

EVERY OREDIGGER



Campus Forum

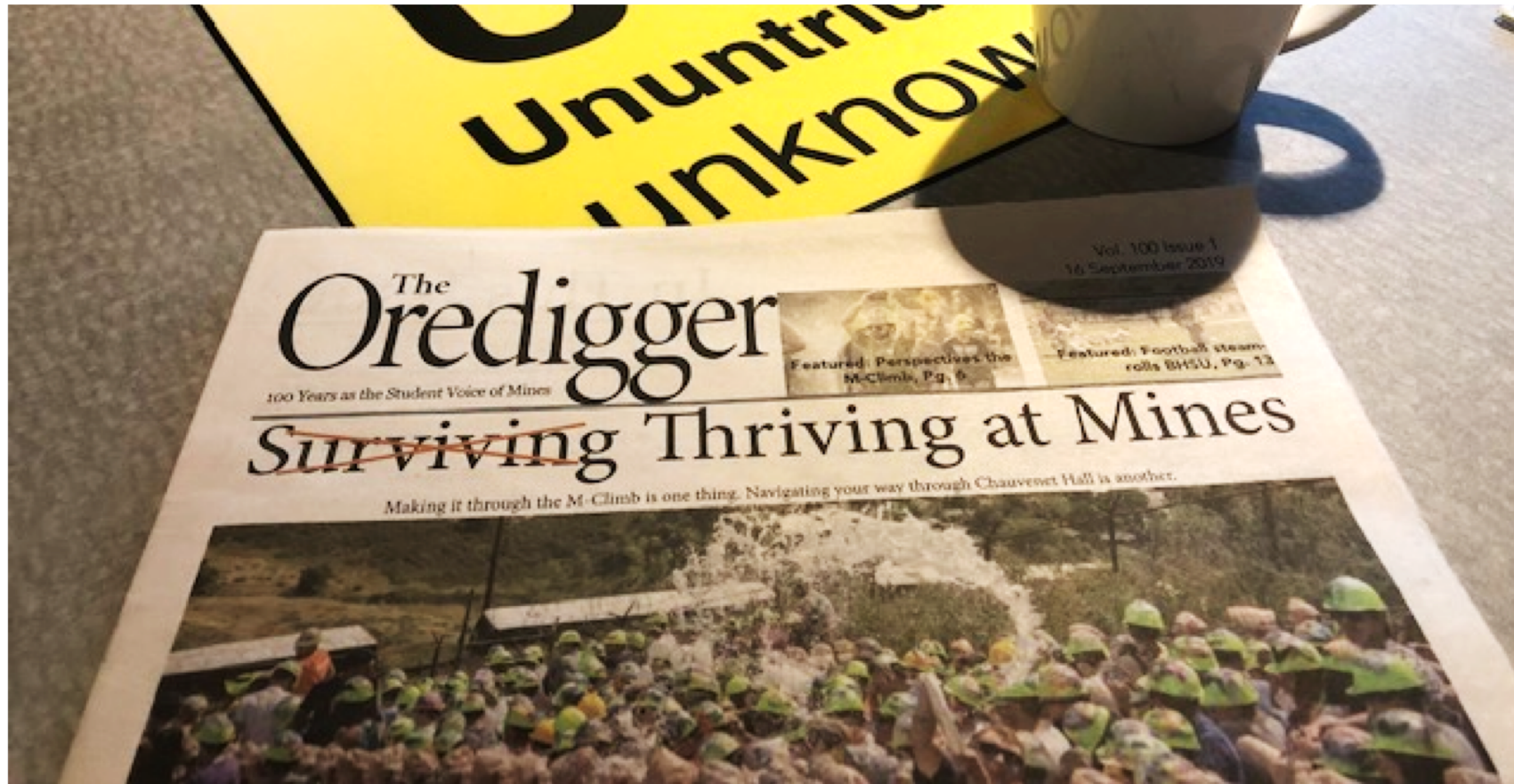
October 29, 2019

Agenda

- Where did we start?
 - Understanding the problem
- Where are we going?
 - Goals, Accomplishments, and Next Steps – Working group updates
- Feedback and Gaps – Share your feedback
- Every Oredigger is Everyone – Get involved!
- Q&A / Closing

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From Surviving to Thriving: *Where did we start, and are we there yet?*



Understanding the problem

Each and every suicide is a devastating loss.

