

Mental Health Enhancement Plans Final Update

Inst.	Summary of Proposed Mental Health Enhancement Plans		Progress on Enhancement Plans	Final Update on Enhancement Plans
		November 2017*	November 2018**	November 2019**
FAMU	1.	Add 1 psychologist (FY 2017-18)	Search conducted, but no qualified applicants identified. Salary has been increased and position re-advertised.	Achieved
	2.	Add 1 psychologist (FY 2018-19)	In progress	Re-advertised several times due to unqualified applicants. At the end of the latest search, one applicant qualified, and that person will be scheduled for an interview at the end of November.
	3.	Additional updates (fall 2018)	<p>a) WellTrack, an online self-help therapy program for anxiety/stress, depression and public speaking was implemented in August 2018</p> <p>b) WellConnect, implemented in August 2018, provides licensed mental health counselors after-hours for students. It also provides referrals and face-to-face counseling for students at the satellite campuses.</p>	

* As reported to the Board of Governors in November 2017: https://www.flbog.edu/documents_meetings/0266_1101_8292_7.6.2%20%20BUD%2006a%20-%20Mental%20Health%20and%20Safety%20Summary_Plans%20DRAFT.pdf

** Narrative updates in the November 2018 column and the 2019 column align with specific items in the proposed mental health enhancement plan found in the November 2017 column.

Mental Health Enhancement Plans Final Update

Inst.		Summary of Proposed Mental Health Enhancement Plans November 2017*	Progress on Enhancement Plans November 2018**	Final Update on Enhancement Plans November 2019**
FAMU	4.	Additional updates (spring 2020)		<ul style="list-style-type: none"> a) By August 2020, establish a Center for Access and Student Success building to house most student affairs departments, including counseling services. b) In spring 2020, hire 2 mental health counselors c) In fall 2021, establish a doctoral internship program in clinical or counseling psychology

Mental Health Enhancement Plans Final Update

Inst.	Summary of Proposed Mental Health Enhancement Plans		Progress on Enhancement Plans	Final Update on Enhancement Plans
	November 2017		November 2018	November 2019
FAU	1.	a) Add 6 therapists (fall of FY 2017-18)	a) Hired 5 therapists, 2 of which have since left, leaving 3 positions vacant	a) Achieved
	2.	a) Add 1 case manager b) Hire 1 psychiatrist c) Add 4 therapists (spring of FY 2017-18)	b) Achieved c) Achieved d) Hired 2 therapists	a) Case manager left, currently recruiting b) Achieved c) Achieved
	3.	Hire 3 additional therapists (fall of FY 2018-19)	a) Achieved b) Anticipate hiring 1.5 Other Personnel Services (OPS) Full-Time Equivalency (FTE) hires	a) Achieved b) Achieved
	4.	Hire 3 additional therapists (spring of FY 2018-19)	a) Anticipate hiring 3 to 9 therapists with start dates January – August of 2019 b) Remaining unfilled positions will be moved to fall 2019	a) 4 clinicians left during FY 2019; process underway to recruit replacements b) 4 additional clinical positions are in recruitment and expected to start between March and August 2020

Inst.	Summary of Proposed Mental Health Enhancement Plans		Progress on Enhancement Plans	Final Update on Enhancement Plans
	November 2017		November 2018	November 2019
FGCU	1.	Provide enhancements to the equipment, training, and systems in place to address mental health needs	Staff attended various clinical trainings and brought in trainers for such issues as single-session therapy	Updated training of staff for more short term, accessible services (e.g., hypnotherapy)
	2.	Provide faculty and staff with training needed to identify and assist students who may need assistance	Developed RESPOND mental health gatekeeper optional training for faculty and staff	Offer RESPOND mental health gatekeeper training (for academic advisors) and installed Kognito for faculty and staff use
	3.	In the long-term, FGCU looks to invest in counselors and case managers	Gained 2 staff positions, 1 funded for 2018-19 only	Permanently funded 4 new positions in the last 15 months: <ul style="list-style-type: none"> • 1 new case manager • 1 new counselor position • 2 new psychologist positions
	4.	Additional update (fall 2018)	Plans are underway for new campus building to house CAPS and others; scheduled to be completed fall of 2019	Moved into a new larger facility to better support counseling and psychological needs for our students

Mental Health Enhancement Plans Final Update

Inst.	Summary of Proposed Mental Health Enhancement Plans		Progress on Enhancement Plans	Final Update on Enhancement Plans
		November 2017	November 2018	November 2019
FIU	1.	Fund salary equity for retention (FY 2017-18)	In 2017-18, salaries for psychologists in counseling were adjusted to 50% of market; administrative clinician salaries were not addressed	Achieved - in 2018-2019, administrative clinician salaries were adjusted to 50% of market
	2.	2 additional psychologist positions for specialty needs, including risk assessment (FY 2017-18)	2 psychologist positions filled	Achieved
	3.	Add 2 psychologist positions in areas of greatest need (FY 2018-19)	Increased goal to 7 positions, 3 were filled as of September 30, 2018, anticipate filling remaining 4 positions by the end of 2018-2019	5 of the 7 positions filled; expect to fill the remaining 2 positions by June 2020
	4.	Create a Student Mental Health Task Force with recommendations due to Provost by July 1, 2018	Task Force created and funding for Kognito license fees awarded	Kognito was implemented in spring 2019, and the Task Force is in the process of getting all students and staff certified in their respective training modules by June 2021

