



# MICHIGAN STATE UNIVERSITY HEALTH AND WELLBEING

# ANNUAL REPORT

Equitably Weaving Health and Wellbeing into All Aspects of Spartan Life



# **About University Health & Wellbeing**

At University Health and Wellbeing (UHW), we firmly believe in the collective responsibility to advocate for the wellbeing of both students and employees. To guide our work, UHW has adopted the Inter-Association Definition of Wellbeing, which defines wellbeing as "an optimal and dynamic state that allows people to achieve their full potential". We aim to create an environment where all members of the MSU community can thrive and flourish in all aspects of their lives. Together, the UHW teams are taking a data-driven approach to support the university's <u>Strategic Plan 2030</u>, <u>Relationship Violence and Sexual</u> <u>Misconduct Prevention and Response Policy</u>, and <u>Diversity</u>, <u>Equity</u>, and Inclusion (DEI) plan.

# **Purpose Statement**

MSU UHW supports a university community with health and wellbeing equitably woven throughout all aspects of Spartan life, enhancing accessibility and safety through a culturally sensitive and holistic lens.

# **Guiding Principles Informing Recommendations**

- Align with existing MSU strategic priorities and values
- Demonstrate good stewardship of university and other available funds
- Use a data-informed approach to care and service offerings
- Equity centered, allocating resources where they are needed the most, prioritizing underserved/minoritized groups
- Provide ease and convenient access for all Spartans
- Engage, empower, and elevate the Spartan voice
- "Compassion-centered, trauma-informed" approach
- Serve the entire campus community, including all physical locations and online community members

# Message from the Assistant Provost and Executive Director of University Health and Wellbeing

When I look back at the first year leading the University Health and Wellbeing, it strikes me that bringing together 11 units that focus on supporting the health and wellbeing of our Spartan community, as one cohesive team, happened at exactly the right time. Together, we serve students, faculty and staff, including all geographical locations and MSU online community members. Our charge is to support all aspects of physical, mental and social health and wellbeing as MSU advances to become a <u>health promoting university</u>.

As a new Major Administrative Unit, we continue to build and reorganize our administrative foundation to support the Spartan Community. Our structure today includes 4 four pillars:

- **1.UHW Administration**
- 2. Health Promotion, Engagement, Accessibility and Accommodation
- **3. Campus Health Services**
- 4. Mental Health & Trauma Support Services

It has been a challenging, yet rewarding year. Realignment, changes in leadership, and institutional uncertainty have presented opportunities for the UHW team to show up for one another and the students, faculty, and staff of MSU in impactful ways.

UHW's priority is to build relationships and connect with Spartans and community members in providing guidance, resources, and support, especially as unexpected local and global events occur.

Feb. 13, 2023 was a tragic day at MSU. UHW played a tremendous role in the response to the violence on our campus, both on and following Feb. 13. I'm grateful to our teams and partners for their effort, dedication, compassion, and resilience.

As we continue to emerge from Feb. 13 and still from the impact of the COVID-19 pandemic, UHW believes that all Spartans deserve to feel their best. We achieve this by providing comprehensive support, compassionate care, valuable education, impactful advocacy, behavior change initiatives, and meaningful connections.

While UHW strives to foster a culture of accessibility, compassion and safety to meet individual and collective needs, we celebrate our achievements in 2023:

