California State University Maritime Academy
Post JED Campus Executive Summary

Dear California State University Maritime Academy JED Campus Team,

It has been wonderful having California State University Maritime Academy (Cal Maritime) as a part of our JED Campus program. The Jed Foundation (JED) is impressed by how your team and campus community have prioritized student mental health and well-being through strategic interventions aimed at reducing suicide risk and substance use/misuse issues on campus. Below, you will see a snapshot of feedback which acknowledges your accomplishments during the JED Fundamentals program and recommendations to consider as your campus develops a sustainability plan to continue the work. Lastly, we would like to commend Ian Wallace, Director of Counseling, for his committed leadership of Cal Maritime's JED Campus Team throughout this program.

Strategic Planning

Engaging in an active and dynamic strategic planning process is one of the most important things a college or university can do to ensure the future success of their mental health and substance use prevention efforts. Strategic planning allows institutions to anticipate and evaluate the effectiveness of policies, systems, and programming needs, examine how they deploy both personnel and financial resources to address challenges, and coordinate efforts across campus. It is truly excellent that mental health and well-being is seen as a campus-wide issue that has significant involvement from multiple campus departments and stakeholders across several campus committees.

Cal Maritime has been an exemplary JED Campus throughout the program and excels in the strategic planning domain. In this domain, one objective JED recommends is that the campus creates a website with information about JED Campus, the task force membership, and strategic plan updates. Cal Maritime excels in this area and our JED team often refers other campuses to your JED website as an example.

Notable Accomplishments
- The Cal Maritime website was a critical action step in communicating a campus-wide commitment to wellness and culture of caring.
  - The transparency of your JED Campus Strategic Plan and opportunities for the campus community to comment and engage in the process were excellent.
- You have a dedicated team of individuals, including involvement from senior leadership (such as your VP for Cadet Leadership and Development), who have participated throughout the JED Campus process. We encourage this group to continue to meet as you outline what sustainability looks like for Cal Maritime and identify priorities for the years to come. Your team should remain active as the institution transitions to JED Campus Alumni.

Considerations for Sustainability
- With the expected turnover in senior leadership in the next year, a critical point for sustainability includes having a clear directive from administration to continue the work of the [JED Campus Team](#) in order to further support student mental health at Cal Maritime. The institution has supportive documentation to promote mental health and culture change on campus including the USMMA Culture Audit, the National Academies of Science STEM Sexual Harassment Report, the Cozen O'Connor Institutional Assessment Group Title IX Audit of the CSU as well as the previous TNG Consulting Gender Equity Report at Cal Maritime.
  - Expected staff turnover includes the following positions: VP for Cadet Leadership and Development, TSGB Captain and the University President.
- With [Cal Maritime's current strategic plan](#) ending in 2027, there is potential to integrate remaining JED deliverables into the larger CSUM strategic plan.
- Implementing the Healthy Minds Survey in early 2023 will provide critical mental health data for your campus.
  - Consider how you could partner with Institutional Research to analyze this data and identify key student populations including but not limited to students of color, queer spectrum students, trans spectrum students, first generation students, and economically disadvantaged students.
- Consider working with your Health Educator and Keelhauler Fit program to promote campaigns. JED encourages you to expand on your campus wide educational campaigns that promote shared responsibility for student emotional well-being where campaign messages target faculty, staff, parents, and students and messages explicitly include commitments to support a diverse student population.
- Continue to think about ways to communicate to your campus community that the emotional well-being for students is a campus-wide priority for the institution.
- Continue to stay up to date with JED resources and incorporate them into your campus-wide campaigns and strategic planning.

Develop Life Skills

Supporting life skills education is a valuable strategy for helping students cope with the stress of university life, make wise lifestyle choices, foster resilience, and achieve academic success. Ensuring that students develop emotional and interpersonal awareness is a true preventive strategy aimed at enabling students to thrive. Cal Maritime has been able to accomplish JED's recommendations in this Comprehensive Approach domain by engaging a diverse population of faculty, staff, and students in facilitating these types of programming to reinforce the message that mental health and well-being is a campus-wide concern.

Interpersonal and emotional awareness are strengths that help reduce risk factors for depression and suicide and reinforce emotional resilience. There are also clear links between physical and emotional health and academic success. Efforts to foster a student's emotional and physical well-being supports a student's sense of purpose and identity, helping to

increase the likelihood of academic success and student retention.

