### 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	
<b>UW</b> ADVANCE <b>TAT</b>	
Some Types of Mental Health Issues You Might Encounter	
Tou might Encounter	
> Substance abuse	
> Bipolar disorders (aka Manic-depressive illness) > Psychosis	
> Schizophrenia	
> Depression, including Seasonal Affective Disorder	
WAT	
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How Do the Roles of Chairs and	
Deans Differ?	
	-
	-
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#### **Resources**

- > <u>UW Police (24/7/365)</u>
  - 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)**

- > <u>UW Care Link (24/7/365)</u>

  - 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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### **UW ADVANCE Workshop**

November 26, 2019

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"

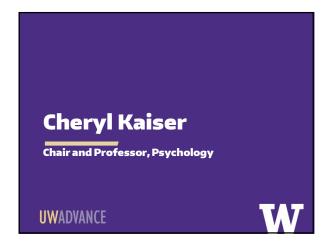


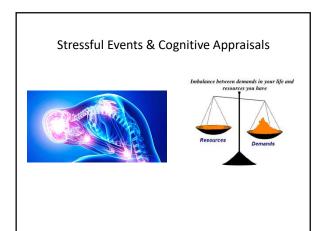
# Take Care of Yourself But You Must Lead By Example

- > 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

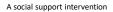






### **Building Resources**

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





## 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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