Mental Health on College Campuses: Are we in a period of crisis or a time of transformation?

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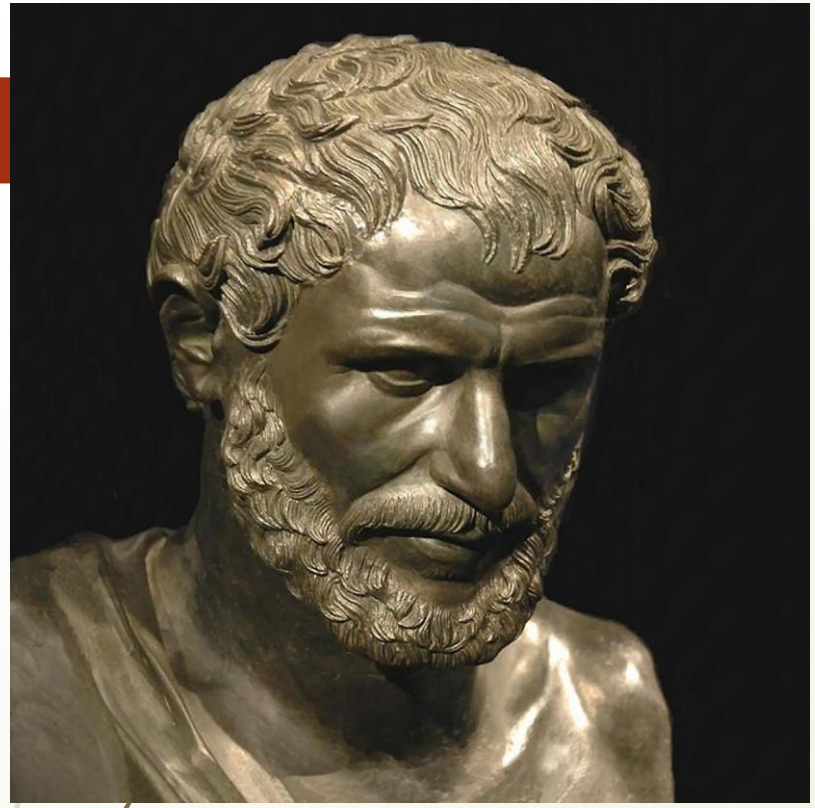
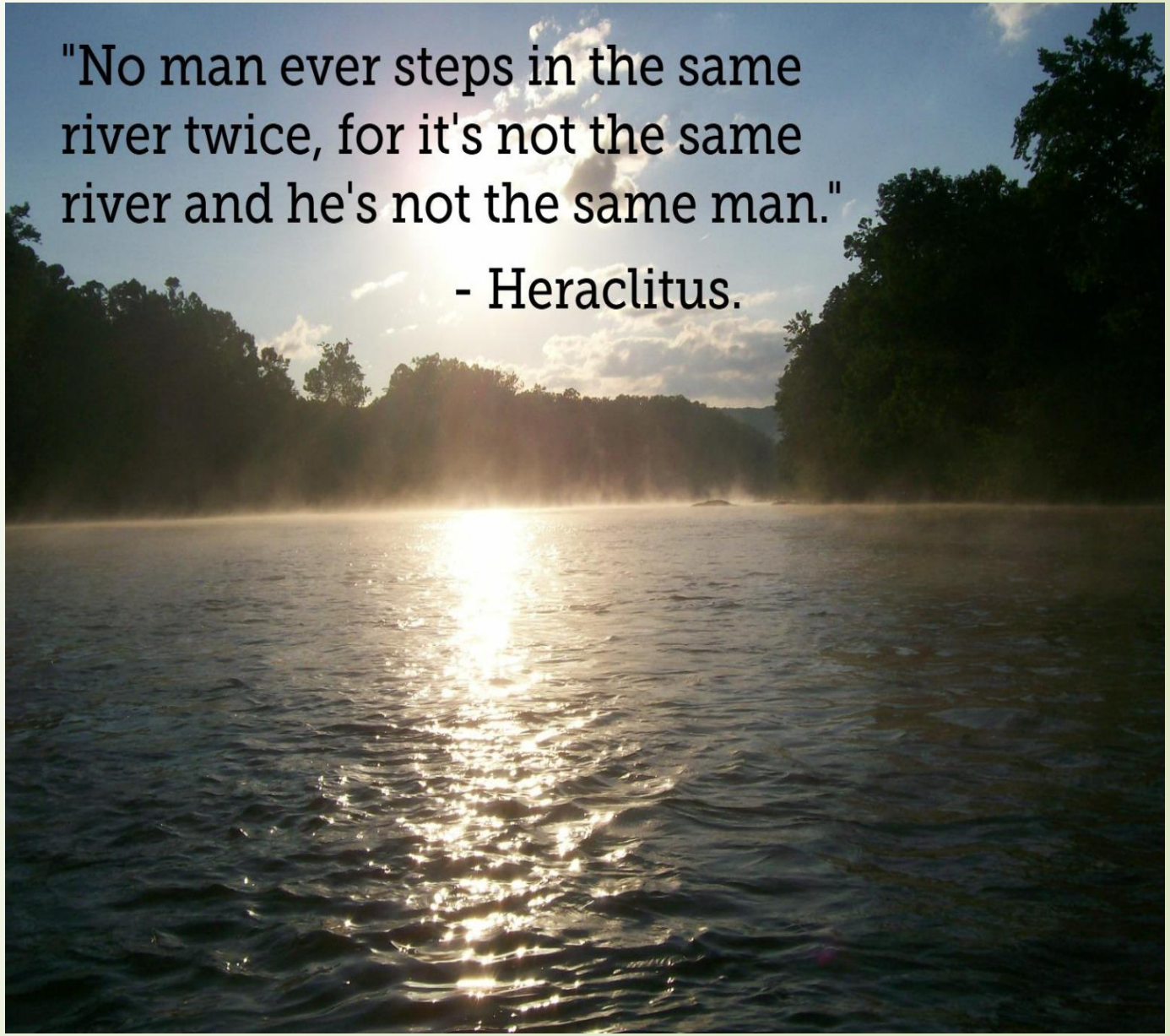
“All in all, you’re just another Brick in the Wall!”…(Pink Floyd, 1979)




"No man ever steps in the same river twice, for it's not the same river and he's not the same man."
- Heraclitus.

