

Taking the Leap:

Using the Embedded Counseling Model to Promote Access and Inclusivity to Ensure Student Success.

Ohio Program for Campus Safety and Mental Health 2023 Conference

University of Cincinnati:
UC Clermont &
UC Counseling and Psychological Services

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**next
lives
here**

How UC Prepared for a Community of Care and Built it Equitably and Inclusively

2018 – Begin to Socialize Community of Care Vision

- Board of Trustees Presentation and Risk/Liability Plan: Community of Care: "Let's get everyone involved for student mental health."
- Two College Deans had funding. Two regional campuses were staffed with contract counselors.
- Not everyone understood the concept or realized the importance of the embedded model.
- Consultations with University of Michigan and OSU.

2019 - Mental Health Champions Initiative

- Student Government initiative.
- Faculty and staff receive training in how to be supportive to fellow Bearcats (QPR, Supporting Bearcats in Distress, and Personal Wellness).
- 414 Mental Health Champions on UC's campus today!
- Campus Deans began to recognize value of model.

2020 – CAPS hires an Associate Director of Community Engagement and Operations

- Position supports the community building around a community of care and an understanding of the unique needs of each College Community.
- Helped to strengthen relationships across the University.
- COVID-19 pandemic provided an opportunity for change and brought increased attention to mental health.

Spring 2021 – UC hosts its first Virtual Embedded Conference

Summer 2021 – UC Clermont Embedded Counselor Placed (OUR 1st Embedded!)

- Community Counselor resigns and CAPS is invited to "centralize" the Counseling support with an embedded counselor.
- UC CAPS gets institutional support to build the embedded program to all Colleges within 5 years.
- Funding model – Colleges that have funds to contribute help the entire campus get to this goal.

The Way Forward

- Clinicians placed within ALL UC Colleges within 5 years
- Some smaller Colleges to share clinician initially
- Funding is *centralized* through the Provost's office
- Integrated into system/culture:
 - Members of college specific teams and committees:
 - Student Success Team
 - Advising Team
 - Grants
 - Conference presentations
- Regular meetings with liaison from the college

Value-driven CAPS Vision

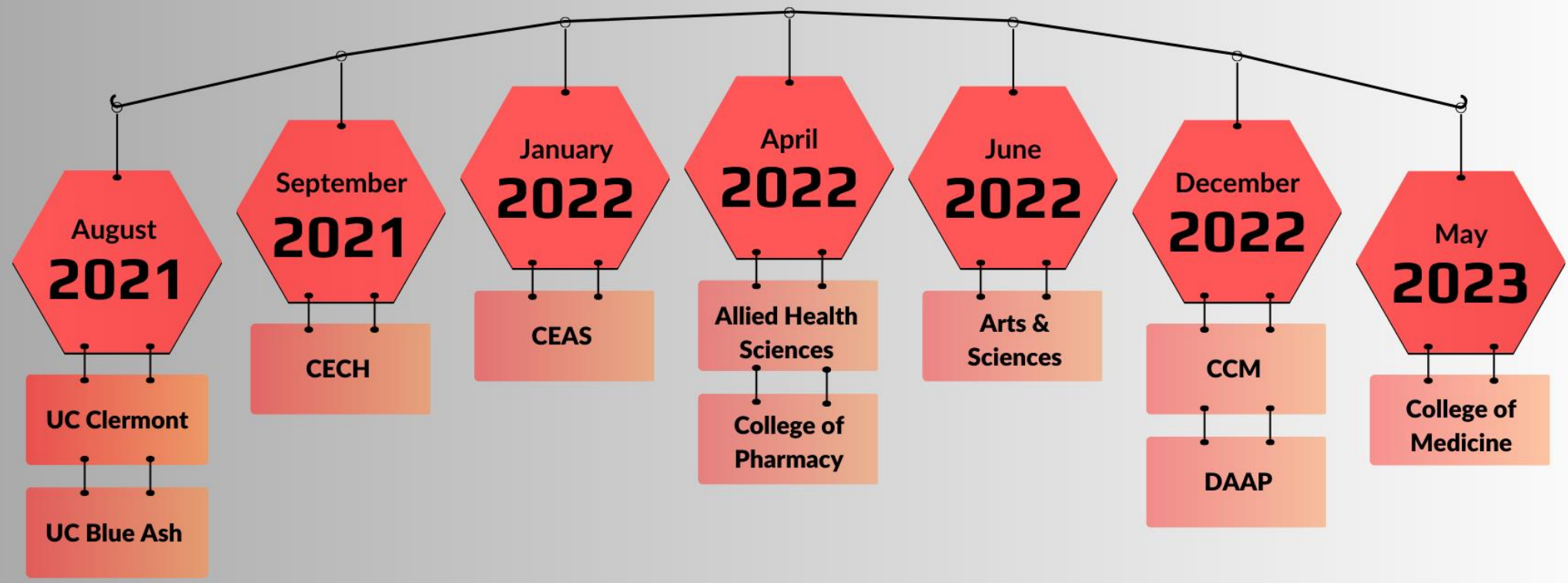
#1 Respect
and Care in all
relationships