Mental Health Enhancement Plans Final Update

Inst.		Summary of Proposed Mental Health Enhancement Plans November 2017	Progress on Enhancement Plans November 2018	Final Update on Enhancement Plans November 2019
Poly	1.	Employs 1 full-time counselor and 1 part-time counselor and 24/7 Bay Care (contracted healthcare agency) to support 1,460 students	Transitioned to a tiered-service model; hired 1 full-time Associate Director of Campus Wellness Management	Hired 1 licensed counselor to replace counselor employed in 2017 who left

Inst.		Summary of Proposed Mental Health Enhancement Plans	Progress on Enhancement Plans	Final Update on Enhancement Plans
		November 2017	November 2018	November 2019
FSU	1.	Six additional counselors (FY 2017-18)	Achieved	Achieved
	2.	Six additional counselors (FY 2018-19)	Achieved	Achieved
	3.	Five additional counselors (FY 2019-20)		Achieved
	4.	Six additional counselors (FY 2020-21)		Search process to begin in spring 2020 with the aim to onboard by the fall semester of 2020

Mental Health Enhancement Plans Final Update

Inst.	Summary of Proposed Mental Health Enhancement Plans		Progress on Enhancement Plans	Final Update on Enhancement Plans
		November 2017	November 2018	November 2019
NCF/ USF- SM	1.	Hire 2 additional positions - case manager and counselor (FY 2017-18)	Achieved - hired 1 case manager and 1 counselor shared between campuses (0.8 FTE USF-SM, 0.2 FTE NCF)	Achieved
	2.	Funding for electronic outreach programming (FY 2017-18)	Achieved	Achieved
	3.	Add 1 psychologist position (FY 2018-19)	Plan to search in spring 2019	Additional psychologist position recalled due to decreased enrollment

Mental Health Enhancement Plans Final Update

Inst.	Summary of Proposed Mental Health Enhancement Plans		Progress on Enhancement Plans	Final Update on Enhancement Plans
		November 2017	November 2018	November 2019
UCF	1.	Continue to front load initial assessment appointments for 2017-18	Achieved	Achieved
	2.	Maximize use of OPS providers from the community who are able to devote service time to providing therapy to students	Achieved, added 1.5 FTE OPS providers	Achieved
	3.	Explore the expansion of CAPS' post-doctoral training program to maximize student service and advance goals for achieving preeminent status	Achieved; added 2 post-doc fellows	Achieved - filled 4 post-doc positions
	4.	Reallocate the student health fee so that it will go to support CAPS, resulting in close to one million dollars of new mental health resources	Achieved	Achieved

Mental Health Enhancement Plans Final Update

Inst.		Summary of Proposed Mental Health Enhancement Plans	Progress on Enhancement Plans	Final Update on Enhancement Plans
		November 2017	November 2018	November 2019
UF	1.	Hire 4 additional mental health counselors (FY 2017-18)	Hired 4 additional mental health counselors (FY 2017-18)	Achieved
	2.	Hire 4 additional mental health counselors (FY 2018-19)	Hired 1 additional mental health counselor; 2 in progress (FY 2018-19)	Achieved
	3.	Hire 4 additional mental health counselors (FY 2019-20)		Achieved

Inst.	Summary of Proposed Mental Health Enhancement Plans		Progress on Enhancement Plans	Final Update on Enhancement Plans
	November 2017		November 2018	November 2019
UNF	1.	University has purchased and begun to implement preventative tracking and management software (i.e., Maxient) used to identify students at risk, allowing staff to intervene as quickly as possible to prevent further academic or personal decline	Achieved	Achieved
	2.	Student government has chosen to redistribute a portion of existing fees to the Counseling Center, along with an investment from the university's base budget. Funds will support a new pre-doctoral psychology internship program.	Achieved	Achieved
	3.	Hire temporary clinicians until the new interns can take over in FY 2018-19	Achieved	Achieved
	4.	Additional updates (fall 2018)	<p>a) Accreditation process for the doctoral internship program is on track with site visitors to be scheduled this winter</p> <p>b) Psychiatric services extended to Student Health Service office</p> <p>c) Access to services has been improved by creating “walk-in” hours 5 days a week</p>	<p>a) Achieved - program received accreditation “on contingency” (April 2019); full accreditation is anticipated by May 2021</p> <p>b) Achieved - Psychiatric services offered 4 hours weekly</p> <p>c) Achieved - “walk-in” offered 5 days a week</p>

