

University of Northern Colorado
College of Osteopathic Medicine

Policy & Procedure: Faculty, Staff & Administrator Mental Health, Wellness,

Responsible Party: Dean of UNC COM

COCA Element: 5.3

Review Frequency: Annually and as needed.

Policy Statement

The University of Northern Colorado College of Osteopathic Medicine (UNC COM) is committed to fostering a supportive and healthy work environment for its faculty and staff. UNC COM prioritizes mental health and wellness and partners with the larger university to provide resources for support of faculty and staff.

Procedures:

1. Access to Mental Health Services:

- *Employee Assistance Program (EAP):* UNC offers an Employee Assistance Program that provides confidential counseling services, resources, and referrals to support mental health and well-being. COM faculty staff and administrators are encouraged to utilize these services as needed.
- *Counseling Center:* The UNC Counseling Center offers a range of services, including individual counseling, workshops, and support groups, to address various mental health concerns. COM faculty staff and administrators can access these resources to maintain their mental well-being.

2. Wellness Programs:

- *Workshops and Training:* UNC provides workshops focused on mental health, stress management, and wellness. These programs aim to equip faculty and staff with strategies to manage stress and maintain a healthy work-life balance.

- *Physical Wellness Facilities:* Access to campus recreational facilities and wellness programs is available to COM faculty, staff and administrators to promote physical health, which is integral to overall well-being.

3. Training and Education:

- *Mental Health Awareness:* Regular educational sessions are conducted to raise awareness about mental health issues, reduce stigma, and promote a culture of openness and support within the clinical learning environment.

4. Supportive Work Environment:

- *Peer Support:* Encouragement of peer support networks within departments to provide mutual assistance and share coping strategies.
- *Open Communication:* Maintaining open lines of communication between faculty, staff, and administration to address concerns promptly and effectively.

5. Evaluation and Feedback:

- *Regular Assessments:* Conducting periodic surveys and assessments to evaluate the effectiveness of mental health and wellness programs, allowing for continuous improvement.
- *Feedback Mechanisms:* Providing channels for faculty and staff to offer feedback on wellness initiatives and suggest areas for enhancement.

Relevant Resources:

1. Employee Assistance Program: <https://www.unco.edu/human-resources/employee-resources/benefits/>
2. UNC Counseling Center: <https://www.unco.edu/counseling-center/>
3. Wellness Workshops: <https://www.unco.edu/equity-inclusion/unite/faculty-staff-workshops.aspx>