



Support Programs at CSU for Faculty and Staff

CSU Cares



Emergency Hardship Loan Fund (EHLF)

Employee Assistance Program

CARE Program at CSU

Employees' Requests

- ❖ **Financial** - past due utility/medical bills, cannot pay rent, unforeseen situations like roommates leaving the residence, accidents (from broken hand to motor vehicles), loss of home due to fire.
- ❖ **Physical Health/ Medical** - being diagnosed with a medical condition, wanting guidance to navigate the medical system, out of pocket expenses, chronic medical conditions, medication affordability.
- ❖ **Mental Health/Stress** - struggling with finding work/life balance at home, isolation, family members' concerns
- ❖ **Childcare/ Dependent Care** - affordable childcare options, kids with learning disabilities and/or individuals with special needs.
- ❖ **Housing** - rent payment, mortgage payment, family of 4 living on one income, displaced workers due to fire.



CSU CARES

Presidential initiative created during the High Park Fire of 2012 to assist employees with emergency cash (up to \$2,000) to help them through the crisis.

The fund assists with expenses directly related to natural disasters (either nationally declared or declared by the president of CSU). Funds may be used to pay for expenses, replacements, rent in temporary accommodations, assistance with unexpected childcare for emergency workers, etc. Funds can only be used for expenses not reimbursed by insurance.

CSU Cares has been used for:

- 2012 High Park fire
- 2013 floods
- Hurricane Maria
- COVID-19 pandemic and Cameron Peak Fire

Rams Take Care of Rams

Through CSU Cares, the CSU community is reaching out to help our dedicated employees in their time of need.

Committee members include representatives from Office of the President, University Operations, Facilities Management, Employee Assistance Program, CARE Program, Housing & Dining Services, University Communications, Faculty

Committee members review applications, discuss applications with applicants, provide resources for other services (mental health, food options, etc.) and vote on amount of award granted.

2020 Data Points

CSU employees helped in 2020 (COVID-19 and Cameron Peak Fire): 68

Money awarded: \$62,000

Average grant: \$954

Private donations received from CSU faculty/staff: \$28,000

Number of faculty/staff donors: 348

Donation from Canvas Credit Union: \$50,000

In their own words: Quotes from CSU Cares recipients

"CSU Cares gave me not only a life jacket, but a boat and paddles to keep me afloat! Rams really do take care of Rams and you can bet your life I will be paying this forward. Thank you for helping me and my family."

"I can't explain how much this will help me or how thankful I am to have people like all of those who donate money and make this program possible. I will most definitely be donating what I can so this program can keep going. So once again to everyone who donates, thank you so much I don't know what I would have done if not for CSU Cares."

Employee Hardship Loan Fund (EHLF)

- Interest-free loans up to \$1,000 to employees in need due to unforeseen calamity
- Supported by donations
- Loans paid back over one year by payroll deduction
- Need not be a declared disaster
- Successful program since 2014; over 130 loans provided
- Very low default rate



Give to CSU Cares:

<https://giving.colostate.edu/ramfunder>

Apply for a CSU Cares Grant:

<https://commitmenttocampus.colostate.edu/rams-for-rams/>

Employee Assistance Program Resources

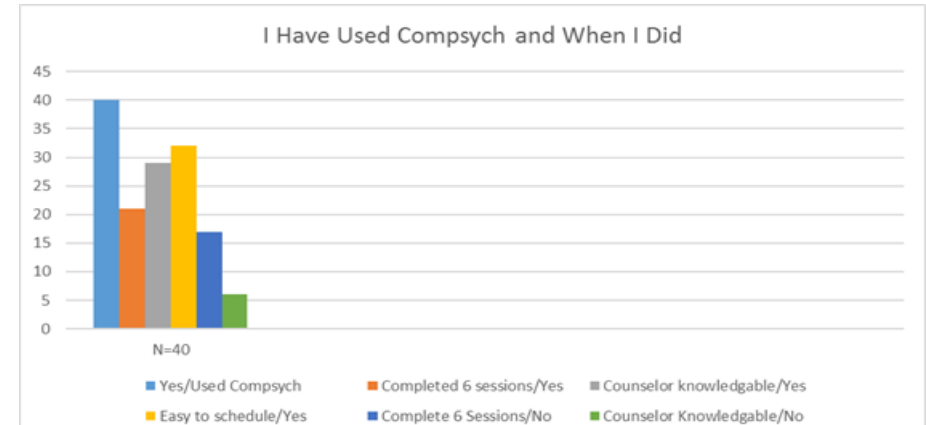
On Site Coordination

- Jan Pierce, MS, LPC
- (P) 970-491-3437
(Email) jan.pierce@colostate.edu
- [EAP Website](#)
- Assessment and referrals, management consultation, outreach to employees struggling with mental health,
- Departmental support after impactful events or loss within a community
- Collaboration on committees to advocate and serve as mental health liaison
- Education and mental health trainings for departments and units on campus

