



Monthly Meeting

February 21, 2024 | 8:15 a.m. - Noon | Rhododendron Room, Mountainlair | Zoom

Staff Council promotes a positive work environment for all Classified Employees through effectively advocating for our peers in the University's decision-making process.

Name	Title	Department	Present
Barclay, Anne	Assistant Accountant	Shared Services	Yes
Browne, Thea	Administrative Assistant Senior	University Libraries	Yes
Bucklew, Jay	Administrative Associate	Research Integrity & Compliance	Yes
Castner, Paul	Trades Specialist II	Auxiliary/Maintenance	No*
Crabtree, Joan	Manager, Physical Plant II	Auxiliary/Operations	Yes
George-Jones, Tara	Program Manager	Global Affairs	Yes
Joplin, Michael	Manager Physical Plant II	Auxiliary Operations	Yes
Lemine, Matthew (Brett)	Trades Specialist I	Auxiliary Maintenance	Yes
Richards, Tim	Piano Technician Senior	College of Creative Arts, Music	No*
Robinson, Shirley	Administrative Assistant	Academic Affairs Admin.	Yes
Savage, Diana	Campus Service Worker Lead	Auxiliary/Operations	Yes
Seime, Sarah	Director, HR Partners	T&C, Employee Relations	No*
Stewart, Dianne	Administrative Associate	Engineering & Mineral Resources	No*
Twyford, John	PRT Technician II	Auxiliary PRT	No*
Vincent, Jodi	Administrative Assistant	WRC and LGBTQ+ Center	Yes

**Excused*

Also in Attendance: Dana Musick, *Administrative Assistant, CAHS*
 Logan Pierce, *Internal Senates Liaison, SGA*
 Holly Leleux-Thubron, *University Communications Specialist Sr, UR*
 Rachel Twigg, *Employee Relations Specialist, Talent and Culture*
 Treasure Barberich-Wyckoff, *Administrative Assistant, Arts & Sciences*

Guest Speakers: Olivia Pape, *Director, Collegiate Recovery Program*
 Meshea Poore, *Vice President, Diversity, Equity & Inclusion*

Submitted By: Janelle Squires, *Administrative Secretary, Staff Council Office*

Call to Order

The meeting was called to order by the chair, Shirley Robinson, at 8:19 a.m. and a quorum was established.

First Business

Shirley shared that our motto is like Wheaties, the breakfast of champions. When she played tennis for WVU, she may not have always won the match, but she had the mindset that she was going to be victorious. We need to have that mindset advocating for our staff.

Approval of January minutes motioned by Brett. Tara seconded. All in favor and motion carried.

Treasurer's Report

By Joan Crabtree, *Secretary/Treasurer*

Joan reported a beginning balance of \$1,640.23 with one expense of \$21.20 for the telephone.

That leaves an ending balance of \$1,619.03.

Approval of Treasurer's Report motioned by Brett. Tara seconded. All in favor and motion carried.

Chair's Report

By Shirley Robinson

Shirley reported she attended the Faculty Senate meeting and the Round Table discussion with Faculty Senate and SGA. It was a good conversation with the students and hearing their concerns.

Advisory Council of Classified Employees (ACCE) Report

By Jodi Vincent, *Classified Staff Council Rep.*

Jodi reported they met last Friday at WV State University. The president, Dr. Ericke Cage, spoke with them. They are also facing budget issues. They have put forth some new initiatives to help staff members. One of them is any full-time employee that has been employed for one year is eligible for full tuition assistance for a bachelor or graduate degree, except for books. The pilot program will start in the summer and if successful, they will institute it University-wide at the beginning of fall.

They have been revising the survey for staff and will correspond with the Higher Education Policy Commission (HEPC) for finalization. They hope to have that out in May.

She was also elected as the Secretary for ACCE.

ACCE will be putting out a small brochure that will highlight PEIA; the proposed salary increases that is needed; and other salary inequities. Once complete, she will share with the group.

She highly advised following the House Bills and Senate Bills as there are several that could affect the University.

Board of Governors (BOG) Report

By Shirley Robinson, *Classified Staff Council Rep.*

Shirley reported they will meet this Thursday and Friday.

Committee Reports

Legislative

By Jay Bucklew, *Chair*

Jay reported there has not been a lot of movement lately. The [SB 870](#), the Bill to Restore Sanity, pertains to DEI. This bill was only introduced and has not been placed on any committee agendas. Travis Mollohan, Associate VP, Corporate and Government Relations, asked to send comments directly to him.

The committee has been working on the legislative brochure. Shirley asked for the draft by next Friday.

Compensation

No report currently. Next month, Rebecca Meyer, Director of Compensation Administration, will be speaking to the group. We will then resume the quarterly meetings with Rebecca and her team.

Tuition Assistance/Scholarship

By Matthew (Brett) Lemine, *Co-chair*

Brett reported they met recently to discuss the Scholarship program. The remaining money for the 2023-24 academic year for the Staff Council Scholarship Program is \$19,699. The interest from the Foundation endowment fund is \$4,013.40. Those total \$23,712.40.

We awarded \$14,572 for eleven scholarships for the fall term and \$15,729 for twelve scholarships for the spring term.

The committee presents to award seventeen scholarships for the summer term.

