

Mental Health Resources in Higher Education: An Overview

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As an additional resource to our readers, here's sample of programs at selected universities worldwide to support faculty, staff, administrators, and graduate students' mental health and general wellness.

To add your institution's programming to this list, please contact Teresa Heinz Housel (t.housel@massey.ac.nz).

Australia

UNSW Sydney: UNSW Healthy Universities Initiative

The aim of this initiative is to promote and improve student and staff self-management, success and wellbeing at UNSW.

The framing of this project is positive; that is, we are focused on aspects of the UNSW 2025 Strategy and Scientia Education Experience that seek to support students and staff in effectively working toward their meaningful learning and professional goals. This initiative was initiated by Scientia Education Academy Fellows and Education Focused Champions, but now includes diverse UNSW staff leaders in Wellbeing.

Because this is a very broad topic, and keeping in mind the existing UNSW systems, we intend to focus on themes identified in our initial meetings:

- Whole-of-university approaches to wellbeing (for example, see *Guidelines for Curricular Approaches to Student Wellbeing, Academic and Career Success*)
- Providing academics with in-curricular resources and training to support student self-management, academic success, and wellbeing.
- Academic and professional staff success and wellbeing (the first focus will be on mentoring EC academics);
- HDR students making successful transition to graduate employment
- Physical environments that support wellbeing
- Data gathering and using evidence-based strategies.

Whole of University Approaches to Wellbeing

We've developed university strategies to be posted when they are available.

The University of Sydney

Healthy Sydney University is a university-wide initiative that brings students and staff together to promote the health and wellbeing of our community.

We work towards the University being a health promoting university. A health promoting university is one that embeds health in the everyday business of a university through its education, research, community engagement, and organisational culture.

Our Vision

We believe a healthy university supports healthy people, builds healthy places, develops healthy policies, and implements healthy practices to support our students, staff and the broader community.

We aim to develop projects and initiatives in collaboration with students and staff across all levels of the organisation, informed by our five guiding principles and the University's 2016-2020 Strategic Plan. [Read about our activities and impact in 2017](#).

Our People

Healthy Sydney University is based in the Charles Perkins Centre Research and Education Hub and chaired by Professor Margaret Allman-Farinelli from the School of Life and Environmental Sciences. The chair is supported by an executive group of academic and professional leaders from across the university.

Healthy Sydney University also has three working groups of students and staff who pursue initiatives and strategies relating to the areas of interest for a health promoting university: mental health and wellbeing (including alcohol and tobacco); physical activity, movement and active travel; and nutrition and healthy food environments. [Specific programmes for staff](#).

Walking Trails in CampusFlora

Walking trails were developed in the 'CampusFlora' app, allowing staff, students, and visitors to enjoy guided walks and engage with the natural botanical environment on our campuses. One of the trails includes the Patyegarang trail, which connects the Sydney Language back to the landscape and has been carried out in collaboration with the Wingara Mura –Bunga Barrabugu strategy and CIS.

Active Women Over 50

Wallbank Over seventy female participants from the University of Sydney and RPA Hospital registered to attend a series of workshops and information sessions about increasing their levels of daily physical activity.

The University of the Sunshine Coast

The University of the Sunshine Coast is committed to operating under the World Health Organisation Health Promoting Universities framework and is guided by the Okanagan Charter: An International Charter for Health Promoting University and Colleges.

In its role as employer and educator for some 1,200 staff and 18,000 students, USC acknowledges its contribution to helping to promote health and wellbeing to this large and diverse community.

USC is further committed to creating healthy working and learning environments for staff and students. We have a range of health and wellbeing initiatives aligned to the Okanagan Charter action areas and offer opportunities for USC staff and students to collaborate, coordinate, and participate in healthy activities and projects.

Monash University

Monash University has won the 2016 Global Healthy Workplace Award in recognition of its healthy workplace programs, and contribution to workplace health, in the large employer category.

Mental Health

Please note that our usual health and wellbeing program has been replaced with our [Be Well at Monash](#) page. The page has a range of activities to help you maintain good health and wellbeing while working at home during the Covid-19 crisis.

With one in five Australians experiencing a mental illness this year, Monash believes in the importance of encouraging friends, workmates, and family to seek help when they need it, without fear or stigma. To assist staff and their family members to improve their mental health, Monash provides a range of programs.

- [On campus counselling](#)
- [Employee Assistance Program \(including off campus counselling\)](#)
- [Mental health and wellbeing programs](#)
- [Mindfulness programs](#)
- [R U OK? Day](#)
- [Resources](#)

Mental Health Services for Staff

Monash provides a range of services, programs, and resources to support and promote staff mental health.