Today's Objectives

Clarify that there is a psychological crisis on American campuses and how that can be seen with a growth oriented lens

+

Learn about how to "detect, connect and direct" student in need

+

Create and discuss possible implication from a generational transformation approach.

=

Growth as an organization and individuals

This is not an annual training requirement. It is meant to provo
thought. So keep an open mind and a curious ear.

Today's Road Map

- Student Mental Health has deteriorated across the nation.
- This crisis is a sign that modern college campuses are undergoing a transformation and what you can do about it.
- Discuss what I mean by "Detect, Connect, and Direct" those in need.

A tale of two kingdoms: “Once upon a time…”

Scenario: A student, Jim, doesn't turn in assignments or completes projects on time. Initially, he presented as motivated, articulate in class, and very conscientious. He has potential, but seems to be "blowing it all off." He's become moody, unfocused, disheveled and you think you smell alcohol on his breath.

You decide to meet with him. How do you and your institution deal with the Jim's of the world?

Student mental health has deteriorated across the nation.

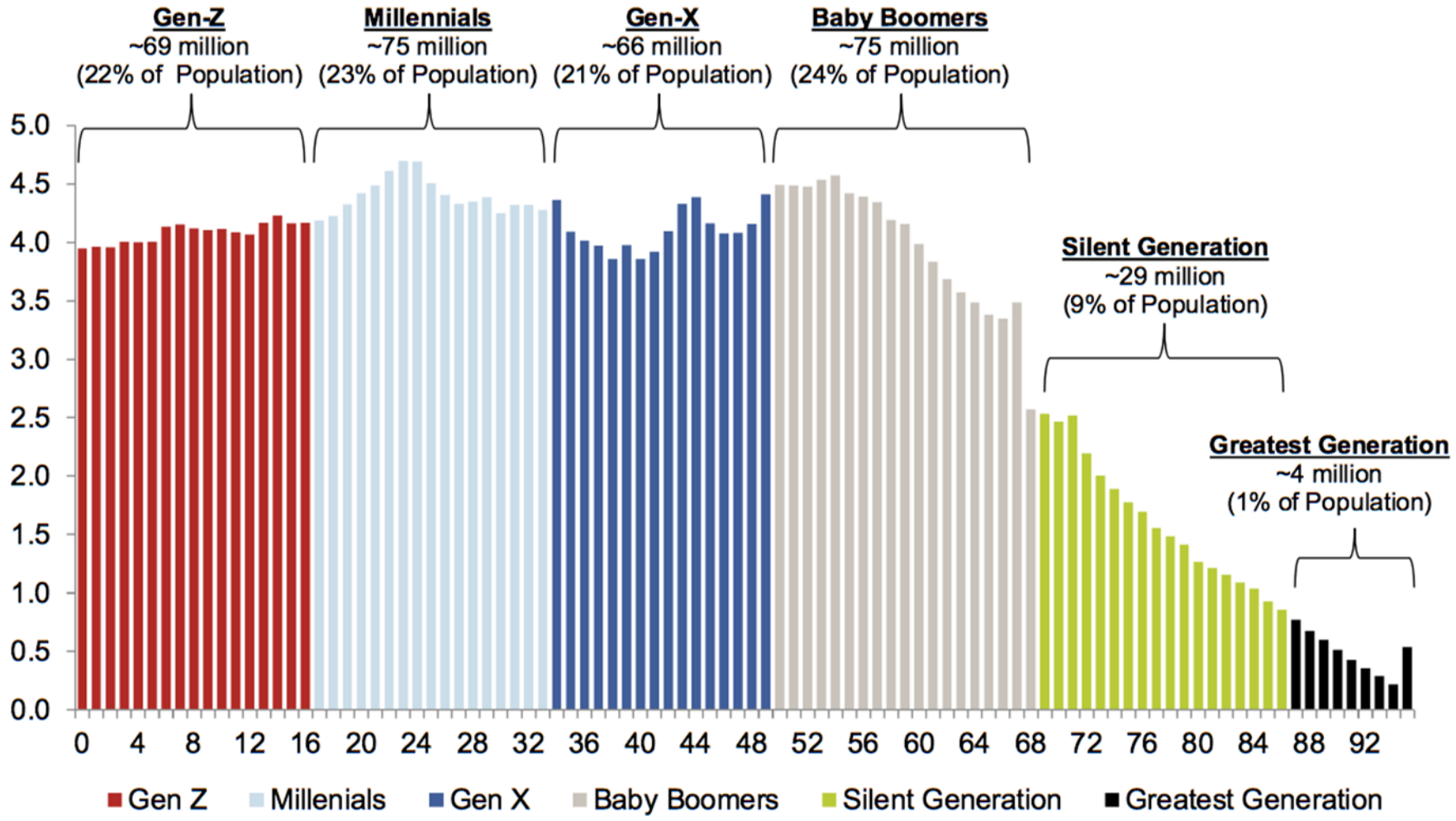
This crisis is a sign that modern college campuses are undergoing a transformation.

Generational Differences vs Generational Transition

Emerging adulthood

Gen-Z represents more than 20% of the U.S. Population…

Total US Population by Age and Generation*, millions



Source: Census Bureau, Pew Research Center, Goldman Sachs Global Investment Research.

