

Staff Council Agenda

Date: March 10, 2021

Location: Zoom

Zoom: <https://uidaho.zoom.us/j/93449125346>

1. Call to order [1 min] - Chad
 - a. Thank you to everyone who submitted feedback for the HR onboarding survey. Kudos to Renee Jensen-Hasfurther for organizing survey.
 - i. Next step - HR will develop a draft survey and will request SC feedback.
2. Staff Member of the Month [3 mins] – Tami
 - a. Renee Jensen-Hasfurther – Admin Financial Specialist, GeoSciences – attended
 - i. “With the combining of the former Departments of Geography and Geological Sciences into one unit this year, the workload of Administrative Assistant doubled almost overnight, but Renee has handled the transition calmly and with grace. She is always reliable, always knows the answer, and has been willing to share her knowledge with other departments in the College as they have struggled with their own staffing shortages.”
 1. Nominated by Jerry Fairley, Chair – Department of Geography and Geological Sciences
3. Attendance [3 mins] – Chad – quorum established
4. Approval of February minutes [3 mins] – Chad – approved
5. How COVID has affected mental health [15 mins] – Dr. Greg Lambeth – Director, UI Counseling and Testing Center
 - a. UI Staff mental health has been a trend for the past year with COVID. Staff and faculty mental health is a concern for university presidents across the nation.
 - b. There has been virtually no change in the utilization of mental health services over the past year. There are slightly more appointments being booked now vs. a year ago at the UI CTC.
 - i. All clinical appointments over the past year have been conducted over Zoom
 - ii. Many campuses have seen a decline of about 25% in utilization of services, not applicable at UI.
 1. Dr. Lambeth believes that this may be in part due to many campuses transitioning to a completely remote environment, rather than a reduction in the need for services.
 - a. UI’s High-flex model has allowed for greater student engagement, which in turn may have contributed to continued utilization of services.
 - c. Research findings
 - i. In August, the CDC sent out a survey where 41% of respondents reported at least one adverse mental health or behavioral health condition related to the pandemic. Primarily linked to depression, anxiety, substance abuse, sleep disorders and suicidal ideation.
 - ii. The estimated probability of being diagnosed with a psychiatric disorder 90-days after receiving a COVID diagnosis was 18.1%
 - iii. The economic impact from COVID will continue after the virus is contained
 - d. CTC current practice
 - i. Nearly one year ago the CTC moved to exclusively telepsych visits – however, have met in-person with a few students in crisis
 - ii. Converted four of their offices to Zoom rooms for students who do not have adequate internet access at home or who have confidentiality concerns. These Zoom rooms are used daily
 - iii. Priority - Continuity of all psychiatric services
 1. Meet with 1200-1300 students a year for clinical services
 - iv. Offer 24-hour crisis mental health services – true for over a decade
 - v. Offer Psychological testing for ADHD and learning disorders
 1. Moved to a virtual environment, there were a few things that they were not able to continue due to the nature of testing itself, however, were able to continue the vast majority of testing services.