#2 Organized
Teamwork

#3 Student-
Centered

#4 Inclusive
programs

UC CAPS Embedded Timeline



CAPS Stepped Care Model

MATCHING INTERVENTION TO NEED



Embedded Clinical Services

Interdisciplinary

Scheduling
differences

Walk ins

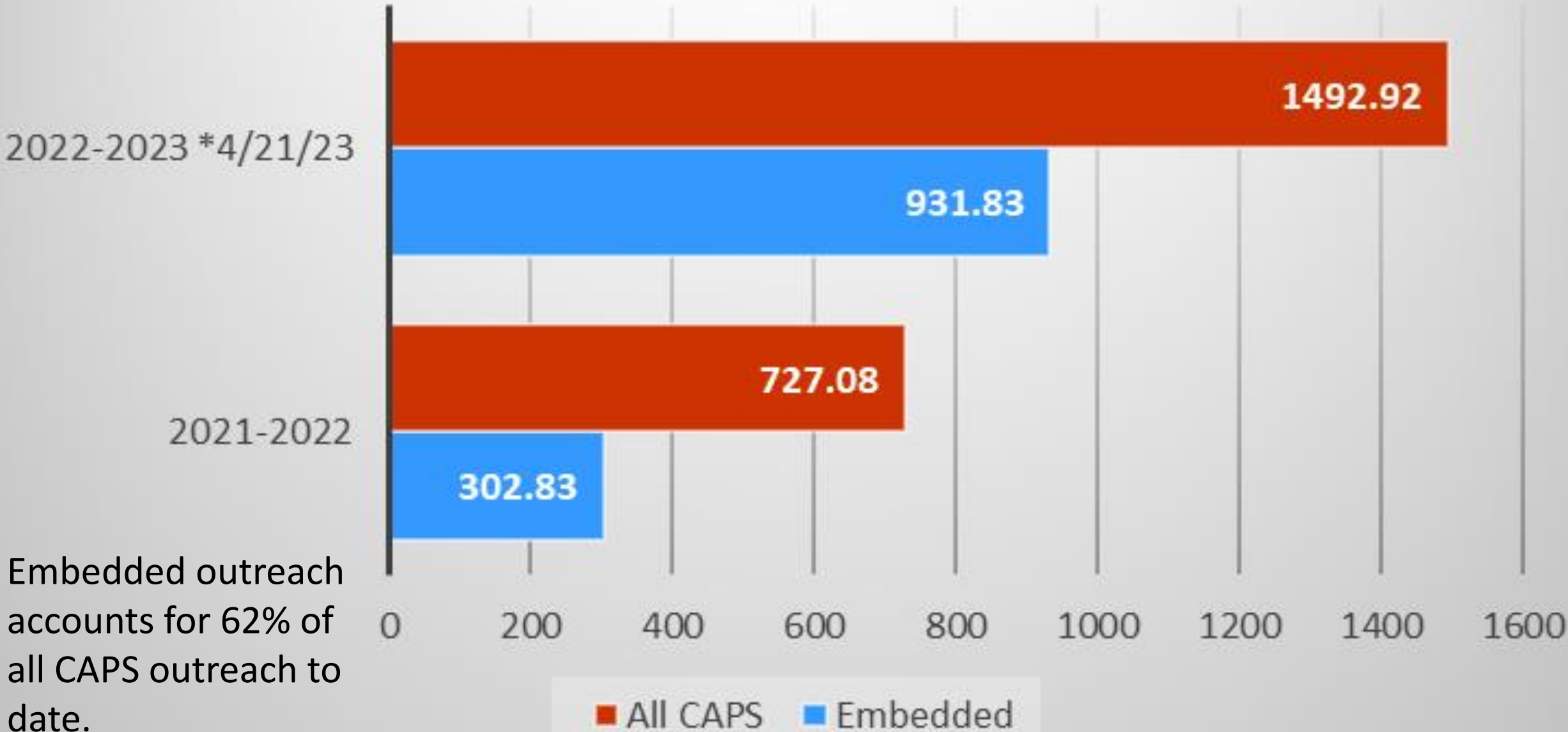
Faculty/Staff
connection

Warm hand offs

Onsite
collaborations

Safety
procedures

Outreach Hours



Embedded outreach accounts for 62% of all CAPS outreach to date.

MENTAL HEALTH MINUTE

MENTAL HEALTH

MID SEMESTER MENTAL HEALTH CHECK IN

As we approach the mid semester mark, it is common for students to experience increased levels of stress and possibly symptoms of anxiety or burnout. As students navigate the stresses of the semester, they may utilize balancing factors in their personal and professional lives that impact their mental health. 64.9% of UC students who participated in the National College Health Assessment in 2020 reported that they had overwhelming anxiety within a 12-month period and 59.8% of participants reported feeling so depressed it was difficult to function.

Common Signs

Below are common signs that could indicate your student is experiencing a mental health challenge:

- Declining performance and preparation
- Changes in attendance (absences, tardiness)
- Multiple requests for extensions
- Avoiding participation or lack of engagement
- Concerning content in assignments/presentations
- Changes in concentration and attention
- Excessively anxious when called upon
- Dominating discussions
- Disruptive behavior
- Exaggerated emotional response
- Changes in hygiene or appearance
- Changes in mood (irritability, presenting as down or flat)
- Confused speech or behavior
- Repeated or significant physical signs of fatigue
- Reports a significant life event (loss of a family member, food insecurity, housing issues)
- Statements about death

On their own, some signs may not indicate a mental health concern. However, a significant change in the student's baseline behavior or presentation or a combination of signs could be an indicator that the student is experiencing a mental health challenge.

Resources

CARE Report:

Faculty and Staff may submit a confidential CARE report regarding students of concern.

- CARE reports are reviewed by the CARE Team. The team will create a support plan for the student of concern.
- Learn more and submit a CARE report here.

UC CAPS at A&S

Gianluca Bruno,
MA, LPCC-S
(He|Him)
Clinical Counselor,
College of Arts & Sciences

CCM

FIRST FRIDAY WELLNESS CHECK-IN

Friday, April 7th 10:00am-12:00 pm
in the Main Atrium

Pathways to Making Meaning

Featured Guest: Sammy

Ask a question, save a life

Question. Persuade. Refer.

Embedded Outreach Services

- College specific presentations:
 - Classrooms
 - Student groups/orgs
 - Department Meetings
 - Advising
 - Student Success
 - Faculty meetings
 - All college meetings

Embedded Outreach Services

- Mental Wellness Events
- College specific Outreach Events
- University Events
- Let's Talk
- Consultations to College Community
- Community Wellness Groups
- Sammy!!





