, create routine opportunities for facilitated discussions where the whole team can privately address conflicts, miscommunication, perceived tensions to constructively resolve issues. Use this time to clarify roles, responsibilities, and expectations. Dispel ambiguity and new potential sources of conflict. Now, witness how better you feel coming to work tomorrow.

Go deeper: Check out the [EAP supervisor newsletter](#) for more in depth guidance on situations you may face as a supervisor.

📖 **Personal Growth:** Read up on [how to give better feedback to increase engagement](#)

Connection and Community

👉 **Did you miss the Supervisor Forum on managing remote or hybrid employees?**

Don't worry, we've got a recording ready for you to watch when it fits into your schedule.

[Watch Supervisor Forum](#)

(Even) More Resources

[Organizational and Professional Development](#)

[Center for Teaching Excellence](#)

[Office of Access and Opportunity](#)

[University Libraries](#)

[Office of Organizational Excellence](#)

[Law Enforcement and Safety](#)

[Faculty Ombuds & Staff Ombuds](#)

[Campus Recreation](#)

[Environmental Health and Safety](#)

[Talent Management](#)

[HR Toolbox](#)

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