- a. Demand for this service is higher than it has ever been. CTC suspects that this is due to the UI's high-flex model with students learning from home in an unstructured environment.
 - vi. Have 17 departmental liaisons
 - 1. Off-site clinical services with Athletics.
 - 2. "Let's Talk" meeting with students outside of a clinical environment
 - 3. Partnership with VandalHealth
- e. Questions?
 - i. FYI - Mental Health First Aid Training (Virtual) – March 30th and April 1st, 9:00 a.m.-12:00 p.m. – Register online
 - ii. Will you see increased funding for the CTC to expand services or hire additional therapists?
 - 1. Currently focused on hiring vacant positions. Two new psychologists recently hired. Will bring total to 9 psychologists, first time CTC will be fully staffed for several years.
 - 2. Provost's office has funded an intern position due to budget challenges.
 - 3. Student fee proposal
- 6. State mental health resources [30 mins] – Joyce Lyons
 - a. The Crisis Centers are a safe place in the community where any citizen can go if they are experiencing a behavioral health crisis. There are three locations: Moscow, Lewiston and Orofino
 - i. Difference between an emergency and a crisis
 - 1. Emergency – bleeding or having trouble breathing – 911
 - 2. Are unable to cope with current life situation, suicidal, unable to make decisions – voluntary safe place
 - ii. Admission requirements (same across the state of Idaho)
 - 1. 18 or older
 - a. Joyce is currently promoting the need for a center for individuals 11-18 years old
 - 2. Cannot be older than 70
 - a. Centers have handled individuals older than 70
 - 3. Willing and able to participate in the services provided
 - 4. Must be in crisis
 - a. State of crisis is identified by the client
 - 5. If a person seeking services does not meet the requirements, they will be discharged. However, no person has ever been discharged for this reason. The Center staff will find criteria that will apply to them to aid them in getting the help that they need
 - 6. The Center will not accept a patient who is being held in an involuntary hold. In the state of Idaho, a person can be held involuntarily if they are deemed a danger to themselves, others or gravely disabled (unable to meet their own basic needs).
 - a. If a patient comes to the center and is determined during their evaluation to fit the criteria of being a danger to themselves or others, Center staff have a partnership with law enforcement to transport them to a location where they can be treated.
 - iii. Centers perform risk and psych evaluations in-person – COVID has restricted this
 - 1. Clients were more cautious regarding coming in to the centers due to COVID.
 - 2. De-escalation began to take place over the phone with follow-up appointments being scheduled
 - iv. Utilization of services rose during the pandemic
 - v. Have a working relationship and agreements in place with the UI Dean of Students Office
 - vi. Are not a medical facility
 - vii. Centers are not staffed – clients, police, etc will call the center's number and an on-call staff member will answer the phone and arrange to meet the client at the center
 - viii. Will speak with clients who are under the influence of alcohol or drugs if they are in crisis, but are not a detox or treatment center. Are co-located with the recovery center in Moscow and share some staff.

- ix. Differences between Region 5 Crisis Centers (Moscow, Lewiston & Orofino) and other centers around the state:
 - 1. Other centers are staffed 24/7 by clinicians, social workers, peer counsellors, nurses and law enforcement
 - 2. Region 5 does not have law enforcement. There is security, they also serve as EMTs and counselors
 - x. Average between 35-50 individuals who seek services a month. Moscow is always the busiest center
 - xi. The Crisis Center is not a homeless shelter. Is classified as an outpatient clinic
 - xii. Will accompany clients to the hospital or to doctor visits if they are uncomfortable
 - b. Questions?
 - i. Are there any plans for expanding the current availability of services for childhood psychiatry?
 - 1. Health and Welfare will be opening an inpatient state-run hospital to be called "State Hospital West" that will be specifically designed for children patients. COVID has delayed the timeline, however, hoping to open this summer. The hospital will be located generally in Southern Idaho.
 - c. Region II Behavioral Health – Mobile Response Crisis Relief and Resolution – Lana Schuerman, Clinical Supervisor of Forensics Team and Mobile Response Team
 - i. Forensics Team – Court ordered mental health assessment and intervention
 - ii. If you or someone that you know (regardless of age) is experiencing a mental health crisis, call the unit at 208-799-4440. The team will respond in-person if needed or by phone/video to provide consultation or relief and resolution services
 - 1. What does the team and response look like?
 - a. Staffed by clinicians – depending on the call, one or two clinicians will be deployed
 - b. Will the police be called – If the staff who respond find that the situation warrants police involvement, they will be called. The staff alert the caller to this possibility ahead of time.
 - c. Designated evaluations that are done at the scene do not always lead to immediate forced hospitalization. The need for forced hospitalization based on designated evaluations is not a frequent occurrence.
 - i. Team is coming out to help the situation and do not want to hospitalize people against their will if it is not necessary. Goal is to not hospitalize as much as possible.
7. University recognized staff and faculty associations [3 mins] – Chad
- a. Black Faculty and Staff Association [7 mins] – Rochelle Smith, UI Librarian
 - i. How can UI officially recognize associations like Black Faculty and Staff Association?
 - ii. In the wake of the murders of George Floyd and Breonna Taylor, became apparent about a year ago that greater support was needed for the Black community at UI. Informal meetings were adopted, even over Zoom, and was found to not just be a wonderful thing but a crucial thing.
 - iii. Goals
 - 1. Support Black Faculty, Staff and Administrators at UI
 - 2. Be inclusive of Black faculty and staff from various global regions as well as gender and sexuality
 - 3. Open to Moscow, Boise and other statewide employees
 - 4. Be a safe and supportive space
 - 5. Help foster the UI's commitment to diversity, equity and justice
 - 6. Celebrate the history and legacy of Black achievement at the UI.
 - b. Representation matters
 - c. The Black Student Union is celebrating 50 years at UI this year. Are working towards a dedicated space in the ISUB.
 - d. Process to become an official organization:

