
“Stress Management and Avoiding Academic Burn-out”

Early Career Development Council (ECDC)
Fall 2021 Quarterly Meeting Agenda

12:00 PM Welcome & Introduction (5 min)

2021 Early Career Development Council (ECDC) Members:

Priya Bui, DO, Associate Professor, Pediatrics and Women's Health, TCOM
Kathleen Borgmann, PhD, Assistant Professor, Microbiology, Immunology, and Genetics
Shane Fernando, PhD, Assistant Professor, Pediatrics and Women's Health, TCOM
Malinda Hansen, DO, Assistant Professor, Family Medicine and OMM, TCOM
Bryn Lindley, PharmD, Assistant Professor, Pharmacotherapy/HSCCP
Justin Lunningham, PhD, Assistant Professor, Biostatistics and Epidemiology, SPH
Scott Maddux, PhD, Assistant Professor, Physiology & Anatomy/GSBS
Kenya Samuels, PA-C, Assistant Professor, Physician Assistant Studies/SHP
Tara Tovar, PhD, Research Assistant Professor, Pharmacology and Neuroscience, GSBS
Erika Thompson, PhD, Assistant Professor, Health Behavior & Health Systems/SPH

2021 ECDC Facilitators:

Rita Patterson, Ph.D., Professor, OMM/Family Medicine; Associate Dean of Research, TCOM

12:05 PM “Stress Management and Boundary Setting” (25 min)

- Dalenesia Kendrick & Shannon Belden, Center for Academic Performance

12:30 PM “HSC Resources to Support You and Your Students” (25 min)

- Andrew Arvay & Jeremy Joseph, Office of Care and Civility

12:55 PM Wrap-up (5 min)

Next General Meeting: TBD

If you have specific questions you'd like addressed at your school-specific breakout, please send them via email to earlycareer@unthsc.edu or to your school/college ECDC representative so we can make sure those topics are covered!

Fall 2021 ECDC Quarterly Meeting – “Stress Management and Avoiding Academic Burn-out”





Stress Management & Boundary Setting

By the Center for Academic Performance

Agenda

- **Recognizing Burnout**
- **Self-Care**
- **Setting Boundaries**

12 stages of



- 1 EXCESSIVE AMBITION**
Compulsion to prove oneself



- 2 WORKING HARDER**
Working longer hours, an inability to switch off or step away from your to-do-list.



- 3 NEGLECTING NEEDS**
Neglecting self-care like eating, exercising, and sleeping.



- 4 DISPLACEMENT OF CONFLICTS**
Displacing your own problems; we may feel threatened, panicky, and jittery.



- 5 NO TIME FOR NON-WORK ACTIVITIES**
Work is the only focus; values are skewed, friends and family dismissed, hobbies seen as irrelevant.



- 6 DENIAL**
Denial of emerging problems and blame others.



- 7 WITHDRAWAL**
Withdrawing from social life and interaction with loved ones.



- 8 BEHAVIORAL AND PSYCHOLOGICAL CHANGES**
Memory loss, heightened sensitivity, inability to concentrate.



- 9 DEPERSONALIZATION**
Loss of contact with self and own needs - seeing neither self nor others as valuable.



- 10 EMPTINESS & ADDICTIVE BEHAVIOR**
Feeling empty inside and to overcome this engaging in addictive behavior like overeating or drugs.



- 11 DEPRESSION**
Increasing feeling of meaninglessness and lack of interest.



- 12 COMPLETE BURNOUT**
Mental or physical exhaustion that can be life-threatening

Wellness Wheel

The **wellness wheel** illustrates a **wellness** model with eight dimensions: social, physical, emotional, occupational, spiritual, intellectual, environmental, and financial. When you lose balance within or between dimensions of the **wheel**, your sense of **well-being** decreases and you can experience distress.



Defining Self-Care

Self-Care describes a conscious act one takes in order to promote their own physical, mental, and emotional health.



Self-Care Means...

