



University Staff Council Meeting Minutes

Wednesday, September 22, 2021

1:00 – 2:00 p.m. Zoom

Call to Order and Welcome: Ashley Leamon

Attended:

Andrew Pellens
Ashley Leamon
Rachel N'Diaye
Akima Redding
Christine Nass
Chrissy Quisenberry

Todd Robinson
Nat Harrison
Kelly Amber
Tim Bair
Amy Lenahan
Jen Jeffrey

McKenzie Suber-Robinson
David Walsh
Elaine Lamberto
Nicole Gostkowski
Muriel Murray
Lisa Harris

Not in Attendance:

Molly Freitag
Therese Wosczyzna
Liz Remelius
Lorraine Holt
Alex Richards
Alex Iannucci

Guests:

Parris Bradley
Dianne Brocchi
Mapule Greene
Elizabeth Wright
Colleen Donnelly
Mary Klara

Special Guest: Parris Bradley, Executive Director of the Mullen Center for the Performing Arts (see presentation slides included with minutes) Contact information for bookings is on the website now. Tours are also available!

<https://www1.villanova.edu/university/mullencenter/spaces.html>

Updates on Old Business:

- Community First/Policy Committee Update (Chrissy Quisenberry)
 - Everyone should be getting the weekly Community First emails on Mondays.
 - Masking policy was under review but will stay in place for now.
 - Numbers are looking good right now.
 - If we see students unmasked, we can ask them to raise their masks.
 - Event Coordinator Team – anyone can join! It's a great place to discuss events on the horizon and to confirm COVID-19 policies. There are no event capacity limits for events on campus at this time. They will continue to navigate them at this time.
 - Flu shot clinic is happening in Vasey Hall Theatre this week, and Community First encourages the Villanova community to get this vaccine.
 - Compliance – unvaccinated students, faculty and staff should get tested twice a week and if they skip this testing, there are ramifications. Community First is on top of this process.
- Remote Work Policy Update (Ashley and Chrissy)
 - There is a remote work policy and it was approved by the Cabinet.
 - The policy is still being developed/piloted.

- More information is coming!
- USC Materials and Logo (Ashley and Andrew)
 - Com Committee is working on creating a pamphlet that can be distributed at new employee hires – thank you!
 - New logo! We think it's time for a logo refresh (to align with the new website and our imminent efforts to spread the word about USC on campus)
 - Nat shared that we can open a ticket for graphic services to create a design
 - Melissa Cunningham would need to approve final designs, but Nat shared that internal graphics may be less rigid with guidelines than external.
 - USC decided to open the logo redesign to the Villanova staff community. Anything we receive can get voted on, and graphics can finesse anything to elevate it as well. If no one submits anything, we can always go through graphics.
 - Ashley will kick off this process, collaborating with the Communication and Staff Resources committee.
- Non-reps serving on USC sub-committees or special sub-committees (Ashley and Andrew)
 - We will develop an optional area staff committee plan that all Reps can choose to create in their areas for staff who want to get involved.
 - These can function as staff advisory committees for areas who opt-in.
 - If you have ideas about this, [let us know!](#)
- University Council Meeting – Next week
 - We meet with University Council next week, and we are planning to share:
 - Events planned for this semester
 - “Rebrand” Web re-design, new logo, pamphlet, magnet?
 - Staff Development Day/Week
 - Discuss the potential to create a staff fund for supporting professional development opportunities (conferences, seminars, etc.)
 - [Let me know](#) if you think anything else should be brought to University Council!

Sub-Committee Updates:

- **Communication** – Christine Nass
 - Website redesign has stalled in September.
 - Will resume web evaluation soon.
 - Akima has worked on getting our forms into Teams and off the website.
- **Community** – Nat Harrison
 - Ice cream social tomorrow afternoon (Campus Currents).
 - Brainstorming to come up with more opportunities to get out of our offices.
 - Walk at Work Wednesdays – partnering up with HR to offer points. Sub-committee leaders could be the walk captains. More info to follow.
- **Staff Development** – Tim Bair
 - Met with Ashley and Chrissy to cover some benchmarking.
 - Pool together resources across campus.
 - Share any resources, guides, or group info to centralize all staff resources on a new USC page.
 - Staff Development Day/Week – in development!
- **Staff Recognition** – Amy Lenahan

- Villagnome Award for September – poll is in Teams to vote for new Villagnome winner!
- Staff recognition lunch is in development (maybe fall break?)
- **Staff Resources** – Rachel N'Diaye
 - Submissions have slowed down
 - Also working on the information for the new USC pamphlet

New Business (Open Floor for Questions, Ideas, and Suggestions)

