Staff Council Monthly Meeting
May 11, 2023

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

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<th>Executive Council</th>
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<th>□ Kevin Walkup</th>
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<td><strong>President</strong></td>
<td>□ Donna Arthur</td>
<td>□ Sarah White</td>
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<tr>
<td>Megan Fowler</td>
<td>□ Kimberly Baker</td>
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<td>Anne Groniger</td>
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<td>□ Shari Hill</td>
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<td><strong>Past President</strong></td>
<td>□ Jeff Jennings</td>
<td>Simran Bhatia</td>
<td>Carrie Rossy</td>
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<td>Barbi Spencer</td>
<td>□ Joni Matlock</td>
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<td>Cassie Liscombe</td>
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<td>□ Brittney Meyer</td>
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<td>□ Missy Millsap</td>
<td>KC Dolan</td>
<td>Cindi Nelson</td>
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<td>□ Ashley Newton</td>
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<td>□ Lauren Perala</td>
<td>Simone Waldon</td>
<td>Erica Reven</td>
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<td>□ Jody Seely</td>
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<td>□ Rhonda Sherman</td>
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<td>□ Teresa Stratman</td>
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<td>Ami Willett</td>
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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
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
      o 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.
      o 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)
      o Detailed spreadsheets to follow minutes.
      o Staff Council Chancellor Main Account
         1. No change from last report in February
      o Staff Council Award Funds
         1. No change from last report in February
      o 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
      o 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 ...
      o 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.
     o Campus Involvement Standing Committee (Joni)
     o 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
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Current Balance 31,716.90
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**Expected Balance**

43,332.62     (11,615.72)     (15,469.17)     3,250.75     19,498.48     31,716.90
Engaging Staff for Student Success
# 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%

2022 MACHB, n=351
# Health and Well-Being Data

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<td>83%</td>
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<td>73%</td>
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<td>39%</td>
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<td>42%</td>
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<td>20%</td>
<td>24%</td>
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<td>21%</td>
<td>9.7%</td>
<td>22%</td>
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<td>12%</td>
<td>10%</td>
<td>18%</td>
<td>16%</td>
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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](http://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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