- Knowing who you are and your limits.
- Getting the sleep you need and knowing how to rest.
- Making sure that you're well fed.
- Finding a way to decompress *throughout* your day.
- Giving some thought to changing a difficult work situation.
- Taking time to get to know *you* better.
- Identifying what you enjoy doing and what's fun for you and make a serious effort to integrate it into your day
- Knowing how to decompress after a day's work.
- Feeding your spiritual self.

Video: Marconi Union, “Weightless”



Meditation



https://liveanddare.com/benefits-of-meditation/#Benefits_of_Meditation_Infographic

BREATHE

Setting Boundaries

- Setting boundaries is important to protecting your priorities and accomplishing your goals.



Why set boundaries?

- Ensure all relationships are mutually respectful and supportive.
- Provide clear expectations
- Impact our capacity in class, at work and at home.
- Prevent overcommitting and therefore letting others and yourself down.
- Ensure you provide time for all things/people that are important to you.



Step 1: Identify your boundaries

- **Make self care and balance a priority**
- **Recognize and tune into your feelings**
 - Does this make me feel uncomfortable? Drained? Overwhelmed? Resentful? Fearful? Pressured?
 - Do I have the time or energy to do this AND take care of myself?
 - Is this important to my goals or somebody else's goals?
 - Am I doing this because I want to or I think I would disappoint someone if I didn't?
 - Is this how I want to be treated? Is this how I would treat someone else?

Step 1: Identify your boundaries

- **Recognize how a boundary has been crossed**
 - EXAMPLE: A friend who always asks to borrow money, but never pays you back.
 - EXAMPLE: A family member who asks for favors and expects them to be done immediately.
- **Start small**
 - EXAMPLE: If you can't find the courage to turn down a meeting – set a boundary about how long you can stay.
 - EXAMPLE: If you feel bad refusing to volunteer at an event – be specific about exactly what you are willing to help with.

Step 2: Seek Support

- Discuss your fears about setting boundaries with someone you trust.
- Practice communicating your boundaries with a friend, who is not involved.
- Ask someone to help keep you accountable in setting your boundaries.
- Use your support system if you feel guilty for setting the boundary or experience any negative backlash.



Step 3: Clearly Communicate

- **Don't assume people can read your mind.**
- **Be specific and direct.**
- **Use "I" statements.**
 - EXAMPLE: "I love you and the kids and want to help you when I come home, but I need 20 minutes to decompress from my stressful day at work first." **VS** "You need to give me 20 minutes when I get home".
- **Avoid: hinting, nagging, absolute language (always, never), apologizing for the boundary you are setting.**
- **Communicate potential consequences**
 - NOTE: consequences should never be manipulative! – EXAMPLE: "If you don't come home by 6 p.m. everyday, I am never cooking for you again!"

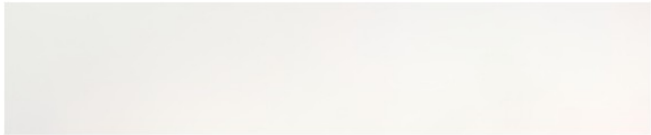
Step 3: Clearly Communicate

- Make sure both parties are capable of having clear communication.
- Be calm and courteous.
- Confident body language.
- Sandwich method (compliment, criticism, compliment).



Step 4: Enforce your boundaries

- **Give others the chance to meet your expectations.**
 - People are adaptive and resilient – they can handle “no” as an answer!
- **Be consistent.**
- **Follow through on consequences.**



**YOU BEST TEACH OTHERS
ABOUT HEALTHY
BOUNDARIES BY
ENFORCING YOURS**

BRYANT H MCGILL

PICTUREQUOTES.COM



PICTUREQUOTES

Step 5: Evaluate

- Are your boundaries too soft? Too strict?
- Do you need to be more considerate of the other person's or group's limitations/boundaries?
- Can you compromise without sacrificing your well-being?