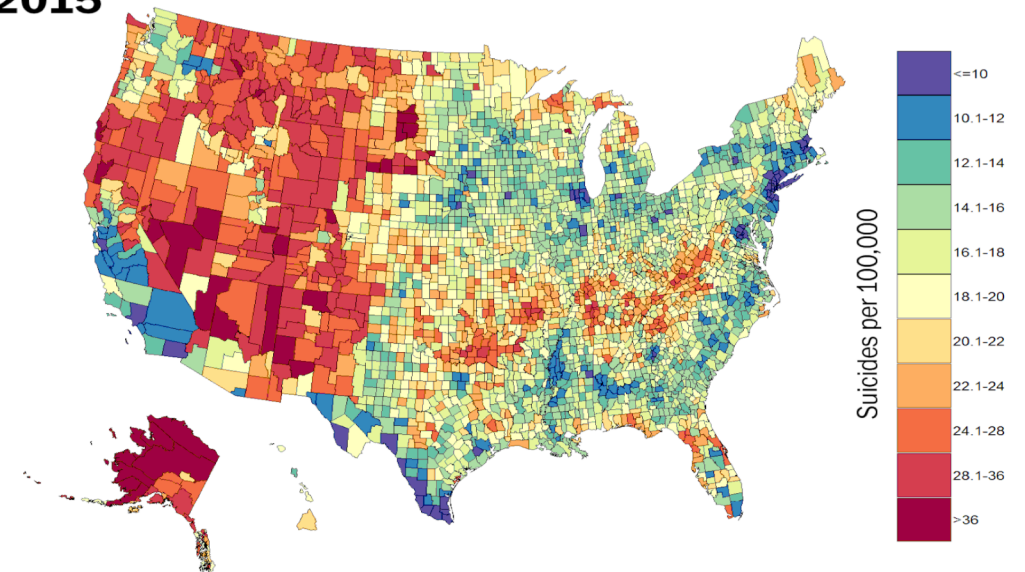
But the challenge is broad, and the problems are complex.

Understanding the problem

- Colorado is in top 10 states for highest suicide rates.
- Half of states, including Colorado, have seen over 30% increase in suicide rate since 1999.

Suicides per 100,000 in the U.S.

2015

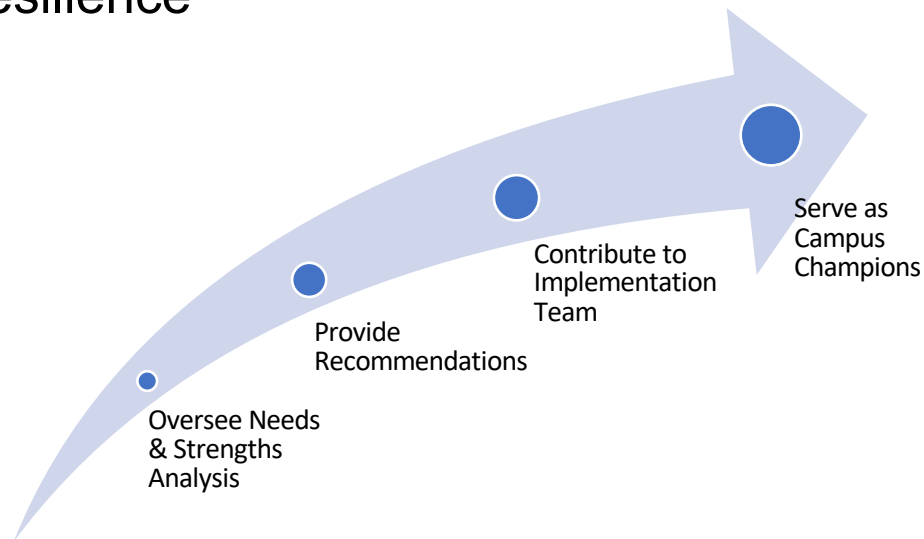


References: CDC.gov, Washington Post

Understanding the problem at Mines

Fall 2018:

