Administrative Leadership Meeting

Randy Woodson
Chancellor
Tuesday, May 9, 2023
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Presenter</th>
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<tbody>
<tr>
<td>July 18</td>
<td>Update on Sustainability Efforts</td>
<td>Titmus</td>
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<tr>
<td>September 12</td>
<td>TBD</td>
<td>Titmus</td>
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Commencement

- Commencement was on Saturday, May 6, 2023.
- More than 6,600 degrees were conferred.
Student Success

- Fulbright Scholars
- Barry Goldwater Scholarships
Student Mental Health
Path Forward

Doneka R. Scott
Vice Chancellor and Dean
Division of Academic and Student Affairs
National Context

- In 2021-2022, 51.7% of university students experienced moderate psychological distress, and
- 27.8% presented a high suicide screening score

National College Health Assessment conducted by the American College Health Association in 2022
NC State and North Carolina

- Between 2018-2022, NC State averaged 8 student deaths, ranging from 5-12
  - These included deaths by natural causes, accidents, and suicide
- NC State averaged 3 deaths by suicide during that time
- In North Carolina, between 2016-2020 there were 878 deaths by suicide in people ages 15-24, of which 10 were NC State students
Task Force Creation

- National trends and campus events necessitated a cross-functional task force to understand how to address and support student mental health
- Vice Chancellor and Dean charged the Student Mental Health Task Force in November 2022
- Led by Sr. Associate Vice Chancellor Lisa Zapata and Sr. Vice Provost for Instructional Programs Helen Chen
- Representation from across campus, including faculty, staff, undergraduate and graduate students
The Task Force completed its work early in the spring semester.

Two reports were published in February:
- High-level executive summary
- Complete report, 89 pages

Reports can be found at go.ncsu.edu/smhtf
Task Force Approach

- Examine existing resources
- Review curricular and co-curricular literature for best practices
- Examine campus policies that impact student mental health
- Engage the campus community
- Create a comprehensive list of recommendations to address student mental health
Campus Community Engagement

- Open survey collected feedback in November and December
  - 1,096 submissions
  - 51% students, 7.6% faculty, 11% staff, 30% (other: parents, alumni, etc.)
- Inventory of campus resources
  - Faculty and staff shared more than 400 existing resources, programs and initiatives
- Listening sessions
  - 13 sessions held in December and January
  - 550 participants
  - Listening sessions will continue throughout the year
Recommendations

Enhance Culture of Care + Provide Resources + Review PRRs
Overarching Recommendations

➔ Integrate campus-level diversity, equity, inclusion and mental health planning to ensure that we foster a sense of belonging for all students, especially those in underserved populations

➔ **Form implementation teams immediately** to continue the work begun by the Task Force

➔ **Continually assess the effectiveness of existing services and programs** designed to address student mental health and any new initiatives created through this process

➔ **Increase awareness of current mental health and wellness resources** and continue to provide ongoing communications that encourage healthy behaviors, mental health, and overall well-being

➔ Continue to **engage the campus community in the ongoing conversation regarding student mental health**
Enhance Our Culture of Care

A culture of care is one of kindness, caring, and respect for all.

We must:

● Identify root causes that are barriers to student mental health
● Continually assess the environment for emerging challenges, including:
  ○ Inability to meet basic needs
  ○ Rigid coursework expectations
  ○ Perceived lack of empathy and flexibility from faculty
  ○ Limited resources
  ○ Lack of sense of belonging
  ○ Policies that negatively impact mental health
Sample Recommendations

- Become a JED Campus
- Create a Dean of Students-type role in DASA
- Schedule Student Wellness Days each semester
- Ensure course expectations and workload align with credit hours earned.
- Create a campus-wide theme centered on wellness and belonging for the 2023-24 academic year
- Implement a peer mentoring support program
- Create a “one-stop shop” website for mental health and wellness resources

Full list of recommendations: go.ncsu.edu/smhtf
Provide Resources

Sample Recommendations

- Embed clinicians across campus
- Create a faculty toolkit and other resources for faculty
- Hire and retain more clinicians and case managers
- Provide additional student support services and community engagement programming opportunities on Centennial Campus

Full list of recommendations: go.ncsu.edu/smhtf
Review PRRs

- Policies, Rules and Regulations (PRRs) can be difficult to understand and navigate.
- Several PRRs create challenges and significantly impact well-being.
- Recommendations for review of PRRs fall into the following categories:
  - General recommendations
  - Academic regulations
  - Withdrawals, leaves of absence, and adding or dropping courses regulations
  - Grade regulations
Overarching PRR Recommendations

● Develop a user-friendly technology for students to access university policies and information regarding how those policies affect them, possibly including a chat feature.
● Review all PRRs to ensure that they use inclusive, non-gendered language. In addition, investigate methods to make PRRs more accessible and easier to understand.
● Consider moving all academically relevant information for students into a single PRR and be clear about differentiations between undergraduate and graduate students.