Generational Comparison Chart

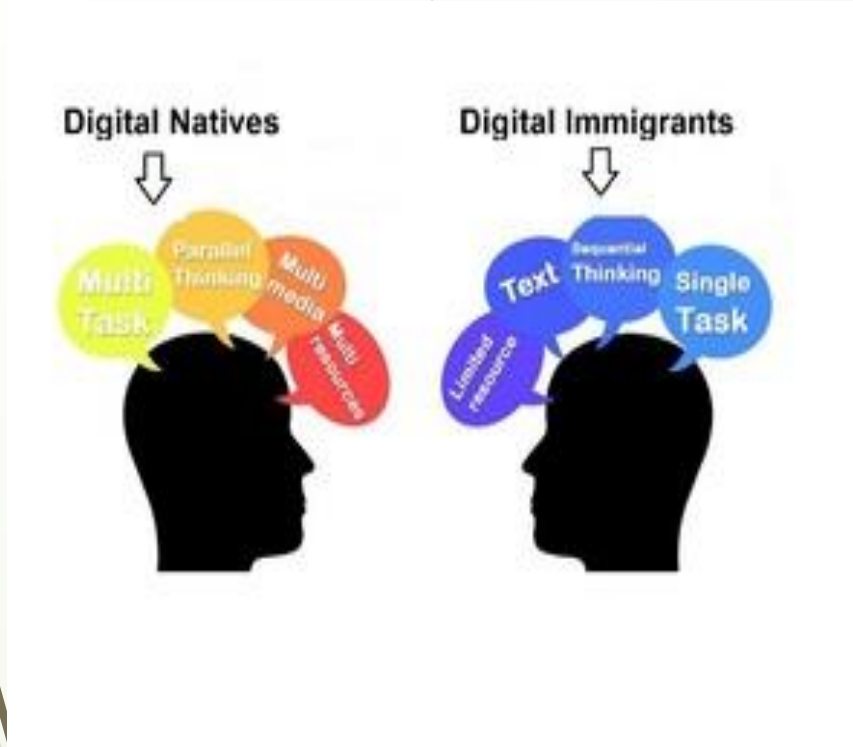
	Traditionalists	Boomers	Gen X	Millennials (Y)	Gen Z
Born	1927- 1945	1946-1964	1965-1980	1981-1996	1997-present
Age today	75+	56-74	40-55	24-39	23-
Population (US)	29,936,901	74,102,309	49,151,059	83,545,955	86,391,289
Parenting and Childhood	Strong nuclear families, parenting was associated with discipline.	Most Moms are home. Do it because I said so. Larger classrooms; more competition. Freedom, optimism	Divorce rates increase- single parent homes. Latchkey kids. Self-sufficient, first milk carton kids	Parent more involved- helicopter parents- safety. Amber alert. Participation Trophies. Video games and systems.	Both parents work; raised by grandparents and other caregivers. Constantly exposed to media.
Leadership	Command and control style influenced by strong military associations	Accept poor management and positional leadership. Competitive and value face time.	Prefer leadership styles that are comparatively more autocratic, directive, task oriented and transactional	Prefer leadership styles that are democratic, participative, relationship oriented and transformational.	View the internet as the authority. Prefer coaching style leadership.
Early Communication	Letter/memo. Rotary phones-phone calls are important, prefer one on one	Telephone/email Used touch tone phones-call anytime. Just fax it to me. Enjoy face to face.	Email/Text Used cell phone early. Call me only at work.	Text/Social Media/Smart Phones/Apps/ maybe email	Smart phones/ Apps/Snapchat/ Video/use images and symbols.
Career Attitudes	Job for life, Loyal to one employer. Anything worth getting is worth working for. Work is a privilege.	Large organizations provide whole careers. Competitive. Face time in office. Live to work!	Loyal to profession, not an employer. Emergence of the "knowledge worker." Work to live! "free agents."	First digital careers/work "with" organizations not "for" organizations. Work my way, not your way. Desire meaningful work.	Mobile workers, technology reliant. Multi-taskers. Want promotion, quick response, stimulation, fast promotions.
Formative Life Experiences	Depression, WWII and rationing, nuclear families and few divorces, gender roles	Cold War, Vietnam, Moon landing, Woodstock, communal living	Fall of Berlin Wall, Introduction of PCs and video games, rising levels of divorce	9/11 and rise of global terrorism, PlayStation, social media, reality TV, google	Economic downturn, mobile devices, global warming, environmental issues, Wiki-leaks

: Generations at a glance

Gen Z will be a key driver of AR/VR technological adoption

Generation	Greatest /Silent	Baby Boomers	Gen X	Millennials	Gen Z
Years Born	1923 - 1945	1946-1964	1965-1980	1981-1997	1998-2016
Age in 2016	71-93Y	52-70Y	36-51Y	19-35Y	0-18Y
Population (Global)	0.3bn	1.1bn	1.5bn	2bn	2.4bn
% of Global Population	5%	15%	20%	27%	32%
Life-Defining Events	World War I and II Great Depression Electric Appliances	Cold War Moon Landing Transistor Invented	End of Cold War Live Aid First Personal Computer	9/11 Terrorist Attacks Iraq War Advent of Social Media	Post-Great Recession Arab Spring Rise of AI
Communication Style	Letter	Telephone	Email / SMS	Instant Message	Emojis
Key Technology	Car	TV	PC	Smartphone	AR/VR
Hobby	Reading	Watching TV	Surfing the Internet	Video Games	Music Streaming
Digital Proficiency	Pre-Digital	Digital Immigrants	Early Digital Adopters	Digital Natives	Digital Innates
Iconic Figure	Franklin D. Roosevelt	John F. Kennedy	Kurt Cobain	Mark Zuckerberg	Malala
Music	Jazz Swing	Elvis Beatles	Nirvana Madonna	Britney Spears Justin Timberlake	Justin Bieber Taylor Swift
How They Get Around	'55 Ford Thunderbird	SUV	Bicycle / Car	Uber / Lyft	Mom's Prius
Current Living Situation	Retirement Home	Semi Detached House	Own Small Apartment	Sharing an Apartment	Parents' House
Social network other than Facebook	The Rotary Club	Match.com	LinkedIn	Tinder	Snapchat
Deepest Fear	The world in 2016	No longer center of attention	What about my generation	Paying off student debt	Low batteries
Key Life Question	How did the country go so wrong?	Where's the Viagra?	What's the point?	What's a career?	What's a landline?
Defining Condition	Permanently Aggrieved	Erectile Dysfunction	ADHD	Gluten-Intolerant	Peanut Allergy
What They Spend On	Oklahoma Community Dinner Theater	VIP tickets to The Rolling Stones	Burning Man	Coachella	Minecraft

Source: iKinetic, McCrindle, Pew Research, Bruce Feirstein – Vanity Fair, various sources, BofA Merrill Lynch Global Research



1946-1964	1965-1985	1986-2000	2001 to Present
Baby Boomers (born during the demographic Post–World War II)	**Generation X** (born after the Western Post–World War II baby boom)	**Generation Y** (also known as the "Millennial" are the demographic cohort following Generation X)	**Generation Next** (the demographic cohort following Generation Y)
Television	**Computer**	**Internet**	**Internet+ Apps**

Digital Immigrants

Digital Natives

“Times, they are a changing…(Bob Dylan, 1963)

“Be professional, then get personal. No, do the personal work, then you will get professional work.”- Conversation with Dr. Cuevas, Vice Provost for the Division of Student Life, University of Tennessee (2022).

