

**DRAFT**

## Utah State University 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.): Providing timely and appropriate mental health resources for USU students is clearly linked to improvements in campus safety, retention, and student completion rates. USU is committed to maximizing such services available to our students.

**Institution funding model for mental health:** Funding for CAPS and Student Health occurs largely through a combination of student fees and E&G funding. USU has consistently been seeking avenues to improve these funding streams.

### **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

Utah State University completed the ACHA Assessment most recently in Spring 2019. The results have been communicated to the administration and all key stakeholders. An executive summary of these results has been made available to the Board of Regents. The Health Minds Study will be completed for the first time at USU in 2020.

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

USU is currently meeting this goal as we have completed the ACHA-NCHA survey biennially since 2009. We use this survey for goal setting and strategic planning for mental health outreach and planning mental health services. We have contacted the organization that administers the Healthy Minds Survey

(<http://healthymindsnetwork.org/research/hms>) and this survey will likely be administered in the spring semester of the 2019-2020 academic year.

#### Lead and Other Collaborators

Ryan Barfuss (USU Prevention Specialist, USU Student Affairs); Scott DeBerard (Professor of Psychology and Executive Director, USU Counseling and Student Health and Wellness)

Required additional resources from external sources (State Board of Regents, State appropriation, etc.)  
USU is currently covering the costs for these assessments.

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### **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 was 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

On June 11, 2019 a meeting occurred with Scott DeBerard (Executive Directive of Counseling and Student Health and Wellness) and Lisa Leishman (Associate Director of Human Resources) to discuss developing a systematic and comprehensive plan for implementing this strategy for new and existing faculty and staff. We hope to have this plan fully developed by the fall of 2020. Activities related to mental health education that we are currently doing include Question Persuade Refer (QPR) and Mental Health First Aid. We are currently uncertain about the total number (percentage) of USU employees that have received this training. There was also some discussion that we might create some video modules for mental health awareness and resiliency targeted for new and existing employees.

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

The initial goal is to specifically ascertain the various approaches we are currently using (e.g., QPR, Mental Health First Aid) and determine if these approaches are meeting our training goals. By next fall, we hope to have specific recommendations in place for programs and approaches that need to be increased or enhanced to meet our goal of training 100% faculty and staff in mental health awareness.

Lead and Other Collaborators

Lisa Leishman (Associate Director of Human Resources); Derrik Tollefson (Professor & Department Head, Sociology, Social Work, & Anthropology); Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); Eri Bentley (Staff Psychologist); Scott Bates (Professor & Department Head, Psychology)

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

It would be wonderful to have ongoing funding to support mental health training for employees via USHE.

**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

Training students in mental health literacy and awareness begins via several modules in the on-line New Student Orientation Video Modules. Topics contained in these modules include information on Alcohol EDU, mental health resources, self-help tips, reporting students of concern, and resilience. We will also be piloting a new Everfi Mental Health Module on risk reduction and resilience in the spring of 2020. Students are also exposed to a number of campus sponsored mental health outreach and mental health stigma campaigns each year. USU CAPS provided a total of 556.2 hours of mental health outreach presentations to students and faculty across the past 5-years (We historically have not distinguished training for students versus faculty and will be exploring better ways to track this in the future). Examples of outreach topics include: QPR trainings, stress management workshops, depression and anxiety screenings, and a variety of information sessions and tabling events on mental health resources. QPR is made available per request (we conducted 13 trainings during last academic year) and recently all major student groups have started requesting trainings. Resident Assistants in Housing also attend QPR as part of their initial training. Additionally, RAs are trained on campus mental health resources and ways to assist their residents to access mental health services they need. Housing programming also offers a number of mental health related topics to its residents (e.g., Speak Easy for safe alcohol use, bulletin boards). Further, USU offers the Mental Health First Aid training, which was initiated as a joint

effort of the Social Work department and USU Extension. These trainings have been offered at the Logan campus as well as all of the major Statewide campuses. To provide self-help resources for students, the USU Library has made efforts to increase their collection of mental health self-help books, which was done in collaboration with psychology faculty in 2017. The Psychology Department also runs research studies on self-help apps, and our students are frequently referred to these studies. For stigma reduction, Utah State University Student Association has organized week-long mental health awareness campaigns since 2015. USU has also briefly participated in the “Man Therapy Campaign” which is designed to normalize mental health issues and use of therapy among men. Athletics has incorporated stigma reduction campaigns during NCAA Diversity Week, as well.

