

Disclaimer and Funding Statement

This presentation was prepared for the Mountain Plains Mental Health Technology Transfer Center under a cooperative agreement from the Substance Abuse and Mental Health Services Administration (SAMHSA). All material appearing in this presentation, except that taken directly from copyrighted sources, is in the public domain and may be reproduced or copied without permission from SAMHSA or the authors. Citation of the source is appreciated. Do not reproduce or distribute this presentation for a fee without specific, written authorization from the Mountain Plains Mental Health Technology Transfer Center. For more information on obtaining copies of this presentation please email gberry@wiche.edu.

At the time of this presentation, Elinore F. McCance-Katz served as SAMHSA Assistant Secretary. The opinions expressed herein are the views of Shannon M. Bennett and Andrea Temkin and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

The work of the Mountain Plains MHTTC is supported by grant H79SM081792 from the Department of Health and Human Services, Substance Abuse and Mental Health Services Administration.

Understanding and Supporting the Mental Health Needs of Faculty, Ras, Staff

Shannon Bennett, PhD

Site Director of New York Presbyterian Youth Anxiety Center at Weill Cornell

Andrea Temkin, PsyD

Instructor of Psychology at New York Presbyterian Youth Anxiety Center

September 30, 2020

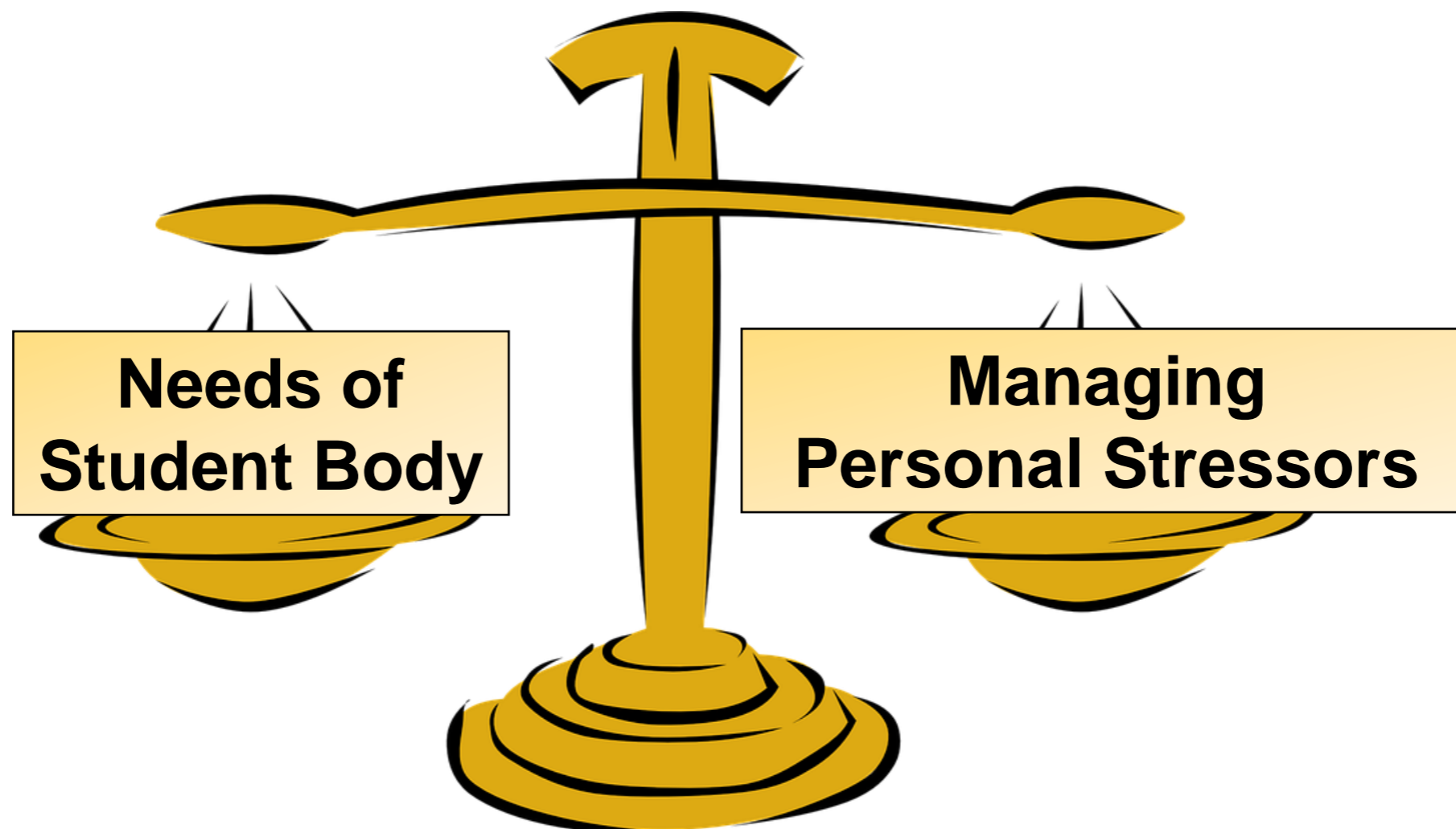
www.nyp.org/youthanxiety

Agenda

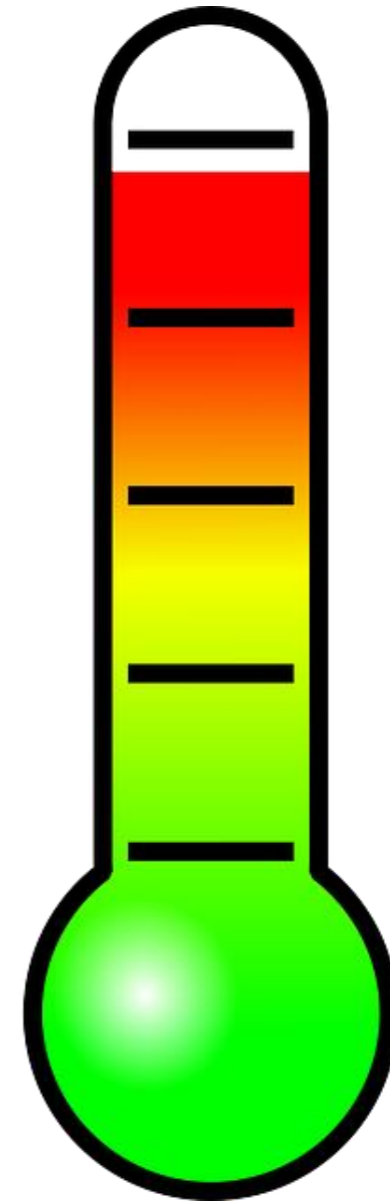
- Anticipating Psychological Needs of Faculty, Staff, and Residential Advisors
- Systemic Support
- Psychological First Aid
- Toolkits for Coping