UC CAPS Connection

- CAPS Connection to support Embedded Clinicians:
 - Weekly CAPS Staff meetings, DEI meetings and group clinical supervision
 - "Circle"
 - Continuous connection through Microsoft Teams
 - Embedded clinicians hold CAPS coordinator roles
 - Embedded clinicians may co facilitate groups at CAPS main office
 - Serve on CAPS Committees

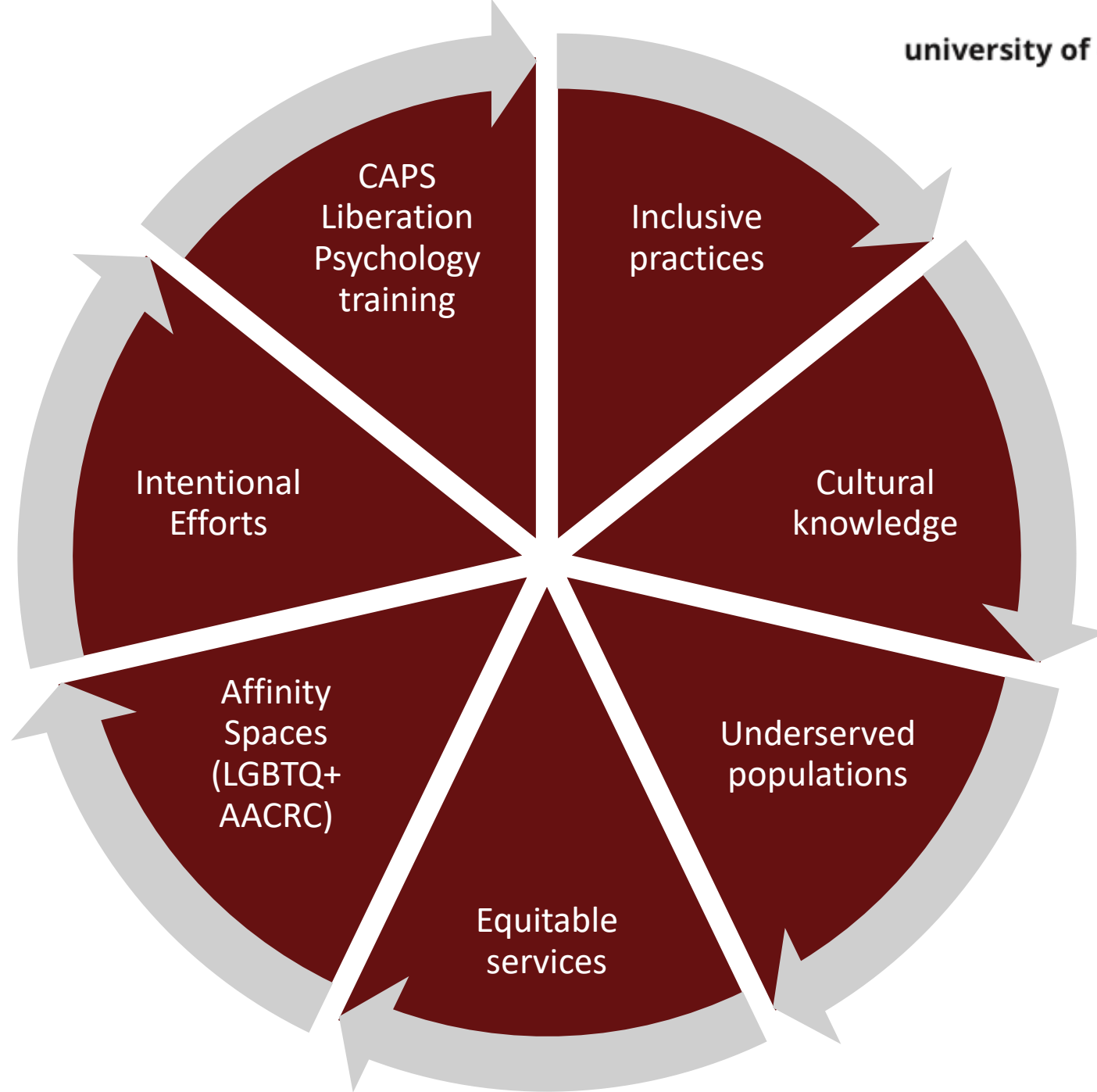


UC CAPS Connection

- CAPS Support for all UC Students:
 - Supports Embedded outreach efforts
 - Provides Crisis Support and case management to students in embedded locations
 - Students may choose to see any CAPS clinician to ensure access and fit



Equity and Inclusion Efforts



UC Clermont (UCC)

- Regional college
- Open Access
- Appalachian background
- First Generation
- Generational Trauma
- Mental Health Access
- Access to UC Main
- Barriers to basic needs



Mindset Shifts

- self-doubt
- imposter syndrome
- fear
- courage



A 2 Part Workshop Series:

- Learn about imposter syndrome and its effects
- Recognize triggers
- Identify and Practice tools for coping

Overcoming Imposter Syndrome

Increase Your Confidence

October 24 and October 31

2 PM - 3:30 PM

[Register Here on Campuslink](#)



UC Clermont (UCC)

"It is so helpful to have someone accessible on campus for our students and meet them where they are. I also like that we have the greater support from CAPS UC."

Thrive

DO MORE THAN SURVIVE THE SEMESTER. SCAN THE CODE TO ACCESS THE CLERMONT THRIVE GUIDE! PICK AND CHOOSE THE CONTENT THAT WILL HELP YOU LIVE YOUR BEST SEMESTER.

