

Snow College-Five Year Mental Health Implementation Plan

AUGUST 2019 – JULY 2024

Snow College

150 COLLEGE AVENUE, EPHRAIM, UT 84627

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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.):

Mental health literacy, counseling and wellness services, and prevention programs are critical components of student safety, retention, and completion. The increase in students seeking counseling services and who need far more support than previous generations of students is well documented in the annual AUCCCD survey and other known studies. The book “The Coddling of the American Mind” by Greg Lukianoff and Jonathan Haidt is another informative source of the changing mental health and support needs of today’s students. While there is much to celebrate about the current generation of students, intensive support programs are currently necessary to meet the challenges they arrive with on campus. Intensive, societal changes are needed to enhance the skills of independence and resilience and can start with campus efforts to teach, monitor, and practice these requisite skills. Campus counseling centers cannot meet the current demands without additional significant financial investment and planning to empower the students in the Utah higher education system toward life success.

Risks to campus safety are more evident today than at any other time in the history of higher education (Bennet & Bates, 2015). The incidence of violent and destructive behaviors on campus has increased, and sound empirical strategies to address and intervene early or prevent these issues are essential (Deisinger & Simmons, 2016). The cost to train behavior intervention teams (CARE Teams) is extensive and should be a priority of all campus administrations and state legislative bodies. Through state appropriations, institutions of higher education should be supported to train all involved staff both initially and regularly. The state can invest now or pay dearly later in the aftermath of an act or acts of mass violence. The 5-year mental health planning initiated by the Board of Regents is a significant but first step toward enhancing the safety of our state's most precious commodity, its young adults.

Snow College chooses to “prepare the student for the road rather than the road for student” (Lukianoff & Haidt, 2018).

Institution funding model for mental health: Currently, state appropriations administered through Snow College cover the majority of costs related to the Counseling & Wellness Center. A student fee for mental health was approved by the students two years ago for the addition of another therapist. Unfortunately, the student fee to support that position is not currently adequate to cover its actual cost.

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

- Snow College participated in the NCHA survey during the spring semester of 2019. The results are available and were forwarded to all student services offices. The report is available at the Counseling and Wellness Center to be reviewed by interested institutional employees and key partners. The executive summary and full results were made available to the Board of Regents. The regents collected the data and shared the findings with the presidents of the state public institutions of higher education. The healthy minds study has not previously been conducted at Snow College and will be completed during the spring semester 2020. A noteworthy concern is that student participation in surveys on campus is decreasing and may be due, in part, to over surveying students.

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

- The cost of conducting the American College Health Association National College Health Assessment (ACHA NCHA) in the spring semester of odd years is over three thousand dollars, which was drawn from the budget of the Counseling & Wellness Center during the Spring Semester (2019). The survey has been conducted several times prior to 2019 and was previously used to assess and plan for the mental health, medical, and safety needs of students on campus. The Counseling & Wellness Center budget is not able to sustain the cost of the survey and will request budgetary assistance from the institution.
- The planning, advertising, and technical assistance necessary to perform the survey will be managed by the Counseling & Wellness Center staff (as they are already familiar with the process). (3) The technical assistance of the IT department and specifically Canvas

is required. The survey is generally completed just prior to spring break on odd-numbered years. The implementation plan must be completed in January or February. The survey completion rate goal is 20% of the student body, which aids in the efficacy of the survey results. Concurrent and prison enrolled students are not included in the survey.

- *Snow College is currently meeting this goal with the completion of the American College Health Association National College Health Assessment (ACHA NCHA) in the spring semester of 2019. Plans to complete the Healthy Minds study have already begun, and the survey will be administered during the spring 2020 semester.*

Lead and Other Collaborators

1. Jason Springer Interim Associate Provost of Student Affairs & Dean of Students
2. Allen Riggs, Director of Counseling & Wellness
3. Rachelle Holbrook, Office Specialist/Prevention Coordinator

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

Additional State Appropriation funds to address this goal are needed as current resources are not sufficient to meet Recommendation #1 without reducing other necessary budgeted items.

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 on 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

1. Lead: Megan Brown, OCHE Project Manager – Academic and Student Affairs
2. 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

- Currently, the Snow College Counseling & Wellness Center offers Question, Persuade, Refer (QPR) training to faculty and students upon organizational or division requests. Snow College was the recipient of the Garrett Lee Smith grant for suicide prevention, which ended in 2015. A goal for that grant period was to train 85% of staff and faculty. That goal was achieved at that time, but staff turnover has created an opportunity to offer training to newer staff as well as those who may have missed the opportunity for this training previously.
- Rachele Holbrook, with the Counseling & Wellness Center at Snow College, presented the QPR presentation at the staff association luncheon in the fall of 2019.