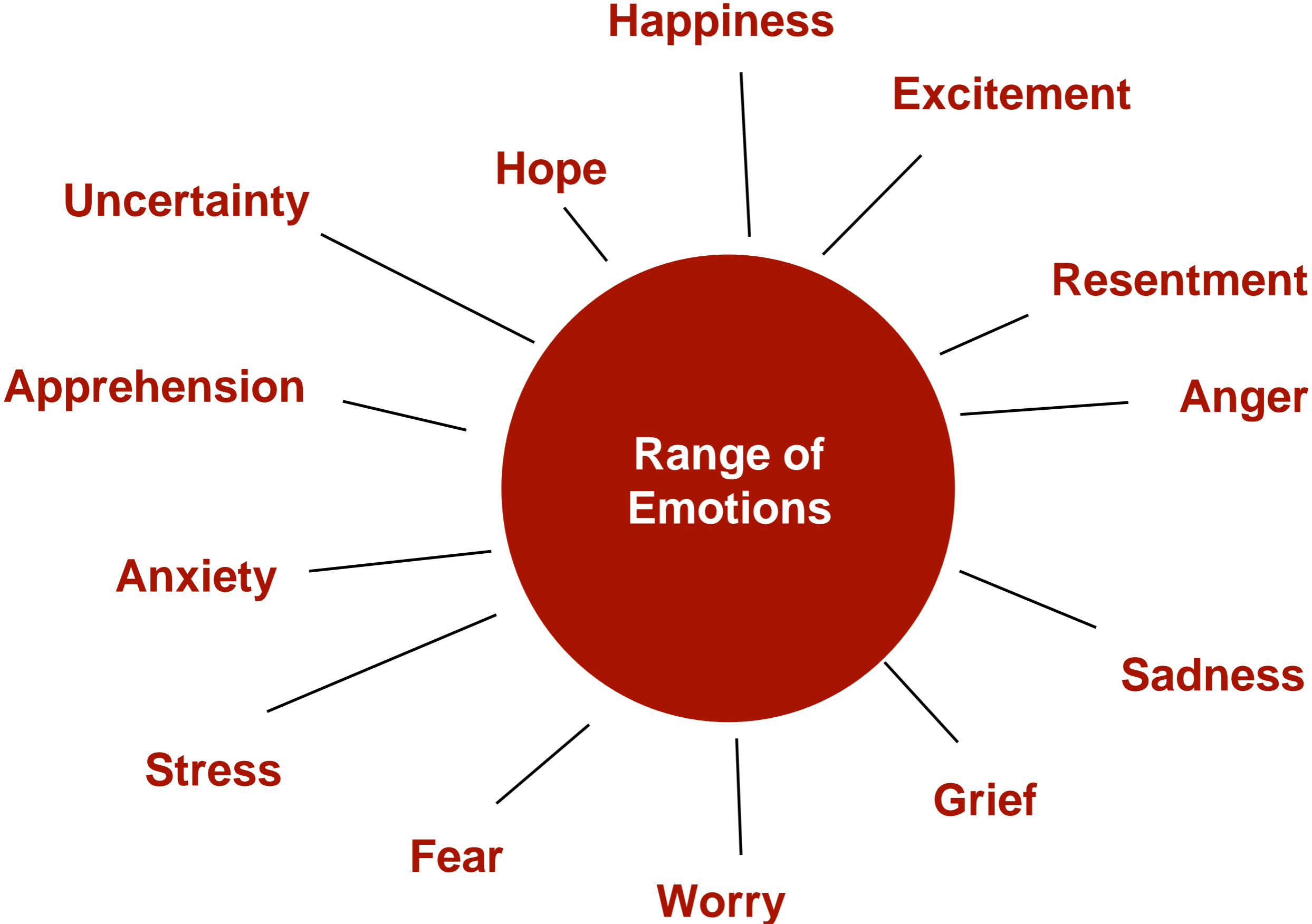
Anticipating Psychological Needs

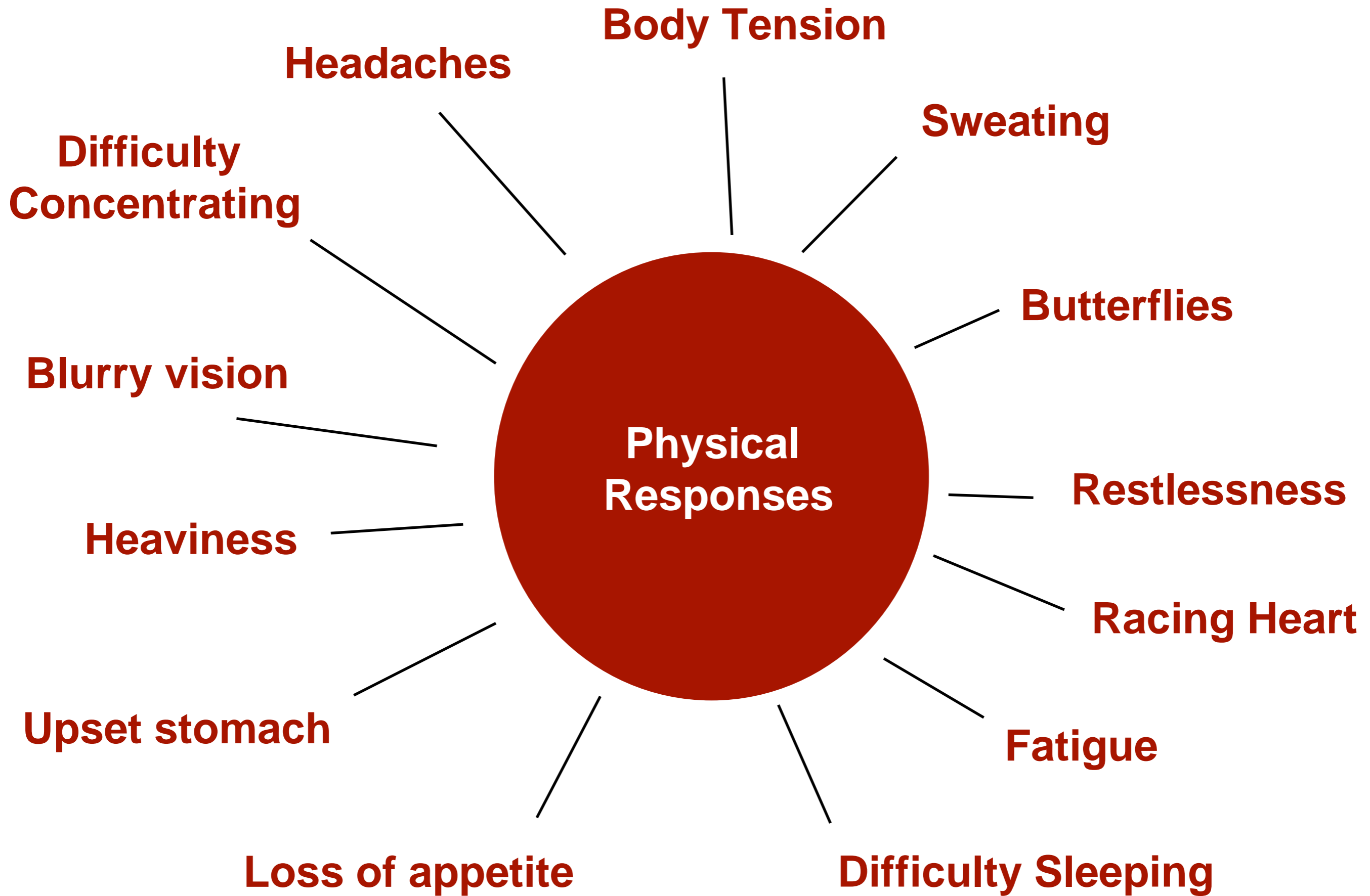
Campus leaders, including faculty, staff, and RAs are having to engage in a balancing act



Higher Baseline Stress







Systemic Support



Academic

Work/Life

Campus

Questions to Ask: Academic



What schoolwide policies can be implemented around extensions, withdrawals, leaves of absence?



How can we increase use of academic accommodations among students, like RAs, who are typically high achieving?



How can junior faculty be connected to more established professors to provide mentorship and guidance?