- Anxiety
- Stress Management
- Burnout
- Perfectionism



- Relationships
- Communication
- Time Management
- Self Care

Enrollment Key: ClermontThrive

KEEP GOING
KEEP GROWING



"When your life feels black and white, make sure that you dream in COLOR" - anonymous

Take a Mental Health Break! Add your colors and creativity to the poster!

Scan To Learn More about mental health support on campus:




Brought to you by:
Academic Advising
Student Engagement
CAPS

College of Arts & Sciences (A&S)

- Largest number of UC students are enrolled in Arts & Sciences
- Office location and physical logistics
- Collaborative strategies
- Opportunities for growth
- Trends



College of Arts & Sciences (A&S)

HEALTHY HEADSPACE

Student Wellness Group



Learn and discuss how to manage stress, regulate emotions, practice self-compassion. Students will practice techniques in session.

**Every Tuesday
5 - 6:30 pm**

2510C French Hall
(behind the reception desk)

Open group.
No cost. Laid back, safe environment.
Sharing is optional.
No pressure.

Mental Health Mini Series



Gianluca Bruno
LPCC-S

Topics:

- March 31st** | Stress Management | 1-3pm

There are different types of stress. There is healthy stress and problematic stress! It's important to learn how to manage both. Join us to learn more tips and skills French Hall West conference room 2510C (behind the front desk)
- April 4th** | Setting Boundaries | 1-3pm


Boundaries are a healthy and necessary way to keep us safe, happy, and protected. The hard part is defining boundaries and keeping them! Learn how with Gianluca. Join us in French Hall West conference room 2510C (behind the front desk!)
- April 5th** | Navigating Grief and Loss | 1-3pm

Learning to live without a loved one is hard. It can bring feelings of hopelessness, despair and it can be just plain overwhelming. You don't have to do it alone! Join Gianluca in French Hall West conference room 2151/55 to discuss grief and loss.

Sponsored By:




A&S CARES KICKBACK



JAN 17
FRENCH HALL WEST

DROP IN
1-4 PM

FREE DRINKS
SNACKS
ACTIVITIES



Come meet all the people in A&S who care about your success, including our new Embedded CAPS Counselor, **Gianluca Bruno**.

University of
CINCINNATI
ARTS AND SCIENCES

College-Conservatory of Music (CCM) College of Design, Architecture, Art, and Planning (DAAP)

- Dual college responsibilities: Two offices and Two locations
- Similar student bodies
- Successes: The Actually Show UP!
- Strategies: Curiosity Builds Relationships
- Opportunities for growth: More Visibility



DAAP and CCM Unanimously Desired Someone:

- Accessible
- Curious
- Willing to Learn About the Culture
- Flexible
- Warm
- Relatable
- Made the Students Feel Safe
- Would bridge the gap to CAPS.

"Dalziel has been a great fit. She is warm, approachable and caring."

