

Understanding Challenges and Impacts of Caregiving: Supporting Students at a Time of Transition

2021 CGS Annual Meeting
Friday, December 3, 4:00-5:00 pm

Support for Graduate Caregivers at University of Michigan

Mike Solomon, Rackham Graduate School

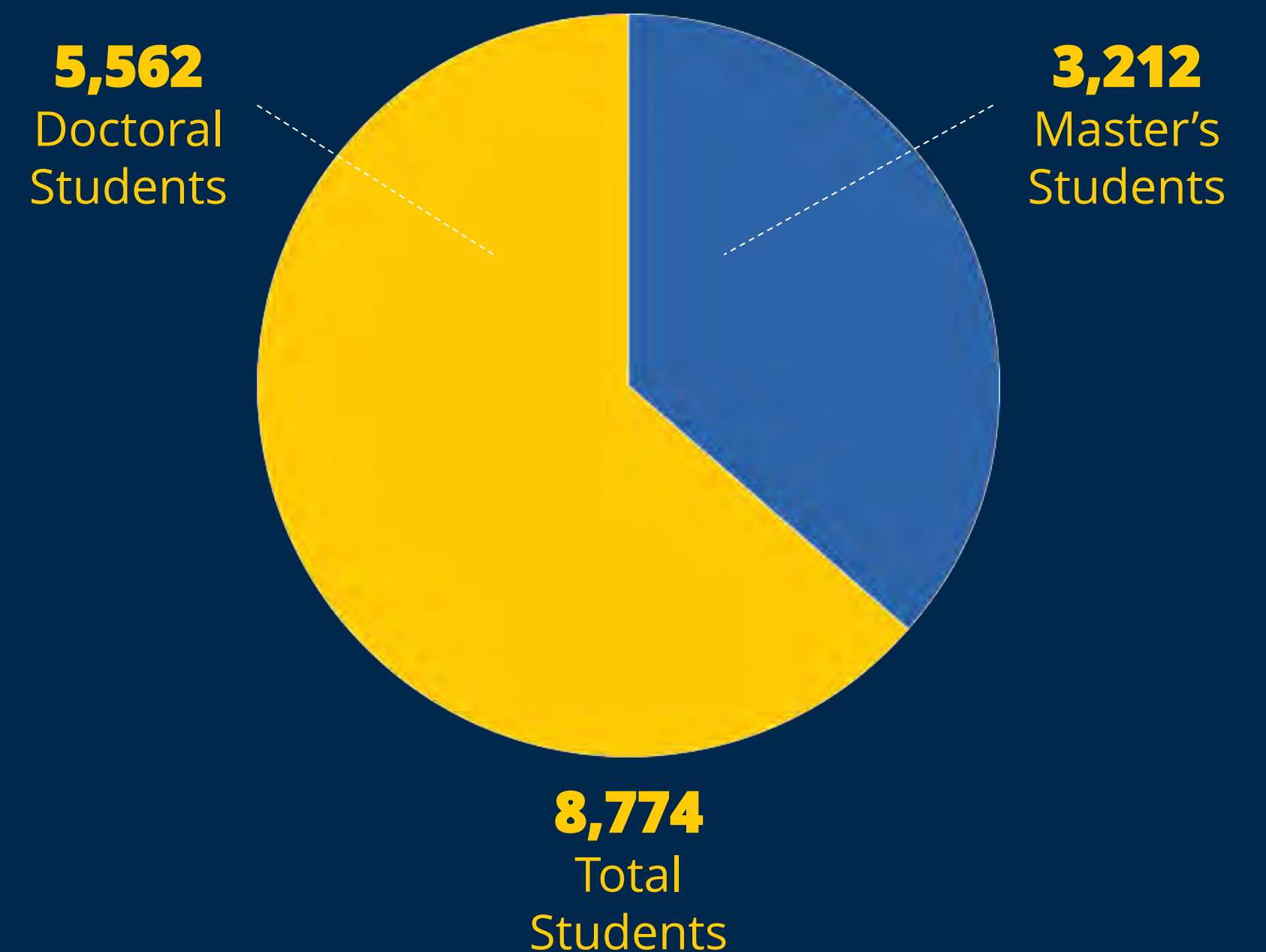
Concurrent Session: Understanding Challenges and Impacts of
Caregiving: Supporting Students at a Time of Transition

