

Staff Council Monthly Meeting
May 11, 2023

Members Attendance: (13 present, 5 absent, 4 excused)

Executive Council	Council Members	<input type="checkbox"/> Kevin Walkup	General Attendees
<i>President</i>	<input type="checkbox"/> Donna Arthur	<input type="checkbox"/> Sarah White	Amanda Schlegel
Megan Fowler	<input type="checkbox"/> Kimberly Baker		Anne Groniger
	<input type="checkbox"/> Shari Hill	Guest Presenters	Austin Wall
<i>Past President</i>	<input type="checkbox"/> Jeff Jennings	Simran Bhatia	Carrie Rossy
Barbi Spencer	<input type="checkbox"/> Joni Matlock		Cassie Liscombe
	<input type="checkbox"/> Brittney Meyer	Faculty Senate Liaison	Charli Conner
<i>Vice President</i>	<input type="checkbox"/> Missy Millspaugh	KC Dolan	Cindi Nelson
Jackie Sansone	<input type="checkbox"/> Ashley Newton		Cindy Heck
	<input type="checkbox"/> Ramona Nicewaner	Staff Success Center Mgr.	Debra Taylor
<i>Secretary</i>	<input type="checkbox"/> Lauren Perala	Simone Waldon	Erica Reven
Kimber Crull	<input type="checkbox"/> Jody Seely		Evie Sherlock
	<input type="checkbox"/> Rhonda Sherman		Gina Webb
<i>Treasurer</i>	<input type="checkbox"/> Teresa Stratman		Cherie Lewis
Angelica Nuno			Janessa Buchely
			Jeanette Waters
			Jen Pohlsander
			Jade Sinnott
			Jessica Gargus
			John Cook
			Julie Parker
			Kaitlin Brothers
			Kathy Shepherd
			Kyle Cox
			Leanna Miller
			Lynne Davidson
			Melanie Keeney
			Jason Newton
			Nyhla Asbury
			Sara McKee
			Shannon Young
			Sharon Matson
			Terry Barner
			Ami Willett

1. Call to Order / Role Call
2. Approval of Minutes (Teams)
3. Guest Presenters
 - A. Simran Bhatia, Health and Well-Being Committee Initiatives and updates on Student Well-Being
 - i. Engaging Staff for Student Success – Jessica Gargus

ii. Defining Student Success

1. Traditional vs Expanded
 - a. Traditional: Grades, high academic achievement, retention, graduation rates, career outcomes
 - b. Expanded: Well-being, Inclusion, and safety
2. Personalized Care Model
 - a. Student well-being's Personalized Care Model includes:
 - i. Counseling
 - ii. Support Groups
 - iii. Wellness Consultants
 - iv. Off-Campus Referrals
 - v. Crisis Counseling
 - vi. Peer Support
 - vii. Campus Support
3. Health and Well-being Committee
 - a. Primary purpose: Strengthen mental health, reduce student suicide, reduce substance misuse.
 - b. Outcomes: Improved well-being and belonging, improved retention rates, and improved student success.
4. Role of Staff in Student Well-being
5. Health and Well-Being Data
 - a. Mental Health Concerns
 - i. Major depression 56%
 - ii. Anxiety 63%
 - iii. Chronic Sleep Concerns 26%
 - b. Stress sources
 - i. School 91%
 - ii. Time management 51%
 - iii. Future plans 44%
 - iv. Mental Health Concerns 37%
 - v. Lack of friends/loneliness 22%
6. JED Phase One Accomplishments
 - a. Enhance Academic Partnerships
 - i. Identify and train faculty champions
 - ii. Develop a mental well-being syllabus statement
 - iii. Create the Health and Well-Being Canvas course
 - iv. Create and distribute faculty electronic newsletter
 - v. Infuse health and well-being activities in FE1100 and Kummer Vanguard Scholars programs
 - b. Provide Support to Students At-Risk
 - i. Establish peer support groups (Project Connect and Miner Support Network)
7. JED Phase One Accomplishments cont.
 - a. Improve awareness and utilization of Wellness Resources