Full list of recommendations: go.ncsu.edu/smhtf
Sample PRRs

Academic

- REG 02.20.03 Attendance
- REG 02.20.14 – Test and Examinations
- REG 02.20.07 – Course Syllabus

Withdrawals, Leaves of Absence, etc.

- Undergraduate Leave of Absence Regulation *(proposed new regulation)*
- REG 02.05.04 – Term Withdrawal from the University
- REG 02.20.02 – Adding and Dropping Courses

Grades

- REG 02.20.16 – Undergraduate Grade Exclusion
- REG 02.20.06 Course Repeat Regulation
- REG 02.05.01 – Continuation of Undergraduate Enrollment *(academic suspension)*
Implementation Process
Steering Committee

- Chair: Doneka R. Scott, Vice Chancellor and Dean, DASA
- Vice Chair: Lisa Zapata, Sr. Associate Vice Chancellor, DASA
- Graduate Student Association President: Margaret Baker
- Student Body President: Timothy Reid
- Communications: Justin Hammond, Assistant Vice Chancellor for Strategic Marketing and Communications, DASA
- Faculty Senate Chair: Herle McGowan, Teaching Professor, Dept. of Statistics
- Staff Senate Chair: Jill Phipps, OIT Business Services
- Office of the Provost: Katharine Stewart, Senior Vice Provost for Faculty and Academic Affairs
- Staff Support: Tia Schulstad, Executive Assistant to the VCD, DASA
Implementation Process

- Implementation Steering Committee was charged in late February

**Implementation Steering Committee will:**

- Determine recommendation groupings
- Identify implementation team leads and potential members
- Create charges for implementation teams
- Serve as resource for implementation teams
- Ensure appropriate recommendations are operationalized
- Serve as decision-making team as implementation teams make recommendations for (or not for) implementing recommendations, conflicting outcomes
- Communicate progress to the campus community
Implementation Process

- Implementation teams were identified and charged in April

Implementation teams will:

- Research and evaluate recommendations
- Consider cost, time, potential barriers, prioritization and other factors
- Determine feasibility and viability of each recommendation at NC State
- If viable, implement recommendations or determine appropriate group to do so
- If not viable, provide justification
- Create assessment plan, if appropriate
## Implementation Team Leads