- Task force led campus-wide assessment to understand Mines' needs and strengths related to suicide, mental health, and resilience



Results: Our Challenges

1. Exposure to Suicide
2. Culture of Suffering is Connected to Despair
3. Disconnection, Loneliness, and Marginalization
4. Campus Resources for Students Perceived as Inadequate
5. “Tsunami” of Mental and Emotional Challenges Coming in the Door
6. Sleep Deprivation, Exhaustion and Defeat —Among Students and Student Support Services
7. Culture of STEM and Faculty Expectations



Results: Our Strengths



1. Mental Health/Suicide Recognized as Concern by Leadership and Wider Mines Community
2. Engagement in Student Well-Being by Faculty, Staff, and Students
3. Pride and Love for Community (also genuine sadness and concern)
4. Culture is Changing
5. Many Practices to Enhance Well-Being are In Place and Working

Recommendations

Upstream

- prevention

Midstream

- identify emerging risk & connect

Downstream

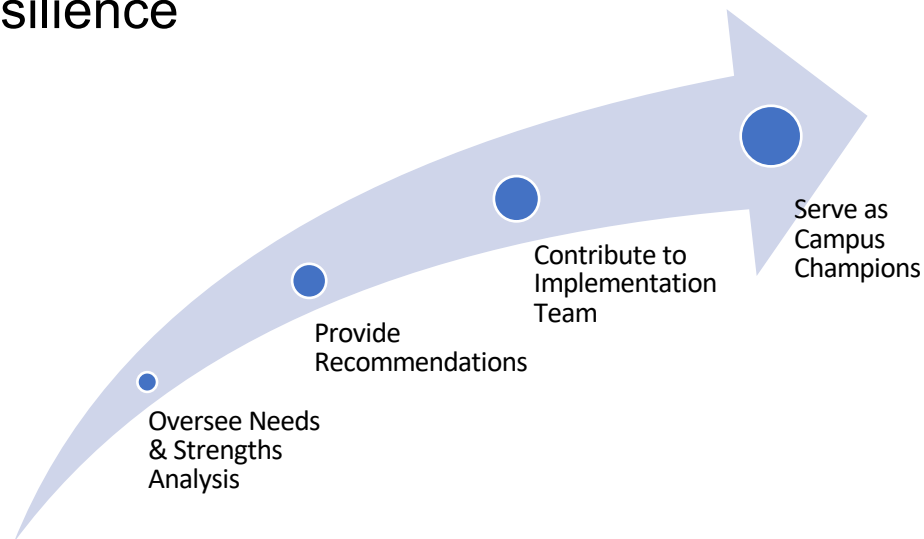
- respond to crisis



Where are we now?

