- Responding to Students and Faculty

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Poll: Which of the following are true for you?

Choose all that apply.

- □ I felt supported by my institution when Covid struck.
- My institution did a good job reaching out to students.
- □ My institution offers me an employee assistance program (EAP).
- □ I know that we have many students in distress.
- As a supervisor, I did not know how to best support my employees.
- I needed more support from my supervisor during the pandemic, including how to best support our students.



Session Goals

- Discuss efforts of Baker College to help employees and students
- Identify different types of stress reactions.
- Explore methods of reducing acute and chronic stress.



What did Baker College do?



 "I'm Stressed, You're Stressed, We're All Stressed" What Can We Do About It?" - March 26, 2020

 "Mental Health and Self Care" - July, August and September

• "How to Avoid Burnout" November

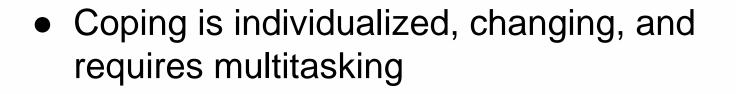
What did we talk about?



- Stress and Trauma
- Racial Tension
- Differentiating different types of stress reactions
- Understanding the physiology of stress
- Identifying different ways for self-care and coping

(Beheshti, 2020; Franklin, 2019; Smith et al., 2007)

Ways to Cope



- Review the reactions that you are having
 - Does the coping choice match the reaction?
 - For example...
- Pick one or two things at a time; write them down so you remember



What can you try?

Be kind to yourself * Exercise - anything physical * Schedule a little bit of fun * Laugh * Reduce caffeine * Apps - like HeadSpace, Calm * Scale back on what's disturbing you * Stretch * Connections with your loved ones * Touch (15 seconds) or more * Don't forget about physical intimacy * Don't Sponge * Journal * Express yourself in some way - drawing, journaling, writing, working with clay/playdoh * Hobbies * Play music * Dance * Play with pets * Learn something new -- Masterclass, Rosetta Stone, there are sooooo many * Try to get sun (with sunscreen) * Maintain routine * Set daily goals (even little ones) * Change your PJs occasionally * Look for the "what went well" * Help others/Give * Spiritual beliefs, attend virtual gatherings as available and applicable *



Baker *Reach out if you need to. If your reactions become **College** overwhelming of if they are significantly affecting your daily life, vou may benefit from additional support*

What can you do?



As a supervisor, remember that everyone may be experiencing this differently.

- Be familiar with your resources at your institution (for example, EAP).
- > Ask
- Acknowledge the difficult

As an employee, contact HR and find out resources available (for example, EAP)

- Seek support
- Understand that you are not alone
- Acknowledge the difficult

Poll: Which of the following are true for you?

Choose all that apply.

- As a supervisor, I learned some new ideas about how to best support my employees.
- As an employee, I learned some new information about stress and how to cope with stress.
- I have some new ideas about what my institution could do to help support staff and students.



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Q&A

May Micro-Seminar Presentation

- Panelist are being recognized by the Alliance for Excellence in Online Education for designing and delivering best-in-class online courses
- Panelist will demonstrate techniques used in developing and facilitating award winning online courses
- Each panelist will demonstrate portions of their classes and field questions
- Friday, May 21 at 10:00 AM
- Save the date!



References

Beheshti, N. (2020, May 28). *10 eye-opening statistics on the mental health impact of the coronavirus pandemic*. Forbes. <u>https://www.forbes.com/sites/nazbeheshti/2020/05/28/10-eye-opening-statistics-on-the-mental-health-</u> impact-of-the-coronavirus-pandemic/#36a2baad2df0

- Franklin, J. D. (2019). Coping with racial battle fatigue: Differences and similarities for African American and Mexican American College students. Race Ethnicity and Education, 22(5), 589-609. <u>https://doi.org/10.1080/13613324.2019.1579178</u>
- Smith, W. A., Allen, W. R., & Danley, L. L. (2007). "Assume the Position . . . You Fit the Description": Psychosocial Experiences and Racial Battle Fatigue Among African American Male College Students. American Behavioral Scientist, 51(4), 551–578. https://doi.org/10.1177/0002764207307742

