



Staff Council General Meeting minutes for January 25, 2023
Zoom Meeting 10:00 AM – 11:00 AM

Minutes Recorded by Maria Estrada, Staff Council Secretary

Board: Tremaine Kwasikpui, Staff Council President; JR Sears, Staff Council President-Elect; Gerrelyn Davidson, Staff Council Treasurer

Guests: Naomi Berger-Perez, Director of Counseling Services; Dr. Rhonda Scherer, Associate Director of Sports and Fitness; Sandra Jacobson, Manager of Annual Giving

Call to Order: The Staff Council general meeting was called to order by Staff Council President, Tremaine Kwasikpui around 10:04 am.

Reports: Mr. Kwasikpui greets and welcomes attendees to the Staff Council General Meeting for January 2023. The meeting agenda is reviewed.

Approval of Meeting Minutes: A motion to approve the November 30, 2022, minutes was made and seconded. The minutes were approved.

Welcome New Gators

Mr. Sears introduces the new UHD gators/employees.

- Roberto Regas, Director, College Advising Center
- La'Tandra Semiens, Assistant Director, Graduate Studies
- Vivian McKelvey, Academic Success Coordinator II
- Kennedy Bosie, Program Advisor I
- Harvey Pittman, Program Advisor I
- Jessica Jacobs, Administrative Assistant II
- Israel Cordova, User Support Specialist II
- Mary Henderson, Administrative Assistant II
- Kimani Alston, Specialist, Emergency Management
- Kimberly Jackson, Assistant Director, Post-Award Services/Accountant
- Dallas McMahan-Williams, Academic Success Coordinator I
- Sergio Briz, Security Officer
- Evangeline Uresti, Office Assistant, MDCOB Career Center
- Jennifer Cortez, Talent Acquisition Specialist
- Matthew Garza, Student Account Specialist II
- Marilyn Leider, Coordinator, Graduate Services

Edge Grant Recipient

Ms. Davidson introduces the Edge Grant recipients for the month of December and January.

- December Recipient: Tamera Davis
- January Recipient: Maria Estrada

Staff Good News

Mr. Kwasikpui shares Staff Good News.

- Caroline Smith added a furbaby to her family, Pixie Stardust. Pixie was adopted during the Gator Service event at the Houston SPCA. The community service event also had a record number of volunteers this year.
- Elvira Rodriguez, Kristina Raymond, and Teresa Sterling donated to the 2022 UHD Police Department Toy Drive.
- Sheila shared an outstanding personal achievement. She has successfully adapted to a new department despite struggling with significant changes. She has learned from her peers and succeeded in joining the team.

Counseling Services Presentation

Naomi Berger-Perez, Director of Counseling Services

Ms. Berger-Perez introduced herself and started her presentation.

- New to UHD Counseling Services:
 - Counseling services are now “in-house.”
 - Located in OMB S280 and OMB S601.
 - Students obtain free unlimited sessions.
 - The team comprises six counselors, one admin, two student-workers, three master’s level interns, and two bachelor’s level interns.
- Ms. Berger-Perez elaborates on the various definitions of mental health providers. A clinician is a person who receives training to therapeutically assist others with mental health concerns. Clinicians can have different credentials, such as LPC and LMFT). A psychologist is a provider with a Ph.D. who can provide therapy sessions and formal evaluations for diagnosis. A psychiatrist is an MD who can prescribe medication.
- Mental health services for UHD employees:
 - Employee Assistance Program (EAP): Deer Oaks EAP Services, 24-Hour Hotline: 1-888-993-7650, email: eap@deeroaks.com web: www.deeroakseap.com
 - Licensed clinicians answer calls.
 - Three free counseling sessions are available for UHD employees and family members that live in their homes.
 - Family members do not have to be on an employee’s health insurance.
 - EAP benefits also include legal, financial advisement, and work-life services.
- Services for UHD students:
 - If you know a student needing counseling, they can complete the intake process form online or come to Counseling Services to complete the form.
 - The UHD Police Department needs to be contacted: If a student is in crisis (harm to self or others), sends a concerning email, makes a statement, or if welfare needs to be conducted.
 - Title IX and Counseling Services collaborate.
 - Counseling Services are confidential and protected by HIPAA.

- Mental Health First Aid training is scheduled for the last Friday of each month through May. The program will assist in helping anyone who may need mental support. Registration information will be sent via email.
- Counseling Services can be contacted by phone at 713-221-8121 and by email at uhdcounseling@uhd.edu. Visit their website at Counselingservices.uhd.edu or follow their Instagram page @uhdcounseling.
- Lieutenant Trinity Delafance advises staff to call the UHD Dispatch at 713-221-8065 or 911, even if an email is sent regarding a student crisis.
- Lynette reminded staff that MDCOB offers assistance with taxes. For more information visit <https://www.uhd.edu/academics/business/acci/vita/Pages/default.aspx>

Wellness and Success Center Presentation

Dr. Rhonda Scherer, Associate Director of Sports and Fitness

Dr. Scherer introduced herself and started her presentation.