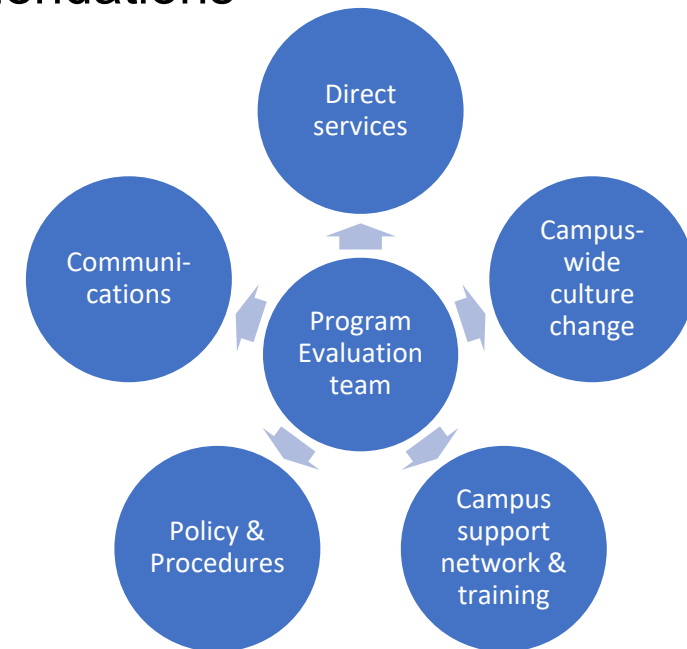
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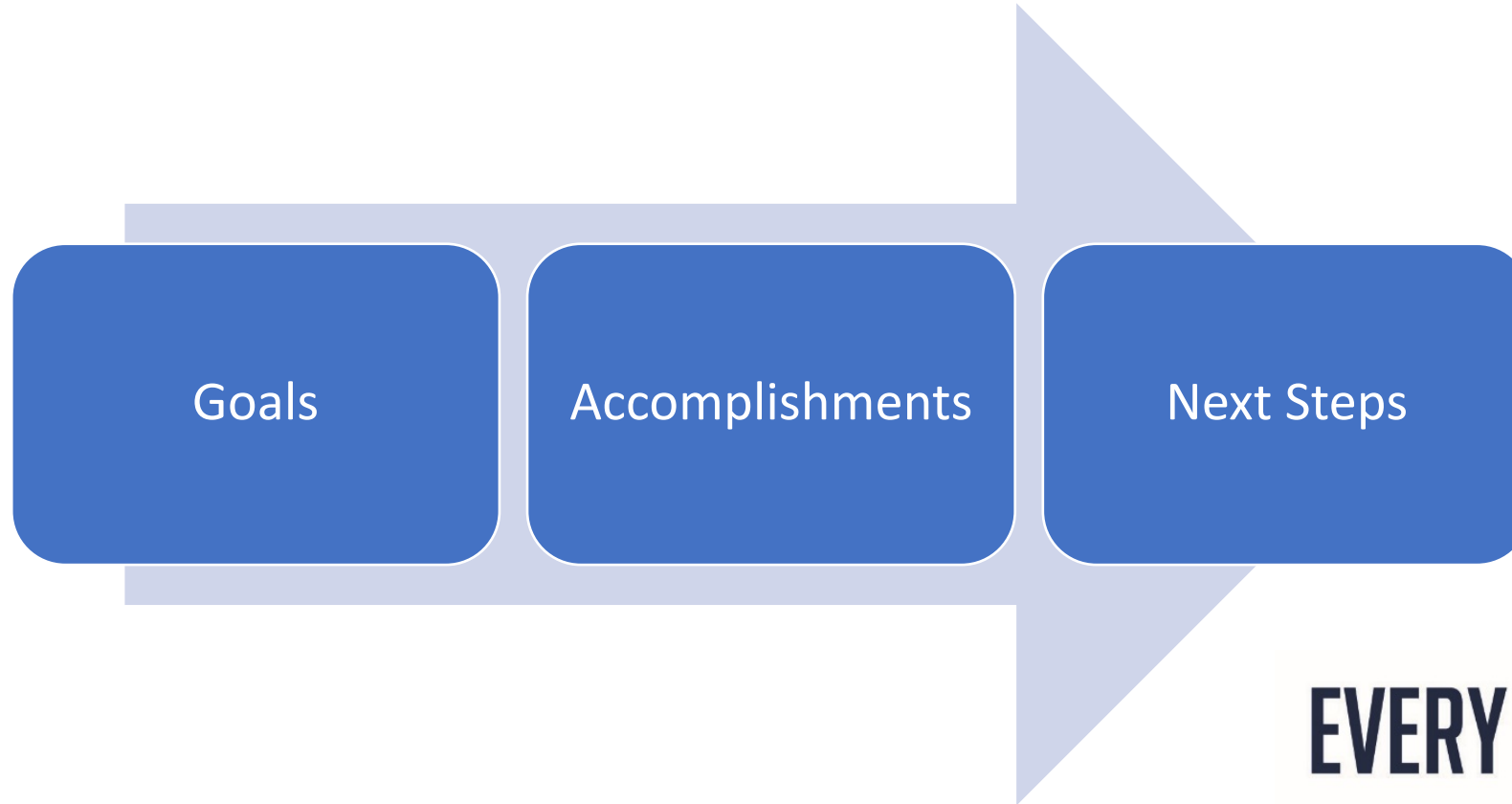
Spring 2019 to now:

- Implementation team began work on recommendations



Where are we going?