Notable Accomplishments
- Cal Maritime offers an incredible array of life skills programming and content. Throughout the JED Campus program, additional groups have been offered including Maddie's campus conversations, the Women's Wellness Workshop group and the AOD group.
    - Consider implementing consistent programming tracking measures for attendance, utilization, satisfaction and learning outcomes.
- Your [First Year Experience seminars](#) are a notable achievement with nearly one-third of first year students' completion rate for the first year. We encourage and are excited to see if this FYE program will grow to reach all incoming students in the years to come!
- Campus-wide messaging educates students that physical and mental health and well-being are linked to academic success.
- Cal Maritime created the faculty toolkit, [Fostering a Campus Environment Supportive of Student Mental Health](#), which highlights strategies to promote mental health and well-being in learning environments. This toolkit was adapted from and inspired by University of Michigan's Counseling and Psychological Services.

Considerations for Sustainability
- Consider an assessment plan for your life skills programming. The [JED Life Skills Inventory](#) could be a great tool as it allows you to identify any gaps in programming and eliminate overlap between programming efforts of various departments.
    - In reviewing [JED's recommendations on developing and supporting life skills](#), additional life skills topics to consider include interpersonal effectiveness, distress tolerance, identifying/regulating emotions, social justice/advocacy, and identity related stress/responding to microaggressions.
- Student leaders have a direct impact in supporting other students on campus. Identify how you could provide life skills training targeting student leaders including the following four 'compass' areas on campus: Corps of Cadets, ASCMA (student govt), Housing and Residential Life, and Athletics.
- After implementing the Healthy Minds Survey, consider analyzing the flourishing and resilience questions for trends to inform future programming.

Promote Social Connectedness

Research has shown that loneliness and isolation are significant risk factors for mental health problems and/or suicidal behavior. Therefore, supportive social relationships and feeling connected to the campus and local community, family, and friends are protective factors that can help lower risk. Because students often turn to their peers when they are struggling, they are more likely to be open and receptive to programming that is designed and delivered by their peers. Peer mentoring, education, and support programs are very successful in this regard. Educational and outreach campaigns that are designed and delivered by peers can promote successful navigation of the university experience

Facilitating social connectedness should go beyond simply encouraging students to get involved on campus. A comprehensive effort should be initiated to create environments that build interpersonal relationships among students, promote cultural inclusiveness on campus, and support connectedness among underrepresented or higher risk student groups. Cal Maritime has achieved key components of this Comprehensive Approach domain by educating faculty, staff, student leaders, and parents/families to proactively reach out to students who may be lonely or isolated and connect them with resources.

Notable Accomplishments
- The [Inclusion Center](#) at Cal Maritime is a prime example of how a defined and inclusive space can bring students together from various identities.
  - With this being the first multicultural space on campus, consider assessing the impact this Center has on your students and identifying ways to create space for specific identity-based groups.
- The CARE Team is an excellent group that you have implemented to identify and support students of concern.
  - As this is already available on campus, Maxient could be a great tool to consider for CARE and BIT documentation.
- We are pleased to know that [Passport](#) is available for your students, as well as faculty, and staff, at Cal Maritime. This supports students tremendously in scheduling appointments and allows for streamlined communication regarding reporting.

Considerations for Sustainability
- Utilize JED's [Equity in Mental Health Framework](#) and [Proud and Thriving Framework](#) recommendations to improve diversity, equity, and inclusion practices.
- Continue to assess the different demographics of students on your campus that may need extra support and help through surveying, student focus groups, and analyzing your data.
- [Nod](#) is an app that Cal Maritime promotes to support social connectedness. This would be a great resource to list on the Student Health Center website.
- With the new Director of Inclusion Initiatives at Cal Maritime, it would be beneficial to collaborate with this individual to identify equitable strategies to support student mental health. Through this partnership, DEI efforts could highlight the gaps and challenges faced amongst students from marginalized communities and identify additional points of interest including health outcomes, student engagement and retention.
  - Consider how systematic data collection could influence interventions to promote social connectedness amongst these student communities. Analysis could be based on gender, race, sexuality and more.
- In partnership with your Health Educator and Commandant's Office, conduct an inventory of various student leadership roles on campus including peer mentors and peer educators. Work with campus partners to increase participation in gatekeeper training to identify, engage, respond, and refer students of concern as appropriate.

