

S-1913 – Health & Wellness Support for Rutgers University Students

Proposed Charge: Investigate health and wellness services available to students and the initiatives utilized to promote awareness across the University and make recommendations. Respond to the Senate Executive Committee by March 2020

Introduction

Rates of stress and anxiety among college students are a national concern and promise to be of even greater concern as the nation grapples with the global pandemic of COVID-19 and its effects. Addressing the health and wellness of Rutgers students is a concern shared by all facets of the Rutgers community - faculty, staff, alumni, and students. As such, the Student Affairs Committee has been charged with investigating the health and wellness services available to Rutgers students and the initiatives utilized to promote these services. This investigation includes efforts that range across the University as a whole as well as those specific to each campus. What follows is a report that reviews and evaluates the services available to students as well as the means by which the Rutgers community is made aware of these services. Guided by this research, the report concludes with a resolution advocating the adoption of a set of recommendations.

Review of Services Available

As part of its involvement with the national initiative JED Campus, Rutgers University currently is engaged in a campus-wide effort to systematically evaluate and enhance the health and wellness services offered to students. The JED Foundation is a nonprofit organization that focuses on the emotional health of teens and young adults through its partnerships with educational institutions and the establishment of various supplementary programs for young adults.¹

Rutgers became involved with JED Campus in 2019. JED Campus is described as the Foundations, “signature program...designed to guide schools through a collaborative process of comprehensive systems, program and policy development with customized support to build upon existing student mental health, substance use and suicide prevention efforts.”² Included within this 4-year program is the JED survey, which evaluates the mental health services at a given institution based on a number of key factors, to be revisited at the end of its duration. The program will provide assessment tools, feedback reports, a strategic plan, and ongoing support to help create positive, lasting, systemic change across all the university’s locations. The JED assessment examines the University as a whole as well as each individual campus.

The remainder of this report looks individually at the Camden, Newark, and New Brunswick campuses.

¹ <https://www.jedfoundation.org/who-we-are/>

² <https://www.rutgers.edu/news/rutgers-joins-jed-campus-support-student-mental-health;>
<https://www.jedfoundation.org/who-we-are/>

Camden Campus³

The Rutgers University- Camden Campus Wellness Center offers a variety of services to promote student mental wellness. The Center works closely with the Violence Prevention and Victim Assistance Office (VPVA) that focuses on the wellness of victims of interpersonal violence, to ensure that all of the students at Rutgers University-Camden are healthy, both physically and mentally. The Center offers crisis intervention, individual therapy, group education, learning disability testing, psychiatric services, and substance abuse counseling. It is accredited by the American Association of Ambulatory Health Center (AAAHC) and thoroughly reviewed every 3 years to maintain its accreditation and maintain the high standards. The Wellness Center follows HIPAA regulations and employs a board certified psychiatrist and social worker since many of the wellness issues the office handles reach far beyond just mental health. The causes of the mental health issues often relate to familial or financial issues. As such, the Center has developed a strong model for addressing these core issues given their relationship to mental health.

The Wellness Center has launched such programs as the "We Hear You" program in which a clinician is located in the library for a period of time for any student to have a confidential talk. The program also includes anxiety and depression workshops to spread awareness, break stigmas, and encourage conversations regarding mental health. The Center is known for hosting very popular "Destress Zones" at which therapy dogs, massages, and other stress-relieving activities are involved to target a larger student population beyond the students that seek help or are referred. The Center is also the proud host of the campus Food Pantry that serves as an important resource for many individuals, especially given the challenges facing the residents of Camden. Currently, the Wellness Center has one staff member serving both as the substance abuse counselor as well as the health promotion specialist. The Food Pantry does not have a designated staff member to handle the program's complex operations.

The VPVA office focuses on interpersonal violence, such as stalking, domestic violence, and sexual violence. The office hosts programs for primary prevention, counsels and supports victims, offers advocacy crisis responses, participates in trauma processing, and guides students through the formal processes of the justice system when students choose to pursue legal efforts. Currently, two counselors share one office.

