

Admin Council Meeting Minutes

December 4, 2023, 4:00-5:00 PM

Agenda

1. Administrative Updates
2. Generative AI Across the College
3. Health and Wellness Discussion

Dean Keith Molenaar began the meeting at 4:00 p.m.

Administrative Updates

Keith took a moment to express gratitude for the Administrative Council's leadership throughout a successful fall semester and gave a few reminders of upcoming events and deadlines:

The all-college meeting and holiday party are on Wednesday (12/6) at 2:30 PM and 6:00 PM, respectfully.

[Engineering Advisory Committee nominations](#) are open through February 1. Keith encouraged the Administrative Council to discuss any potential candidates with Medford and submit nominations.

Unit strategic plan drafts and measurements were due on December 1. Keith and Medford will review drafts and provide feedback before the beginning of the spring semester.

Undergraduate hourly pay rates

There is a lack of consistency with undergraduate hourly pay rates across the college that is causing equity issues, particularly in areas like GEEN1400 student support, which comes from multiple units. Kurt Maute, Associate Dean for Undergraduate Education, will be convening a discussion in the spring with the goal of creating alignment in hourly pay for fall 2024.

Graduate pay rates

Charles Musgrave, Associate Dean for Graduate Programs, discussed the need to provide a 4% PhD student pay raise to keep in alignment with faculty and staff raises. He also discussed the need to realign TA/GRA pay rates across the college. These issues will be discussed in the Program Directors meeting on December 11 and the chairs meeting on December 18. Given the success of the Dean's PhD fellowship program in fall of 2023, the program will be repeated for fall 2024 offers. A memo from Charles and Keith to the program chairs and program directors is forthcoming.

Generative AI Across the College

Sriram Sankaranarayanan, Associate Dean for Digital Education, will be convening a series of discussions in the spring to promote the adoption of generative AI throughout the college. These discussions will be for faculty and staff and will discuss generative AI across the teaching, research, and administration/operations functions.

Health and Wellness Discussion

Jessica Doty, AVC for Health and Wellness, and Kathryn Dailey, Director, Health Promotion, presented Health and Wellness resources offered throughout campus ([attached](#)) and spoke to the importance of faculty, staff, and students managing their wellness. Jess presented a profile of our current students and

the events that have shaped their lives, while also speaking to the heightened demand on faculty to understand how to support the wellness of students. ([see PowerPoint presentation attached](#)). Health and Wellness support team is available to support all units across CEAS. The college will continue to promote the health and wellness resources available across campus for faculty, staff, and students.

Meeting adjourned at 5:00

HEALTH & WELLNESS

CU Boulder Health and Wellness provides a wide range of services that bring together clinical, educational and practical wellness applications in order to support student success. This includes medical care, counseling, advocacy, disability accommodations, education, skill-building and more. Our programs and services help promote and sustain a culture of health and well-being, while infusing wellness into students' everyday lives.

Data for this report reflects the period from Aug. 1, 2022 to July 31, 2023.

Administrative Services



7,177

Students enrolled in Anthem Gold Student Health Insurance Plan (SHIP)

2,259

Students enrolled in Buffcare

30,225

Students with private health insurance



Health and Wellness Communications

Total number of articles: **80**
Article web views: **583,242**

Top articles by web views

1. 5 signs of depression you shouldn't ignore (122,347)
2. 6 things to do after unprotected sex (101,807)
3. 5 things everyone should know about fentanyl (84,543)
4. 6 things everyone should know about vaping (45,844)
5. 5 essentials for a healthy relationship (5,154)

Health and Wellness website:

Total page views: **1,204,194**
Total sessions: **974,274**

Medical Services



53,731

Student interactions

9,803

Physical Therapy and Integrative Care visits

1,217

Nutrition visits

28,878

Medical Clinic visits

4,173

Flu shots

2,770

Telehealth visits

1,749

COVID vaccines*



4,798

COVID tests*

*Includes students, faculty and staff.