Can faculty be allowed to pause promotion timelines or given alternative ways to meet expectations?



What other concerns are we hearing from our personnel and how might we address them?

Questions to Ask: Work/Life

How can we ease childcare concerns for faculty and staff?

How can we normalize the difficulty balancing work and home life?

Are we able to increase available sick leave/family leave?

Where can we create more flexibility in terms of hours, remote work, etc.?

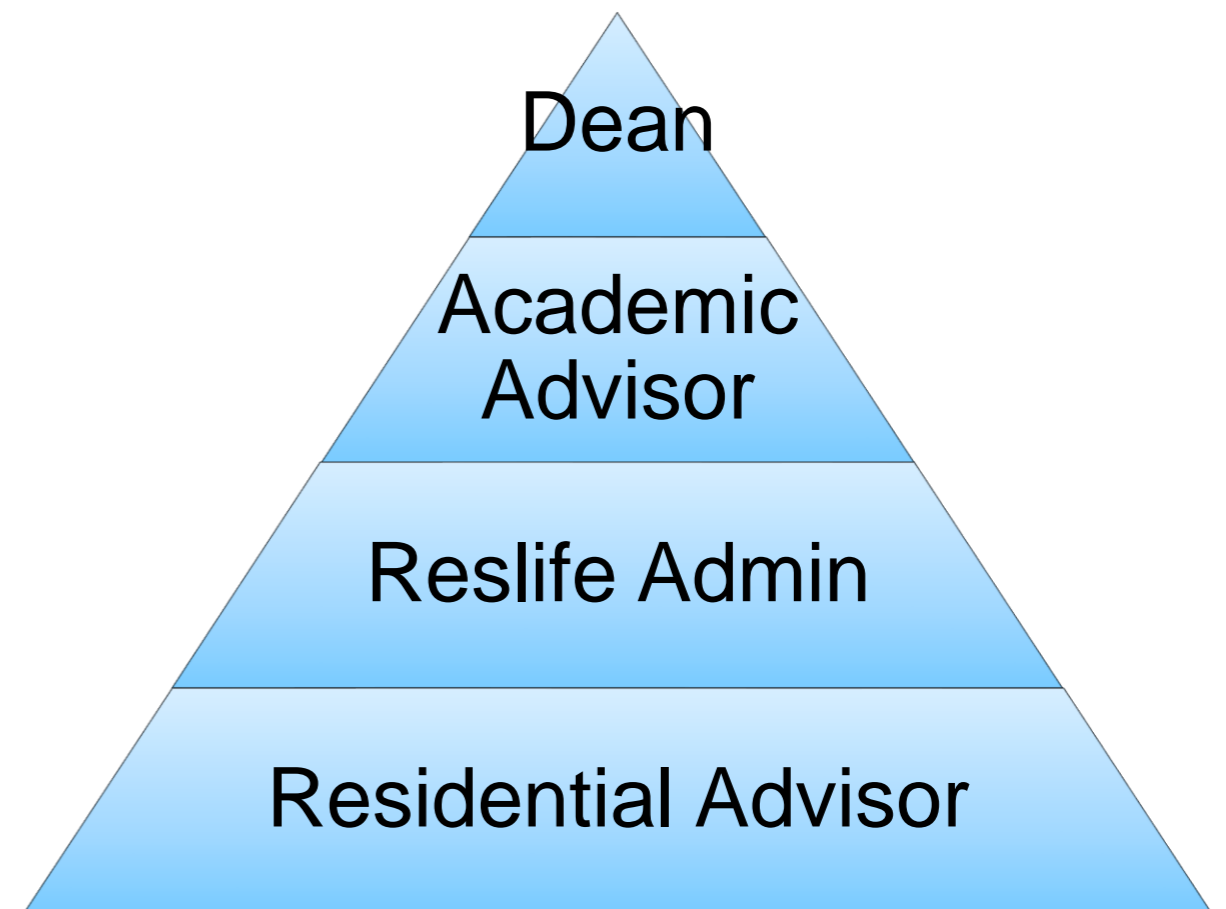
How do we promote faculty and staff using vacation time?


