

UNIVERSITY COUNCIL MEETING

April 4, 2016

3:00 p.m.

1045 Pamplin Hall

AGENDA

1. Adoption of Agenda Dr. Timothy Sands
2. Announcement of approval and posting of minutes of March 14, 2016 Dr. Timothy Sands

These minutes have been voted on electronically and will be posted on the University web.
3. Presentation Dr. Timothy Sands

Hokie Wellness, Merger Between Employee Wellness & Student Health & Well-Being Ms. Cathy Kropff
Ms. Amy Epperley
Ms. Anna Agud
4. Old Business Dr. Timothy Sands

Commission on Undergraduate Studies and Policies Dr. Gena Chandler-Smith
Resolution CUSP 2015-16E
Resolution to Approve New Major, International Public Policy, in Bachelor of Arts in International Studies

Commission on Undergraduate Studies and Policies Dr. Gena Chandler-Smith
Resolution CUSP 2015-16F
Resolution to Approve New Major, International Relations, in Bachelor of Arts in International Studies

Commission on Undergraduate Studies and Policies Dr. Gena Chandler-Smith
Resolution CUSP 2015-16G
Resolution to Approve New Major, National Security and Foreign Affairs, in Bachelor of Arts in International Studies
5. New Business Dr. Timothy Sands

Commission on Undergraduate Studies and Policies Dr. Gena Chandler-Smith
Resolution CUSP 2015-16J
Revision to PPM 11b, Prohibiting Students from Repeating Courses to Improve Grade Averages (Undergraduate Repeating Course Enrollment Policy)

Commission on Undergraduate Studies and Policies Dr. Gena Chandler-Smith
Resolution CUSP 2015-16I
Resolution to Adopt the Implementation Plan for the Pathways General Education Curriculum to Guide Implementation of Resolution CUSP 2014-15H (Presidential Policy Memorandum No. 290)
6. Announcements Dr. Timothy Sands

The Commission on Equal Opportunity and Diversity will provide information about a resolution to amend the Pathways Curriculum that will be introduced for first reading on April 18. Dr. Menah Pratt-Clarke
Ms. Jennifer Nardine

7. **Announcement of acceptance and posting of Commission Minutes**

Dr. Timothy Sands

These minutes have been accepted for filing by electronic vote and will be posted on the University web. Note that the purpose of voting on Commission minutes is to accept them for filing. University Council By-laws require that policy items be brought forward in resolution form for University Council action.

Commission on Equal Opportunity and Diversity
February 29, 2016

Commission on Graduate Studies and Policies
February 17, 2016

Commission on Outreach and International Affairs
February 18, 2016

Commission on Student Affairs
December 3, 2015
February 11, 2016

Commission on Undergraduate Studies and Policies
February 22, 2016

8. **For Information Only**

Dr. Timothy Sands

Minutes of the University Advisory Council on Strategic Budgeting and Planning
February 25, 2016

9. **Adjournment**

Dr. Timothy Sands

University Council Minutes
April 4, 2016
3:00 PM
1045 Pamplin Hall

Present: Tim Sands (presiding), Cyril Clarke, Jack Davis, Karen DePauw, Michael Friedlander, Jane Swan for Guru Ghosh, Saied Mostaghimi for Alan Grant, Sandra Muse for Theresa Mayer, Scott Midkiff, Kim O'Rourke, Angela Hayes for Charles Phlegar, Menah Pratt-Clarke, Thanassis Rikakis, Patricia Perillo, Savita Sharma for Dwight Shelton, Kay Hunnings for Robert Sumichrast, Brian Mathews for Tyler Walters, Sherwood Wilson, Paul Winistorfer, Montasir Abbas, Jan Helge Bøhn, Gena Chandler-Smith, Saul Halfon, Edward Lener, Jennifer Nardine, Alex Parrish, Susan Volkmar, Randolph Wynne, Susan Anderson, Rami Dalloul for Richard Ashley, Joe Merola, Corinne Noiro, Susanna Rinehart, Christopher Beattie, Kathy Lu for David Dillard, Tom Inzana, Paul Herr, Joan Hirt, Lisa Kennedy, Nathan King, Ana Agud, Stacey Poertner, Sue Teel, Sally Wieringa, Kyrille Goldbeck DeBose, Michael Martin, Matthew Chan, Tara Reel, Stephen Hensell, Warren Nooger, Julia Billingsley for Tanushri Shankar, Channing Mitchell for Danny Strock, Mohammed Seyam, Gabe Cohen for Morgan Sykes

