

# Resilience Education for Every Spartan Everywhere - Uncommon Will Requires Uncommon Skills

***Strategic Plan Theme: Staff and Faculty Success***

***Funding Level: Below \$1 million***

***Facility Needs: No new facilities will be needed***

***Submitting Unit: Office of University Physician***

***Collaborating colleges/departments/units involved with this proposal.***

The following units/learning communities are engaged as collaborators: OPD, OFASD, OIDI, POE, WLO, EAP, CAPS, MSUE, SLE, REHS, RHS, IPF, WKAR, CTU, Graduate Student Life and Wellness, MSU School of Social Work, The Honors College, The College of Arts and Letters, MSU Trauma Services Treatment Network, Mindfulness in Teaching Learning Community. Potential Collaborators: Every unit/department is seen as a potential collaborator with unique contributions to make as well as benefits to gain from this effort.

***What is the proposal's big theme or idea?***

The MSU Health4U Program (H4U) has developed and implemented the MSU Health4U Resilience Training Model. The model is an integrated collection of evidence-based, trauma-informed theories including emotional resilience, psychological flexibility, mindfulness, self-compassion, shame resilience and courage-building skills. The model emphasizes the importance of developing critical awareness of the impact that systems of power and privilege have on individual and collective health and well-being. Image of training model available here. This training has helped thousands of MSU employees learn to respond to hardship, challenge and change with strength-based, value-guided behaviors while at the same time protecting and enhancing their health and wellbeing. Regular input from key stakeholders has informed the development of the model over time. Sample of groups that have engaged in this training available here. Identified Problem: Students, faculty, and staff are struggling with vast global uncertainties and extensive work life stressors while also striving for academic and professional excellence. Since 2018 MSU has experienced an unprecedented increase in requests for mental health and substance abuse counseling. This has placed enormous strain on campus mental health providers. One way to respond to this strain is to provide greater access to emotional resilience and psychological flexibility training in out-of-classroom learning and professional development opportunities. Providing transformational education to large numbers of people at the same time could create a relief valve for campus support units by reducing demand for individual counseling/services. MSU H4U resilience training program has garnered excellent client satisfaction results and substantial qualitative feedback indicating the model is effective at increasing participant's emotional resilience and psychological flexibility. There is call by many units to broaden access. Requests for services are high, projects are being imagined, but the ability for this model to be scaled, tested, and evaluated is hindered by a lack of dedicated resources. The Big Idea - Scale the delivery of trauma-informed, resilience training using a variety of modalities and media formats to ensure that resilience training is an ingrained benefit of living, learning, and working at MSU. Create campus-wide programs to highlight resilience education as an important driver of our increasingly healthy institutional culture. Integrate resilience training into the implementation process for the MSU DEI strategic plan as a mechanism to increase capacity for high-quality, authentic relationships within and across human differences. Intersecting resilience education and the DEI effort supports the need for courageous leadership across the institution to respond to conflict, crisis, and challenge with value-guided committed action in alignment with our institutional mission, vision, values, and ethics.

***What is the proposal's goal?***

The overall goal is to expand resilience training to provide timely knowledge, support and relief to members of the MSU community struggling with chronic stress, the effects of discrimination and oppression, burnout, anxiety, compassion fatigue, depression, change fatigue, psychological rigidity, work/academic stress, caregiving stress, and other concerns. For some, the training would be a supplement to on-going mental health treatment. For others, who do not perceive a need for counseling or are having trouble accessing care, the training would be an opportunity to learn skills to increase their emotional resilience and psychological flexibility without utilizing the mental health system. The training will be integrated into academic and work life thus bringing the training conveniently to people, rather than people needing to access limited services. The skill sets taught in the resilience training program will become an ingrained part of our institutional culture, supporting key initiatives related to ethics, diversity, equity, inclusion, and belonging. Building on existing resources - The Health4U program is already planning on increasing resilience training in 2022 by dedicating 1 FTE Trainer and up to .5 CTU person to support the project. Additional staffing is required to broaden the impact of the program. Goals Year 1: 1. Create a multi-disciplinary work group to guide further development of the Spartan Resilience Training Program. The resilience education expert work group (modeled after the RVSM expert work group with similar authority and support from the President and Board of Trustees) would be administratively supported by H4U and would be responsible to solidify the training model; establish evaluation metrics; oversee development of an online course that could be utilized in a variety of settings (possible link to the general education courses proposed in Beadle/Thorpe Proposal); identify and prioritize future scaled interventions for specific populations; and gather inclusive feedback from a wide array of campus partners reporting progress back to the University community. 2. Expand existing resilience training offered to the campus community by adding 1 FTE for an additional resilience trainer and 2 Graduate Assistants for instructional design/evaluation support to the H4U staff. 3. Pilot a campus-wide program featuring a specific component of the model, such as mindfulness education and practice. This program has been envisioned as the Meditate@State and would teach mindfulness and meditation to any interested members of the university community in a variety of place-based learning opportunities. Marketing and media campaigns would reinforce key concepts, normalize mindfulness practice, and highlight the importance of developing stress mitigation protocols. The goals envisioned for year 2 and 3 are available here.