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

- A meeting between Josh Hales (Director of Human Resources), Jason Springer (Interim Associate Provost of Student Affairs & Dean of Students) and Allen Riggs (Director of Counseling & Wellness) will occur by January 2020 to begin developing or identifying a mental health education training for use with all faculty and staff. Findings from this group will be presented to the President's Cabinet. Once approved, the training will then become part of the new employee training requirements for all faculty and staff at Snow College. A discussion will also occur to determine the frequency of follow up training for staff and faculty.
- Discussion regarding the cost of creating/purchasing and implementing a training will occur and will be shared via a proposal to the Cabinet.
- The training program will be identified and begin testing implementation by spring semester 2021.

- Upon agreement regarding the above program creation/identification, a policy will be drafted that will formalize the training requirements if directed by campus administration.

Lead and Other Collaborators

1. Jason Springer, Interim Associate Provost of Student Affairs & Dean of Students
2. Josh Hales, Director of Human Resources
3. Allen Riggs, Director of Counseling & Wellness
4. Other Collaborators as eventually determined

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

- It is likely that additional funding will be necessary to implement a comprehensive mental health literacy program for staff and faculty.

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

- The QPR training is currently taught in classes when requested by faculty members.
- The QPR training has been provided to the student body leaders during the fall semester, 2019.
- The QPR training is offered to student clubs and other student organizations upon request.
- The Counseling & Wellness Center therapists annually train resident assistants and resident directors about mental health issues and engage in guided training exercises to improve their skills in responding to mental health-related issues in campus housing.
- The Resident Assistants and Resident Directors received the QPR training in the fall of 2019 and will continue to be trained annually.

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

- The board of regents purchased a one-year license for all institutions of higher education to implement on a trial basis by spring semester 2020. The training program is called EVERFI and provides online education to students about mental health literacy. The Counseling & Wellness Center is currently working with EVERFI to initiate the implementation of the new program.
- Upon completion of the first year of the EVERFI program, its usefulness will be evaluated in the annual counseling center directors meeting where 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.

- Discussion about how to improve implementation on this goal will occur during the 2019-2020 academic year. Because of the rural location of Snow College and the lack of some of the extensive resources offered to students at larger institutions, creative solutions for implementation are necessary at this time.

Lead and Other Collaborators

1. Jason Springer, Interim Associate Provost of Student Affairs & Dean of Students.
3. Allen Riggs, Director of Counseling & Wellness
4. Other Collaborators as eventually determined

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

- Currently, the Snow College Counselling & Wellness Center budget cannot support the annual cost to participate in the EVERFI program. Other appropriate funding sources must be identified if the program continues beyond the first year.
- Mental health literacy needs to be an institutional opportunity as the current staffing and related resources in the Counseling & Wellness Center to meet this need are suboptimal and will require additional funding and support.

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

- Snow College currently meets this goal and has for the past twenty years through the operation of a student wellness and prevention program. The names the group has been known by are as follows: Peer Mentors, Peer Educators, and currently Wellness Advocates. A small group of students (10) in the current year work up to ten hours per week engaged in prevention and wellness efforts. The group typically participates in two training retreats per year (off campus) on three-day weekends in September and January. Students learn basics listening skills, QPR, and learn to fulfill the prevention mission of the wellness component of the center.
- Snow College Wellness Advocates, once trained, work with students on a variety of issues related to the counseling mission of the center. They work with students practicing social skills, participate as members of support groups, and our Mindfulness Yoga program. They plan and carry out prevention activities on a variety of mental health and substance use/abuse topics. Participation with center clientele only occurs if the student client authorizes the counselor to refer them to work with the Wellness Advocates.
- In addition to the paid work opportunities noted above, several students per semester volunteer to work alongside the other Wellness advocates assisting with some tasks related to the wellness mission of the center.
- Several students who have worked or volunteered in the Wellness Advocate program have now completed their education and are working as licensed therapists in a variety of settings.

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

- Sustaining the Wellness Advocate program at Snow College is vital; discussions will occur within the organization regarding budget and staffing requirements to continue to carry out this vital role in early exposure to mental health-related work and volunteer experience.
- Currently, one full-time staff member leads the Wellness Advocate program (with support from the director) and has the dual duty of office management and client scheduling. As the program experiences substantial increases in demand for counseling and related wellness services, discussions will occur around providing adequate staffing.

