

Let's Rethink How We Work: Creating Meaningful Change in the Workplace (MCW)



At Coppin State University, we embrace balance and wellness, cultivating an environment where faculty flourish and students soar.

Being Mindful: Creating Meaningful Change in the Workplace (MCW)

Vision Statement: Create a healthy, supportive, and productive workplace that enhances the mental and physical well-being of administration, faculty, staff, and students.

Goals:

- Promote physical, mental, and emotional well-being
- Minimize Occupational Hazards
- Create a campus community focused on health and wellness
- Enhance work-life balance



A Middle-Range Theory of Nurses' Psychological Trauma

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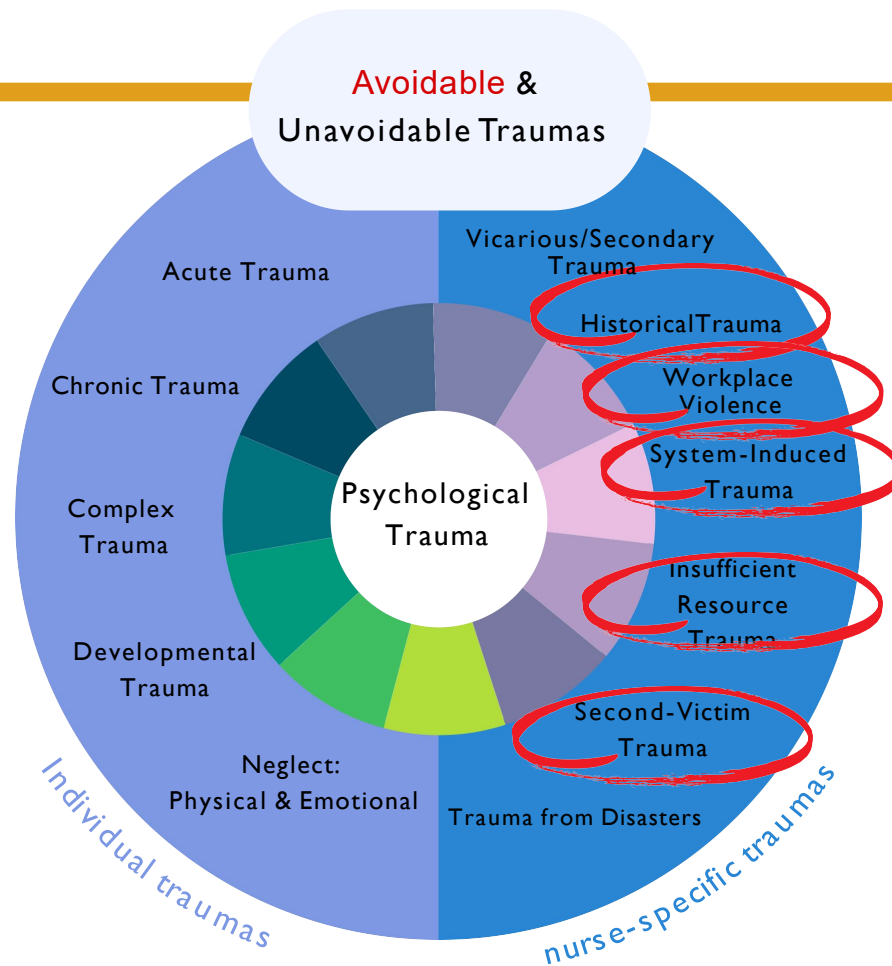
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Abstract

Vicarious trauma, secondary trauma, and workplace violence are the common forms of psychological trauma associated with nurses. Additional areas of nurses' trauma have not been adequately described, defined, or conceptually organized in the literature. In this article, a new middle-range theory of nurses' psychological trauma is presented with a novel discourse of nurse-specific traumas, theoretical statements, and outcomes of psychological traumas that are unique to nurses and the professional worlds in which they live. A middle-range theory is forwarded so that future scholars may test this theory and derive implications for practice, education, policy, and research.



A Middle Range Theory: Nurse's Psychological Trauma



Adapted from Foli (2022). Middle-Range Theory of Nurses' Psychological Trauma



WHAT IS THE PROBLEM?

“64% of faculty reported “feeling burned out because of work”



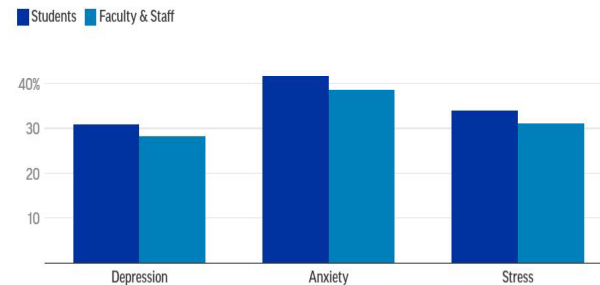
WHAT IS THE PROBLEM?

Current Challenges

- High-stress levels and burnout among administration, faculty, and staff.
- Lack of awareness about the importance of workplace wellness.
- Poor Morale
- Poor Mental and Physical Health
- Subpar performance

Faculty, Staff & Students Have Mental Health Concerns

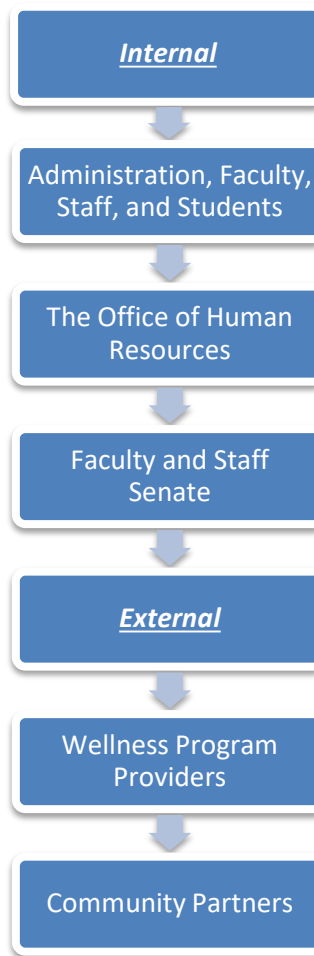
A 2023 survey shows nearly matching rates of severe depression, anxiety and stress among college students and faculty and staff.