Working group updates



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Communications: *Goals*

- Develop a **strong brand identity** for the mental health/suicide prevention initiative, to increase student/faculty awareness and buy-in
- Ensure suicide prevention/mental health messaging is “**in the water**” on campus, available to everyone – whenever and wherever they need it
 - Help **normalize failure and rejection** and encourage resilience among our high-performing students, faculty and staff.
 - Increase **awareness of mental health services** available on campus.
 - **Encourage self-care** among students, faculty and staff all the time, not just when we’ve had a loss on campus.
 - Help **normalize mental illness** for help seekers/high-risk groups and for those who may be called upon to be help givers.

Communications: *Accomplishments*

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At Mines, we climb together.



Humans of Mines
September 10 · 🌐

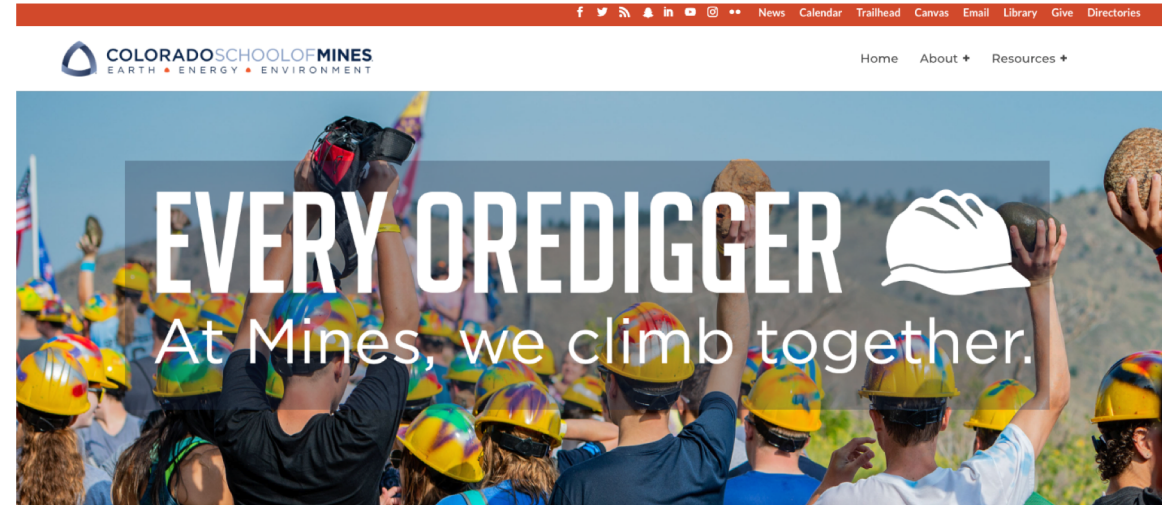
"College life can be incredibly stressful, yet so often, people feel that mental illnesses are socially stigmatized in a way that physical illnesses aren't, despite the statistical fact that the average college student is typically more likely to have a depressive episode any given semester than they are to catch the flu.

"So I make it a course policy — and clearly state on the syllabus — that I treat physical and mental health problems on equal footing when a student is struggling and comes to me needing a little extra time or flexibility with assignments and deadlines.

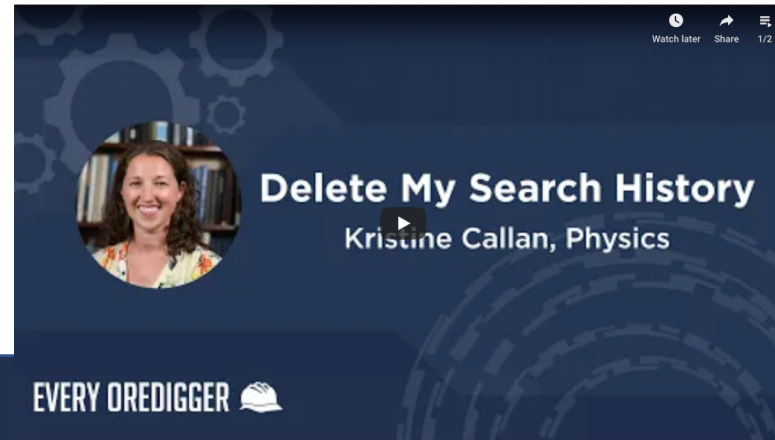
"It's a small step, but I hope it makes it that much easier for students to reach out and ask for help when they're going through hard times."

