

BUDGET PROPOSAL CONTACT INFORMATION

Department Name: Psychological & Wellness Services

Create Date: 02/15/2022

Due Date: 04/08/2022

Submitter Name: Cassandra Nichols

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Phone Number: (253) 692-4862

Department Head Approval:

Department Head: Bernard Anderson, Ph.D.

Requested Amount: **\$74,758**

Departmental Information

STUDENT UTILIZATION

These funds will be used to continue to employ our Health Promotion Specialist/Health Educator (Madie Brown, M.S.) who, this year, also assumed the role as the UWT Campus-Based Confidential Advocate for Title IX. As a Health Promotion Specialist, Ms. Brown provides leadership and functional responsibility for the planning, development, implementation, and evaluation of campus health promotion. This includes encouraging our campus community to engage in health seeking behaviors and other health-related topics as part of a comprehensive health promotion program that operates within a social justice and health equity lens. This year, this has included a COVID vaccination and testing campaign and addressing vaccine noncompliance (covid and MMR) which is required for all UWT students. As a Campus-Based Confidential Advocate, Ms. Brown provides Title IX based advocacy for victims of violence who are seeking support and services. This position increases students' awareness of and positive behaviors towards life-long health improvement and prevention of life-threatening situations common on all campuses of higher education, such as suicide, sexual assault and other acts of violence, and alcohol and other drug abuse and accessibility of resources and supports at UWT. Additionally, as the UWT Health Promotion Specialist, Ms. Brown serves as the liaison between the university and the Student Health Center at CHI/Franciscan and is responsible for educating students about the health care services available to them, including routine medical appointments, urgent care, and flu and other vaccinations.

CORE VALUES/MISSION ALIGNMENT

The proposed Health Promotion Specialist position responsibilities align with several of the strategic priorities within UW Tacoma's strategic plan 1. *Advance student success academically, professionally and personally.* Students learn best and academically excel when they are physically and emotionally healthy and are knowledgeable about behaviors that maintains good health. Success indicators include strengthening the persistence to graduation and increase in student awareness of and satisfaction with availability and access of UWT resources and support. 2. *Promote and model equity, inclusion and social justice.* Many UWT economically disenfranchised students grew up with or currently have inadequate health care and access to learning how to prevent illness and poor health. Having an on campus Health Promotion Specialist whose expertise is in student development will assist all students, but especially those with less access to reliable education options. Success indicators include the improved satisfaction of traditionally unrepresented groups with the UWT experience. Additionally, Under Title IX, discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual battery, and sexual coercion. While any student may experience sexual violence, women, transgender and non-binary students, and students who do not meet gender stereotypes and expectations are especially vulnerable. Having a Health Promotion Specialist who provides education about violence prevention and a Title IX Confidential Advocate to assist students who have experienced gender-based violence addresses the university commitment to equity, inclusion, and social justice. 3. *Foster a climate and culture where we are inspired to do our best work.* Student who are healthy, know how to improve their health, have access to services to take care of their health, and operate within a learning culture that advocates for health are better able to academically succeed and persist. Success indicators include increased confidence among students, faculty and staff that UW Tacoma cares about and is responsive to the concerns of demographic groups.

SAF-FUNDED PROGRAM OR SERVICES GOALS AND OUTCOMES

SAFC-funded program and service goals this year included the hiring of a full time Health Promotion Specialist/Health Educator who also services as the UWT Title IX Confidential Advocate for student who have experienced sexual and other types of violence. Once we hired Ms. Brown, goals for this inaugural position included having her provide health education to students, especially related to sexual and other forms of violence prevention, suicide prevention, alcohol and other drug abuse prevention; covid, MMR, and flu vaccinations; and promotion of UWT Psychological & Wellness Services and UWT Student Health Services at CHI/Franciscan. Another significant goal was to educate the campus community about her position as the Campus Confidential Advocate who provides support and assists students who have experienced violence with campus and community resources. Ms. Brown collaborated with a number of campus and departments this year, including Student Health Services, Psychological & Wellness Services, New Student & Family Programs, the Office of the Registrar, the Pack Advisors, the Office of Global Affairs, Housing & Residence Life, the UWT Chapter of the National Alliance of Mental Illness (NAMI), the Center for Equity & Inclusion, ASUWT, and various tri-campus committees and offices such as the Advisory Committee for Communicable Diseases, SafeCampus, and the Office of the Title IX Coordinator. In collaboration with various office and departments, Ms. Brown restructured the Student Health Services website which provides students with a centralized resource to learn about Student Health Services, the Title IX Confidential Advocate, Sex and Gender-Based Violence Prevention, Bystander Intervention, Alcohol and Other Drug Abuse, Sleep Hygiene, Covid Prevention, and required immunizations. Ms. Brown provided a number of educational workshops to students and student groups,

including, RAs, International Students, New Students, and Pack Advisors. Campus Events that Ms. Brown was involved with included NAMI's Alive Mental Health Fair, Self-Care Week, Color Out with Purple Pack Advisors, and Fall Welcome Days.

STUDENT UTILIZATION (COMPARISON OVER PAST 2 YEARS)

Because the Health Promotion Specialist/Health Educator/Title IX Campus-Based Confidential Advocate is a new position this year, some of the programming and services were new and were not available in prior years. Additionally, with services and programs available in online formats this year, there were fewer students in attendance in some that what was expected.