No new business

Area Updates:

- **Athletics** (Lisa Harris)
 - No updates
- **Auxiliary Services** (McKenzie Suber-Roberson)
 - Mullens Center has hired a new Box Office and Audience Service Manager.
 - Conference Services is conducting interviews for a new Assistant Director of Conference Reservations.
 - Connelly Center - No updates.
 - Mail Services - No updates.
 - Art Gallery - No updates.
 - Inn - No updates.
 - Dining Services - No updates.
- **Charles Widger School of Law** (Jen Jeffrey)
 - "The Decline of Natural Law: How American Lawyers Once Used Natural Law and Why They Stopped," 9/21
The Eleanor H. McCullen Center for Law, Religion and Public Policy welcomes Stuart Banner. In this lecture, he will discuss his recent book, "The Decline of Natural Law: How American Lawyers Once Used Natural Law and Why They Stopped." The first book to explain how natural law once worked in the American legal system offers a look into how and why this major shift in legal thought happened, and focuses, in particular, on the shift from the idea that law is something we find to something we make.
 - Burnout—Recognition and Prevention Strategies: 9/29
On Wednesday, Sept. 29, from noon until 1 p.m. If there is one word we heard during our journey through the pandemic, and continue to hear more than any other term as we navigate the post-COVID "new normal" world, it is "burnout." What can we do to prevent the normal stress and "lawyer anxiety" so common in our profession from developing into the physically and emotionally draining state known as burnout? Lawyers Concerned for Lawyers PA will discuss strategies to mitigate burnout in this 1.0 Ethics CLE course.
<https://na.eventscloud.com/website/29801/>
 - Red Mass
Friday, October 1 at 6pm in St. Thomas of Villanova Church
Join the Villanova Law community for the annual Red Mass with University President the Rev. Peter M. Donohue, OSA, PhD, '75 CLAS as celebrant. A Villanova tradition for over 60 years, Red Mass provides an opportunity for faculty, alumni, students, families, and guests to celebrate the beginning of the Law School's academic year.

A complimentary reception will be held immediately following Red Mass at the Arthur M. Goldberg '66 Commons. No RSVP is necessary.

- **College of Engineering** (Terri Wosczyzna)
 - No updates
- **College of Liberal Arts & Sciences** (Elaine Lamberto)
 - A welcome back town hall meeting for staff was held on 9/15/21 and as we move forward this semester, additional town hall meetings will occur. Some updates for the arts and sciences from that meeting are as follows:
 - We are happy to report that CLAS Dean, Adele Lindenmeyr has been reappointed for another 5 years!
 - Staff have asked how they can become more involved in CLAS college committees. We recommend that join various committees such as CLAS Diversity, Equity, and Inclusion (DEI) Committee, contact person: Dr. Edward Fierros. The CLAS Sustainability Committee, contact person: Liesel Schwarz and the University Staff Council, contact person for CLAS: Elaine Lamberto. Also, the University Staff Council is in the process of re-designing their website and will feature on their site, additional ways for staff to get involved.
 - CLAS is also progressing forward with the redesign of the college's external facing of our website with the intent of serving external audiences and at the same time, internal departments are putting their materials on internal facing SharePoint sites. For any departmental staff who are interested in learning more about some of the website redesign that is continuing to be refreshed, please contact: Chelsea Gerrard and/or Rebecca Rebalsky in our External Communications Department.
 - The Saint Augustine Center Building basement and first floors received new carpeting and new paint and the second phase of additional floors are on schedule to be refreshed this summer 2022. The Mendel Hall Science Building also had multiple updates refreshed this past summer and improvements are continually being made.
 - We are looking for any ideas or suggestions on ways we can recognize and reward the hard work of our staff. Any ideas for improving that culture of rewording the work that our members of our staff do, please reach out to the Deans Office with those suggestions. Also, please reach out with any questions, concerns, or topics of discussion to CLAS USC representative, Elaine Lamberto.
 - Lastly, we have several open positions due to recent retirements, employees moving out of state to be closer to family members, etc. Please spread the word if you know of others who are looking for a job that CLAS is hiring.
- **College of Professional Studies** (Elizabeth Remelius)
 - No updates
- **Office of Diversity, Equity and Inclusion** (Alex Iannucci)
 - No updates
- **Enrollment Management** (Todd Robinson)
 - The Office of Veterans and Military Members is honored to announce the opening of The Prince Family Veterans Resource Center located in the lower level of Vasey Hall, Rm G-03. Staff and Faculty are invited to an open house on October 22, 2021, from 10:30am to 12:30pm.