Services and Programs

- [Contacts for concerning behaviour](#) (pdf 135kb)
- [Counselling service](#): free, professional and confidential service. Individual appointments and group programs.
- [Employee Assistance Program](#): for staff with work-related, personal or health problems.
- [Manager Assist Program](#): a phone consulting service providing practical advice and support to supervisors and managers.
- [Meditation classes and resources](#)
- [Mental Health Awareness training](#): 2.5hr introductory mental health seminar for staff and student groups
- [Mental Health First Aid training](#): learn how to help someone with a mental health problem before professional help is sought.
- [Mindfulness at Monash](#).
- [Mindfulness meditation](#): free weekly classes. Beginners welcome.
- [Online mental health resources](#)
- [R U OK? Day events](#)
- [SafeTalk - suicide awareness training](#)

Canada

CANADIAN HEALTH PROMOTING CAMPUSES

<https://healthpromotingcampuses.squarespace.com/>

Okanagan Charter

The Canadian Health Promoting Campuses Network is guided by the Okanagan Charter: An International Charter for Health Promoting University and Colleges, which calls on post-secondary schools to embed health into all aspects of campus culture and to lead health promotion action and collaboration locally and globally.

Created in June 2015, the Charter provides institutions with a common language, principles, and framework to become health and wellbeing promoting campuses.

The Charter has two calls to action:

1. To embed health into all aspects of campus culture, across the administration, operations, and academic mandates
2. To lead health promotion action and collaboration locally and globally.

University of British Columbia

UBC Wellbeing

At UBC, we recognize the foundational importance of wellbeing to our success as individuals, as a university, and as a community. We aspire to support our people to achieve their full potential in teaching, learning, working, and research by making wellbeing a priority that guides our daily interactions, decisions, policy planning, and program development.

UBC Wellbeing is a collaborative effort to make the university a better place to live, work, and learn through a systems-wide approach to wellbeing across our campuses.

The work of UBC Wellbeing is guided by the Okanagan Charter, a shared call to action for partners, leaders, and community members to make campuses become health-promoting institutions; as well as UBC's Wellbeing Strategic Framework, our commitment and approach to embedding wellbeing across our university culture and leading action and collaboration locally and globally.

Infographic Report:

<https://wellbeing.ubc.ca/sites/wellbeing.ubc.ca/files/u9/UBC%20Wellbeing%20Annual%20Report%20Infographic%20v5.pdf>

QPR Suicide Prevention Training

<https://qprinstitute.com/>

Question. Persuade. Refer.

These are three steps anyone can learn to help prevent suicide. QPR Training is an internationally recognized suicide intervention program designed to help you have a conversation with someone having thoughts of suicide.

UBC offers QPR Training for students, staff, and faculty to help them recognize suicide warning signs, approach someone who may be at risk, persuade the person to seek appropriate health services, and connect the person to resources that will help resolve crises.

Know What to Look For and When to Be Concerned

Someone considering suicide will usually show warning signs or try to communicate that they need assistance. QPR Training examines the forms suicide communication can take to help identify someone who may be at risk. This is especially important in a university setting for anyone who has regular contact with students, staff, or faculty.

Reach Out and Help Someone At Risk

QPR Training teaches basic intervention skills and effective approaches to persuade someone at risk of suicide to seek assistance.

Help Someone Get Help

QPR Training will give you a better understanding of the resources available to refer someone to if they need help. Suicide is preventable. QPR acts as an emergency mental health intervention designed to save lives much like CPR or other methods of emergency medical intervention.

QPR saves lives by building attendees' knowledge and skills to identify warning signs, reach out to someone at risk of suicide, and help connect them to resources. QPR increases the likelihood that someone experiencing suicidality will be noticed and will receive help.

600+

Staff and Faculty engaged in IBPOC Connections, an initiative designed for and by Indigenous, Black, and People of Colour at UBC. It was established in December 2019, as a convening space where IBPOC faculty and staff can come together to be in good company, to have candid conversations, and to collaborate. 100+ mental health workshops delivered by units in HR, Student Services, and Workplace Health Services.

Workplace Wellbeing Ambassador program

<https://hr.ubc.ca/health-and-wellbeing/living-well/workplace-wellbeing-ambassador-program>

About the Workplace Wellbeing Ambassador program (WWA)

The Workplace Wellbeing Ambassador (WWA) program is a pilot program that plays a key strategic role at UBC, supporting the Human Resources–Health, Wellbeing, & Benefits team in their effort to embed wellbeing and wellbeing practices in UBC workplaces.

The program aims to:

- Empower staff and faculty to support wellbeing activities within UBC departments
- Provide opportunities to build knowledge and apply learnings in the workplace
- Support staff and faculty in their efforts to positively impact workplace wellbeing.

Healthy Workplace Initiatives Program

<https://hr.ubc.ca/health-and-wellbeing/living-well/healthy-workplace-initiatives-program>

The Healthy Workplace Initiatives Program (HWIP) is an annual fund available to UBC departments and units to support grassroots activities that promote wellbeing in the workplace.

About the Healthy Workplace Initiatives Program (HWIP): The program provides start-up funds and support for health-related, sustainable initiatives. You can apply for funding for programs that include yoga or fitness classes, building a community garden, or investing in mental health training in your workplace.

Staff and Faculty Mental Health Resources

<https://hr.ubc.ca/health-and-wellbeing/living-well/mental-health/staff-and-faculty-mental-health-resources>

Many of us are adjusting to changes in our work, uncertainty, and disruptions to our personal lives. As we navigate these unprecedented times, it is important to consider ways to support your mental health and resilience.

- What you can do to support your mental health during COVID-19
- Stay connected
- Recognize the impact of isolation
- Care for yourself and encourage others to do the same
- Access resources to enhance your mental health
- Acknowledge that work will be impacted.