THE UNIVERSITY *of* NORTH TEXAS
HEALTH SCIENCE CENTER *at* FORT WORTH



HSC Resources to Support You and Your Students

Early Career Development Council Workshop

10.21.21

About Me

- **Andrew Arvay, M.S.** (he/him/his)
- Director of the Office of Care and Civility (OCC)
- Oversee all programming and functions of the office
- Like the rest of my team, passion for student wellness



In this presentation:

- Learn about the Office of Care and Civility
- Learn about supportive resources for students
- Learn about the fitness center and programming
- A time for questions!

The Division of Student and Academic Affairs also includes:

- CAP (Center for Academic Performance)
- Career Readiness Center
- International Services
- Office of Disability Access
- Student Development
- Other offices designed to support students!

Office of Care and Civility



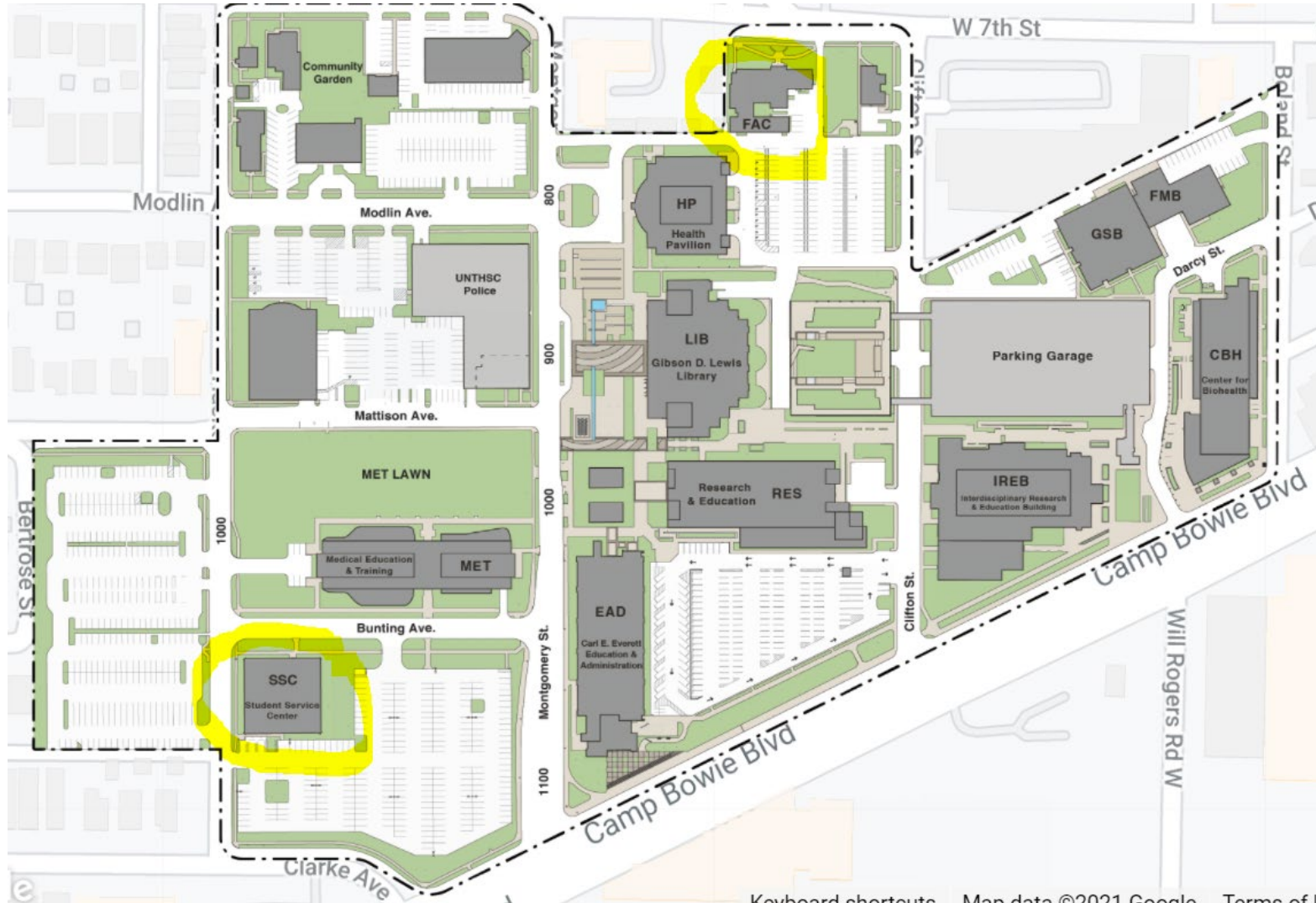
We care about our students' well-being, not only academically, but emotionally and physically. Because of our commitment, we provide services across campus that respond to our students' unique health and wellness needs.