Last year, the VPVA Office saw 61 students:

- Sexual violence (adult or childhood experience): 30
- Dating/Domestic/Family violence: 22
- Harassment: 2
- Stalking: 6
- Human Trafficking: 1

The lead staff person of VPVA has provided:

- 15 counts of legal accompaniment

³ Sources of research regarding health and wellness on the Camden Campus include relevant websites and personal interviews with Dr. Maria Neuza-Serra and Laura Luciano from Camden's Office of Violence Prevention and Victim Assistance.

- 437 counts of counseling or crisis response (including after hours support and safety planning)
- 72 counts of information and referrals (involving information about other services or court/legal or medical processes)
- 120 counts of personal advocacy (involving assistance with housing, financial aid, academic assistance such as speaking with Deans or Professors or assisting people through the Title IX process)

Newark Campus⁴

Health Services on the Newark Campus consists of the Counseling Center, Pharmacy, Violence Prevention and Victim Assistance, Health Promotion Division, And the Pantry. The Counseling Center also offers an Alcohol & other Drug Assistance Program (ADAP), which is designed to provide early identification and interventions for students who use alcohol or other drugs. Early recognition of substance misuse or dependence provides an individual with a greater chance for addiction recovery. The program provides evaluation and assessment, consultation and outreach, brief motivational interviewing, individual counseling, intoxicated driver resources (IDRC), psychiatric care for co-occurring disorders, treatment referrals, family support services, nicotine dependence assessment and referral, coordination with professional assistance programs including NJ Lawyers Assistance Program, Pharmacy Assistance Program, and Professional Assistance Program. The ADAP also provides recovery housing and support. The Student Medical Services consists of one nurse, two nurse practitioners, one full-time doctor, one part-time doctor, and two pharmacists.

The office of Title IX and ADA Compliance currently has one full-time employee, one investigative officer under the Office of Community Standards, and a newly hired student worker. The office handles all reports of prohibited conduct. Any student who is subjected to prohibited conduct under the University policy can report the incident to the Office of Title IX and ADA Compliance and/or RUPD and/or local law enforcement where the incident occurred. The office is open during the operating hours of the University, from 9:00 A.M. to 4:30 P.M., and students can reach the coordinator through email, phone, and by merely visiting the office. The office of Title IX & ADA Compliance works closely with the Violence Prevention & Victim Assistance (VPVA) to address issues of interpersonal violence on campus. It is imperative to note that although there are many differences between the two resources, the most significant difference is that VPVA is a confidential resource for students.

Additional essential department on the Rutgers University-Newark campus is the Campus Awareness Response And Education Team (CARE Team). The CARE Team is committed to promoting campus safety and wellness of all the students. Through collaborative efforts they identify, assess and respond to student concerns on campus; assisting students who may be in crisis. The CARE Team develops a support plan for students to help them deal effectively with personal situations that might impact their academic performance. The CARE Team is made up of various faculty and staff members from different departments and divisions of the university,

⁴1/14/20 Interview with the Director of the Health & Wellness Center Dr. Anise Thomas.

1/14/20 Interview with Dr. Sandra Samuels the Director of Health Services

1/21/20 Interview with the Director of Title IX and ADA Compliance Scott Strother

1/29/20 Interview with Anwaar Najimi the CARE Team Coordinator

which is an effort to provide different elements for the student experience. The team is a function of the Office of Dean of students which has members from departments such as: Academic Services, Housing, Financial Aid, Office of Community Standards, Health Services and other departments.

New Brunswick Campus

New Brunswick Campus Counseling and Psychological Services (CAPS) provides a variety of therapy forms for students in dealing primarily with short-to-medium term mental instability and distress, however, they do provide long-term counseling in some situations.⁵ They provide counseling and advising from the business hours of 8:30 AM-4:30 PM. CAPS promotes a group-therapy model while also providing significant one-on-one options; all people receive an initial intake evaluation by an onstaff psychiatrist.⁶ If deemed necessary, the applying student may be referred to an early intervention support services (EISS) program or an intensive outpatient program (IOP), which would be at University Behavioral Health Center (hereby referred to as UBHC) or another hospital (it should be noted that the UBHC does not accept the Rutgers Health Insurance, obtained by those enrolled without an existing plan).⁷ Another key service provided by CAPS is an emergency hotline that is available during business hours (8:30 AM-4:30 PM) for situations requiring immediate assistance.⁸