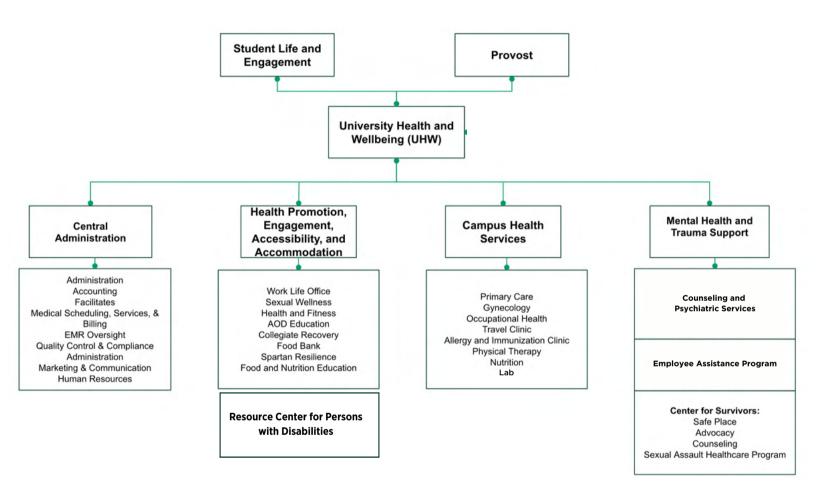
- Implemented No Surprise billing, ensuring students know what to expect in terms of payment
- Expanded mental health services for students, faculty, and staff with in person, virtual, peer support
- Prepared for and supported a safe rollout of alcohol in Spartan Stadium
- Expanded access to subsidized visits with a neighborhood outpost at Brody Hall
- Launched Spartan Resilience education program to scale resilience skill building
- Embarked on a collaborative process with stakeholders to assess MSU community needs, health trends, issues, gaps in services, and potential solutions."

I'm excited to share with you UHW's first annual report. It takes our entire team to support our Spartan community. We know there is plenty of work ahead and we are excited to be become a health promoting university. UHW will continue to support our greater campus community in whatever way feels comfortable and appropriate to each Spartan. Go Green!



#### DR. ALEXIS TRAVIS

#### UNIVERSITY HEALTH AND WELLBEING PILLARS



# THE LEADERSHIP **TEAM**



#### Tana Fedewa, LMSW

She/Her Director of MSU Center for Survivors, and Interim Director of Mental Health and Trauma Support Services



#### Elizabeth King, MPA

She/Her Quality and Compliance Coordinator for MSU Occupational Health



#### Swapna Hingwe, DO

She/Her Associate Director of Counseling and Psychiatric Services, Director of Psychiatry Services



#### Jonathon Novello, LMSW, ACSW

He/Him Director of the Employee Assistance Program, Interim Directors of Health4UH



Michael Hudson, MA He/Him Director of The Resource Center for Persons with Disabilities (RCPD)



#### Hannah O'Mara

She/Her Human Resources



Jaimie Hutchison, MA, LPC She/Her Director of The WorkLife Office



# Courtney Placinta, MPH, RD

She/Her Director of Communications

# THE LEADERSHIP **TEAM**



Holly Rosen, LMSW

She/Her Director of Michigan State University Safe Place



Alexis Travis, PhD

She/Her Assistant Provost/Executive Director of Health and Wellbeing



**Tim Spedoske, MD** He/Him Medical Director, Campus Health Services



Joshua E. Turchan, PhD, ABPP

He/Him Interim Associate Director of Counseling and Psychiatric Services, Director of Counseling



#### Kristin Traskie, MPH, CHWP, NBC-HWC, ACSM-CPT

She/Her Executive Director of Health Promotion, Engagement, Accessibility, and Accommodation



Synita Turner She/Her Fiscal Officer



UHW Senior Leadership team visiting University of Michigan to build relationships and share best practices

# HEALTH PROMOTION, ENGAGEMENT, ACCESSIBILITY, & ACCOMMODATION

Health Promotion, Engagement, Accessibility and Accommodation supports individuals and communities in enhancing overall wellbeing through development and implementation of proactive systems level health promotion initiatives, fostering meaningful engagements and ensuring accessibility for all Spartans.

This pillar is an integration of the Health Promotion Department, Health4U, Worklife Office, Resource Center for Persons with Disabilities and the MSU Student Food Bank.

## **2023 Health Promotion Highlights**



# 1,535+

Students reached through individual consultations, including wellness coaching, fitness assessments, nutrition counseling, alcohol and other drug consults, and recovery peer support consults



# 5,365+

Students reached through academic engagement and co-curricular learning outreach





Students engaged through Stall Stories Health Communication Campaign, which provides health promoting education, data, and resources on the back of bathroom stall doors in residence halls