Faculty and Staff Assistance Program (FSAP)

4,596

Faculty/staff visits

1,038 Workshop attendees

62 Let's Talks

112 Outreaches to employees of concern

Top areas seen:

- Relationships
- Work
- Anxiety
- Life Events
- Family

Office of Victim Assistance (OVA)

15,028

Student interactions

1,038 Faculty, Staff and interactions

2,888 Visits

3,214 Outreach

468 Consults

Top areas seen:

- Bias-motivated incident
- Sexual Assault
- Sexual Harassment
- Harassment
- Intimate Partner Abuse

Disability Services



3,902 Student interactions

1,687 Students registered

Health Promotion



16,587

Student interactions

2,195

Faculty/staff interactions

1,684

Buff Boxes delivered

Contacts by events/trainings:

2,000+ Fall Welcome

1,200+ Take Care Street Fair

770 AOD Early Invention Classes

668 Spring Carnival

676 Buffs Discuss Substance Use

Counseling and Psychiatric Services (CAPS)

31,885

Student interactions

11,598

Individual therapy visits

5,027

Psychiatric visits

3,657

Behavior health contacts

3,462

Screenings

2,516

Group therapy sessions

523

Workshops

70

Let's Talk sessions





Generation Z: Student Wellness and the rising expectations

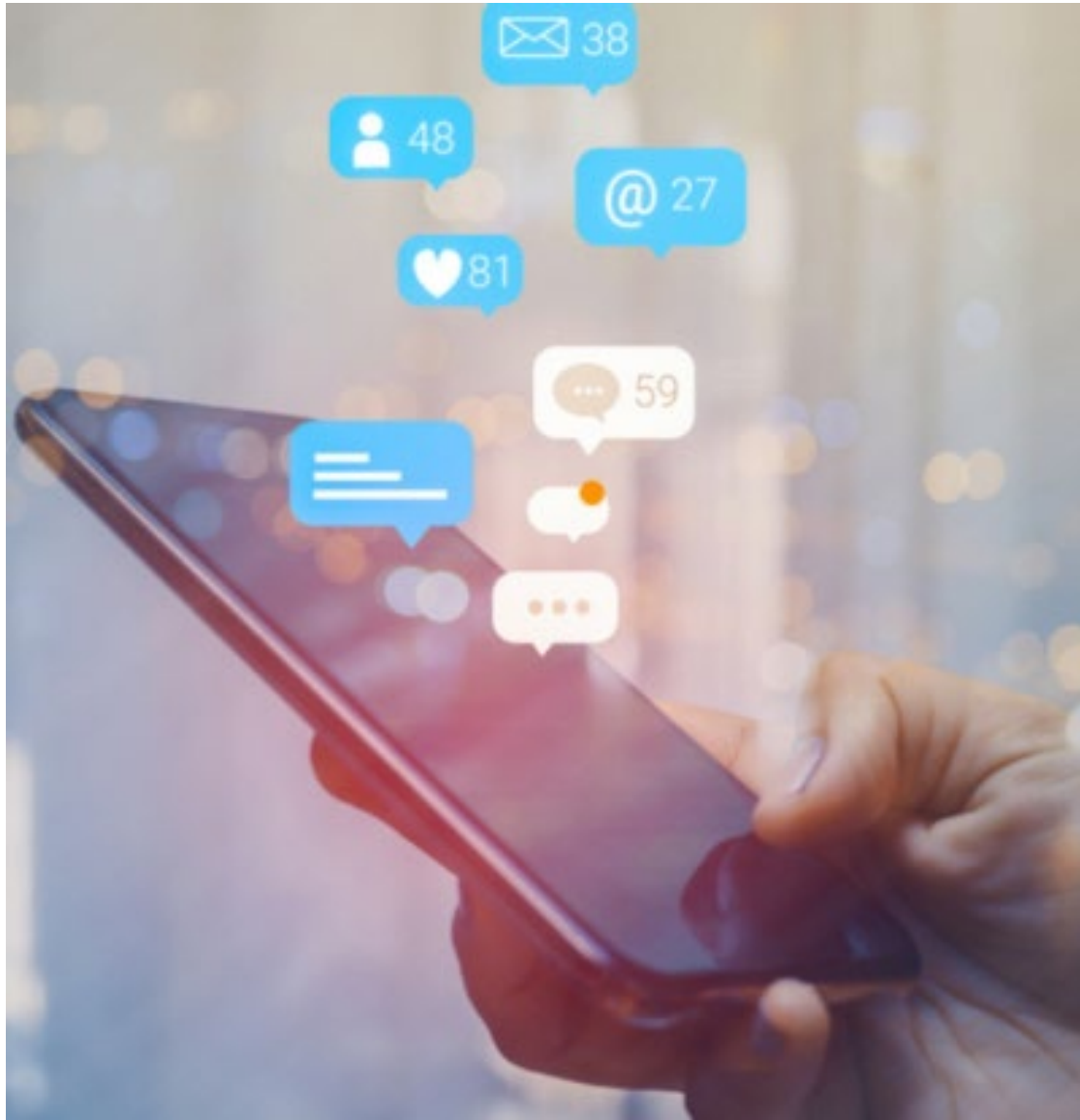
Jessica Doty

November 9, 2023

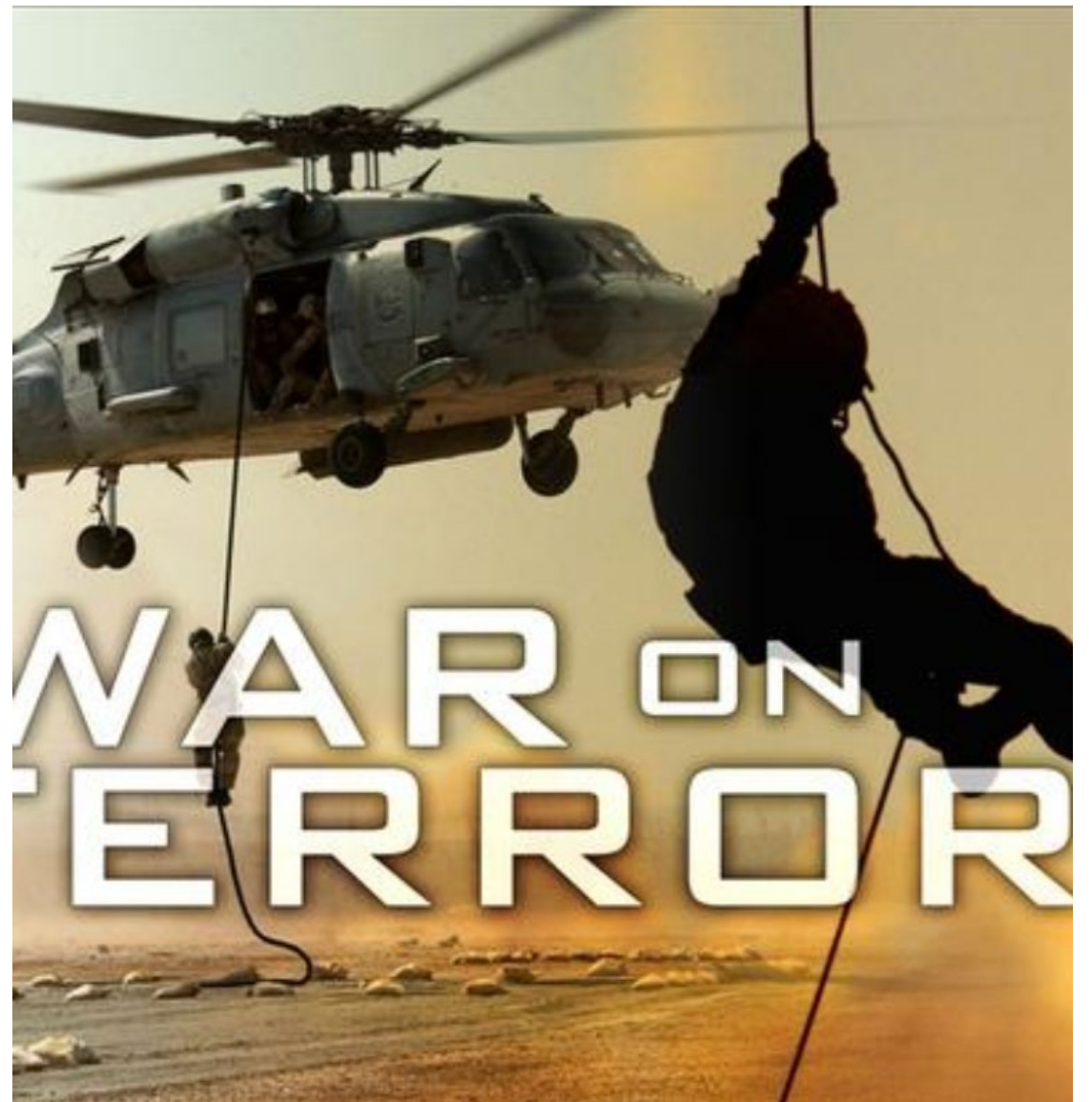
UCLT

Key Objectives

- Gen Z: State of Health & wellness for today's students
- Rising Expectations of students
- Addressing wellness across staff/faculty









Wellness is a priority

- We are witnessing the first generation in a long time who is united in a common mission: to be well.
- Have holistic view of health, emphasizing physical fitness, healthy eating, and mental well-being.
- Over half of Gen Zers are using wearables to monitor their health