- i. Designate a FTE to oversee health and well-being communications
 - ii. Write and distribute Wellness Connection newsletter
 - iii. Create a comprehensive health and well-being resource directory
 - b. Provide ongoing, accessible training for students
 - i. Deliver STEP UP! For Mental Well-Being & Resource training during opening week
 - ii. Create Mental Well-Being Ambassador positions, provide training.
- 8. JED Phase Two Accomplishments
 - a. Restructure JED Committee and invite new members
 - b. Build faculty website for supporting well-being in the classroom
 - c. Develop and present student excellence in well-being award
 - d. Develop staff champions program – select and train nominees
 - e. Develop and present standardized well-being ambassador training to student leaders and peer mentors across campus
 - f. Partner with new Staff Success Center
 - g. Implement a resilience campaign
- 9. Ongoing Opportunities
 - a. Develop and present Staff and Faculty Excellence in Well-Being Awards
 - b. Partner with CAFÉ to offer tools and trainings to faculty
 - c. Promote Health and wellness resources for employees
 - d. Expand Canvas Health and Well-Being course content and create sections for subpopulations (Greek life, first year seminar courses, student leaders.
 - e. Refocus on initiatives that promote social connection, with a special focus on certain populations (LGBTQ, International, Graduate..)
 - f. Launch the new BetterYou app to promote well-being and connection across campus
 - g. Continue to expand development and training for peer mentors and student leaders
 - h. Partner with Staff Council
- 10. Staff Champions
 - a. Expectations
 - i. Serve as a point of contact to share information on programs and resources with your department
 - ii. Be a resource for staff who have questions about where to send students for support, etc.
 - iii. Participate in a two-hour training and two meetings per semester

- iv. Periodic communication with the JED Campus Committee/Faculty Engagement Committee

11. Tips

- a. Enhancing your and student success
 - i. Normalize the need for help
 - ii. Actively listen with V-A-R (validate, appreciate and refer)
 - iii. Practice your own self-care and seek resources when needed
 - iv. Work life balance and integration

12. Staff Mental Health Resources

- a. Campus Resources
 - i. Employee Assistance Program from ComPsych

4. Reports

A. President Report

○ ISAC Update

- 1. Tim Macintosh – presented data on the Hot Jobs. Hot jobs is an option to offer an incentive for referrals to apply for jobs on campus. \$500 payout if they get hired and begin their position. Shared data about jobs and payouts for incentives.
 - a. UMSL is leading with hot job postings 82% of their positions are hot jobs.

○ TRAC representative

- 1. TRAC is a feedback group that review the total rewards benefits for employees.
- 2. We are looking for a new S&T representative as John Cook's term is coming to an end.
- 3. Nominate someone for the role by May 12 by emailing Staff Council or Megan Fowler.

B. Treasurer Report (Jackie for Angelica)

○ Detailed spreadsheets to follow minutes.

○ Staff Council Chancellor Main Account

- 1. No change from last report in February

○ Staff Council Award Funds

- 1. No change from last report in February

○ Staff Council Fundraising - Special Events Account

- 1. Spending on Thank You Thursday initiative in honor of St. Patrick's day
- 2. Staff Day supplies are starting to be bought, woohoo!!
- 3. \$100 received in support of purchasing Staff Day Supplies

○ Staff Council Gift Scholarship Account

- 1. Deficit cleared to Chancellor Staff Council Scholarship Account. SFA has still not cleared up who we've paid for yet, so the commitment section may be reduced. We have yet to have our Fall participants who had excel courses awarded have not chosen to taken those yet ...