PRINTABLES AND POSTERS

- 8 Work from Home Tips (Infographic)
- B.R.A.C.E. Yourself – COVID Care (Poster)
- Boosting Your Psychological Immune System (Poster)
- Coping – How Animals Can Help (Infographic)
- Coping with Stress, Anxiety & Substance Use (Infographic)
- Daily Self-Care Questions (Poster)
- Self-Care Bingo (Poster)
- Things I Can & Cannot Control (Poster)

Training and Workshops

<https://hr.ubc.ca/health-and-wellbeing/living-well/mental-health/training-and-workshops>

UBC offers a range of programs and services in support of mental health, from meditation programs to reduce stress to training sessions on how to help co-workers struggling with depression.

These programs are offered free of charge to UBC departments and units, both on and off the Vancouver Point Grey Campus. Click on the training session titles to learn more or to request a session for your workplace.

Training and Workshops for Staff & Faculty

- Understanding your Employee and Family Assistance Program
- Self-Care 101 (self-directed)
- Self-Care 101
- Self-care for the caretaker
- Wellbeing in the workplace (self-directed)
- Enhancing workplace wellbeing at UBC
- Mindfulness and the benefits at work
- Positive coping strategies: supporting your mental health
- Understanding mental health challenges
- QPR: Suicide prevention training
- The Working Mind: workplace mental health training for faculty & staff (virtual option available)
- Mental Health First Aid

Training and Workshops for Managers

The Working Mind: Workplace mental health training for managers (virtual option available)

Looking for something different or a community-based program? Download our [list of trusted external vendors](#), to further support your workplace wellbeing initiatives. If you are a presenter, trainer or workshop provider and would like to work with us, please fill in this [External Proposal Form](#) and a member of our team will be in touch.

Contact us: We're available to provide informative presentations regarding mental health resources and support on and off campus. Email Truelove Twumasi, Workplace Wellbeing Specialist, for more information, or contact her by phone at 604 827-2350. Please visit the [WRAP website](#) for mental health training and programs at the UBC Okanagan Campus.

University of Saskatchewan

USask Wellness Strategy

<https://wellness.usask.ca/documents/wellness-strategy1.pdf>

USask is committed to creating an inclusive wellness environment that supports our diverse students, faculty, and staff. We will embed wellness in our institutional fabric, create opportunities to engage, ensure access to resources, supports and training, and evaluate our progress over time.

We recognize the wholeness of a person's health is comprised of interdependent elements: mind, body, and life. Therefore, the wellness strategy takes a holistic approach to being well in supporting three elements of wellness:

Healthy Mind

Provides the emotional energy and clarity to approach and manage life with optimism and resilience. A Healthy Mind contributes to the prevention or better management of mental illness.

Ways to nurture a healthy mind

- Social: Establish positive, nurturing and healthy relationships, and have a sense of community and belonging
- Emotional: Be self-aware; accept and manage your feelings, thoughts, and attitudes; have self-esteem and be resilient.
- Intellectual: Be open-minded to new ideas and experiences that allow you to have a growth mindset and continue learning.

Healthy Body

Provides the physical energy and endurance to fulfill life's daily requirements and reach personal goals. A Healthy Body contributes to the prevention or better management of physical illness.

Ways to Nurture a Healthy Body

- Nutrition: Eat nutritiously with a focus on natural, unprocessed foods and a balanced intake of nutrients; following the recommended guidelines for health benefits.
- Rest: Get sufficient amount of rest, both during the day as well as sleep at night, to support the highest achievable quality of work and life.
- Substance use: Limit, eliminate or be better informed about the use of substances, such as tobacco, alcohol, drugs, and others, on health and well-being.
- Physical activity: Recognize the benefits and enjoyment of physical exercise/movement, and invest time in individual and group activities that build endurance, flexibility, and strength; follow the recommended guidelines for physical activity.

Healthy Life

Provides the knowledge, ability, and opportunity to interact with the world with increased confidence, security, and stewardship. A Healthy Life contributes to a Healthy Mind and Body.

Ways to Nurture a Healthy Life

- Career/Academic/Volunteerism: Seek personal fulfillment and meaningful work that nurtures your gifts, skills, and talents while still maintaining a balance between work, study, and personal leisure time.
- Environmental: Relate to and care for the planet and nature.
- Financial: Understand and manage money in ways that provide security, confidence, and options to support work, study, and personal commitments and interests now, and in the future.
- Safety and care: Safeguard yourself from physical or mental harm and practice methods of self-care that optimize well-being and prevent or better manage illness.
- Sexual health: Choose a positive, respectful, and safe approach to sexuality and sexual relationships; free of coercion, discrimination, and violence. Empowerment and courage to speak out and seek help if needed.
- Spiritual: Find peace, meaning, and purpose in life, individually or through involvement with spiritual communities; appreciating connectedness between your inner world and larger expressions of reality.

Creating a Healthy Mind, Healthy Body, and Healthy Life for All

It will take the entire university community to bring the strategy to life. We challenge each and every student, faculty member, and staff member to commit to creating a culture of wellness and actively engage as a champion of wellness. There are many ways you can help create an environment that promotes and supports the health and well-being of our campus community.