According to a meeting with Acting Director of CAPS Steven Sohnle and Melodee Lasky, Assistant Vice Chancellor of Health and Wellness for New Brunswick, there are 42 staff members for CAPS services.⁹ There is a limited number of employees that can speak more than one language (“a couple” Mandarin-Chinese speakers and “a few” Spanish speakers). Also at their disposal is a telephonic translation company that can facilitate communication between distressed students and counselors.¹⁰

Additional CAPS services include the Next Step program, which is for students in need of a more structured therapy program or on return from IOP; it consists of both group and individual counseling, more interaction, and a more pervasive schedule.¹¹ There is also the Alcohol & Other Drug Assistance Program, which “provides counseling and information for students who are concerned about their drinking or use of other drugs, or those of a friend or family member”.¹² The program also provides legal assistance for students subsequent to their substance issues. New Brunswick CAPS services has a number therapists contracted locally to refer students

⁵ 2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness

⁶ 2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness; <http://health.rutgers.edu/medical-counseling-services/counseling/therapy/>

⁷ https://docs.google.com/document/d/1jm2l9kCqhe2G_NuXsJtYUTPaBxMlupqVx5z7yVCHKOM/edit?ts=5e61a119 (Condition of Pharmacies at Rutgers–New Brunswick by RUSA Health and Wellness)

⁸ <http://health.rutgers.edu/medical-counseling-services/counseling/crisis-intervention/>

⁹ 2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness; <http://health.rutgers.edu/about-us/staff/>

¹⁰ 2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness

¹¹ <http://health.rutgers.edu/medical-counseling-services/counseling/caps-next-step/>

¹² <http://health.rutgers.edu/medical-counseling-services/counseling/adap/>

looking for other counseling options, including several in Highland Park.¹³ Additionally, CAPS partners with Health Outreach, Promotion, and Education (HOPE) and Violence Prevention & Victim Assistance (VPVA) to lead programs and provide more specific care for people dealing with unique problems (i.e. domestic violence, sexual violence).¹⁴ CAPS also provides “Let’s Talk”, a community-based counseling program that essentially provides intake evaluations in less formalized settings more tailored to the students in specific areas depending on the day; this includes locations at Lucy Stone Hall, the Honors College, and Rutgers Hillel, among many others listed on their website.¹⁵

Evaluation of Services Available

Camden Campus

The utilization of counseling and mental health services at the Camden Wellness Center has dramatically increased over the years. During the 2015-2016 academic year, the Center had 3,421 visits. This number increased to 4,873 visits during the 2018-2019 academic year, the Center attributes the increase to greater awareness of the services offered and a greater propensity to seek them out. The 4,873 visits last year served 590 students directly, as well as many more indirectly through various promotional tabling, events, and appearances at various campus fairs. The Center reports that 3,299 of those visits were for therapy sessions, 344 were for triage appointments, 188 of those were walk-in visits; and 620 were psychiatric visits. Beyond these, students come to the Wellness Center for learning disability testing, where they can receive this expensive service at a very discounted price.¹⁶

The greatest concerns facing the Wellness Center and the VPVA are limited staff and limited physical space. The Wellness Center has one staff member serving both as the substance abuse counselor as well as the health promotion specialist and this does not adequately address the needs of the student body. Many students require one-on-one counseling sessions, however the resources simply aren’t sufficient enough to satisfy this for enough students. Dr. Serra expressed that two clinicians need to be hired as well as someone to serve as the health promotion specialist and someone to oversee the food pantry.

Dr. Maria Neuza-Serra, the director of the Wellness Center, has expressed concerns with the amount of physical space that the Center has to operate. She stated that they “do not have the number of offices necessary to accommodate all the providers.” The various offices both on the clinical and mental health sides are required to share a conference room and this room is not large enough to fit all of the staff (moreover, the space also is used by the food pantry). The conference room also hosts testing and training, as it seems to be the only option for those services. Group therapy becomes a difficult task because there is no group room that can facilitate a program like that. An additional concern regarding space is that women who need to nurse their infants do not have a designated private area to do so. As referenced earlier, the

¹³2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness

¹⁴2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness

¹⁵ <http://health.rutgers.edu/medical-counseling-services/counseling/therapy/community-based-counseling/>

¹⁶ Normally, this could cost anywhere from \$2,000-\$6,000. At the Center, students are only charged \$375.