Lead and Other Collaborators

1. Jason Springer Interim Associate Provost of Student Affairs & Dean of Students
2. Allen Riggs, Director of Counseling & Wellness
3. Rachelle Holbrook, Office Specialist/Prevention Coordinator

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

- It is likely that additional funding will be necessary to sustain and expand an active service-learning and or practical, experiential social science opportunity.

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

- Snow College currently operates a small counseling center (3 full-time counselors, including the director and four part-time counselors as available).
- The President and Cabinet invested heavily in the Counseling & Wellness Center this year by moving from a small location with only 3 offices and no group room or lobby to a much larger location with 5 offices, a group room, and a sizable waiting area.
- Snow College does not currently have a health clinic on campus, and no psychiatric services are available within the county unless the student qualifies for Medicaid and can be seen at the community mental health center.
- Snow College recently completed a feasibility study for a public/private partnership to develop a health clinic co-located with our mental health center in a new building. Mental health services will be operated by the college separate from the privately-owned medical facility. Counseling services that are contracted out fail to meet the demands of the students as they don't have a pulse on the campus as institutionally embedded counseling centers can.

- A discussion will occur about the staffing resources available to the Counseling & Wellness Center as the current therapists are completing higher than average numbers of counseling sessions each week.
- Because of the investment in the new counseling center space, the Counseling & Wellness Center began offering group therapy during the current semester. Three groups are currently running and are each led by a licensed therapist.

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

- The Counseling & Wellness Center nearly qualify for certification from the International Accreditation of Counseling Services (IACS). A discussion should occur within the academic year about meeting the minimum standards, which will include one staff member hired in the role of Assistant Director and other similar resource-dependent qualifications.
- Discussion within the institution will occur around the topic of Psychiatric care. No psychiatric services are available in the county, but it is possible to contract with a psychiatric provider for Telemedicine hours. Such programs are const intensive.
- The duties and responsibilities of the director and the other clinical care staff do not allow for enhancing the social part of this strategy. Expanding the Wellness Advocate program could assist in reaching this goal with some strategic resource planning. These discussions will begin during the current academic year and continue as needed.

Lead and Other Collaborators

1. Jason Springer Interim Associate Provost of Student Affairs & Dean of Students
2. Allen Riggs, Director of Counseling & Wellness

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

- A significant financial investment will be necessary to adequately address the full spectrum of the biopsychosocial needs of the students at Snow College. Because Snow College is small and exceptionally rural, there are few resources to compliment the valiant efforts put forth by counseling center staff at this time. The goal noted above will require state-level funding to address the needs of the students adequately.

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 on transferring 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

At the time of this writing, K-16 alliances are not sufficiently developed to address the mental health issues for the full range of students on the K-16 continuum.

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

- Outreach and development goals will be established during the current academic year and will continue as the connections are built and strengthened.
- Some existing relationships exist between therapist in the K-12 system and the Snow College clinical staff.
- Jason Springer, Interim Associate Provost of Student Affairs & Dean of Students, is currently planning a training and support conference that will gather many of the allied professionals that are key in the development of this alliance. Plans are underway to meet during the spring 2020 semester.

Lead and Other Collaborators

1. Jason Springer, Interim Associate Provost of Student Affairs & Dean of Students
2. Allen Riggs, Director of Counseling & Wellness
3. Teri Clawson, Assistant Vice President for Enrollment Management

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

- Establishing the connections for a K-16 alliance is critical and will require administrative support at all levels including Snow College and the respective K-12 schools.
- Financial support from all involved institutions will be necessary to create a substantial and beneficial connection. State-level appropriations are likely appropriate to meet this essential goal.

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 the community and regional providers to increase access to psychiatric care community-wide, especially in underserved areas of the state.

Institution Current Status

- No psychiatric services exist in Sanpete or Sevier Counties, where our two campuses reside. The local public mental health centers have contract psychiatrists that are for their system only.

- Psychiatric medicines are currently managed by local medical practitioners in consultation with psychiatrists as needed and determined by individual practitioners.
- Relationships exist between the Counseling & Wellness Center, the local hospitals, and mental health hospitals throughout the state. The relationships primarily serve to secure psychiatric hospitalization for students.