Source: Journal of American College Health



Primary Stakeholders



THE SOLUTION

Investing in workplace well-being will foster a happier, healthier, and more productive workforce, contributing to students' success and the organization's economic growth.



U.S. Public Health Service Surgeon General of the United States, 2022



Road Map and Milestones

	7/2024- 9/2024	1/2025-2/2025	3/2025-4/2025	8/2025-12/2025
Introduction of the initial project to stakeholders (Mentor, Provost, Faculty Senate, Human Resources, Director of Title IX)	X			
Re-introduce the project with a plan for implementation (Mentor, Provost, Faculty Senate, Human Resources)		X		
Compose/identify task force/committee		X		
Compose and distribute a survey to administrators, faculty, staff, and students to gain insight into the campus community's perspective of well-being and their specific health-related needs.			X	
Analyze data collected from the survey and ensure topics and activities address the voice of the campus community			X	
Explore virtual health and wellness platforms that will serve as the health and well-being resource that will be integrated with the current CSU network.			X	
Integrate virtual health and wellness platform.				X
Provide Mental Health First Aide Training to students, faculty, and staff				X
Evaluate project success: Feedback from administration, faculty, staff, and students to evaluate usage and effectiveness of virtual health platform.				X
Complete implementation report				X
Dissemination of project outcomes				X



RESOURCES

University

The Office of the
Provost

Human Resources

Faculty Senate

Relevant
Committees

Mental Health
Training Resources

**Financial
Resources:**

Budget allocation
for the initiative

In-kind
contributions from
community
partners.

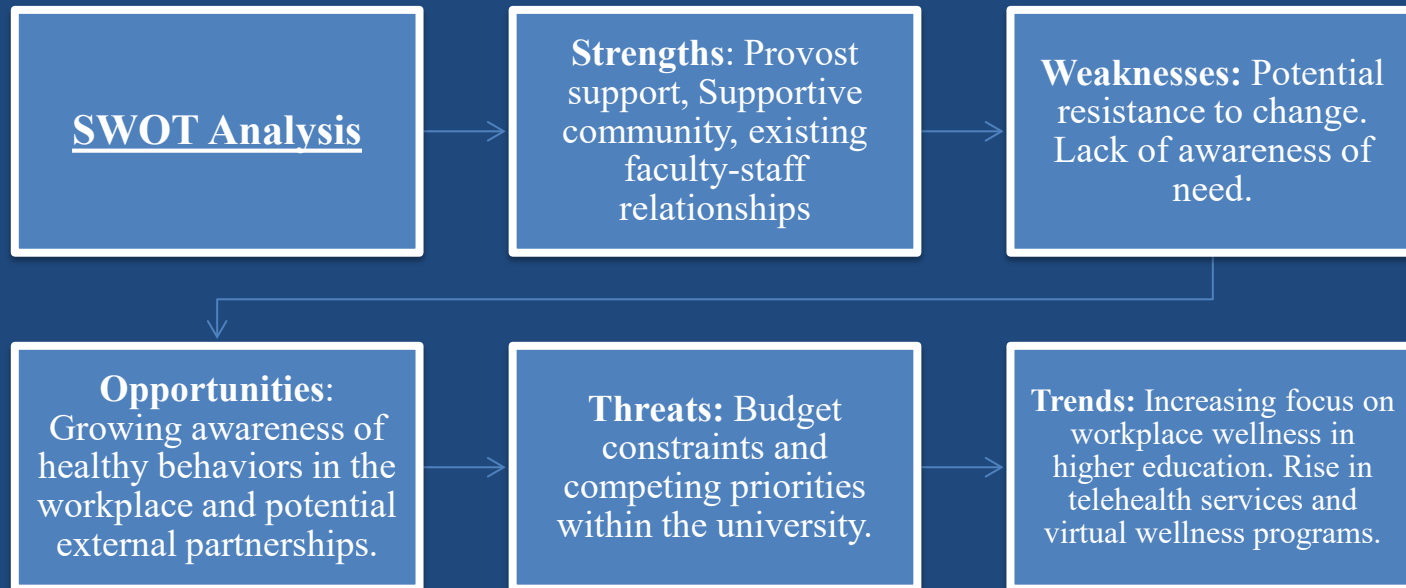
Infrastructure:

Wellness spaces
(gyms, meditation
rooms).

Access to digital
wellness platforms.



ENVIRONMENTAL ANALYSIS



Funding

Potential Funding Sources:

- University budget allocations.
- Grants from health organizations focusing on workplace wellness.
- Sponsorships from local businesses and wellness providers

Budget Breakdown:

- Cost of virtual health platform
- Ongoing costs (professional development, staff, resources, activities)

Return on Investment:

- Improved employee satisfaction and productivity
- Improved student success
- Decreased healthcare costs and absenteeism
- Become an exemplar for other colleges and universities
- Increased support from community partners





THANK YOU