VPVA's two counselors share one office - an unacceptable reality in such an office where conversations must be held in private and with full confidentiality.

The technology that currently serves the Wellness Center is very outdated as well, leading to inefficient operations and an additional burden for the staff trying to see to the needs of students.

The VPVA is nearly completely grant funded making sustainability the greatest concern for this office. There has been limited action by University administration to craft a sustainability plan for this office - currently, only the VPVA on the New Brunswick campus is funded by the University.

Newark Campus

In total, the Counseling Center has 12 full-time staff for an approximate number of 13,500 students at Rutgers University-Newark. At the moment, only 6 of the 13 positions are filled. In order for it to be a fully functioning center, there should be at least 15 full-time positions for 13,500 students. The spacing of the center is also a rising concern - if another full-time staff member is to be added to the team, there is no physical space for them. Although it's a positive sign that the office has grown (doubled in physical space since 2012), it is growing a much slower rate than it needs to meet the needs of the students.

Regarding student use, the total number of students that used the center during the 2018-2019 academic year was 849 unique people (not repeating students). Seventy-one percent of these student visitors were off-campus students (commuters). The academic breakdown of each school was:

- 35% from the Newark School of Arts & sciences,
- 20% from the Business School,
- 9% from the School of Public Administration and Affairs, and
- 9% from the School of Criminal Justice.

Regarding the backgrounds of students using the center: 66% of students identified as female, 30% of students identified as male, 2% of the students identified as genderqueer or transgender. Regarding ethnic background: 24% of students identified as African American, 27% of students identified as Hispanic or latinx, 17.5% of students identified as White, 10.5% of students identified as Asian American, 4% of students identified as international students, 5% of students identified as Middle Eastern, 6% of students identified as multiracial, 7% non reported or other.

The pharmacy has a wide selection of prescription and over-the-counter items, and they are relatively low costs - charges are often as low as 50% or more of usual charges. To ensure that the students get the immediate care they may need, the center provides emergency loans to the students in need. The scope of the health services varies from general primary care functions to specialized services. The services include preventative health measures, check-up exams, travel consults, sport physicals, transgender hormonal replacement, screenings and immunizations, evaluation and treatment for illnesses, and the handling of prescriptions. The health services also provide laboratory services. Phlebotomy services operate three days a week. With Rutgers student insurance, there is no cost. However, there is a lab fee for other students. If a student needs to be referred to a specialist beyond the scope of the office, they are covered by the

Rutgers student health insurance or other plans according to the conditions with their insurance company.

New Brunswick Campus

New Brunswick psychological services have made marked improvement over the last several years in a number of key areas. Through the expansion of the community-based “Let’s Talk” program, which allows students to (at designated hours) to speak to specifically tailored counselors at various locations on campus and consolidation of independent wellness efforts on different campuses, CAPS has significantly consolidated its efforts in the field of mental health into a more centralized, yet broad system. They have also managed to field a staff that, according to International Association of Counseling Services standards, is above average in terms of employee-student ratio (1 of 1100 students).¹⁷ They also can refer students to IOP and EISS services at Robert Wood Johnson (hereby referred to as RWJ) and UBHC under certain circumstances.

Many issues arise from apparently ineffective communication of the resources provided on campus, as several students have complained about the unavailability of services that are explicitly provided by CAPS (such as one-on-one counseling and the availability of nearby referrals). CAPS has, however, dealt with a large backlog of students attempting to schedule one-on-one appointments at various times during the year, which they attribute to a growing need for mental health support among college-age students, as well as a skepticism of students for group therapy options.¹⁸ Additionally, addressing the marketing of events to students is a constant concern of administrators, whose fears match with the confusion observed during our gathering of anecdotal evidence through interviews of New Brunswick students. Several expressed a frustration with a lack of resources that were, in fact, available; as well as a skepticism as to whether their information would be revealed.¹⁹ Though seemingly having more success than other Rutgers campuses in terms of student-engagement (possibly due to a higher number of on-campus students), New Brunswick Health and Wellness continues to look for more successful alternative outreach measures.

