Faculty Self-Care, Mental Health, and Community Support Through Pandemic Teaching

Beth Counselman Carpenter, PhD, LCSW
Stephen Cummings, MSW, ACSW, LISW
Matthea Marquart, MSSW

Friday, March 25th, 2022
11 am - 12 pm CT / 12 - 1 pm ET
Open Community Forum - Madison College
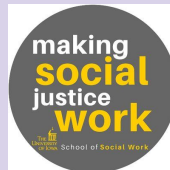
Your Presenters

Beth Counselman Carpenter, PhD, LCSW; Twitter @ElisabethAnneCC
Associate Professor of Social Work
Adelphi University School of Social Work (presenting from the land of the Merrick & Munsee Lenape peoples)

Stephen Cummings, MSW, ACSW, LISW; Twitter @spcummings
Clinical Associate Professor, MSW Program & Distance Education Director
University of Iowa School of Social Work (Land acknowledgement)

Matthea Marquart, MSSW; Twitter @MattheaMarquart
Assistant Dean, Online Education; Adjunct Senior Lecturer
Columbia University School of Social Work (presenting from the land of the Lenape people)

Social Work Graduate Degree Programs | School of Social Work (adelphi.edu)

U Iowa Social Work

Columbia Social Work Online Program
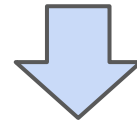
What's in this for you?

- Discuss faculty self-care and community support, particularly in the context of the the COVID-19 pandemic
- Consider multiple perspectives on self-care
- Describe ways to build self-care strategies into courses and institutions

- Share your ideas

- Ask questions

- Add to your toolkit

AGENDA	
1	Welcome, agenda, and introductions
2	Politics & context of self-care during a pandemic
3	Multiple perspectives on self-care
4	Organizational self care
5	Ways to build self-care strategies into courses and institutions
6	Resources, Q&A, and wrap up

Introductions (chat)

- Please say hi in chat!
- Where are you joining from?
- In the chat, please share your choice of one of these (& indicate which one you're sharing)

1) Something that's been helpful for stress relief or self care

2) Something that has made you smile, feel inspired, or feel hopeful recently

3) A book, song, podcast, show, etc. that you recommend & why

Adapted from this source

Self-care vs. reasonable workload & systemic issues

Note: This presentation topic does not seek to absolve institutions of the responsibility to treat faculty with respect and establish reasonable expectations for workload.

The Politics of Self-Care: Toward Radical Decolonization

Jalana S. Harris, PhD, LCSW-R
Lecturer, Columbia University School of Social Work

Article link:

"Decolonized radical self-care means unpacking our personal, generational, and historical trauma and the ways our people have survived by seeking proximity to a mythical norm reflective of cultural imperialism and patriarchy. Radical self-care requires a process of redefining one's goals, one's values, and, ultimately, one's self **for** oneself. It means disrupting the cycle of socialization. It involves knowing what's truly in our best interest and not what we've been socialized to believe is in our best interest—but is actually the oppressors' best interest."

Context of self-care practices

●Can be infused with white supremacy and encroachment on affinity spaces.

●Self-care is based on personal identities often with deeply intimate and historical connections.

●Respecting privacy and boundaries of self-care practices while creating institutional space for the practice.

●As a liberatory versus capitalistic practice, the process of learning radical self-care can be exhausting and overwhelming.

● Has been contextualized in a capitalistic, colonized, and industrialized way. Self-care and wellness is now considered a 10 billion USD industry.

Reflection Question for Chat

- What do the concepts of Rest, Play, Healing, and Work mean to you?

Liz and Mollie on Instagram

Image sources: https://www.instagram.com/p/CLxDPuJB8La/ and
https://www.instagram.com/p/CM43BtTBxnm/ -- from https://www.instagram.com/lizandmollie/ by **Liz Fosslien** (art and Instagram) and **Mollie West Duffy** of https://www.lizandmollie.com/

Based on the work of Popular Psychologist Olga Phoenix, represents one aspect of self-care that requires attention every day
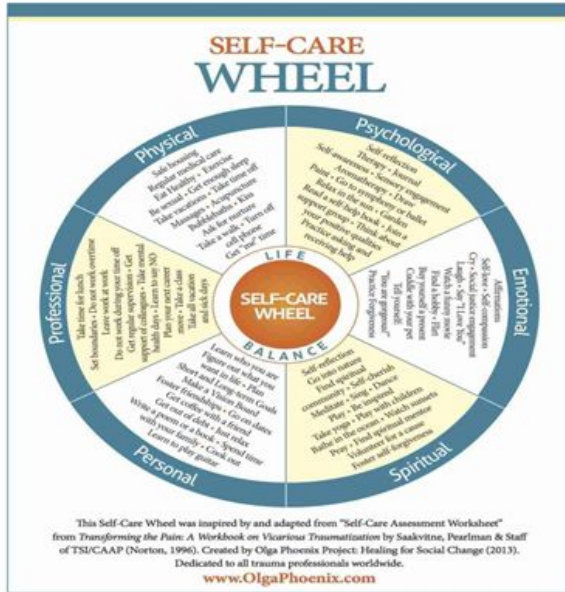
isf.global.org

Haley Dalphon's Model of Self Care

1 — Taking a personal inventory of stressors

2 — Seeing one's identity beyond social work

3 — Saying no

4 — Practicing Mindfulness

5 — Practicing physical care

Self-care as a concept strengthened during the Black Panther movement & 1950s Western medical field

Authentic self-care as social justice

- Self as overlooked in professional training programs and education.