Students, faculty and staff reached through campus community engagement

- Established three endowments for the Collegiate Recovery Center, which, alongside a future \$10 million estate gift from dedicated MSU alumni, have been committed to ensure the sustainability and growth of recovery support at MSU.
- <u>MSU Exercise is Medicine® Initiative on Campus (EIM-OC)</u> earned Gold-Level Recognition for Eighth Year in a Row.
   EIM-OC encourages universities and colleges to promote physical activity as a vital sign of health.
- Established the Student Wellbeing Activator Network (SWAN) with funding awarded by the American College Health Foundation Well-Being Award and the MSU Creating Inclusive Excellence Grants from the Office of Institutional Diversity and Inclusion. This network creation with capture student interest and voice relative to health and wellbeing opportunities and concerns, and will serve as the student advisory to UHW.
- Collegiate Recovery Community (CRC) Coordinator and Student Leaders spoke at the Unite to Face Addition – Michigan Recovery Rally, accepting a Special Recognition by the State of Michigan Collegiate Recovery Communities.
- On August 15, 2023, the MSU Board of Trustees approved the sale of alcohol in Spartan Stadium. UHW worked with MSU Athletics and Student Life and Engagement to develop harm reduction efforts and support safe use of alcohol on campus.
- Convened by UHW, the Celebrations Committee's mission is to "anticipate, plan for, and communicate about events that might evolve into a celebratory atmosphere and potentially become disruptive". The Committee includes a broad-based group of stakeholders from across the campus and local community. In preparation for the MSU vs. Michigan game, MSU/East Lansing members met regularly with our Wolverine counterparts to develop pregame messaging, with a special focus on this being the first rivalry game where alcohol was sold in the football stadium.

# 2023 Health4U Program Highlights



# **744**

#### **Health & Wellbeing Events**

offered for faculty, staff, graduate student assistants, retirees, and their benefits eligible spouses and partners

Built data-driven programs based on data collected through a health and wellbeing survey in 2022, allowing creation of programming that the population requested.

Continued to develop and positively impact participants in the Spartan **Resilience Education** Program.



#### Attendees

at all Health4U classes, which were offered in-person and virtually

Introduced Mindful STATE, a university wide health promotion program encouraging Spartans to begin or deepen their mindfulness practice.

# 2023 WorkLife Office (WLO) Highlights

11,626

faculty, staff, graduate student employees, and community members supported



hours of backup dependent care services utilized by students, faculty, and staff



faculty and staff engaged in WLO five employee resource groups



attendees engaged in events and invited presentations around workplace wellbeing, caregiving, and other work-life issues (56% increase from 2022)

increase in one-on-one interactions with newcomers and final round applicant consultations, leading to a more welcoming MSU experience

attendees to Take Your Child to Work Day included in the return to in-person

events

#### Jaimie Hutchison. **Director of the WorkLife Office,**

was selected as the President-Elect of the national work-life organization, the College and University Work-Life-Family Association (CUWFA). In this role, Jaimie will raise MSU's profile and is positioned to bring innovations and best practices to the university.

## **2023 MSU Food Bank Highlights**







Open 12

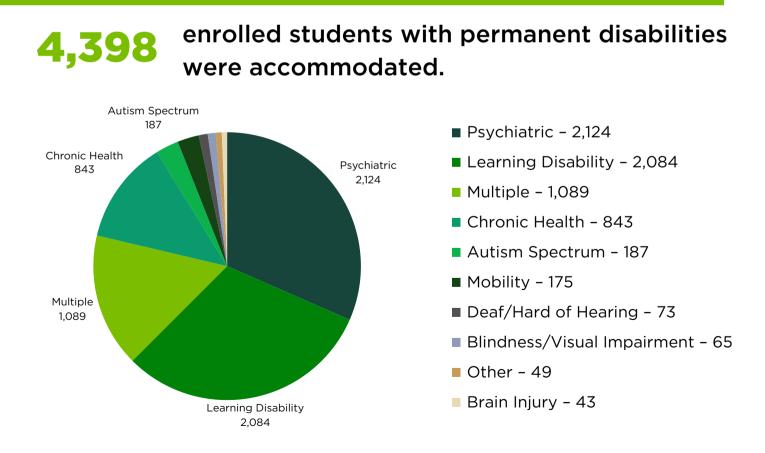
students, visiting scholars, and their families served

months of the year

To receive food, students just need to make an appointment on the Student Food Bank's website.

UHW is grateful to Elliee Goff, who had documented a planned gift to UHW in the amount of \$500,000 to meet student food needs as they arise.