There's many wellness opportunities already available to support your health and well-being at the U of S. Below are some of the opportunities, and many of them would nurture one or all three elements of wellness:

Healthy Mind

- Board games at Louis' loft
- Mental Health Training
- Mental Health Awareness Week
- [USSU Pride Centre](#)
- [USSU Women's Centre](#)
- [Mindful Meditation](#)
- [Gordon Oakes Red Bear Student Centre](#)

Healthy Body

- Yoga in the Bowl
- [Student Wellness Centre](#)
- [Physical Activity Centre](#)
- [Farmer's Market](#)
- [Edible Landscape and Community Gardening](#)

- Campus Rec

Healthy Life

- Childcare on Campus
- Office of Sustainability
- Prayer Space
- Employee and Family Assistance Program
- Parents on Campus Group

University of Waterloo

Campus Wellness: Faculty and Staff

<https://uwaterloo.ca/campus-wellness/faculty-and-staff>

Occupational Health

Occupational Health Nurses provide integrated occupational health and safety services to employers and employees. We work closely with managers, supervisors, human resources, and individual employees to maintain, promote, and restore employee health, safety, and wellbeing.

Employee & Family Assistance Program

As part of the Employee Assistance Program (Policy 67), University of Waterloo employees and their dependent family members have a range of health and wellness services under the Employee and Family Assistance Program (EFAP), provided by Homewood Health Inc.™. The program is a complement to the current benefits program, at no additional cost to employees.

Homewood Health offers short-term, confidential counselling that includes face-to-face (flexible hours), telephone or online sessions for a variety of reasons. The program also includes Life Smart Coaching and other online services.

Please be assured that the program is confidential. Your private information, including whether you or your dependents have accessed the program, is never shared with family members or the University.

Mental Health Training Opportunities

Counselling Services offers a broad range of suicide intervention and mental health training programs. Our goals are to raise campus mental health awareness, reduce mental health stigma, and support early intervention for those in need within our Waterloo campus community.

QPR: Virtual

This training teaches participants how to recognize and support someone who may be having thoughts of suicide. It is an education and awareness program that provides direction as to how to Question a person with thoughts of suicide, how to Persuade them to get help, and how to Refer the person to appropriate professional resources.

Training Content

- How to Question, Persuade and Refer someone who may be having thoughts of suicide
- How to get help for yourself or learn more about preventing suicide
- Common causes and warning signs
- How to get help for someone in crisis.

More Feet on the Ground (Virtual)

This training consists of a facilitated discussion of the online More Feet on the Ground mental health education program. This program uses those online materials, as well as vignettes to teach participants how to Recognize, Respond, and Refer individuals experiencing mental health problems on campus.

Training Content

- Comprehensive information about common mental health and addiction concerns
- Overview of signs/symptoms, treatment options, mental health stigma
- Facts, statistics, and stories of lived experience
- Campus and community resource information
- Opportunity to receive a certificate following successful completion of a brief on-line assessment of learning.

Duration: 2.5 hours

New Zealand

Victoria University Wellington

Wellbeing

Maintaining a good level of wellbeing can be a challenge while you are studying. Get some helpful tips, access resources, or attend a course or workshop.

Online wellbeing resources

These online resources can help to support the building blocks of your physical and mental wellbeing.

Our student wellbeing leaders and the Student Wellbeing team have come up with 6 modules which we will be updating weekly. Check out recommendations from student wellbeing leaders to stay well during this period. These include videos, apps, worksheets, podcasts, images, and quick reads to fuel your mind and body for success at university.

Feeling Safe

Feeling safe is a series of four curated themes from student wellbeing leaders.

Self-Care

Self-care is an important part of staying well.

Feeling Connected

Curated ideas to help you stay connected—whether helping a mate, reaching out for help or keeping up good habits that support your study and personal wellbeing.

Self-Esteem

Self-esteem is a combination of self-compassion, courage, and belief in ourselves—it helps us stay grounded and focus on what's important in our study and life.

Making Meaning

Making meaning of what's going on around us is part of proactive wellbeing. Here are curated tips to help bring your awareness inward and deal with the unknown.

Self-Expression

Understanding your artistic needs is part of your overall wellbeing, helping you to express your creativity, keep focused, and appreciate what makes you happy.

Reintegration

It is normal to feel anxious or confused as we return to campus. Now is a great time to care for your mental, emotional, physical, and spiritual wellbeing.

Wellbeing Workshops

A range of workshops are available to help you improve your health and wellbeing while studying at university.

Student Wellbeing runs a series of group workshops available throughout the year—from one-off workshops to weekly classes and workshop series.

Workshops are led by experienced facilitators experts who understand student life. Wellbeing workshops will help you develop skills and strategies for overall wellbeing that support you to study well. For more information:

<https://www.wgtn.ac.nz/students/campus/health/wellbeing/programmes-and-workshops>

The Bubble

The Bubble is a comfortable, friendly place on campus for students to take time out and connect with other students. Take a break from the rush of campus life at The Bubble—a dedicated student space for all students.

At The Bubble, you're invited to enjoy a free cup of tea or coffee, a piece of fruit, or heat up your lunch in the kitchen. The Bubble is a space for personal downtime, meeting friends, and seeking advice from Bubble leaders.