Absent: Richard Benson, Lay Nam Chang, Steve McKnight, Elizabeth Spiller, Andrew Tevington (with notice), Jacquelyn Fisher, Robert Bush, Anita Puckett (with notice), Kathrine Carter, Judy Alford, Lynn Short, Tom Tucker (with notice), Marwa Abdel Latif, Brett Besag (with notice), Raifu Durodoye, Alphonso Garrett, Tara Shockley, Homero Murzi, Olivia Javornik, Andrew O'Sullivan, Dan Cook (with notice)

Guests: Stephen Biscotte, Summer Caton, Jack Finney, Rachel Holloway, Anna-Marie Knoblauch, April Myers, Ellen Plummer, Marlene Preston, Jill Sible, Yannis Stivachtis

Dr. Sands called the meeting to order at 3:00 p.m. A quorum was present.

1. Adoption of Agenda

A motion was made and seconded to adopt the agenda. The motion carried.

2. Announcement of approval and posting of minutes of March 14, 2016

Dr. Sands noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the Web (<http://www.governance.vt.edu>). (Note that the meeting scheduled for March 28, 2016, was cancelled.)

3. Presentation

Ms. Cathy Kropff and Ms. Anna Agud gave a presentation (attached) on the Hokie Wellness merger between Employee Wellness and Student Health and Well-Being.

4. Old Business

Commission on Undergraduate Studies and Policies

Resolution CUSP 2015-16E

Resolution to Approve New Major, International Public Policy, in Bachelor of Arts in International Studies

Dr. Gena Chandler-Smith presented the resolution for second reading and made a motion to approve. The motion was seconded, and the motion passed.

Commission on Undergraduate Studies and Policies

Resolution CUSP 2015-16F

Resolution to Approve New Major, International Relations, in Bachelor of Arts in International Studies

Dr. Gena Chandler-Smith presented the resolution for second reading and made a motion to approve. The motion was seconded, and the motion passed.

Commission on Undergraduate Studies and Policies

Resolution CUSP 2015-16G

Resolution to Approve New Major, National Security and Foreign Affairs, in Bachelor of Arts in International Studies

Dr. Gena Chandler-Smith presented the resolution for second reading and made a motion to approve. The motion was seconded, and the motion passed.

5. New Business

Commission on Undergraduate Studies and Policies

Resolution CUSP 2015-16J

Revision to PPM 11b, Prohibiting Students from Repeating Courses to Improve Grade Averages (Undergraduate Repeating Course Enrollment Policy)

Dr. Gena Chandler-Smith presented the resolution for first reading. This resolution leaves much of the policy unchanged. It limits the number of times a student can repeat a course for credit to three attempts. Some students repeatedly take a course to help increase their grade point averages, which can prevent another student from enrolling in a course and possibly delay progress toward graduation. A suggestion was made to overload a class at the beginning of the semester knowing that there will be some students who will drop the class. However, it is not possible to overload a lab because there are a limited number of lab stations.

A suggestion was made to change the definition of an attempt to be the last day to drop a class instead of the last day to add a course.

A question was raised as to why three attempts was chosen as the cutoff. Data indicated that there was a significant drop-off of attempts in a course after the third attempt. It was suggested that information about the appeal process be included in the policy.

Commission on Undergraduate Studies and Policies

Resolution CUSP 2015-16I

Resolution to Adopt the Implementation Plan for the Pathways General Education Curriculum to Guide Implementation of Resolution CUSP 2014-15H (Presidential Policy Memorandum No. 290)

Dr. Gena Chandler-Smith presented the resolution for first reading. This resolution will guide the implementation of the *Pathways General Education* curriculum for students entering Fall 2018.

6. Announcement

Dr. Menah Pratt-Clarke and Ms. Jennifer Nardine provided information about a resolution passed by the Commission on Equal Opportunity and Diversity earlier in the day and which will be brought to University Council for first reading on April 18, 2016. Dr. Pratt-Clarke indicated that she brought a lens to Virginia Tech from her previous institution and from the national discussion and current issues around diversity, which includes diversity in the curriculum. Although the Pathways curriculum passed in April 2015 incorporated Intercultural and Global Engagement as an integrative learning outcome, it would still be possible for a student to complete four years at Virginia Tech without ever taking a course that addresses issues of intersectionality,

race, and gender in the U.S. Yet, Virginia Tech aspires to be a model land-grant university in its commitment to inclusion and diversity. She shared her concern with CUS&P, CEOD, the Faculty Senate, and the Pathways team, and all were in agreement with the approach of introducing a resolution to modify the Pathways curriculum. Jennifer Nardine explained that the forthcoming resolution would give the university community an opportunity to take time during the 2016-17 academic year to consider ways in which intersectional diversity can be incorporated in the Pathways curriculum and bring those changes through the governance system. The resolution will be brought forward to University Council for first reading at the next meeting.