Identify Students at Risk

Students who are struggling often have not had any experience with treatment or seeking out assistance for their problems. Therefore, it is important to identify students with mental health, substance use problems, and/or those who are at risk for suicide before they are in crisis. Three core objectives can strengthen a university's mental health safety net for students at risk: supporting the transition to university for incoming students with mental health and substance use histories, providing robust screening opportunities at multiple touchpoints in the student experience, and training campus community members to identify, reach out to, and refer students at risk. Interdisciplinary response teams are also important elements of this process as they require cross-campus collaboration and problem solving to respond to students of concern.

Supporting the vision that student mental and emotional well-being is a responsibility for all, it is necessary to increase and enhance training opportunities related to mental health for all stakeholders. Students seek help from peers first, so implementing training for all students on how to identify, reach out to, and support their peers who may be struggling is critical. In JED's perspective, there should be help all around students and there should be no "wrong door" on campus for them to seek assistance. Parents and families should receive information on how to speak to their students about mental health and other challenges and where to refer students for support on and off campus.

Notable Accomplishments
- Cal Maritime hosts mental health and substance use screening days each year.
- Multiple mechanisms are available to educate families about support resources for their students including the website, orientation, and individual outreach if a student is identified as having a potential issue.
- You Can Help has been the foundation for students with 75 student leaders and 100 first year cadets trained.
  - You have expanded on faculty and staff training including a faculty professional development workshop and toolkit, MHFA training and You Can Help.
- There has been tremendous growth in educating families and caregivers on substance use resources and mental health services including a dedicated page for parents, parent and family week with a table opportunity to discuss and highlight resources.
- Clinicians at Student Health Center screen students for mental health and substance use at every visit.
- Incoming students are asked to complete a health history form, which includes mental health and substance use history.
- Screening tools for mental health and substance use disorders available on your counseling/health center websites.
- Cal Maritime offers a well-resourced page on Assisting the Emotionally Distressed Student which highlights the JED Faculty Guide to Support Student Mental Health.

Considerations for Sustainability
- Institutionalize gatekeeper training throughout the campus so that the majority of faculty, staff, and students are required to be trained.
  - Identify strategies to increase the number of students receiving gatekeeper training. This can occur during high engagement opportunities like orientation, first-year experience courses, and student leader training. As a JED Campus Alumni you will still have access to the You Can Help trainings.
- Consider how campus partners such as the [Office of Community Standards](#) could play a tremendous role in identifying students at risk. An example of this could be increasing referrals to the BASICS program and tracking student progress.

Increase Help-Seeking Behavior

Promoting help seeking is an important early intervention for students experiencing mental health or substance use issues or those that are actively in crisis. Students experiencing emotional distress are often reluctant to seek help because they are skeptical about the effectiveness of treatment and/or they are influenced by prejudices associated with mental illness. Educational and informational campaigns serve to reduce the stigma of mental health and substance use problems and help alter negative perceptions and increase the likelihood that a student will seek out help when it is needed.

Notable Accomplishments
- The [Resiliency Project](#) offers a wide range of helpful mental health and well-being resources for students.
  - While this project was created during the beginning of the COVID-19 pandemic, some information may still be beneficial. It may be worthwhile to evaluate this page and update the resources, including Keelhauler Fit, to ensure the information resonates with the student community.
- Although there was no formal campaign tied to promoting services, utilization and awareness of mental health and substance use services has increased. A key indicator was the orientation week survey about CAPS.
- Cal Maritime offers a robust [peer education program](#) which helps to increase awareness of campus-wide resources through outreach programs, awareness events and community support.

Considerations for Sustainability
- Consider how you can include more health and well-being resources on the Student Health Center [resource page](#). Resources such as [You at CSUM](#) could aid students in identifying resources and tips related to student well-being. This also aids in increasing access to information by centralizing all health and wellness resources.
  - Your Health Educator could be a great partner to work with in identifying health and well-being resources for your website.

- Work with students to implement campaigns that de-stigmatize mental health and help-seeking behavior. Consider utilizing existing campaigns that JED offers such as [Mental Health Is Health](#) and [Seize the Awkward](#).
  - With any campaign, identifying strategies to collect metrics will be helpful for campaign evaluation and assessment.
- After you receive your Healthy Minds Survey data, a consideration for your team includes conducting a full analysis of the 2023 Healthy Minds Study data to further inform help-seeking efforts.
- Continue to grow and expand utilization of peer support programs to reach more of the student population.