- The new Wellness Center opened on the first day of the Spring 2023 semester. It is a three-story facility with three basketball courts, a strength zone, women's and men's locker rooms with showers, a seminar demo kitchen, a study area, a running track, a cardio room, a personal training area, a massage suite, and three studios.
- Sports & Fitness programming:
 - Between 30-40 group classes are offered weekly at different times, including online.
 - Monthly healthy workshops
 - Personal training and massage therapy
 - Training and certifications, including personal training and CPR/First Aid/AED.
 - Club sports
 - Intramural sports
 - Open Recreation
- The hours of operation are Monday through Thursday from 6 am to 10 pm, Friday from 6 am to 7 pm, Saturday from 8 am to 4 pm, and Sunday from 12 pm to 4 pm.
- Effective February 1st, employees will have to purchase a membership.
- Employee membership options:
 - Full Access Sports & Fitness Membership- \$33 monthly, \$198 for 6-months, \$396 for 1-year
 - Non-Peak Access Sports & Fitness Membership- \$20 monthly, \$120 for 6-months, \$240 for 1-year. Members will have access Monday – Thursday, 6 am to 8 am and after 5 pm, Saturday 8 am to 4 pm, and Sunday 12 pm to 4 pm.
 - Full Access Sports & Fitness Membership Subsidy Program- UHD will subsidize membership by \$13 per month for 75 faculty and staff members that apply. Facility usage will be considered when applying for renewal. Members must sign up for yearlong membership.
- Alumni Membership (UHD Graduate):
 - \$33 monthly, \$198 for 6-months, \$396 for 1-year
 - Pay it forward membership- alumni that graduated between fall 2019 and fall 2022 will obtain the same number of semesters of contribution to the facility in semesters of membership.
 - Current students who contributed to the facility during this time and have yet to graduate will receive a free semester membership once they graduate.

- Family/Friend Affiliate (to UHD Student, Faculty or Staff)- - \$33 monthly, \$198 for 6-months, \$396 for 1-year
- Community member (non-UHD affiliation)- \$50 monthly, \$200 for 6-months, \$500 for 1-year
- Minor membership (ages 16-17 or 5-15)- - \$33 or \$15 monthly, \$198 or \$90 for 6-months, \$396 or \$180 for 1-year.

Question: How do you schedule massages?

Answer: Sports & Fitness is currently searching for a massage therapist. Members can make an appointment by visiting the Wellness Center as soon as one is available.

Question: Do I come to the facility to sign-up for a membership?

Answer: Yes, and you can work out on the same day.

Question: What kind of activities can minors do while at the gym?

Answer: Minors between the ages of 16-17 can do just about everything. They're not allowed in the fitness area because of liability. Minors between the ages of 5 and 15 can play basketball or walk on the track with you. Sports & Fitness is looking into having summer camps in the future.

Question: Is there a payment option for hybrid and remote workers?

Answer: There are no discounted rates because we cannot go below the amount students are charged.

Question: Is there a discount for senior employees?

Answer: The non-peak is the best discount we can provide.

Question: What are the non-peak hours?

Answer: Monday – Thursday, 6 am to 8 am and after 5 pm, Saturday 8 am to 4 pm, and Sunday 12 pm to 4 pm.

Question: Can you sign up monthly?

Answer: Yes, you can. You can sign up monthly, 6-month, or for 1-year. We do require a everyone to complete a waiver form.

Give 2 Gators Presentation

Sandra Jacobson, Manager of Annual Giving

- Give 2 Gators is the faculty and staff annual giving campaign.
- Over the past eight years, nearly half a million dollars have been raised for the university.
- All faculty and staff are invited to participate in the Give To Gators Luncheon on February 14th at noon in A300. The event will include a celebration, meeting students who have benefitted from private charitable giving, and food. An email will be sent next week with RSVP information.

Upcoming Events

- President's Lecture Series February 9
- Give 2 Gators Breakfast- February 14
- Staff Council Meeting- February 15
- Staff Retreat- February 17

- Harlem Nights- February 21 at 3 pm at OMB 11th floor
- Crown Glory- February 28 from 11:30 am to 1 pm in GSB 307

President's Report

- Events Committee- Staff interested in joining the committee email should Staff Council.
- Sponsorship and Grants Committee- Staff interested in joining the committee email should Staff Council.
- Ombudsman Policy- The policy has been read by Dr. Blanchard and ESO. The policy will be returned to the Staff Council Board this week. The policy will be shared with UHD Staff for review.
- VP Luncheon- Monthly luncheon with VPs where staff will be invited. More details to follow.
- Manager's Institute/President Leadership- Mr. Kwasikpui talked with Dr. Blanchard about potentially having a Manager's Institute/President Leadership where managers can discuss issues or individuals can have professional development.

General Q&A

Question: We'd like to know if the University believes that \$10 with the purchase of at least \$130 in GatorCash is truly an incentive, especially with a January 31 deadline. Seriously. If UHD truly cared to offer incentives to staff, it should be done in a more attainable manner. Otherwise, it simply comes off as insulting and disingenuous. Costs are too high and morale is too low to play games.

Answer: Yes, Auxiliary Services feels this is a true incentive. Depending on the option selected Auxiliary Services is adding between 7.1% and 8.9% of additional cash to the employees GatorCard. The January 31st deadline is only for students who wish to put the charge on their student account and pay it through their fee bill. Faculty/Staff have no deadline and may join the program at any time.

Question: The communication from the Staff Council has been almost absent this year. Even if there are not regular newsletters sent out, staff should at least be informed if meetings are rescheduled and how to register for the new dates. As it is, we're being left in the dark.

Answer: As, President, I appreciate this feedback. Moving forward we will have the monthly newsletter going out by the 1st week of each month. This month the meeting was moved to this week due to Welcome Week. Communication will be better as we move forward.

Question: I just asked to volunteer for Welcome Week, a single hour, and for the second time the supervisor questions request, discouraging because it is not directly related to the department. Supervisor asked if I was representing the department. Previous supervisors have immediately approved volunteering requests and there is no reason not to volunteer while in this department. It is an opportunity to engage with all students and contribute to retention Is it possible to state in the Welcome Week volunteer call something along the lines of, "We encourage supervisors to allow employees time to engage with students and contribute to retention efforts." Thank you for listening.

Answer: Staff Council will work with University Leadership to help advocate for staff to be able to volunteer during university wide events.

The meeting was adjourned by Mr. Kwasikpui at 11:05am.