Come and chill on a bean bag, play guitar, or listen to a relaxing playlist. Take a break from study and join in on a board game or try out origami, Sudoku, and mindful colouring to rest and reset.

Student Wellbeing Awareness Team (SWAT)

The Student Wellbeing Awareness Team (SWAT) empowers students about their own health by raising awareness and providing education about health and wellbeing.

Peer Support Groups

As well as the Student Wellbeing Awareness Team, we have other peer support groups on campus available for students to join.

Managing Student Life

Get some helpful tips and find out how to access the services and support available during your studies.

Shape Your Identity

When making plans for the future, it helps to know the kind of person you are—your strengths, skills and values, and how these can help guide your career path.

Your Relationship with Money

Money stress can affect your ability to learn. Learn what you can do to have a more balanced relationship with money.

Fueling your mind and body for learning. You are your best asset for learning. What are you doing to take care of yourself, to support your learning?

Thriving Under Pressure

How will you choose to respond to what happens today? Find out how to handle daily pressures, build resilience at times of stress and keep positive.

Optimising Your Time

What have you made time for today? Learn some easy tips to rethink how to optimise your study, work, rest, and relaxation time.

Making New Connections

How often do we say 'hi' to the person sitting next to us? Get some helpful advice on how to build new relationships.

UK

A Whole University Framework for Mental Health (MHFA)

<https://healthyuniversities.ac.uk/wp-content/uploads/2017/06/A-Whole-University-Framework-for-Mental-MHFA-brochure.pdf>

Reflecting on the success of holistic ‘healthy settings’ initiatives in other sectors such as Healthy Schools and Healthy Further Education, the UK Healthy Universities Network have designed a framework for embedding wellbeing across a whole organisation.

UK Healthy Universities Network Toolkit Online self-review tool with guidance packages for universities to gauge their progress in creating a healthy whole university environment.
Available: healthyuniversities.ac.uk/toolkit-and-resources

The University of Edinburgh

A new online course to support awareness and understanding of mental health issues and illnesses is now available to all staff.

We all have mental health. Discussions on mental health tend to focus on those experiencing mental illness who need care or support. Universities have a duty towards those staff, as well as a responsibility to identify those at risk and intervene early. But we also have an opportunity to promote good mental health, improving the lives and outcomes of all of our staff.

This new course has been developed to raise awareness and understanding of mental health issues and illnesses inside and outside of work. This course, available through the Learn platform, will support your approach to mental health by:

- Providing an overview of mental ill health and the signs to look out for
- Providing tools to improve wellbeing
- Encouraging you to talk about mental health
- Explaining how you can offer support to your colleagues
- Signposting you to University of Edinburgh mental health and wellbeing support and UK mental health services.

Mental Health Awareness Course for Staff

This course complements the existing Charlie Waller Memorial Trust online learning available to staff offering first line of support to students who may be experiencing mental ill-health. The university is committed to supporting your mental health and wellbeing at work, and we will do everything we can to support you through these unprecedented times.

Anglia Ruskin University

Alison Hunte, the university's Student Counsellor and Placement Coordinator, is a qualified Mental Health First Aid (MHFA) instructor and is responsible for running training courses across all three campuses. The two-day training course is offered to all staff through the HR training program, and student reps have also had access to the training on a course funded by the Student Union.

Why We Started Training

Anglia Ruskin is a unique university in the provision it has for mental health and wellbeing support for all students and staff, offering a wide range of workshops, programs, and support services, including counselling and online CBT. The decision to introduce MHFA training was part of this wellbeing program.

“We introduced the course to raise awareness,” Hunte says. “It was about educating, reducing stigma, and to give accurate information and guidance to staff.” The course was initially proposed by a member of staff who had completed the training in another organisation and reported positive outcomes.

This led to an agreement that the university would benefit from implementing the same training. To make it sustainable, the decision was taken to train staff members to become in-house MHFA instructors. Since then, Hunte says uptake of the courses has been popular, with most courses offered completely full of between 12–14 participants.

Results

Feedback for the MHFA training has been overwhelmingly positive, with 100% of trained staff reporting they would recommend the course to a colleague. Staff reported feeling more confident in supporting students with their mental wellbeing, rather than feeling the need to turn to counselling services for initial support. Hunte says: “Almost universally people say that they got loads out of the course, and that it's improved their knowledge. They feel more confident in talking to people and it's helped to designate mental health. I think it also increases peoples' capacity to be kind to each other, which is really important.”

The training has also raised the profile of the existing counselling service and created an important link to support that is available, of which some staff were previously unaware.

What the Future Holds

The university already has a wide range of support available to students and staff, but Hunte says there's room for more. The next step is to train more staff as instructors so courses can be run more frequently. She says, “I currently run the course twice a year on different campuses, but that is about as many as I can fit in around my main role, so we'd like to train more staff to run it.”

Until now, the course has been funded by the HR department and was only available to staff, but after a successful pilot that saw a course for student reps funded by the Student Union, Hunte is keen to roll out the training for students and staff. There's also an initiative underway to create a

list of all MHFA participants, so that students can easily locate trained staff members within their faculty or building and turn to them for support.

University of Sunderland

When it comes to mental health and wellbeing, the university subscribes to a ‘whole university’ approach and strives to encourage a culture where mental health is normalised, and staff and students feel empowered to talk about their mental health.

