**MEETING NOTES**

1. Chairs discussed in their groups a scenario provided to them.
2. Panelists (Prof. Coco & Prof. Stanford) discussed their experiences with managing a colleague who was distressed.
   1. Prof. Coco talked about the importance of hearing directly from all parties who are involved in an issue to help determine whether or not mental health concerns may be at play and to appropriately connect someone to the right resources
   2. Prof. Stanford discussed him experience with losing a faculty member in his department to suicide
   3. In reflection he notes a pattern in which many were individually reaching out the faculty member and expressing their concern for him and how in many ways they did everything that they could
   4. This brought up the important point that sometimes even when we respond adequately, tragedies still happen
   5. Also, Prof. Stanford talked about his sense that more often having department meetings where mental health resources were discussed as a group may have been helpful
3. The group as a whole discussed issues related to accommodating faculty who ask for accommodations based on a mental health concern
   1. Connecting with Academic Personnel for consultation was highlighted here
   2. Engaging in a formal process to meet these requests as opposed to informally handling an accommodation was also highlighted as a way to protect the faculty member but also to protect the Chair from having to make these types of decisions and determinations in isolation.
4. The Campus Consultation Team’s role was discussed in matters where safety concerns are present
5. The importance on having some in the department who are trained to ask specific questions about harm to self or others was discussed as a way to work through the uncertainty of whether or not the consultation team is needed
6. The role of Faculty & Staff Mental Health Care office was discussed – a resource for individual faculty as well as a resources for consultation