

**DRAFT**  
**Salt Lake Community College**  
**Mental Health Implementation Plan**  
**August 2019 – July 2024**

**Background:** In September 2017, the State Board of Regents approved the recommendations of the Regents’ Mental Health Working Group and directed the institutional presidents to act on the recommendations. The Board approved revisions to the recommendations in January 2019. The four recommendations are as follows: (1) Assess the mental health and wellness needs of USHE students, (2) Improve mental health education at USHE institutions, (3) Increase access to mental health services, and (4) Develop institutional five-year mental health implementation plans.

**Purpose:** This document serves as the required five-year mental health implementation plan and addresses the institutional strategies outlined for each of the Regents’ mental health recommendations. The president will also present on progress and efforts on mental health issues during the State of the University address when hosting the Board of Regents.

**Rationale** (tying in campus safety, retention, completion, etc.): SLCC is committed to maintaining an environment where all persons feel welcome and safe to carry out the College’s mission and goals. Understanding that mental health is often a major barrier to student success and completion, SLCC considers the mental health and wellbeing of our students a top priority. In a recent study entitled *Too Distressed to Learn? Mental Health Among Community College Students*. The authors cited previous research with community college students (from CA and NY) noting “community college students have more severe psychological concerns...than university students.” That finding was also confirmed in this study of students at 10 community colleges nationwide. Results indicated, among students 25 or younger, that “56% of community college students reported a mental health condition, compared to 46% of students at four-year colleges and universities.” (see [https://hope4college.com/wp-content/uploads/2018/09/Wisconsin\\_HOPE\\_Lab-Too\\_Distressed\\_To\\_Learn.pdf](https://hope4college.com/wp-content/uploads/2018/09/Wisconsin_HOPE_Lab-Too_Distressed_To_Learn.pdf)). On March 20, 2017, the State of Utah declared a public health crisis for mental health issues within higher education. (see [H.C.R. 16](#)). With this understanding, SLCC will continue to promote and support student success, retention, and completion by providing quality, accessible, affordable, culturally sensitive, and confidential mental health and wellness services to all SLCC students, faculty, and staff.

**Institution funding model for mental health:** A majority of SLCC’s Center for Health and Counseling (CHC) funding, including CHC staff salaries comes directly from student fees. Currently, SLCC students pay between \$8.00 and \$23.25 (depending on number of credit hours taken) in students fees that go directly towards health and wellness (i.e. CHC). Each year a student fee board meets to discuss current student fees to determine if fees should be raised and/or lowered in each designated fee area. SLCC students have been supportive of the health and wellness fee and have approved an increase each of the last two years, knowing mental health and student wellness are a major concern amongst college students. SLCC also utilizes an internal Informed Budget Process (IBP) to identify financial resources needed to meet and/or improve the student experience while achieving its vision, mission, core theme objectives and strategic priorities. In certain circumstances, SLCC may look for additional funding sources external to the College to support mental health and wellness initiatives (i.e. private donors, grants, OCHE, BOR, State Appropriations, etc.)

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## **Recommendation #1: Assess the Mental Health and Wellness Needs of USHE Students**

**Strategy 1a:** In an effort to make more data-informed policy decisions, assure the Chief Student Affairs Officers (CSAOs) of the USHE institutions use the following systematic evaluation tools to assess the mental health and wellness of USHE students: the American College Health Association National College Health Assessment (ACHA NCHA) in the spring semester of odd years starting 2019 and the Healthy Minds Study (HMS) in the spring semester of even years starting 2020. The results of the evaluations will be reported to the Board of Regents.

### Institution Current Status

- The ACHA-NCHA survey was conducted with SLCC students during the Spring 2019 semester and will be conducted again during Spring 2021 and Spring 2023 semesters.
  - SLCC's health and wellness programming utilizes this survey data to improve existing services and programs and create new programs that increase student mental health and wellness. Some examples include:
    - September 2019 CHC collaborated with SLCCSA on "Lemonade for Life" event that created suicide awareness and prevention while providing information on campus mental health resources to 144 students.
    - Hosted a World Mental Health Day event educating students on mental health resources available on-campus as well as education on stress management. 224 students attended the event.
      - CHC Mental Health Counselors provided mental health screenings to students. There were a total of 53 participants who started the mental health screening on the JED Foundation's ULifeline website. Of the 53 participants, 27 completed the screening, and 14 participants who completed the screening were referred to CHC counseling services to receive a more thorough diagnosis.
    - Wellness Wednesdays: weekly wellness programming focused on teaching a different healthy behavior each week. Included is the "Wellness Champions" weekly health assessment of five areas: sleep, physical activity, water intake, nutrition, and stress. Spring semester 2019 over 190 students participated overall, with an average of 20 students participating week to week.
    - Summer student leadership training specifically focused on mental health and suicide prevention.
    - Stress relief events: To teach students healthy coping behaviors and how to manage their stress we have a large event De-Stress Fest two times a year. We also provide activities and information during the week of finals called "Stress Less Week." Last year we educated 467 students at these events.
    - Therapy Dogs Stress Management program "Paws & Relax" allows students to spend time with trained therapy dogs for a moment of stress relief and connect with the CHC staff and PALS to receive information about CHC services. 135 students attended the first event in October 2019, with two more scheduled Fall semester 2019.
  - Instituted a fee waiver program for student meeting certain criteria (I.e. financial hardship, housing insecurity, food insecurity) in an effort to increase access to mental health services.