Provide Mental Health and Substance Use Services

JED always has asserted that institutions should offer accessible, consistent, and high-quality mental health and substance use services to students. To make mental health and substance use care more comprehensive, approaches to care should include adequate staffing levels, staff diversity reflective of the student population, flexibility in treatment approaches, and strong partnerships with off-campus providers that can offer supplementary and specialized services. Preserving a student's mental health is critical in preventing substance misuse, risk for suicide, and strengthening their academic success. The provision of substance use education, prevention, and treatment is also essential. Education about the dangers of substance misuse and drug diversion, the connection between substance use and relationship violence, academic performance, and overall well-being, along with a variety of treatment options either on campus or in the community, is an important consideration for the institution.

Cal Maritime offers a well-resourced Student Health Center which includes medical services, Counseling services, peer health education, confidential advocate support, insurance resources and an alcohol, tobacco and other drug advisory committee. A notable and rather impressive clinical ratio for mental health services includes 1 FTE clinician for every 400 students. It is also exciting to note that your Student Health and Counseling Services will be moving into a brand new building in fall 2023. This will enable students to access CAPS more easily being in a central location as well as providing a multipurpose area which can be used for groups.

Notable Accomplishments
- As mentioned above, a tremendous and impressive accomplishment is the ratio of 400 students to 1 full time clinician. This is the best counselor to student ratio in the CSU.
- We applaud Cal Maritime in enhancing clinical services with an attention towards the success of the cruise counselor in summer of 2022. Additional accomplishments in this area include the AOD group, 5pm video appointment slots and the increase in utilization for appointments and unique students.

- With the work from the JED Campus Team, there is now a draft medical leave of absence policy and draft return from leave protocol consistent with JED Campus recommendations. Both policies are proceeding through an approval process and expect to be published in early spring of 2023. Policies will be transparent and accessible for the campus community when approved.
    - Once both policies are published, JED would love the opportunity to share this work as a resource in our JED Campus Playbook.
- Thorough research has been conducted on tuition insurance options including ways to share this with families. This information has been shared with orientation staff in hopes that it will be included in future orientation cohorts at Cal Maritime.
- The referral database for counseling and psychiatry has been revised and updated.
- There has been an ongoing discussion about AOD referrals in exploring the best possibility for students who receive a conduct violation to work with CAPS and the BASICS program.
    - Continue to explore this intervention and screening program by utilizing eCHECKUP TO GO. This is a great harm reduction approach targeting students at-risk for alcohol-related problems.
- Telehealth counseling continues to be available for students.
- Through increased promotion of services and collaboration with campus partners, Cal Maritime has encouraged students from underrepresented communities to utilize health services. It is also great to note that a counselor, who currently belongs to the DEI Council, has been involved in a number of previous efforts to promote DEI on campus and in the industry.
    - Specific promotional materials that have been implemented include posters that promote ending sexual harassment and assault, encouraging BIPOC and intersectional support, as well as destigmatizing counseling for cadets pursuing licensure.
- Cal Maritime has clear and defined policies related to medical amnesty, prescription of opiates, tranquilizers and stimulants and substance use that includes both illicit/illegal use and prescription drug misuse. These policies are consistent with JED recommendations.
- In response to SB 367 which passed in August of 2022, Naloxone is now available for students and Cal Maritime is encouraged to participate in the Naloxone Distribution Project.
    - Consider how you could utilize this resource to offer naloxone training to your public safety and health center staff, counseling staff and students deemed at high risk for opiate overdose.
- eCHECKUP TO GO is promoted and publicly available for students to access on the Counseling Services self-assessments page.
- The Alcohol and Other Drug Harm Reduction Circle is a new AOD group for students. Consider how this group could offer opportunities for programming to increase support for the recovery community on campus.

Considerations for Sustainability
- Once both leave policies are approved and published, consider how Cal Maritime could establish a central office, in coordination with university advisors, for leaves rather than relying on individual colleges to manage these requests.
- While relationships exist with area clinics and local hospitals, consider how to formalize written Memoranda of Understanding (MOUs) with all local service providers and include a written policy in place where appropriate.
- Expand the promotion of the medical amnesty policy and continue to track the number of students who utilize the policy each year.
- In addition to orientation, offer campaigns to educate students about substance use policies and offer messaging which links substance use, academic performance, accidents and relationship violence.
  - Consider having educational campaigns, collaborating with the Health Educator and Peer Health Educators, that highlight the dangers of drinking alcohol while taking prescription drugs since many students are unaware of the serious consequences, including death, that can result.