- Additional emergency grants are now available to students who are experiencing unexpected financial stresses due to the COVID-19 crisis. Grants are being funded in Fall 2021 by the federal government through the [Higher Education Emergency Relief Fund \(HEERF\) III](#) and by the University's [Student Hardship Fund](#), made possible by institutional funds as well as generous donations from Villanova faculty, staff, alumni and parents.
- This fund/program is open to ALL students – full time, part time, degree or certificate, on campus, online, US Citizens, permanent residents, international and undocumented students.
- **Facilities Management** (Muriel Murray)
 - [Philly Food Works](#): a new type of CSA
 - Weekly deliveries of fresh and local food to campus
 - Users decide what they are getting every week
 - Wide selection of food options in their marketplace
 - More information on dining's website
 - Villanova Parenthood Collective Presents: Early Childhood and Parenting Supply Pass Along
 - Week long event where members of the Villanova community can drop off early childhood and parenting supplies they no longer want to pass along to others who are in need. Extra items will be donated to cradles to cradles
 - Donate on Monday and Tuesday (10/11-12) at the St. Rita's Community Room between the hours of 9am-4pm
 - Pick up new items to you on Thursday and Friday (10/14-15) in the St. Rita's Community Room between the hours of 9am-4pm
 - Items we are accepting for this year's event include: Clothing and coats (infant to youth sizes), new socks, underwear, and pajamas (baby pajamas can be new or gently used), Shoes, boots, sneakers, and sandals (infant/child sizes 0–13 and adult sizes 1–10), Books (ages 0-12), New arts, crafts, and school supplies, New hygiene items, Unopened diapers, pull-ups, and diaper wipes, and maternity clothing.
 - Villanova community members do NOT have to donate to in order to receive items from the pass along.
- **Falvey Library** (Lorraine Holt)
 - No updates
- **Financial Affairs** (Alex Richards)
 - No updates
- **Human Resources** (Tim Bair)
 - No updates
- **M. Louise Fitzpatrick College of Nursing** (Rachel N'Diaye)
 - Fitzpatrick College of Nursing Updates: Reminder that Employee Nutrition Counseling is available through COPE (the Center for Obesity Prevention and Education) <https://www1.villanova.edu/university/nursing/faculty-and-research/centers/COPE/nutrition-counseling.html>
- **Mission & Ministry** (David Walsh)
 - No updates
- **Office of the Provost** (Akima Redding)
 - No updates
- **Public Safety** (Amy Lenahan)
 - No updates

- **Student Life (Christine Nass)**
 - General Announcements
 - There will be a seasonal flu clinic next week for staff, faculty and students. Seasonal flu shots will be administered by Rite Aid. This is NOT a COVID vaccine clinic. The dates are September 22, 23, 24, and 27, in Vasey Theatre from 9am-4pm. There is no cost to employees as it is sponsored by HR. (Students will pay a fee. Rite Aid may ask for employees' insurance info, but they will not be charged personally.)
 - The Villanova Challenge Course (VCC) is back to offering in person sessions. The VCC helps groups or teams improve team engagement through tackling physically and mentally demanding challenges. The course is free to all Villanova groups and sessions can be set up by emailing Steve Koch.
 - The Special Olympics Fall Fest committee is offering its annual 5K Fun Run/Walk on campus on Thursday, September 23rd at 7pm. Participants can enjoy a run or walk through campus, learn about Fall Fest (11/5-7), and support the mission of inclusion. Food included.
 - DEI Committee
 - The Student Life DEI Committee recently expanded so that more staff members can be involved. The following subcommittees are included in the committee: Staff Engagement: Policies, Practices and Development; Student Engagement: Policies, Practices and Development; and Campus Life: Current Issues and Programming.
 - The Student Life DEI Committee is planning a DEI Staff Training Day for Thursday, October 7th. The day will include a discussion about this year's Diversity Skit as it relates to experiences of underrepresented and/or marginalized students at Villanova. Campus resources for the populations will be shared.
 - Fraternity & Sorority Life (FSL)
 - Interfraternity Council (IFC) recruitment concluded last week with over 150 men receiving invitations to join fraternities this semester.
 - Delta Chi Fraternity and Gamma Phi Beta Sorority were approved to start new organizations on campus in Spring 2022.
 - Spring 2021 Organizational Data was compiled:
 - Over 1,400 active members
 - Spring semester FSL average gpa: 3.63
 - FSL cumulative GPA 3.57
 - 429 new members joined the community
 - 1,223.5 community service hours accrued
 - \$90,005.40 raised for philanthropic causes
 - Alice Thomas will join us this week as the new Administrative Assistant in OFSL. Her first day is Thursday the 23rd. Come by to say hi!
 - Office of Disability Services (ODS – 'LEVEL' is their primary Student Organization)
 - LEVEL worked with the MLB Commissioners Office for a community involvement/night at the ballpark as the Phillies played the Colorado Rockies
 - LEVEL, ODS, Campus Ministry, and SGA recently put together a movie night showing Rising Phoenix, a look at 9 Paralympians and their journey to the Paralympic Games