**"We want her to ourselves for 5 days."
(CCM and DAAP Liaisons)**

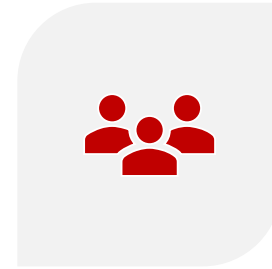
Program Evaluation



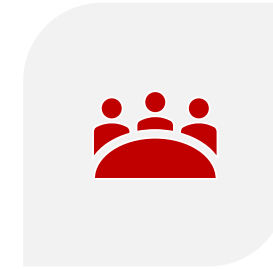
STUDENT CLINICAL SERVICES SURVEY



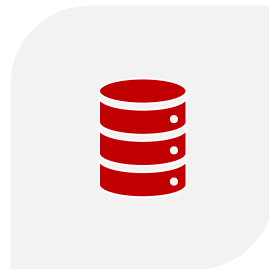
OUTREACH SURVEYS



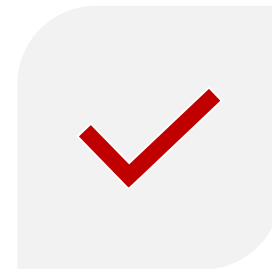
EMBEDDED FACULTY AND STAFF SURVEY



CAPS LEADERSHIPS AND EMBEDDED LIAISON MEETINGS



UTILIZATION DATA

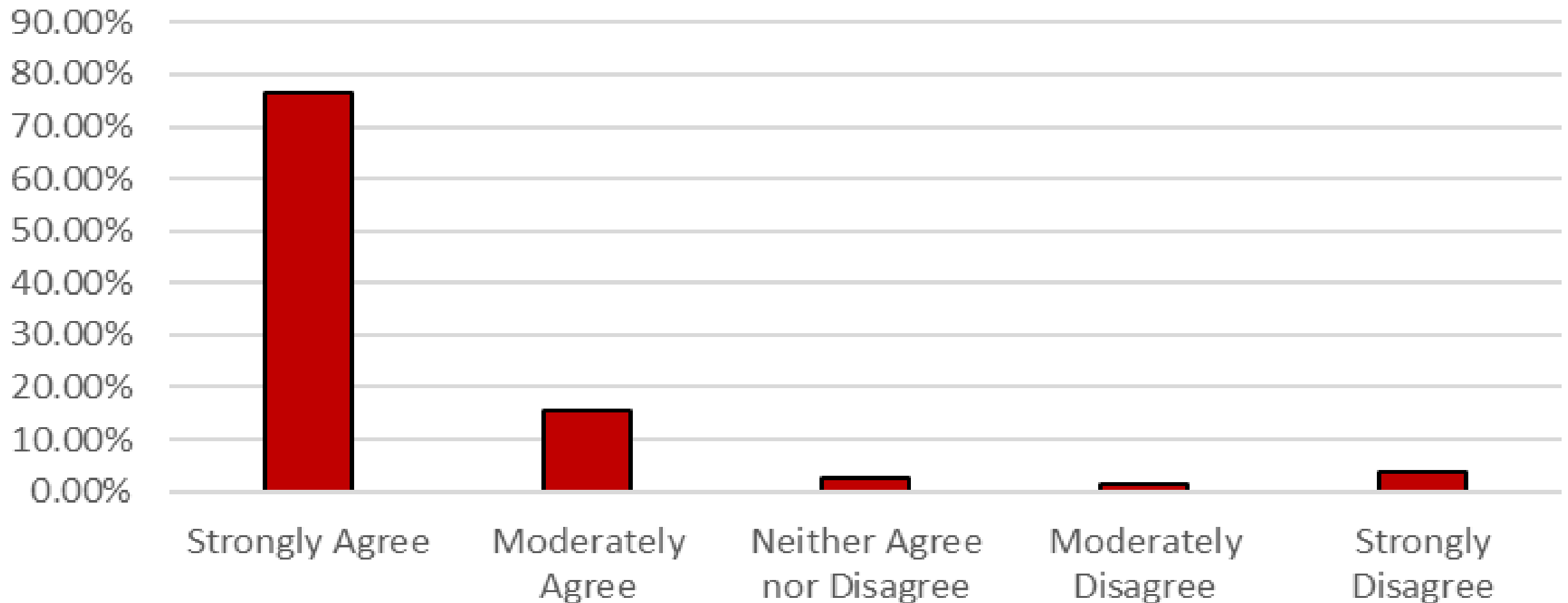


EMBEDDED CLINICIAN FEEDBACK

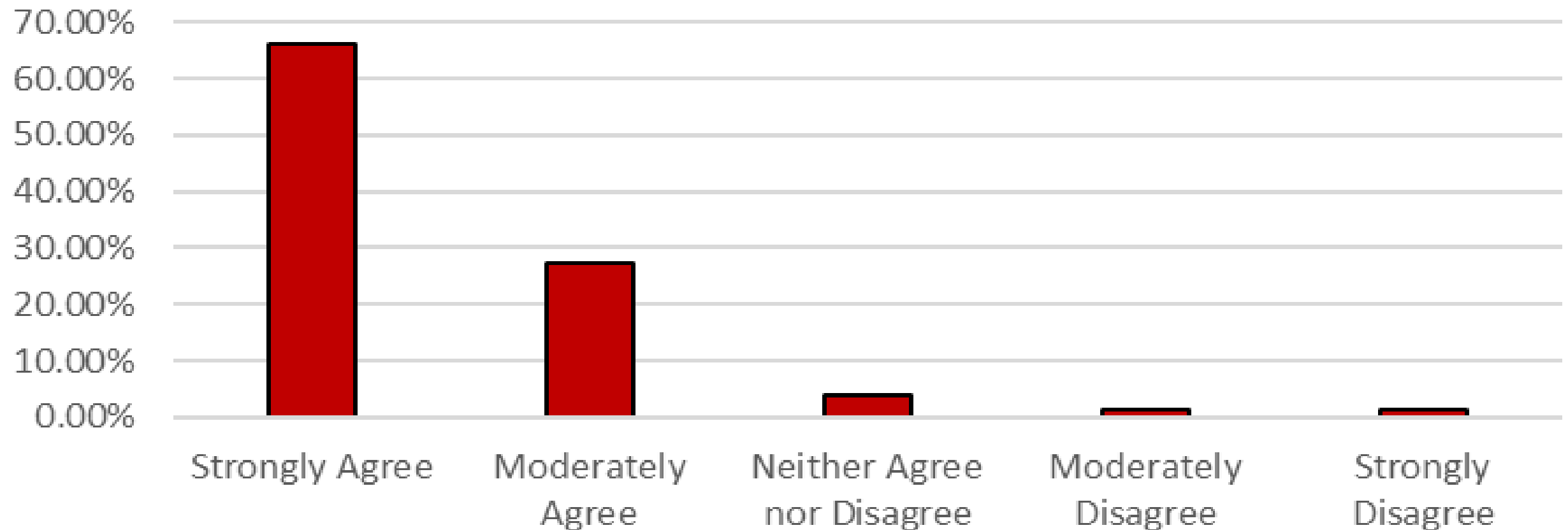
Clinical Services Utilization by Fiscal Year