○ Earth Day Account

1. Spent funding on Earth Day 2023. We have a small amount left.
- Chancellor Staff Council Scholarship Account
 1. \$300.00 of Spring 2023 Scholarships moved to this account to clear deficit

C. Staff Day Update (Joni)

- Staff Day is Wednesday, May 24.
 1. Opening Ceremony 9-10 a.m. St. Pat's Ballroom
 2. Paint and Sip, registration required.
 3. Scavenger Hunt – May 22-23
 4. Chair Massages
 5. Bingo
 6. Outdoor games
 7. Raffle items
 8. Staff Day Shirts - \$12
 9. First 500 staff, will receive a goody bag.
 10. Lunch
 11. Cornhole Tournament, registration required.
 12. Staff Listening Session with DEI
 13. Career Planning and Charcuterie with Simone and the Staff Success Center, registration suggested.
 14. United Healthcare representatives
 15. Stop the Bleed first aid class, registration required.
 16. DIY Craft Room
- Staff Council will sign up to help – requesting to work two sessions to help cover activities.
- Volunteers needed. Lots of set up opportunities on Tuesday, May 23, and set up on the day of the event. Activities need volunteers throughout the day as well as clean up after the event is over.

D. Elections –

- Nominations have been received and candidates are confirming their nominations.
- Elections will be held soon with an announcement in June for new members.

E. Committee Reports

- Communications Standing Committee (Kimber)
 - Staff Day communications are rolling out starting today. The newsletter next week will have all the details but sign-ups for activities needing registration will begin with the email today.
 - Featured Jeanie Werner as our staff spotlight last month.
 - UM System Staff Development Week starts next week – register on Percipio for over 30 sessions of personal and professional development.
 - 5 posts over the last month on Facebook.
- Advocacy Standing Committee (Jeff)
 - Awards

- a. Nomination numbers
 - Staff Scholarship applications are being accepted. Due June 15.
 - Campus Involvement Standing Committee (Joni)
 - Other Committee Updates
- D. Faculty Update (KC Dolan)
 - i. Results of the Climate Survey will be reviewed over the summer. Available in the fall.
- E. Staff Success Center Update (Simone)
 - i. Staff Development Week – many sessions put on by people from all UM System campuses.
 - ii. Career Planning and Charcuterie
 - iii. 233 Miner Mentions sent out so far.
 - 1. Looking into drawings or rewards for those that are submitting notes and those being recognized.
- 5. Business
- 6. Open Discussion
 - A.
- 7. Adjourn
 - A. Jackie Sansone motions to adjourn and Kevin Walkup seconds

Updated: 5/10/2023

Fiscal Year (All)

Sum of Amount	Expense Type					
MoCode Description	Revenue	Actual	Commitment	Revenue	Commitment	Grand Total
Staff Council Chancellor Main Account	15,193.69	(6,000.00)	(4,500.00)			4,693.69
Staff Council Award Funds	6,000.00	-	(6,000.00)			-
Staff Council Fundraising - Special Events Account	12,043.41	(5,005.56)	(3,469.17)	3,250.75		6,819.43
Staff Council Gift Scholarship Account	218.08	(202.50)				15.58
Earth Day Account	117.44	(107.66)				9.78
Chancellor Staff Council Scholarship Account	9,760.00	(300.00)	(1,500.00)			7,960.00
Grand Total	43,332.62	(11,615.72)	(15,469.17)	3,250.75		19,498.48