CGS Annual Meeting
December 3, 2021

Institutional Context

- All campus graduate and professional enrollment is about 18,000.
- Rackham Graduate School is home to research-based master's degrees and all doctoral programs; home to about 100 master's and 100 doctoral programs.
- From the Michigan Doctoral Experience Survey, an estimated 3-4% of doctoral students are parents (~175-225 students).
- The graduate school offers programs and services to support graduate education and the graduate student experience.
- U-M has signed the Okanagan Charter; it is supporting graduate student mental health & well being through the work of a standing committee.

Total Students in 2021



Benefits Support for Caregivers: Child Care Subsidy

- A need-based award administered centrally by the **U-M Office of Financial Aid**. Students must demonstrate need based on the Expected Family Contribution, existing financial aid, and the cost of attendance.
- 2021–2022 Maximums
 - For one child, the maximum is \$3,118 per term.
 - For two children, the maximum is \$4,572 per term.
 - For three or more children, award maximum is \$6,028 per term.

Academic Year 2019

**Terms of subsidy received by Rackham
students : 325**

Average amount received per term: \$3,186

Academic Year 2020

**Terms of subsidy received by Rackham
students : 299**

Average amount received per term : \$3,167

Benefits Support for Caregivers: GradCare

- Doctoral students receive full funding during fall and winter academic terms; spring/summer support depends on discipline.
- Full funding includes stipend, benefits, and tuition.
- Benefits include GradCare, an HMO plan for benefits-eligible graduate students, including graduate employees (GSRA, GSI, and GSSA) and doctoral fellowship recipients.
- GradCare covers 100% of pre-natal, delivery, post-natal, and well child care; dependent care is covered; coverage continues through spring/summer
- Other students, such as master's students, are eligible for a student plan that complies with the Affordable Care Act (about \$2,000/annually)

Academic Policies That Support Caregivers

Leave of Absence Policy

- Eligible doctoral students may take a semester by semester leave for urgent family necessity or care for dependents.
- About 15 students initiate a family care LOA per year; about one-third are for one term, one-half are for one year, and the balance are longer (a leave of up to two years is allowed).
- In partnership with the Center for the Education of Women (CEW+) we provide support for health insurance fees for student parents who are experiencing financial hardship.

Academic Policies That Support Caregivers

Parental Accommodation Policy

- Provides 6–8 weeks of time away from active study immediately following a birth or the adoption of a young child.
- Full-time student status and associated benefits are retained.
- An additional year is added to normative time to degree.

Research and Professional Support for Caregivers (in Partnership with CEW+)

Graduate Student Professional Travel with Children Grant (up to \$750):

Rackham student parents traveling with small children (under the age of 6) while attending conferences, workshops, meetings, or other academic events related to research or professional development. (About 25 applications/year)

Postdoctoral Professional Travel with Children Grant (up to \$750): travel expenses for children under the age of 6 who accompany a postdoctoral parent to a professional meeting. (About 10 applications/year)

Emergency Funds: Although funds are available to all students, for student parents, there are often additional complexities. During the spring/summer 2021 term, CEW+ partnered with Rackham to expand eligibility for emergency fund support to include expenses incurred for unlicensed child-care.

Structural and Programmatic Supports (in Partnership with CEW+)

- Student Caregiver Resource Page
- Participation and support of CEW+ working groups, including Student Caregiver Excellence Committee
- Avenues for the Graduate Student Parents and Caregivers (GSPaC) group to engage with the Student Caregiver Excellence Committee
- Student Parent/Caregiver Survey
- Rackham Student Parent Facebook Group

Current Programs and Future Needs

- Availability of Support for Unlicensed Child Care
- Student Life Academic Notifications Process used to address needs of student parents
- Priority Registration
- Reserved Spaces and Funding for Student Parents at U-M Child Care Centers
- Syllabus Statement