- Deep self-assessment of one's cultural value system.

- Rest as a cultural concept.

- Determining one's internal narrative.

- Staying with the discomfort when looking at negative habits and tendencies.

- Becoming agents of personal change for client & student change.

Staying focused while managing a difficult news cycle

*Recommendations from Kerry Ann Rockquemore, President of [National Center for Faculty Development & Diversity](#)

*[Essay on how faculty members can keep focused amid so much disturbing news](#)

WHAT DOES YOUR BODY NEED?

WHAT DOES YOUR MIND NEED?

WHAT DOES YOUR SPIRIT NEED?

     Do what matters

     Consider developing a 'rage practice'

     Intentionally experience joy, love & gratitude every day.
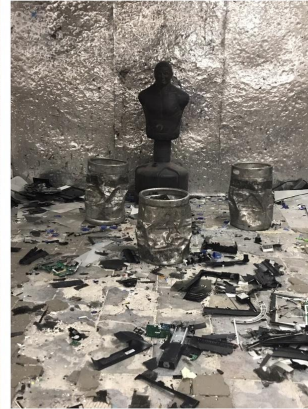
Example Rage Practice

From
[The Wrecking Club](#)
in NYC

Reflection Question for Chat

- Who and/or what has influenced your self-care practices?

Special considerations for self-care online: Adults have a range of confidence in their technical skills

How confident people are in using computers, smartphones or other electronic devices to do the things they need to do online:

- 54% of internet and smartphone users said they are "very confident."
- 32% said they are "somewhat confident."
- 10% said they are "only a little confident."
- 4% said they are "not at all confident."

How well this statement describes them: "When I get a new electronic device, I usually need someone else to set it up or show me how to use it."

- 26% said this describes them "very well."
- 20% said it describes them "somewhat well."
- 11% said the statement describes them "not too well."
- 42% said this describes them "not at all well."

Demographics: Five groups
% of U.S. adults

	Digitally Ready (17% of adults)	Cautious Clickers (31% of adults)	The Reluctant (33% of adults)	Traditional Learners (5% of adults)	The Unprepared (14% of adults)
Gender					
Male	49	50	53	43	42
Female	51	50	47	57	58
Parents of minor children					
Parents	37	30	26	30	25
Non-parents	63	70	74	70	75
Race/Ethnicity					
White	65	68	62	53	65
Black	12	11	12	17	10
Hispanic	13	9	20	21	18
Age					
18-29	25	28	20	14	8
30-49	48	38	28	33	24
50-64	20	22	27	36	33
65+	6	11	24	15	33
Household income					
Under $30K	22	23	42	36	42
$30K to $50K	16	19	19	13	17
$50 to $75K	16	13	11	13	12
$75K and over	38	37	17	27	16
Education					
High school grad or less	19	29	55	41	55
Some college	30	38	28	29	28
Bachelor's degree or more	51	33	16	30	16
Geography					
Rural	16	15	20	17	17
Urban	39	35	33	39	33
Suburban	45	50	47	44	50

Source: Survey conducted Oct. 13-Nov. 15, 2015.
"Digital Readiness Gaps"
PEW RESEARCH CENTER

Source: Horrigan, J. (2016, September 20). Digital Readiness Gaps. The meaning of digital readiness | Pew Research Center

Special considerations for self-care online: Online harassment is widespread and impacts behavior

Roughly four-in-ten Americans have personally experienced online harassment

% of U.S. adults who have experienced _____ online

Less severe behaviors	Offensive name-calling	27%
	Purposeful embarrassment	22
More severe behaviors	Physical threats	10
	Sustained harassment	7
	Stalking	7
	Sexual harassment	6
	Any harassment	41
	Only less severe behaviors	22
	Any of the more severe behaviors	18

Source: Survey conducted Jan. 9-23, 2017.
"Online Harassment 2017"

PEW RESEARCH CENTER

Attitudes toward online harassment vary by gender

% of U.S. adults who say...

Online harassment is a "major problem"
- Men: 54%
- Women: 70%

Offensive content online is ...

	Too often excused as not a big deal	Taken too seriously
Men	35	64
Women	50	49

It is more important for people to ...