# 2023 Resource Center for Persons with Disabilities (RCPD) Highlights



\*Permanent disabilities enrolled only; disability counts will exceed the number of students above due to the presence of multiple disabilities.

#### **VISA Becomes Accommodation Letter**

Student recommendation and staff action resulted in renaming of the Verified Individualized Services and Accommodations (VISA) to Accommodation Letter. The new language was implemented August 2023 with distribution beginning fall semester. This new language honors students and staff voices while removing any confusion between financial and travel documents and the student accommodations process.

#### **10th Anniversary Alex Powell Great State Race**

Alex Powell arrived at MSU facing an unexpected cancer challenge. Team RCPD met the family with care, compassion, and meaningful assistance. Alex's legacy lives on through <u>The Alex Powell Great</u> <u>State Race</u>, which has worked to bring awareness and funding for disability service programs to help make quality education accessible to all for the past ten years. Leveraging one of the most honored football rivalries in America, a team of ROTC cadets from Michigan State and University of Michigan run the game ball across 64 miles of Michigan back roads on the eve of the big game. The tenth annual race raised \$12,000. At MSU, proceeds from the <u>Alex Powell Spartan Experience Leadership</u> <u>Endowment</u> facilitates team and professional development focused on capacity building for an exceptional Spartan experience and enhancement of the Spartan experience through outreach, specialized assistance and services to students and family facing challenges around difficult disability dynamics with special sensitivity to those facing cancer and other acute challenges.



10th Anniversary Alex Powell Great State Race

# CAMPUS HEALTH SERVICES (CHS)

CHS offers on-campus medical services, including full-service primary care, immunizations, physical therapy, and more. The CHS pillar resulted from the merging of several existing units, Student Health and Wellness, Occupational Health, the MSU Travel Clinic, and Nutrition.

In alignment with the university's <u>strategic plan</u>, CHS expanded opportunity, advanced equity, elevated excellence, and strengthened our community by providing quality medical care that breaks down barriers to success.

### **2023 Campus Health Services Highlights**



# 24,258

7,496

visits to Primary Care, Gynecology, Allergy, and the Sick Clinic X

1,614

visits to Physical Therapy

visits in Occupational Health and Travel

unique patients coming in for blood draws in the lab



#### Nearly 2,400 students screened for Sexually

Transmitted Infections

# 2,800+

students, faculty, staff and graduate student employees engaged in services and programs related to food and nutrition

- Continued to provide three subsidized visits to all students on an annual bases.
- While continuing to deal with the challenges of the Covid-19 pandemic, CHS successfully reintegrated the (former) Sick Clinic into normal clinic operations safely, leading to greater efficiency and use of appointment slots.
- Established the Olin Outpost at Brody, a nurse-run clinic that provides accessible and convenient care at Brody Complex while maximizing staff efficiency.

- Continued focus on inclusivity and equity, highlighted by an updated transgender health policy that eliminated the need for a letter of support from a mental health provider prior to initiating gender affirming care, decreasing a significant barrier to care.
- Integrated <u>Nutrition</u>, Occupational Health, and the Travel Clinic, providing a seamless experience to patients visiting those clinics.
- Responded to the increase in mental health needs among the student population in the months following the Feb. 13 incident.

## What Patients Are Saying About CHS Services

- <u>Primary Care:</u> "The mental health treatment that I received made the difference in whether I finished my PhD or not. Excellent, compassionate care."
- Lab: "Everyone is compassionate, the test process is prompt. GOOD JOB and Thank YOU!!"
- <u>Nutrition:</u> "I loved my experience with MSU Nutrition. They made me feel seen and secure during a time where I felt the opposite. My nutritionist helped me change my perspective towards food in a way that I can apply it to other areas of my life."