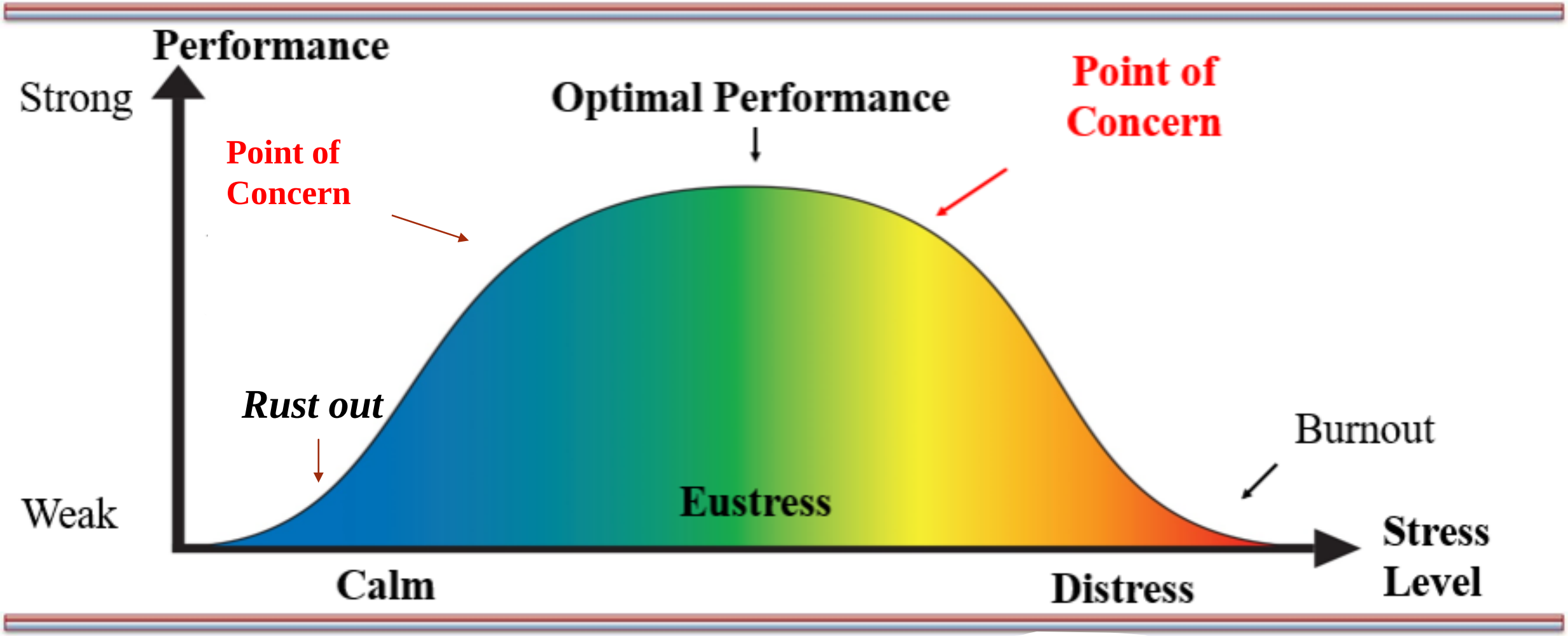
OLD: The old process was “do professional-grade, reliable, and timely work” on a consistent basis, then you get to know me more on a personal level, if at all.

New: The new process is, “get to know me as a person, first, then I will provide you good, reliable, and timely work” more consistently.

Rethinking Stress

Adversity as Transformation

Success Requires Some Stress



Detect when things start to go “wrong”

Stress Continuum Model - Be Aware of Your Student's Current Zone and Alert to Changes

Idle	Ready	Reacting	Injured	Ill
- Lethargic - Unfocused, not thinking clearly - Unmotivated, apathetic - Bored - Slow, unproductive - Time goes slowly - Not contributing to the unit	- Good to go - Well-trained - Fit and focused - Cohesive units - Ready families - Personal & social life is good - Optimal performance	- Distressed or impaired - Decrease in function or performance - Mild & temporarily anxious, irritable or sad - Physical or behavioral changes - Trouble sleeping - Difficulty concentrating - Increase in alcohol related incidents	- More severe or persistent distress - Serious suicidal or homicidal thoughts - Experiencing panic attacks or rage - Disruption of moral values - May leave lasting memories, reactions, and impressions	- Experiencing orange zone symptoms for more than 60 Days - Stress injuries that don't heal without help - Symptoms persist, get worse Feeling depressed or anxious - Feeling suicidal and/or homicidal with a plan

USNA Mental Health Dashboard

- Alcohol Related Incidents (ARIs)
- Conduct offenses
- Honor offenses
- Academic probation or physical readiness problems UNSAT (PE/Academic)
- Midshipman Development Center (MDC) utilization and mental health survey data