- LEVEL, ODS, and Special Olympics are hosting the annual abilities panel on 9/20 in the Villanova Room.
 - ODS and LEVEL are working with the University Career Center on networking events in October.
 - ODS and LEVEL are hosting their annual weekend NEXT LEVEL Retreat in late October.
- Office of Intercultural Affairs (OIA)
 - With Student Involvement, OIA is helping to support the students who have been organizing events for Inclusion Week (9/27 -10/1). OIA will be working with Student Involvement to plan and to provide a DEI training for student leaders through RISE. Also, OIA will have bulletin boards available on the 2nd floor of Dougherty for students and staff to write their thoughts about what “inclusion” means to them at Villanova. OIA will also participate in the Activities Fair on 10/1.
 - During Family Weekend, OIA partnered with Villanova University Black Alumni (VUBA) to have a welcome event on Friday evening and a Black student-athlete celebration and networking event on Sunday.
- Student Performing Arts
 - Student Performing Arts hosted two very well attended concerts on Mendel Field for Family Weekend. The A Cappella Showcase (with 120 students) and the Music Activities Showcase, including Band, Jazz Band, and String Quartet, two Choirs, five Dance Groups and the Twirlers (about 350 students). Both events ‘sold out’ at the Mullen Center Topper Theatre after two days of tickets becoming available, so we moved the events outdoors to the Monastery Stairs for the first time.
 - The Villanova Singers led the National Anthem at the Phillies Game on Tuesday, 9/21
 - Many of our groups will provide entertainment during 1842 Official Festivities on campus, including the live broadcast from Topper Theater and the large outdoor event at the Riley Ellipse.
- Student Involvement
 - The Villanova Leadership Program (VLP) is underway, this program features a sequence of 6 Friday workshops that cover leadership theory and application. 165 students are registered.
 - The Campus Activities Team is hosting the following events:
 - Every Thursday: Quizzo
 - 9/24 – Catchella Rewind (exclusively for sophomore students)
 - 9/25 – Penn State v. Villanova Game Watch (Connelly Center)
 - 10/1 – Food Truck Friday and CAT on the Green
 - 10/2 – CAT on the Green Movie Night with Hispanic Society (Coco)
 - 10/3 – CAT Trip to Philadelphia Zoo
- Student Government Association (SGA)
 - Inclusion Week from 9/27 to 10/2
 - First year Senate Elections: 9/27 & 28
 - Town Hall with Father Peter: 10/5, 6:30pm
- Counseling Center
 - As of 9/15, our Center has seen 231 individual students since school started, a 22% increase over last year at this time.
 - Please help spread the word about our undergraduate and graduate student support groups (descriptions of each group on

<https://www1.villanova.edu/university/student-life/health-services/counseling-center.html>)

- Graduate Student Support, Loss of a Loved One, First-Year Adjustment, Healing Together, Sobriety Support
- Adding a group to support students around BIPOC experience – details to follow.
- Update on Outreach and Campus Involvement –
 - We have presented 22 programs to the Villanova Community this semester. Just a few examples include adjusting to college, helping RAs recognize when to steer students to professional mental health services, recognizing and managing risks for vicarious traumatization among law students working with trauma victims, and of course information about our services and about mental health in general. We welcome requests from students, faculty, and staff, whether for educational programming, support, facilitation of discussion, or other ways we can support our community around mental health and wellbeing.
- Staff continued education and development –
 - Each staff member pursues at least 30 Continuing Education credits every two-year cycle as part of our professional licensure requirements.
 - Our staff read and discussed Tarana Burke's and Brene Brown's essay anthology about the Black Experience, *You Are Your Best Thing: Vulnerability, Shame, Resilience, and the Black Experience*, and *Born a Crime* by Trevor Noah.
 - Corinne Masur, PhD, a regionally renowned child and adult psychoanalyst and supervising psychoanalyst met with staff to process and learn about how to support students with mourning and loss during covid.
- We are conducting searches for two staff members, with specializations in Alcohol and Other Drugs (AOD) and in working with students around issues of diversity, with searches ongoing until the positions are filled.
- Health Promotion
 - This week is Healthy Nova Week (September 20-26)! For more information visit our website or social media pages- Instagram: @villanovahealth or Facebook: Villanova Office of Health Promotion.
 - The Office of Health Promotion is partnering with OUS, VSB, VPS, and the College of Engineering for New Year New You - A workshop aimed at helping student set goals and thrive throughout their fall semester. The workshop is 9/29 at 6:30pm. More information can be found on Handshake at:
https://villanova.joinhandshake.com/events/805977/share_preview
 - Thrive 365 portal: The new Thrive 365 online portal is here and accessible from My Nova and/or at thrive365.villanova.edu. If you are interested in adding something to the portal at any time this year, please complete the Google form.
 - New POWER structure: POWER has been restructured to include three different roles and responsibilities to create a more collaborative office and student organization relationship. Our Community Advocates [formerly known as peer educators] are responsible for peer-led