Speaking about her outlook on staff and student wellbeing, Louise Phillipson, Head of Health, Safety and the Environment at the university, explains, “In recent years we’ve been trying to put the ‘health’ back into health safety in all kinds of ways, including in our approach to mental health. This has involved everything from running wellbeing events, to setting up support groups, to provision of Mental Health First Aid (MHFA) training.”

Why We Started Training

It was back in 2009 that Phillipson first began to explore MHFA training. She says, “A survey of our staff and students’ wellbeing highlighted a need for a greater focus on how we approach mental health internally.

“Following this my team and I were looking at practical ways to eliminate stigma surrounding mental illness and ways we could bring about culture change throughout the university to help normalise conversations around mental health. It was at this point that we first offered MHFA courses.”

A small number of Adult MHFA two-day courses were first rolled out among selected support staff, and following a positive reception the decision was taken to further offer the training to HR managers, health and safety representatives and physical first aiders.

Phillipson says, “We identified MHFA as a pragmatic way to increase awareness of mental health and wellbeing and to help to foster a university culture where staff and students are empowered to be able to talk about mental wellbeing as part of everyday life.”

Results

As part of the university’s wellbeing drive, a Mental Health Champions Network was established to provide a forum for those trained in MHFA to share experiences, best practice, and arrange further training and wellbeing events. This network forms an important element of the university’s strategic aim to continually improve mental health awareness and support for staff and students.

This academic year alone, 678 students have been referred to student wellbeing and counselling services, highlighting how important it is to have this kind of network in place.

The university’s approach looks to address staff and student wellbeing in equal measure, and recent staff survey results indicate a strong impact for the former, with 84% of staff agreeing that the university is effective in promoting and supporting staff wellbeing.

What the Future Holds

Although the University of Sunderland's Mental Health Champions Network is currently staff only, there are plans to train student Mental Health First Aiders as further courses are rolled out, including the recently developed Higher Education MHFA One Day course.

To encourage broader representation from across the university community and to improve accessibility, Phillipson intends to target specific areas of the university, such as the Student Union's Peer network, and encourage more people to sign up to the Mental Health Champions Network.

Phillipson says. "As well as expanding the network, we're also investigating ways to make our Mental Health First Aiders more visible, including adding details on our Mental Health Champions Network to our student induction materials and advertising it via our electronic noticeboards.

"I look forward to continuing to develop this network in the coming years, as we continue to work collaboratively between HR and Student Services to develop our 'whole University approach' to mental health."

USA

University of California, Berkeley

<http://www.ucop.edu/student-mental-health-resources/training-and-programs/index.html>

To ensure all students have an opportunity to receive the appropriate support in their pursuit of academic excellence, we provide mental health outreach to both students and faculty/staff.

Faculty and Staff Promising Practices

Faculty and staff are in a unique position of being able to observe behaviors that indicate a student may be experiencing distress. In many cases, they will be the first to notice the early warning signs of trouble and have the initial opportunity to respond. At the University of California, we provide a host of resources to assist our faculty and staff to prepare for this important responsibility.

We offer these same resources to our graduate research and teaching assistants as we strongly believe that anyone who teaches, trains, advises, supervises, or mentors UC students is a gatekeeper for our community. Together, we aim to ensure that all our students have an opportunity to receive the appropriate support in their pursuit of academic excellence.

Promising Practices:

- Red Folder Initiative
- Mental Health Handbook
- In-Person Training Opportunities

Educational Videos:

- Why Student Mental Health Matters (Faculty & Staff Testimonials)
- Graduate Research/Teaching Assistants (Recognize & Respond to Students in Distress)

Mental Health Handbook

Promoting Student Mental Health: A Guide for UC Faculty and Staff

Research suggests that if we equip our faculty and staff with the education and resources to recognize and respond appropriately to students in distress, we can prevent many concerns from escalating into full blown crises and we may even be able to help save lives.

In this full-text handbook, we provide in-depth information about mental health and examine the role faculty and staff members can play in providing a supportive academic environment and assisting students who may be in distress. The guide includes examples of what to say when approaching a student, outlines common mental health concerns, explores how culture impacts wellness, explains how to make a referral or report a student of concern, offers instructional tips on how faculty and staff can avoid causing undue stress, includes an FAQ section on our privacy policies, and much much more!

Evidence-Based Training

In addition to the unique training programs offered on each campus, UC has certified trainers who offer training to students, faculty, and staff in each of the following evidence-based suicide prevention programs (as cited by the best practice registry). Contact your campus counseling center to schedule training on your campus.

Question Persuade Refer (QPR)

QPR is an evidence-based training program for suicide prevention for campus professionals and community members who are in a strategic position to identify students at risk for suicide (e.g. faculty, staff, RAs, TAs, peer counselors, mental health advocates, student leaders, etc.)

Learning Objectives

Increase awareness about the problem of suicide. Enhance surveillance of others in distress and detection of suicide warning signs

Enact a three-step intervention to help a person at risk for suicide:

Question: Question to determine if the person is at risk for suicide

Persuade: Persuade the person at risk to seek help

Refer: Refer to treatment

Website: <http://www.qprinstitute.com/about.html>

Mental Health First Aid

Mental Health First Aid (MHFA) is an 8-hour course where participants learn about risk factors, warning signs, stigma reduction, and skills for how to intervene and provide support to individuals developing a mental health problem or experiencing a mental health crisis, until professional treatment is obtained, or the crisis is resolved. Upon completion, participants receive a three-year certification.

