

Counseling Directors' Association of the University System of Georgia
November 19, 2004 Meeting Report
Clayton State College and University

The meeting was called to order by Chair, Bates Canon. Attendees: Stephanie Harris-Jolly, Regenia Doyle, John Mitchell, Maggie Martin, Joy Evans, Marolyn Wells, Mac M, Jerry Hall, Bob Mattox, Kathy, Bates Canon and Phyllis N. Weatherly.

Conflict Resolution

Lin Inlow spoke to the group about the ADR Training from the System. She talked about designing CM Systems in HE and about the definition of conflict. She gave the group an overview of how the initiative was developed (conflict of 1995). There were only 10 people in the University System with ADR knowledge in 1995. Betsy Neeley spearheaded effort (Lombardi Group). She mentioned Doug Yarn's article re: Power of Apology. Ms. Inlow also detailed the five goals for the ADR system (establish system-wide conflict resolution program, decrease reliance on adversarial process, resolve conflict at the lowest level, improve institutional environment, and lead development of ADR in higher ed). The Consortium serves as the technical advisors. She also talked about UGA having the most innovation program (Debbie Bell, academic dishonesty office) and she mentioned third party facilitation. Program is less punitive, more educational for students vs. the traditional hearing. Due process still considered. DVD is available, no charge. She detailed the role of the Advisory Committee. She also talked about institutionalization and sustainability. Each school designed own system using their assessment. There is a \$1000 stipend to attend the summer institute. The Chancellor is requiring presidents to include what is being done in their annual reports.

Maggie and Bates shared details about the ICISF training they attended at the end of October. The next training is in Atlanta in January.

Bates and Phyllis reported on the RACSA meeting on October 28 at UGA. A copy of the handout highlighting key points and questions about the Crisis Response Network that Bates prepared for RACSA was distributed. Feedback from the CSAO was favorable, as was feedback from those present from the System Office (Dr. Butler, Dr. Dan Papp, and Tonya Lam).

Much of the discussion for the day centered on crisis response needs and training.

- CISM is the umbrella with CISD a piece of the process.
- Models were developed for firefighters, police, etc. and not for other groups.
- Revisited materials from Dan Casey (one of the original trainers Tom Parker reported on).
- Handout distributed: Mental Health and Mass Violence: Evidence-based early psychological intervention for victims/survivors of mass violence workshop.

Training

Kathy Brack, GSU, is working on a CISM modified for us and would have the training ready for late February (avoids some scheduled conferences). Our only cost would be that of copies.

What do we need? Our bottom line?

What does this look like at the end?

What do we do most on our campuses?

What would we do if something larger scaled happened?
What would our role be – diffuser and/or resource?
Training?

Three levels of training our selves

Looks like we closed a chapter – started and completed.

Mission and goals needed, then objectives.

Intelligent consumers – examining models
Mix and match approach for us
Rationale analysis and comparison

Starting point – handle small scale issues on our campuses.

Outline from Kelly of one and/or two day model with multicultural competencies training.
Possible co-sponsorship at GSU

Handout: organizational chart (concept for working model).

Survey directors

- In a review of the training we conclude it is cost effective to host our own
- Identify our minimal level
- Training priority for next few years to focus on model.

Continue to work from working model which provides the conceptual framework.

Standardized training - key pieces identified; Experts decided upon in each area

Handout - Standards of Care – Best Practices in field

Respectfully submitted by,

Phyllis N. Weatherly
Past-Chair and Recorder