HealthPoint

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Employee Assistance Program

Counseling and Mental Health Center

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Counseling and Mental Health Center
HealthPoint
Employee Assistance Program
Occupational Health Program
Work-life Balance & Wellness Programs
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HealthPoint, a division of Human Resources
The University of Texas at Austin

Mission
At HealthPoint EAP we strive to transform lives to improve personal and organizational effectiveness for the benefit of the entire UT community. We provide behavioral health expertise, promote wellness, and develop solutions to life's challenges. We do this by providing brief counseling and consultation services, crisis intervention, assessment and referral, educational and training programs, and supervisory consultation.

Employee Assistance Program Website
http://www.utexas.edu/hr/eap/
Employee Assistance Program (EAP)

Personal and work-related counseling
- CONFIDENTIAL, by law
- Licensed clinical staff – Licensed Psychologists and Licensed Clinical Social Workers
- Up to 6 sessions annually
- No charge
- Community referrals as needed
- With supervisor approval, can meet during work time

Consultation with managers/supervisors
- Staff and faculty mental health issues
- Communication strategies
- “Coaching” on manager skills

Group services
- Critical Incident Stress Management
- Support (caretakers, pre-tenure faculty)

Employee Assistance Program (EAP)

Promoting a Safe and Respectful Workplace
- Fitness for Duty – HOP 7.E.5
  - Medical and mental health evaluation to assess impaired faculty or staff who pose a safety hazard in the workplace
- Threat Assessment and Management – HOP 2.A.3
  - EAP staff experienced in working with troubling, disruptive, or frightening behavior in the workplace
  - Threat Assessment Team – UTPD, EAP, Legal, HR, OHP, Provost’s Office
  - Critical Incident Stress Management after a death or traumatic incident, including threat or violence
  - Training Classes (Words Matter online course, Managing Distress and Disruption)

If you are not sure if there is a threat to self or others, call us!

Employee Assistance Program (EAP)

Layoffs and Separations
Consultation for Managers and Academic Administrators

Preparing for Layoff, Termination, and Nonrenewal
- How to cope with emotionally-charged meetings
- Personal communication challenges
- Coaching for managing employee responses

During the Layoff or Termination Meeting
- Collaboration with HR and department/college as requested

After the Layoff
- Coaching for managing reactions and department morale after a layoff
- Strategies to maintain an effective supervisory role and employee motivation
Employee Assistance Program (EAP)

The Stress Reduction & Biofeedback Center
- Zero-Gravity recliner
- Instructional tracks on breathing exercises, muscle relaxation, meditation, relaxation imagery, relaxation sounds, guided imagery, sleep, and chronic pain.
- Biofeedback Machines
- Call 512.471.3366 to schedule a session

According to the National Institute of Health, research shows the benefits of meditation and deep breathing on numerous health conditions including: anxiety, asthma, depression, heart disease and heart symptoms, high blood pressure, insomnia, chronic pain, and smoking cessation.

Employee Assistance Program (EAP)

Work-life Balance Programming
- Online and telephonic resources and referrals 24/7 for parenting, eldercare, financial and legal concerns and a robust employee discount program from LifeCare
- Presentations- StressLess, Managing Change, Creating Work and Life Balance, Workplace Resilience
- Staff Emergency Fund
- Lactation/Quiet Rooms
- Flexible Work Arrangements

Occupational Health Program
Mission
To understand working conditions and ensure that appropriate precautions are taken to protect the university’s most valuable asset – our faculty and staff; and to treat minor work-related injuries and illnesses and provide health risk counseling to improve overall health and well-being.

Occupational Health Program Website
http://www.utexas.edu/hr/current/services/ohp.html

Clinical Services
• Medical monitoring of research and lab animal workers including initial risk assessment and periodic updates
• Respiratory medical clearance exams and respirator fit testing
• Job specific immunizations
• Commercial driver’s and hospital affiliation drug testing
• First aid services for work related injuries

Consultation Services
• Review new research protocols to ensure employee health needs have been addressed; actively participate in the following:
  – IACUC – Institutional Animal Care and Use Committee
  – IBC – Institutional Biosafety Committee
  – IRB – Institutional Review Board
• Health counseling for job related health concerns, e.g. indoor air quality, lab animal allergy, ergonomics
• Partner with EHS and other safety professionals to review injury & illness trends to improve worker safety
• Provide medical review of Sick Leave Pool applications
• Consult on Fitness for Duty concerns where physical/medical health conditions and essential job functions are at issue
Wellness Program

Wellness is a multidimensional state of being that describes the process of becoming aware of and making choices toward a more positive existence. True wellness is a full integration of all of the following states of wellness: physical, emotional, intellectual, occupational, environmental, social, and spiritual.

The HealthPoint Wellness Program strives to improve the quality of life for faculty and staff through each of these states of wellness.

Wellness Website
http://www.utexas.edu/hr/current/wellness/

Wellness Program

• Healthy eating initiatives
  – Farm-to-Work brings fresh, local produce right to the office
  – Healthy vending options

• Physical activity programs
  – Get FIT (Fitness Institute of Texas)
  – RecSports discounted membership
  – Healthy Strides walking maps

• Bites of Wellness lunch & learn series
  – Faculty and guest speakers sharing health and well-being research to incorporate into your everyday life
Wellness Program

- Online health risk assessment with Ask-a-Dietician and Ask-a-Personal Trainer powered by Provant
- Points of Health blood pressure
- And much, much more

HealthPoint Contact Information

Contact Information

Employee Assistance Program Location:
North Office Building A (NOA), suite 4.200

EAP Hours:
Monday-Friday, 8 a.m. – 5 p.m.
and at PRC on Wednesday mornings

EAP Appointments:
For all appointments, presentation requests, and other services, call: 512-471-3366 (all calls are confidential) or email eap@austin.utexas.edu
Contact Information

Occupational Health Program (OHP):
For all appointments and other services, call:
512-471-4OHP(4647) or email
Healthpoint.ohp@austin.utexas.edu

Wellness Programs for Staff & Faculty
For programs and services, call: 512-475-7207 or email
Healthpoint.wellness@austin.utexas.edu

North Office Building A (NOA), suite 3.302
Counseling and Mental Health Center (CMHC) Services

CMHC Services
- Clinical Services
  - Individual and Couples Counseling
  - Group Counseling
  - Crisis Intervention
  - Psychiatric Services
  - 24 hour Crisis Line
- Integrated Health Services
- Prevention and Outreach Program

Group Counseling
- Various formats
- Wide variety of topics
- Specific populations
CMHC Crisis Line

- 512-471-CALL
- Available 24-7-365
- Crisis intervention

MindBody Lab

- Self-paced relaxation training
- Open to all students
- First-come, first-serve

CMHC Overview

- Available to enrolled UT students
- Confidentiality
- Fees
CMHC Online

- Stress Recess
- Anonymous self-assessments
- Online info about common student concerns
- www.cmhc.utexas.edu

Questions?

Counseling and Mental Health Center
Student Services Building (SSB), 5th Floor
(512) 471-3515
Hours: Mon. - Fri., 8 a.m. - 5 p.m.
www.cmhc.utexas.edu
facebook.com/utcmhc
@ut_cmhc