- PHQ2 depression screenings on all medical visits and PC-PTSD screening at every counseling intake.
- Ken Stonebrook, Dean of Students & AVP participated in the Healthy Minds Study (HMS) onboarding call with HMS Study Coordinator, Akilah Patterson on Wednesday, October 16, 2019 to prepare/plan for the Spring 2020 HMS survey at SLCC.
  - The survey is administered electronically by the University of Michigan, Healthy Minds Study team, including reminder and follow-up emails to survey participants.
  - SLCC has the option to survey a random sampling of +/- 4000 students or all Spring semester 2020 students for the same cost.

Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- The Healthy Minds Study (HMS) survey will be conducted with SLCC students during the Spring 2020 semester and thereafter during Spring 2022 and Spring 2024 semesters.
  - HMS has their own Amazon gift card incentive to increase student participation
    - SLCC will also incentivize this survey to encourage student participation
  - Create a marketing campaign with the CHC's graphic designer that creates awareness and enthusiasm for SLCC students prior to Spring 2020 survey launch.
- The ACHA-NCHA survey will be conducted with SLCC students during the Spring 2021 and Spring 2023 semesters.
  - SLCC will work with our Institutional Research team as well as the ACHA-NCHA team prior to the Spring 2021 survey to identify ways to increase student participation/response rate to achieve and/or exceed SLCC's average response rate of 8% on past surveys.
  - SLCC did not provide incentives for student survey participants this year. The CHC determined the money was better spent on internal programming for SLCC students. Given the low response rate this year, prior to the Spring 2021 survey:
    - Look into available funding sources to purchase incentives for students to increase participation.
    - Work with Institutional Research to look at random sampling methodology that may improve student participation
    - Research the potential impact of sending an early alert email to all students informing them that they may be selected to participate in an upcoming ACHA-NCHA survey
- Beginning Spring 2020, after each survey is issued and the data is returned to SLCC from the survey administrator, the strategy lead and other collaborators will partner with SLCC Institutional Research to review and analyze the data in an effort to improve/strengthen mental health and wellness practices and offerings at the College.
  - An executive summary and/or presentation will be prepared at the close of each survey cycle and presented to important stakeholders (i.e. students, faculty, staff, senior leadership, etc.) to educate and solicit feedback.

Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: Director for the Center for Health & Counseling (CHC); CHC Health Promotion Manager; SLCC Institutional Research; SLCC VP of Student Affairs & Enrollment Management.

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- SLCC's cost for participating in the HMS survey is a minimum of \$5,500. Although a majority of the CHC's operating budget is funded through student fees, a mandate to participate in the HMS survey for 2020, 2022, 2024 should not be a cost placed on SLCC students. As a result, an ongoing funding source for conducting the HMS survey in Spring 2022 and Spring 2024 may need to be pursued (i.e. private donor, grants, OCHE, BOR, State Appropriations). If there are no additional funding sources external to SLCC, the money needed for future surveys will be requested through SLCC's IBP process.

**Recommendation #2: Improve Mental Health Education at USHE Institutions**

In an effort to more effectively prevent and treat mental health issues within the USHE system, assess and, if needed, modify educational standards for faculty, adjunct faculty, staff, and students. The goal of the standards should be increasing the ability of these groups to identify mental health issues and to refer students to appropriate mental health resources, as needed.

**Strategy 2a:** The Commissioner's Office will: Convene the Counseling Center Directors from each USHE institution at least annually to discuss best practices for training and other strategies or other relevant topics to assure the best mental health practices for students. These topics may include "Okay to Say" or similar awareness campaigns, and collaboration with the Utah Suicide Prevention Coalition, Utah Division of Substance Abuse and Mental Health, and the Utah Student Association.

OCHE Current Status

- The first Counseling Center Directors meeting was held June 4, 2018. Regent Patricia Jones, chair of the Regents' Mental Health Working Group, led a focus group to gain the directors' insights into implementing the Regents' Mental Health Recommendations at each of the institutions. Each recommendation and strategy were reviewed and discussed. Edits to some of the strategies were suggested to: (1) make implementation possible, and (2) provide sufficient data to the Regents on the effectiveness of the strategies in responding to student mental health needs.