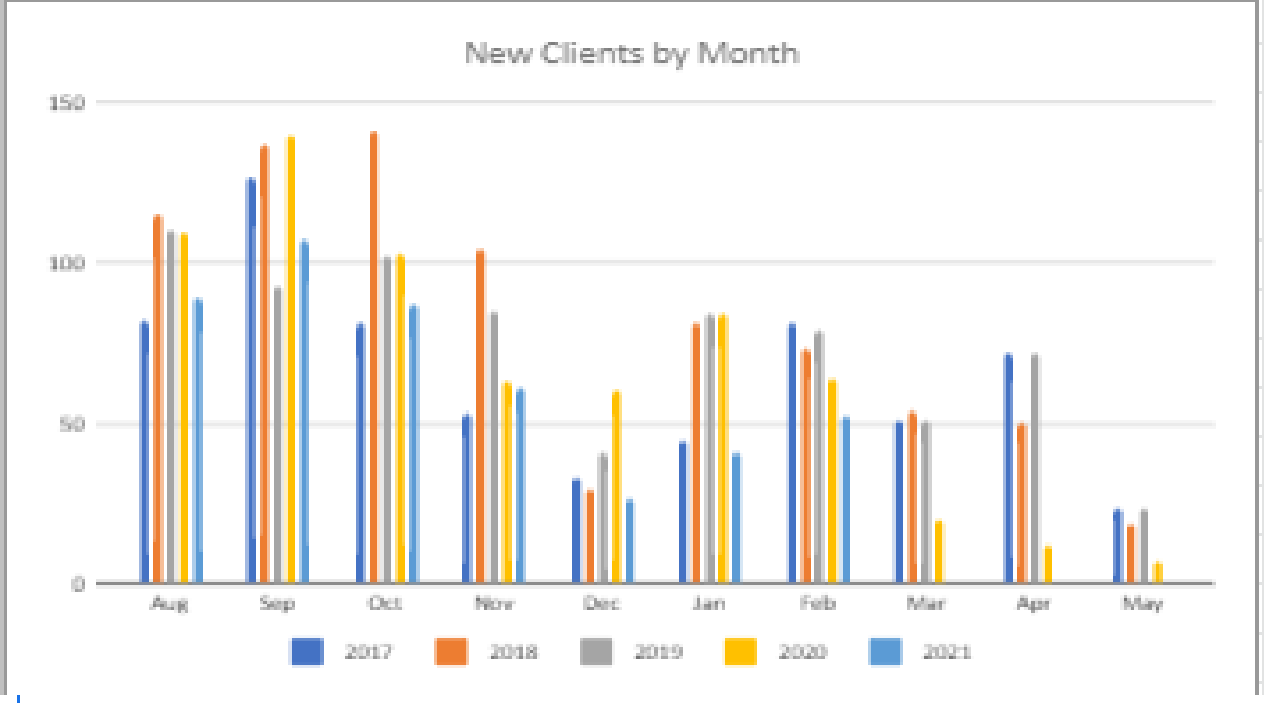
USNA Mental Health Dashboard

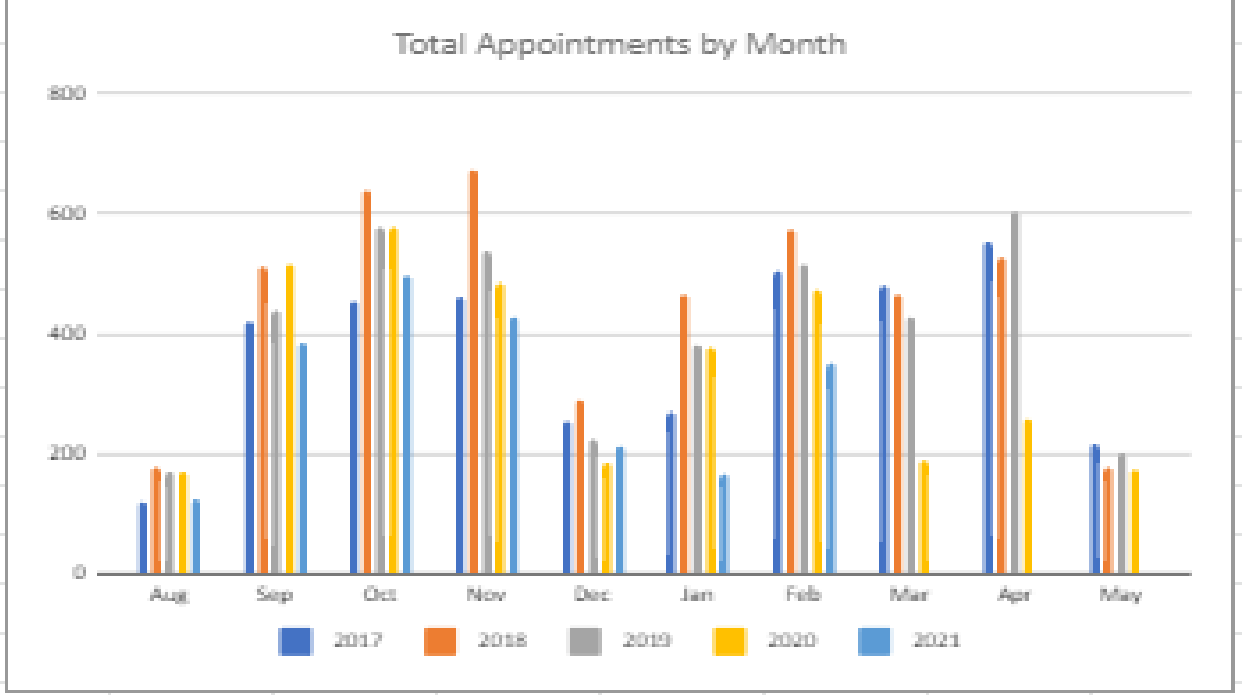
1st Battalion	
Company	Average Status
1st	0.3
2nd	1.0
3rd	2.0
4th	3.0
5th	1.5

Overall 1.6

Operational Stress Status Tracker

Member	Date	Status	Date	Score
Jones, Bob		Green		0
Seaman, Timmy		Yellow		1
Superstar, Sally		Green		0





USNA Brigade Resilience Assessment as of 18 Sep 2020

Anxious Rating	Female	%	Male	%	Total	Tot %
Suggests Anxiety	111	43%	110	32%	221	37%
Not Anxious	150	57%	229	68%	379	63%
Total	261	100%	339	100%	600	100%

Anxious Rating	2021	%	2022	%	2023	%	2024	%	Total	Tot %
Suggests Anxiety	53	34%	62	42%	14	15%	94	45%	223	37%
Not Anxious	101	66%	86	58%	79	85%	114	55%	380	63%
Total	154	100%	148	100%	93	100%	208	100%	603	100%

1st Battalion	
Company	Average Status
1st	0.3
2nd	1.0
3rd	2.0
4th	3.0
5th	1.5
Overall	1.6

2nd Battalion	
Company	Average Status
1st	1
2nd	0.5
3rd	0.5
4th	0.7
5th	2
Overall	0.94

