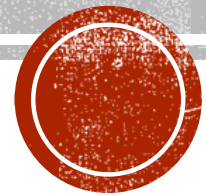




Faculty & Staff Mental Health Care
and Respondent Services

Department Chairs Training
Fall 2018

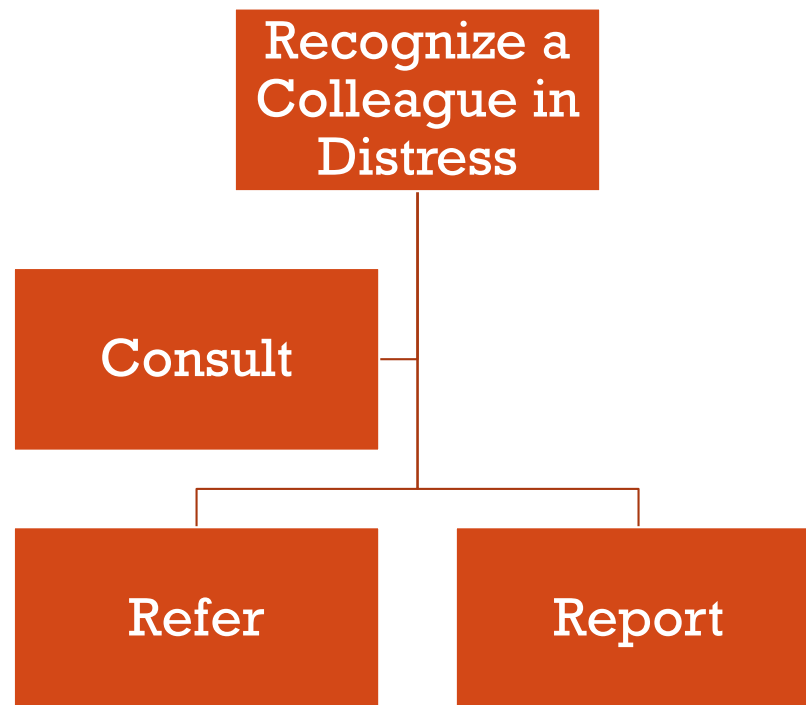


RECOGNIZING & RESPONDING TO COLLEAGUES IN DISTRESS

- The Many Signs of Distress
 - Work/Productivity Indicators
 - Repeated absences, missed deadlines, deterioration in quality of work, disorganization & erratic performance
 - Physical Indicators
 - Deterioration of physical appearance, fatigue/exhaustion, visible changes in weight, noticeable cuts/bruises, frequent illness, disorganized, rapid or slurred speech, lack of eye contact
 - Behavioral & Emotional Indicators
 - Direct statements indicating distress/hardships, angry/hostile outbursts, withdrawal or unusually animated behavior, severe anxiety/irritability, demanding or dependent behavior, lack of response to outreach
 - Safety Risk Indicators
 - Severe hopelessness, depression & isolation, disconnected from reality, threatening others, written or verbal statements of despair and suicidality



CHOOSING A PATHWAY



CHOOSING A PATHWAY

- Step 1:
 - CONSULT – once you've identified a colleague in distress consult, and from there you will decide between two pathways
 - Dean?
 - Co-worker?
 - Faculty & Staff Mental Health Coordinator?



CHOOSING A PATHWAY

- Step 2: Refer or Report
 - REFER – speak directly with the colleague to offer support and referrals
 - **Meet privately** (choose a time and place where you won't be interrupted)
 - **Set a positive tone.** Express your concern and caring.
 - Point out **specific signs** you've observed.
 - Ask how things are going & **listen attentively.**
 - Ask **open ended questions** without judgement.
 - If there are signs of safety risk, ask closed ended questions to **clarify risk.**
 - **Restate** what you heard as well as your concern & caring.
 - Suggest **resources & referrals.**
 - **Avoiding making sweeping promises** of confidentiality.
 - The **ultimate decision to access resources** is the faculty members.
 - **Keep the communication lines open.**
 - **Talk to someone.**

