



YOU WOULDN'T  
LET THIS  
HAPPEN TO YOUR  
PHONE. DON'T  
LET THIS  
HAPPEN TO YOU

EITHER. Self care  
is a priority, not  
a luxury.



# Group Therapy for Research Administrators

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# Introduction

Working in Research Administration can take a toll on our well-being. The stresses of dealing with difficult personalities, endless deadlines, and constant changes to federal and internal guidelines and policies are sometimes daunting.

While we are not licensed mental health practitioners, your co-presenters are Research Administrators who understand the pressure points and the need for self-care.

Join us for a fun session where you can vent your frustrations to a sympathetic ear, learn from challenges that others are having, and discuss coping strategies. There may even be a primal scream or two.



# Learning Objectives

## **Objective #1**

Learn how to manage stress with project management tips and tricks that can be applied to both grant management and personal needs.

## **Objective #2**

Practice constructive communication and determine proactive responses to balancing workload and prioritizing self-care.

# The Importance of Mental Health

**CDC's statistics show that depression interferes with an employee's ability to complete "physical job tasks about 20% of the time." It also can cause a 35% reduction in cognitive performance.**

Employees more likely to experience mental health issues than workers in other industries worked in sectors such as:

- Nonprofit - 47%
- Government/public administration/military - 41%
- Education - 39%

*Spring Health - The Importance of Mental Health in the Workplace.*  
<https://springhealth.com/blog/importance-of-mental-health-workplace-wellness/>

*Mental Health In America: A 2022 Workplace Report, SHRM*  
<https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/fewer-than-1-in-3-employers-view-mental-health-support-as-a-top-priority.aspx>

# The Importance of Mental Health

Major depressive disorders alone cost organizations between \$31 billion and \$51 billion yearly in lost productivity.

**An employee with depression costs an organization \$10,000 in yearly health insurance,** versus the average of \$4,584.

An employee with **major depression is absent an average of 27 days per year.** For every \$1 invested yearly in prevention and intervention programs to support mental health, employers can save \$2 to \$4 on other expenses.

**Recruitment and rehiring costs** an average of \$4,000 per employee.

“Group therapy provides a place where you **come together with others** to share problems or concerns, to better understand your own situation, and **to learn from and with each other.**”

“[You can] learn not only to understand themselves and their own issues but also **become therapeutic helpers** for other group members.”

*American Group Psychotherapy Association - What is Group Psychotherapy.*  
<https://www.agpa.org/home/practice-resources/what-is-group-psychotherapy->

# Concepts and Benefits of Group Therapy



“We live and interact with people every day, and often there are concerns that other people are experiencing or grappling with **that can be beneficial to share with others...**

...the whole group **learns to work together** on common problems — one of the most beneficial aspects of group therapy.”

*American Group Psychotherapy Association - What is Group Psychotherapy.*  
<https://www.agpa.org/home/practice-resources/what-is-group-psychotherapy->

# Concepts and Benefits of Group Therapy



# Our Expertise

## **MICHAEL T. MARINO**

Michael has over 15 years' experience working in research administration. His experience covers both public and private institutions, and he has worked in and/or led research centers, department level offices, school-wide offices, and central university offices.

Michael is certified in CPR, First Aid, and Mental Health First Aid USA. He is a seasoned educator who has presented at SRAI annual and Section meetings, NCURA regional meetings, and at CARA.

## **VANESSA ROOK**

Vanessa has over 13 years working in research administration and project management in higher education, hospitals and advertising. She has held positions within central offices and academic departments, with a focus in post award financial management.

In research - expert in annual reporting, effort management, faculty coordination and training of new hires. Has presented at several SRAI and NCURA (upcoming) conferences. In communications - expert in building relationships, better communication styles and increasing confidence.

# Common Stress In Research

Struggling to connect with faculty or colleagues

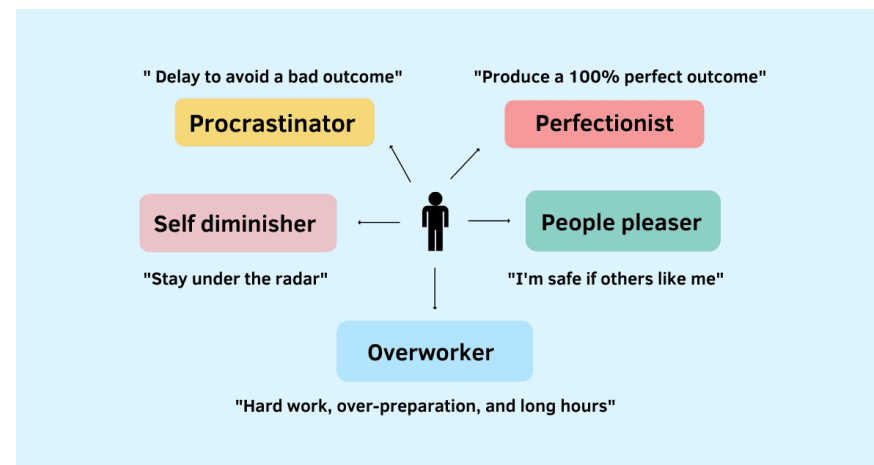
Jobs/roles are constantly deadline-driven with an overwhelming workload

Lack of education, support, or lack of confidence

- Imposter syndrome

Feeling isolated in your position

- Only person in department or role
- Work from home isolation
- Disconnected from team



# Employee Assistance Programs (EAP)

Nearly **78 percent of organizations currently offer or plan to offer mental health resources** in the next year.