Questions/Thank You

Mike Solomon, Rackham Graduate School

CGS Annual Meeting
December 3, 2021

Understanding Challenges and Impacts of Caregiving for Graduate Students

Susan Carvalho
Associate Provost & Dean of the Graduate School
December 3, 2021

Graduate Student Programming Team



Susan Carvalho

Associate Provost &
Dean of the Graduate
School



André Denham

Associate Dean for
Graduate Academic
Affairs



Tierney Jenkins

Director of Graduate
Programming



Jordan Watkins

Graduate Assistant

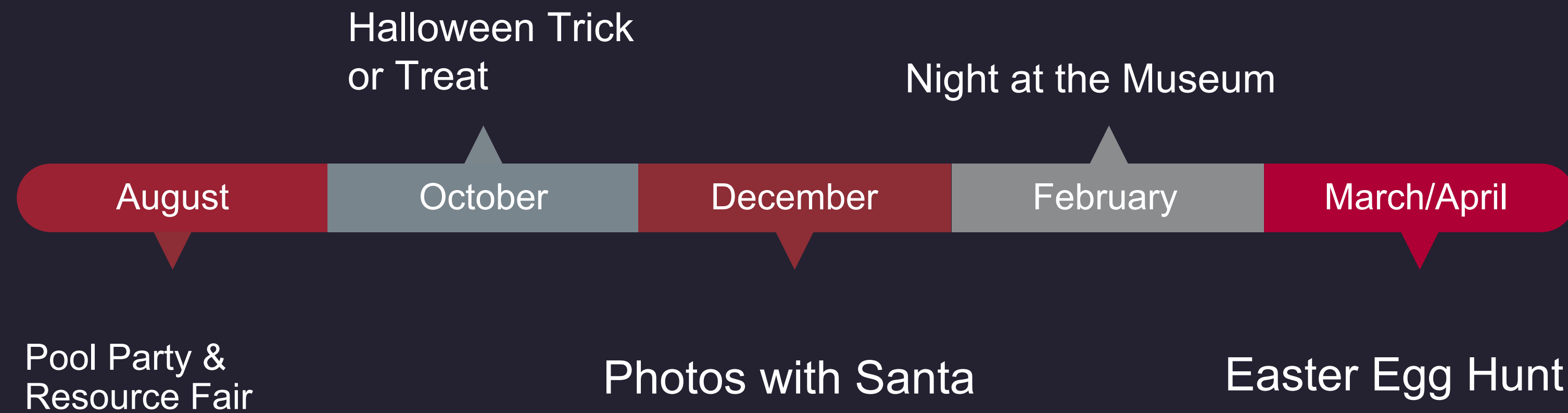
01 Graduate Parent Support



Graduate Parent Support

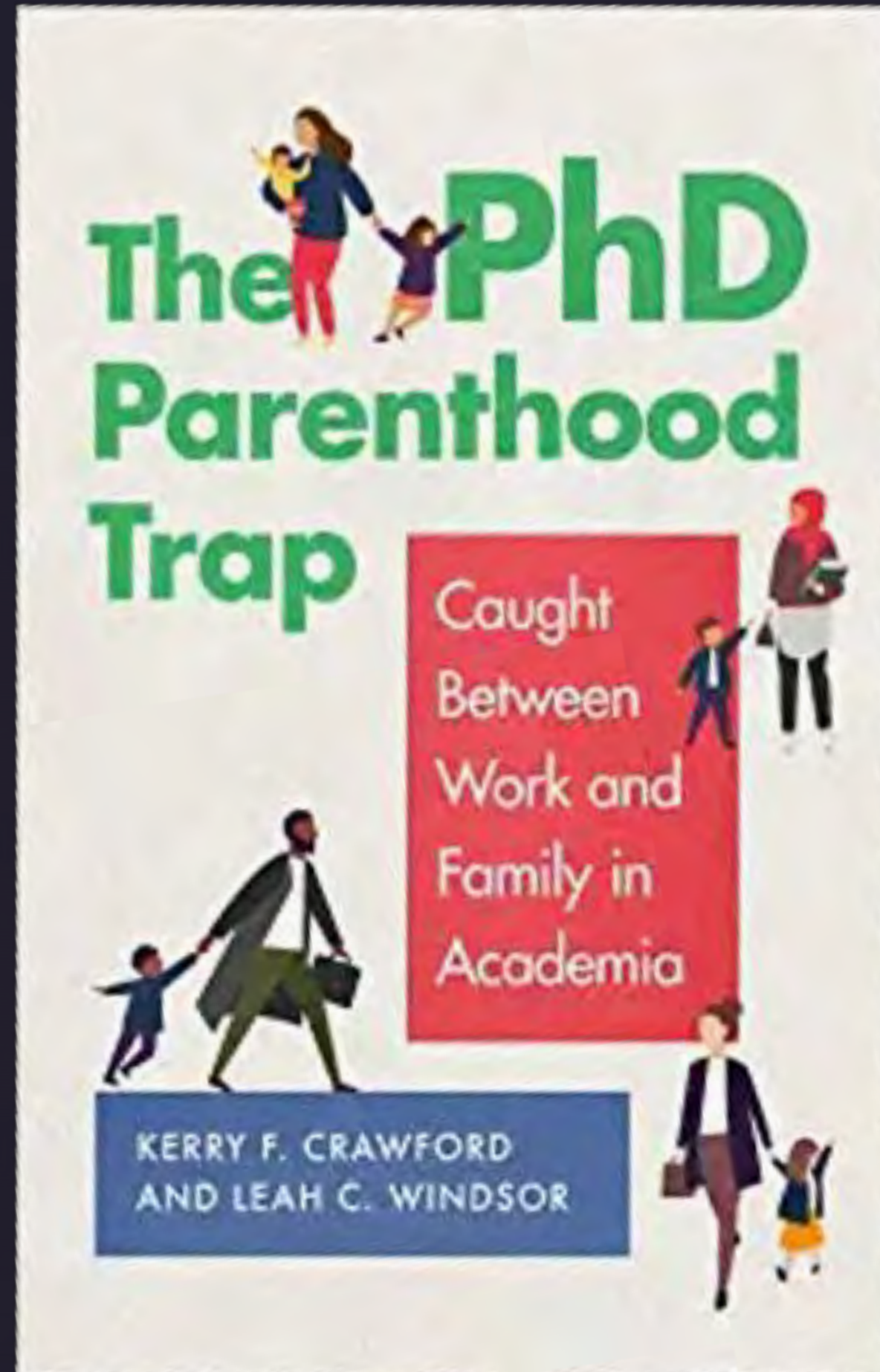
- Result of 2009 CGS/Peterson's Award grant for Innovation in Promoting an Inclusive Graduate Community
- Recognized by ACE 2014 State Network Leadership Award for the Advancement of Women in Higher Education

GPS: Annual Events



GPS: Sitters for Service





Graduate Parent Support Future Plans

“Parenting in Academia” 1-day conference
— based on the book by Crawford & Windsor

Mentorship cohorts based on our successful Tide
Together model

— match incoming graduate parents with a faculty
parent and a more experienced student parent,
perhaps with children all around the same age.

02 Tide Timeout



TIDE TIMEOUT

- Mental Health initiative targeted to the particular needs of graduate students, in partnership with Counseling Center
- Mission: to help students
 - Seek and receive support through campus resources
 - Learn essential wellness skills
 - Apply sound and sustainable mental health principles in order to live a full life