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

USU’s plan by next fall 2020 is to establish mental health awareness training goals and metrics for students. USU also plans to fully document the frequency and type of all of the mental health awareness activities and trainings we are providing to students throughout the next academic year and if such activities are meeting our training goals.

Lead and Other Collaborators

Derrick Tollefson (Professor & Department Head, Sociology, Social Work, & Anthropology); Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); Eri Bentley (Staff Psychologist); Scott Bates (Professor & Department Head, Psychology)

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

USHE is providing funding for the one-time use of the Everfi Mental Health Module. If this product appears useful, it would be wonderful for USHE to provide ongoing funding for this.

**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

USU currently offers a wide array of service-learning opportunities for student interested in mental health issues and possibly careers in mental health. The REACH Peer Program at Counseling and Psychological Services (CAPS) at USU is a volunteer program where a team of top undergraduate students are selected to be trained in the teaching of mental health skills to their peers and organized to run a variety of mental-health related outreach events on campus through the year. The purpose of the REACH Peer Program is three-fold: 1) To provide upper-level undergraduate students (oftentimes from mental health/human service-related fields) the opportunity to learn and learn to teach skills for improving mental well-being; 2) To provide the graduate and pre-doctoral level trainees at CAPS the opportunity to provide supervision to REACH Peers, thereby developing their teaching and supervisory skills; and 3) To provide needed mental health services to USU students at a time when resources are limited and demand for mental health assistance is at an all-time high. The Psychology, Social Work, and Marriage and Family Therapy departments also place psychology undergraduate and graduate students in a number of applied mental health practicum placements as part of their training. The Psychology Department also administers a minor in Mental Health Advocacy and Awareness which is designed to prepare educators, direct care providers in treatment facilities, human resource personnel, nurses, law enforcement, and others to more effectively interact with individuals with mental health needs - including knowing where and when to refer individuals for appropriate services.

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

During the next academic year, we will further document the frequency and nature of the volunteer opportunities for students interested in mental health. We hope to establish objective metrics for tracking these types of experiences. We will also seek to increase the number of these practical training opportunities across the state.

Lead and Other Collaborators

Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); Derrick Tollefson (Professor & Department Head, Sociology, Social Work, & Anthropology); Eri Bentley (Staff Psychologist); Scott Bates (Professor & Department Head, Psychology)

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

Increased funding for these types of outreach and trainings for students would be welcomed.

**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

Since 2004, USU Psychology graduate students have provided services at USU's Student Health and Wellness Center. This is one of the first Integrated Behavioral Health Programs established within a Student Health Center. We currently have two twenty-hour assistantships and 4 10-hour practicum slots for the 2019-2020 year. This equates to a total of 80 hours per week of mental health coverage in this primary care setting. All patients in this setting are screened for mental health issues and can be seen quickly, if not immediately, within the primary care milieu. All services are supervised by a licensed psychologist. During the last 7 years at USU's Student Health center, a total of 24 doctoral-level student therapists have accounted for 6,885 mental health visits and 3,839 hours of mental health therapy across a total of 1,550 clients. This program is based on a clearly articulated and evidenced-based best practice model of integrated behavioral health in primary care. In 2012, we published a research article in *Professional Psychology Research and Practice* describing USU's unique program including the high satisfaction rates of the primary care providers participating in the program. We are also revamping our approach and website within student affairs to emphasize all aspects of wellness for students including biopsychosocial factors.

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

USU is committed to furthering a mental health presence within our primary care clinic and will continue to request funding to hire a full-time psychologist who would work exclusively within this setting. We will also be revamping our website for student affairs to reflect all aspects of student wellness.