Third Party Benefits

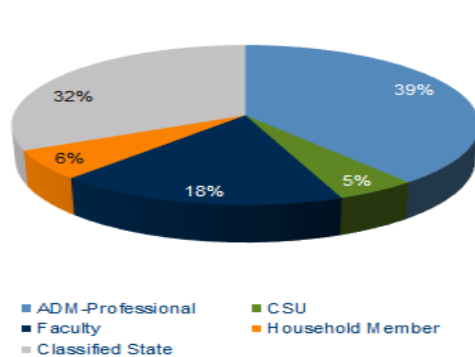
- **ComPsych**
- Six free sessions of counseling for all Faculty, Admin Pro, State Classified and Graduate Assistants and members of their household per year: **Call: 800-497-9133**
- Staffed 24/7 with experienced clinicians
- Ability to offer same day access for higher risk individuals
- Legal and Financial over the phone support during business hours **Call:800-497-9133**
- **Guidance Resources WebID: CSUEAP**
Includes legal, financial and lifestyle resources including the ability to pay to write a Will
- Many trainings pertaining mental health, work life and school during Covid [ComPsych Covid Resources](#)

Utilization Survey Conducted at HR Benefits Fair 2020



ComPsych Data by Classification

2020 – Live Cases by Designation



Observations and Comments

Trends across all employee groups were identified as Anxiety & Depression, Stress, Family Issues, Partnership & Relationship issues & Psychological issues

51 Health Crisis cases identified across the markets



CARE PROGRAM
COLORADO STATE UNIVERSITY

The **CARE** program - **Connects And Refers** Employees to resources

CARE provides employees with information about and referrals to departments/programs at CSU, as well as to agencies and organizations in Northern Colorado.

www.care.colostate.edu

Work-Life Resources.



CARE Program *October* Newsletter

- [CARE-Newsletter – Oct. 2020](#)
- [Boletin CARE – Oct. 2020](#)

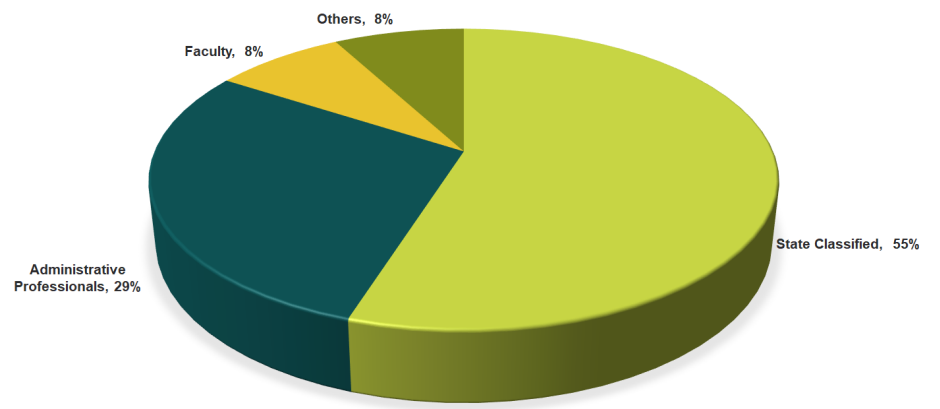
Other Important Newsletters

- [Poudre Libraries Newsletter](#)
- [Diversity Office Newsletter](#)
- [City of Fort Collins Newsletter](#)
- [Center for Healthy Aging Newsletter](#)

Community Information and List of Events

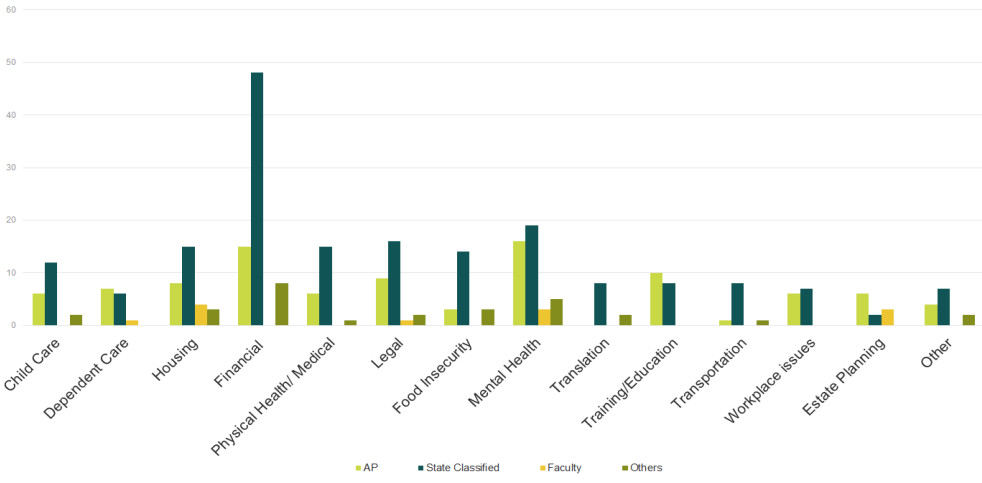


CARE PROGRAM USERS BY JOB CATEGORY



Others: Non-Students hourly, Community Members, Associate Guests, Visiting Scholars, retirees and Spouses of CSU employees

Type of Resources/Services Requested by CSU Employees –Year 2019



Discounts for Faculty and Staff of CSU

- 10% at Safeway on Fridays
- 30% off at Otter Box store
- Flash your card by the Poudre River Library
- New Costco members get a \$30 shop card
- 10% at Old Navy store
- 20% discount at Dunkin
- 10% dog grooming services at your Dirty dog
- 20% at Scotchies and Camelot Dry Cleaners
- Savings from Financial institutions like Canvas and Quicker loans
- 10% at Ram Tech store