TIDE TIMEOUT TOPICS

01

Mental
Health/Coping
with Change

02

Financial
Wellness
During a
Pandemic

03

Empowering the
Underrepresente
d Graduate
Student

04

Imposter
Syndrome

05

Healthy
Relationships

06

Stress
Management and
Positive
Psychology

TIDE TIMEOUT TOPICS

07

Creating a
Nutrition
Wellness Plan

08

Surviving
Your
Dissertation

09

Dealing with
Anxiety

10

Healing
Identity-Based
Trauma

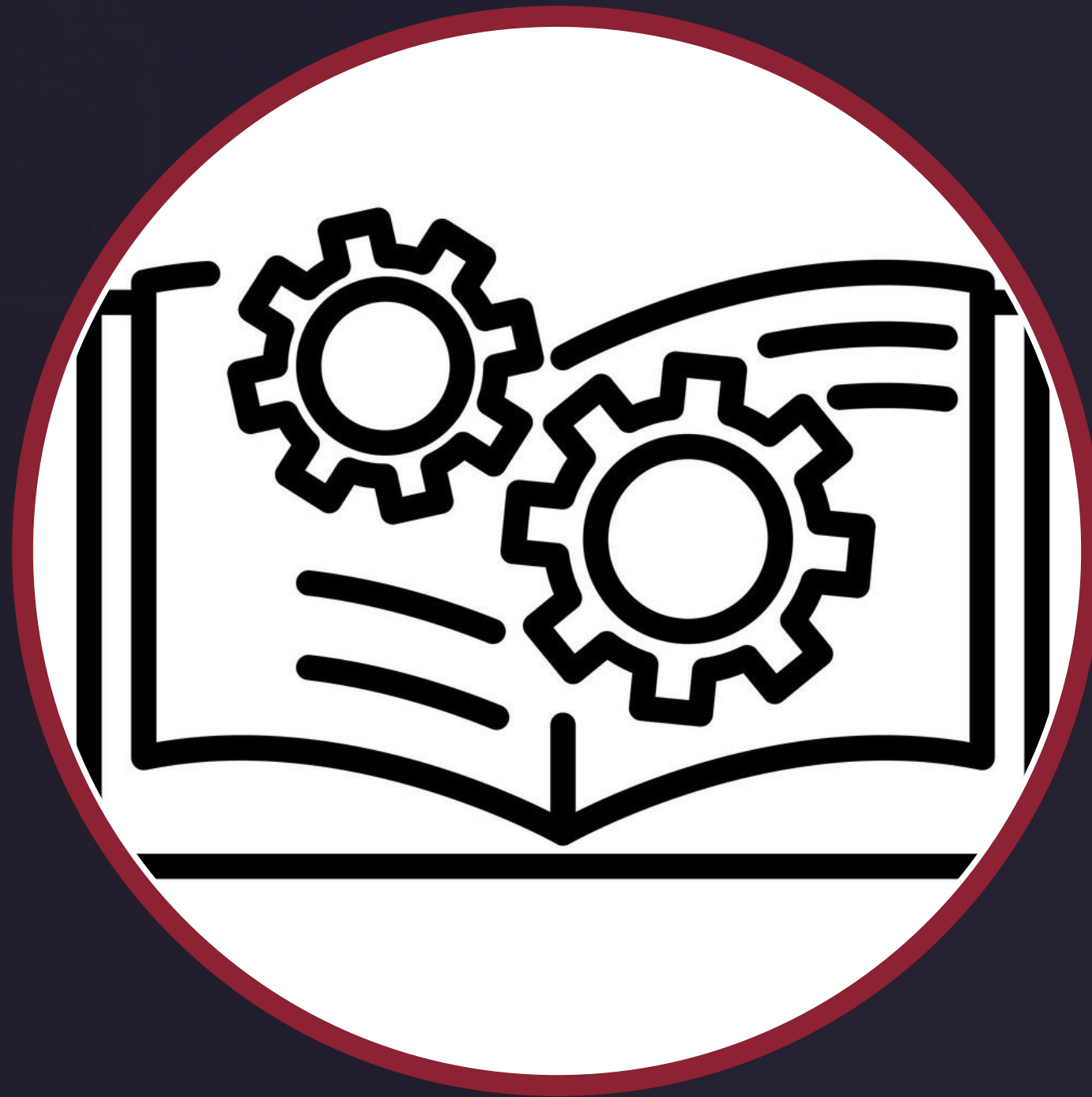
11

Suicide
Prevention
Training

12

Healthy
Communication
in Your
Relationships

03 Community Resources



Guide to Community Recourses

- Food Assistance
- City-based “Parents’ Night Out
- Pro Bono Legal Services
- Mental Health Assessments/Therapy for Children
- Women’s Health Resources
- Family Counseling Services
- Local Housing Authority
- School and After-School Services
- Things to Do



04 National Center for Faculty Development & Diversity



National Center for Faculty
Development & Diversity

NCFDD

- ✓ Skill #1: Every Semester Needs a Plan
- ✓ Skill #2: Align Your Time with Your Priorities
- ✓ Skill #3: How to Develop a Daily Writing Practice
- ✓ Skill #4: Mastering Academic Time Management
- ✓ Skill #5: Moving from Resistance to Writing
- ✓ Skill #6: The Art of Saying "No"
- ✓ Skill #7: Cultivating Your Network of Mentors & Sponsors
- ✓ Skill #8: Overcoming Academic Perfectionism
- ✓ Skill #9: Engaging in Healthy Conflict
- ✓ Skill #10: Strategies for Dealing with Stress & Rejection

