

# **Administrative Leadership Meeting**

Randy Woodson  
Chancellor

Tuesday, May 9, 2023

# Upcoming ALMs

July 18	Update on Sustainability Efforts	Titmus
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September 12	TBD	Titmus
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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

ALM | May 9, 2023

**Doneka R. Scott**

Vice Chancellor and Dean  
Division of Academic and Student Affairs



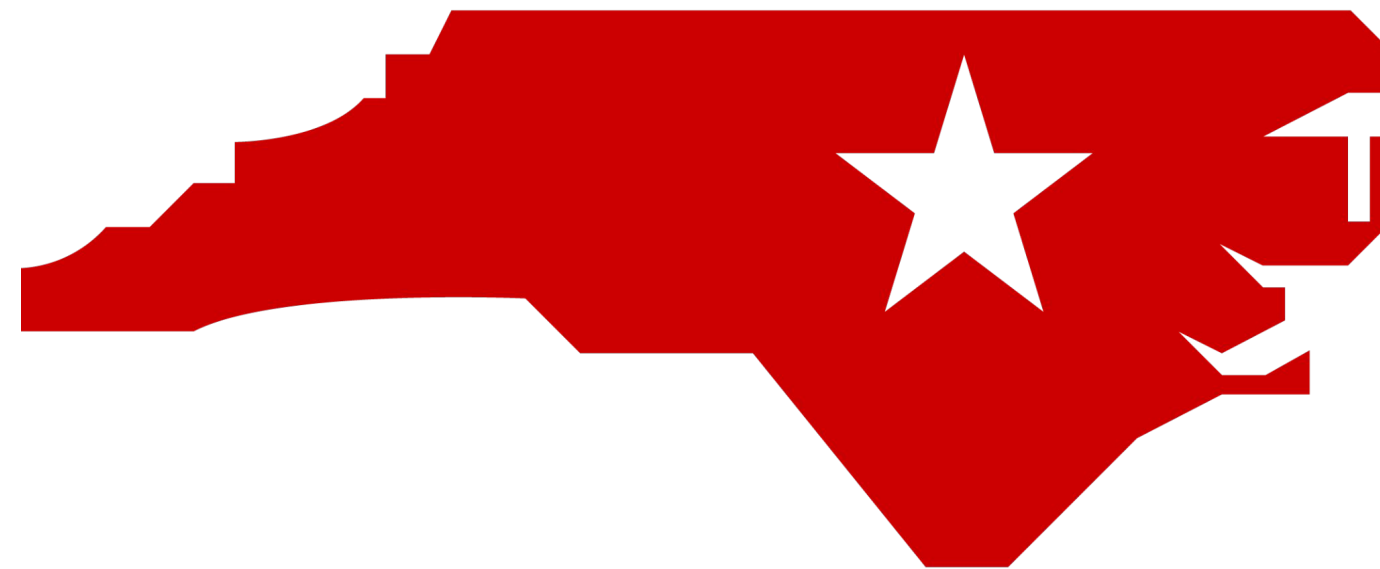
# National Context

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



# 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

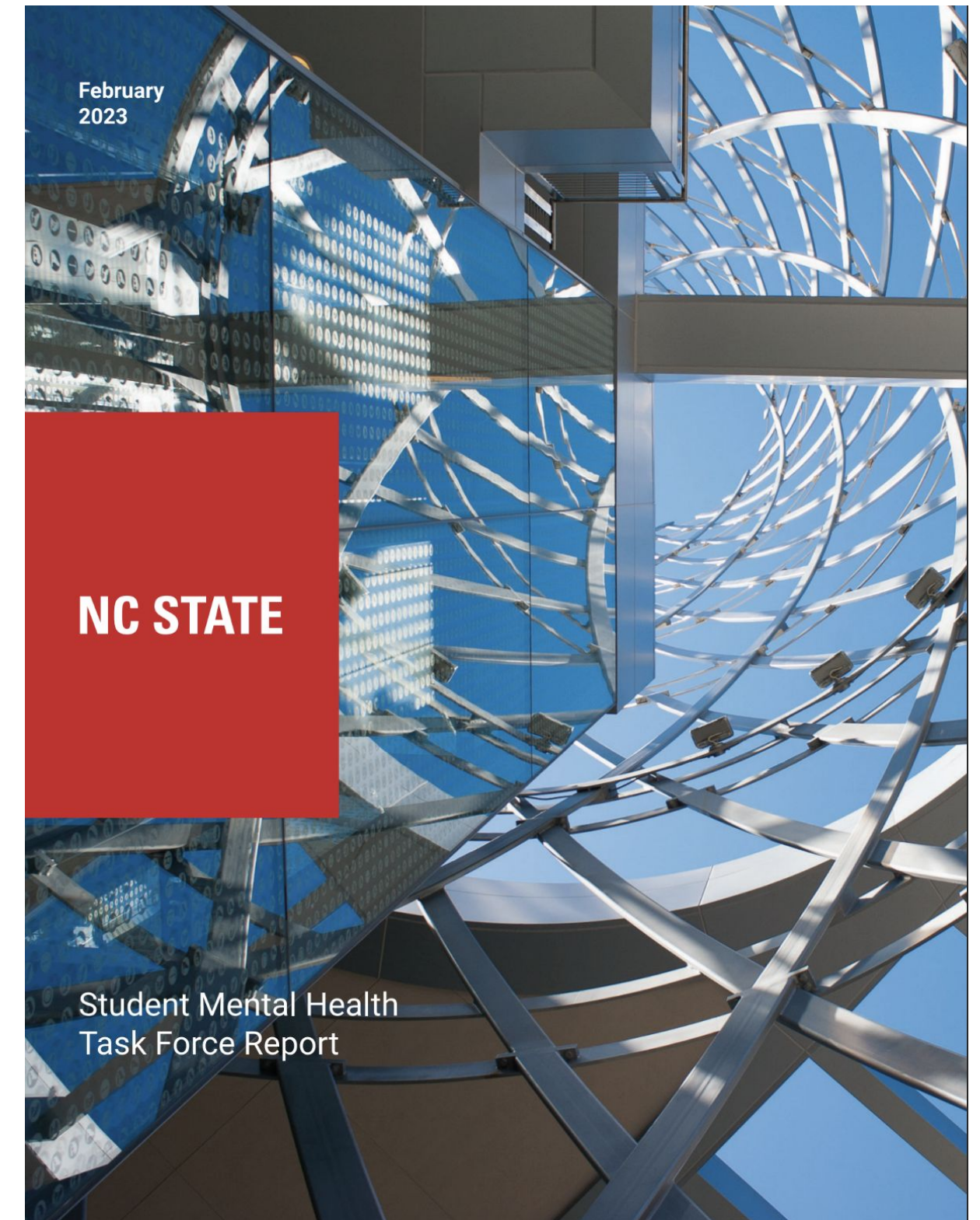


# Task Force Report

- 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](https://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](https://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](https://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](https://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

Recommendations	Team Lead(s)
Improve the usability of the Counseling Center Website	Justin Hammond, Asst. Vice Chancellor, DASA
Create a "one-stop" website for mental health and well-being resources	Justin Hammond, Asst. Vice Chancellor, DASA
Schedule wellness days each semester and assess the benefit	Charles Clift, Asst. Vice Provost, University Registrar, EMAS
Embed clinicians across campus	Monica Osburn, Executive Director, Counseling and Prevention Services
Hire and retain more clinicians and case manager	Monica Osburn, Executive Director, Counseling and Prevention Services
Review NC State postvention protocols	Donna McGalliard, Interim Assoc. Vice Chancellor, DASA
Compile and advertise courses that support well-being	Wellness Advisory Committee
Create a campus-wide theme centered on wellness and sense of belonging for 23-24 academic year	Yarneccia Dyson, Department Head and Professor in the School of Social Work
Create a faculty toolkit and other resources for faculty	Diane Chapman, Director, Office of Faculty Development
Add additionally interventions and opportunities that promote a sense of belonging, connection, and community	Michele Kurtz, Interim Director, Student Leadership and Engagement

