Mental Health Wellness: Resources for Department Chairs

2019-20 ADVANCE Leadership Workshop Series:
Helping Department Chairs Navigate Mental Health in Academia
May 22, 2020

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Agenda & Virtual Workshop Format

10:30 – 10:40   **Welcome and Introductions**

> **Your microphone is set on mute**
> **For resources and slides:** https://tinyurl.com/ADV-SP20LW

10:40 – 11:30   **Panel Overview and Q&A**

> **Q&A: hand raises, private chat to Eve Riskin**

11:30 – 12:00   **Optional Breakout Rooms**

> **Selection: pre-selected or private chat your preference to Laura Ciotti before 11:30**

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Breakout Rooms – Send Laura your preference in chat

- **Faculty population**
- **Graduate student population**
- **Undergraduate student population**
- **Staff population**
- **Organization/Workplace culture**
- **Equity, Inclusion, and mental health wellness**
- **General mental health wellness topics**

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Panelists

> **Jeffrey Harris**, MD, MPH, MBA, Professor and Chair, Department of Health Services

> **Megan Kennedy**, MA, LMHC, Interim Director, UW Resilience Lab

> **Jürgen Unützer**, MD, MPH, MA, Professor and Chair, Department of Psychiatry & Behavioral Sciences

> **Mollie Forrester**, MSW, Director of Patient and Family Experience, Department of Psychiatry & Behavioral Sciences

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Reducing Workplace Stress

Jeff Harris, MD MPH MBA

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First, Environment; Then Individual

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Major Factors in the Work Environment

Autonomy

Match Job Demands & Employee Capabilities

Workplace Support

Source: Laura Punnett, U. Massachusetts, Lowell

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Benefits of Addressing the Factors

Less stress and depression risk

Higher productivity

Healthier behaviors: exercise, eating, smoking

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Megan Kennedy

MA, LMHC, Interim Director, UW Resilience Lab

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Future of Student Health| Task Forces

- November 2019, UW President Ana Mari Cauce and Provost Mark Richards charged:

- **Student Mental Health Task Force** to develop recommendations to: " ...design an integrated, seamless and efficient [mental health] system that serves the needs of a diverse student body"

- **Hall Health Task Force** to make recommendations for "a sustainable organizational and financial model for Hall Health that serves to support the health care needs of the University community, especially its students"

Key outcomes of the recommendations that were endorsed by President Cauce and Provost Richards includes a **merge of two mental health units** as well as an organizational shift of **Hall Health to Student Life** and a vision that focuses **care on students and their well-being.**

Continuum of Care Model

PROMOTION   PREVENTION   TREATMENT   RECOVERY

-SCALEABLE-   -COORDINATED-

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Virtual drop-in groups, classes, and counseling at the UW for students, staff, and faculty.

THE WHOLE U
UNIVERSITY *of* WASHINGTON

https://thewholeu.uw.edu/

CENTER FOR
Child & Family Well-Being
UNIVERSITY *of* WASHINGTON

https://depts.washington.edu/ccfwb/

LET'S TALK

https://wellbeing.uw.edu/virtual-lets-talk/

B ReAL
Resilient Attitudes & Living
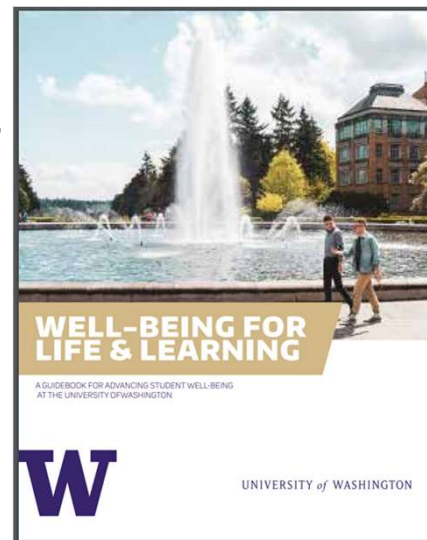
https://wellbeing.uw.edu/unit/resilience-lab/

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Well-Being for Life & Learning is a UW initiative supporting faculty as they work to create learning environments that promote the health and well-being of their students.

🐾   Nurturing connection

♡   Teaching inclusively

⚓   Building resilience-coping skills

🌲   Connecting to the environment

WELL–BEING FOR LIFE & LEARNING

A GUIDEBOOK FOR ADVANCING STUDENT WELL-BEING AT THE UNIVERSITY OF WASHINGTON.

