EMS College-Wide Staff Meeting

9:00 a.m. Wednesday, September 27, 2023
603 Barron Innovation Hub
Welcome
Agenda

1) Welcome
2) Teachable moment
3) Introduction of New Staff
4) Staff Advisory Committee
5) University Staff Advisory Committee
6) United Way
7) Faculty Highlight
8) Who are our Students of the Future?
9) General Q & A
10) Closing remarks
Teachable moment

Frank Driscoll
Introduction of New Staff
Office of the Associate Dean for Undergraduate Education

Kayla Pedmo
Energy and Mineral Engineering

Carmel Kamens

Lan Ziegler
Earth and Environmental Systems Institute

Yashika Gupta
Ava Lee
Geosciences

Amanda Collins
Laura Rush
Office of the Associate Dean for Educational Equity

Fabiola Go-marō
Staff Advisory Committee

Meranda Kaiser
Updates & Reminders

• Staff Appreciation Luncheon – Thursday, December 14, 2023
  Penn Stater – 11:30AM

• Blood Drive – Monday, November 27, 2023
  Barron Innovation Hub 612
Giving blood doesn’t require much time. About an hour should do it.

You can help save up to three lives in about an hour. The need is ongoing but the supply is not. Please give blood today.

Sponsored by the College of Earth & Mineral Sciences

Monday, November 27th, 2023
10:00AM-3:30PM
Eric J. Barron Innovation HUB Room 612
123 S. Burrows St.

Come give blood Nov. 10-30 for an exclusive pair of Elf & Red Cross socks, while supplies last! Join us to celebrate the 20th Anniversary of the film Elf and make giving blood at holiday tradition!

To schedule an appointment, go to www.redcrossblood.org and use code “PSU” or use the Blood Donor App.

Visit redcrossblood.org or call 1-800-RED CROSS to schedule an appointment to donate blood.
Staff Awards

- Years of Service Awards
- EMS Ambassador Award
- Circle of Excellence Award
- Future Star Award
- Rock in Role Award
- Centennial Award
- Charles Hosler Diversity, Equity, and Inclusion Staff Award

Resources for Faculty and Staff | Penn State College of Earth and Mineral Sciences (psu.edu)
University Staff Advisory Council

Rachel Galloway, Council Chair
Mary Ohashi, Outreach & Engagement Chair
USAC Mission and Vision

The council acts in advisory capacity to the central administration through the Vice President for Human Resources.

Our Mission
To represent the interests and issues impacting Penn State staff.

Our Vision
The University Staff Advisory Council facilitates open and equitable deliberations over the policies, procedures and programming that impact Penn State staff.
Background and Purpose

The University Staff Advisory Council (USAC) is the Voice for Penn State Staff. USAC was appointed in January 1995 by the Associate Vice President for Human Resources to act in an advisory capacity to the Central Administration.

What We Do

- Acts in advisory capacity to the central administration
- Explores issues, policies, and practices that impact staff
- Recommends revisions to policies
- Suggests new policy initiatives
- Serves to advocate for staff welfare and development
- Liaisons with college and campus Staff Advisory Councils
USAC OUTREACH COMMITTEE

Connect SACs
Forge connections with SACs across the Commonwealth

Coordinate Travel Meetings
Plan and coordinate 2-3 community engagement travel meetings to commonwealth campuses: October, June, maybe January online meeting

Annual USAC Summit
Plan, organize, and coordinate Annual USAC Summit to take place in April 2024

Co-chairs: Amy Bockis & Mary Ohashi
Priorities for this year:

• Increase communication with staff
• Improve representation
• Strengthen staff voice
Thank You!
EMS United Way Committee

Amber DeCosmo
Centre County United Way

The mission of the Centre County United Way is to improve lives by positively impacting: the education, financial stability and physical & emotional health of our neighbors.

~28 Partner Agencies

Ways to contribute:
- Payroll deduction
- EMS events
- Annual CCUW Events Including: Over the Edge, Day of Caring, Taste of the Town
Who are our Students?
Generational Identities

The Real Differences Between 
Gen Z, Millennials, Gen X, 
Boomers, and Silents—
and What They Mean 
for America’s Future

JEAN M. TWENGE, PHD

author of iGen
Who are our students?

- Multiple generations
- All races and gender IDs
- 1% D1 athletes; many D3
- From PA, US, around the world
- Sun never sets on Penn State

Number of PSU students as of Fall 2022 census. Source: Penn State Office of Planning, Assessment, and Institutional Research (OPAIR)
<table>
<thead>
<tr>
<th>Generation</th>
<th>Born</th>
<th>U.S. of Population in 2021</th>
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<tbody>
<tr>
<td>Silents (BORN 1925-1945)</td>
<td>6%</td>
<td>19.7M</td>
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<tr>
<td>Boomers (BORN 1946-1964)</td>
<td>21.1%</td>
<td>70.2M</td>
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<tr>
<td>Generation X (BORN 1965-1979)</td>
<td>18.5%</td>
<td>61.4M</td>
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<tr>
<td>Millennials (BORN 1980-1994)</td>
<td>20.5%</td>
<td>67.9M</td>
</tr>
<tr>
<td>Generation Z (BORN 1995-2012)</td>
<td>23.0%</td>
<td>75.9M</td>
</tr>
<tr>
<td>Polars (BORN 2013-2029)</td>
<td>9.5%</td>
<td>31.4M</td>
</tr>
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Gen Z – "slow life"

- They wait to
  - Get their driver's license
  - Drink alcohol
  - Date
  - Work for pay
  - Have sex

- What does that mean for us?
  - We are the front-line support for Gen Z related to first-time experiences w/out parental oversight

Percent of U.S. 12th graders engaging in adult activities, 1976-2021
Gen Z – is

• More lonely
• Less satisfied with life
• Expect to be cared about as a whole person
• Expect to choose whether they feel well enough or safe enough to go to work
• Highly cautious
• 2x likely to be clinically depressed – this started pre-COVID
  • Admission rates for suicide amongst teens doubled from 2008-2015
  • For those in their early 20s, suicide increased 41%
• More distrusting of traditional institutions, but more trusting and demanding of mental health support
Gen Z – inclusion and impact

• Last generation where one racial group is the majority in the US
• Less interested in job that gives status; far more interested in a job where they can help others and that is worthwhile to society
• Empathy is making a comeback; Gen Z wants to make a difference
Gen Z – what else do they want?

• Strongly favors choice and flexibility
• Need more structure and more direction having had less experience with independence and decision making
• Highly practical, realizes importance of hard work.
  • HS seniors more likely than Millennials to say they are willing to work OT
Median household income of U.S. adults 25 years old and older in 2021 dollars, by education level, 1967-2021
Closing remarks

All aboard!