- Care Team
- Oversight and implementation of Student Code of Conduct and Discipline
- Fitness Center
- Be|Well - HSC Quality Enhancement Plan (QEP)
- Wellness Programming
- Partnership with MySSP for FREE 24/7 Counseling Services
- Student Emergency Fund
- Food Pantries
- National College Health Assessment
- Pathways Program

Office of Care and Civility

Where is the OCC?

- Several places!
- Student Services Center
2nd floor
- Founders Activity Center
(FAC, Fitness Center)
- Virtual!



- What does the Care Team do?
 - Get to know the student and the challenges they are facing
 - Discuss applicable resources (CAP, Office of Disability Access, MySSP, Leave of Absence, academic program, etc.)
 - Discuss how to access those resources
 - Create a path forward.
 - Follow Up!
- How do referrals work?
 - Care Team welcomes referrals from any concerned member of our community. Self referrals, referrals for a friend, faculty referrals are all common.

www.unthsc.edu/personofconcern | 817-735-2740

Care Team



- How to refer:
unthsc.edu/personofconcern
- The form walks you through!



Person of Concern Reporting Form

If you need to report an emergency, do not use this form. Instead, call the HSC Police Department at (817) 735-2600, or dial 911 if you are off campus.

You can also make an anonymous report via the Trust Line at (844) 692-6025 or www.unthsc.ethicspoint.com. Reports can also be submitted directly to the Compliance Office at 817-735-5131.

Please provide detailed information regarding the incident you are reporting.

Reporting Options:

- **General Incident report** for concerns or actions that are experienced or observed and present a danger to an individual or the Health Science Center community.
- **Care Team Referral report** for concerns or actions that are experienced or observed and are worrisome but do not present an immediate danger to self or others.
- **Academic Integrity report** for incidents involving academic dishonesty violations of the Health Science Center Student Code of Conduct & Discipline.
- **Student Conduct Concern report** for incidents involving behavioral violations of the Health Science Center Student Code of Conduct & Discipline.
- **Public Safety report** for reports being submitted by or for the HSC Police Department.
- **Sexual Assault and Sexual Misconduct report** for incidents involving concerns regarding sexual assault, dating violence, domestic violence, stalking, and sexual harassment.

Once a report has been received, the Division of Student and Academic Affairs or Human Resources will meet with the person(s) to address the reported concern or alleged misconduct. Please know that you and any witnesses you identify in the report may be contacted by the Office of Student Affairs staff for further information. Actions taken as a result of this report and with regard to reports of alleged Student Code of Conduct & Discipline violations may be protected by the federal privacy law FERPA (Family Education Rights and Privacy Act), and therefore, become confidential information and may not be shared with you without the direct written consent of the student(s) involved.

If you have any questions regarding filing a Person of Concern Report, please contact the Office of Student Affairs at (817) 735-2505.

Care Team



- How to refer:
unthsc.edu/personofconcern
- The form walks you through!
 - Basic Information

Background Information

If you wish to make an anonymous report of concerning or worrisome behavior, the report will be evaluated to determine what follow-up (if any) is necessary to address the concerns. Please consider providing your name and contact information to allow us to call or email if we have additional questions regarding your report.

