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

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

Panelists

> Bob Stacey, Dean, UW College of Arts & Sciences
> Nancy Allbritton, Dean, UW College of Engineering
> Cheryl Kaiser, Chair, UW Department of Psychology
Some Types of Mental Health Issues You Might Encounter

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

How Do the Roles of Chairs and Deans Differ?
Resources

> UW Police (24/7/365)
  – 911 (from a campus phone)
  – 206-685-8873 (UWPD)
  – http://police.uw.edu

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

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)

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
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

Stressful Events & Cognitive Appraisals
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

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