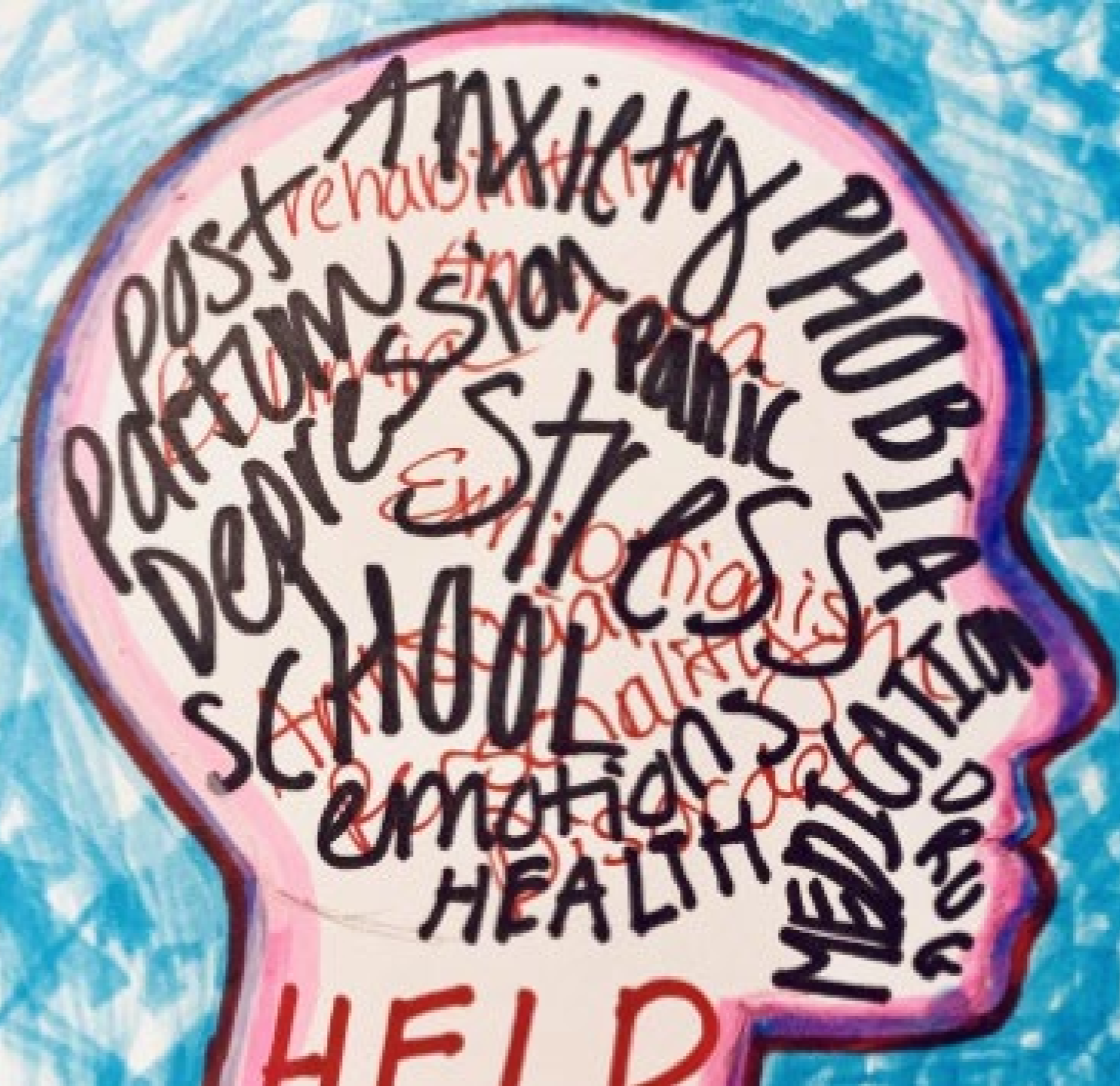
GEN Z

SORRY FOR THE
INCONVENIENCE
WE ARE TRYING
TO CHANGE
THE WORLD

LONELY,
STRESSED
OUT and
Taking Over
the World

The most important health and wellness concern **managing stress** and **mental health**

“They will serve as the future of wellbeing; while they experience the most anxiety and depression of the generations before them, they are reimagining what wellness will and should look like.”



HELD

Rising Student Expectations

- 57 %** Workforce introduction and networking
- 47%** Help landing internship or first job
- 45%** Willingness to listen about personal issues





HELP



SMALL CHANGES CAN MAKE A BIG DIFFERENCE

Where academic leaders have high impact

01

Call out the importance of faculty and staff well-being to validate their part in campus efforts.

02

Model: when leaders share their experiences, it reduces stigma and normalizes well-being

03

Promote help-seeking: highlight how and when faculty and staff can access well-being support.

INCORPORATING WELLNESS INTO YOUR TEAM

TIPS AND IDEAS TO GET YOU STARTED

MEETINGS

- Start meetings with gratitude by having people name one person or thing they are grateful for
- Encourage standing movement (Standing, stretching, walking, etc...) during in person or virtual meetings
- Hold meetings outside in a place where the team can see nature or just a different view than usual
- Shorten meetings by 10-15 minutes and use the extra time to disengage from work and engage in a wellness activity (e.g., practice mindfulness, take 5 deep abdominal breaths, take a brisk walk, climb the stairs, dance to music, etc.)