Questions to Ask: Support on Campus

1. How can we adapt campus to make life easier for personnel, including safe, socially distanced spaces for peer support?
2. Are we able to supply free/Supplemented food/parking?
3. How can we create clear signage or markers to help with distancing (e.g., 6ft. Apart circles on campus quads)?
4. Can campus security or admin teams help enforce COVID-guidelines so it does not all fall on RAs, faculty, etc.?
5. How can we increase accessibility to COVID testing for those who want/need it?

Setting Expectations

- **Establish role expectations** to decrease worry and confusion
- **Create tip sheets** around new campus guidelines
- **Outline chain of command** so personnel know who to talk to about questions or concerns





Psychological First Aid



Short-term, Crisis Based Help

- Psychological First Aid is a flexible, modular evidence based response to acute stress that focuses on adaptive coping and providing psychological and logistical support
- Use of PFA to provide short-term access to a high number of students/faculty/staff in an efficient way
- Training Reslife/Student Counseling Services/Student leaders interested in helping
- Triage those in need and refer for ongoing help

Eight Core Actions of PFA



Contact and Engagement



Safety and Comfort



Stabilization (if needed)



Information Gathering on Current Needs/Concerns



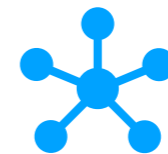
Practical Assistance



Connection with Social Supports



Information on Coping



Connection with Collaborative Services

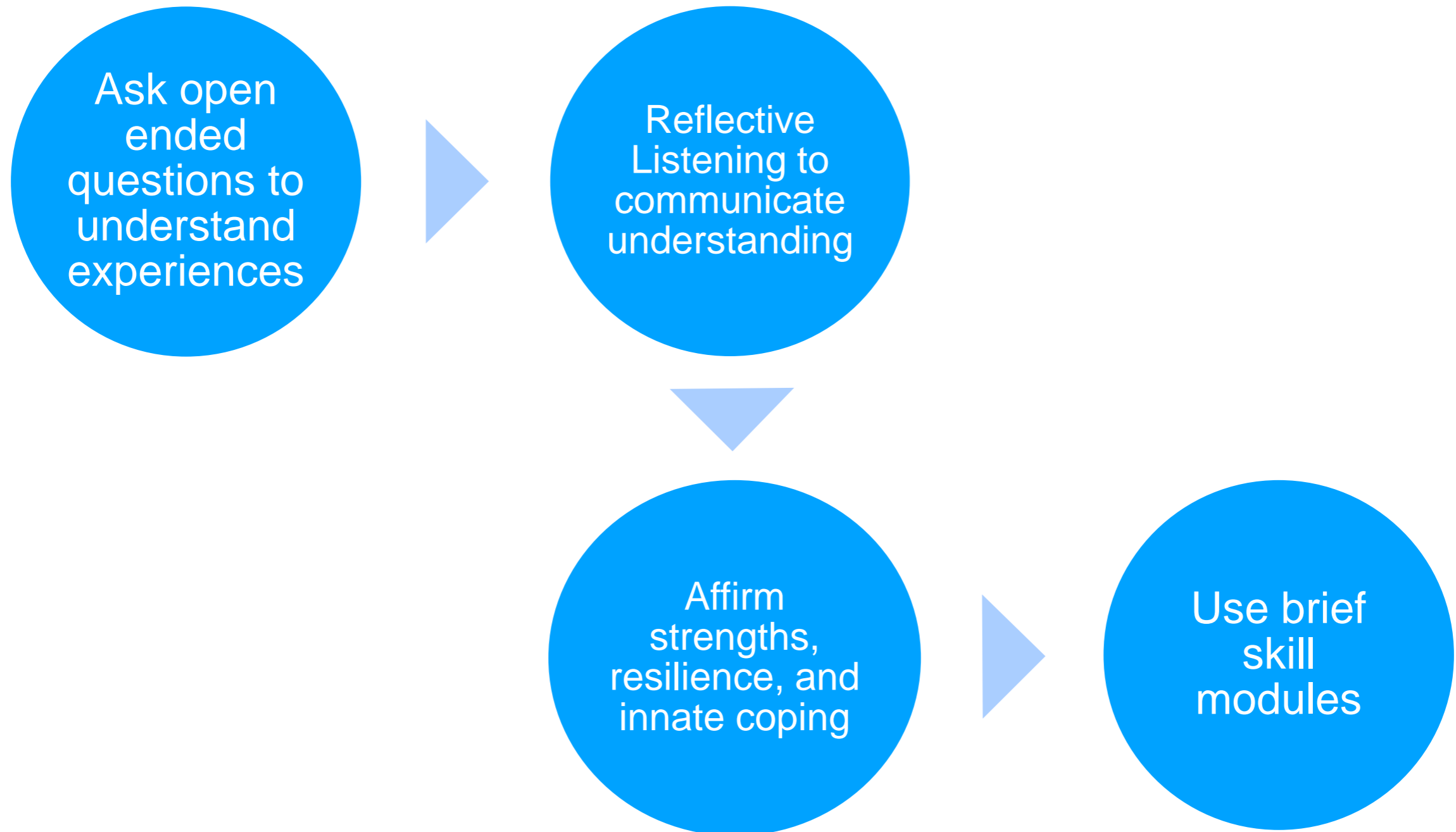
“Look, Listen and Link”

Brief Crisis Counseling Model

1-3 Sessions

- Establish Rapport
- Validate emotional responses
(*Psychoeducation to normalize responses*)
- Identify Immediate Concerns (Problem Solving, Acceptance strategies)
- Coping Skills & Self Care
(*Relaxation, Grounding, Routines, Activities*)
- Assess and Review what's helpful
- Refer if/when needed