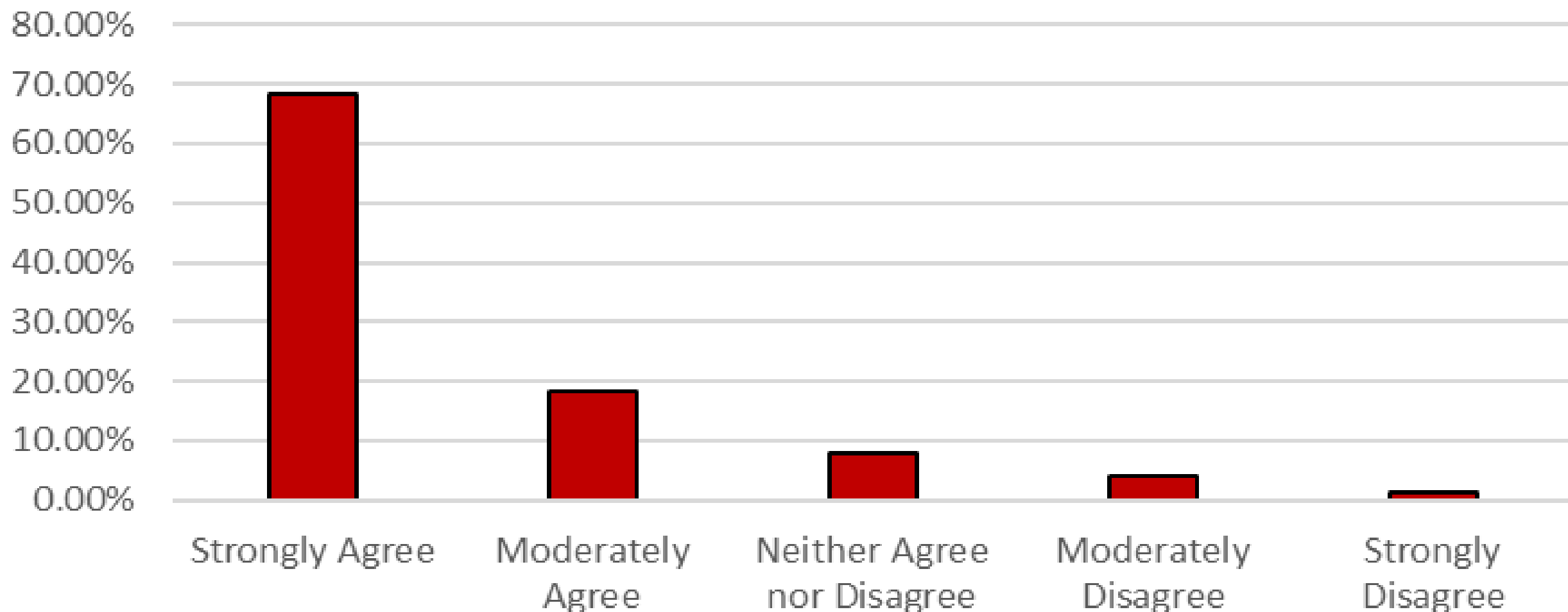
Having a CAPS Embedded Counselor at my college has decreased barriers to access mental health care for my students.



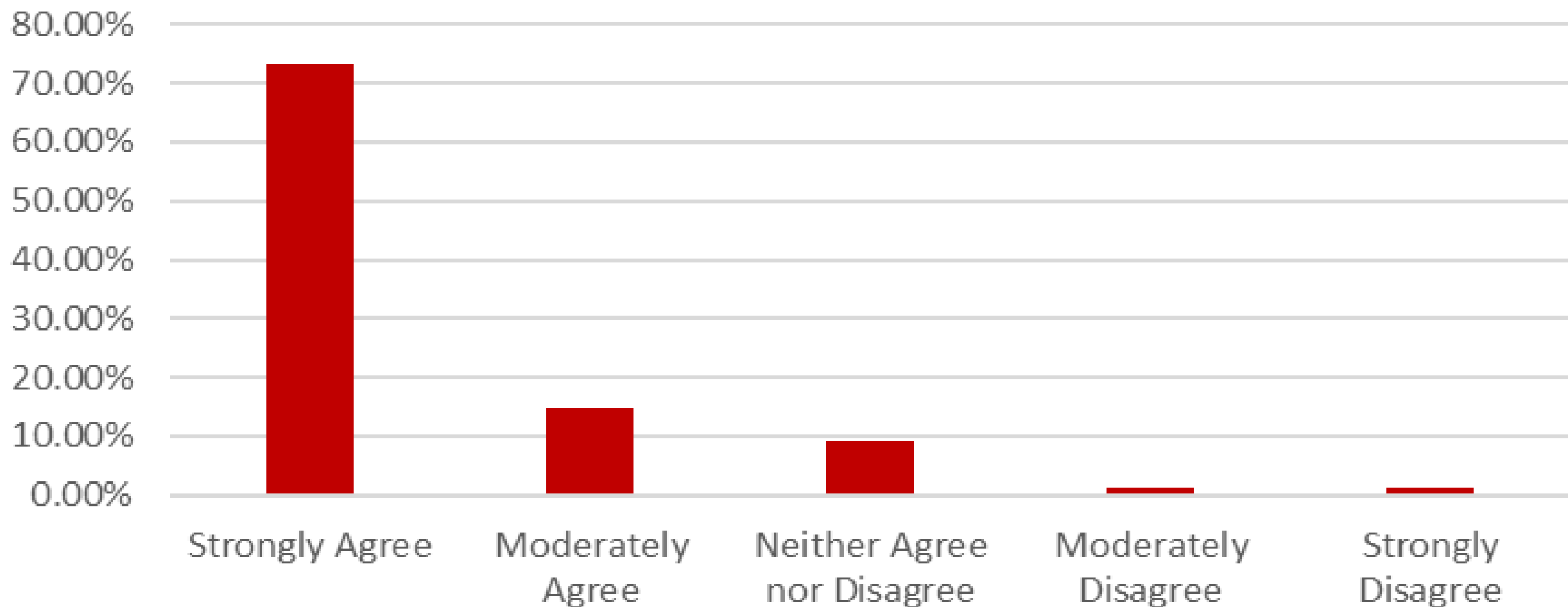
By having a Counseling and Psychological Services (CAPS) Embedded Counselor at my campus, I feel prepared to support the mental health needs of the students in my community.