Current Balance 31,716.90

Staff Council Accounts						Expected	
	Revenue	Actual	Commitment	Revenue	Commitment	Balance	Current Balance
Staff Council Chancellor Main Account							
Beginning Balance		-				-	
Revenue	13,460.18					13,460.18	
Transfer	1,733.51					1,733.51	
Expense							
FY 2023 Staff Awards - Transfer to Holding Account		(6,000.00)				(6,000.00)	
FY 2023 Staff Day Luncheon Costs			(4,500.00)			(4,500.00)	
Expense Total		(6,000.00)	(4,500.00)			(10,500.00)	
Staff Council Chancellor Main Account Total	15,193.69	(6,000.00)	(4,500.00)			4,693.69	9,193.69
Staff Council Award Funds							
Beginning Balance		-				-	
Revenue	6,000.00					6,000.00	
Expense							
Accrual credit of S&W - that was not applicable		2,067.18				2,067.18	
Accrual debit of S&W - that was not applicable - TRE to main acct.		(2,067.18)				(2,067.18)	
FY 2023 Staff Awards			(6,000.00)			(6,000.00)	
Expense Total		-	(6,000.00)			(6,000.00)	
Staff Council Award Funds Total	6,000.00	-	(6,000.00)			-	6,000.00
Staff Council Fundraising - Special Events Account							
Beginning Balance	7,298.28					7,298.28	
Revenue	4,745.13	(320.78)		3,250.75		7,675.10	
Expense							
Retreat - Staff Council Retreat Lunch		(290.12)				(290.12)	
Retreat - Staff Council Retreat Snacks & Cups		(120.42)				(120.42)	
Retreat - Staff Council Retreat Supplies		(8.30)				(8.30)	
Fall Appreciation Day Staff T-Shirts		(1,979.00)				(1,979.00)	
Fall Appreciation Day - Food		(270.83)				(270.83)	
FY 2023 Staff Day Misc.			(2,506.76)			(2,506.76)	
Thank You Thursdays		(609.93)	(962.41)			(1,572.34)	
Earth Day 2023		-				-	
Fall Appreciation Day - Gift Card Prizes		-				-	
Valentine Grams		(635.72)				(635.72)	
Vendor Discount Earned		0.37				0.37	
Staff Day Supplies		(459.18)				(459.18)	
Staff Council		(311.65)				(311.65)	
Expense Total		(4,684.78)	(3,469.17)			(8,153.95)	
Staff Council Fundraising - Special Events Account Total	12,043.41	(5,005.56)	(3,469.17)	3,250.75		6,819.43	7,037.85
Staff Council Gift Scholarship Account							
Beginning Balance	168.08					168.08	
Revenue	50.00					50.00	
Expense							
n/a		-				-	
Gift accessment fee		(2.50)				(2.50)	
Staff Scholarship		(200.00)				(200.00)	
Expense Total		(202.50)				(202.50)	
Staff Council Gift Scholarship Account Total	218.08	(202.50)				15.58	15.58
Earth Day Account							
Beginning Balance	117.44					117.44	
Expense							
Earth Day 2023		(107.66)				(107.66)	
Expense Total		(107.66)				(107.66)	
Earth Day Account Total	117.44	(107.66)				9.78	9.78
Chancellor Staff Council Scholarship Account							
Beginning Balance	9,760.00					9,760.00	
Expense							
SP23 Staff Scholarship 1 of 3			(750.00)			(750.00)	
FS22 Staff Scholarship 1 of 3			(250.00)			(250.00)	
FS22 Staff Scholarship 2 of 3			(250.00)			(250.00)	
FS22 Staff Scholarship 3 of 3			(250.00)			(250.00)	
CE for SP23		(300.00)				(300.00)	
Expense Total		(300.00)	(1,500.00)			(1,800.00)	
Chancellor Staff Council Scholarship Account Total	9,760.00	(300.00)	(1,500.00)			7,960.00	9,460.00
Expected Balance						19,498.48	31,716.99

Engaging Staff for Student Success



Student Well-Being



Defining Student Success

Traditional Definition

- ❑ Grades
- ❑ High academic achievement
- ❑ Retention
- ❑ Graduation rates
- ❑ Career outcomes

Expanded Definition

- ❑ **Well-being** of campus community members
- ❑ **Inclusion** in all aspects of university life
- ❑ **Safety** of all