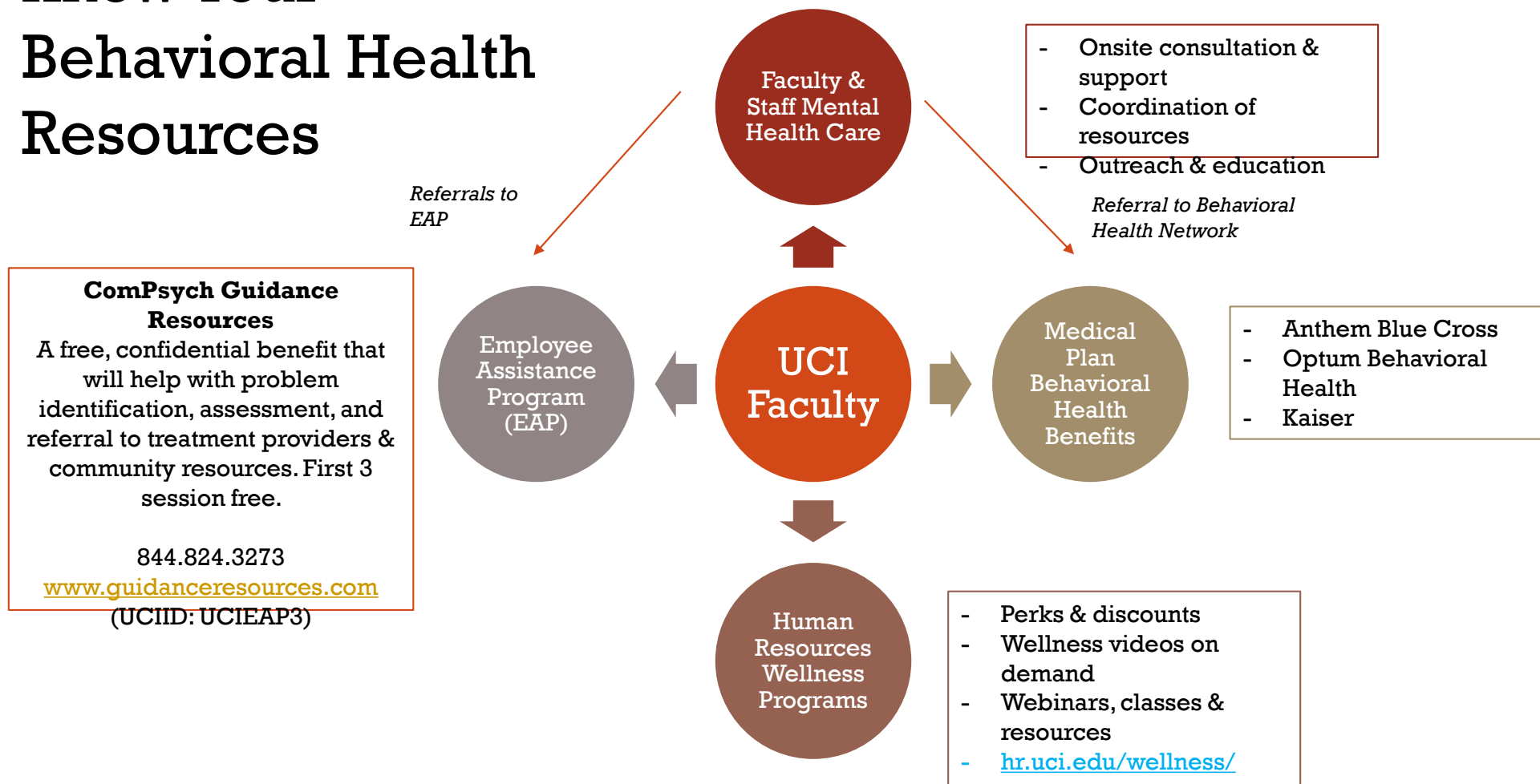


CHOOSE

- **STEP 2 – Refer or Report**
 - **Report** - If you do not know the faculty member well, consulting with the Faculty & Staff Mental Health Care Coordinator is not a bad idea.
 - They may be able to help you determine who else may need to be notified of the situation and/or coach you through making a referral
 - When selecting this option be aware of the following:
 - FSMHC will accept all information but may not be able to share the results of the follow up due to confidentiality
 - FSMHC may need to call you back to provide further recommendations after consultation with other offices such as HR, Academic Personnel, or other appropriate offices or policies
 - Often the best approach is not for the FSMHC to reach out to the faculty member



Know Your Behavioral Health Resources



FACULTY & STAFF MENTAL HEALTH CARE

- Consultative services & support to resolve behavioral health issues
- Primary crisis intervention resource to facilitate and coordinate appropriate resources
- Time-limited case management for individual employees
- Development and implementation of instructional trainings and materials to assist in the promotion of mental well-being for all UCI (campus, UC Irvine Health, UCIMC) faculty & staff



FACULTY & STAFF MENTAL HEALTH CARE

Services: available for faculty and staff managers as well as individual employees

- **Individual services**

- Problem assessment – safe, confidential sessions in which to discuss your problems, set priorities, and determine appropriate campus and community resources, when needed
- Referral – referrals to mental health resources within the health plans available to faculty and staff as well as community resources
- Crisis intervention – assistance to individuals experiencing critical incidents or problems

- **Services available for faculty and staff managers**

- Phone or in-person consultations
- Critical incident response following crisis events
- On-site small work group facilitation
- Workshops and trainings customized to department needs
- Educational materials



UCI Faculty & Staff Mental Health Care and Respondent Services

- **Contact**
 - Negar Shekarabi, Psy.D.
 - 949.824.5208
 - nshekara@uci.edu
 - By appointment only
 - <http://www.chs.uci.edu/facultystaffmh/>
 - <http://www.chs.uci.edu/respondentservices/>