Recommendations	Team Lead(s)
Become a JED Campus	Monica Osburn, Executive Director, Counseling and Prevention Services
Create a Dean of Students type position in DASA	Doneka Scott, Vice Chancellor and Dean, DASA
Implement widely available screening for mental health for students, including education of resources available	Richard Tyler Walker, Assoc. Director, Counseling Services
Increase prevention efforts, including changes to Prevention Services	Wellness Advisory Committee
Review existing advising models across the university	Kesha Reed, Assoc. Vice Chancellor and Assoc. Dean, DASA
Modify the Health and Exercise Studies GEP courses required by every undergraduate student to increase wellness and life skills education	Tommy Holden, Interim Department Head, Health and Exercise Studies
Create a common core first-year experience course (folded into GEP discussion)	Carrie Zelna, Sr. Assoc. Vice Chancellor, DASA and Holly Hurlburt, Assoc. Dean, DASA
Add a health and wellness component to performance appraisals for employees (Developmental)	Tim Danielson, Assoc. Vice Chancellor, Human Resources
Continue to address food insecurity, housing instability, and other environmental factors	Kaly Wall, Academic Advisor, John Classen, Director of Graduate Programs, and Mike Giancola, Asst. Vice Chancellor and Student Ombud, DASA
Provide additional student support services and community engagement programming opportunities on Centennial Campus	Donna McGalliard, Interim Assoc. Vice Chancellor, DASA



# Implementation Team Leads:

Recommendations	Team Lead(s)
Undergraduate Leave of Absence (new proposed)	Lisa Zapata, Sr. Assoc. Vice Chancellor, DASA and Charles Clift, Asst. Vice Provost, University Registrar, EMAS
Examine current withdrawals/leaves of absence/adding or dropping courses regulations ( <a href="#">REG 02.05.04 – Term Withdrawal from the University</a> , <a href="#">REG 02.20.02 – Adding and Dropping Courses</a> , <a href="#">REG 02.20.15 – Credit Only Courses</a> , <a href="#">REG 07.55.03 Refunds</a> )	

Recommendations	Team Lead(s)
<b>Longer Term</b>	
Implement means restrictions in the built environment	Lisa Zapata, Sr. Assoc. Vice Chancellor, DASA
Create more gathering spaces that cultivate community	

Recommendations	Team Lead(s)
<b>Longer Term</b>	
Examine regulations related to academic expectations ( <a href="#">REG 02.20.03 Attendance</a> , <a href="#">REG 02.20.14 – Test and Examinations</a> , <a href="#">REG 02.20.13 – Teacher Availability to Students</a> )	Katharine Stewart, Sr. Vice Provost for Faculty and Academic Affairs and Bret Smith, Sr. Assoc. Dean, DASA
Ensure course expectations and workload align with credit hours earned ( <a href="#">REG 02.20.05 – Course Load</a> , <a href="#">REG 02.05.02 – Length of Time to Graduation</a> )	
Coordinate exams at the institutional or departmental levels	
Add a syllabus statement on mental health ( <a href="#">REG 02.20.07 – Course Syllabus</a> )	
Examine “grades” regulations ( <a href="#">REG 02.50.03 Grades and Grade Point Average</a> , <a href="#">REG 02.45.02- Grades and Credit in Graduate Courses</a> , <a href="#">REG 02.20.16 – Undergraduate Grade Exclusion</a> , <a href="#">REG 02.20.06 Course Repeat Regulation</a> , <a href="#">REG 02.05.01 – Continuation of Undergraduate Enrollment (Academic suspension)</a> )	

Recommendations	Team Lead(s)
<b>Longer Term</b>	
Continue to address financial barriers to success among students (particularly grad students)	TBD, Assoc. Vice Chancellor, DASA
Provide students services for distance education students	