***Define the significance, or impact of your big idea.***

Creating a mechanism to systematically teach resilience skills to interested members of the MSU community supports so many of the objectives of the MSU Strategic Plan. We ask our students, faculty, staff, leaders, and alumni to exert uncommon will in service to large scale problems confronting our families, workteams, the institution, the State of Michigan, our nation, and the world. Every field of study is made up of human beings doing their best to provide leadership and scholarship for the common good. MSU leaders are seeking to create healthy work team cultures that support the health and well-being of their people, a difficult challenge in these turbulent times. The current demands placed upon us is great, the expectations are high, the stress is unprecedented, and the need for wise, creative problem solving has never been greater. This proposal asks us to direct tangible resources into skill-building for our people, in every role, at every level of our institution. Resilience training for every spartan, everywhere. The resilience training being proposed is designed to help people live at the intersection of health and high performing. The potential impact is immeasurable. The MSU Health4U resilience model has already been used effectively to help individuals and groups navigate major institutional challenges (EBS/SIS/Nassar/COVID). It has been employed in RVSM work culture change initiatives (POE); social justice education (OIDI); change management processes, such as the new Student Information System (Registrar's Office). It can be scaled to reach more people. It can be integrated into every aspect of university life. We can use core resources to create learning materials that can be used by many different populations in ways that support inclusion and belonging. This proposal can be linked to all six themes in the strategic plan but has a more direct impact on staff and faculty success, student success, and the success of the university's DEI strategic initiatives. Resilience education will also improve the quality of our individual and collective stewardship of vital resources. In year 3 and beyond there would also be a link to sustainable health as the Spartan Resilience Training Program is introduced to larger community through outreach and community partnerships. This comprehensive resilience training program has the potential for significant global impact by reducing the human barriers to applied problem

solving in real world context thus increasing the impact of our individual and collective Spartan Will.

***Who will be impacted?***

Students (living on and off campus), Staff, Academic Staff, Faculty (all ranks and categories), Postdocs, Executive Leaders will be the direct recipients of trainings that are planned and implemented in year 1 and 2. As the resilience education expert work group completes its initial work identifying metrics, evaluation strategies, and developing course content and delivery structures the capacity to reach greater numbers of people will grow exponentially. As people gain these skills, their capacity for wise, value-guided leadership increases. Skills gained in these courses apply to all areas of a person's life. When thinking about the impact of this training, include all the people each training recipient subsequently impacts in their work, academic, and personal lives. Consider the cascading impact of one emotionally toxic executive leader and imagine the number of people that would be impacted by that leader having a shift in perspective and moving toward wise, value-guided leadership. Not only would the health and wellbeing of this leader be enhanced and protected, but so would the health and wellbeing of their team and all the people connected to this person/team. Additionally having a critical mass of people operating from this wise, ethical, grounded, inclusive frame would support a shift in institutional culture - causing a ripple effective of wellness. When looking at the potential impact of the program from this perspective the link to stewardship and global impact becomes more apparent. By linking resilience training to the DEI strategic plan, the University would be providing direct support to marginalized members of our community by offering skill-building to help mitigate the hurt, harm and stress of systemic oppression. At the same time resilience education increases capacity for the daring leadership, accountability, empathy, innovation, and courage required to actively and sustainably name and dismantle systemic racism and other forms of oppression.

***What does sustainability for your proposal look like?***

Sustainability of the Spartan Resilience Training Program looks as follows:

- Resilience education is connected to university-wide health promotion program reaching all members of the MSU community
- Visible, public support of this work by the President, Provost, Board of Trustees and Executive Leadership
- Ongoing institutional support and accountability via an organized and active resilience education expert work group (modeled after the RVSM expert work team)
- Resilience education would be included in a campus-wide framework for organizational health and well-being (supports Campus Well-Being Proposal by Phillipich/Traskie)
- On-going support for transformational learning experiences related to the development of emotional resilience and psychological flexibility – funding, staffing, resource sharing, and support of the resilience education work group
- Active partnerships across all Colleges, Departments, and Units working together to create programming and providing opportunities for students, faculty, and staff to continue learning over time
- Resilience education integrated into student life, residence life, academic life, athletics, work life, and support services
- Resilience education integrated in DEI efforts and operationalized to: 1) provide support/care for those impacted by oppression, 2) best prepare and support those employees doing the challenging work of advocating for change in the system, and 3) greater capacity of leaders to do the emotional work of learning and addressing issues of diversity, equity, and inclusion
- Clear metrics established to measure well-being and program effectiveness
- Increased presence and visibility of bold, daring leadership and psychologically healthy work teams
- New research projects driving continuous improvement of the model, delivery service, and programming
- New revenue sources from on-line courses, grants, foundation funding and partnerships with corporate entities/government agencies
- Institutional commitment to resilience education would be visible in MSU's communication
- Resilience is something Spartans would be increasingly known for inspiring increased brand loyalty and financial support of Michigan State University