

DRAFT

HUMAN RESOURCES COMMITTEE SUMMARY MINUTES

Friday, April 22, 2016

2:45 pm – 4:15 pm

Concourse Hotel

Madison, Wisconsin

The meeting of the Human Resources Committee of the Wisconsin Technical College District Boards Association was called to order at 2:45 pm on Friday, April 22, 2016, by Co-Chairpersons Donald Tuescher (Southwest) and John Lukas (Lakeshore) at the Concourse Hotel in Madison, Wisconsin.

Other committee members present included: Grace Maizonet (Milwaukee), Ronald Zimmerman (Nicolet), Ronald Bertieri (Waukesha), Luis Hernandez, Jr. (Waukesha), Carrie Buss (Western) and Joan Sosalla (Western).

Also in attendance were: Susan May (President, Fox Valley), Carla Hedtke (Northeast) and Agnes Ring (Wisconsin Indianhead).

Approval of Minutes

The first order of business was approval of the minutes of the January 15, 2016 meeting. Moved by Ronald Bertieri (Waukesha), second by Joan Sosalla (Western). Motion carried.

Mental Health First Aid Presentation

Kristin Gebhardt (Director of Benefits, Compensation & Training – Human Resources, Madison College) presented.

Kristin began her presentation by having the committee take a *Mental Health Opinions Quiz*. Kristin's associate from Madison College, Lisa Lanting, reviewed the results with the group.

Kristin and Lisa then presented a PowerPoint *Mental Health First Aid: An Initiative from Madison Area Technical College*. The committee members had a discussion, and the Madison College staff gave scenarios and ways a problem could be resolved. When asked why the 16 districts weren't collaborating with Madison, Kristin said that funding is tight right now, but is optimistic a partnership will happen.

When talking about mindfulness meditation, the group thought this might be something that the Boards Association could provide at a future in-service presentation.

The PowerPoint highlighted some statistics for the committee:

- More than 1,500 teens in Dane County attempted suicide last year
- The number of teens contemplating suicide rose from 12% to 19% in the last year
- More than 20% of teens admit to harming themselves in the past year

- One in five Americans over the age of 18 will experience a diagnosable mental health disorder in a given year
- Half of the one in five above will experience a mental health disorder during their lifetime
- Anxiety and depression (the most common mental health issues) and mental health issues in general impact one in four Americans

The PowerPoint also discussed why mental health issues are an important topic for us to keep an eye on:

Mental health issues can lead to other concerns that impact all of us, including:

1. Drug and alcohol abuse, self-loathing and self-mutilation
2. Pregnancy, eating disorders/body image issues and depression
3. Post Traumatic Stress Disorder
4. Violence or suicide

Mental health issues oftentimes results in:

1. Poor performance in school and at work
2. Damaged relationships with friends and family
3. Increased incidence of reckless behaviors

Mental health issues impacts everyone in this room including:

1. Those who have a mental health concern, AND
2. Those who do not

As representatives of our college community, and as human beings, we have a responsibility to help and assist those that are struggling with mental health issues.

Kristin said that representatives of the Madison College Benefits Committee looked into the issue of mental illness and the options that were available. She provided a timeline starting in December 2013 until Autumn 2015, when funding was approved internally to begin work on a Madison College curriculum and courses. Madison Metropolitan School District and Edgewood College were contacted and asked to partner.

Mental Health First Aid defined:

“Mental health first aid is offered to a person developing a mental health problem or experiencing a mental health crisis. The first aid is given until appropriate treatment and support are received or until the crisis resolves.”

The aims of MHFA are:

1. Preserve life when a person may be a danger to self or others
2. Provide help to prevent the problem from becoming more serious
3. Promote and enhance recovery, provide comfort and support

The goals of the training with this program are:

1. To learn the signs and symptoms of mental health issues

2. To be able to appropriately de-escalate/address a situation
3. To be able to provide comfort and support
4. To provide information on the various resources that are available
5. Early intervention (getting the individuals the treatment and services they need) is the primary goal of their training

A Draft of Madison College's Mental Health First Aid Program:

Module 1: Basic Awareness & Terminology – What is mental illness, its costs, its impact and the scope of this issue

Module 2: Addictions & Disabling Mental Health Issues – Addictions including drugs, alcohol, tobacco, sex/pornography, gambling and the Internet

Module 3: Skills to Assist Those in Need & Resources –

- Skills needed for early intervention and to de-escalate a mental health situation
- Providing comfort and support, identifying and directing individuals in need to local and national resources to assist those in need

Module 4: Mental Health in Youth – Ideal for parents, teachers, coaches and family members

Module 5: Mental Health in Medical & Academic Professions – Ideal for doctors, nurses, paramedics, teachers and administrators

Module 6: Mental Health in Crisis Professions in the Field – Ideal for military personnel, police, fire, paramedics and faith-based organizations

Module 7: Mindfulness & Meditation – Self-help, stress relief, relaxation and sustaining your mental well-being

Proposed agenda topic for July 2016: Joint meeting with Interdistrict/Interagency Cooperation committee, updating members on the Health Care Consortium. The joint committee meeting will review the first year of the consortium, and expectations of the second year

No discussion

Agenda topic ideas for October 2016 committee meeting

The committee expressed interest in talking about meditation at the July meeting, in addition to the update on the Health Care Consortium. They also wondered if they could contact Steve at a future date if they couldn't think of topic ideas at the committee meeting.

The committee's suggestion for the October 2016 committee meeting, was:

1. Benefits & Handbook Update

Other Business

None.

The next meeting of the Human Resources Committee will be held on Friday, July 15, 2016 in Wausau.

There being no further business, the Committee adjourned at 4:06 p.m. on a motion by Luis Hernandez, Jr. (Waukesha), second by Agnes Ring (Wisconsin Indianhead). Motion carried.

Minutes respectfully submitted by:

Grace Maizonet (Milwaukee), Recording Secretary