- i. There isn't an official process in place to receive recognition as an association or funding currently
 - ii. Met with President Green several weeks ago, he was very supportive of this initiative
 - e. Are currently drafting a policy to hopefully be presented to Faculty Senate in early April in order to be voted on at the next University Faculty Meeting.
 - i. Will send the draft to SC for review
- 8. Reports [20 mins]
 - a. Human Resources – Brandi
 - i. HR appreciates the feedback that was received regarding onboarding and are working through it
 - b. COVID update – Emily
 - i. Reminder that vaccine rollout is continuing. The State of Idaho launched a statewide pre-registration form and is available on the State's COVID Vaccine website.
 - ii. Vaccines are still being administered at the SRC and will continue over spring break
 - iii. Next age group for vaccine eligibility will be 55-65+
 - iv. Healthy Vandal Toolkit was recently updated and reorganized, now includes bilingual signage
 - v. There will be a mandatory student COVID re-test after Spring Break the week of March 22nd
 - vi. COVID Advisory Committee
 - 1. Is focusing on vaccine education this semester
 - 2. COVID Dashboard is live – committee is hoping to expand it in the future
 - c. Faculty Senate – Charles
 - d. Elections – Erika
 - i. Three staff members are at the end of their SC terms and will not be returning next year
 - ii. A ballot will be sent for council members who have reached the end of their first 3-year term and are requesting renewal.
 - 1. Please read the instructions for each section of the ballot carefully
 - iii. Erika has received applications to fill vacancies via Staff Council survey as well as Faculty Senate Committee on Committee's survey from last November
 - iv. Chair & Vice Chair vacancies
 - 1. Please self-nominate
 - v. Faculty Senate – Charles is at the end of his term, please reach out to Erika if you are interested
 - e. Staff awards – Summer
 - i. Award recipients should be chosen by the end of the week. The Foundation still needs to meet to select the McBride Award recipient.
 - ii. Save the date for May 5th – Currently planning on a virtual award ceremony to be shared with Faculty
 - 1. Longevity and retirees will be celebrated separately with a multiday event at the VandalStore
 - a. Date is not yet official, but will likely be May 5th, 6th and 7th
 - iii. Have received official approval to provide gift vouchers to the VandalStore for longevity gifts as opposed to a pre-selected gift item
 - iv. Congratulations to the members of Staff Council who have been nominated for an award
 - f. Wellness committee – Erin
 - i. A website has been created and is in the final editing stage. Is not yet live.
- 9. Parking lot topics [2 mins] - Chad
- 10. Good of the order [5 min] - Chad

11. Close [1 min] - Chad

Meeting Guidelines

1. The [monthly agenda](#) will be posted in Teams (UI-Staff Council) under the general channel and agenda tab. A copy of the agenda will also be emailed before each meeting and posted to Staff Council's website.
2. Each agenda item will be assigned an estimated time limit. All council members are encouraged to hold the agenda item owner accountable to time and topic integrity.
3. Discussions will spur questions and topics not on the agenda. Those items will be recorded in the topic parking lot section of the agenda and meeting minutes. Items in the parking lot will be reviewed by the Staff Council officers. If the items align with the parameters of Staff Council's mission, they will be added to the next month's agenda as new business.
4. Presentations and subsequent Q&As will be time limited. If more time is needed, items may be posted in the parking lot and presenters may be invited to future meetings. The desired outcome is a presentation specific to topics that align with Staff Council's purpose.
5. If training or long-form presentations are relevant to staff, Staff Council is happy to facilitate brown bag lunches or other such meetings.
6. Committee chairs may request time to present updates. The agenda will no longer allow for round robin reports.