OCHE Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- The counseling center directors from all eight USHE institutions are represented on the Regents' Mental Health Advisory Committee, which will meet once a year in June or July, once the survey results are in from the annual mental health survey, to review the data and progress of the 5-year implementation plans.

Lead and Other Collaborators

- Lead: Megan Brown, OCHE Project Manager – Academic and Student Affairs
- Collaborator: Elizabeth Hitch, OCHE Associate Commissioner for Academic and Student Affairs

**Strategy 2b:** Each USHE institution will (for Faculty/Staff): Work to implement a mental health education training for new faculty and staff, with ongoing follow-up training opportunities available for all faculty and staff.

Institution Current Status

- Two trainings are available to all faculty and staff on a voluntary basis through our Faculty Development Center. This includes a one-hour *Question, Persuade, Refer (QPR)* training on suicide prevention, as well as a 90-minute training on more general student mental health issues entitled, *College Student Mental Health: What You Should Know and What You Can Do*. The QPR training is also available upon request from the CHC Counseling Manager, Scott Kadera.
  - These trainings are published in the SLCC Faculty Development Catalog as well as on the Faculty Development website. Additional marketing took place through the weekly SLCC Today online publication.
    - Faculty turnout has been low historically, and research is being done into the possible reasons why, and how to improve faculty participation. However, faculty in attendance provided feedback that the training is relevant to their needs in working with distressed/suicidal students in an educational setting.
  - Currently SLCC only has one QPR certified trainer. By the 2020-21 academic year, SLCC will look into getting at least two more individuals trained (\$500 per trainee) to increase trainer availability and ensure ongoing training capacity in the event trainers leave SLCC.
- Additionally, a *Student Mental Health Guide for Faculty and Staff* was recently completed and will be posted on our CHC and Behavioral Intervention Team (BIT) home pages.

Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- Continue with offering the two trainings indicated above through our Faculty Development Center and by invitation/requests from faculty and/or Student Affairs departments.
  - Specifically, more intentional efforts will be made to reach out to Associate Deans and Deans to schedule trainings or information sessions during department and/or school-wide meetings.
- Partner with the Associate Provost of Learning Advancement to highlight the mental health needs of SLCC students and embed mental health and wellness information, resources, and training into the new faculty orientation process.
- Disseminate information on the availability of the new *Student Mental Health Guide for Faculty and Staff*.
  - The CHC webpage will undergo a redesign within the next six months. This redesign will include a separate page on the CHC's website for all faculty/staff resources.
  - Upon completion of the Webpage redesign, send an email with the link to the updated website/new information via Academic administration, Faculty Senate, and/or Faculty Association.
  - Promote via the SLCC Today online publication.
  - Partner with SLCC People and Workplace Culture to incorporate this information in the employee onboarding/Bruin Beginnings curriculum and/or handouts.
- Determine the feasibility of a required mental health training component for all faculty and staff that **with Cabinet approval** would be incorporated with the current required training offerings that are a requirement for merit pay increase at SLCC.
  - Beginning January 2020, SLCC will be utilizing Everfi's suite of cloud-based workplace trainings to meet our required training needs. A review of available trainings will need to be conducted to see if a mental health education training is available for employees as part of this suite.
    - If a determination is not made to require a mental health training as part of this process, it is important to note that all Everfi employee trainings will be

available on demand should faculty/staff wish to take a training on mental health education, etc.

- Research offering QPR (Question, Persuade, Refer) training on Canvas, or e-learning created website/portal In addition to the QPR trainings offered in-person.
  - QPR is available as an online course for approximately \$1.00/person.
  - If feasible and funding is available, this resource could be operational as soon as Fall 2020.

#### Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: CHC Counseling Manager; Faculty Development; Human Resources; Risk Management; Faculty Development; People and Workplace Culture; Associate Provost of Learning Advancement

#### Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- None identified to date.

**Strategy 2c:** Each USHE institution will (for Students): Offer opportunities and encourage students to participate in mental health literacy training to help them identify, respond to, and refer peers to appropriate mental health resources.