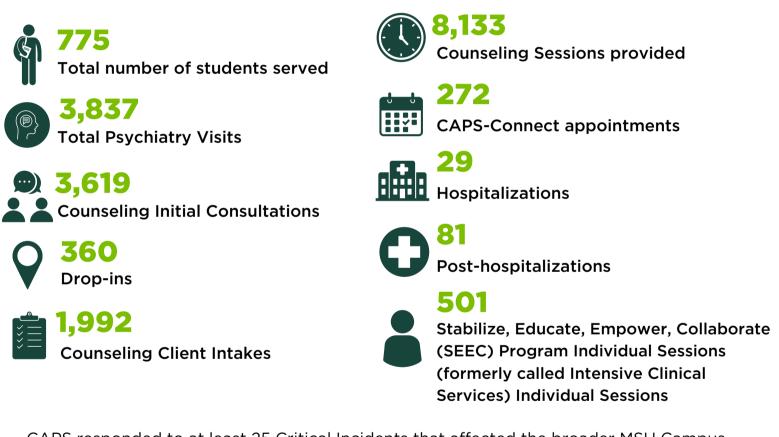
Senior MSU leaders tour UHW facilities, including Campus Health Services

# MENTAL HEALTH AND TRAUMA SUPPORT

The Mental Health & Trauma Support Services pillar offers counseling, psychiatry services, advocacy, and support services.

This pillar brings together Counseling and Psychiatric Services (CAPS), Employee Assistance Program (EAP), Center for Survivors and Safe Place to enable increased communication and collaboration between the units who provide direct services to employees and students related to mental health and trauma.

# 2023 Counseling and Psychiatric Services (CAPS) Highlights



- CAPS responded to at least 25 Critical Incidents that affected the broader MSU Campus community.
- Conducted four clinical training programs with interns, fellows, and residents:
  - Six multidisciplinary master's interns and doctoral practicum trainees
  - Four doctoral psychology interns placed at CAPS through National Matching Service
  - 1 postmaster's clinical fellow in clinical social work
  - 1 postdoctoral health service psychology resident
- CAPS Staff participated in 506 (Scheduled) outreach/engagement events to approximately 14562 individuals (10446 students, 915 Faculty/staff, 291 parents; 2359 University Community; 551 Non-University Community).
- Awarded two-year Michigan Health Endowment Fund grant of \$120,000 to support Togetherall peer support platform.

#### What MSU Assistant Dean is saying about CAPS

"I cannot begin to thank you for the advocacy that you provided yesterday. I am still processing the level of support I witnessed yesterday - from the moment we entered Olin, from the kindness and calmness to the care that you provided. I am grateful to be your colleague, and in the midst of so many stressors that our students are experiencing, I left Olin yesterday a little more hopeful because of the level of support that I experienced yesterday."



Counseling and Psychiatric Services front entryway

## 2023 Employee Assistance Program (EAP) Highlights



1,237

MSU faculty, staff, graduate student assistants, retirees, and benefits eligible family members of those employees in individual, couple, or family counseling in 2023



outreach/educational programs completed, reaching **1,734 employees** 

#### Conducted survey showing that the top five primary problems presented by faculty and staff are:

Work concerns/stress
 Anxiety
 Relationship concerns
 Grief/loss
 Stress

#### What clients are saying about EAP

- "[The best part of my experience with the EAP was] just being able to be heard, understanding the grief process and knowing that I'm not alone."
- "I appreciate the nonjudgmental clinical way my issue was discussed. It also validated my feelings. He also gave me tools to help myself."

### **2023 Center for Survivors (CFS) Highlights**

#### 619

**Advocacy Clients Served** 

# **428**

Therapy Clients served

## 210

Clients participating in both Therapy and Advocacy Services

# 232

Anonymous 24-Hour sexual assault hotline calls

#### 129

**Anonymous Crisis Chat Interactions** 

#### 66

Sexual Assault Healthcare Program (SAHP) Visits

#### 34

Residence Education and Housing Services (REHS) Responses

#### 16

Workshops offered

#### What clients are saying about CFS Services

- "CFS has helped me heal and grow as a survivor. I feel more comfortable in my body and have developed skills to cope with things I have long failed to do on my own."
- "I got support to navigate the appeals process, which eased a lot of burden on me. I feel more in community with survivors through different groups offered. It is a welcoming environment.
- "The Healthcare part of the center welcomed me with compassion, knowledge, hope, and professionalism in dealing with my immediate assaults and forensics. The day-to-day component of the sexual assault center treated me with kindness, expertise."

## 2023 Safe Place Highlights









clients participated in support groups

**ה** 

clients received shelter services (27 adults, 22 children)



outreach/community engagement/education programs facilitated

# Due to growing demand,

Safe Place prioritized improvements to office areas, shelter units, and storage spaces. Staff prioritized including culturally and identity-diverse artwork and inclusive messaging in program spaces.