	Be able to speak their minds freely online	Feel welcome and safe online
Men	56	43
Women	36	63

Source: Survey conducted Jan. 9-23, 2017.
"Online Harassment 2017"

PEW RESEARCH CENTER

More than a quarter of Americans have chosen to not post something online after seeing harassment of others

% of U.S. adults who have _____ after witnessing harassing behaviors directed toward others online

Set up or adjusted privacy settings	28%
Chosen not to post something online	27
Changed any info in online profiles	16
Stopped using an online service	13
Any of these	47

Note: Total may not add to 100% because respondents could select multiple options.
Source: Survey conducted Jan. 9-23, 2017
"Online Harassment 2017"

PEW RESEARCH CENTER

Source: Duggan, M. (2017, July 11). Online Harassment 2017. Online Harassment 2017 | Pew Research Center

Organizational Self Care

Strategies:

1) Setting realistic goals with regard to workload and client care.
2) Actively encouraging the use of coffee and lunch breaks.
3) Promoting adequate rest and relaxation.
4) Professional colleagues and supervisors.
5) Social support from professional colleagues:
   a) Concrete support such as assisting with excess clerical work or taking on a particularly difficult client.
   b) Emotional support such as comfort, insight, comparative feedback, personal feedback, and humor (Bell, Kulkami, & Dalton, 2003; Maslach, 2003; Winnubst, 1993).

What is your setting's culture around professional burnout and secondary traumatic stress? Does your organization alleviate stigma around asking for support for self care? (Bell et al., 2003, Maslach, 2003; Maslach & Goldberg, 1988)

Reflection Question for Chat

- What might it look like for you to feel cared for by your community? Your institution?

Stephen: Course mid-point discussions on self-care

Semester mid-points focused on gauging students

Focused discussion on what self-care means to them

- Allow students to discuss how their program is inhibiting, complicating self-care
- Throughout semester - check the "pressure valve" - interior, exterior stressors on students

Nilofer Merchant: "Got a meeting? Take a walk"

Talithia Williams: Own your body's data

- Physical awareness, "taking ownership of data" of self, "expert of your body"

University of Iowa Curriculum Enhancements

- Building an online curriculum that scaffolds self-care
- Each course each semester features self-care content; students must complete the assignments as part of the class
- Online MSW: leadership, clinical social work

Changes to the 2021 Code of Ethics

- Self Care explicitly referenced for the first time in 2021
- Prior to this change, social workers were encouraged to seek professional consultation if they encountered issues with practice

Self-Care: 2021 Changes

- Update to the Purpose Section
- 5: The Code socializes practitioners new to the field to social work's mission, values, ethical principles, and ethical standards, and **encourages all social workers to engage in self-care, ongoing education, and other activities to ensure their commitment to those same core features of the profession.**

Modeling Boundaries & Other Self-care Practices

- Example: Digital Sabbath Observance

- How do you set boundaries for yourself?

- A provocative read "How to Listen Less": Setting boundaries when it comes to students' emotional disclosures (essay)
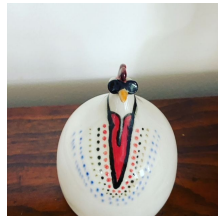
When baking sourdough just might not work for you...

For some of us, self-care can look like wearing your cat around the room during a Zoom meeting that could have been an email…

Or….cross-stitching a manifesto….

Or supporting a local artist by buying a ceramic chicken that looks like Elvis to remind you to smile on the days that break your heart:
(his name is Larry)....

Reflection Question for Chat

- What are your reactions to the perspectives and resources shared in this session?

Recommended Resources

- Holistic Self-Care for Change Makers - Loretta Pyles
- [How to Not Always Be Working: A Toolkit for Creativity and Radical Self-Care, Marlee Grace](#)
- Resmaa Menakem: My Grandmother's Hands: Racialized Trauma & the Pathway to Mending our Hearts and Bodies.
- Sustaining Spirit: Self-Care for Social Justice by Naomi Ortiz
- Martha Tesema: Reflection Questions on Self-Care: [How You Can Honor the Radical History of Self-Care | Shine](#)

7 Tips for Managing Stress, Burnout During the COVID-19 Crisis

Dawn E. Shedrick, LCSW-R

Adjunct Lecturer, Columbia University School of Social Work

Article link: 7 Tips for Managing Stress, Burnout During the COVID-19 Crisis - General Surgery News

"Here are seven tips for managing stress and fostering emotional resilience to prevent burnout….

1. Know that what you're feeling is a normal stress response.
2. Engage in consistent self-reflection to identify the emotional and mental signs of stress.
3. Prioritize your basic needs.
4. Take brief mental breaks throughout the day.
5. Incorporate sensory-soothing techniques to facilitate calm and relaxation.
6. Create and nurture supportive connections with your colleagues.
7. Seek professional support to cope with moral distress and grief."

Resources for self-care during COVID-19

- National COVID-19 Day: Resources

- NASW: Social Work Resources re: Coronavirus, which includes the page Self-Care for Social Workers

- What to Do About Self-Care Fatigue (Columbia Medical)

Q&A

If you would like to contact us:

Beth Counselman Carpenter:
 Twitter @ElisabethAnneCC, LinkedIn, or Email
 ecounselmancarpenter@adelphi.edu

Stephen Cummings, MSW, ACSW, LISW:
 Twitter @spcummings, Linkedin, or Email stephen-cummings@uiowa.edu

Matthea Marquart:
 Twitter @MattheaMarquart, LinkedIn, or https://www.mattheamarquart.com/