Eliot Kapit
Associate Professor, Department of Physics

#EveryOredigger is a comprehensive campus-wide initiative aimed at promoting mental health, championing resiliency and preventing suicide at Mines. mines.edu/everyoredigger



Every Oredigger is a comprehensive campus-wide initiative aimed at promoting mental health, championing resiliency and preventing suicide at Colorado School of Mines. Through culture change, direct services, campus support and training, policy and procedure, communications and more, we pledge to be a community that encourages and supports the well-being of all.



Communications: *Next Steps*

- How Do You Self-Care posters and digital signage
- Every Oredigger office placards
- Interactive Every Oredigger app for new touch screens in Brown and Student Center (with help from Computer Science students)
- Counseling Center website improvements
- Share our story with local media
- QUESTION: Would you or someone you know be willing to talk about their personal mental health journey? Let us know!

Campus Support Network and Training

HOW CAN YOU HELP YOU?



SUCCEED **THRIVE** **MATTER**



COLORADOSCHOOLOFMINES

MENTAL HEALTH AND SUICIDE PREVENTION TRAININGS

SIGN UP NOW



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EARTH • ENERGY • ENVIRONMENT

HELPING OREDIGGERS IN DISTRESS

RESPONSE PROTOCOL

Follow the chart below to best determine who to contact when faced with a student or colleague who is distressed, disruptive or in crisis.

Is the student or employee a danger to self or others, or do they need immediate assistance for any reason?

YES	NOT SURE	NO
The person's conduct is clearly and imminently reckless, disorderly, dangerous, or threatening, and they pose a risk to themselves or others.	The person shows signs of distress, but I am unsure how serious it is. My interaction has left me uncertain.	I'm not concerned for the person's immediate safety, but they could use some support or resources.

QUICK RESOURCES

Counseling Center (during typical business hours)	303-273-3377
Police Department	911
Colorado Crisis Services (available 24/7)	844-493-8255
CARE Team	CARE.MINES.EDU
Colorado State	1-800-821-8154

Goals and Accomplishments

Create clear, coordinated, and structured system of mental health, suicide prevention, and resiliency trainings which involve every student, faculty, and staff in at least one level.

1. **Each semester**, offer at least 1: ASIST, QPR for students, QPR for faculty/staff, Suicide Prevention Refresher, Resilience for students
2. Fall 2019, over **125 students**, faculty, and staff trained
3. ASIST training includes representatives from **12 academic departments**
4. **Peer Educators** are doing Resilience Trainings across campus
5. **QPR feedback**: “Just talking about the topic helps break down the stigma!”



Enhance referral protocols; create and provide an emergency folder for all faculty and staff to reference that includes appropriate campus and community resources.

1. Red Folder created with support from Marketing, Student Life, Counseling Center, Public Safety
2. **750 Red Folders** distributed
3. PDF file available online



Campus Support Network and Training: *Next Steps*

1. Create sustainability plans
 - The Red Folders
 - Continual building of the Mines Support Network
 - Consistent outreach for trainings
2. Complete placard for training attendees
 - To indicate they are approachable and supportive
3. Compile a public-facing list of Mines ASIST attendees
 - To be referenced by those who need support

Direct Services: *Needs & Challenges*

- Awareness of Resources
- Access to Resources
- Service Breadth and Expansion
- Support for Faculty and Staff
- Perception
- Web-based alternatives
- Campus Partnerships
- Training

Direct Services: *Accomplishments*

- Robust weekly walk-in skills groups and workshops
- Counseling Center campus outreach
- Clinical internship program and peer educators
- Full implementation of the Stepped-Care model
- Student satisfaction survey
- Specialized suicide-prevention training for counselors
- Embedded counseling pilot program with oSTEM
- Staff reconfiguration and increased range of expertise

Direct Services:

Work in Progress

- Continued marketing of C-SEAP services for employees
- PA wellness-related course content
- Additional embedded counseling support for vulnerable populations
- Promote web-based mental health screening and educational tools
- Enhanced case management and partnerships with telehealth and community resources.