Suggested Crisis Counseling Tools



Brief Modules & Tool Kits for Copings



Emotional
Awareness/
Management



Relaxation



Problem Solving
Vs. Acceptance



Behavioral
Activation



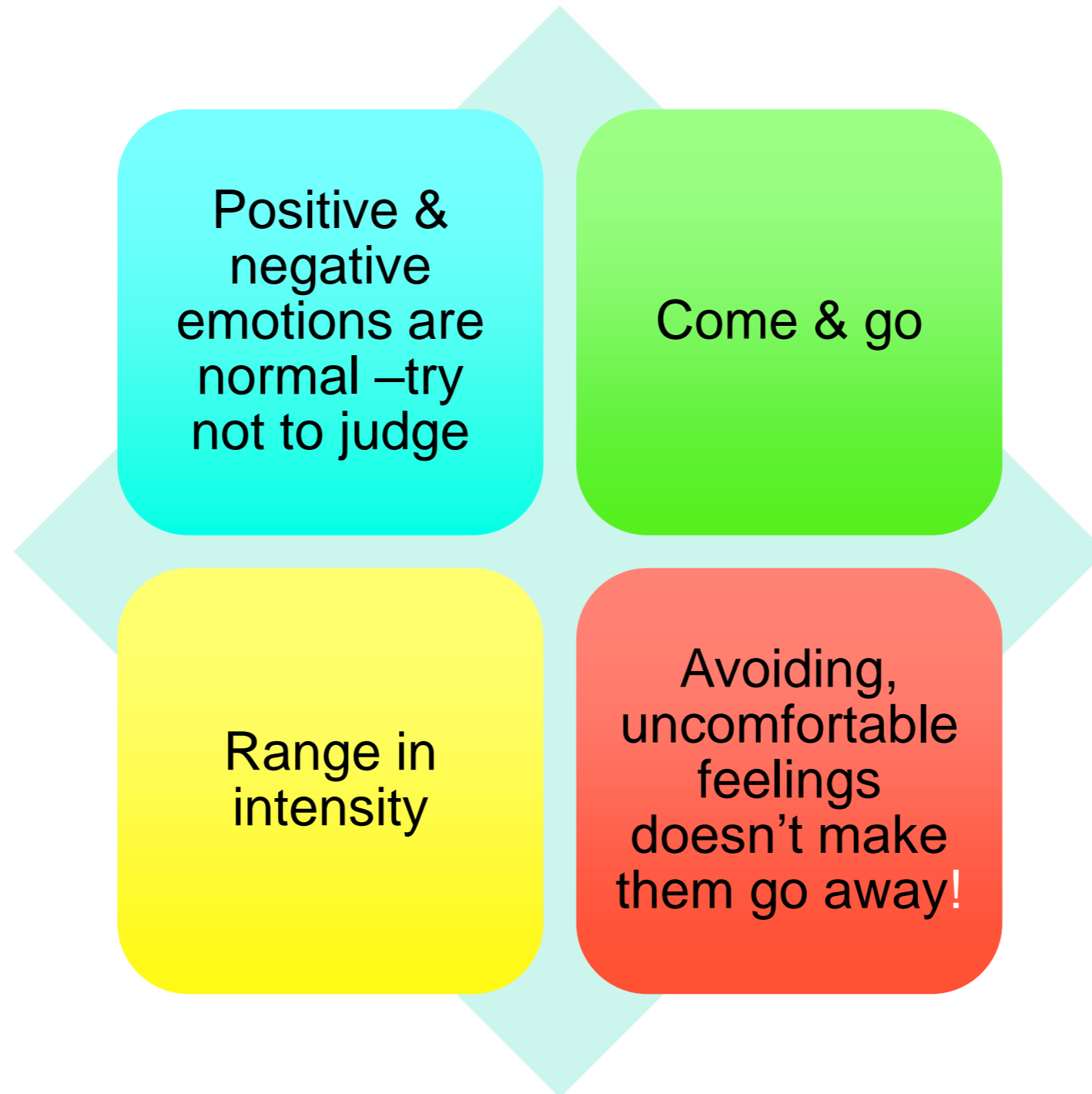
Building Coping
Plans



Seeking Support

**Module 1:
Emotional Awareness
and Management**

Emotion Management

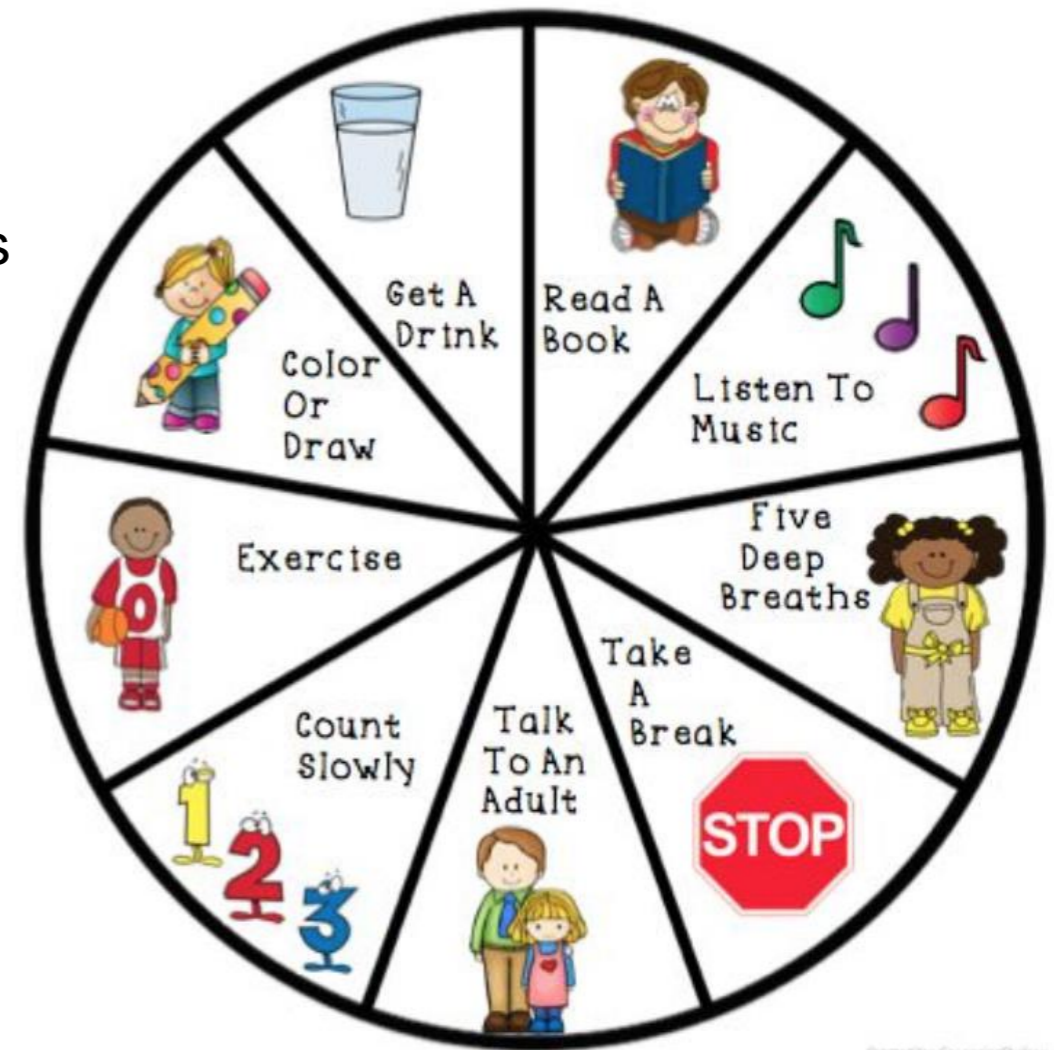


Emotions are Normal, Necessary, & Harmless

- ★ Everything you are feeling right now is valid and you are not alone
- ★ Emotions give us important information about what we need to do
 - Fear → Survival
 - Anxiety → Planning for the Future
 - Sadness → Acknowledging a loss
 - Anger → Fix an injustice
- ★ Some emotions are uncomfortable but they are not dangerous
- ★ Our **emotions** are all ok, but the **behaviors** we choose when we are feeling strong emotions can make a situation better or worse
 - We usually need to tolerate some discomfort to make a good choice

Managing Emotions during a Challenging Time

- Be kind to yourself (and family, friends, others)
 - ◆ everyone is doing the best they can right now
- Focus on what you can control
 - ◆ daily routine, healthy habits, helpful coping strategies
- Ask for help and seek out support when you need it
- Keep busy with a variety and balance of activities
 - ◆ fun, social, service, achievement/mastery, physical
- Beware of excessive media use
 - ◆ passive scrolling, non-stop netflix, too much news
- Do not avoid your emotions
 - ◆ withdrawal, substance abuse, procrastination



Created by: CounselorChelsey

Not avoiding emotions can
feel like riding a tidal wave.

Deep breathing and relaxation
can help

Break tough tasks down into
smaller steps

Be aware of emotions about emotions



Building Emotional Awareness

Step 1: Tune in and notice how you feel

- What emotions are you feeling?
- Body sensations and thoughts?
- NOTICE the emotions and name them in your mind

Step 2: Rate how strong the feeling is (1-10 scale)

- Feelings Thermometer
- We don't make our best choices at higher numbers on the scale

Step 3: Notice patterns in when you feel emotions