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Guidebook available by June 2020

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Dr. Jürgen Unützer &
Mollie Forrester

MD, MPH, MA, Professor and Chair, Department of Psychiatry & Behavioral Sciences

MSW, Director of Patient and Family Experience, Department of Psychiatry & Behavioral Sciences

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Mental Health and Wellness

- Mental Health is as important as physical health
  - cognitive capacity + emotional capacity
- Spectrum of Mental Health
  - Well-being = Mental illness (acute => chronic)
    - Stress & anxiety = normal & adaptive
    - Mental illness (including substance use) = disabling
- Causes of poor mental health
  - Biological: impaired brain functioning
  - Psychological: limited capacity to cope with stress, fears, loss
 - Social Stressors: occupational, financial, legal, family

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Crisis & Responses

- Acute stress & anxiety
  - Anticipation – acute stress / trauma – grief & loss
- Posttraumatic stress syndromes
  - Persistent worry, vigilance, avoidance, re-experiencing
  - Already at risk - newly at risk
- Responses
  - Stress & anxiety = normal
    - => psychological support / 'first aid' (PFA), social support, accommodations
  - Reduce risk / harm (substance abuse, damaging relationships)
  - Support active coping / problem solving
  - More serious problems => get help
    - Crisis can help 'normalize' this
    - 911, Safe Campus, Crisis line 211; 206-461-3200 or 1-800-621-4636; www.crisisclinic.org
    - EAP: Care Link: counseling, problem solving, active coping
    - Mental health care: comprehensive assessment; short term coping; longer-term changes medications, psychotherapy: in person or virtual: telehealth, app-based / supported care

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Disaster Psychology 101

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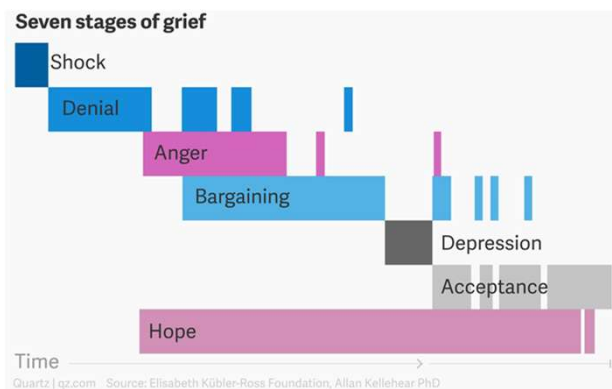
What can leaders do?

- Be there: listen, be kind
- Validate & value: what you do is important
- Embrace reality & move to problem solving
  - Solve small problems – don't let them 'pile up'
- Clear communication & principles: (1) safety, (2) students / patients, (3) team, (4) learning
- See if you can find something positive / something hopeful about the future: can we learn from this?
  - We have substantial capacity to learn and adapt
- Help people get additional help
  - Mollie Forrester MSW

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Psychological First Aid

- A strategy for promoting resilience and well-being in a crisis
- Gather information – collaborative process regarding needs and priorities
  - Avoid making assumptions
  - Meet people where they are
- Address specific needs as presented
  - Be practical – one thing at a time
  - Listen and comfort
  - Provide stabilization
  - Maintain professional boundaries

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Psychological First Aid

- Provide coping information and referrals
  - Common stress reactions
  - Identify current strengths and potential new coping strategies
    - What can be controlled
    - Skills based
  - Provide referrals and linkages if needed
    - Tailored and not mandated

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Workshop Resources URLs:

> **Fall 2019: Faculty Mental Health and Self Care**
  - https://tinyurl.com/ADV-FA19LW

> **Winter 2020: Student Mental Health**
  - https://tinyurl.com/ADV-WI20LW

> **Spring 2020: Mental Health Wellness**
  - https://tinyurl.com/ADV-SP20LW

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Thank you panelists!

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Breakout Rooms

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Breakout Rooms

Rooms
- Faculty population
- Graduate student population
- Undergraduate student population
- Staff population
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Jot down discussion questions

Discussion questions

1. **What is your unit doing to support mental health wellness at this time?**

1. **What are you doing now that you want to sustain going into the future?**

Report out idea to large group at 11:55 am

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Conclusion and Evaluations

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