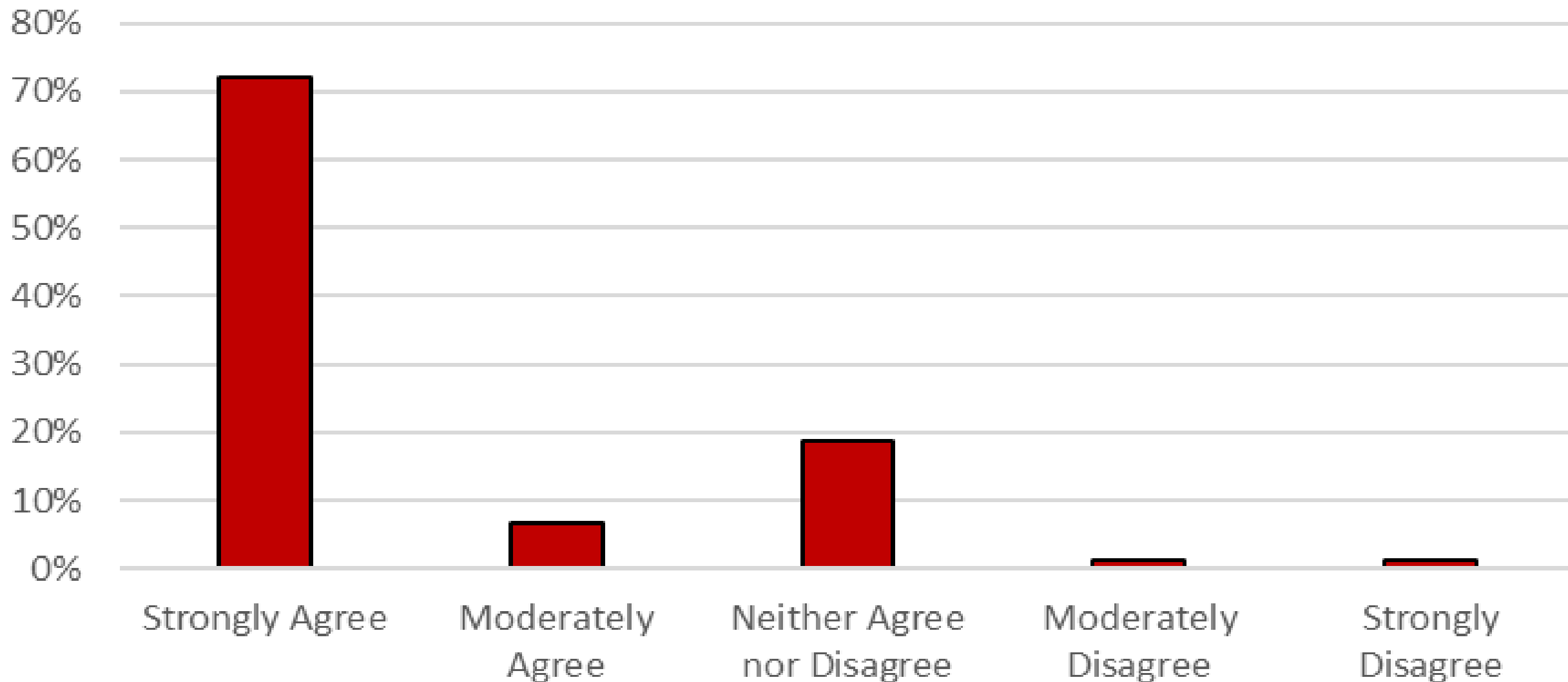
By having a CAPS Embedded Counselor at my college, I have increased knowledge of available mental health resources.



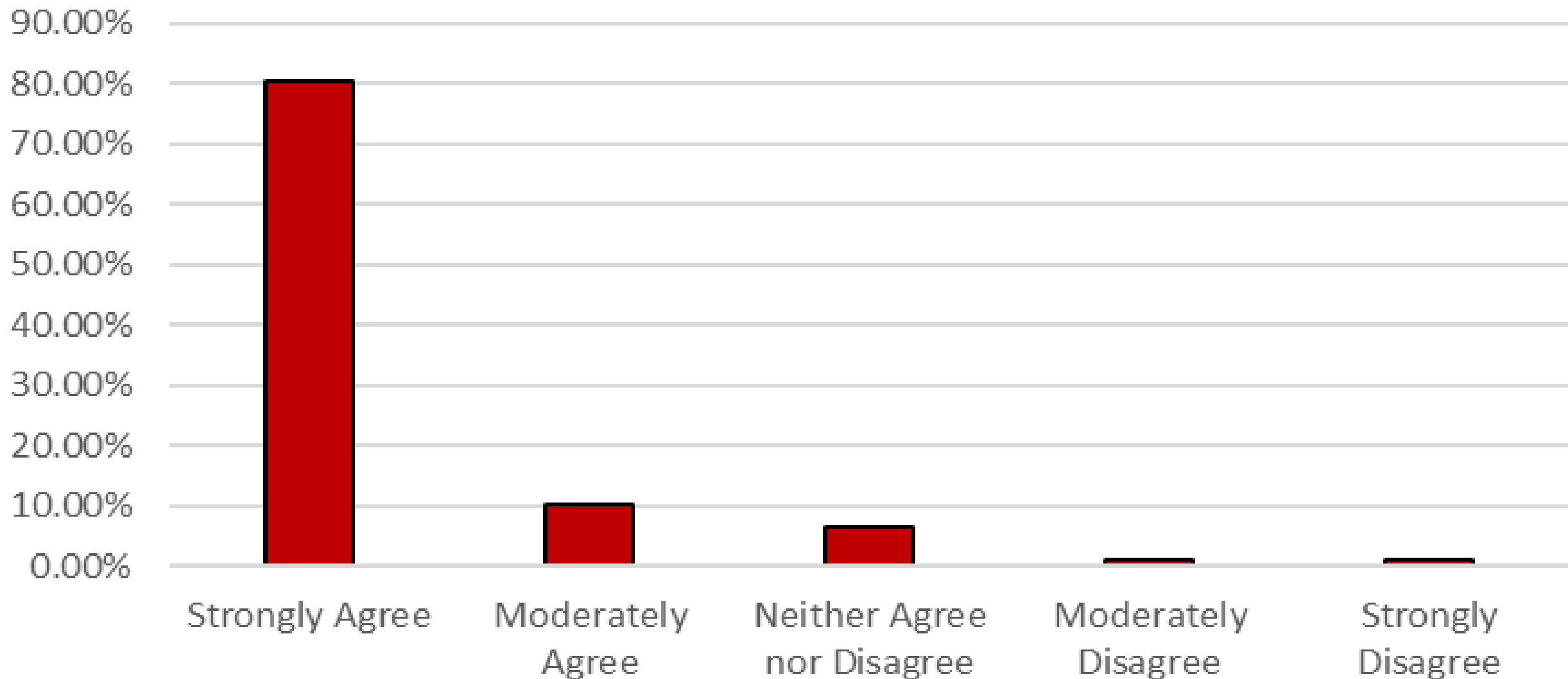
The CAPS Embedded Counselor is aware of unique stressors or nuances of the students in my college.