Ninety eight percent (98%) of UW students across all three campuses were vaccinated against covid in Fall 2021. Both UW Seattle and UW Bothell have had Health Promotion Specialists prior to UW Tacoma hiring our first (Madie Brown) in August 2021. Given Ms. Brown's educational efforts, over 96% of UWT students had been vaccinated in a timely manner.

As noted, Ms. Brown overhauled the Student Health Services website, adding pages and linking others so that it now serves as a centralized location for all health related services for UWT students. This includes information about Student Health Services at CHI Franciscan Prompt Care; Covid Resources; Immunization Requirements; Health Education; Flu Shots; Psychological and Wellness Services; and the Title IX Confidential Advocate. Given that these are either new pages or existing websites that are new to being linked to the Student Health Services website, we have only just started to follow website visitor numbers. Within a one week period in February (2/16/22-2/22/22) we had 188 page views for Student Health Services. We expect that this number will rise as more students become aware of health and wellness related services on campus.

While UWT has had a Campus Based Confidential Advocate available for UWT student since at least 2017, having these responsibilities taken on by the Health Promotion Specialist has allowed us to utilize this position to better advertise and reach out to students. Between Fall 2017 and Fall 2021, UWT reported having worked with 9 UWT survivors of gender-based violence (including sexual assault, stalking, and harassment). Ms. Brown assumed these responsibilities in Fall 2021 and between Fall 2021 and March 1, 2022, Ms. Brown has worked with 12 UWT survivors of gender-based violence.

COLLECTION OF FEEDBACK & IMPROVEMENTS

In the field of Health Promotions, it is common to collect feedback on programming and to track which students benefit from services. Methods included card-swiping mechanisms and educational technologies used to engage students in the classroom such as clickers, student response systems, or audience response systems. Pre and Post questionnaires may also be used for educational programming to gauge what attendees have learned as a result of programming. Given that much of the Health Promotion programming this year was remote, with uncertainty about when students would be physically back on campus, programming throughout the campus for Health Promotion and all other programming has had reduced student involvement. As a result, it has been difficult to gauge consistent and reliable feedback. With the plan for students to return to mostly on campus, in person instruction and services for the Spring 2022 quarter, we look forward to increased programming and data collection. In addition to utilizing these various methods of collecting feedback, we would like to initiate a Student Health & Wellness Advisory Board, starting in the 2022/2023 Academic Year. This Advisory Group will include be facilitated by our Health Promotion Specialist and group members will include student leaders across the UWT campus as well as students in related academic majors, such as Healthcare Leadership, Social Welfare, and Psychology. This Advisory Group will allow us to receive direct feedback and suggestions directly from students to enable us to improve and better serve the campus community.

SERVICE BENEFITS TO STUDENTS

The most meaningful and significant ways that a Health Promotion Specialist/Health Educator professional will benefit students will be to improve the overall health of UWT students, including prevention of suicide, violence, and alcohol and drug abuse. This position will also provide mechanisms to better identify students who are suicidal, students who are victims of violence, and students who are struggling with alcohol and other drug use and assist them with getting the professional help and support they need. UWT is the only public 4 year university in Washington State that does not have a dedicated Health Promotion Specialist/Health Educator on campus. Recent research conducted at the UW Bothell campus entitled, "Exploring the Health & Well-Being of College Students Enrolled at a Commuter (Branch) Campus: Recommendations for Health Education & Promotion" clearly demonstrated how crucial it is for students to have Health Promotion services. UW Bothell students are demographically similar to UW Tacoma students. For this research, nearly 200 students were sampled on a variety of health related behaviors and indicators and their responses were compared to the national responses of students (National College Health Assessment, 2017). Among the significant findings were that the UW Bothell students reported less sleep, more bad mental health days, increased stress, less oral healthcare, and less food security than the national sample. Students noted that these factors negatively impacted their academic functioning. The authors suggested a need for improved overall health education and for tailored and relevant programming specific to their student population. There are numerous professional organizations that have demonstrated the importance of Health Promotions programming for university and college students and the crucial impact it has for student lifelong health, academic success and persistence, graduation, and overall learning. Organizations such as the American College Health Association (ACHA), National Association of Student Personnel Administrators (NASPA), and the World Health Organization (WHO) have all demonstrated the need for and supported the development of Health Promotion services for universities and colleges.

Staff Budget Requests

Category	Details	Amount Requested
Professional Staff ¹	Suggested annual salary is within market value of Health Promotion Specialist/Health Educator Professional at other public universities in the Pacific Northwest. \$56,560 reflects the suggested 3% salary increase above the current salary of \$55,000 E001	
	Professional Staff Wages:	\$57,000
	Fringe ⁴ @ 29.4%:	\$16,758
PERSONNEL TOTAL:		\$73,758

Other Budget Requests

Category	Details	Amount Requested
Non-Food Supplies & Materials	Health Promotion Marketing and Title IX Confidential Advocate Campus Education S002	\$1,000
SUPPLEMENTAL TOTAL:		\$1,000

PERSONNEL TOTAL:	\$73,758
SUPPLEMENTAL TOTAL:	\$1,000
COMPLETE PROPOSAL TOTAL:	\$74,758

Supplemental Documents



JOB DESCRIPTION FOR HEALTH PROMOTION SPECIALIST/HE

Attached is the Job Description for out Health Promotion Specialist/Health Educator