# 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

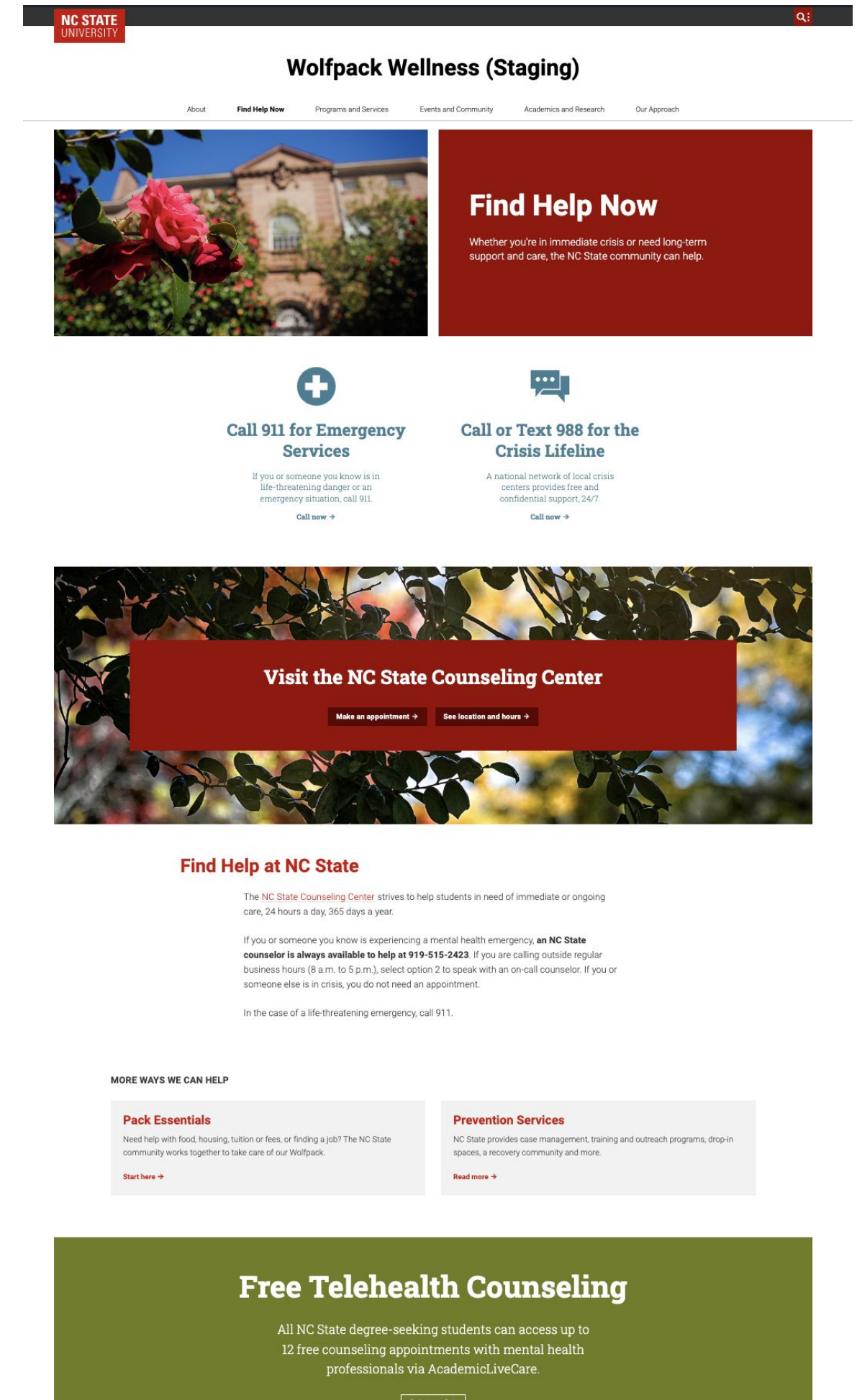
- 3 year calendar set earlier this semester
- 1 Wellness Day per semester