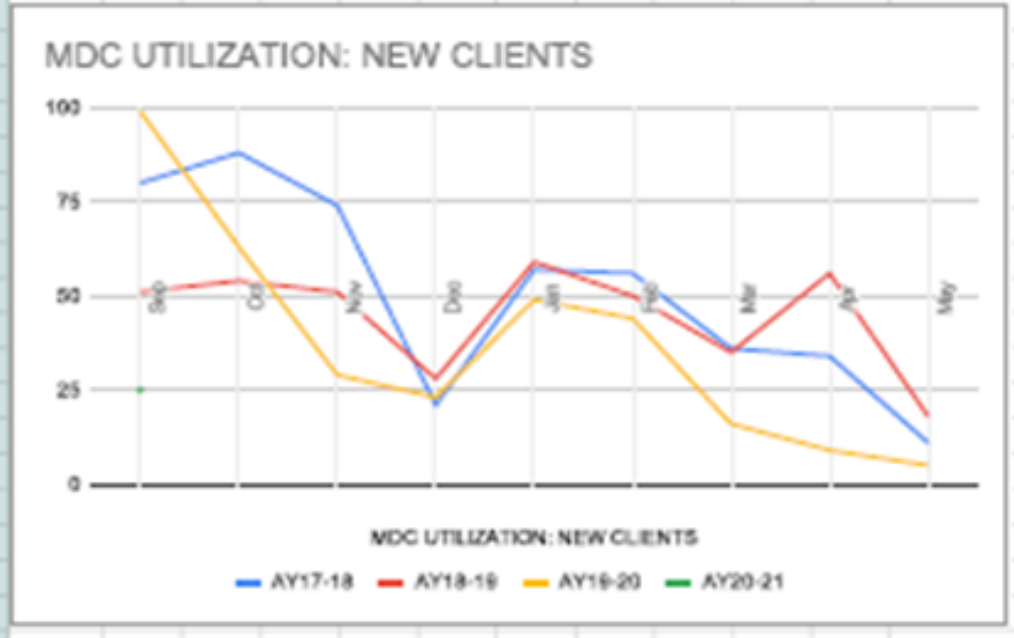
3rd Battalion	
Company	Average Status
1st	0.5
2nd	0.2
3rd	0.3
4th	1.0
5th	2.0
Overall	0.8

4th Battalion	
Company	Average Status
1st	0.5
2nd	2.0
3rd	1.0
4th	3.0
5th	0.5
Overall	1.4

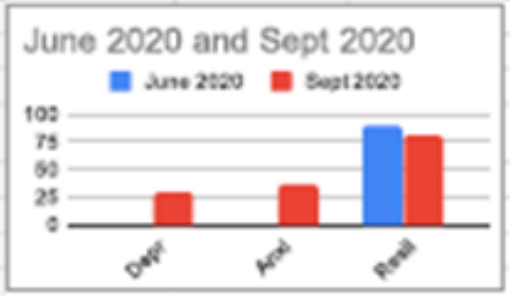
5th Battalion	
Company	Average Status
1st	0.3
2nd	0.5
3rd	0.2
4th	3.0
5th	
Overall	1.0

6th Battalion	
Company	Average Status
1st	0.3
2nd	1.0
3rd	2.0
4th	1.0
5th	0.5
Overall	1.0

MDC UTILIZATION: NEW CLIENTS										
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
AY17-18	60	80	88	74	21	57	56	36	34	11
AY18-19	54	51	54	51	28	59	50	35	56	18
AY19-20	47	99	63	29	23	49	44	16	9	5
AY20-21	44	25								



	June 2020	Sept 2020	Oct 2020
Depression		29	
Anxiety		37	
Resilience-Normal/High	90	81	



CONDUCT
HONOR
ACADEMIC
AR

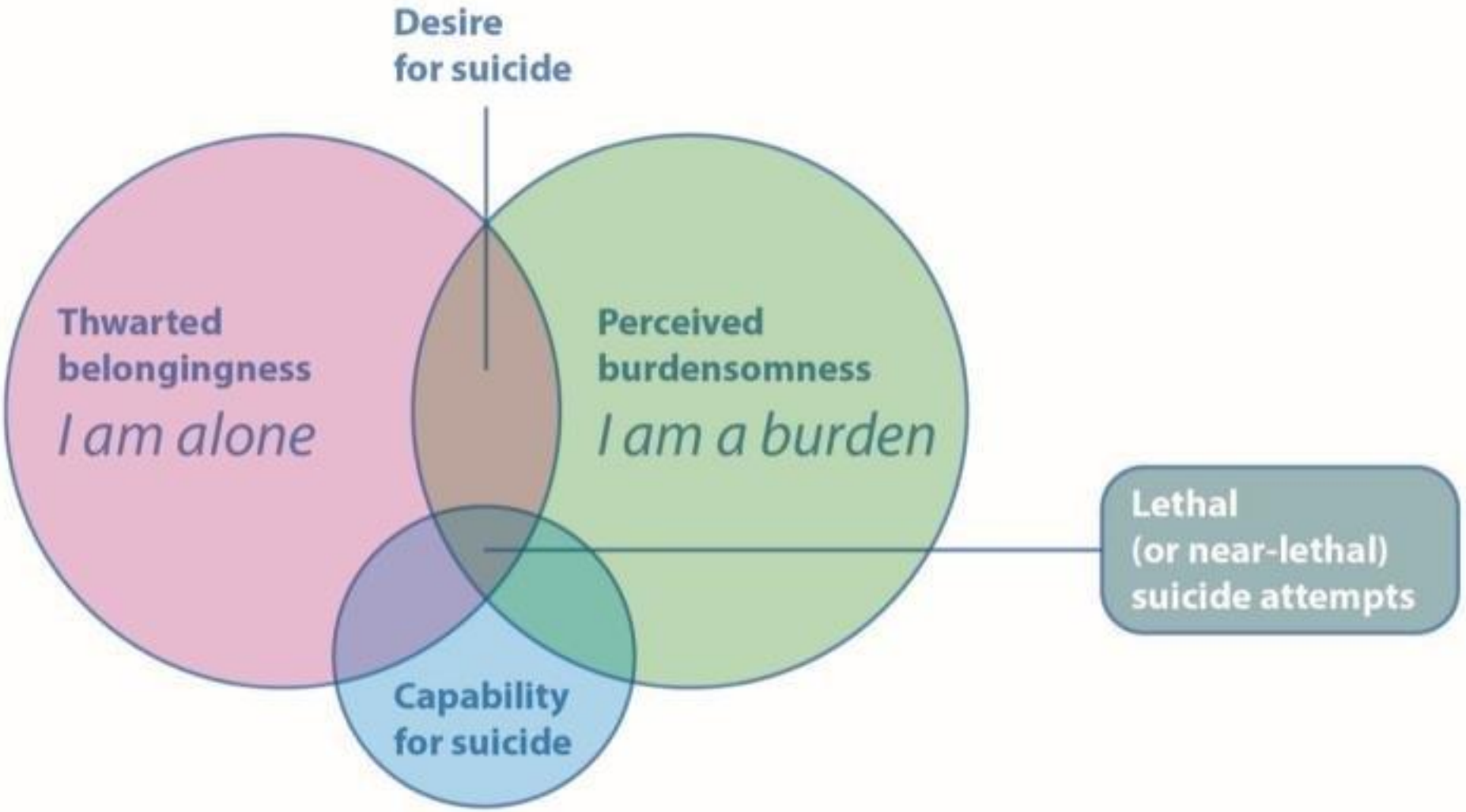
LEAD SENSOR DATA

Focus Group Top 3: 1.
2.
3.

