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USF Staff Council
2130 Fulton St.
San Francisco, CA 94117

To: USF President's Cabinet
From: USF Staff Council
Re: Mental Health Resources
Date: May 16, 2023

The Staff Council at the University of San Francisco wishes to express concerns brought forward by staff during the staff council meetings regarding the current mental health benefits offered to our staff members.

During our staff council meetings, we have discussed examples of mental health offerings at other institutions, especially those within the Association of Jesuit Colleges and Universities (AJCU). We have learned that [Seattle University](#) and [Santa Clara University](#), both AJCUs, are able to cover up to ten (10) counseling sessions. However, USF only provides eight (8) sessions, which we believe is too short. If a staff member attends sessions weekly, they would receive only two months of coverage. As you may be aware, the Counseling and Psychological Services (CAPS) at USF is only available to students, and we would urge USF to consider having mental health services available on campus for staff.

Given the significant hardship our staff members have gone through during the pandemic, we believe it is essential to adjust and expand our mental health benefits to better support staff well-being. We are aware that mental health is more critical now than ever, and we need our benefits to reflect the times we are currently in by providing more mental health resources.

Therefore, the Staff Council, on behalf of staff, would like to make the following recommendations to expand mental health benefits for USF staff:

1. Request for more sessions: We urge USF to offer at least 10 sessions, similar to other AJCUs.
2. Promote Parentline Services to the USF community: We believe that promoting Parentline Services (<https://usfblogs.usfca.edu/parentline/>) would provide additional mental health resources for staff members who are becoming parents.
3. Subsidize for sessions beyond 10: If staff members need more than ten sessions, we suggest USF subsidize the cost of the additional sessions.
4. Expand in-house services: We recommend that USF collaborate with PSYD and CPSY programs to offer in-house mental health services.

We understand that implementing these recommendations may take some time, and we appreciate your efforts in considering them. We believe that by expanding our mental health benefits, we can provide a more supportive and caring environment for our staff members, which will help USF achieve its strategic goal of ensuring USF is an equitable and extraordinary place to work. Thank you for your attention to this matter. We look forward to your response and possible timeline for these recommendations.

Sincerely,

Inclusion, Diversity for Education and Accountability Subcommittee
USF Staff Council