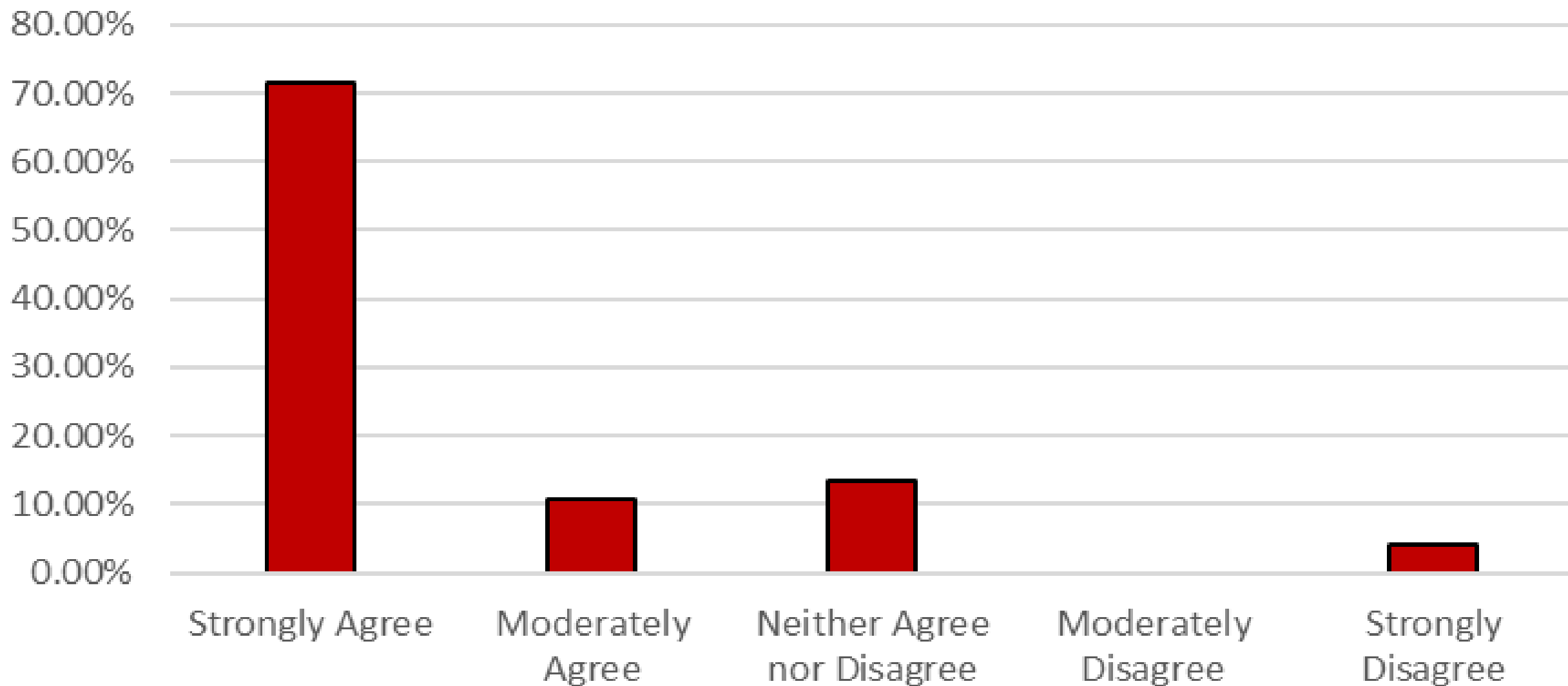
The CAPS Embedded Counselor is inclusive and supportive of my identities and positionalities.



I have felt supported by the CAPS Embedded Counselor at my college.



The office location of the CAPS Embedded Counselor is accessible.



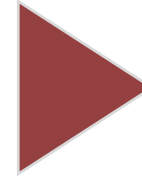
Innovations and Highlights



Counseling and wellness groups in embedded locations.



Tailored presentations and outreach events based on feedback from site.



Video services presentations for broader dissemination of CAPS information.



Collaboration with college marketing and social media teams.



Site specific in person and virtual Let's Talk to increase access.



Members of college specific groups and committees.



Outreach to online students.



Collaboration on college specific protocols and procedures.

What We've Learned

- **Failed Searches** – not every search will go according to plan and some College had unrealistic and prescribed credentials in mind
- **Shifts in Staffing** – one College felt that the clinician was “not a good fit” which created issues of bias and inequity within the community
- **Space Concerns** – not every College was prepared and able to launch services with appropriate space and had to adjust
- **Onboarding** – each College had different expectations and had to balance these with the needs of CAPS

Looking Ahead

Exploring other college settings

Continued DEI work

Improved data collection and program evaluation

Culture shifts/Community of Care across University

Action Plan

- Small Group Discussion & Brainstorming

[EP Action Plan.pdf](#)

EMBEDDED PROGRAM ACTION PLAN

GOAL	PURPOSE	BENEFITS
POTENTIAL STAKEHOLDERS	FUNDING OPPORTUNITIES	
POTENTIAL BARRIERS	RESOURCES NEEDED	
BIG STEPS	LITTLE STEPS	
○ _____	○ _____	
○ _____	○ _____	
○ _____	○ _____	
○ _____	○ _____	
NOTES		

Any

Questions

Thank you!

Gianluca Bruno, MA, LPCC-S

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