This is where “qualitative data” can be entered from regular input from focus groups

Connect with them to protect them.

Connect: to protect



The “Love Potion”

“What if they resist?”

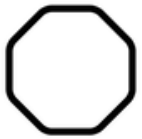
FRICTION VS FUEL

The Four Frictions (Nordgren, 2021)

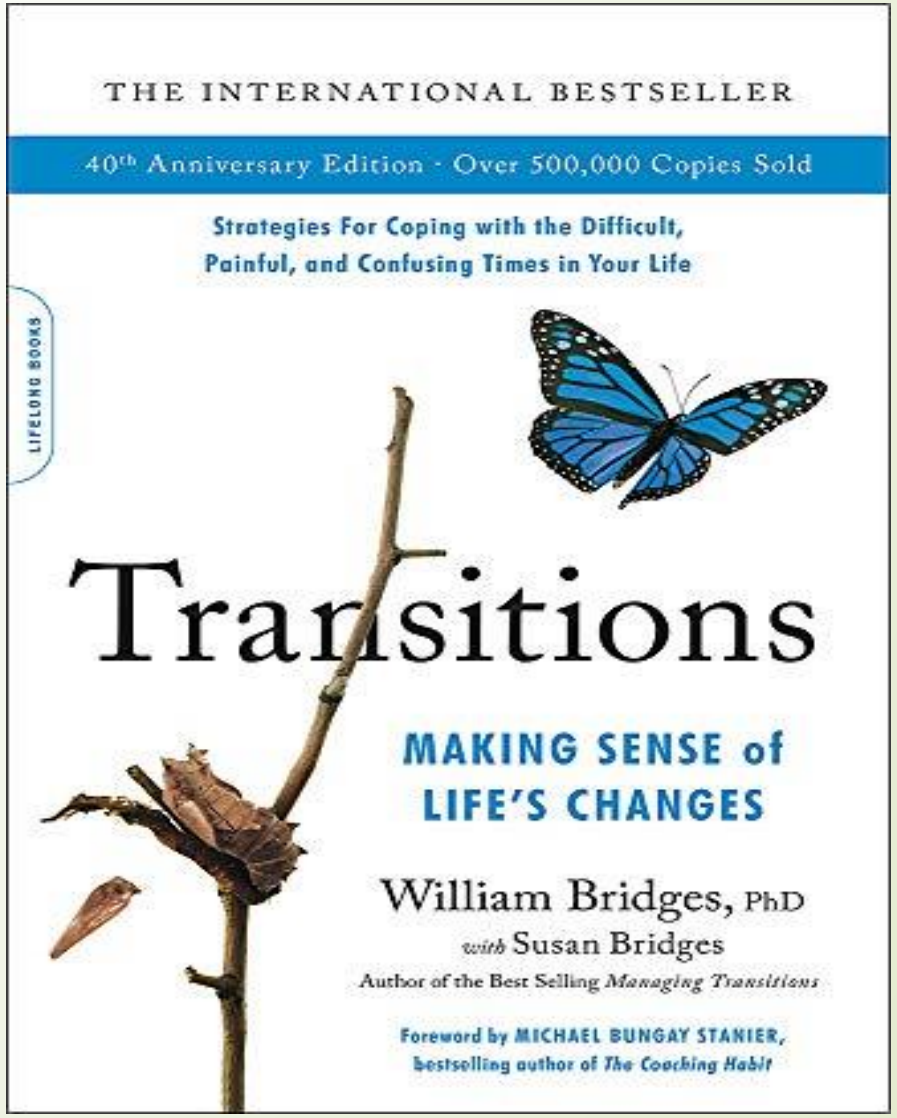
Inertia
The powerful desire to stick with what we know, despite the limitations

Effort
The energy (real and perceived) needed to make change happen

Emotion
The unintended negative emotions created by the very change we seek



Reactance
The impulse to resist being changed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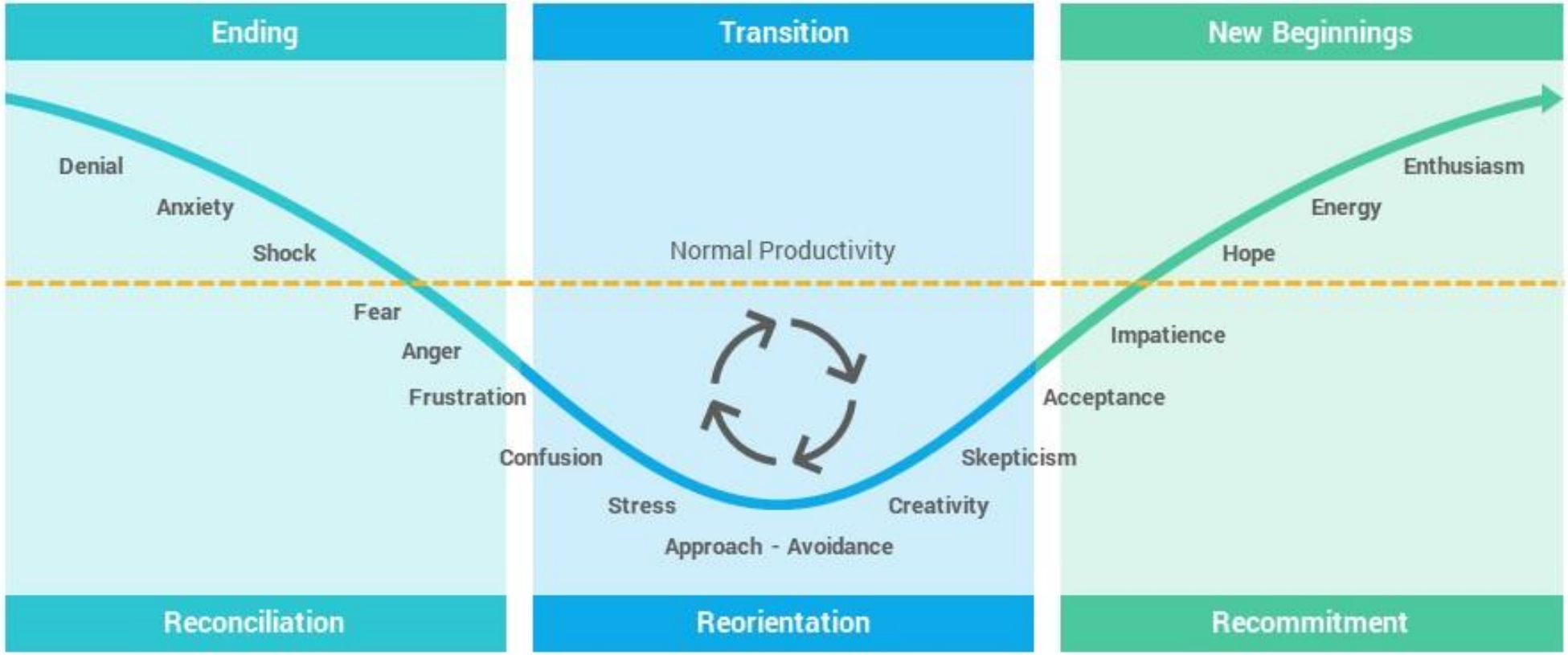
Bridges Transition Model