NCFDD

1. Strategic Planning

Learn how to plan your academic year, each term, and your weekly schedule in a way that is aligned with your tenure and promotion criteria

2. Explosive Productivity

Learn the skills that will help you to publish more research, win more grants, and manage your internal resistance to writing

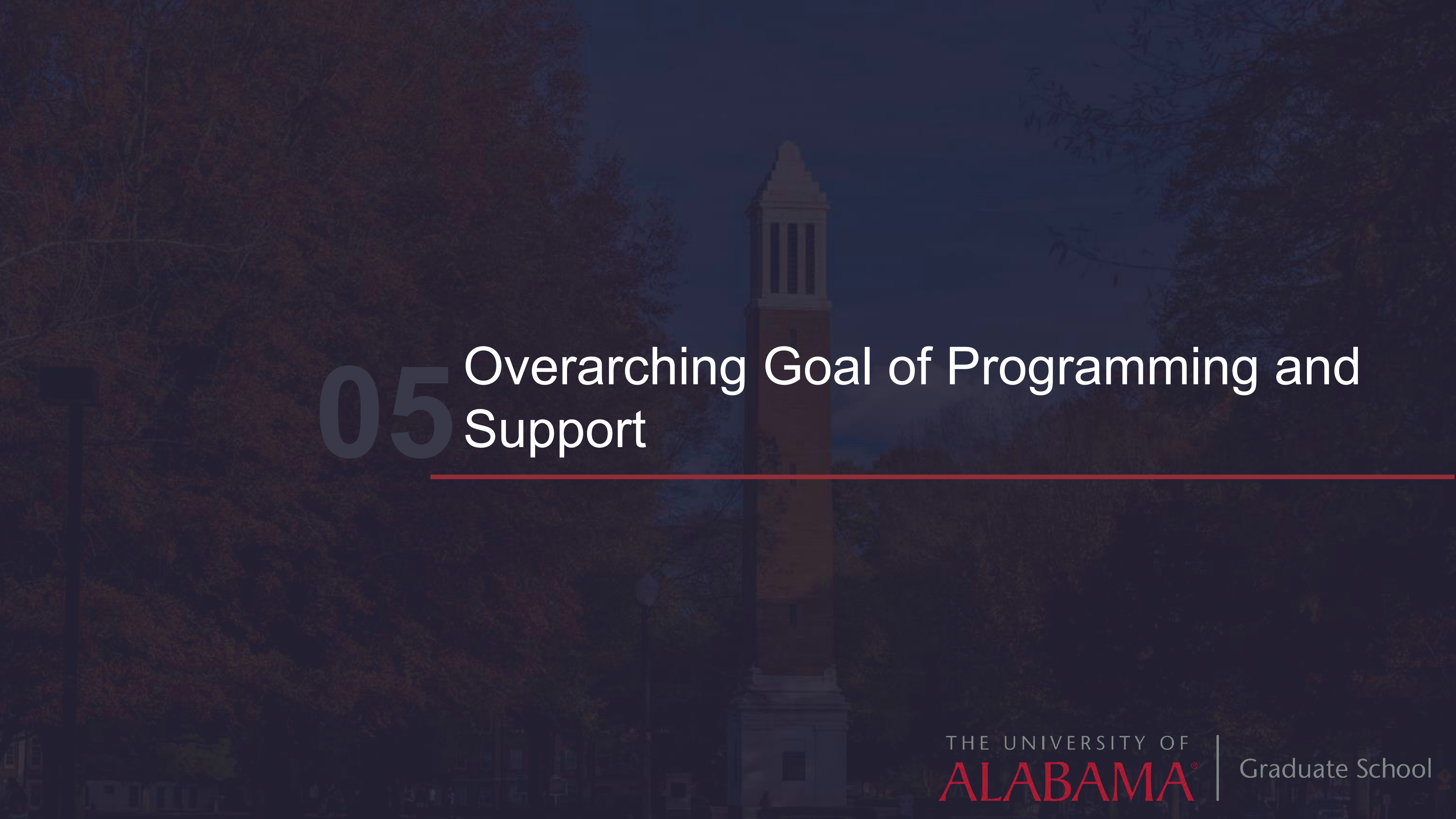


4. Work-Life Balance

Learn how to reduce your stress, increase your self-care, and find balance in your professional and personal life