Mental Health Enhancement Plans Final Update

Inst.	Summary of Proposed Mental Health Enhancement Plans		Progress on Enhancement Plans	Final Update on Enhancement Plans
		November 2017	November 2018	November 2019
USF ¹	1.	Increase mental health literacy through social marketing, 1 additional social marketing staff (FY 2017-18)	Achieved	Achieved
	2.	Add 1 mental health outreach specialist (FY 2017-18)	Achieved	Achieved
	3.	Add 3 additional certified health and wellness coaches (FY 2017-18)	Achieved	Achieved
	4.	Add extended hours for counseling services and establish satellite counseling stations. Increasing staff to accomplish these tasks by hiring 4 additional licensed counselors, 2 post-docs, and 3 interns. Services will extend to the St. Petersburg location. (FY 2017-18)	Achieved	Achieved
	5.	Implement Coordinated Care Management System by hiring 2 care managers (spring of FY 2017-18)	Hired 1 care manager; 1 care manager will be hired for spring 2019	Achieved
	6.	2 additional satellite stations, 2 post-docs (FY 2018-19)	In progress	Achieved
	7.	Add 1 care manager for coordinated care (spring of FY 2018-19)	In progress	Achieve by December 2019
	8.	At USF Sarasota-Manatee campus: hire mental health outreach specialist (FY 2017-18)	Achieved	Achieved

¹ The USF updates include the St. Petersburg and Sarasota-Manatee campuses.

Mental Health Enhancement Plans Final Update

Inst.	Summary of Proposed Mental Health Enhancement Plans		Progress on Enhancement Plans	Final Update on Enhancement Plans
		November 2017	November 2018 ¹	November 2019
UWF	1.	Add 1 psychologist and 1 licensed mental health counselor (FY 2017-18)	Achieved - hiring 2 additional licensed mental health counselors (FY 2017-2018)	Achieved
	2.	Add 1 psychologist and 1 additional licensed mental health counselor (FY 2018-19)	a) Revised to hire 2 additional clinical social workers (FY 2018-19) b) Revised to add 1 full-time psychologist (FY 2018-19)	a) Hired 1 additional clinical social worker (FY 2018-2019) b) Focused on replacing psychologist (not hiring new one)
	3.	Add 1 licensed mental health counselor and 1 clinical social worker (FY 2019-20)	Revised to add 1 full-time psychologist and 1 clinical social worker (FY 2019-20)	In the process of establishing external partnership to expand counseling services (Summer 2020)
	4.	Hire 1 clinical social worker (FY 2020-21)	Not in the revised plan	In the process of establishing external partnership to expand counseling services (Summer 2020)

¹ Due to staffing changes during the 2017-18 academic year, UWF revised their initial plan.

Inst.		Summary of Proposed Mental Health Enhancement Plans November 2017	Progress on Enhancement Plans November 2018 ¹	Final Update on Enhancement Plans November 2019
UWF	5.	Develop innovative programs such as: a) Recovery (drug and alcohol dependence and abuse) support services b) Expand support services for students on the Autism Spectrum c) Learning Disability and Attention Deficit Disorder Testing and Assessment d) Facilitate programs for academically at-risk students	a) NCHA data does not demonstrate a need for these services on our campus. Not pursuing. b) Achieved through Student Accessibility Resources. c) The Testing Center is exploring this service. d) Various initiatives are offered through the Office of Student Retention in the Division of Academic Engagement and Student Affairs.	b) Achieved. c) The Testing Center is continuing to explore this service. d) Achieved.

¹ Due to staffing changes during the 2017-18 academic year, UWF revised their initial plan.

Inst.		Summary of Proposed Mental Health Enhancement Plans	Progress on Enhancement Plans	Final Update on Enhancement Plans
		November 2017	November 2018 ¹	November 2019
UWF	6.	Additional updates (fall 2018)	<ul style="list-style-type: none"> a) Expanded CAPS space to accommodate program growth (2018-19) b) Developed and implemented Let's Talk program in 2 residence halls c) Develop and implement biofeedback station in one residence hall with plans to add two or three more after the pilot (2018-19) d) Become a Healthy Campus 2020 partner (2018-19) e) Enhance faculty and staff training-purchased Kognito, an online training module for faculty and staff (2018-19) f) Implement mental health - first aid training (2018-19) 	<ul style="list-style-type: none"> a) CAPS expansion completed with the addition of 6 counselor offices b) Achieved c) Utilized resources to implement TAO enabling access for online students. d) ArgoWell, Healthy Campus initiative launch in progress e) Achieved f) Achieved
	7.	Additional updates (fall 2019)		Access to services has been increased with the addition of triage appointments and additional group support services

¹ Due to staffing changes during the 2017-18 academic year, UWF revised their initial plan.