Lead and Other Collaborators

Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); James Morales (Vice President of Student Affairs)

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

Ongoing funds to have a resident psychologist in our student health center would be greatly appreciated.

**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 K-16 recommendation was initiated by Teresa Theurer, a former Regent from Cache Valley. She organized the Cache Valley K-16 Alliance, which meets every other month and includes superintendents from Cache, Rich and Box Elder Counties, Bridgerland Tech College and local legislators, including Senator Hillyard who is on the Public Education legislative committee. Noelle Cockett (President, USU) and Beth Foley (Dean, College of Education and Human Services) also currently attend these meeting.

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

USU's understanding is that USHE would like to organize similar alliances across other USHE Institutions. We will continue our affiliation with this alliance and add Scott DeBerard to the alliance in Cache Valley.

Lead and Other Collaborators

Noelle Cockett (USU President); Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); Beth Foley (Dean, College of Education and Human Services)

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

No additional resources needed.

**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

USU currently has 1 full-time psychiatrist who works in the Student Health and Wellness Center. Our primary care providers also have a wealth of experience in prescribing psychiatric medications as well. USU has also hired a full-time psychiatrist who will be operating within the Sorenson Center for Clinical Excellence and will be seeing child and adult patients from the community and likely students.

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

USU will assess if psychiatric care is adequate for our USU student in the coming year. We will gather some data regarding number of patients seen and community need.

Lead and Other Collaborators

Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); Gretchen Peacock (Executive Director of the Sorenson Center for Clinical Excellence)

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

No additional funds for these positions are required at this time.

**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

USU currently has graduate programs in Psychology, Social Work, and Marriage and Family Therapy which currently produce significant numbers of clinicians that serve in underserved areas. All of these programs have an impetus to produce qualified mental health professionals but limit the number of students they accept into their programs for a variety of reasons including limitations regarding the number of training faculty and limited funding for graduate students.

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

USU will provide some specific numbers of graduates and where they engage employment after their graduate training at USU. It would also be advantageous to learn specifically where in Utah are the underserved areas in terms of mental health. Increasing the numbers of clinicians being produced in any of these programs would likely be a significantly costly endeavor. Additional faculty and student funding would need to be acquired and the graduate program would need to consider if increasing output is consistent with their strategic objectives. USU representatives are participating on the Behavioral Health Workforce Work Group, a committee functioning under the Utah Substance Use and Mental Health Advisory (USAHV+) Council. These groups are pursuing strategies (including securing funding for expanding university program capacities) for increasing the number of mental health professionals in Utah.

The idea of creating new psychology predoctoral-internship programs with WICHE might be impractical at this time. Since last year, the balance between the number of trainees seeking internship and the number of internship programs has shifted, and there is no longer a shortage of internship sites. This means applicants have very little incentive to choose unaccredited internship sites (new programs start as unaccredited). Starting an internship requires an extensive time and energy, and a possibility of successful outcome seems low.

Lead and Other Collaborators

Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); Eri Bentley (Staff Psychologist); Scott Bates (Professor & Department Head, Psychology); Derrick Tollefson (Professor & Department Head, Sociology, Social Work, & Anthropology)

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

In order to pursue this goal, the state would likely need to provide substantial funds to the programs involved in order to increase faculty and fund these new training opportunities for prospective students.

**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

USU has three mental health clinics that serve students (CAPS, Psychology Service in the Sorenson Center, and Student Health and Wellness). Our Sexual Assault and Anti Violence Information (SAAVI) office also provides counseling services to victims of interpersonal violence and abuse. CAPS, SAAVI, and Student Health and Wellness are only open during typical work hours while the Psychology Service is open until 8:00 pm Monday-Thursday. All clinics can accommodate telehealth services. Telehealth was expanded to USU's regional campus locations about 3-years ago and is used quite effectively. CAPS Staff also conducts outreach programming at night and at times on weekends. USU also encourages all students to use the SafeUT app. Currently the timing of our services does not seem to represent a significant barrier to student's receiving therapy. It currently seems that demand outstrips the number of therapists we have available for students and at time last year, our waiting list was 1-2 months long which is unacceptable.