3. Healthy Relationships

Learn how to manage your professional relationships and build a thriving network of mentors, sponsors, and collaborators



05 Overarching Goal of Programming and Support

Programming and Support Goals

01

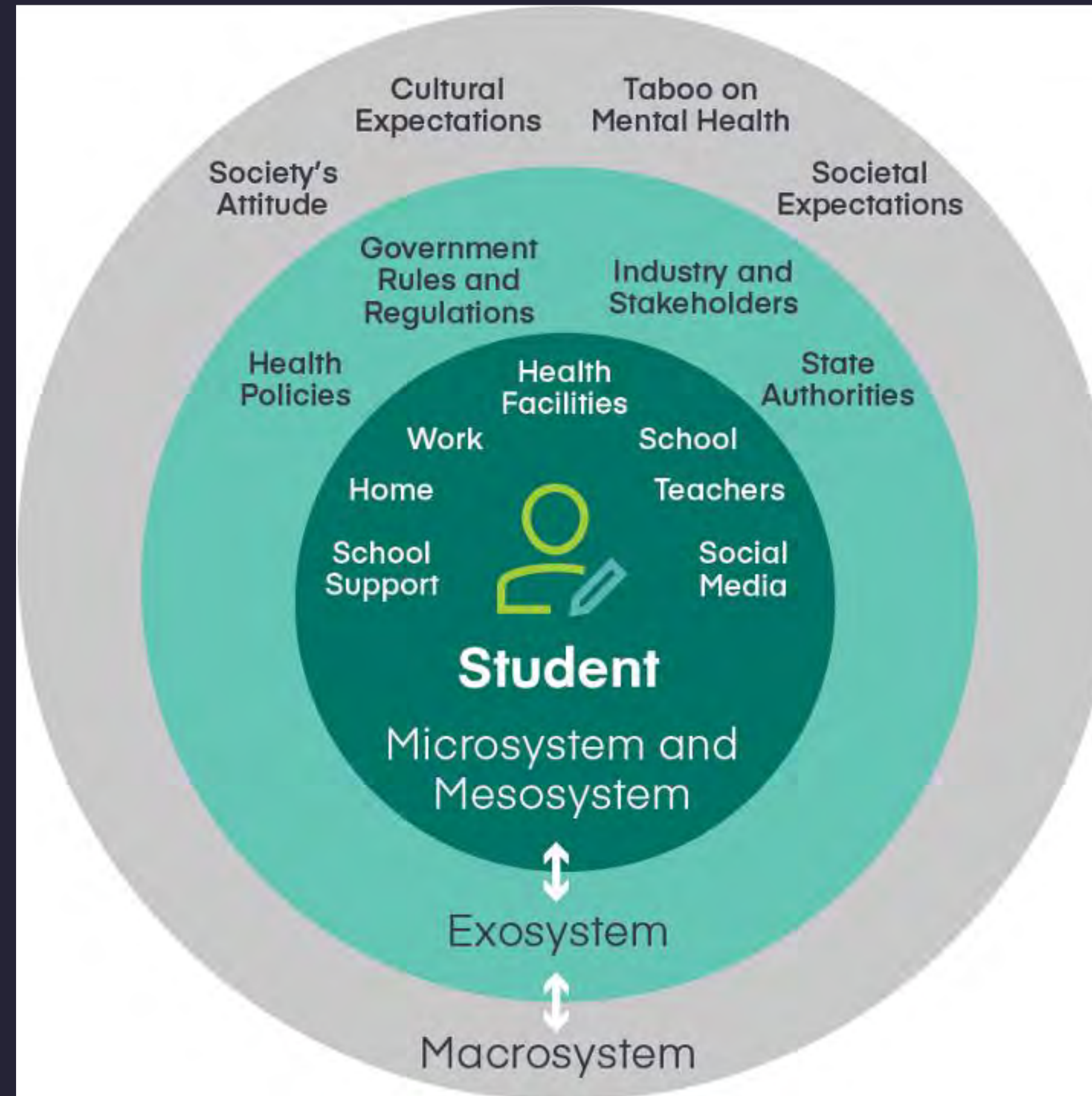
Create a more inclusive, supportive structure and campus environment for graduate education at UA

02

360-degree approach to student support

03

Ensuring full and equitable access to care and resources



Jackson State University

“Supporting Students’ Mental Health and Well Being”

Presenter:

Preselfannie W. McDaniels, Ph.D.