## Benefits of Wellness Programs

Workplaces with engaged employees enjoy 17% higher productivity than companies with a disengaged workforce (Gallup)

Employers who create cultures of health see 11% lower turnover than employers who do little to prioritize employee wellbeing (Mercer)

47% of active job seekers want to leave their job because of bad company culture (Hays)

## At UMB and Northeastern, the Employee Assistance Program provides a combination of the following services:

Confidential Emotional Support

Financial Resources

Work/Academic Life Solutions


Legal Guidance and Crisis Support

Personal and Professional Training

Digital Behavioral Health Tools

Adult and Child Care Resources

Therapy Dogs!



NEW DIRECTIONS<sup>SM</sup>

EMPLOYEE ASSISTANCE PROGRAM - EAP

### When life's a little much, reach out and get in touch.

Let's be real: life can be tough. When your responsibilities start to feel overwhelming and showing up each day with a smile on your face seems difficult, it's important to reach out for help. You can lean on your free and confidential Employee Assistance Program (EAP) for support.

**We've got your back.**  
A free benefit from your workplace, the EAP can help you or anyone in your household:

- Be more present and productive at work
- Receive support when you don't feel like yourself
- Get help with responsibilities that are distracting or stressful
- Grow personal and career skills
- Be a caring, loving friend or family member
- Receive care after a traumatic event or diagnosis
- Make healthy lifestyle choices
- Improve and inspire daily life

**We're here for you, always.**  
Life happens, regardless of the day or time. That's why we make ourselves available 24/7, even on holidays. So whenever you need to reach out, we're here for you.

**SERVICES**

- ▣ Counseling
  - In-person
  - Telephone
  - Online messaging
  - In-the-moment
- ▣ Consultation on
  - Finances
  - Legal needs
  - Managing employees
  - Life
- ▣ Crisis support
- ▣ Coaching
- ▣ Adult and child care resources
- ▣ Personal and professional training

<https://news.northeastern.edu/2023/06/08/magazine/cooper-day-in-the-life/> and <https://www.umaryland.edu/police/community-outreach/comfort-kg/>

# Self Care in The Workplace



**Simplify Your To-Do List:** invest in task tracking programs or try asking colleagues to be accountability buddies



**Team Activities:** Bring Your Pet to Work Day and similar activities boost morale with bonding and stress relief



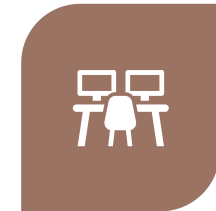
**Visit Colleagues:** moving to increase blood flow, and fun conversations to increase serotonin.



**Get Involved in Campus Activities:** keeps you engaged in your community, and provides accomplishment outside of the 9-5



**Do A Communications Audit:** clear up emails and zoom calls with concise discourse for less stress



**Set Up a Proper Workspace:** Having a comforting and ergonomic workspace creates a stress-free environment

# Self Care - After Hours



**Leave Work at Work** - remove work email from your phone. We existed without them before!



**Disconnect from Daily Distractions** - have timers set on your devices that limit interactions



**Get Outside** - take a walk! It gives your body and mind a break with sunlight and air



**Doodling** - activate your brain's "unfocus" circuits allowing more creativity



**Movement** - Exercise, stretch, meditate and dance it out!



**Communicating When You Don't Want To** - make sure to set boundaries for better mental health



**Eat healthy but enjoy treats!** Intuitive eating, to nourish your body and mind.



**Vacation** - utilize allowed PTO and reconnect with your life outside of work

# Resources

***DIY Tools, Mental Health America*** <https://screening.mhanational.org/diy-tools/>

***Mental Health First AID, National Council for Mental Wellbeing***  
<https://www.mentalhealthfirstaid.org/>

***Take a Mental Health Test, Mental Health America***  
<https://screening.mhanational.org/screening-tools/>

***The “Mental Health at Work: What Can I Do” PSA Campaign,***  
<https://www.whatcanyoudocampaign.org/psa-campaigns/mental-health-psa/>

***It's OK Not To Be OK: Addressing Workplace Mental Health. Forbes.com***  
<https://www.forbes.com/sites/onemind/2022/02/10/its-ok-not-to-be-ok/?sh=6b5cdg2ebc92>

***Unmasking imposter syndrome: 15 ways to overcome it at work.***  
Asana.com, <https://asana.com/resources/impostor-syndrome>



# Federal Protections

Under the federal **Americans with Disabilities Act** and other nondiscrimination laws, most employers must provide reasonable accommodations to qualified employees with mental health conditions. Forty-three percent (**43%**) of employers have seen a **spike in reasonable accommodation requests** related to mental health since the coronavirus pandemic started.

Mental and physical health conditions are considered serious health conditions under the FMLA if they require 1) inpatient care **or** 2) continuing treatment by a health care provider. A serious mental health condition that requires **inpatient care** includes an overnight stay in a hospital or other medical care facility, such as, for example, a treatment center for addiction or eating disorders.

A serious mental health condition that requires **continuing treatment** by a health care provider includes:

- Conditions that incapacitate an individual for more than three consecutive days and require ongoing medical treatment, either multiple appointments with health care providers; and
- Chronic conditions (e.g., anxiety, depression, or dissociative disorders) that cause occasional periods when an individual is incapacitated and require treatment by a health care provider at least twice a year.

*Department of Labor - Fact Sheet # 280: Mental Health Conditions and the FMLA <https://www.dol.gov/agencies/whd/fact-sheets/280-mental-health>*

*SHRM - Employers Grapple with Surge in Mental Health Issues.*

*<https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/employers-surge-in-mental-health-issues.aspx>*

*Department of Labor - Fact Sheet # 280: Mental Health Conditions and the FMLA <https://www.dol.gov/agencies/whd/fact-sheets/280-mental-health>*