#### Institution Current Status

- Counseling Services and Health Promotion at the CHC team up annually to provide training to student leaders in recognizing, responding to, and referring students in distress and/or at risk for suicide. This included student leaders called Peer Action Leaders (PALS) who act as peer health educators on campus.
  - PALS serve as a liaison between the student body and the CHC administration by representing student health concerns and by promoting CHC services on campus. PALS participate in SLCC leadership training every year in addition to becoming Certified Peer Educators through NASPA. The CHC currently provides five leadership fee waivers to students.
  - Last semester PALS students implemented a weekly stress relief activity impacting approximately 200 students. They will continue their stress relief programming through 2020 utilizing a mobile stress relief activity cart (“Art Cart”) where they interact and educate students on stress relief with an easy craft.
- During Spring Semester 2020, SLCC along with other USHE institutions, will work with Everfi to implement and offer the Mental Well Being mental health literacy course that was funded by OCHE for the coming year.
- The CHC Counseling and Health Promotion manager recently met with BreeAnn Silcox, Suicide Prevention Coordinator from the Salt Lake County Health Department, to discuss funding for marketing activities to raise awareness about mental health on campus as well as providing QPR training to students on campus (by the Suicide Prevention Coordinator).
  - Partnership provides opportunity for free QPR training in addition to what is currently offered by SLCC.
  - CHC will receive funding (amount TBD) to implement a mental health awareness and de-stigmatization campaign with an anticipated rollout date Spring 2020.

- Prior to Fall semester 2019, SLCC Athletics hosted a mental health training for all student athletes provided by Dr. Jason Hunziker, Associate Professor, from the University of Utah Department of Psychiatry.

Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- Implement the Everfi Mental Well Being mental health literacy training to students this Spring 2020 semester.
  - SLCC conducted a planning/implementation meeting with Everfi Customer Success Manager, Emily Lewek, on August 26, 2019.
- Continue with annual trainings to student leaders on recognizing, responding to, and referring students in distress and/or at risk for suicide.
  - Winter leadership training (all student leadership positions) will be held on February 14, 2020.
  - Summer leadership training (all student leadership positions) will be held in August 2020.
- Work with the Orientation and Student Success department to research ways to better embed mental health information/training into SLCC new student orientations.
  - Will identify strategy for implementation in both online and in-person orientations prior to Fall semester 2020.
- Work with faculty administrators on the Implementation of classroom assignments on mental health topics in specific classes/departments where course content/pedagogy aligns.

Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: CHC Counseling Manager; Health Promotion Manager, CHC; BreeAnn Silcox, Suicide Prevention Coordinator, Salt Lake County Health Department; Everfi staff; Student Orientation and Success, Canvas; Academic Deans; SLCCSA

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- Ongoing funding for implementation of the Everfi Mental Well Being mental health literacy course, if it is determined to be continued, will be required beyond the 2019-2020 school year. If there are no additional funding sources external to SLCC, the money needed for future surveys will be requested through SLCC's IBP process.

**Strategy 2d:** Each USHE institution will (for Students): Offer service learning and volunteer opportunities that provide exposure to mental health issues and treatment and may lead to career opportunities in mental health settings.

Institution Current Status

- There are several student clubs on campus that offer exposure to mental health issues and volunteer opportunities, including the Social Worker Association, the Student Health Advisory Committee, and the Psychology Club.
  - SLCC was recently approved to open a chapter of Active Minds on campus.
- Service-learning opportunities are available for students to gain exposure and experience in programming for mental health issues on College campuses through Peer Action Leader (PALs) scholarships at the CHC. (see Strategy 2e above)

- This opportunity is available for up to five students each year .
- SLCC currently partners with the following agencies that provide students, faculty and staff exposure to mental health issues: Catholic Community Services, Refugee Immigrant Center, Asian Association of Utah, Volunteers of America, IRC, The Children’s Center, Family Support Center, Utah Coalition Against Sexual Assault, Rape Recovery Center, Maliheh Free Clinic, Christmas Box International, YWCA, The Reach Program, South Valley Sanctuary, United Way, Courage Reins, Kids on the Move, Utah Community Action.
  - These partners provide service learning opportunities and venues for SLCC students. These students are getting real-life experience in the community, while being exposed to a variety of mental health issues.
  - Some of these opportunities result in ongoing volunteer and/or job opportunities for SLCC service learning students.
- We currently offer the following service-learning courses that may provide exposure to mental health issues and/or opportunities in mental health settings:
  - HLTH 1110 - Social Health and Diversity
  - SOC 1010 - Introduction to Sociology
  - SOC 1020 - Social Problems
  - SW 2940 - Social Work Internship
  - EDU 1400 - Studies of Disability
  - EDU 2011 – Inclusive Classrooms
  - ENG 2760 - Gender and Cultural Studies

Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- Continue to support and promote student clubs centered around mental health in an effort to continually provide SLCC students exposure to mental health issues, treatment and career opportunities in the mental health profession.
  - Will partner with SLCC Career Services in Spring 2020 to better align club opportunities with potential job opportunities.
- Support and develop the recently approved chapter of Active Minds on SLCC campuses.
  - Club will be fully operational Spring 2020 and already has club leadership identified.
- Continue with the Peer Action Leader (PALS) program for service-learning opportunities through the CHC.
  - Each PAL works on a passion project each year by identifying a health topic they are interested in and then planning programming Fall semester with implementation of their project in Spring semester.
  - The CHC will continue training PALS in peer health education and have them attend General Assembly in November 2019 as well as other NASPA conferences throughout 2020.
- Promote the above service-learning courses as mental health exposure opportunities on SLCC’s website and in course syllabi.

Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP

- Collaborators: Student Life and Leadership (including SLCCSA Clubs & Orgs); pertinent Faculty club advisors; CHC Health Promotion, CHC, Thayne Center, Career Services, Academic Affairs, Service Learning

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- None identified to date.

**Strategy 2e:** Each USHE institution will (for Students): Assure that institutional student health and wellness programs systematically address the biopsychosocial aspects of mental health and well-being.

Institution Current Status

- The Center for Health and Counseling (CHC) is an integrated center, housing medical services, mental health counseling, health education and promotion, and massage therapy under one department.
  - Many schools have separate departments for each of these programs. Having an integrated model benefits SLCC students by allowing CHC providers to collaborate, refer, and coordinate care without navigating different departments and/or siloed operations.
    - An example of this is a student being seen for a cough will also be screened for depression as a standard practice by medical staff and immediately referred to a counselor for an intake session, all within the same department/space.
  - An integrated center reduces wait times, with SLCC students receiving counseling appointments available the same week they schedule them.
    - This includes follow-up appointments should a student need medication evaluation and/or management.
- A holistic, team-approach is a daily practice with CHC medical providers and mental health therapists regularly meeting to coordinate care to common patients and clients.
- The CHC medical providers and mental health counselors make interdepartmental referrals for laboratory testing to look at metabolic reasons for poor mood/mental health.
- Every medical patient that visits the CHC department with a mental health complaint receives a comprehensive care plan that addresses the mental health connection to good hydration; nutrient dense food; sleep hygiene; regular physical activity; screen time; positive self-talk; mindfulness breathing; regular positive, in-person socialization; regular enjoyable activities; supplementation if needed.
- The CHC mental health counselors address with all clients their social support systems currently in place and may recommend other campus and community resources.
- The CHC mental health counselors are guided by an integrative treatment model that addresses the biological (gender, race, sexual orientation, medications and lifestyle factors), psychological (cognition, emotion, motivation, interpersonal skills and defense mechanisms) and social (family, peers, partner, education, work, leisure, ethnicity, religion and culture) aspects of mental health.

Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- Continue with the above bio-psycho-social service delivery model.
  - At the annual CHC retreat in July 2020, each CHC area will establish goals to improve collaboration of services/care that directly impact SLCC students.

- SLCC's CHC employees will continue to receive training and attend professional development offerings to ensure SLCC stays abreast of industry best practices and continues to find ways to improve the bio-psycho-social service delivery model.
  - Department leadership will be attending the annual American College Health Association (ACHA) in May 2020. This is the primary training where best practices in the biopsychosocial model for student care are discussed.

#### Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: CHC professional staff

#### Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- None identified to date.

**Strategy 2f:** Each USHE institution will (for Students): Collaborate with existing or developing K-16 Alliances that are working to better prepare students for mental health issues across the continuum of K-16 education. Collaboration may include such things as: (1) increasing awareness and better coordination of the K-16 mental health continuum, (2) developing K-16 resiliency training, (3) working to transfer information on students under Section 504 of the Rehabilitation Act of 1973 from K-12 to higher education institutions students are attending, with consideration of whether such transfer includes Individualized Education Programs (IEPs).

#### Institution Current Status

- The Disability Resource Center (DRC) Advisors currently review IEP's and make referrals to CHC as needed.
- SLCC hosted the Multicultural Youth Leadership Summit Fall semester 2019. SLCC Mental Health Counselor, Ardi Ghimere, co-facilitated four breakout sessions specifically focusing on the *health* aspect of mental health, providing local resources, asking for help from a trusted adult, validating feelings and utilizing a mood meter.
  - Over 480 students were reached, with each one receiving SLCC CHC information/resources.
- SLCC hosted High School Counselor and Community Partner Conference Fall semester 2019
  - SLCC's CHC tabled as a college resource for counselors working with prospective SLCCC students at the high school level.
- The CHC has conducted resiliency trainings in a workshop format and could expand trainings.

#### Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- Develop partnerships with school districts to provide a student's IEP and other documentation at the time of graduation.
  - Currently, the student is responsible for requesting the documentation from the K-12 institution when they apply for DRC accommodations.
- Work with K-16 partners to identify needs, and ways in which SLCC may offer support and improved access to mental health for students.

#### Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP

- Collaborators: Disability Resource Center (DRC), Special Assistant to the President, CHC professional staff

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- None identified to date.