Dean, Division of Graduate Studies



TELEHEALTH
SERVICES
FOR
STUDENTS

COLLEGE OF HEALTH SCIENCES

**APPLIED PSYCHOLOGICAL SERVICES
CLINIC**

**LATASHA NORMAN CENTER FOR
COUSELING SERVICES**

TELEHEALTH SERVICES EXPANSION



By Victoria Bailey

University Developing Telehealth Hub to Tackle Racial Health Disparities

The WK Kellogg Foundation has funded Jackson State University's mission to address racial health disparities through a telehealth hub....

The telehealth hub will consist of three phases.

In phase one, which is funded by the WK Kellogg Foundation grant, public health experts from JSU will conduct collaborative research to understand how to use telehealth and the challenges that accompany it. Officials say they will work to earn the trust of the community during this phase as well.

in phase two, the researchers will partner with other research institutions, technology companies, healthcare systems, and community organizers to raise awareness of health disparities and social challenges. These organizations will also assist in designing digital health solutions for the hub that will address health inequities.

In the third and final phase, JSU researchers will employ those solutions and innovations in their communities, aiming to tackle racial health disparities and improve health outcomes for communities of color.

COUNSELING CENTER SERVICES

Latasha Norman Center Services/Programs

- **Individual and Group Counseling**
- **Couples and Family Counseling**
- **Faculty/Staff Consultation**
- **In-Service Training for Campus Community**
- **On-Call Crisis Staff**
- **Classroom and Residential Life Outreach Presentations**
- **Annual Domestic Violence Forum – Month of October**
- **Annual Run/Walk Event – 2nd Saturday in November**
- **Annual Health Fair – Month of March**

COUNSELING CENTER SERVICES

Latasha Norman Center Services/Programs

Self-help

Some individuals are unsure about engaging in the counseling process or may not have the time to commit to it. Self-help resources serve as tools that students, faculty, and staff can access in order to learn more about different mental health concerns and how to cope with them. These resources are available 24/7.

Depression

[Depression and College Students](#)

[Frequently Asked Questions About Depression](#)

[Coping With Depression](#)

Suicide

[Suicide Prevention](#)

[Suicide and Veterans](#)

[Coping With Suicidal Thoughts](#)

Gender-Based Violence/Interpersonal Violence

[Break The Cycle](#)

[Statistics](#)

[Take The Pledge](#)

[Stalking](#)

[Sexual Assault](#)

Anxiety & Stress

[Anxiety and College Students](#)

[What is Anxiety?](#)

[Difference Between Anxiety and Stress](#)

[Managing Anxiety and Stress](#)

Relaxation/Stress Management Techniques

<https://youtu.be/xcjTF5BxKdo>

<https://youtu.be/6KLhMGiSmHs>

<https://youtu.be/0mUDIFhz4TE>

APPLIED PSYCHOLOGICAL SERVICES CLINIC

Services offered in the clinic will be as follows:

- Psychological Assessments: Intellectual/Cognitive Neuropsychological, Behavioral, Psychophysiological, Psychoeducational
- Psychological Interventions: Individual Therapy, Group, and Family
- Consultations to Community Service Agencies and Local Schools, and Government Entities
- Assistance with Trauma/Anxiety

Note: Licensed Psychologists will supervise the services provided by doctoral students in the clinic.

Fee for Services

At present, services are assessed based on a sliding fee scale. There is no charge to JSU students.

GRADUATE STUDENT ASSOCIATION INITIATIVES

VIRTUAL FINANCIAL AID SESSION

VIRTUAL WRITING GROUP SESSIONS

VIRTUAL SOCIAL EVENTS

**VIDEO: ENCOURAGEMENT FROM THE
GRADUATE DEAN**

Thank you for joining us!