- Create "meeting holidays" where meetings cannot be scheduled (except for emergencies) to allow the team to focus on individual work

TEAM ACTIVITIES

- Share wellness ideas and successful wellness activities
- Create a gratitude board, post one for the office or use Teams or a similar software to develop one digitally
- Host free trainings and seminars aimed at building relationships with team members
- Collaborate to create team wellness goals

SUPPORTING ENGAGEMENT IN WELLNESS

SUGGESTIONS FOR LEADING AN ENGAGED TEAM

KNOW WHATS HAPPENING AT CU

- Ensure team is aware of resources and programs available and how to access and use them
- Publicly endorse wellness initiatives and programs
- Discuss upcoming wellness events and services via email, during meetings, and encourage your team to sign up for (newsletter? Emails?)
- Embed health and well-being promotion in multiple aspects of your departments structure (onboarding, training, meetings, celebrations, etc.)

ENCOURAGE PARTICIPATION

- Find ways to schedule wellness activities for the team
- Provide support or alternatives for employees whose jobs make it difficult to participate in wellness while at work
- Create a "backup" for employees who work at a service point

I encourage faculty (and staff) to explore CU Boulder's wellness programs and health care benefits to maintain mind and body. CU Boulder offers a variety of programs to support you. That includes faculty, staff assistance program, WorkWell at CU, and workshops surrounding work life and wellness....



As a leader how do you promote the values of wellness?