[Enable additional features by logging in.](#)

Your full name:

Your title/role:

Your phone number:

Your email address:

Nature of this report (Required):

Urgency of this report (Required):

Date of incident (Required):



Time of incident:

Location of incident (Required):

Specific location:

Care Team

- How to refer:
unthsc.edu/personofconcern
- The form walks you through!
 - Basic Information
 - Who are you concerned about?

Involved Parties

Please list the individuals involved (excluding yourself) beginning with the person you are concerned about, followed by others who may have more information or who may have been involved, including as many of the listed fields as you can provide.

Student Name (or organization if applicable)

ID Number (e.g. 108123456)

Phone number

Email address

Add another party

Care Team



- How to refer:
unthsc.edu/personofconcern
- The form walks you through!
 - Basic Information
 - Who are you concerned about?
 - Checkboxes to help us understand the concern

Tell Us About Your Concerns

Below are categories that correspond to the Care Team and the Student Code of Conduct & Discipline. Please indicate the relevant sections that pertain to this incident report.

Please select the appropriate program(s) the person of concern is enrolled in or employed by.

- | | | |
|---------------------------------------|--------------------------------|---|
| <input type="checkbox"/> GSBS-Med Sci | <input type="checkbox"/> PT | <input type="checkbox"/> TCOM |
| <input type="checkbox"/> GSBS-Trad | <input type="checkbox"/> Pharm | <input type="checkbox"/> Lifestyle Health |
| <input type="checkbox"/> PA | <input type="checkbox"/> SPH | <input type="checkbox"/> Faculty or Staff |

Care Team concerns: Please check any behaviors below that have led you to be concerned about the individual involved. You can use the narrative box below to provide details and descriptions.

- | | | |
|--|---|---|
| <input type="checkbox"/> Depressed/Persistent sadness/Unexplained crying | <input type="checkbox"/> Extreme mood swings | <input type="checkbox"/> Obsessively suspicious/paranoid |
| <input type="checkbox"/> Difficulty dealing with an event (family death, etc.) | <input type="checkbox"/> Financial concerns | <input type="checkbox"/> Physical health concern |
| <input type="checkbox"/> Disruptive classroom behavior | <input type="checkbox"/> General concern for a student | <input type="checkbox"/> Relationship concerns |
| <input type="checkbox"/> Disturbed eating behaviors | <input type="checkbox"/> Homelessness | <input type="checkbox"/> Self-harm (ideation or attempt) |
| <input type="checkbox"/> Disturbing written materials or class discussion | <input type="checkbox"/> Inappropriate or concerning behavior | <input type="checkbox"/> Significant change in appearance or behavior |
| <input type="checkbox"/> Drug/Alcohol use | <input type="checkbox"/> Inappropriate display of anger/negative emotions | <input type="checkbox"/> Threat to others |
| <input type="checkbox"/> Excessive anxiety | <input type="checkbox"/> Missing student (after multiple attempts to contact) | |

Student Code of Conduct concerns (Including Academic Dishonesty): Please select any behaviors below that pertain to this incident report. You can use the narrative box below to provide details and descriptions.

- | | | |
|---|---|--|
| <input type="checkbox"/> Academic dishonesty | <input type="checkbox"/> Conduct affecting intellectual property | <input type="checkbox"/> Other non-professional behavior |
| <input type="checkbox"/> Failing to follow reasonable directives | <input type="checkbox"/> Conduct affecting campus resources or technology | |
| <input type="checkbox"/> Physical or verbal abuse, threats, intimidation, harassment, or coercion | <input type="checkbox"/> Violations of international, federal, state, or local laws | |

Sexual Assault and Sexual Misconduct concerns: Please select any of the concerns below that pertain to this incident report. You can use the narrative box below to provide details and descriptions.