### **Recommendation #3: Increase Access to Mental Health Services**

In an effort to more effectively address the mental health needs of students in the USHE system, implement strategies to increase access to varying psychological treatments that are empirically supported.

**Strategy 3a:** Work collaboratively with community and regional providers to increase access to psychiatric care community-wide, especially in underserved areas of the state.

#### Institution Current Status

- We currently collaborate with the Salt Lake City Veterans Affairs Office and the University Neuropsychiatric Institute (UNI).
  - The CHC houses a VA Psychologist , Dr. Aaron Ahern, with the Veterans Integration To Academic Leadership Program (VITAL) two days a week in their office who sees veteran students as well as VA eligible clients from the community in the CHC offices at the Taylorsville/Redwood campus.
    - Since January 2019 there have been 17 SLCC student-specific referrals for VITAL mental health services provided by Dr. Aaron Ahern and his team.
  - The CHC posts the UNI Crisis Line and SafeUT information on their front door for after-hours care as well as on their webpage.
- CHC Counseling Services compiles a list of referral sources in the community to address student's needs, including both individual providers and mental health organizations. This list is posted on the CHC website.

#### Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- Seek collaborations with other USHE institutions and other community-based mental health organizations/providers to improve access to mental health services for our students.
  - May be informal collaborations or something memorialized through a memorandum of understanding (MOU), etc.
    - This is an agenda item for further discussion at the annual CHC retreat in July 2020.
- SLCC's CHC will conduct a thorough review and update of the community resource list posted on the website by July 2020 with subsequent reviews/updates on a biannual basis.
- CHC Counseling Services will continue meeting with community providers to discuss the services and the benefits available to our students both on and off-campus. The CHC will continue to seek out other relationships in the community based on our student's needs.

#### Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: CHC professional staff, General Counsel, Contract Review team, Community and Government Relations

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- None identified to date.

**Strategy 3b:** Evaluate and implement strategies that address mental health professional shortages, especially in underserved areas, such as:

- Expanding graduate program capacity and program options to increase number and diversity of professionals produced.
- Collaborating with the Utah Medical Education Council (UMEC) and other stakeholders in programs, such as the WICHE-sponsored Mental Health Program Rural Psychology Internship Initiative, where the objective of better mental health services for USHE students is one of the objectives. Support the UMEC's role coordinating implementation of the WICHE Rural Psychology Internship Initiative in Utah to expand mental health services in rural areas.

Institution Current Status

- SLCC does not provide any graduate level mental health programming or related internship programs.

Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- Not applicable.

Lead and Other Collaborators

- Not applicable.

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- Not applicable.

**Strategy 3c:** For institution-based psychotherapy services: Examine strategies for expanding services to better serve students (e.g., increasing after-hours and weekend hours, utilizing peer mentors and support groups for mild psychological distress, and/or utilizing telehealth and web-based program applications).

Institution Current Status

- SLCC's CHC is currently offering a weekly women's student support group, *FEMPOWERED*, in partnership with the SLCC Gender and Sexuality Student Resource Center in addition to the weekly student support group, *The Art of Emotional Wellbeing* (see Strategy 3d)
  - SLCC's CHC has rotated support group 'themes' in an effort to reach more students and address specific issues SLCC students may be facing.
- The CHC posts the UNI 24-hour Crisis Line on the office front door and on the CHC website.
- SLCC has heavily marketed the SafeUT APP (see Strategy 3f)
- SLCC CHC Health Promotions has a web presence on the following platforms:
  - [Facebook](#)
    - Followers: 523
    - Average page views: 71
    - Post engagement: 23
    - Post reach: 214
    - Actions on page: 2

- [Twitter](#)
  - Followers: 128
  - Tweets: 557
- [Instagram](#)
  - Followers: 246
  - Posts: 46
  - Likes: average 27 likes per post
  - Engagement: average 1 comment and repost per post and story
  - Reach: average of 248 people see our posts and the CHC averages 27 profile visits and 2 website clicks per post
- [YouTube](#)
  - 6 videos uploaded
  - average of 10 views per video
  - 5 subscribers

Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- See group programming recommendations under Strategy 3d.
- Saturate marketing of mental health to normalize/destigmatize mental health on college campuses.
  - CHC graphic designer will partner with SLCC Institutional Marketing to review/update marketing strategies on a semesterly basis
- Continue to seek out and hire a more diverse staff to better reflect the students and communities we serve, while increasing access for traditionally marginalized and/or underrepresented populations.
  - SLCC's counseling services are currently fully staffed based on the amount of physical/office space available.
    - SLCC's CHC is looking into the possibility of relocating to a different building/location on the Taylorsville Redwood Campus that may allow for additional space for new counselors and CHC staff as well as more optimal deployment of counselors based on demand at all service locations.
      - It is anticipated that SLCC Testing Services will vacate a space by Fall or Summer semester 2020.
    - A new student center will be constructed on the Jordan Campus Spring 2021 and will include added space for the CHC counseling and medical services.

Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: CHC Counseling Services and Health Promotion Services, Institutional Marketing, Government and Community Relations, Student Life & Leadership, Special Assistant to the President

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- None identified to date.

**Strategy 3d:** For institution-based psychotherapy services: Evaluate current group offerings and student participation in various types of groups, including formal therapy, psychoeducational, and support/peer support. Assess effectiveness of groups and implement any changes needed to improve effectiveness.

Institution Current Status

- In Spring 2019, the CHC resumed offering a group therapy option for students and is continuing this into the 2019-2020 school year.
- SLCC's CHC is currently offering the following group sessions:
  - A weekly women's student support group, *FEMPOWERED*, in partnership with the SLCC Gender and Sexuality Student Resource Center running Fall 2019
  - A weekly student support group, *The Art of Emotional Wellbeing*, running October 15, 2019 through December 10, 2019
    - Session topics include – emotions talk, building resiliency, power of vulnerability, stress management, coping with depression, grief and loss, coping with anxiety, quick stress release

Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- CHC will continue to experiment to find both the optimal types of groups to offer and the optimal times to offer them to students in an effort to maximize the chances of student participation.
  - *The Art of Emotional Wellbeing* support group will run again Spring semester 2020.
  - An LGBTQ+ support group offering is being discussed for a Spring 2020 launch in partnership with the SLCC Gender and Sexuality Student Resource Center.
    - It can be difficult to maintain a viable group program at a community college where students do not live on campus and tend to return home after classes.
- Beginning Fall semester 2020 a client outcome survey will be used to measure the impact/effectiveness of CHC group offerings. Additionally, this information will be used to improve group offerings moving forward by incorporating SLCC student feedback.

Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: CHC Counseling Services; CHC Health Promotion; GSSRC

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- None identified to date.

**Strategy 3e:** Collaborate with state and local agencies and coalitions that are working to create statewide and institution-based evidence-based stigma reduction campaigns.

Institution Current Status

- SLCC's Health and Promotions Manager has run a number of anti-stigma events directly targeted at SLCC students. In addition to in-person programming, these campaigns are utilizing digital marketing to reach a broader student audience (see Strategy 1a).

- SLCC students received approval from Active Minds to begin a chapter of this organization on campus.
  - Active Minds is the nation’s premier non-profit organization supporting mental health awareness and education for students, via peer-to-peer dialogue and interaction.

Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- Explore already developed anti-stigma campaigns used on college campuses, like the Simon Fraser University’s “Hi F.I.V.E.” Anti-Stigma campaign.
- Investigate any State run/offered Stigma Reduction campaigns
  - Gather more information on the mental health anti-stigma campaign being spearheaded by Utah House of Representatives, Representative Eliason.
    - According to reports (September 2019) this may be a three-year, \$2 million campaign aimed at combatting stigmas surrounding mental and behavioral health, encouraging Utahns to seek out and secure mental health resources.
  - Follow-up will be conducted with Doug Thomas, Director of the Utah Division of Substance Abuse and Mental Health at the Utah Department of Human Services on any possibilities available to SLCC and its students.
    - SLCC’s CHC Health Promotion Manager will contact Director Thomas during Spring semester 2020.
- Request information on what anti-stigma programming other USHE Institutions currently utilize.
  - At the next BOR Mental Health Advisory Committee meeting June/July 2020, SLCC will have this question added to the agenda for further review/discussion.
- Support and develop the recently approved chapter of Active Minds on SLCC campuses.
  - Club will be fully operational Spring 2020 and already has club leadership identified.
  - CHC will provide resources and information that Active Minds may utilize in their peer-to-peer programming, as needed.

Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: CHC, Student Life & Leadership, Institutional Marketing, other local or state collaborators

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- None identified to date.

**Strategy 3f:** Support and implement the higher education expansion of the SafeUT mobile app, including personalizing the SafeUT app for each institution and identifying a point of contact at each institution.

Institution Current Status

- Ken Stonebrook, Dean of Students & AVP, has been identified as the point of contact at SLCC
- SLCC has implemented the SafeUT app and is distributing this information to faculty, staff and students across all SLCC campuses in the following ways:
  - SLCC’s marketing team created the advertisement for the app (see below) which has been used in print and digital formats.
  - SafeUT information is included on the newly created #SLCCSAFE website that houses important campus safety and other student resources.

- SLCC has given out SafeUT/UNI swag at numerous student wellness events
- SafeUT information has been incorporated into ongoing faculty/staff trainings provided by SLCC's Behavioral Intervention Team (BIT).
  - SLCC's BIT utilizes SafeUT as a support resource/service for students of concern.



