



## Monthly Meeting

November 16, 2022 | 8:15 a.m. - Noon | Bluestone Room, Mountainlair | Zoom

Name	Title	Department	Present
Blake, Tammy	Academic Program Associate	Animal & Nutritional Sciences	Yes
Browne, Thea	Administrative Assistant Senior	University Libraries	No*
Bucklew, Jay	Administrative Associate	Research Integrity & Compliance	Yes
Cantrell-Byrd, Nancy	Program Assistant II	CLASS	Yes
Crabtree, Joan	Manager, Physical Plant II	Auxiliary/Operations	Yes
Dawson, James	Supervisor PRT System Operations	Auxiliary/PRT	No
Henderson, Angela	Program Assistant II	A&S World Languages	Yes
Manley, Darlene	Manager Business Operations	Student Life	Yes
Martin, Lisa	Special Events Coordinator Senior	Event Management	No*
McMillen, James	Campus Service Worker	Auxiliary/Operations	No*
Robinson, Shirley	Administrative Assistant	Academic Affairs Admin.	Yes
Roman, Michelle	Assistant Accountant	SSC Financial Management	Yes
Savage, Diana	Campus Service Worker Lead	Auxiliary/Operations	Yes
Seime, Sarah	Director, HR Partners	T&C, Employee Relations	Yes
Sollenberger, Danielle	Program Manager	HSC End-of-Life Care	Yes
Stewart, Dianne	Administrative Associate	Engineering & Mineral Resources	Yes
Thomas, Jude	PRT Electronics Specialist I	Auxiliary/PRT	Yes
Weimer, Brian	Trades Specialist I	Auxiliary/Operations	Yes

*\*Excused*

### Also in Attendance:

Glen Frum, *Trades Specialist Lead II, Auxiliary HSC*

Kasandra Lambert, *Program Coordinator, RES Integrity and Compliance*

Keith Rigden, *Program Specialist, SL Arts and Entertainment*

**Guest Speaker:** Janie Howsare, *Director, WVU Faculty and Staff Assistance Program*

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

### **Call to Order**

The meeting was called to order by the chair, Shirley Robinson, at 8:22 a.m. and a quorum was established.

### **First Business**

Approval of October minutes motioned by Danielle. Dianne seconded. All in favor and motion was carried.

### **Treasurer's Report**

By Joan Crabtree, *Secretary/Treasurer*

Joan reported a beginning balance of \$4,436.41 with the following expenses:

-\$1.53 (printing & copying)

-\$21.20 (telephone)

= \$22.73 total expenses

That leaves an ending balance of \$4,413.68.

The group will need to approve the Treasurer's Report during the December meeting as it was overlooked at the time.

### **Chair's Report**

By Shirley Robinson

Shirley reported she met with Mike Torries, the previous chair, who updated her on items concerning Staff Council.

She attended the BOG meeting on November 11 in support of our BOG representative, Lisa Martin.

She also attended the Staff Council Tuition Assistance Planning Project committee meeting.

### **Advisory Council for Classified Employees (ACCE) Report**

By Shirley Robinson, *ACCE Classified Staff Rep.*

Shirley reported the group was given a presentation by Carolyn Canini, Director of Behavioral Health Programs, HEPC. West Virginia participates in a mental health assessment every two years. The data from Spring 2020 shows mental health concerns with college students and showed an increased demand in mental health services. American Council of Education data from 2021 shows mental health

for students is the most pressing issue for college presidents and mental health for faculty and staff is the third most pressing issue.

In response, schools have hired more staff for mental health, developing relationships with providers within the community, allocating more resources and contracting with mental health vendors.

The HEPC responded by:

- sharing grant opportunities
- organizing groups
- building behavioral health workforce
- communicating responses
- evaluating campus wide strategic planning
- implementing and building programs
- providing mental health training
- promoting inclusion of mental health acknowledgement on syllabi
- advocating and raising awareness

They also did committee reports. The Communication Committee had drafted a survey and talking points which will be forthcoming once finalized.

It was mentioned that reps should be meeting with their institute's presidents regularly.

### **Board of Governors (BOG) Report**

By Lisa Martin, *BOG Classified Staff Rep.*

Lisa was unable to attend the meeting.

### ***Guest Speaker***

### **WVU Faculty and Staff Assistance Program Overview**

Janie Howsare, *Director, WV Faculty and Staff Assistance Program*

Janie agreed to give the group an overview of the benefits offered through the program.