7. Announcement of Approval and Posting of Commission Minutes

These minutes have been voted on electronically and will be posted on the University web (<http://www.governance.vt.edu>). Note that the purpose of voting on Commission minutes is to accept them for filing. University Council By-laws require that policy items be brought forward in resolution form for University Council action.

- Commission on Equal Opportunity and Diversity
February 29, 2016
- Commission on Graduate Studies and Policies
February 17, 2016
- Commission on Outreach and International Affairs
February 18, 2016
- Commission on Student Affairs
December 3, 2015
February 11, 2016
- Commission on Undergraduate Studies and Policies
February 22, 2016

8. For Information Only

Minutes of the University Advisory Council on Strategic Budgeting and Planning
February 25, 2016


9. Adjournment

There being no further business, a motion was made to adjourn the meeting 3:59 p.m.

HOKIE WELLNESS

2015 - 2106

Now for Employees & Students

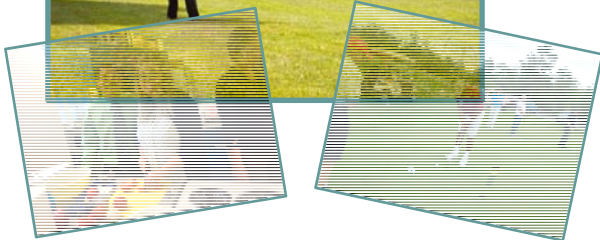



The slide features a decorative border at the top and bottom with a teal and white geometric pattern. On the right side, there is a vertical bar with a grey, orange, and maroon design.

Department of HUMAN RESOURCES

WELLNESS DEFINITION

- ▲ Is an active process of becoming aware of and making choices toward a healthy and fulfilling life.



The World Health Organization




The slide has a decorative border at the top with a teal and white geometric pattern. Below the header, there is a grey bar with a maroon and orange triangle on the left.

Department of HUMAN RESOURCES

WHY IS WELLNESS IMPORTANT?

- ▲ Chronic diseases are responsible for 7 of 10 deaths each year in the U.S.
 - Heart disease and cancer – together accounted for nearly 48% of all deaths.
 - Treatment of chronic diseases accounts for 86% of our nation's healthcare costs.
- ▲ Healthy lifestyle practices - not smoking, healthy weight, regular exercise, healthy diet - together are associated with a 80% reduction in risk of developing chronic disease.

Centers for Disease Control and Prevention. Death and Mortality. NCHS FastStats Website. 2013
 Agency for Healthcare Research and Quality. 2014
 JAMA and Archives Journals. "Healthy Lifestyle Habits May Be Associated With Reduced Risk Of Chronic Disease." ScienceDaily. 2009


 VirginiaTech
Invent the Future®

Department of HUMAN RESOURCES

IMPROVING HOKIES' OVERALL HEALTH

- ▲ **Keep healthy people healthy**
 - ▲ **\$350 is saved** each year when a low-risk employee remains low-risk.
- ▲ **Target high-risk populations**
 - ▲ **\$153 is saved** when a high-risk employee's health risks are reduced.


University of Michigan Health Management Research Center. *The Worksite Wellness Benefit Analysis and Report*. 1979...2004. pp. 7 – 15.

 VirginiaTech
Invent the Future®

Department of **HUMAN RESOURCES**

HOKIE WELLNESS HISTORY


- ▲ 2008-2009 President Charles Steger appointed a Wellness Task Force to explore the opportunity to have an in-house Virginia Tech wellness program.
- ▲ Task Force members included:
 - ▶ Chair Kerry Redican, Zachary Adams, Robert Broyden, Steven Clarke, Paul Estabrooks, Rick Ferraro, Kathy Hosig, Hal Irvin, Angela King, Irene Leech, Elena Serrano, and Christine Smith.
- ▲ Fall 2010 – Hokie Wellness was created.
- ▲ Fall 2015 – Hokie Wellness merges with DSA Student Health & Well-Being