Learning Objectives:

- Identify potential risk factors and warning signs for a range of mental health problems
- Gain an understanding of the prevalence of various mental health disorders and the need for reduced stigma in their communities
- Demonstrate competence in a 5-step action plan encompassing the skills, resources and knowledge to assess the situation, to select and implement appropriate interventions, and to help the individual in crisis connect with appropriate professional care

Website: http://www.mentalhealthfirstaid.org/cs/program_overview/

Campus Connect

Campus Connect is a three-hour, interactive training program designed for use with a wide variety of campus personnel (e.g., faculty, residence life staff, academic advisors, health center staff, etc.). Designed specifically for a college/university community, Campus Connect is an experiential training focused on enhancing the gatekeepers' knowledge, awareness, and skills concerning college student suicide.

Beyond increasing the gatekeepers' knowledge about students in a suicidal crisis, emphasis is placed on developing empathic listening skills, communication skills, and the ability to compassionately and directly ask students about their suicidal thoughts.

Through increased awareness of their own emotional reactions, Campus Connect gatekeepers can more effectively respond to students' emotional needs and increase the likelihood of a meaningful connection with the appropriate professional resources.

Learning Objectives:

- Discussion of suicide myths and warning signs
- Instruction on how to ask students if they are thinking about suicide and how to refer students to mental health professionals
- Review of effective communication and relationship-building skills
- Discussion of typical emotional reactions experienced both by students in crisis and responding gatekeepers
- Participation in four experiential exercises
- Participation in a guided group role play

Faculty and Staff Mental Health Training

<https://uhs.berkeley.edu/news/faculty-and-staff-mental-health-training>

Fall 2020 Schedule

Suicide Awareness Training

Over the last few years, you may have become acquainted with the Look for the Signs App (for students) and the Mental Health Handbook for faculty, staff and GSIs to assist you in helping someone in distress. One component of that help is understanding when a student may be in danger of suicide. Counseling and Psychological services (CAPS) would like to offer you a unique training specifically to support students who may be thinking about suicide.

This training, an introductory overview, will use a scenario, lecture, and discussion to help you understand the warning signs and risk factors associated with thoughts of suicide. You will learn ways to approach and talk to a student about your concerns, including how to ask a question about suicide. Lastly, you will learn the resources and how to make appropriate referrals.

Psychological First Aid (PFA)

When tragic events happen in our UCB community, faculty and staff are often called upon to offer support to students impacted. This 1.5-hour course will help you to learn the basic skills necessary to provide common sense support after a tragedy, such as a student death.

The course will also address CAPS' response and how faculty and staff can collaborate with the Tang Center. This course is being offered to help increase the supports campus provides in the aftermath of a tragedy and help the community begin to heal.

University of Hawai'i

<https://hawaii.hawaii.edu/mental-wellness/fs-resources>

Welcome to the Mental Wellness and Personal Development Resource page for faculty and staff. MWPD believes that for our students to succeed, we must embed wellness as a norm within our campus culture. Each and every person on this campus has the opportunity to teach, model, or promote wellness and many of you already do. Below, you'll find some information that we hope will help create a base understanding of what mental health in college looks like and some concrete resources and tools that can be implemented in the classroom or at campus events.

As with most other US sites, staff training is on how to respond to student's mental health issues

Mindfulness in the Classroom

Mindfulness has become a practice that is being integrated into educational settings across the country. Learn more about how mindfulness impacts learning and find out how you can integrate mindfulness into your classroom with ease.

Trauma-Informed Education

Many of the students at our college have faced adversity to varying degrees. For some, their past has consisted of many significant traumas. Trauma can fundamentally alter cognitive functioning in addition to impacting a person's ability to maintain their functioning across a range of environments. Learn more about trauma-informed education, and how instructors can enhance their students' capacity to learn and engage in the academic setting.

Mental Health Signs and Symptoms

Early recognition and treatment of mental health issues are linked to more positive treatment outcomes. Find out more about the most common issues impacting our students and how to be a support.

University of Missouri

<https://www.umsystem.edu/ums/aa/student-mental-health-well-being>

Student and Faculty Wellbeing

The four universities of the University of Missouri System do incredible work to support the well-being of our students and faculty. This page is intended to serve as a repository of available services and initiatives currently taking place at UMSL, UMKC, Mizzou, and Missouri S&T. We recognize the challenges associated with taking or teaching a course online, with social distancing, and with the uncertainty surrounding the COVID-19 emergency. All UM universities remain committed to supporting students and faculty.

Counseling Services for Students

The Counseling Centers are providing regular updates regarding the status of services to students. Select your institution for the latest information on counseling services at your institution.

Employee Assistance Program for Faculty

The Employee Assistance Program continues to be available to faculty members. The EAP is a confidential, professional service provided to all employees, their families, retirees, and organizational work units. This program provides services to help employees working through personal concerns or stressors. The EAP can also help work units more broadly to improve quality and productivity.