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

USU's is now carefully tracking wait list times and has established metrics that can be tracked over time. We will use these metrics to establish student need and then determine which strategies make the most sense. For example, we have hired 4 new counselors at CAPS and increased the number of student therapists at Student Health to 6 from 3 last academic year. The SAAVI office also hired a full-time therapist. We have also requested another psychologist position at CAPS and a full-time Psychologist position at Student Health and Wellness.

Lead and Other Collaborators

Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); Eri Bentley (Staff Psychologist); Scott Bates (Professor & Department Head, Psychology); Derrik Tollefson (Professor & Department Head, Sociology, Social Work, & Anthropology)

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

These clinics could benefit from additional resources including possibly hiring additional professional counselors who can help to meet very high student demand.

**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

USU CAPS has long offered a plethora of group therapy offerings to students. These include both process and psychoeducational groups. Examples of such groups include: Understanding Self and Others, Men's Identity, Women's Issues, Stress and Anxiety, Mental Health Skills Group, DBT,



Diversity/Support). A total of 366 group sessions were provided last year via CAPS. This represents a significant strength at USU. The SAAVI office offers support groups for victims of interpersonal violence and abuse.

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

CAPS plans to grow group offerings during the next academic year as staff increases. USU also has tentative plans to run groups within both the Psychology Service and at Student Health during the next academic year.

Lead and Other Collaborators

Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); Eri Bentley (Staff Psychologist); Scott Bates (Professor & Department Head, Psychology); Derrik Tollefson (Professor & Department Head, Sociology, Social Work, & Anthropology)

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

No additional funds are needed.

**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

USU would be happy to collaborate and utilize statewide stigma reduction campaigns. As noted earlier, we actively use the SafeUT app and promote its use with students. We have also trained several faculty and staff in Mental Health First Aid and plan to expand this in the coming year. We will be implementing the Everfi Mental Health Product this coming year.

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

USU will create a listing of the state and institution-based stigma reduction campaigns that we participate in and next year determine if these are aligned with our longer-term strategic vision and training goals for students.

Lead and Other Collaborators

Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); Eri Bentley (Staff Psychologist); Scott Bates (Professor & Department Head, Psychology); Derrik Tollefson (Professor & Department Head, Sociology, Social Work, & Anthropology)

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

Ongoing USHE funding for required additional stigma reduction products (e.g., Everfi Mental Health Module) would be greatly appreciated.

**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

USU actively promotes and uses the SafeUT app.

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

We are fully compliant with this recommendation and plan to continue this for the foreseeable future.

Lead and Other Collaborators

Eric Olsen (Associate Vice President of Student Affairs); Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness)

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

Ongoing USHE funding for SafeUT is needed and greatly appreciated.

**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

USU currently has 13 nearly full-time providers (two providers are .75 FTE) within CAPS and approximately 20,000 students on-campus (graduate and undergraduate). The minimum aspirational IACS standard for staffing is 1 FTE counselor for every 1500 students which equates to roughly 13 full time mental health providers. Via an approved student fee increase, we recently hired a full time LMFT and full-time LCSW that started the fall of 2019. We also hope to be hiring an Associate Director and another psychologist within CAPS this spring. This should further improve our counselor-student ratio beyond the IACS recommended minimum.

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

We believe we are currently meeting the minimum IACS ratio standards and will exceed these in the coming year.

Lead and Other Collaborators

Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness)

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

No additional funds are needed at this time.

**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 summer 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	Dixie State University
May 15, 2020	Weber State University

Institution Current Status

We will be fully compliant and supportive of this process.

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

USU will be meeting this recommendation.

Lead and Other Collaborators

Scott DeBerard (Professor of Psychology and Executive Director of Counseling and Student Health and Wellness); Eri Bentley (Staff Psychologist); Scott Bates (Professor & Department Head, Psychology)  
Derek Tollefson (Professor & Department Head, Sociology, Social Work, & Anthropology)

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

No additional funds are needed at this time.