<table>
<thead>
<tr>
<th>Recommendations</th>
<th>Team Lead(s)</th>
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<tr>
<td>Improve the usability of the Counseling Center Website</td>
<td>Justin Hammond, Asst. Vice Chancellor, DASA</td>
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<td>Create a “one-stop” website for mental health and well-being resources</td>
<td>Justin Hammond, Asst. Vice Chancellor, DASA</td>
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<td>Schedule wellness days each semester and assess the benefit</td>
<td>Charles Clift, Asst. Vice Provost, University Registrar, EMAS</td>
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<td>Embed clinicians across campus</td>
<td>Monica Osburn, Executive Director, Counseling and Prevention Services</td>
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<td>Hire and retain more clinicians and case manager</td>
<td>Monica Osburn, Executive Director, Counseling and Prevention Services</td>
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<td>Review NC State postvention protocols</td>
<td>Donna McGailllard, Interim Assoc. Vice Chancellor, DASA</td>
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<td>Compile and advertise courses that support well-being</td>
<td>Wellness Advisory Committee</td>
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<td>Create a campus-wide theme centered on wellness and sense of belonging for 23-24 academic year</td>
<td>Yarnecia Dyson, Department Head and Professor in the School of Social Work</td>
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<td>Create a faculty toolkit and other resources for faculty</td>
<td>Diane Chapman, Director, Office of Faculty Development</td>
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<td>Add additionally interventions and opportunities that promote a sense of belonging, connection, and community</td>
<td>Michele Kurtz, Interim Director, Student Leadership and Engagement</td>
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<td>Become a JED Campus</td>
<td>Monica Osburn, Executive Director, Counseling and Prevention Services</td>
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<td>Create a Dean of Students type position in DASA</td>
<td>Doneka Scott, Vice Chancellor and Dean, DASA</td>
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<td>Implement widely available screening for mental health for students, including education of resources available</td>
<td>Richard Tyler Walker, Assoc. Director, Counseling Services</td>
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<td>Increase prevention efforts, including changes to Prevention Services</td>
<td>Wellness Advisory Committee</td>
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<td>Review existing advising models across the university</td>
<td>Kiesha Reed, Assoc. Vice Chancellor and Assoc. Dean, DASA</td>
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<td>Modify the Health and Exercise Studies GEP courses required by every undergraduate student to increase wellness and life skills education</td>
<td>Tommy Holden, Interim Department Head, Health and Exercise Studies</td>
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<td>Create a common core first-year experience course (folded into GEP discussion)</td>
<td>Carrie Zelna, Sr. Assoc. Vice Chancellor, DASA and Holly Hurlburt, Assoc. Dean, DASA</td>
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<td>Add a health and wellness component to performance appraisals for employees (Developmental)</td>
<td>Tim Danielson, Assoc. Vice Chancellor, Human Resources</td>
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<td>Continue to address food insecurity, housing instability, and other environmental factors</td>
<td>Kaly Wall, Academic Advisor, John Classen, Director of Graduate Programs, and Mike Giancola, Asst. Vice Chancellor and Student Ombuds, DASA</td>
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<tr>
<td>Provide additional student support services and community engagement programming opportunities on Centennial Campus</td>
<td>Donna McGailllard, Interim Assoc. Vice Chancellor, DASA</td>
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<td><strong>Undergraduate Leave of Absence (new proposed)</strong></td>
<td>Lisa Zapata, Sr. Assoc. Vice Chancellor, DASA and Charles Clift, Asst. Vice Provost, University Registrar, EMAS</td>
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<td>Examine current withdrawals/leaves of absence/adding or dropping courses regulations (REG 02.05.04 — Term Withdrawal from the University, REG 02.20.02 — Adding and Dropping Courses, REG 02.20.15 — Credit Only Courses, REG 07.55.03 Refunds)</td>
<td>Katharine Stewart, Sr. Vice Provost for Faculty and Academic Affairs and Bret Smith, Sr. Assoc. Dean, DASA</td>
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<td><strong>Longer Term</strong></td>
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<td>Ensure course expectations and workload align with credit hours earned (REG 02.20.05 — Course Load, REG 02.05.02 — Length of Time to Graduation)</td>
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<td>Coordinate exams at the institutional or departmental levels</td>
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<td>Add a syllabus statement on mental health (REG 02.20.07 — Course Syllabus)</td>
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<td>Examine “grades” regulations (REG 02.50.03 Grades and Grade Point Average, REG 02.45.02 Grades and Credit in Graduate Courses, REG 02.20.16 — Undergraduate Grade Exclusion, REG 02.20.06 Course Repeat Regulation, REG 02.05.01 — Continuation of Undergraduate Enrollment (Academic suspension))</td>
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Implementation Progress
Embedded Clinicians

- All colleges have committed to housing an embedded clinician
- All positions should be filled by fall 2023
Counseling Center Website

- Launch before New Student Orientation
- Feedback from students incorporated into new site structure
- Easier access to immediate resources
- Clearer understanding of the counseling process
Wellness Days

- 3 year calendar set earlier this semester
- 1 Wellness Day per semester
Wolfpack Wellness Website

- One-stop for all wellness resources on campus
- First iteration of the redesign launched last week
- Reorganized and easier to find key resources
- Filterable resources launched before fall semester
AcademicLiveCare

- Launched in December
- Provider satisfaction 4.9/5 stars
- 90% of users would have done nothing if not for ALC
In Progress

- Become a JED Campus
  - Kicks off in August
  - 4 year process
- Create a Student Advocacy Office
- Review NC State postvention protocols
- Compile and advertise courses that support well-being
- Create a campus-wide theme centered on wellness and sense of belonging for 23-24 academic year
- Create a faculty toolkit and other resources for faculty
- Add additional interventions and opportunities that promote a sense of belonging, connection and community
UNC System Proposals to Promote Resiliency, Mental Health, and Well-being

- Telehealth platform to increase access to services
- Engineer your wellness through resiliency, mental health, and well-being
- Psychoeducational outreach efforts
- Embedded clinicians in residence halls and campus community centers
- Refurbishment of the Air Force ROTC cadet training room
Questions?