Sanvello

Sanvello is designed to "help people build the life skills they need, anytime, anywhere, in any way they choose." Sanvello is based on cognitive behavioral therapy and provides daily tools aimed at promoting healthy, sustainable behaviors. [Get started with Sanvello today](#). When creating your account, use your university email address to gain access to the full suite of features below.

Zoom Mindfulness & Yoga Sessions

Available to anyone in the UM System, these sessions can help you stay healthy and practice good habits from a distance. These sessions will be offered regularly throughout the remainder of the spring semester.

Ask, Listen, Refer Training

Ask, Listen, Refer: Ask Listen Refer is a statewide online suicide prevention training program created for campuses throughout Missouri. It is funded in whole by a grant from the Missouri Department of Mental Health. This training takes approximately 20 minutes to complete.

RESPOND Training

RESPOND: Partnering for Campus Mental Health: All of us experience emotional pain or distress at times in our lives. Most of us want to help yet often feel uncertain about what to do or say. RESPOND will empower you to offer effective support to a student or colleague. The course provides a basic overview of symptoms often associated with mental health problems and offers an action plan to help you RESPOND effectively. The course will address campus policies

such as FERPA as well as mental health resources. This is an 8-hour program and is free to attend thanks to generous support from the UM System Board of Curators and the Vice Chancellors of Student Affairs across the four universities.

If you are an academic leader, we encourage you to consider signing up your academic unit.

University of Southern California (Dornsife)

<https://dornsife.usc.edu/faculty-council/dfc-support-covid19/>

Resources for USC Employees

Wellness Resources: This page on Employee Getaways lists available resources to support employee general wellness and physical, mental, and spiritual health

Elder and childcare support: USC partners with Bright Horizons to provide care. The Family and Dependent Care Resources page includes useful information about this benefit including how to sign up with Bright Horizons. USC childcare centers serve children 6 and under and are operating following health guidelines.

Backup care options include center care for children and in-home care for children (1 month to 18 yrs.) and elders. A copay for each backup care day is required (center: 1 child=\$15/day; up to 3 children=\$25/day); in home: minimum 4 hours/day, \$6 per hour, max 3 children), but the number of days per calendar year is currently not limited during the pandemic.

Finally, Bright Horizons will also provide assistance finding a nanny and negotiating a discounted USC rate through SitterCity services. Additional resources on learning pods, tutoring; changing dependent care flexible spending accounts; and leaves of absence and paid family leave are also available on this page.

Child care support: USC WiSE (Women in Science and Engineering) is offering a temporary increase in its Child Care Subsidies Program for faculty in the 2020-2021 academic year to offset the costs of hiring additional child care due to lack of availability of care outside the home. Tenure-track faculty (with children at home) with primary appointments in WiSE-eligible departments may apply for up to \$1,000 per month for up to 12 months. Priority will be given to junior faculty.

University of Colorado Boulder

Faculty and Staff Assistance Program (for faculty and staff)

Provides free, confidential counseling for CU faculty and staff

- Provides assistance to faculty and staff for personal or work-related concerns
- Hosts groups and workshops

Office of Victim Assistance (for students, faculty, and staff)

Provides free, confidential counseling, advocacy, information and referrals for all CU community members, students, staff, faculty and their significant others

- Specializes in current and past life-disruptive events including but not limited to crime, gender-based violence, experiences of bias, harassment, discrimination, abuse, and violence
- Location: Center for Community (C4C), Walk-in hours

Raimy Clinic, Department of Psychology & Neuroscience (for students, faculty, and staff)

Affordable psychotherapy for students, faculty and staff for help coping with depression, anxiety, relationship issues, stress and more.

- Therapists are clinical psychology graduate students in training, supervised by licensed faculty.

SilverCloud Mental Health Program (for students, faculty, and staff)

- SilverCloud Health is an online portal that offers secure, immediate access to online programs for stress, anxiety, and depression.
- Each module offers information, tips, and interactive activities to better understand one's emotional well-being.
- It is available for free to all CU Boulder students, staff, and faculty.
- Sign up at colorado.silvercloudhealth.com/signup.

Northwestern University

Employee Assistance Program

The Employee Assistance Program (EAP), a program for faculty and staff, is a network of services, including free and confidential short-term counseling, to help you and your household family members cope with everyday life issues. Professional counselors can help you with:

- Everyday needs and life events
- Relationship/marital concerns
- Workplace concerns
- Anxiety and stress
- Family issues
- Coping with a serious illness
- Sleeping difficulties
- Loss of a loved one
- Emotional concerns
- Depression
- Communication

The program provides you with counseling sessions with a local, licensed counselor and unlimited, 24/7 telephonic counseling. 10 sessions are provided for each life issue that arises.

Employee Assistance Program Website

You can access hundreds of useful articles, tip sheets, and checklists by logging on to www.eapwl.com (to log on, enter username: northwestern and password: eap). These helpful resources focus on a variety of important topics, including COVID-19, work life balance, time management, life in the workplace, health and wellness, and legal and financial issues. The website also offers:

- Assessments and quizzes
- Podcasts and webinars
- Calculators that can help you with everything from mortgage interest to how much to save for your children's college education
- Expert health and wellness content
- Discount center