- Situations
- Places
- People
- What are your emotions telling you?

Take Action

Maintain a regular routine

- Bedtime & wake-up time, healthy food, hydration & exercise
- Self-care/fun activities scheduled every day!

Express emotions

- Talk to others (“I” statements)
- Cry (watch or listen to something sad)
- Take small steps to approach something you’d rather avoid

Do something to feel better

- Funny movie or show
- Go for a walk
- Deep breathing, meditation

Stay connected with others

- Message, call & video chat with family and friends
- Plan other fun activities together
- Help others however you can
- ‘Alone’ time from others

Take breaks from watching, reading, or listening to news

- Access info from reliable sources

Take steps to minimize risk

- Social distancing, gloves and mask, hand sanitizer

Coping with the new normal

Mindfulness Meditation

- Regular practice
- Focus on the breath
- Guided or self practice
- Lots of Apps:



Everyday Mindfulness

- Be fully present in what you are doing
- Use your five senses
- Acknowledge thoughts, emotions and sensations, don't get stuck
- No judgement
- Bring attention back to what you are doing
 - Eating, walking, showering...

“Toolkits” for coping

Mindfulness – Free App subscription or recorded scripts

Physical activity – Provide exercise service subscription

Social connection – suggested safe spaces to connect

Access to academic supports – teaching & research tools

Connectedness to the campus culture

Can be provided electronically for all faculty, students, and staff

Module 2: Relaxation

Introducing and Practicing Skills: ReST

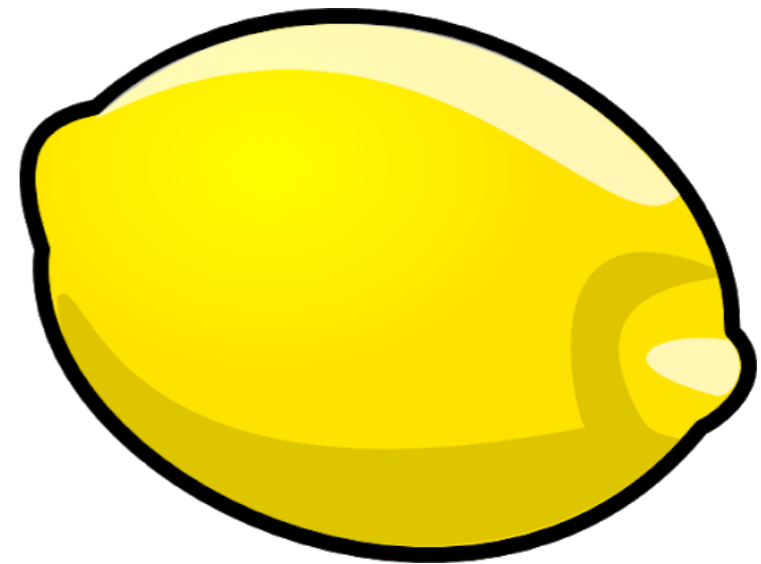


- **Relax your muscles**
- **Slow your breathing**
- **Think of a peaceful place**

(PracticeWise LLC, 2009)

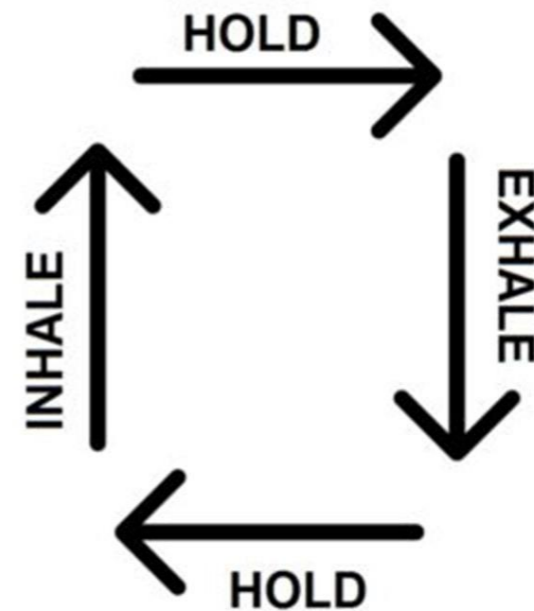
Relax your Muscles

- Starting with your right hand, squeeze your hand into a fist, like you are squeezing a lemon! Hold it for 5 seconds, then release and notice the sensations in your hand.
- Repeat exercise in different areas of the body.
- Focus on muscle groups that are holding extra tension.



