

Faculty Mental Health and Self-Care: Resources for Department Chairs

2019-20 ADVANCE Leadership Workshop Series:
Helping Department Chairs Navigate Mental Health in Academia
November 26, 2019

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Agenda

- 10:30 – 10:40 Welcome and Introductions
- 10:40 – 11:20 Panel Overview
- 11:20 – 11:50 Large Group Discussion
- 11:50 – 12:15 Small Group Activity: Case studies
- 12:15 – 12:20 Wrap-up and Evaluations
- 12:20 – 1:00 Networking Lunch


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Panelists

- > **Bob Stacey**, Dean, UW College of Arts & Sciences
- > **Nancy Allbritton**, Dean, UW College of Engineering
- > **Cheryl Kaiser**, Chair, UW Department of Psychology


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Bob Stacey
Dean, College of Arts and Sciences
Professor, History


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Some Types of Mental Health Issues You Might Encounter

- > Substance abuse
- > Bipolar disorders (aka Manic-depressive illness)
- > Psychosis
- > Schizophrenia
- > Depression, including Seasonal Affective Disorder

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How Do the Roles of Chairs and Deans Differ?

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Resources

- > UW Police (24/7/365)
 - 911 (from a campus phone)
 - 206-685-8973 (UWPD)
 - <http://police.uw.edu>

- SafeCampus (24/7/365)
 - 206-685-7233 (SAFE)
 - <http://www.washington.edu/safecampus/>

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Resources (cont)

- > UW Care Link (24/7/365)
 - 866-598-3978
 - TDD 800-697-0353
 - <http://www.hr.uw.edu/benefits/uw-carelink/>

- Your Dean's Office – The Portal into Central UW offices
 - Academic Human Resources
 - Attorney General's Office
 - Disability Services Office (part of UWHR)

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Some Cautions

- > Stay in your lane
- > There are limits to what we can do
- > Safety is our top priority
- > Don't let the frustrations get you down

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Nancy Allbritton
Frank & Julie Jungers Dean
College of Engineering
Professor of Bioengineering

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Lessons I Learned (Or Rules to Live By)

- > **Rely on the Professionals**
HR, counseling services, legal, etc.
- > **Document Efforts as Appropriate**
- > **Develop Clear Guidelines/Expectations**
Oral and written
Be as direct as possible
- > **Follow the Rules/Laws Exactly**
You cannot save people from themselves
Stick to performance-based evaluations



Other General Lessons

- > **Think Carefully**
Use a team of trusted advisors
Everyone has biases
Always be learning
- > **Obey The 24 h Rule When Responding**
- > **You Cannot Make Everyone Happy**
Work towards the best long-term solution for all
Make the hard decisions
- > **Work to Identify the "Real" Problem**
Don't get misdirected by a "symptom"



**Take Care of Yourself
But You Must Lead By Example**

- > **Work Hard**
Do the big and little tasks
- > **Develop a Great Team**
Shared decision making
Learn to delegate
Ask for negative and the positive feedback
- > **Identify A Favorite Activity For Yourself**
Mine are: weight-lifting, science fiction, hiking



Cheryl Kaiser

Chair and Professor, Psychology

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Stressful Events & Cognitive Appraisals



Imbalance between demands in your life and resources you have



Building Resources

- Early life experiences, environments, social status, and genetic predispositions shape resources
- Yet, interventions matter

A social support intervention



Small Group Activity: Case studies

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Case studies directions

- > Questions to Consider:
 - What do you do?
 - What resources would you use?
 - Who could you go to for help with this situation?
- > 3 x 5 Cards - Resource Ideas

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