

Follow Up to March 1, 2021 Inquiry From Trustee Arias

Mental Health Support for Full-Time Faculty

Question:

Trustee Arias requested information regarding the specific actions the District is taking to provide any and all opportunities for mental health support and emotional well-being activities for full-time faculty.

Answers:

Do we allot mental health days or is that just considered sick leave or PTO?

Full-time faculty are provided the following leave benefits:

- 12 days of paid sick leave per year (can accumulate up to 720 hours or 90 work days)
- 3 paid personal days
- Up to 3 days of paid leave for employees when an immediate family member is critically ill
- Up to 200 hours of donated sick leave bank hours for employees who have exhausted their paid leave benefits and who are still dealing with a serious health issue

In addition to an excellent insurance program that provides both health and mental health coverages for our full-time faculty, the college also provides an Employee Assistance Program (EAP) that provides no-cost mental health support for our employees beyond what is provided in our health insurance program.

The HR team provides information regarding the EAP in the New Employee Orientation, in summer insurance enrollment workshops, and in the “Leading for Excellence Academy” session on Fostering a Healthy and Inclusive Workplace, which covers a variety of safety topics. The session is offered several times a year.

The college also provides a Wellness Program with information regarding timely health-related topics that are emailed to employees and various programs and activities offered throughout the year. The Wellness benefit also includes up to 30 minutes of paid time for employees to participate in on-campus exercise programs three times per week.

How do we maintain confidentiality requirements if a faculty/staff member discloses the time is needed as a mental health day?

Employees submit sick leave requests through the college’s online timekeeping system. The system does not record the reason for the absence.

When HR is involved due to a Family and Medical Leave Act absence or an Americans with Disabilities Act-related accommodation, the HR Benefits team is responsible for protecting the privacy of benefits-related information for employees and following all required practices.

Do we encourage faculty and staff to take mental health breaks and/or leave? Do faculty and staff feel supported in doing so? How are you determining your answer?

Supervisors work closely with their employees. While we do not have documentation of the practices of each supervisor, employee feedback from the ModernThink Great Colleges to Work For Survey for 2020 indicates that employees feel supported by their supervisors and have the flexibility to manage both their personal and professional lives.

ModernThink Higher Education Insight Survey 2020 Collin College General Demographics Spreadsheet		Positive Response	Negative Response	2020 Honor Roll > 10,000	2020 Carnegie Assoc
Total number of survey respondents (299)					
34	This institution's benefits meet my needs.	92	3	91	85
47	My supervisor/department chair supports my efforts to balance my work and personal life.	90	2	89	88
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	86	4	87	82

Are we reminding our College community of the importance of positive mental health and of what the college offers, if so, how and how often?

- At the beginning of each semester an email is sent to all students via PR that includes counseling services information, the counseling seminar schedule, and other helpful mental health resources.

- Counseling Services also sends an email to all faculty encouraging them to allow a counselor to visit their classroom (virtually or in-person) to give a brief overview of mental health resources available to students. A [general Counseling Services FAQ and Seminar schedule](#) is attached to this email as well as a [link to a video that gives an overview of counseling services](#) (this video is also included in the New Student Orientation). Professors are encouraged to attach this information in Canvas or on their syllabi. In addition, many professors offer students extra credit to attend Counseling Services seminars.
- The [CampusWell publication](#) is updated and sent to all students and all college employees via email each month. This publication includes customized wellness articles and mental health resource information for students. Topics covered throughout the year include but aren't limited to dating violence, healthy relationships, PTSD, sexual assault awareness, sexually transmitted infections, stalking, and general tips for college health and safety.
- Wellness Tables/Events: Each month Counseling Services promotes various initiatives and resources on campus that include the [online mental health screening](#), eating disorders, adjustment to college, depression, anxiety, LGBTQ, substance abuse resources, sexual assault awareness, bystander intervention, and suicide prevention.
- Collaboration: Counseling Services collaborates with [The Dignity Initiative](#), KNOW NOW (substance abuse resources), the I Got Your Back Project (Bystander Intervention), Psi Beta, SOBI, and promotes mental health resources at all the events and seminars.
- Counseling Services is offering 15 seminars during the Spring 2021 semester. These seminars are currently offered virtually District-wide and are coordinated and promoted via CougarConnect. Each seminar is also promoted on CougarVision and on campus posters. In addition, the student housing director is sent information for each seminar and is able to text students who live on campus this information. Also, CougarCare is offering two additional mindfulness seminars this semester. Information about these seminars will be emailed to all students along with reminders about other mental health resources available to them.

