

Professionals and Professional Faculty Assembly MEETING AGENDA

Thursday, October 2, 2014 8:15-9:45a.m.

Board Room, Blow Hall

1. Armstrong, Suzie ✓
2. Baker, Cinnamon✓
3. Bengtson, Babs ✓
4. Campbell, Darlene ✓
5. Cartwright, Grace ✓
6. Costello, Carla ✓
7. Crispino, Matthew *absent*
8. Fassanella, Terence
9. Gatling, Sharron ✓
10. Hawthorne, Peel ✓
11. Leatherwood, Claire ✓
12. McBeth, Elaine *absent*
13. Morse, Linda *absent*
14. Noffsinger, Jay *absent*
15. Pada, Maria Elena ✓
16. Sekula, Jennifer *absent*
17. Summs, Julie ✓
18. Tomlinson, Carol ✓
19. Trichler, David *absent*
20. Varnell, Lyle *absent*
21. Zagursky, Erin ✓

Guest: Gary Anderson – Director of IT at VIMS and Chair of VIMS PPFC

I. Call to order: Review and solicit new items

Discussed Censeo survey and last month's meeting with John Poma – positive response to his introduction.

II. Updates/New Business

- By-Laws Update
- Committee Updates
- Tailgate and Football Game
- New Business

Administrative Issues Committee – Jennifer Sekula

-Goal is to finish **Performance Evaluation Policy**

-**Bylaw change:** No responses to 30 day response period for bylaw change. Not controversial, on path to becoming part of bylaws, provost has approved first step.

-**Grievance Policy** – level 3 issues came up for first time this past year – there were issues with the policy – needs to be addressed

-Sick leave/Maternity/Paternity/Family Leave – Both the Women’s network and PPFA Committee are addressing this. Should the two committees meet to streamline the focus of each/share what has been done thus far? The fact that both groups have **addressed it speaks to the weight of the issue.**

-15% raise rumor/practice - when you get a promotion or new job you can’t exceed 15% pay raise- **not true** – but doing so does require provost/board approval
Must make sure that we are not losing good people due to bad information
May be a different policy for classified, operational, PPF, faculty?

Membership Committee: Mane Pada

Reviewing **election process**, fine tune the written policies

Football tailgate: 11 registered so far. Resending invite, please post notices (Game is Nov 8th)

– put in VIMS listserve, Digest

PICTURES: To increase our visibility, we would like to have pictures attached to our names on the PPFA website: **Please send a head shot of yourself to Erin Zagursky for publication on the website!!** A good cellphone shot will work if it is well lit, in focus and cropped to head and shoulders.

A group PPFA picture will also be taken at the NOVEMBER meeting!!

III. **Minutes of September meeting approved with correction that David Trichler was absent.**

IV. **GUEST SPEAKERS: Kelly Crace, Associate VP for Health and Wellness, Sarah Menefee and Eric Garrison Public Health, Kiersten Boyce Title IX Coordinator**

Serves the needs of the Counseling Center, Campus Rec,

How do we create a culture of safety

Postvention outreach – how do we respond to a tragedy? Some coping with tragic loss.

Sometimes a trigger for other people. Doubly whammy for students this fall.

Where do we go from here?

How do I help a student of fellow staff member? Remember these three words!

-WELLNESS

Website – distilled and essential info available. Wm.edu search WELLNESS. Will lead you to things you want to know. <http://www.wm.edu/offices/wellness/>

-CONCERN: http://www.wm.edu/offices/deanofstudents/report_an_issue_or_concern/

-CALL – 757-876-0110 – Kelly Crace Cell Phone – he can direct the next step

Kiersten Boyce: Chief Compliance officer/ Title IX/ADA coordinator

Compliance office is charged with implementing a compliance and ethics program
Creating a climate of doing the right thing, caring & awareness of resources
We all need to feel empowered and charged with the responsibility to report, help, engage.

Be alert for danger signs – be prepared to refer/report.

****One page for new employees orientation.

VA TECH – silo-ed info, concerns for FERPA. No one made the connections

W&M Campus Assessment and Intervention Team (Chair – Anna Martin)

Eric Garrison: Healthy relationships/bystander intervention – peer education. Also a generalist

Sarah Menafee: High Risk Drinking and Suicide Prevention

KELLY:

RUMOR/MYTH: W&M has the highest suicide rate? Coming from concern and fear.
NOT TRUE. We are bottom third for rate with stats starting in the 40s, at the national average in more recent history.

- We were one of the first 60 yrs ago to develop a suicide prevention policy – got slammed for it nationally – we brought attention to it– now it is emulated everywhere
- We are more open in our communication. This is rare event at other colleges.
- Anecdotally, when asking kids with mental health issues why they chose W&M, they respond that this is the one place that was accepting and welcoming place.
- Culture that we create at WM– the badge of honor for suffering. Suffering is success here – gets perpetuated. This can put students at risk in a vulnerable position.

The culture of strain of classes, etc – what drives the release of that stress?

Blowout – what are we doing?

LDOC – committee trying to identify those things . If we can reduce need and get them to have integrity with their values. If this is done they tend to make better choices

How do we include graduate students?

Anti-stigma campaign –

Start the conversation about mental health. Lack of understanding

Counseling is lifeskills, tools for wellness. Optimizing wellness

MEEP: Medical Emergency Protocol Team.

Digital presence – is there any coordinated training? Something that we have addressed in spurts – Peer educators evening session next Tuesday.

ANNOUNCEMENTS

Rector's Meeting: Oct. 4:30, Tucker Hall Theater room 127

Oct 10th: Leadership Groups meet with Rector (PPFA/Staff Assembly, etc)

V. Adjournment 9:48 AM

Next meeting November 5, 2014

Submitted by Peel Hawthorne, October 2, 2014