

A Resolution in Support of and in Solidarity with Psychologists and Clinicians of UCLA Counseling and Psychological Services

WHEREAS, nearly 60% of students were found to have experienced more than average stress to tremendous stress according to the National College Health Assessment of students at University of California, Los Angeles (UCLA) in 2016¹,

WHEREAS, UCLA recognizes depression as “the most common cause of disability worldwide” and “one of the greatest-- if not greatest-- challenges to global health of the 21st century,”²

WHEREAS, in accordance with the Depression Grand Challenge, all UCLA incoming students, and entire UCLA community are eligible for free screenings³ and Chancellor Block has stated that students will be provided treatment as necessary,

WHEREAS, Counseling and Psychological Services (CAPS) at UCLA is a central provider of mental health care services as an on-campus provider and a large number of both undergraduate and graduate students rely on CAPS for its services,

WHEREAS, CAPS has experienced record high numbers of new visits to its clinic. According to data presented to the CAPS Student Advisory Board, about 200 new students are seen every week and the average wait time for a non-urgent session remains 3 to 4 weeks, and the number of sessions allotted to students remains 3 for non-UC SHIP students and 6 for UC SHIP students,

WHEREAS, on average CAPS has lost one therapist per month at UCLA since 2016.⁴ Turnover disrupts the continuity of student care which can compromise the safety of students. It burdens CAPS leadership with ongoing hiring needs. It causes work from departing clinicians to be transferred to their remaining colleagues, further limiting the space available to new students. And most noticeable to us, the students, is that these transfers cause existing clients to essentially “start over” and develop new therapeutic relationships (within a 3 or 6 therapy session limit) at one of the most susceptible times in adult development to mental illness,

¹ <http://www.sairo.ucla.edu/Portals/54/NCHAEExecutiveSummary2016.pdf>

² <https://grandchallenges.ucla.edu/depression/problem/>

³ <http://dailybruin.com/2017/09/14/ucla-to-offer-free-mental-health-screening-services-to-new-students/>

⁴ <http://dailybruin.com/2017/10/29/caps-union-members-call-for-wage-increase-to-maintain-quality-of-services/>

WHEREAS, the inability to retain psychologists and serve students appropriately is not a problem that is central to UCLA, but across the University of California. Many of the UC campuses are sharing similar challenges with staffing, turnover, and student dissatisfaction due to heavy caseloads and concerns about wages,

WHEREAS, the problem at UCLA is heightened because of the disparity in compensation of CAPS psychologists and the other psychologists at UCLA Health,

WHEREAS, addressing student mental health calls for a multifaceted approach and resolving the discrepancies in pay of CAPS psychologists is simply one method of better retaining providers to provide stability for both the worker and the student.

LET IT BE RESOLVED, that Undergraduate Student Association Council (USAC) recognizes the work of CAPS Psychologists and their fundamental importance as on-campus health care providers in the lives of UCLA students,

LET IT BE FURTHER RESOLVED, that the Council recognizes the discrepancy between the working conditions and provisions made for our campus mental health care providers at CAPS and the efforts that UCLA seeks to undertake as a leader in mental health care,

LET IT BE FURTHER RESOLVED, that the Council recognizes the work of Dr. Nicole Green, Executive Director of CAPS, in providing an open line of communication with students and an outlet for student voices to create recommendations through the CAPS Student Advisory Board; however, the work should not fall to one individual, and cannot be done without the collective support of UCLA administration,

LET IT BE FINALLY RESOLVED, that the Council calls upon Chancellor Gene Block, Executive Vice Chancellor Scott Waugh, and Assistant Vice Chancellor Suzanne Seplow, to advocate on behalf of UCLA CAPS Staff to bring UC CAPS psychologists' pay in parity with that of other UCLA psychologists on this campus.

Resolution passed 4/10/18.