Behavioral Health Resources for Faculty
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In This Webinar:

• Introduction and overview of behavioral health resources for UCI & UCI Health Faculty & Staff

• Explore common questions and where to start

• Overview of “Mental Health Portfolio”
Faculty/Staff Support Services

Employee Assistance Program

UC Irvine Faculty

Medical Plan
Behavioral Health Benefits

HR Wellness
Programs & Benefits
Medical Plan Behavioral Health Benefits

- Mental health and physical health go hand in hand, so UC’s medical coverage includes behavioral health benefits for mental health services and substance abuse treatment.

- Behavioral health and substance abuse coverage are provided by Managed Health Network (MHN — a Health Net company) for employees and retirees enrolled in UC Blue & Gold HMO.

- Behavioral health and substance abuse coverage are provided by Optum and Kaiser for employees and retirees enrolled in Kaiser.

- Behavioral health and substance abuse coverage are provided by Anthem Blue Cross for employees and retirees enrolled in:
  - CORE
  - UC Care
  - UC Health Savings Plan (HSP)
Behavioral Health Benefits

Mental health and physical health go hand in hand, so UC's medical coverage includes behavioral health benefits for mental health services and substance abuse treatment. Members can use their behavioral health benefits for sessions with counselors, psychologists or psychiatrists to address issues such as:

- Depression and anxiety
- Alcohol or drug abuse
- Eating disorders
- Medication management
- Autism and pervasive developmental disorders

Behavioral health and substance abuse coverage are provided by Managed Health Network (MHN — a Health Net company) for employees and retirees enrolled in UC Blue & Gold HMO.

Behavioral health and substance abuse coverage are provided by Optum and Kaiser for employees and retirees enrolled in Kaiser.

Behavioral health and substance abuse coverage are provided by Anthem Blue Cross for employees and retirees enrolled in:

- CORE
- UC Care
- UC Health Savings Plan (HSP)

How behavioral health benefits work in HMO plans

- UC Blue & Gold HMO members may access care from MHN in network providers.
- Kaiser members may access care from Kaiser behavioral health providers or from Optum in network providers. However, Kaiser and Optum do not coordinate care or costs of behavioral health services and each plan has specific requirements. Therefore, it's important to select behavioral health services carefully and follow all of the plan guidelines and authorization requirements for the behavioral health services plan you select.
Employee Assistance Program

• The Employee Assistance Program (EAP) is a free, confidential benefit that can help address personal or work-related issues faced by UCI faculty, staff, retirees and dependents at both the UCI Campus and UC Irvine Health. This service, staffed by experienced clinicians, is available 24 hours a day, seven days a week. A Guidance Resource Professional will help with problem identification, assessment and referral to treatment providers and community resources.

• CONTACT GUIDANCE RESOURCES EAP
  - Guidance Resources is available 24 hours a day, 365 days a year for both crisis and non-crisis circumstances.
  - By Phone: Call Guidance Resources at 844-824-3273
    • You will speak to a master’s or doctoral level EAP professional, who will guide you to the appropriate services you require.
  - Online: Access Guidance Resources Online at www.guidanceresources.com
    • First time users, Click “Register” and use organization web ID: UCIEAP3

wellness.uci.edu/facultystaff/eap/introduction
Consultative services and support to resolve behavioral health issues, serves as a primary crisis intervention resource to facilitate and coordinate appropriate resources, provides time-limited case management for individual employees, and develops and implements instructional training and materials to assist in the promotion of mental well-being for all UCI and UCI Health faculty and staff.

**Services For Individuals**
- Support is offered for a wide range of issues, including work-related stress, relationship or couples issues, family problems, depression, anxiety and other emotional problems, grief and loss, and alcohol/drug and other addictions. The Coordinator can facilitate:
  - Problem assessment
  - Referrals
  - Crisis Intervention Assistance

**Services For Managers & Departments**
- Consultation by phone or in person.
- Critical incident response following crisis events to facilitate and coordinate appropriate resources.
- On-site small work group facilitation, customized workshops and trainings, and educational materials.

