

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Thursday, April 21, 2016 4:44:57 PM

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Department of Counseling Psychology

What is your affiliation with UW-Madison? For group submissions, please respond for main contact.

- Faculty

Describe the concept. If already in use here or elsewhere, please indicate this.

Mental health support for First Wave program. Starting in Fall 2014, Vice Provost Sims has provided funding for a 50% PA position for a PhD student in Counseling Psychology to provide mental health services to First Wave students through the Counseling Psychology Training Clinic (CPTC).

[REDACTED]

[REDACTED] These practicum counselors were able to work with a small number of First Wave students who would otherwise have had to wait for services. This collaboration between the CPTC and First Wave has resulted in significant increases of mental health service utilization for these students. Counseling services have been provided to 30 First Wavers for approximately 550 hours during the first 18 months of the program. Given the success of this collaboration, we propose to expand this program to reach more of students who may be unable to access alternative mental health resources and are directly affected by campus climate issues.

How would this affect cultural change on campus?

The First Wave program is one of several UW initiatives (others include the POSSE and PEOPLE programs) to recruit promising applicants from marginalized groups to campus and support these students to successfully complete their degrees. We recognize that in addition to normative developmental and academic challenges associated with college matriculation, students from underrepresented groups experience unique stressors on campus, including

- treatment as 'other' or stigmatization either through explicit statements or implicit expressions of bias;
- peers and faculty tacitly assume that a student or group does not belong or has not earned a place on campus;
- faced with choice to call out injurious microaggressions or silence themselves to avoid the 'angry minority' stereotype;

- feeling compelled to provide impromptu lessons about diversity to peers and also to faculty and staff who may be less experienced with diversity;
- feeling that they may have to 'turn off' their social identities to avoid stigmatization, to assimilate to dominant norms, or to earn basic respect.

These challenges are exacerbated by the current hostile climate nationally as well as on campus, where many underrepresented students fear being assaulted, either verbally or physically, with the perception that perpetrators can and do act with impunity.

Increasing the presence of diverse students on campus is a critical goal, in the interest of social justice and equity of opportunity, and to create the vibrant, diverse learning environment where all feel welcome as envisioned by the campus Diversity Framework. Support for emotional and physical well-being of all students increases opportunities to thrive and succeed during their time at UW-Madison.

For new ideas, how would you propose piloting this idea to see if it would work? If the idea is already in use at UW-Madison, how would you propose expanding or altering this program for greater impact?

We propose an expansion and alteration of the existing program. We propose to create a second PA position—an outreach specialist in collaboration with the UHS Health Ambassadors program—and to hire a part-time licensed (or license-eligible) psychologist at CPTC to allow us to expand hours of service to diverse students, extending our support services beyond the First Wave program.

The existing program provides approximately 12-15 hours of individual counseling per week during the academic year (and approximately 4-5 hours per week during the summer). In addition, the current PA position often supports First Wave students and professional staff via outreach and consultation on student issues related to academic and mental health concerns. The expanded program would allow for 25 hours/week of individual counseling services during the academic year, and provide much more comprehensive outreach services, including group prevention/intervention efforts, advocacy, and crisis management.

What resources would be needed to implement your suggestion?

New resources:

50% PA position for clinical services (CPTC) [funding renewed through OVPDC?]

50% PA position for outreach (CPTC + Health Ambassadors)

25% position for licensed (or license-eligible) psychologist (approx. \$13K for 9 months) to provide clinic coverage during additional open hours and supervision to PAs and practicum students providing counseling to students seeking services through this diversity initiative

Leveraging of existing resources (in-kind contributions):

5% time from CPTC Director (administrative oversight and record-keeping)

10-12 clinical hours/week from clinical trainees at CPTC

5% time from new C&CS Associate Director (provide weekly group supervision to PAs and practicum students working on the diversity initiative; integration of outreach PA into Health Ambassadors program)

If this proposal was developed in partnership with any other organizations, please list them below.

Counseling and Consultation Services (C&CS)

CPTC serves as a referral agency for C&CS for students who have reached their session limit, or for students who are evaluated in a triage session as in need of more intensive or longer term treatment. In a way, this proposal is an extension of this arrangement, as many of the students who have sought counseling with the First Wave PA present with relatively complex mental health histories (including trauma history), exacerbated by present stressors (including stressors associated with minority status on our campus). These students have benefited from weekly meetings and no session limits at CPTC.

To expand these services, C&CS has committed additional resources, including training and referral for the outreach PA through the Health Ambassadors program and group supervision of PAs and practicum students working on this initiative by the new Associate Director.

Office of the Vice Provost for Diversity and Climate

We are in conversation with Vice Provost Sims' office about whether funding for the current 50% PA line will continue for 2016-17.

Please use this space for any additional information about your proposal that you wish to share:

Often we look to peer institutions to see what others are doing—a helpful approach to finding what works and building effective programs here at UW. The community support specialist program through First Wave is an example of a local innovation that has grown out of perceived needs here at UW. It is a unique partnership that provides individual support and enhances community for First Wave students, and has been especially helpful as a location to dialogue about recent campus events (several of which have affected First Wavers directly) to make meaning of these incidents and seek a sense of safety and inclusion within the broader UW learning community. This partnership also serves the training mission of the Department of Counseling Psychology, with its goal of producing new generations of culturally competent counseling psychologists able to assist individuals and groups, on college campuses and in society, with navigating the challenges and also the rewards of life in an increasingly pluralistic society.