# What clients are saying about Safe Place Services

"Safe Place has saved me in so many ways - helped me survive what happened to me and supported me to push through to continue school, as well as gave me the courage to reach out for help from the people around me."

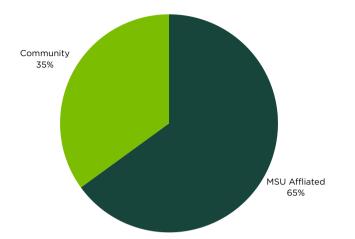


Wall of messages to survivors to honor Domestic Violence Awareness Month in October

#### **2023 Sexual Assault Healthcare Program Highlights**



- 65% were MSU affiliated
- 35% were from the community





The MSU Sexual Assault Healthcare Program, which is staffed 24/7 by specialized forensic nurses and offers free services to those who have been sexually assaulted in the last five days, celebrated their 3rd anniversary in November 2023.



Sexual Assault Crisis Intervention Volunteers Gathering.



Intake room for the Healthcare for Sexual Assault Program

# **CENTRAL ADMINISTRATION**

The Central Administration pillar serves as a foundational support system, enabling UHW to implement, manage, and enhance health and wellbeing initiatives

#### Preparing for the next 5 Years

In July, UHW embarked on a collaborative process with stakeholders to assess MSU community needs, health trends, issues, gaps in services, and potential solutions. This will set the stage for the first ever campus-wide health and wellbeing assessment in January 2024. Together with focus groups and key informant interviews, this data will inform a strategic plan to guide work, set priorities, and allocate limited resources of the division and our partners over the next five years. This assessment and plan process will inform targeted health programs, promote a healthier campus environment, and ultimately contribute to overall success and satisfaction of students, faculty, and staff.

Data collected from the assessment will inform a strategic plan to guide work, set priorities and allocate the limited resources of the division and our partners over the next 5 years. This assessment and plan process will inform targeted health programs, promote a healthier campus environment, and ultimately contribute to overall success and satisfaction of students, faculty, and staff.

#### MSU Health and Wellbeing Assessment and Plan

University Health and Wellbeing MICHIGAN STATE UNIVERSITY



Assessment Announcement

#### Keeping Our Spartans Informed



#### <u>UHW.msu.edu</u>

UHW launched a new website to unify our brand presence, provide a cohesive and collaborative voice, and promote programs, services, and resources from our pillars. As an essential component of our online presence, we will continue to share and update important information and resources with the Spartan community



# @healthyspartans UHW has a social media presence on several social media platforms, including Instagram, Facebook, and X, where the latest news, tips, and resources are shared.



#### MSU CAPS, Health Promotion and Student Health Services

Campus Building

Sharing the latest news, tips and resources from CAPS, Health Promotion and Student Health Services. #HealthySpartans

#### Studenthealth.msu.edu/links



#### @healthyspartans Instagram Account

#### <u>Mental Health Matters: Tips from</u> <u>MSU Leaders</u>



A video featuring MSU high-level administrators provides insights as to how they prioritize their mental health with tips to relax during stressful times. Hearing from experienced leaders can provide motivation and inspiration to work towards an improved mental state. The video covers various topics, from practicing mindfulness and self-compassion to creating healthy routines and boundaries.

#### **Stall Stories**



Stall Stories, information posted on the back of bathroom stall doors in the residence halls by Health Promotion, shares tips to help unwind, manage stress and boost mood. During 2023, the stories have proven to be an effective messaging channel to get important health information to our student population.

#### Talking Health



MSU is the first university to take part in the Talking Health Workshop in September 2023, offering research-based communication strategies for public health and healthcare. Funded by MSU Student Life and Engagement, MSU hosted a oneday interactive training provided by the de Beaumont Foundation, Hattaway

Communications, Inc., and the Frameworks Institute.