Personalized Care Model

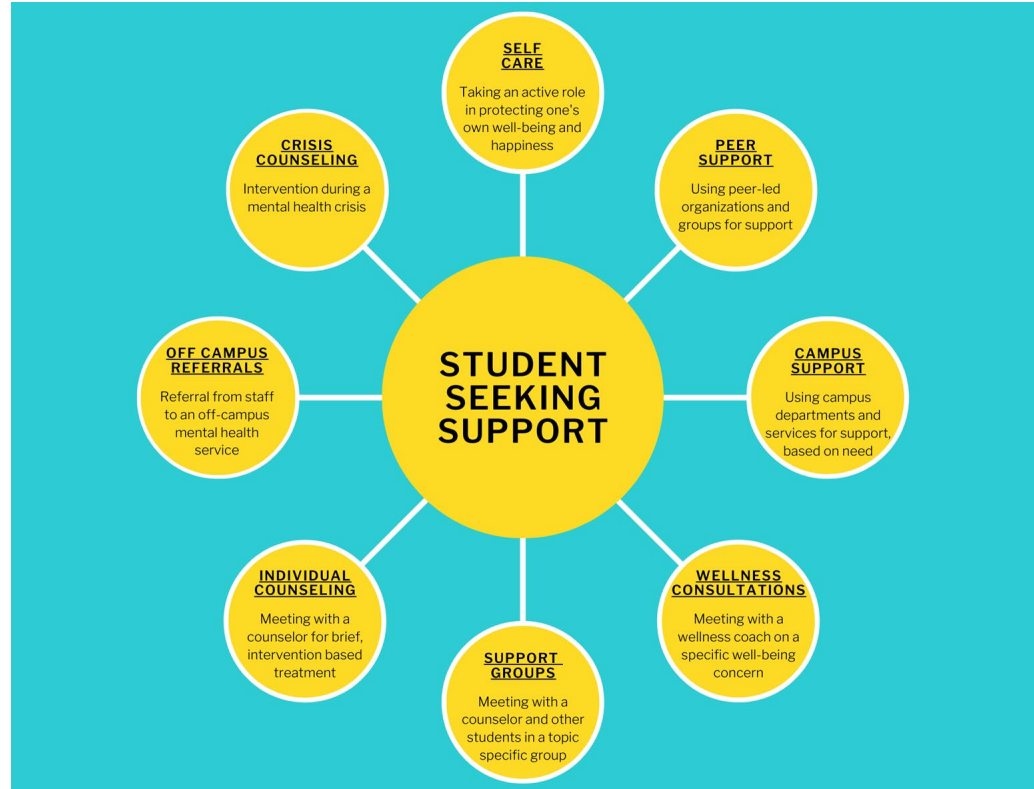


Student Well-Being

- ❑ Individual Counseling
- ❑ Support Groups (Miners4Recovery)
- ❑ Wellness Consultations (CASICS)
- ❑ Off-Campus Referrals
- ❑ Crisis Counseling
- ❑ Peer Support (Miner Support Network, ProjectConnect)
- ❑ Campus Support



wellbeing.mst.edu/care-model



Health and Well-Being

Committee

Primary Purpose

Strengthen mental health

Reduce student suicide

Reduce substance misuse



Outcomes

Improved well-being and belonging

Improved retention rates

Improved student success

Role of Staff in Student Well-Being

“Staff members play a critical role in promoting student retention and overall well-being by creating a supportive, inclusive environment where students feel valued, supported, and connected. By building positive relationships with students, providing academic and personal support, and creating opportunities for engagement and involvement, staff members can help students overcome challenges, stay engaged in their education, and achieve their goals.”

American Council on Education (ACE)

Health and Well-Being Data

Mental Health Concerns

Main mental health concerns:

- ❑ Major Depression: 56%
- ❑ Anxiety: 63%
- ❑ Chronic Sleep Concerns: 26%

Stress of S&T Students

Main sources of stress:

- ❑ School/Academics: 91%
- ❑ Time Management: 51%
- ❑ Future Plans: 44%
- ❑ Mental Health Concerns: 37%
- ❑ Lack of Friends/Loneliness: 22%

Health and Well-Being Data



Who Students Go To On Campus With Personal Concerns



	2019 PIP	2019 S&T	2020 PIP	2020 S&T	2021 PIP	2021 S&T	2022 PIP	2022 S&T
Friends/peers	79%	83%	73%	80%	65%	73%	70%	77%
Counseling	44%	48%	31%	39%	27%	29%	29%	34%
University Staff	40%	29%	42%	28%	6.7%	2.9%	7.2%	5.5%
Advisor	31%	19%	21%	16%	21%	15%	20%	12%
Faculty	35%	20%	24%	15%	21%	9.7%	22%	14%
No one	6.1%	5%	12%	10%	18%	16%	16%	15%