Slow your breathing

- Inhale, breathing into the lower abdomen
- Keep lungs full of air
- Exhale slowly
- Keep lungs empty



Think of a peaceful place

Use your five senses to imagine a real or made up place where you can feel safe and relaxed

Where would you go?

What would you see...

Hear...

Taste...

Touch...

Smell...

Close your eyes and picture yourself in this calm, safe place. Imagine each sensation. Breathe. Remain in your safe place for 2 minutes.

“Toolkits” for Relaxation

Free App subscription or recorded scripts

Coping cards with skill reminders

Stress balls for muscle relaxation

Daily alarms to practice deep breathing

Picture of your peaceful place

**Module 3:
Problem Solving Vs.
Acceptance**

Problem Solving vs Acceptance

Strategies to problem solve challenges within your control

- **Define the problem**
- **Discuss possible solutions**
- **Create Action Plan**
- **Schedule pleasurable activities**
- **Seek social support**
- **Practice assertive communication to get needs met**

Strategies to tolerate distress from stressors outside your control

- **Validate own thoughts and feelings**
- **What have you learned from past hard experiences?**
- **Define values to organize & prioritize experiences**
- **Mindfulness Exercises**
- **Helpful Thoughts/Coping thought**

“Toolkits” for Problem Solving vs. Acceptance

Problem Solving Handouts

List of trusted social supports

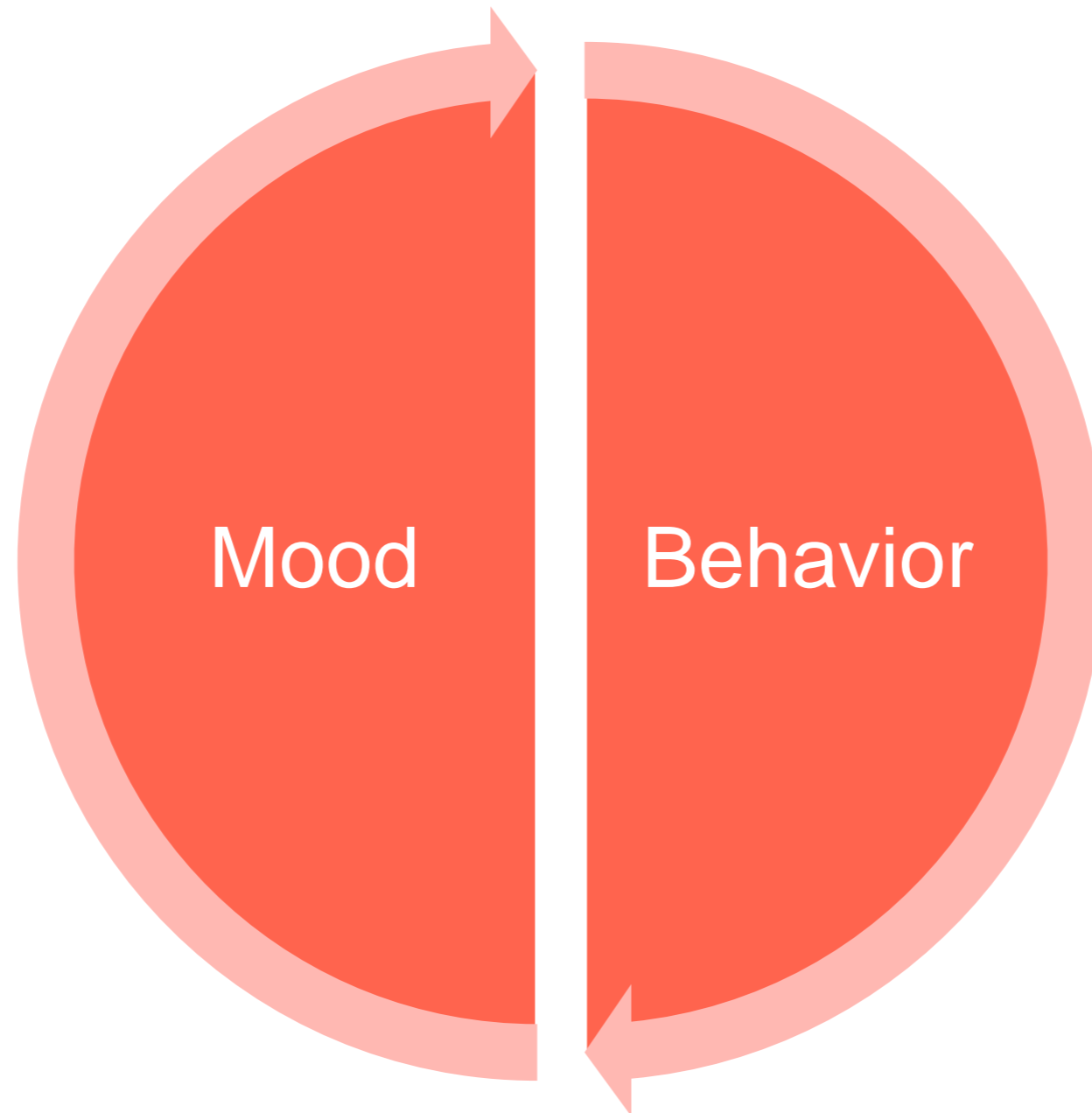
Communication Skills Script

Values Card Sort

Coping Mantra

Module 4: Taking Action

Myth of Mood Dependent Behavior



5 Types of Activities



Physical



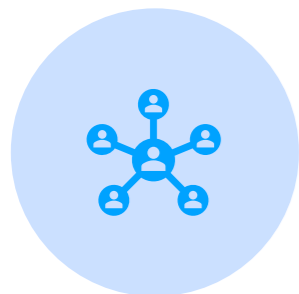
Fun



Service



Mastery



Social

Make Active Choices

- When you have the urge to avoid or withdraw, consider active choices
- Find small ways to engage
- Consider your long-term values to help motivate action