- SLCC 2018-19 academic year SafeUT yearly summary

**SCHOOL: SALT LAKE COMMUNITY COLLEGE**

		Encounter Count	Threads	Avg Thread Counts
Parent	Chat	2	29	15
	Tip	1	2	2
Student	Chat	312	7,900	25
	Tip	6	45	8
<b>Grand Total</b>		<b>321</b>	<b>7,976</b>	<b>25</b>

  

TOP TIPS: SCHOOL		TOP TIPS: DISTRICT	
Suicide	43%	Suicide	43%
Mental Health	29%	Mental Health	29%
Act of Kindness	14%	Act of Kindness	14%
Cutting	14%	Cutting	14%

Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- SLCC in in compliance with this recommendation.
  - If the SafeUT app develops the capacity for more individualized SLCC customization within the app, we would welcome the opportunity to collaborate.

Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: Institutional Marketing, CHC Health Promotion

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- Although ongoing funding appears to have been obtained through recent legislation, should there be any costs passed onto USHE institutions, SLCC would look for additional funding sources (i.e OCHE, BOR, State Appropriations)

**Strategy 3g:** If supported by institutional data of student mental health needs, work toward the acquisition of therapeutic providers relative to the student body size and unique characteristics of the

institution consistent with minimum staffing ratios established by the International Association of Counseling Services (IACS).

#### Institution Current Status

- The CHC hired a Psychiatric Nurse Practitioner in April 2018 to increase capacity and expertise in serving students in need of psychotropic medication management.
- The CHC hired two new full-time Mental Health Counselors, with legislative funding, in August 2019 to help meet increasing student demand for counseling services at SLCC.
- The staffing ratios at the SLCC CHC are below those recommended by IACS. Given the characteristics of demand for counseling services at a community college (SLCC has no residence life and many commuter students have access to local mental health resources which students going away to college often do not), necessary staffing ratios may always be below IACS recommendations, while sufficiently addressing student demand for services.

#### Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- SLCC will continue to monitor demand by students for counseling and medication management services and will request funding for additional staff as needed in the future, including the possibility of using supervised interns from other USHE institutions.
  - Capacity at the Jordan Campus will increase upon completion of the new student center in Spring 2021.

#### Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: CHC Director and Counseling Manager, VP for Student Affairs & Enrollment Management

#### Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- None identified to date.

#### **Recommendation #4: Develop Institutional Five-Year Mental Health Implementation Plans**

In order to systematically evaluate whether USHE student mental health services and wellness improve over time, each institution will:

- **Strategy 4a:** Develop a five-year mental health implementation plan that is based on Regent-adopted recommendations and includes measurable institutional goals and assessments. The plan will be due November 1, 2019 with subsequent review by the Board of Regents.
- **Strategy 4b:** Prepare an annual report on progress on the institutional implementation plan that will be submitted to the institutional Board of Trustees and to the Board of Regents.
- **Strategy 4c:** When an institution hosts the Board of Regents, the institution will present on progress and efforts on mental health issues including mental health services utilization rates and wait times.

#### Board of Regents Meeting Dates and Locations 2019-2020

August 1-2, 2019	Southern Utah University
September 12-13, 2019	Utah State University
November 15, 2019	Utah Valley University
January 24, 2020	University of Utah

March 26-27, 2020  
May 15, 2020

Dixie State University  
Weber State University

#### Institution Current Status

- The SLCC Mental Health Implementation Plan will be finalized and submitted to the USHE Board of Regents by Friday, November 1, 2019.

#### Institution Plan to Meet Recommendation (include required resources, measurable goals, action items, and timeline)

- SLCC will annually prepare a report on the progress on the Mental Health Implementation Plan that will be submitted to the SLCC Board of Trustees and to the Board of Regents.
  - Members will be identified to participate on the SLCC Mental Health Working Group that will meet **semesterly** to review progress on SLCC's Mental Health Implementation Plan and make any changes and/or updates to the Plan as needed. This group will provide information to SLCC's Executive Cabinet on the status of SLCC's Mental Health Implementation Plan and seek feedback after each semesterly meeting.
- SLCC will present on progress and efforts on mental health issues including mental health services utilization rates and wait times when SLCC hosts the Board of Regents meetings.

#### Lead and Other Collaborators

- Lead: Ken Stonebrook, Dean of Students & AVP
- Collaborators: Denece Huftalin, SLCC President; Charles Lepper, VP for Student Affairs & Enrollment Management; Executive Cabinet; SLCC Mental Health Working Group; CHC Director and Counseling Manager

#### Required additional resources from external sources (State Board of Regents, State appropriation, etc.)

- None identified to date.