- | | | |
|--|--|--|
| <input type="checkbox"/> Sexual assault | <input type="checkbox"/> Domestic violence | <input type="checkbox"/> Sexual harassment |
| <input type="checkbox"/> Dating violence | <input type="checkbox"/> Stalking | |

Care Team



- How to refer:
unthsc.edu/personofconcern
- The form walks you through!
 1. Basic Information
 2. Who are you concerned about?
 3. Checkboxes to help us understand the concern
 4. Narrative and file upload

Please describe the behaviors that have prompted you to share your concerns. Please use specific, concise, and objective language and include as much detail as possible.

A large, empty rectangular text box with a thin gray border, intended for the user to provide a detailed narrative of the concerns.

Supporting Documentation

Photos, video, email, and other supporting documents may be attached below. 5GB maximum total size.

Attachments require time to upload, so please be patient after submitting this form.

Choose files to upload

Choose Files

☒ Email me a copy of this report

Submit report

Resources to Know

Mental Health Resources

- **MySSP through LifeWorks**
 - 24/7 counseling via text chat or phone
 - Short-term counseling by appointment
 - FREE for all HSC students
 - Mental health resources!
- **Student Health Clinic**
 - Psychiatry services available
 - Services are generally free if student has student health insurance
- **Need a counseling resource in the community?**
 - A Care Team member can assist with identifying applicable resources

Non-Counseling Student Assistance Resources

- Student Emergency Fund
 - Emergency financial assistance to students who are having temporary financial hardships due to unforeseen or uncontrollable circumstances
- Student Food Pantry
 - Student Services Center Room 232, available Monday-Friday 8a-5p
 - Fresh Produce from Community Garden harvests
- Student Conduct
- Pathways Program
 - Decision making and professionalism guidance in a reflection and coaching environment

Fitness Center and Programming



- **Fitness Center**
 - Memberships are covered through student fees – no need to purchase
 - Memberships can be purchased for community members
 - Group Exercise Classes free with membership
 - Workout of the Day posted to Facebook (UNTHSC Fitness Center) 3x/week
 - Equipment orientations available on request
- **Programming**
 - Trainings and information regarding QPR, Emotional Intelligence, Sexual Health, Healthy Relationships, Drug and Alcohol Safety, Sleep, Stress Management
 - Request a Presentation from our website

Resources for Staff

- EAP – ComPsych GuidanceResources
 - 855.784.1806
 - Guidanceresources.com
 - App:GuidanceNow
 - Web ID: UNTS
- No-Cost Services:
 - Confidential Emotional Support
 - Work-Life Solutions
 - Legal Guidance
 - Financial Resources
 - Online Support

- Confidential Emotional Support
 - Anxiety, Depression, Grief, Relationships
 - Confidential, only shared in cases of potential harm to self/others
 - 24/7 access
 - Free
 - Available to members of your household

- **Work-Life Solutions**

- Get help with parenting – child care, camps, adoption information
- Elder Care – learn about home health care, community services
- Living – get help with moving, finding an apartment, choosing a realtor
- Major projects: find resources/experts for weddings, home improvement, vacation planning

“You’ll be connected to a GuidanceConsultant who will talk with you about your specific needs. Our work-life specialists will research your question and, in just a few business days, send you a complete packet of practical information, including prescreened referrals (as appropriate).”

- **Legal Benefits:**
 - A Guidance Consultant will schedule a phone appointment with a ComPsych staff attorney.
 - If you need representation, your benefit includes a free 30-minute consultation with a local network attorney and a 25% reduction in the attorney's customary legal fees thereafter.
 - Employment-related issues are excluded.
- **Financial Resources:**
 - Financial challenges, debt management, tax questions, estate planning, mortgages, retirement planning, etc.
 - Certified Public Accountants (CPAs) and Certified Financial Planners (CFPs) are available and are in house, not associated with a financial institution

- Online Support
 - GuidanceResources Online
 - Guidanceresources.com
 - App: GuidanceNow
 - Web ID: UNTS
 - Articles, podcasts, videos, etc.
 - More reliable information than a Google search

Please ask questions!!