For the 2024-25 academic year, the committee presents to award:

- 15 for the fall term;
- 15 for the spring term;

- 11 for the summer term;
- and 2 additional scholarships if money is available at the Foundation

The By-Laws under Article VIII – Committees and Appointments, Tuition Assistance, it states ‘administer the scholarship fund for Children of WVU Classified Staff consistent with the WVU Foundation contract’. This will need updated. More on that under New Business.

Welfare Committee

By Paul Castner, *Chair*

Paul was unable to attend the meeting.

Athletic Council

By Shirley Robinson, *Classified Staff BOG Rep.*

Shirley reported they have not met.

Blood Drive

By Michael Joplin, *Coordinator*

Mike reported they booked the blood drive for August 28th at the Mountainlair Ballroom. He has emailed the Red Cross rep and is waiting for her reply. This will be our blood drive challenge with Penn State. Shirley has been corresponding with their Staff Council.

Shirley added she has spoken with the Faculty Senate chair and the SGA, and they are on board. She would also like to include WVU Tech and Potomac State.

The losing school’s president will wear the winning team’s jersey.

Mike should have more information next month.

Coffee and Conversation

Collegiate Recovery Program

Olivia Pape, *Director, Collegiate Recovery Program*

Olivia agreed to speak with the group and provide more information about the program with a slide show presentation.

The WVU Collegiate Recovery Program supports students in recovery by promoting a healthy, balanced, and meaningful life on campus.

They provide support and resources to students regardless of their personal recovery – whether it be from substance use, eating disorders, or mental health.

They serve students who:

- are in recovery;
- have been impacted by addiction;
- are seeking to improve their relationship to substances or to food/body;
- are interested in sober events;
- are seeking recovery allies and supportive community

All faculty, staff and alumni are welcome. They are at Serenity Place in Arnold House, which has a comfortable space with couches and a big screen TV; fully stocked kitchen; exercise equipment; study room with computers; and yoga/meditation room.

In addition, they offer:

- recovery meetings;
- recovery ally training;
- Start Your Day Right at 9 a.m. daily;
- Meditation & Mindfulness;
- sober social events;
- Health & Wellness activities;
- outdoor adventure programs;
- peer support;
- scholarships
- fun

You can reach Oliva anytime for more information or visit <https://recovery.wvu.edu/> and subscribe to their newsletter.

Diversity, Equity and Inclusion

Meshea Poore, *Vice President, Diversity, Equity & Inclusion*

Meshea agreed to speak to the group and provide an overall update.

This week, they launched their kindness campaign and are passing out carnations with statements of encouragement. That is something we all could appreciate.

There is currently legislation relating to DEI. There is legislation across the country that is questioning DEI work. They continue to advocate for the work that they do. She trusts that our government affairs team in Charleston is working on the University's behalf.

They oversee compliance for the University and have a Title 9 portion of the office which deals with harassment and discrimination.

Additionally, they do bystander intervention which is addressing behavior that can interrupt any ill behaviors such as sexual assault. They receive complaints relating to sexual assault cases and have investigators. They also have peer advocates who are student volunteers who help educate their peers that it is not what someone wears or how much they have had to drink – it is never okay for a person to be assaulted.

They have DEI classroom, and you can sign up for programs or courses they offer. They talk about implicit bias, and whether we like to admit it or not, we all have some bias. They do trainings on microaggressions, as well.

Lastly, they assist with grants and support letters. They are the umbrella across all University systems which includes our sister campuses in Keyser and Beckley.

For more information, visit their website, [Division of Diversity, Equity, and Inclusion at West Virginia University \(wvu.edu\)](http://www.wvu.edu/diversity).

New Business

Per Brett's Scholarship Committee report, the group will need to vote on what was presented. Mike motioned if we have the funds, we accept the recommendation of awarding seventeen scholarships for summer term. Tara seconded. All in favor and motion carried.

The By-Law language under Article VIII – Committees and Appointments, Tuition Assistance will need revised to state, 'Administer the WVU Classified Staff Scholarship consistent with the WVU Foundation contract.' Brett motioned to approve the amendment. Jodi seconded. All in favor and motion carried.

During last month's meeting, Shirley provided the list of activities that were proposed. She had also provided the costs to the group via email recently.

A new idea she proposed is to have a cookbook with recipes from employees all over campus. Funds from that could go toward the Scholarship Program.

Additionally, she would like to showcase classified staff employee talents on our website. Tara noted that if some have businesses, we will have to check with Legal.

Shirley will be forming an ad-hoc committee to oversee the activities that Staff Council wants to do. It will be open to any staff member that wishes to join.

Shirley shared that Baylor University has a committee called STAAF and it stands for Service, Training, Appreciation, Advocacy, Fellowship. She contacted their Staff Council to ask if we could adopt the acronym and they gave their permission.

After discussion, Mike motioned to vote over email on whether the group wants to form the ad-hoc committee that Shirley proposed. Brett seconded. All in favor and motion carried.

Jodi added an amendment to the motion to allow two weeks to vote. Tara seconded. All in favor and motion carried.

After discussion regarding the blood drive challenge with Penn State, Mike motioned to table the item until next month. Joan seconded. All in favor and motion carried.

President's Meeting

The group agreed to forgo the meeting this month. We will have representatives from the Compensation Administration speaking to the group in March and other items for the President's meeting next month.

Adjournment

Jodi motioned to adjourn. Brett seconded. All in favor and meeting adjourned at 11:25 a.m.