

ENTERPRISE RISK MANAGEMENT NEWSLETTER



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Risk Spotlight: Mental Health on Campus

Gain insights into UM's response to the threats and opportunities arising from the ongoing mental health crisis. (Pages 2-4).



Enterprise Risk Management Program Updates

Learn how FY 2024 risks were identified, and next steps in the ERM process (Page 5).



Mental Health Trainings & Events

Stress Less: Relax and recharge with chair massages, acupuncture, and other treats. This event is open to everyone.

Dates: December 6-7
Location: University Center

Supporting Employee Health Wellness - For Managers: Learn the skills necessary to effectively support employee wellness within your sector.

Dates: Open
Location: Virtual (LinkedIn)

RISK SPOTLIGHT

STUDENT AND EMPLOYEE MENTAL HEALTH

The majority of college students today meet the criteria for at least one mental-health problem. The mental health crisis is also impacting faculty and staff. While there is a growing recognition of the issue's severity, more must be done to address the problem.

A Concerning Trend

- **Students well-being on the decline:**

The latest Healthy Minds survey revealed unprecedented levels of mental health challenges among college students during the 2021–22 academic year. 44% of students interviewed reported symptoms of depression and 37% reported experiencing anxiety. These were the highest rates in the survey's 15-year history.

- **Faculty and staff affected:** Several surveys revealed that over half are considering employment outside the sector due to work-related stress, limited resources, and increased involvement in student mental health.

UM's Response

UM adopted a two-pronged approach to the current crisis: one recognizes mental health as a risk, and the other aims to capitalize on opportunities to expand access to mental health resources.

Recognizing mental health as an enterprise risk

UM launched several projects to address mental health risks. These include:

- **Embedded Wellness Coordinators Program:** Led by the UM Wellness Office, the program aims to proactively address student wellbeing needs, empower students to seek support early, and foster a campus culture that prioritizes holistic health.



Embedded Wellbeing Support Coordinator Program at a Glance

**From August 30, 2023 to November 28, 2023*

- **Employee assistance Program (EAP):**

Introduced in 2020, the EAP provides confidential services, including a 24-hour hotline and counseling for employees and their families.

Bridging gaps at the State and National levels

UM acknowledges its role in addressing mental health needs beyond campus borders.

With this in mind, the UM Graduate School and the Co-Lab for Civic Imagination are collaborating with key partners to build out new networks of telehealth care and new coordinated care training models for UM graduate students studying counseling, psychology, and social work.

Recommendations for Improvement

While the university has taken steps to address the crisis, there is room for further improvement. Below is a non-exhaustive list of recommendations to enhance the well-being of students, faculty, and staff.

For Students:

- **Increased support and coordination:** Ensure that faculty and student-facing positions are well-versed in resources available through the Office of Student Success. Increase investments in strategies and approaches with proven effectiveness to proactively address mental health issues.



- **Anticipate Mental Health Needs:**

Collaborate with K–12 institutions to understand the unique challenges of incoming generations. Use the data collected to assess and address current and future resource needs.

For Faculty and Staff:

- **Foster a supportive workplace culture:**

Implement policies addressing home and workplace stressors. Assess the University’s practices to ensure that faculty and staff have the control, flexibility, and resources to manage workload and job stress.

- **Normalize mental health**

conversations: Encourage leadership to openly share their own experiences with mental health issues. Empower supervisors with the skills to recognize and support employee mental health needs. Encourage employees to leverage UM resources.

Additional Resources

- Office of the Surgeon General (OSG). Protecting Youth Mental Health: The U.S. Surgeon General’s Advisory [Internet]. Washington (DC): US Department of Health and Human Services; 2021.
- Office of the Surgeon General (OSG). Framework for Workplace Mental Health & Well-Being [Internet]. Washington (DC): US Department of Health and Human Services; 2022.



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ERM Program Updates

- **FY 2024 ERM Cycle:** The annual risk identification and assessment process for FY24 is complete! We met with 21 project leads to discuss risks associated with their respective projects. We also engaged with 41 individuals from 28 unique departments to enrich the risk identification process.
- **Revised Risk Register:** We will share the revised risk register with leadership and project leads for their review and feedback.
- **ERM Grants:** We are excited to announce that ERM grants will be available in March 2024. Further details and application procedures will be communicated soon.
- **ERM Toolkit:** Visit our website to access a variety of tools and templates that may assist you in identifying and managing risks effectively. These resources are designed to support you in integrating risk management practices into your department.
- **ERM Consultations:** If you have questions or require guidance on any aspect of the ERM program, don't hesitate to contact us. We offer ERM consultations to help address your specific needs.

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