Follow Crisis Management Procedures

Having clear crisis management policies and protocols in place, including a focus on crisis prevention and effective responses when crises occur, is central to the safety of students and the campus community. Clear and accessible emergency and postvention protocols help guide faculty and staff when a student is struggling and provide readily accessible emergency information, including crisis phone numbers, chat, and text services. Cal Maritime has a Behavioral Intervention Team (BIT) and CARE team to assist in responding to crisis situations and coordinating follow-up.

A key component to crisis response includes strong working relationships across campus, particularly in offices that are heavily involved in responding to emergency situations. To ensure sustainability and continued efforts to support student mental health and crisis response efforts at Cal Maritime, ensure communication channels and workflows exist among essential stakeholders such as police services, counseling services, medical services, case management, etc.

Notable Accomplishments
- Cal Maritime has a postvention plan in place that includes protocol for dealing with the aftermath of student death, suicide or other campus disasters.
- Through collaborative efforts from your CARE team, BIT team and case management system, Cal Maritime is able to efficiently support students in times of crisis including follow-up to those who have been hospitalized and reporting students of concern.
  - It is excellent to hear that soon there will be a full-time case manager to serve as a point of contact for continuity of care in supporting students of concern.

- Many websites, including health and counseling, have institutional, local, and national crisis line information displayed prominently.
- With the passing of recent [California legislation](), crisis line information will be required on student ID cards. It is excellent news that this will reach incoming cadets in fall 2023.

Considerations for Sustainability
- Continue to build strong working relationships particularly between police services and counseling services with respect to welfare checks and mental health de-escalation training for officers.
- Postvention protocols are most effective when they are shared with relevant campus offices. Consider how you may approach sharing this protocol with key stakeholders on campus. Review this at least annually by all staff who have a role to play in the postvention response and ensure that it is consistent with HEMHA guidelines.
- With the new hire of a case manager, consider how this position can assist with community referrals, triaging basic needs concerns, and providing follow-up after crisis situations.
- A priority for your JED Campus Team and policy subgroups includes developing and/or refining a family notification policy to be used in emergency situations within FERPA guidelines (34 C.F.R. § 99.36).
    - Consider how this policy can include events related to a physical health, mental health, and/or substance misuse emergency.
    - As a JED Campus Alumni, we encourage the use of our Playbook to identify examples and [resources related to emergency response protocols]().
- Consider professional development opportunities for the CARE and BIT Team. These teams should also conduct regular tabletop exercises to practice complex crisis scenarios.

Restrict Access to Lethal Means

As the most empirically supported measure to prevent suicide, it is essential to implement means restriction activities on university campuses. The challenge of managing means restriction is that it requires coordination among several areas and offices in the university: buildings and facilities, security, counseling, student services, among others. This area of concern should be included in inter-department strategic planning. Reviews of campus facilities should ideally occur on a regular basis, especially when the campus is actively engaged in building projects.

Notable Accomplishments
- There has been a comprehensive environmental scan of Cal Maritime in the past year and it is an annual occurrence.
    - Consider how signage could complement this effort in areas where you are unable to fully restrict access to lethal means such as the bridge near campus.
- A great preventative measure you implement is required drug testing for all cadets.

- Firearms are completely prohibited on campus.
- Toxic substances are tracked, monitored, and controlled.

Considerations for Sustainability
- With renovations and/or new residence halls or apartments on campus, identify strategies in partnership with facilities planning and housing and residence life in implementing breakaway closet rods.
- JED recommends that campuses promote resources for lethal means restriction/safety in the home to parents and families and students, and to students who reside in apartments off-campus. The [Harvard University Means Matter Campaign](#) includes example messaging strategies for means restriction in the home and on campus.

Next Steps

California State University Maritime Academy will be considered an Alumni of the JED Campus Fundamentals program in February 2023. This means that the institution will have continued access to our Learning Community, the JED Campus Playbook, newsletters, listserv and website dashboard. Though Cal Maritime will not have any regular check-ins with your JED Campus Advisor, you are able to contact us at any time if you need advice, have a question, or would like to have any assistance in anything related to emotional health for your campus.

We thank you for the hard work and commitment you have given to this project and we are confident that you will continue to go on to do great work towards protecting mental and emotional health and preventing suicide within Cal Maritime's campus community.

Sincerely,
The JED Campus Team