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

- The Snow College Counseling & Wellness Center has communicated with telemedicine providers of psychiatric service providers but currently does not have sufficient funds to consider a contractual negotiation.
- Snow College will explore the possibility of establishing a contractual relationship with a psychiatric services provider.

Lead and Other Collaborators

1. Jason Springer, Interim Associate Provost of Student Affairs & Dean of Students
2. Allen Riggs, Director of Counseling & Wellness

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

- Obtaining psychiatric services for Snow College students will be impossible without a substantial financial contribution from the state-level entities.

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 the 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 in coordinating the implementation of the WICHE Rural Psychology Internship Initiative in Utah to expand mental health services in rural areas.

Institution Current Status

- Presently, the Snow College Counseling & Wellness Center has periodically hosted masters level students during their practicum and/or internships. The rural location and lack of funding to provide adequate stipends have been factors in low requests to pursue internships with the college.

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

- Discussion at the college level will begin during the current academic year and beyond to takes steps to actively recruit mental health interns as the master’s degree level.
- A proposal to offer temporary housing opportunities for interns while engaged in their internships is being considered presently. No official discussion has occurred to this point but will be initiated in the upcoming months.
- A careful screen of applicants and schools offering student interns will be critical to ensure adequate service offerings for Snow College students.

Lead and Other Collaborators

1. Jason Springer, Interim Associate Provost of Student Affairs & Dean of Students
2. Allen Riggs, Director of Counseling & Wellness

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

- Establishing a sound internship program will require a substantial time commitment from the Counseling & Wellness Center personnel and will require additional funds to support training, supervision, and liability considerations. State-level funding will be necessary to implement a robust internship program.

Strategy 3c: For institution-based psychotherapy services: Examine strategies for expanding services to serve students better (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

- Snow College Counseling & Wellness center has used considerable tactics to allow for expansion of services. waitlist moving to the new office location, therapists were seeing student clients for therapy until 9 pm, 4 evenings per week. (Appointment no show rates were double for evening sessions).
- Snow College Counseling & Wellness Center personnel are maxed out and on average, exceed national standards for direct care hours per week. Clinical staff burnout and turnover is a concern.
- Snow College Counseling & Wellness Center previously established a nonclinical call center for students to call and visit with student workers (Wellness Advocates) from 7 pm. to midnight each weekday during the fall and spring semesters. The call center was discontinued due to increasing clinical concerns that were not appropriate for student workers to be addressing. Additionally, considerable time from the director was required after hours.
- Snow College Counseling & Wellness Center attempted to establish an on-call rotation to meet the needs of the students and to decrease psychiatric hospitalizations. However, funding for the crisis work was not approved at that time, and the small number of staff would have difficulty meeting the demand and could increase the burnout of staff clinicians.

- Telehealth and web-based applications have been considered and have been financially prohibitive.
- Prior to the current academic semester, the office space for counseling services was insufficient, and no group room existed to offer group services. Many attempts to use classrooms and other locations on campus failed as students felt uncomfortable attending in those locations.
- During the 2018-19 academic year, the Snow College Counseling & Wellness Center offered mindfulness-based, restorative Yoga for center clientele.

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

- Snow College Counseling & Wellness Center began offering three new group therapy options during the present fall semester, 2019. Groups on Mindfulness Self Compassion, Strategies for managing stress and discouragement and Strategies for managing self-talk are currently underway.
- Snow College Counseling & Wellness Center offers mindfulness-based, restorative Yoga for center clientele.

Lead and Other Collaborators

1. Jason Springer, Interim Associate Provost of Student Affairs & Dean of Students
2. Allen Riggs, Director of Counseling & Wellness

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

- The Snow College Counseling & Wellness Center is open to additional strategies to maximize valuable opportunities for students.
- Funding to initiate web-based and or telehealth opportunities is required as the current budget for such services is insufficient. State-level appropriations are likely necessary for this level of funding.

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 the effectiveness of groups and implement any changes needed to improve effectiveness.

Institution Current Status

- As noted in the previous sections. Groups were not successful prior to moving into our current office space, which has a dedicated group room. We have previously offered therapist supported and student-run educational groups and seminars.
- During the current semester, fall 2019, the Counseling & Wellness Center began offering three groups. The groups have each fallen just short of the anticipated participants but are beginning to become more known on campus and are likely to expand.

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

- Snow College Counseling Center will monitor the effectiveness and usefulness of groups following each semester beginning fall, 2019.