[whcs.uci.edu/faculty-staff-support-services](http://whcs.uci.edu/faculty-staff-support-services)
Mental Health Care Overview

The Coordinator of Faculty/Staff Support Services provides consultative services and support to resolve behavioral health issues, serves as a primary crisis intervention resource to facilitate and coordinate appropriate resources, provides time-limited case management for individual employees, and develops and implements instructional training and materials to assist in the promotion of mental well-being for all UCI and UCI Health faculty and staff.

Services For Individuals

Support is offered for a wide range of issues, including work-related stress, relationship or couples issues, family problems, depression, anxiety and other emotional problems, grief and loss, and alcohol/drug and other addictions. The Coordinator can facilitate:

- Problem assessment in safe, confidential sessions, in which individuals can discuss problems, set priorities, and determine appropriate campus and community resources.
- Referrals to mental health resources within faculty and staff health plans, as well as community resources.
- Crisis intervention assistance to individuals experiencing critical incidents or problems.

Services For Managers & Departments

Consultation by phone or in person. Critical incident response following crisis events to facilitate and coordinate appropriate resources. On-site small work group facilitation, customized workshops and trainings, and educational materials.

Confidentiality Notice

Information shared with the Coordinator of Faculty/Staff Support Services is completely confidential. Information about you or your visits is not shared with anyone outside of the Coordinator’s office without your consent, or as required by law. The Coordinator will share legal limits of confidentiality with you before you choose to disclose any information. Please note that confidentiality of electronic mail is not guaranteed.
UCI HR Wellness

- UCI HR Wellness at the Campus and UCI Health supports employees and retirees in achieving a more balanced and healthy lifestyle both at work and at home.

- **Programs & Services**
  - Workshops and webinars
  - Health Screenings
  - Weight Management Programs
  - Parenting/Caregiving Support
  - Smoking Cessation

- **Tools & Resources**
  - Health Assessments
  - Perks & discounts
  - Quizzes and calculators
  - Audio/Video Library
  - Wellness & Safety Toolkit

hr.uci.edu/wellness/
Common Questions

• Where do I start to get support for my own mental health?
  – Call Faculty/Staff Support Services for a free and confidential consultation at 949.824.5208 or nshekara@uci.edu
  – Call the Employee Assistance Program (EAP) at 844.824.3273
  – Contact your medical plan for available resources.

• Where do I go to inquire about a specific mental health treatment?
  – Call Faculty/Staff Support Services for a free and confidential consultation at 949.824.5208 or nshekara@uci.edu
  – Call the Employee Assistance Program (EAP) at 844.824.3273
  – Contact your medical plan for available resources.
Common Questions

• How can I help a fellow colleague?
  – Call Faculty/Staff Support Services for a free and confidential consultation at 949.824.5208 or nshekara@uci.edu
  – For immediate safety concerns call Campus Police 949.824.5223 or 911

• What can I do to help after an incident that impacts people in my department?
  – Call Faculty/Staff Support Services for a free and confidential consultation at 949.824.5208 or nshekara@uci.edu
  – Call the Employee Assistance Program (EAP) at 844.824.3273
Common Questions

• What can I do to help myself or someone else who has been impacted by sexual assault, relationship abuse, family violence, and/or stalking?
  – Contact the UCI CARE office for free and confidential support services at 949.824.7273
  – For those designated as a Responsible Employee, you are required to promptly notify the Title IX officer if you know about sexual violence, sexual harassment or other prohibited behavior  www.oecd.uci.edu

• How can I get help with off-campus resources?
  – Contact your medical plan for available resources.
  – Visit the Campus Assist list for off-campus resources.  www.help.uci.edu
Common Questions

• What resources are available to help understand my UC plan coverage or to resolve an issue with my provider and medical plan?
  – Contact the Health Care Facilitator for confidential assistance with resolving health plan issues related to coverage, patient rights and coordination of benefits at 949.824.9065

• How do I manage taking time off of work to address mental health concerns?
  – Consult with Disability Management Services in Human Resources at 949.824.5210
  – [www.accessibility/uci.edu/accomodations](http://www.accessibility/uci.edu/accomodations)
Mental Health Portfolio

https://whcs.uci.edu/redfolder
Questions?

• Please Contact
  – Dr. Negar Shekarabi
  – Coordinator, Faculty & Staff Support Services:
    • Phone: 949.824.5208
    • Email: nshekara@uci.edu