“Toolkits” for Taking Action

List of activities for each domain accessible on campus

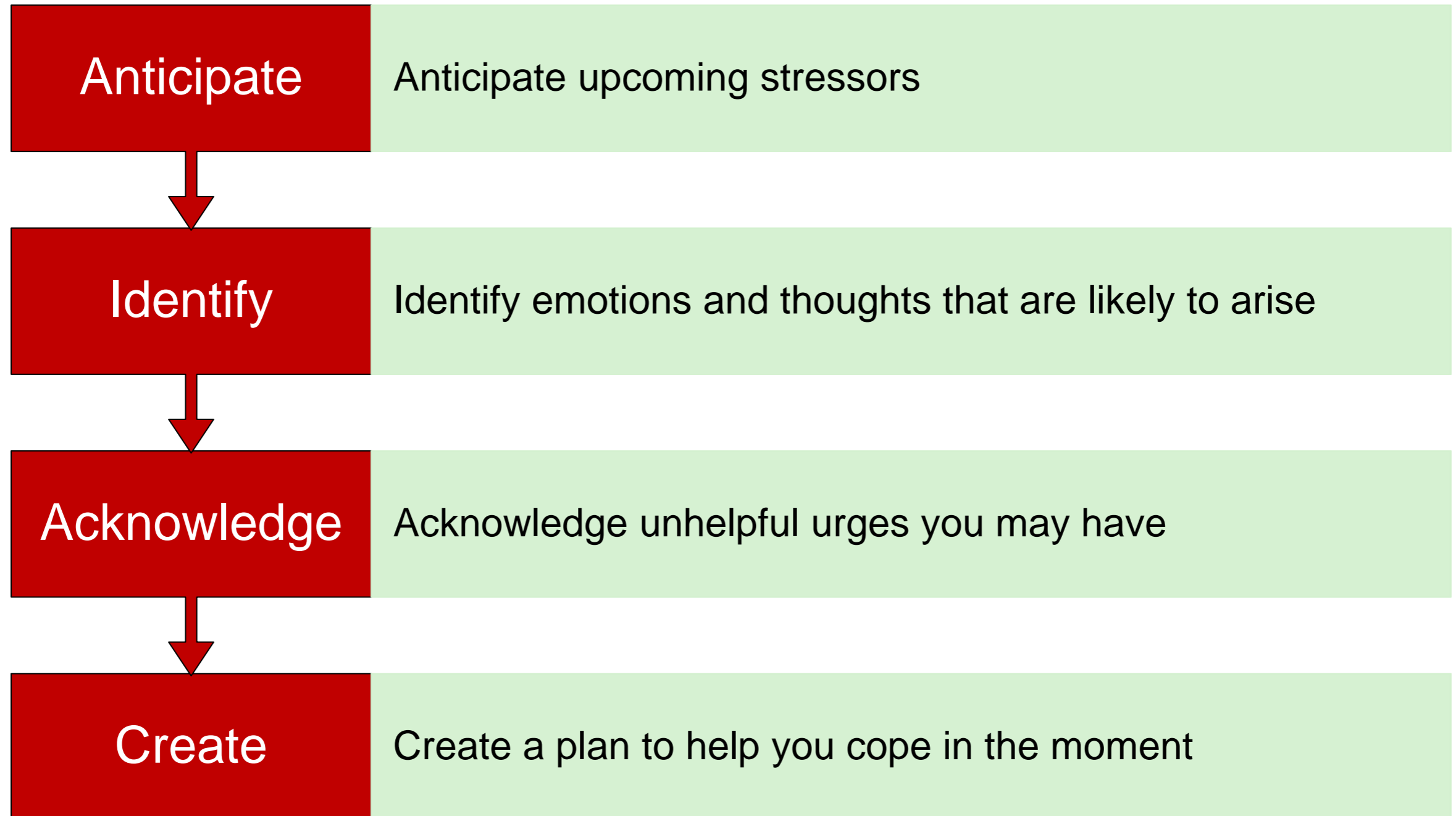
List of activities for each domain accessible on online

Calendar to schedule activities

Values Card

Module 5: Coping Ahead

Anticipating Stressors



Sample Cope Ahead Plan

	Example 1	Example 2	Example 3
1. Use a helpful thought	"I can always ask for help?"	"The weekend is almost here?"	"I'm not alone, everybody is struggling right now"
2. Self soothe task	Go for a walk	Put on your favorite song	Read a book
3. Relaxation Exercise	Progressive Muscle Relaxation	Slow your Breathing	Visualization
4. Think of who you can call for support	Best friend	Teacher/Co-worker	Family

“Toolkits” for Coping Ahead

List of common stressors, responses, and urges

Cope ahead worksheet

Coping thoughts

Relaxation exercises

List of social supports

Module 6: Seeking Support

Seek support when:

You are having a hard time identifying or using coping skills

You are using coping skills but still find yourself struggling

Friends, family, or colleagues are noticing that you do not seem like yourself

Anxiety, mood, or other symptoms are getting in the way of things you care about

AND...

If you want it!
EVERYBODY can use support, and it is a great thing to carve out time for yourself no matter how well you are doing

Finding Appropriate Support

Reach out to other people for help:

- Trusted family or friends
- Coaches
- Teachers/Advisors/Mentors
- Campus Health Services
- Religious Groups
- Community Leaders
- Community doctors, counselors, social workers

“Toolkits” for Seeking Support

School Swag with mental health contact information

Online list of campus support resources

Online referral list for local providers/community resources

Sample script for how to ask for help

Personalized list of social supports

Beyond Self Care Skills

Problem solving skills

Assertiveness skills

Emotion regulation skills

Realistic thinking

Perspective taking

Stress/time management skills

Flexibility and expectation management

Social Support – we're all in this together

Extending Skills to the Campus Community

- Can use these toolkits to help your Ras, faculty, and staff
- Lead trainings with RAs and within departments
- Distribute tips sheets
- Collaborate with ResLife to hold “ResHall” meetings where you introduce a toolkit

Questions?

Thank You!

www.nyp.org/youthanxiety

Upcoming Webinars and Workshops:

- **The Assessment and Treatment of Anxiety/Mood Strategies** – 10/14/20, 1 pm EST
- **Strategies for Promoting Resilience, Wellness, and Coping Skills for the Campus Community** – 10/28/20, 1 pm EST