JED Phase One Accomplishments

Enhance Academic Partnerships

- ☐ Identify and train faculty champions
- ☐ Develop a mental well-being syllabus statement
- ☐ Create the Health and Well-Being Canvas course
- ☐ Create and distribute faculty electronic newsletter
- ☐ Infuse health and well-being activities in FE1100 and Kummer Vanguard Scholars programs

Provide Peer Support to Students At-Risk

- ☐ Establish peer support groups (Project Connect and Miner Support Network)

JED Phase One Accomplishments

Improve Awareness and Utilization of Wellness Resources

- ❑ Designate an FTE to oversee health and well-being communications
- ❑ Write and distribute monthly Wellness Connection newsletter
- ❑ Create a comprehensive health and well-being resource directory

Provide Ongoing, Accessible Training for Students

- ❑ Deliver STEP UP! for Mental Well-Being & resource training during opening week
- ❑ Create Mental Well-Being Ambassador positions, provide training

JED Phase Two Accomplishments

- ☐ Restructure JED Committee and invite new members
- ☐ Build faculty website for supporting well-being in the classroom
- ☐ Develop and present student excellence in well-being award
- ☐ Develop staff champions program – select and train nominees
- ☐ Develop and present standardized well-being ambassador training to student leaders and peer mentors across campus
- ☐ Partner with new Staff Success Center
- ☐ Implement a resilience campaign

Ongoing Opportunities

- ☐ Develop and present Staff and Faculty Excellence in Well-Being Awards
- ☐ Partner with CAFE to offer tools and trainings to faculty
- ☐ Promote health and wellness resources for employees
- ☐ Expand Canvas Health and Well-Being course content and create sections for subpopulations (e.g. Greek Life, first year seminar courses, student leaders)
- ☐ Refocus on initiatives that promote social connections, with a special focus on certain populations (LGBTQ, International, Graduate, First Generation)
- ☐ Launch the new BetterYou app to promote well-being and connection across campus
- ☐ Continue to expand development and training for peer mentors and student leaders
- ☐ PARTNER WITH STAFF COUNCIL

Staff Champions

Expectations

- ❑ Serve as a point of contact to share information on programs and resources with your department
- ❑ Be a resource for staff who have questions about where to send students for support, etc
- ❑ Participate in a two-hour training and two meetings per semester
- ❑ Periodic communication with the JED Campus Committee/Faculty Engagement Committee

Tips



Enhancing Your and Student Success



- ❑ Normalize the need for help
- ❑ Actively listen with V-A-R
- ❑ Practice your own self-care and seek resources when needed
- ❑ Work life balance and integration



Staff Mental Health Resources

Campus Resources

Employee Assistance Program from ComPsych

- ❑ Confidential, professional service provided to all employees, their families, retirees, and organizational work units. The EAP provides a variety of services to help employees influenced by a range of personal concerns or stressors.
- ❑ Call **833.515.0754** (available 24/7)
- ❑ **umsystem.edu/totalrewards/benefits/eap**

Quick Reference Guide

This can help you:

- ❑ Know quickly where to refer students based on their need/concern
- ❑ Be better aware of campus resources



wellbeing.mst.edu/resources/well-being-quick-reference-guide

Resource Directory



This can help you:

- ❑ See on-campus, local, and online resources organized by topic
- ❑ Provide resources in a “one-stop-shop” manner

wellbeing.mst.edu/resources/directory

Open Discussion

- ☐ Resilience Lawn Signs
- ☐ New Staff Webpage? What would you want to see on this page?
What would be most helpful?
- ☐ What does collaboration with Staff Council look like? (MWBAW
planning/committees)
- ☐ Staff Excellence in Well-Being Award
- ☐ What other resources could we provide to support your well-
being?
- ☐ How are you already contributing to the expanded definition of
student success?

Thank You!

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