Lead and Other Collaborators

1. Allen Riggs, Director of Counseling & Wellness
2. Scott Allred, Counselor
3. Yasmin Heywood, Counselor

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

- Currently, no additional funding or resources are required but will likely expand as groups become a more substantial part of the counseling center offerings.

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

- Presently, Snow College Counseling & Wellness Center collaborates with the local interagency council in Ephraim, Utah.
- Snow College collaborates with the health department and local mental health center campaigns.

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

- Snow College plans to connect with local campaigns for stigma reduction and is currently assessing available coalitions in our area or within the state.

Lead and Other Collaborators

1. Jason Springer, Interim Associate Provost of Student Affairs & Dean of Students
2. Allen Riggs, Director of Counseling & Wellness

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

- At this time, no additional resources are necessary but could expand based upon further participation efforts to reduce mental health stigma.

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

Snow College currently meets this goal as a relationship has been established between the college and the Safe UT mobile app. The points of contact have been identified and are coordinating as appropriate on high-risk cases and administrative issues as they occur.

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

- Snow College Counseling & Wellness Center will continue to coordinate with the SAFE UT mobile app stakeholders.
- Snow College will continue to advertise the SAFE UT mobile app to students.

Lead and Other Collaborators

- Allen Riggs, Director of Counseling & Wellness
- Yasmin Heywood, Full-time counselor.

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 current (IACS) standard is under revision as the existing standard of 1 clinician to every 1,000 to 1,500 students has not been revised in over 30 years. The arrival of the millennial generation and now, generation Z, has presented a vastly different landscape for mental health services on college and university campuses.
- The Counseling & Wellness Center has 2 full-time therapists, one director who continues to provide at least 75% of work time on direct clinical services and 4 part-time counselors with varying hours of clinical work time. At the time of this writing, the average number of sessions for students in our counseling center is six. We presently have 48 students on the waiting list ranging from mild severity to critical. Less severe appearing students have been on the waiting list ranging from 1 day to 4 weeks currently.
- Clinicians at the Counseling & Wellness Center far exceed the number of sessions that should occur each week.

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

- The Snow College Counseling & Wellness Center just obtained one intern for social work.
- As noted in a previous section, the Counseling & Wellness Center will pursue additional avenues to secure interns to provide clinical services.

- Each Semester, usage statistics are gathered, and a discussion occurs about the ways to meet the student needs. At present, regardless of strategies implemented, a substantial waitlist exists with ever-increasing time awaiting services.
- Discussion about obtaining additional clinical help is currently occurring and will continue with the Snow College administration.

Lead and Other Collaborators

1. Jason Springer, Interim Associate Provost of Student Affairs & Dean of Students
2. Allen Riggs, Director of Counseling & Wellness

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

- Snow College administration has long been aware of the growing needs around mental health for our students. The college recently invested thousands of dollars in securing larger meeting space, and they are aware of the need for additional clinical support (personnel). The administration has considered these needs and will present them at the next legislative session.
- Without the willingness of the Snow College administration to invest in the current need for mental health services, our students would be placed at higher risk for harm related to suicide and related concerns. They have done what they can, but without legislative financial support, the risk of harm to students grows markedly.

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

November 15, 2019	Utah Valley University
January 24, 2020	University of Utah
March 26-27, 2020	Dixie State University
May 15, 2020	Weber State University

Institution Current Status

Strategy 4a Status- Snow College has completed and submitted a five-year mental health implementation plan that is based on Regent-adopted recommendations and includes measurable institutional goals and assessments.

Strategy 4b Current Status- The first formal plan has been developed and submitted, and an annual report will be generated at the appropriate time.

Strategy 4c Current Status- Because Snow College hosted the Board of Regents in May 2019, the 5-year plan had not been fully developed at that time. Then-President Carlson gave a brief report on mental health issues and planning but did not address the comprehensive plan that has now been developed.

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

Strategy 4b Plan- Many of the data points for the annual progress report on the institutional implementation of the 5-year plan will be provided by the Counseling & Wellness Center, including usage data and prevention planning. The Director of the Counseling & Wellness Center, the Associate Provost of Student Affairs & Dean of Students and a representative from the President's office, will collaborate to evaluate the progress during the first year of the plan and will complete a report reflective of that progress.

Strategy 4c Plan- When Snow College next hosts the Board of Regents meeting, President Bradley J. Cook will report on the progress and efforts on mental health issues, including mental health services utilization rates and wait times.

Lead and Other Collaborators

Associate Provost of Student Affairs & Dean of Students
Director of Counseling & Wellness
A representative of the President's Office.