LIVE ▲ LEARN ▶ WORK |  VirginiaTech
Invent the Future®

Department of **HUMAN RESOURCES**

MERGER OF THREE AREAS

- ▲ Employee Wellness
- ▲ Health Education (formerly under Schiffert Health Center)
- ▲ Campus Alcohol Abuse Prevention Center (CAAPC)

LIVE ▲ LEARN ▶ WORK |  VirginiaTech
Invent the Future®

Department of **HUMAN RESOURCES**

HOKIE WELLNESS MEMBERS

Employees <ul style="list-style-type: none">▲ Cathy Kropff▲ Amy Epperley▲ Ana Agud▲ Jon Fritsch▲ Laurie Fritsch▲ David Andrews▲ Eric Greenop▲ Joshua Redding▲ Kelsey O'Hara▲ John Lemaire▲ Ellen Cianelli (PT)▲ Melanie Avery (PT with Cook Counseling, August 2015)	Students <ul style="list-style-type: none">▲ Paid positions<ul style="list-style-type: none">▼ Miriam Eackloff▼ Allison Welling▼ Meredith Young▼ Alexis Gelle▼ Taylor Allen▲ Practicum<ul style="list-style-type: none">▼ Brittanie Haas▼ Seda Cukurova▼ Mi Zhou▲ MPH Student Team: Jennifer Cacciola, Markie McCoy, Annie Lloyd, Ashley Foster, Laura Nelson▲ Nutrition Interns▲ Health Education intern Leigh (J'netta) Sheppard▲ Peer Educators (HEAT & IMPACT)
--	--

LIVE ▲ LEARN ▼ WORK |  **VirginiaTech**
Invent the Future®




Department of **HUMAN RESOURCES**




LIVE ▲ LEARN ▼ WORK |  **VirginiaTech**
Invent the Future®

Department of **HUMAN RESOURCES**

EMPLOYEE WELLNESS RESOURCES


- ▲ **Hokie Wellness**
 - ▼ Wellness program for Virginia Tech employees and their loved ones
- ▲ **CommonHealth**
 - ▼ Employee wellness program for ALL Virginia state employees
- ▲ **ActiveHealth Management**
 - ▼ Contracted by the Department of Human Resource Management (DHRM), additional wellness resources for benefitted state employees

LIVE ▲ LEARN ▼ WORK |  **VirginiaTech**
Invest the Future®

Department of **HUMAN RESOURCES**

THREE EMPLOYEE WELLNESS PROGRAM AREAS


- ▲ **Work/Life Resources**
- ▲ **Health Promotion and Education Programming**
- ▲ **University and Community Outreach**


LIVE ▲ LEARN ▼ WORK |  **VirginiaTech**
Invest the Future®

Department of **HUMAN RESOURCES**

WORK/LIFE RESOURCES

- ▲ Employee Assistance Program
- ▲ Flexible work options
- ▲ Student list for part-time temporary work
- ▲ Healthier Hokie vending options
- ▲ Lactation room access and management
- ▲ Child care and daycare priority list
- ▲ Supervisor Spotlight Award
- ▲ Weight Watchers at Work
- ▲ Anniversary Emails




LIVE ▲ LEARN ▸ WORK |  VirginiaTech
Invest the Future®

Department of **HUMAN RESOURCES**

HEALTH PROMOTION PROGRAMMING

- ▲ Annual Finding Balance Conference
- ▲ Flu vaccination clinics
- ▲ Annual Health and Benefits Fair
- ▲ Health education programs
 - ▾ Elder Care Series
 - ▾ Hokies Live Well
 - ▾ Fall & Spring Wellness Series
 - ▾ Weekly walking meet-ups
- ▲ Extended Location programming
- ▲ Customized wellness workshops and presentations

LIVE ▲ LEARN ▸ WORK |  VirginiaTech
Invest the Future®

Department of **HUMAN RESOURCES**

OUTREACH

- ▲ University
 - ▼ Hokie Wellness Champions
 - ▼ Academic partnerships
 - Public Health Program
 - ▼ Office of Emergency Management
 - ▼ Task Force for a Healthier Virginia Tech Campus
 - ▼ Recreational Sports
 - ▼ Center for Public Health Practice and Research
 - ▼ Staff Appreciation Day
- ▲ Community
 - ▼ Chronic disease self management program
 - ▼ Tobacco use control and prevention joint collaboration with the New River Health District