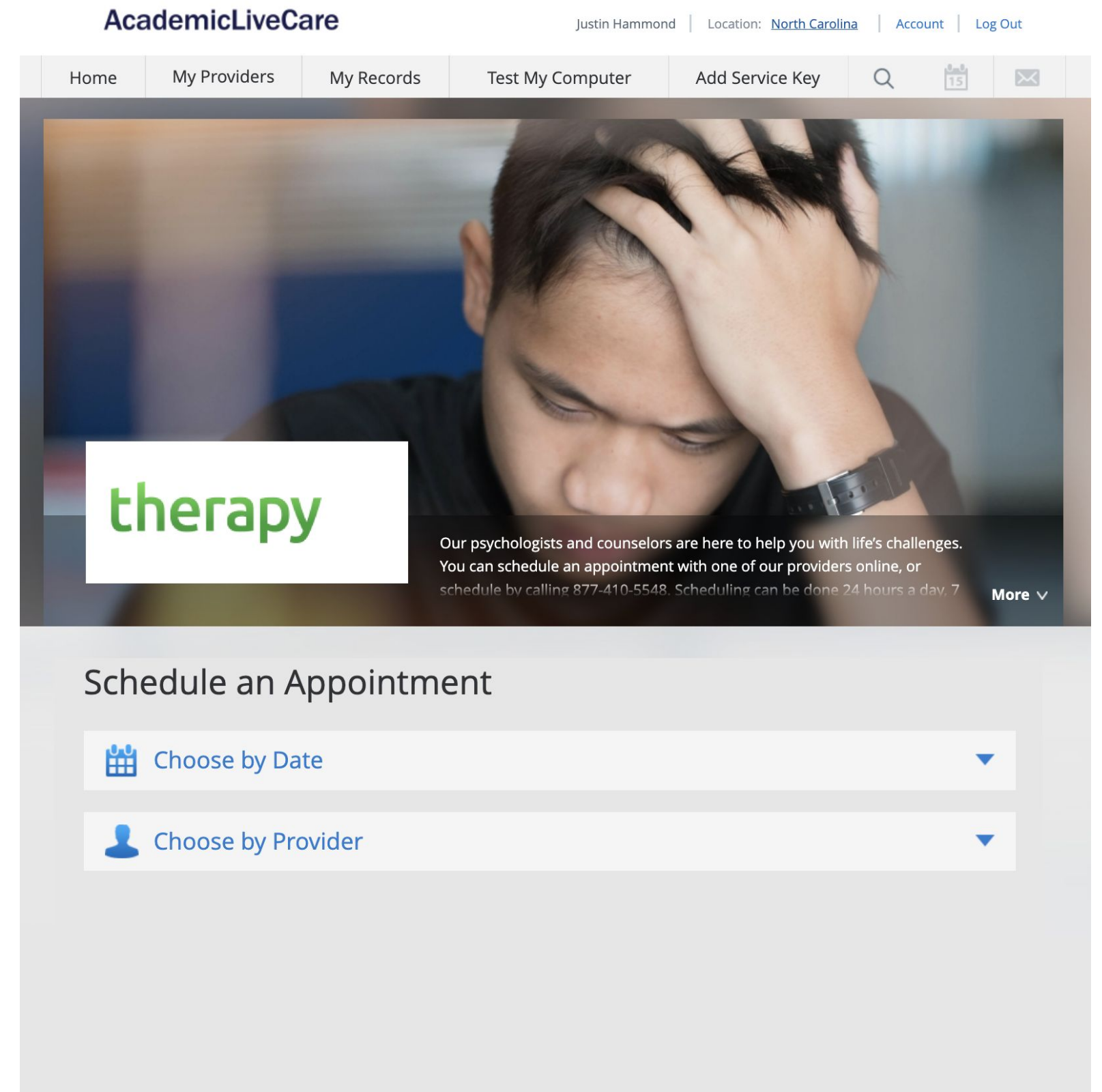
# Wolfpack Wellness Website

- 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?