William Bridges Transition Model



My son, Johnny's "Big Book of Everything"

“ Language is a parade and nobody sits at a parade wishing that everybody would stand still.”

- “Words on the Move: Why English Won’t and Can’t – Sit Still (Like, Literally)” - John McWhorter

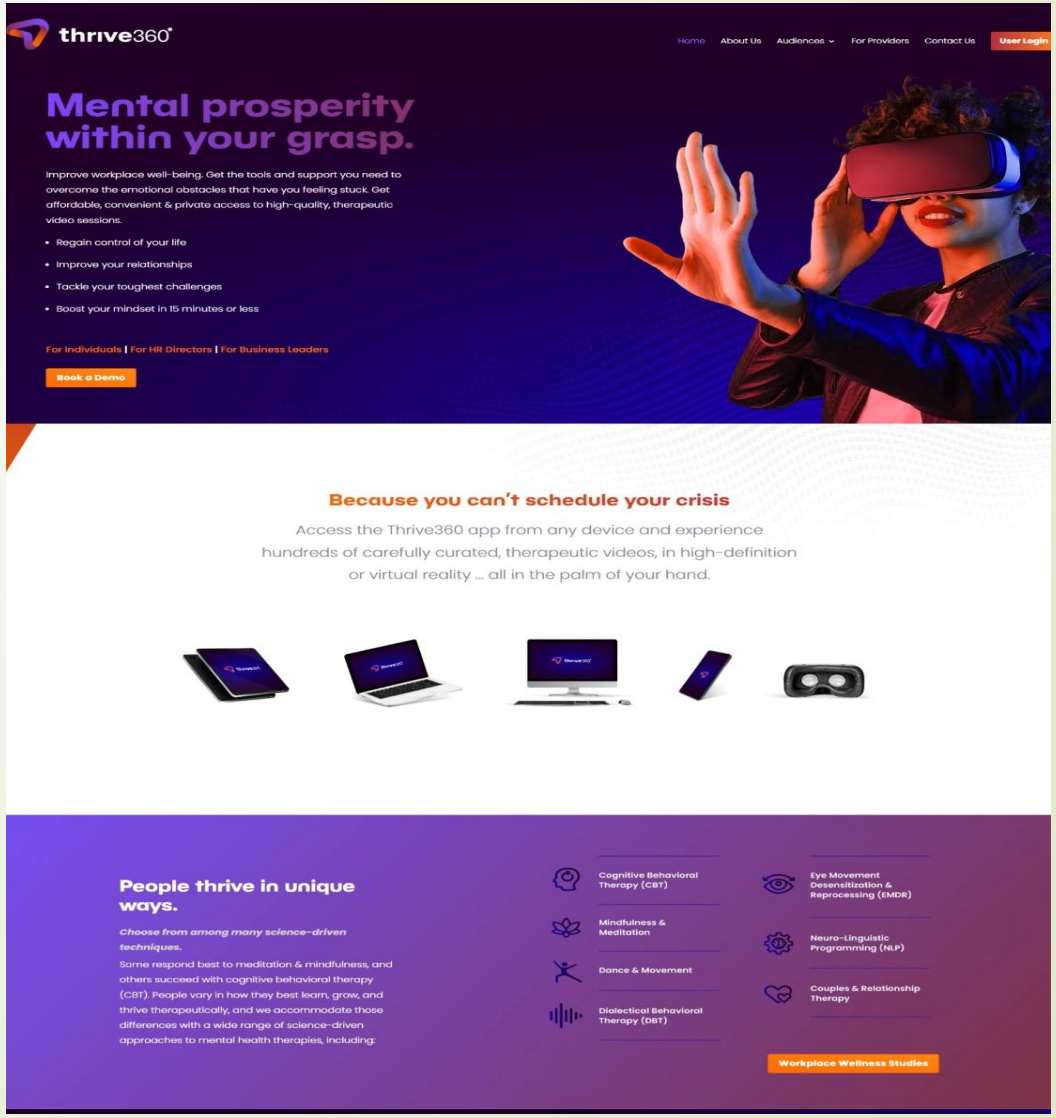
4 PILLARS OF EMOTIONAL INTELLIGENCE

Direct them to the appropriate resources

USNA's Warrior Toughness

Toughness and Warrior Mindset

Navy's: Thrive 360



In summary…

- As you return back to your students, know that their interactions in this new world of learning and work transformation can be emotionally challenging. There is a mental health crisis going on. You are on the front lines. Know what it looks like for your institution.
- Meaningful human relationships can help your students establish a sense of control when faced with emotional turbulence. Reach out to those in need. Be a first responder.
- Remember the adversity can be transformational, stress is not necessarily all bad, connect to protect, balance fuel with friction and remember the four pillars of emotional intelligence and how they can help us cope. Engage your students, and if you can't fully meet their needs, direct them to those who can.

Detect, Connect, Direct