Next Steps

- Campus partnerships for holistic wellness support and assistance
- Research of crisis response models
- Recommendations for expanded Wellness Center services
- More positive wellness practices for Mines employees

Policy & Procedures: *Goals*

- Research:
 - Synthesize charge from Mental Health and Resiliency Initiative/Group.
 - Repository of best practices with wellness-related practices/policies identified at peer and aspirant schools.
 - Digested relevant research, including: *JED Framework for Developing Institutional Protocols for the Acutely Distressed or Suicidal College Student*
- Self-Assessment:
 - Mines self-assessment of policies and procedures against *JED Framework*, with consideration to health/existence of policy, practice, and student-awareness.
 - Identification/Discussion of Mines-specific opportunities for improvement with policy and procedures.

Policy & Procedures: *Next Steps (Ten Efforts)*

1. Outreach Process for Affected Parties Impacted by Distressed Student (*Down-stream*)
2. Decision/Action Process for At-Risk Student Identified (*Mid-Stream*)
3. Grade Replacement and/or Grade Forgiveness Policy (*Up-Stream*)
4. Return from Hospitalization or Crisis Protocol (*Down-Stream*)
5. Academic Department Lead/Role for Support of Students/Faculty (*Up-Stream and Mid-Stream*)

Policy & Procedures: *Next Steps (Ten Efforts)*

6. Creation of PhD to Master's Pathway (*Mid-Stream*)
7. Communication Plan for Departed Student Community (*Down-Stream*)
8. Reentry Process For Previously Distressed Student (*Up-Stream*)
9. Establishment of Partnerships for Non-Hospitalization Support (*Mid-Stream*)
10. Graduate-specific Policies Including Leave, Withdrawal, Support (*Mid-Stream*)

Campus-wide Culture Change: *Goals and Accomplishments/Next Steps*

1. The Mines@150 goals explicitly include wellness
 - Work with Pres. Johnson to rephrase Mines@150 text
 - Articulation of campus values, and publish these across campus
2. Student and faculty think of Mines as having a “culture of growth and development”
 - Develop and offer training for faculty and staff
 - Have departmental wellness-coordinators
 - Create a “best-practices for wellness” document/website for different groups on campus (students, staff, faculty, advisors, RA’s, etc.)

Campus-wide Culture Change:

Goals and Accomplishments/Next Steps

3. Regular opportunities exist, and are being used, for the community to gather together in healthy ways
 - Food truck events
 - Create “inspiring places” on campus, and places to meet informally
 - Create and expand places for faculty/staff to meet

4. Mines has developed and implemented broader strategies to promote personal resiliency and self-care beyond counseling
 - Include resiliency and self-care in all PA classes
 - Fun weekly exercise opportunity at Kadafar
 - Include standard text of wellness for every course syllabus

Campus-wide Culture Change: *Goals and Accomplishments/Next Steps*

5. Campus members feel safe to speak to speak openly and confidently about mental health issues

- Identify social norms from campus climate surveys and spread these across campus (website, posters, etc)
- Dispel the myth that we are always doing great; ask campus members to share their challenges

Please send your suggestions to Roel Snieder (rsnieder@mines.edu)

Program Evaluation: *Goals*

- 1. Develop overall assessment plan for Every Oredigger initiative, in order to show longitudinal changes and impact of campus-wide efforts.*
- 2. Provide expert consultation to each working group to identify measurable outcomes and metrics.*

Program Evaluation:

Accomplishments

- Groundwork laid with the Fall 2018 assessment
- Outcomes and assessment advising for working groups

Next Steps

- Advisory groups - January (Nominate a student or colleague today!)
- Campus-wide survey 2020 – Jan.
- Ongoing assessment support for the Every Oredigger effort

Programming (*New!*)

Goals:

- Event planning support for Every Oredigger initiative
- Annual campus-wide remembrance event

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Discussion:

Opportunities and Gaps

- Areas for improvement or gaps in the Every Oredigger initiative?
- What's missing from our plan?

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Discussion:

Every Oredigger means you, too!

- *Ways you want to contribute to the Every Oredigger vision or goals*
- *Nominate a fellow student, faculty, or staff member to serve on Every Oredigger advisory groups for future focus group feedback.*

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Questions & Closing

Thank you!
Please leave your worksheets or send them later.

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