The UHW team worked in a cross-

#### No Surprise Billing



and procedures to bring UHW in compliance with the federal No Surprises Act. The No Surprises Act protects people covered under group and individual health plans from receiving surprise medical bills when they receive most emergency services and non-emergency services from out-of-network providers at in-network facilities. This allows students to know what to expect in terms of payment from the beginning of their visit, so they can make informed choices.

disciplinary pillar effort to create processes

#### UHW Leader Dr. Travis elected to ASTHO Alumni Society



Dr. Alexis Travis was elected as Vice Chair of the national Association of State and Territorial Health Officers (ASTHO) Alumni Society. In this role, Alexis will continue to provide leadership on current and emerging state, territorial, and national issues and policies.

# UHW Adopts a Position of Readiness



UHW took an important step in further formalizing the emergency response procedures of our Major Administrative Unit (MAU). The first MAU-level UHW Continuity of Operations Plan or COOP, was completed and officially accepted by the MSU Emergency Management team on October 23, 2023. The COOP is a required MAU-level emergency management document that is drafted to ensure appropriate contingency planning is in place to prepare an MAU to continue essential functions across a broad spectrum of emergency.

#### Personal Health Room at Olin Health Center



UHW's Personal Health Room opened in December to serve as dedicated space in Olin Health Center for a variety of personal uses that include lactation, prayer, and meditation. This room is accessible by the entire campus community.



Personal Health Room at Olin Health Center

# UHW Provides Support, Resources, and Healing in Response to Feb. 13

The UHW team, in partnership with the broader university, stepped up and came together to offer support, provide resources, and promote healing in response to the tragedy on MSU's campus on Feb. 13, 2023.

The night of Feb. 13, UHW team leaders and team members provided immediate support for impacted students, faculty, families, and Union staff during FBI interviews, retrieval of belongings, as well as at locations where individuals were gathered, including the hospital, designated shelter in place location, and the Family Assistance Center.

UHW support continued after the tragedy, promptly establishing mental health services at an off-campus location on Feb. 14. In the following weeks and months, CAPS, EAP, Center for Survivors, and the WorkLife Office continued to provide programmatic support, counseling support, and support spaces for individuals, victim's families, and at events tied to Feb. 13.

- CAPS provided support to 2,116 students with counseling services, resulting in over 8,500 appointments attended, as well as 340 community engagement events and critical incident responses.
- EAP provided more than 40 supportive sessions to units, programs, and departments across campus and beyond, impacting more than 1,170 employees.
- CFS provided over 350 hours of support and/or intervention to the campus community.

At the request of Interim President Theresa Woodruff, UHW convened the Supportive Services work group with project management support from Student Life Engagement. The work group aims to create programs that provide support to four key groups: caregivers, parents, students, and faculty and staff. For example, The Spartan Resilience Training Program was offered as an immediate intervention and will expand in 2024. UHW offered virtual Reflect and Connect Sessions to help people process their emotions, gain skills and support for psychological recovery, and reflect on immediate self-care strategies for themselves and others.

A longstanding tradition on campus, the Community Networking Breakfast, returned to an in-person event for the first time since the COVID-19 pandemic. Hosted by CAPS, EAP, and Center for Survivors, the event provided an opportunity for MSU and UHW leaders to thank community mental health providers for their unwavering support following Feb. 13. Featured speakers, including Dr. Rema Vassar, MSU Trustees Board Chair; Dr. Kim Steed-Page, Director of Student Parent Resource Center; Jaimie Hutchinson, Director of The WorkLife Office; Jeff Boyce, Referral Coordinator/Social Work Assistant for CAPS; and Lauren Enty, Social Worker for CAPS.

Recognizing that trauma is experienced uniquely by individuals and the healing process is different for each person, UHW's priority was to make sure in-person and virtual support and resources were accessible for students, faculty, and staff when they needed it.



Interim President Woodruff, Board Chair Dr. Rema Vassar, and Dr. Alexis Travis speaks at the Community Breakfast



Senator Gary Peters visited MSU to discuss the aftermath of Feb. 13, including security enhancements and mental health support

For more information, resources, or to schedule an appointment visit <u>uhw.msu.edu</u>

# **Crisis and After Hours Care**

- 24/7 CAPS Crisis Counseling: (517) 355-8270, Press 1
- 24-Hour Information Nurse: (517) 353-5557
- Crisis Text Line:741 741
- If you would like to discuss a health and wellbeing program need please contact uhw@msu.edu
- Holding an event and need UHW support or education materials? <u>Contact us</u>