Employee Assistance Programs (EAP) were started back in the early 1900's primarily for addiction. Today, the majority of people seeking assistance in the programs are struggling with home life/work balance issues.

One in five people in the workplace experience a mental health issue. Due to the stigma, people with mental illness, such as depression, tend to hide it. Mental health issues have an impact on the workplace such as:

- Missed workdays

- Reduced productivity
- Disability claims
- Illnesses
- Grievances
- Turnover
- Legal implications

Annually, the global costs of mental health issues are around 2.5 trillion (USD) and expected to rise to six trillion by 2030.

It is more important than ever to create a mental health-friendly workplace. The FSAP is confidential and is not tied in with WVU Medicine medical records.

Mental Health First Aid Training is available through [WellWVU](#) as well as several other programs for wellbeing.

Through the FSAP, all benefits eligible WVU employees and their dependents may receive free, confidential, short-term counseling and referral services.

Please visit the FSAP [website](#) for more information.

### ***Committee Reports***

#### **Compensation**

By Angela Henderson, *Chair*

Angela reported they have a quarterly meeting coming up in December.

#### **Tuition Assistance**

By Dianne Stewart, *on behalf of Joan Crabtree, Chair*

Dianne reported they had brief meeting recently to discuss how many scholarships to give in Spring and Summer with the limited budget. The deadline to apply for Spring semester was November 1.

The criterion to determine who will receive the scholarship, in order, is student rank, degree status and time of application.

#### **Welfare**

By Tammy Blake, *Chair*

Tammy reported she and Jay were the only members that could meet recently. They discussed the benchmark years of service certificates which Janelle has completed.

Regarding the coat drive, they received three sponsorships and two families that need coats.

They will meet tomorrow.

### **Blood Drive**

By Dianne Stewart, *Coordinator*

Dianne reported she spoke with iServe about whether we want to set up an account with them.

The blood drive will be January 30. More information is forthcoming. Also, she will need volunteers to help staff the table.

### **Athletic Council**

By Shirley Robinson, *Classified Staff Rep.*

Shirley reported they will possibly meet in the Spring.

She followed up on the concerns about having a lactation room at the stadium and confirmed there is a chair and changing table available.

Danielle added you are not allowed to bring a bottle of sunscreen into the stadium and they do not sell it there.

### **Sustainability**

By Angela Henderson, *Staff Council Rep.*

Angela reported they met on Monday. It was just an update on the lumber sale and advancements in composting.

### **New Business**

The classified staff rep for the Tobacco- and Smoke-Free Steering Committee is currently vacant so the group will need to elect someone to fill that seat. Shirley opened the floor for nominations. Tammy self-nominated. Joan nominated Diana. Nan motioned to close the nominations. Dianne seconded. All in favor and motion was carried.

Voting members sent their vote to Janelle via text. Diana will serve on the committee. Shirley will forward her name to Rocco Fucillo who oversees the committee.

Regarding the Parking committee, Mike had followed up and was told the committee is not meeting any longer but if/when they begin meeting again, they will let the group know.

The group will also need to elect a Vice Chair of Staff Council. Shirley opened the floor for nominations. Nan nominated Angela. Angela could not accept. Thea could not attend but sent an email to self-nominate. Shirley nominated Dianne and she accepted. Shirley motioned to close the nominations. Tammy seconded. All in favor and motion was carried.

Voting members sent their vote to Janelle via text. Dianne is the new Vice Chair.

Regarding the Staff Council Scholarship, there are twenty awards remaining for the Spring and Summer semesters. The Tuition Assistance/Scholarship Program Committee discussed to allow 12 for Spring and 8+ for Summer (in the event someone declines the award or not eligible). Jude motioned to allow twelve recipients for Spring and eight for Summer. Danielle seconded. All in favor and motion was carried.

There is a separate Staff Council fund of \$2,500 that was for portfolio reimbursement through the Tuition Assistance program which is no longer needed due to the RBA program changes. Dianne would like the group to vote on using that money for scholarships. Jude motioned to use the available \$2,500 toward scholarships. Danielle seconded. All in favor and motion was carried.

### **President's Meeting**

The President's Meeting is scheduled for Monday, November 28, 2022 beginning at noon, via Zoom. Items for the agenda were determined as follows:

- Will staff be affected by loss of jobs due to the \$14.5 million reduction in revenue?
- Is there any way the budget for the Staff Council Scholarship program can grow from within the University?
- Will an increase in staff salaries still be a priority?

### **Adjournment**

Dianne motioned to adjourn. Jude seconded. All in favor and meeting adjourned at approximately noon.