LIVE ▲ LEARN ▼ WORK |  VirginiaTech
Invent the Future®

Department of **HUMAN RESOURCES**

HEALTH EDUCATION

- ▲ Healthy Hokie Workshops
- ▲ Events
- ▲ HEAT Peer Educators
- ▲ Health Coaching
- ▲ Outreach/Collaborations
 - ▼ Guest Lecturers
 - ▼ Customized Workshops





LIVE ▲ LEARN ▼ WORK |  VirginiaTech
Invent the Future®

Department of **HUMAN RESOURCES**

CAAPC

- ▲ Online Classes – AlcoholEDU, HAVEN
- ▲ Mandated Classes
 - ▶ Party Positive
 - ▶ Making Positive Choices
 - ▶ BASICS – Brief Alcohol Screening and Intervention for College Students
- ▲ IMPACT Peer Educators – Initiating and Motivating a Positive Alcohol Culture Together
- ▲ Events – Sharkey’s
- ▲ Recovery Group(s)
- ▲ 21st Birthday Package pilot




LIVE ▲ LEARN ▼ WORK |  VirginiaTech
Invent the Future®

Department of **HUMAN RESOURCES**

HOKIE WELLNESS MERGER


Top 3 Student Academic Performance Concerns

1. Stress
2. Sleep
3. Anxiety/Depression



Top 3 Employee Medical Concerns

1. Acid Reflux
2. Anxiety/Depression
3. High Blood Pressure

LIVE ▲ LEARN ▼ WORK |  VirginiaTech
Invent the Future®

Department of HUMAN RESOURCES

HOKIE WELLNESS MERGER

- ▲ Effective Oct. 10, dual reporting DSA & VPAS
- ▲ Relocated to McComas on Nov. 30, satellite office in NEC
- ▲ Awareness Campaign began in January & health fairs
- ▲ Websites merging -hokiewellness.vt.edu & future vt.edu/wellness
- ▲ Re-evaluate in June 2016

LIVE ▲ LEARN ▸ WORK | VirginiaTech
Invest the Future®

Department of HUMAN RESOURCES

HOKIE WELLNESS MERGER

Mission Statement

- The mission of Hokie Wellness is to foster a healthier Virginia Tech community by providing prevention services, education, outreach, and resources to employees and students.

Vision Statement

- To empower every Hokie to take an active and engaging day-to-day approach to their wellness in order to enjoy a long, healthful, and purpose-filled life.

Tagline

- Helping Hokies Thrive

Governing Values


- Ut Prosim, accessible, engaging, empowering, focusing on behavior change, caring, creative, dependable, honesty, integrity, quality, reliable, we value people.

LIVE ▲ LEARN ▸ WORK | VirginiaTech
Invest the Future®

Department of **HUMAN RESOURCES**

HOKIE WELLNESS – SPRING FOCUS


- ▲ Reorganization of roles and responsibilities
- ▲ Team member training
- ▲ Combined marketing and communication
 - ▼ Social media
 - ▼ WEBSITE
 - ▼ Collateral/flyers, etc.
 - ▼ Enhanced presence at summer orientation and Hokie Camp
- ▲ Expand Hokie Wellness Senior Advisory Council to include - Alternative Transportation, Sustainability, Dining & Residential Life - others?
- ▲ Exploring future opportunities and collaborations as well as reviewing peer institutions' wellness services and resources


LIVE ▲ LEARN ▼ WORK |  VirginiaTech
Invent the Future®

Department of **HUMAN RESOURCES**

FUTURE WELLNESS IDEAS

- ▲ Wellness Coaching - individual and group
- ▲ Contemplative Practices
 - ▼ Mindfulness
 - ▼ Stress Reduction
 - ▼ Self-Compassion
 - ▼ Resiliency
- ▲ Walking Trail Signage
- ▲ Wellness Retreats
- ▲ Enhancing Well-being class



LIVE ▲ LEARN ▼ WORK |  VirginiaTech
Invent the Future®

Department of HUMAN RESOURCES

KEEP UP WITH HOKIE WELLNESS

 <http://www.hokiewellness.vt.edu/>


 <https://www.facebook.com/hokiewellness>


 @HokieWellness

 <http://www.pinterest.com/hokiewellness/>

LIVE ▴ LEARN ▾ WORK |  VirginiaTech
Invent the Future®

Department of HUMAN RESOURCES



LIVE ▴ LEARN ▾ WORK |  VirginiaTech
Invent the Future®