

GOAL 1: INTEGRATE MENTAL HEALTH AND WELLBEING INTO CAMPUS CULTURE BY IMPLEMENTING A PUBLIC HEALTH APPROACH THAT BUILDS THRIVING COMMUNITIES

MEASURABLE OUTCOME: *By AY29, all MUS institutions will embed a public health-informed, trauma-responsive approach to mental health and wellbeing into campus culture and systems, that advances upstream prevention, early intervention, timely access to clinical services, and shared responsibility, while measuring progress through training participation, use of services, and system-level wellbeing data.*

<p>OBJECTIVE 1: BUILD SHARED RESPONSIBILITY FOR MENTAL HEALTH & WELLBEING ACROSS CAMPUS</p>	<p>ACTION 1: Launch a system-wide public health education campaign* with role-specific guidance for faculty, staff, student leaders, and administrators on providing support across the mental health continuum.</p> <p>ACTION 2: Establish and disseminate clear, campus-specific pathways for students and employees to access mental health and substance use clinical services.</p> <p>ACTION 3: Reduce barriers to seeking help through stigma reduction campaigns and promotion of available mental health and wellbeing resources.</p>
<p>OBJECTIVE 2: INTEGRATE MENTAL HEALTH AND WELLBEING INTO CAMPUS POLICIES, PRIORITIES, AND SUPPORT STRUCTURES</p>	<p>ACTION 1: Facilitate collaborative planning with campuses to align mental health and wellbeing efforts with student success, retention, equity, and institutional priorities informed by assessment data and Task Force Recommendations.</p> <p>ACTION 2: Support campuses in reviewing and updating policies, strategic plans, or frameworks to intentionally integrate mental health and wellbeing using MUS public health models.</p> <p>ACTION 3: Provide a public health pyramid framework to help campuses assess resource gaps and strengthen support across promotion, prevention, early intervention, treatment, and crisis response.</p> <p>ACTION 4: Develop and disseminate equitable, trauma-informed guidance for policies related to academic accommodations, medical withdrawal and return, mandated leave, threat assessment, and crisis communication that balances student welfare with meeting campus safety and legal obligations.</p>
<p>OBJECTIVE 3: EXPAND ACCESS TO WELLBEING RESOURCES AND TRAINING OPPORTUNITIES</p>	<p>ACTION 1: Develop and maintain digital platforms including:</p> <ul style="list-style-type: none"> • A Campus Professional Resource Hub with templates for trauma-informed campus crisis response, postvention (recovery support) protocols, and community partnership agreements. • An Interactive Wellbeing Learning Hub offering mental health and wellbeing learning modules*, evidence-based self-help tools, crisis and suicide prevention resources, and direct connections to campus-specific support services for students and employees. <p>ACTION 2: Host regular system-wide convenings* to promote a public health approach to mental health and wellbeing.</p> <p>ACTION 3: Evaluate emerging technologies, including AI tools, related to student mental health and wellbeing, and provide guidance to MUS Mental Health Task Force, MUS AI Task Force, and other relevant system and campus leaders.</p>
<p>OBJECTIVE 4: TRACK PROGRESS AND RESPOND TO EMERGING NEEDS THROUGH DATA</p>	<p>ACTION 1: Administer system-wide comprehensive wellbeing assessments (Healthy Minds Study, National College Health Assessment, or equivalent) to students and employees every three years beginning in the fall of 2026, to monitor trends, identify emerging needs, and inform continuous improvement.</p>

GOAL 2: PROMOTE POSITIVE STUDENT SUCCESS OUTCOMES THROUGH EVIDENCE-BASED MENTAL HEALTH AND SUICIDE PREVENTION PRACTICES

MEASURABLE OUTCOME: *Early support and connection to resources improves student retention, safety, and academic success. By AY29, all institutions will implement and sustain evidence-based mental health, wellbeing, and suicide prevention practices that help identify and support students at risk and encourage help-seeking behaviors. Progress will be measured through participation in prevention training and awareness initiatives and indicators on use of services, help-seeking, and loneliness.*

OBJECTIVE 1: INCREASE EARLY IDENTIFICATION, INTERVENTION, AND HELP-SEEKING

ACTION 1: Establish, regularly review, and update standardized procedures through CARE/BIT teams or early alert systems to identify and support students showing signs of distress.
ACTION 2: Adopt a required system-wide foundational evidence-based online suicide prevention training* for all new faculty, staff, and students (e.g., SOS for Higher Ed.).

OBJECTIVE 2: IMPLEMENT COMPREHENSIVE EVIDENCE-BASED SUICIDE PREVENTION STRATEGIES

ACTION 1: Develop templates and best practices of evidence-based suicide prevention programming and activities that reduce access to lethal means and support campus-level adoption and implementation.
ACTION 2: Develop evidence-based resources and share best practices for promoting social connectedness and reducing isolation including for first-year, transfer, online, commuter, and underrepresented students. Support campuses in adopting and implementing strategies

GOAL 3: FOSTER EMPLOYEE MENTAL HEALTH AND WELLBEING TO CREATE A THRIVING WORKPLACE WHERE ALL EMPLOYEES CAN FULLY CONTRIBUTE TO THE MUS MISSION

MEASURABLE OUTCOME. *Employee wellbeing is a cornerstone of the MUS workplace culture. It both shapes and reflects the quality of student support, campus climate, and overall institutional success. By June 30, 2028, the system will work to remove barriers to wellbeing resources and strengthen a culture that values balance, care, and support for all employees.*

OBJECTIVE 1: STRENGTHEN A SYSTEM-WIDE CULTURE THAT PRIORITIZES EMPLOYEE WELLBEING THROUGH VISIBLE LEADERSHIP SUPPORT, EMPLOYEE ENGAGEMENT, AND RECOGNITION OF CAMPUS WELLBEING INITIATIVES

ACTION 1: Issue system-level guidance that encourages and supports employees to attend designated MUS-sanctioned wellbeing events.
ACTION 2: Leverage the Chief Human Resource Officers (CHRO) community and MUS Wellness Champion Program to gather employee input, elevate campus-level perspectives and inform system-level guidance on employee wellbeing that campuses can adapt.
ACTION 3: Establish a Community of Practice for staff and faculty to regularly share innovative wellbeing initiatives and host an annual virtual symposium to showcase the year's most impactful initiatives system-wide

OBJECTIVE 2: PROMOTE WELLBEING RESOURCES AND PROVIDE PROFESSIONAL DEVELOPMENT THAT EQUIP EMPLOYEES WITH TOOLS TO SUPPORT THE WELLBEING OF STUDENTS AND COLLEAGUES, WHILE PROTECTING THEIR OWN MENTAL HEALTH

ACTION 1: Provide guidance on role-appropriate response to faculty and staff**—including recognizing distress in students and colleagues, making referrals rather than providing care, and maintaining personal wellbeing through boundaries and self-care—in system-wide suicide prevention training.*
ACTION 2: Utilize employee assistance programs to promote workshops and trainings* to reduce employee stress and burnout, including trauma-informed practices, setting boundaries, managing compassion fatigue, supporting students with anxiety in the classroom, and inclusive teaching practices through EAP and other resources.
ACTION 3: Promote evidence-based wellbeing strategies for employees in teaching, leadership, and support roles (e.g., MUS Teaching Scholars Initiative, Equipping Leaders Toolkit).
ACTION 4: Create a centralized Employee Wellbeing Navigation Hub that streamlines access to existing system-level benefits, provides clear, confidential pathways to support services, and connects employees to available resources through campus sites and e-gov delivery.