The availability of services at Rutgers-affiliates UBHC and RWJ is not entirely clear, as their relationship with CAPS was not firmly established during the meeting. Progression through the program and recommendation by CAPS employees for diversion into IOP or Next Step can result in the involvement of UBHC or RWJ, but the ability of the students to prompt such a diversion is not fully understood. Additionally, as exemplified by the planned revamping of the CAPS website, many of these resources are not intuitively found on the Rutgers Health and Wellness site, resulting in much of the confusion of users.²⁰

¹⁷2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness

¹⁸2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness

¹⁹ Fall 2019 Dialogues

²⁰ Fall 2019 Dialogues

Review of Initiatives to Promote Awareness

Camden Campus

The Student Wellness Center's website details the various services offered, including the psychological and counseling services and the drug and alcohol abuse counseling services. Importantly, the website explains the level of confidentiality that the employees must maintain, so that students needn't be fearful of their personal issues spreading throughout the campus community. The Center also pursues a good deal of promotional activity for the services available at the center by tabling and talking directly to students. The staff hosts numerous workshops throughout the year for students to attend and collaborates with various offices and student organizations to reach as many students as possible. The Center has a tradition of reaching out to the incoming freshmen classes by giving a short presentation about the psychological and drug and alcohol services available.

The VPVA is charged with educating all members of the University community on issues of interpersonal violence and prevention. They begin their efforts at Raptor Welcome and Advising Days and continue throughout the year with awareness events and prevention-based programming. VPVA articulates learning outcomes for all events and also provide programs/workshops as requested. VPVA conducts about 30 events per year and peer educators hold about 16 tabling events per year. The office also delivers a Healthy Relationship Series (4 workshops) once per semester. Small programs have between 20-30 people in attendance and large programs have 80-200 in attendance.

In course syllabi, professors include many resources for disability and learning accommodations but typically do not explicitly state the mental health resources that the Wellness Center offers to help students.

Newark Campus

The Counseling Center does not have a particular person to work on programming around mental health. There is a Health Promotion Division (HPD) that is responsible for creating events around raising awareness on health issues but from a social justice perspective. The Counseling Center in recent years began an initiative called *DeStress Fest* that takes place during the last two weeks of the semester (usually finals week). These events vary from refresher stations, massage therapy, pet therapy, yoga, and many more. Each of the events are designed to help students manage stress during a very stressful time period in the semester. The program is organized by The Office of Community Standards and Student Development and Rutgers-Newark Counseling Center with sponsorships by many departments and student groups throughout the University. All events are free and open to all Rutgers-Newark students. VPVA has a diverse set of programming that raises awareness and addresses interpersonal violence on campus and educates students on measures of prevention as well as how one can be an effective upstander. They collaborate with many student organizations and have greater student involvement than other offices.²¹

²¹ 1/14/20 Interview with the Director of the Health & Wellness Center Dr. Anise Thomas.

1/14/20 Interview with Dr. Sandra Samuels the Director of Health Services

1/21/20 Interview with the Director of Title IX and ADA Compliance Scott Strother

1/29/20 Interview with Anwaar Najimi the CARE Team Coordinator

Professors historically have chosen whether or not to include the resources available in their syllabi. The Fall semester of 2019, the Dean of Student Life submitted a Syllabi Statement to be included in *every* syllabi for *every course* starting in the Fall of 2020. Some of the resources that are included are the ones mentioned above (Medical Services, Counseling Center, Title IX, VPVA, The CARE TEAM) and The Office of Disability Services. Some professors have already included the syllabi statement during the Spring Semester of 2020. During orientation however, not all of the mentioned resources are introduced and presented. For instance, the Counseling Center is not present, but HPD administers a skit called *The We Are Wellness Sessions*. The Offices of Title IX and ADA Compliance are not present as well, but they are working towards that goal. The CARE Team and the Pharmacy/Medical Services do participate during the New Student Orientation.