programming and outreach; our Administrative Assistants [formerly known as work study] are responsible for the behind-the-scenes preparations for all programming [and post the Stall Street Journal in the residence halls]; and the Interns are responsible for facilitating campus and community expert-led programming, managing our office social media accounts, and writing the Stall Street Journal. When you hear our staff refer to POWER now, they are referring to this all-encompassing student organization and not just the Community Advocates.

- New Partnerships: "The Resilience Resume" social media project with the Career Center debuted this month and will feature prominent Villanovans and their stories of failure and resilience. WXVU and the College of Nursing "Health and Well-Being" podcast and PSA series highlights key messaging around well-being, thriving, and building resilience.
- Family Weekend by the Numbers
 - Friday, September 17, 2021
 - NROTC Fall Parade – about 300 people .
 - A Capella Showcase – full house – over 400 attendees
 - Saturday, September 18, 2021
 - Good showing for Information Sessions.
 - Junior Ring Blessing about 300 people outside on Mendel Field.
 - Father Peter's Welcome about 500 people outside on Mendel Field.
 - Tailgate on the green – full house with 80 tents on the Campus Green. About 20 people per tent.
 - Family Festival at the oreo was a great opportunity for families to gather all afternoon.
 - Football Game was well attended. Always one of their bigger attendance games.
 - Sunday, September 19, 2021
 - About 2,000 people at Mass. Set 3,000 chairs and it was full.
 - Student Performing Arts Showcase – well attended, over 400 guests in addition to 300 students.
- **UNIT** (Nicole Gostkowski)
 - October is National Cyber Security Awareness Month. There will be several activities planned to raise awareness during the month which will be communicated through Campus Currents, social media platforms, and the Information Security web page. Additional details to follow!
- **University Advancement** (vacant)
 - No updates
- **University Communication and Marketing** (Nat Harrison)
 - No updates
- **Villanova School of Business** (Kelly Amber)
 - VSB DEI Leadership Announcement:
 - Aronté Bennett, PhD, associate professor in the Marketing & Business Law department has been appointed to the position of associate dean of Diversity, Equity and Inclusion (DEI) for VSB.
 - Dr. Bennett is passionate about DEI and committed to leading VSB forward on our DEI strategic priorities. As faculty director for DEI the past year, Dr. Bennett has been an integral part of the DEI leadership team in VSB and has worked closely with the University's Office of Diversity, Equity and Inclusion (ODEI). Terry Nance, PhD, vice president of DEI and

chief diversity officer, and the ODEI team are looking forward to working with Dr. Bennett in her new role.

- In addition to all her professional accomplishments, Dr. Bennett is actively involved in the community working to make the world a better place. She has held many leadership positions at the Junior League of Philadelphia, including board president, COO and vice president of its marketing council. She has volunteered with Big Brothers Big Sisters of Southeastern PA, served on the board of the Richard Allen Preparatory Charter School and is currently on the board for the Fund for the Water Works.
- VSB DEI Cultural Conversations - Hispanic Heritage Month:
 - Please join the VSB Office of Diversity, Equity & Inclusion as we discuss the Ted Talk, "My Identity is a Superpower - Not an Obstacle". Tracing the contours of her career, America Ferrera, a LatinX American actress, calls for more authentic representation of different cultures in media -- and a shift in how we tell our stories.
 - Group Discussion will take place on Tuesday, September 28th, 2021 from 12 to 1 pm, a zoom link will be sent once registration is confirmed at the link below.
 - Ted Talk Video: <https://www.youtube.com/watch?v=RjquHTj4HIY>
 - Register for the event: <https://explore.villanova.edu/register/?id=9b8482d4-6ce4-42cf-a1fd-15e2e096f1d9>

Adjourn 2:02 pm

Next Meeting: Wednesday, October 20, 2021 Location TBD