Have we seen a rise in counseling service utilization and how does that compare to years past?

The statistics actually show a decrease in utilization rate comparing pre-COVID semesters to COVID semesters. There has been a reduction in “walk-in” traffic and it is presumed this is because of the smaller number of students on campus. In addition, many of the in-person events, activities, and classroom visits for promoting mental health resources have been limited. However, there has been a significant increase in

the number utilizing counseling services virtually (as opposed to in-person) via secure video conference or phone since March 2020.

The chart below represents the number of attended counseling sessions for each semester from 2018 - 2020 (source: Titanium)

Semester	Number of Attended Sessions
Fall 2018	1547
Fall 2019	1864
Fall 2020	1419
Spring 2018	1603
Spring 2019	1659
Spring 2020	1351
Summer 2018	740
Summer 2019	695
Summer 2020	570

Have we seen a negative impact on student success rates due to COVID?

Data on GPA and withdrawal patterns to compare each COVID affected semester to the prior year is provided in the table below. It contains the end-of-term Headcount (Unduplicated) and Average Term GPA data comparing:

- Spring 2019 to Spring 2020
- Summer 2019 to Summer 2020
- Fall 2019 to Fall 2020

The GPA data indicates that even as enrollment increased, the average GPA either stayed relatively consistent (Summer/Fall) or even increased (Spring).

The next columns give more insight into the withdrawal patterns of the students in those semesters to include the count and percentage of students who withdrew from at least one course and the count and percentage of students who withdrew from all of their courses. Both Spring and Summer saw an increase in both the number of students withdrawing from at least one course and those withdrawing from all of their courses. While the Fall saw a decrease in the number of students withdrawing from at least one course but a small increase in the number of students withdrawing from all of their courses.

Comparison of Pre-Covid with Covid Affected Terms - End-of-Term Headcount/Average GPA
 Spring 2019 - Fall 2020
 Collin College

Semester	Headcount (Unduplicated)	Term GPA	Withdraw HC ^a	Withdraw % ^b	Total Withdraw HC ^c	Total Withdraw % ^d
Spring 2019	31,482	2.85	4,542	14.4%	1,138	3.6%
Spring 2020	32,598	3.01	5,636	17.3%	1,597	4.9%
Difference	1,116	0.16	1,094	2.9%	459	1.3%

Semester	Headcount (Unduplicated)	Term GPA	Withdraw HC ^a	Withdraw % ^b	Total Withdraw HC ^c	Total Withdraw % ^d
Summer 2019	15,159	3.16	1,313	8.7%	552	3.6%
Summer 2020	16,801	3.19	1,618	9.6%	607	3.6%
Difference	1,642	0.03	305	1.0%	55	0.0%

Semester	Headcount (Unduplicated)	Term GPA	Withdraw HC ^a	Withdraw % ^b	Total Withdraw HC ^c	Total Withdraw % ^d
Fall 2019	35,264	2.80	4,667	13.2%	1,244	3.5%
Fall 2020	35,606	2.78	4,498	12.6%	1,322	3.7%
Difference	342	(0.02)	(169)	-0.6%	78	0.2%

^a "Withdraw HC" represents the unduplicated count of students who withdrew from at least one course. The students could still have been enrolled in additional courses they did not withdraw from.

^b "Withdraw %" reflects the percentage of students who withdrew from at least one course. The students could still have been enrolled in additional courses so this data can not be used to infer the number of students to totally withdrew from the institution.

^c "Total Withdraw HC" represents the unduplicated count of students who withdrew from all of their enrolled courses for the semester.

^d "Total Withdraw %" reflects the percentage of students who withdrew from all of their enrolled courses for the semester.

Source: Collin College ZogoTech Data Warehouse (2021/03/01)

Collin IRO; dsm; 3/1/2021
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Resource:

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