New Brunswick Campus

Rutgers-New Brunswick has employed several different programs in hopes of raising awareness of university mental health options and working to make those on campus more empathetic. One such program is Campus Connect, commenced this most recent Spring 2020 semester, which provides 3 hours of mental health awareness training to faculty and students who sign up.²² There is also the Mental Health First Aid program, a national initiative towards an emotionally responsive college campus. It comprises an intensive, peer-education training course that, at its full realization, will spread emotional aptitude throughout the university.²³ The program trains staff at the school to become trainers in a course that ranges from half a day to two days. Additionally, the website lists the various mental health resources previously mentioned and the university's health and wellness policy mandates the listing of CAPS and Health and Wellness Department resources on all course syllabi.²⁴ There is also a comprehensive mental health section scheduled at all university orientations meant to communicate the available resources to each student.²⁵

Evaluation of Initiatives to Raise Awareness

Camden Campus

The main issue faced by the Wellness Center in their efforts to combat increasing mental health concerns on the Camden campus is spreading awareness. The Office of Victim Assistance and Violence Prevention faces a similar issue. They find that students often do not pay attention to the information given about these services until they personally need these services for themselves or a friend. The detailed nature of the Wellness Center's website is very helpful for students when they do seek services, however it may be valuable to rigorously assess the effectiveness of the website. It's worth highlighting though that if more students took advantage

²²2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness

²³2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness; <https://www.mentalhealthfirstaid.org/>

²⁴2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness

²⁵ <http://health.rutgers.edu/>

of the services available, the offices currently do not have the staff or space to effectively handle more cases than they currently handle.

Newark Campus

Medical and Health services on the Newark Campus have little visibility with the students. The Counseling Center does not have a staff person that specializes in outreach and the promotion for the Center, which causes a disconnect between the office and the students. The health services resources also have no visibility to the students, and they have almost no student workers due to confidentiality concerns. VPVA has two full-time staff, and a small number of student workers that work on visibility campaigns, outreach to students, and overall logistical support to the office.

New Brunswick Campus

Campus Connect has a limited amount of actual implementation, with only one meeting this semester of about a small group of faculty and students; several meetings were scheduled for the semester, but disrupted by the sudden cessation of classes brought on by COVID-19.²⁶ The Mental Health First Aid course trained 327 people during the fall semester (including 188 staff members, 22 Deans/Faculty/Academic Staff, and 36 students); during the Spring semester there were 114 people registered (59 Staff, 29 Deans/Faculty/Academic Staff, and 7 students).²⁷ Marketing for the programs is an ongoing project, and Rutgers Health and Wellness is exploring various ways to promote both Campus Connect and Mental Health First Aid. Additionally, the Health and Wellness website is scheduled for redesign to make information more accessible to users, however, when this is scheduled is also unknown.²⁸ It is also uncertain to what extent the syllabus policy is followed by professors.

²⁶2/11/20 Interview with Acting Director of CAPS Steven Sohnle & Melodee Lasky, New Brunswick Assistant Vice Chancellor of Health and Wellness

²⁷ Correspondence with Dr. Lasky & Francesca Maresca, Director, Health Outreach, Promotion & Education

²⁸ 2/20/20 RUSA Town Hall w/ Dr. Lasky

Resolution

As a result of our investigation of health and wellness services available to students and initiatives utilized to promote awareness across the University, we present the following resolution with appropriate recommendations:

Whereas, the Student Affairs Committee has considered the health and wellness services available to students and initiatives utilized to promote awareness across the University

Be it hereby resolved that the University Senate recommends that:

- the results of the JED assessment conducted on all Rutgers University campuses be shared and discussed widely
- steps be taken to explore “telemedicine” to address the health and wellness needs of students²⁹
- the University take steps to address the challenges facing all campuses including providing a permanent annual University budget funding commitment to all campuses for health and wellness services, supporting the staff necessary to meet student needs, and securing adequate and appropriate physical space for these services.
- the University take steps to evaluate the effectiveness of current processes utilized to raise awareness of health and wellness services and that awareness continues to be enhanced throughout all facets of each campus.