



## FundaMENTAL Health, Bottomline Sense



### Seventy Plus Companies Participate in Workplace Conference

The **Mental Health Matters in the Workplace Conference** last month was a great success with local, regional, and a few national employers as more than 70 companies employing more than 100, 000 workers participated. These employers represented a mix of white collar and blue collar industries, including:

- |               |                              |
|---------------|------------------------------|
| Banking       | Financial Services           |
| Education     | Insurance                    |
| Manufacturing | Transportation               |
| Construction  | Utilities                    |
| Government    | Healthcare                   |
| Hospitals     | Employee Assistance Programs |
| Mental Health | Alcohol & Drug Treatment     |

*“Employers realize that untreated mental illness represents the greatest cause of indirect costs to their business. Treating mental illness is not only good for the employees’ health & well being, but also makes a huge difference in the company’s bottom line. And that just makes good sense!”*

**David Shern, PhD, CEO & President  
Mental Health America**

### *Some participating employers included:*

- AAA of East Tennessee
- AmeriChoice
- Asbury Place
- B & W Y12
- Blount Memorial Hospital
- Blount Concern & Counseling
- Bradford Health
- City of Knoxville
- Comcast Cable
- Cornerstone of Recovery
- Denark Construction
- Department of Energy
- East TN Medical Group
- EdFinancial Services
- Hamilton County Government
- Harrison Construction
- Helen Ross McNabb Center
- Home Federal Bank
- Humana
- Knox County Government
- Knox County Schools
- Knoxville Utilities Board
- Loudon County Schools
- Net Gain
- Norfolk Southern Corporation
- ORAU
- ORNL Federal Credit Union
- ParkWest / Peninsula
- Pellissippi State Community College
- Perceptics
- Pershing Yoakley & Associates
- Regal Cinemas
- Regions Bank
- Ridgeview
- RockTENN Manufacturing.
- Suburban Counseling
- Summit Medical Group
- Team Health
- Tennessee Insurance Services
- Tennessee State Government
- The Village
- University of Tennessee
- UT Federal Credit Union
- Wackenhut Services
- Westside EAP
- Yale Commercial Locks

## Scenes From the Mental Health Matters in the Workplace Conference



Ben Harrington presents Chris Martland from TEAM HEALTH the “*Mental Health Matters in the Workplace Award*.” TEAM HEALTH staffs emergency rooms across the country and was recognized for converting the MHA’s Mental Health Matters in the Workplace Toolkit into an employee “intranet” of online resources, screening tools, educational fact sheets and recovery tools.



Karen Queener, VP for Human Resources at Pellissippi State Community College accepts the “*Mental Health Matters in the Workplace Award*” presented by Ben Harrington, Executive Director of the Mental Health Association of East Tennessee. Pellissippi State, from senior leadership to front line employees, embraced the Mental Health Matters in the Workplace Program by involving department heads and supervisory staff in the conference for a number of years. Under Ms. Queener’s direction, Pellissippi State has also implemented a series of lunch and learn professional development opportunities for staff.



Managing and controlling stress through exercise is certainly something all can do. In the picture above, exercise physiologist, Karen Milligan, has audience members loosening neck and shoulder muscles. Don Strickland from Norfolk Southern is pictured second from the left.



Gregory Fisher, Director of Outreach Programs for AmeriChoice, shares his journey from onset of Bipolar disorder and alcohol abuse to recovery. Bipolar disorder affects 1.1% of the workforce in any given year yet bears greater costs than major depression (which is six times more prevalent) when not treated and well controlled. Seventy –six percent of those with bipolar disorder who had not reported an episode in the past two years were employed!



**David Shern, PhD, President & CEO of Mental Health America, emphasizes to the audience that untreated or poorly treated mental illness in employees costs businesses dearly in direct and indirect costs.**



**A survey of Human Resource Directors reported that only 15% of employers train employees how to recognize mental health problems in employees and how to effectively deal with these issues in the workplace. Beth Goldman, MD, MPH, pictured above, with Blue Cross Blue Shield of Michigan, shared with participants her program training supervisors how to recognize depression and alcohol abuse in employees. She also teaches staff the techniques to motivate coworkers to get help.**

**Pictured at right, Seth Rakestraw (L) from Pfizer and Debby Lovin- Buuck (Center) enjoy Dr. Goldman's insights on how to recognize depression.**



**Some of the capacity crowd at the Mental Health Matters in the Workplace Conference enjoy a light moment.**



**Participants in the conference include L to R John West and Mike Southerland from Bradford Health (standing), Gregory Fisher & Kubra Snow from AmeriChoice and Edward Harper from Blount Memorial Hospital (seated).**



## MHA to Launch Teacher In-Service Training Program

The American Psychiatric Foundation selected the Mental Health Association of East Tennessee to become one of its *Typical or Troubled?*<sup>TM</sup> School Mental Health Education Program partners.

The Mental Health Association of East Tennessee has a ten year track record of involvement with school systems across East Tennessee, teaching students warning signs of mental illness and suicidal behaviors in the **Mental Health 101** Program. The students develop skills necessary to reach out for help for themselves or their peers.

The MHA, through the *Typical or Troubled?*<sup>TM</sup> program, will partner with high schools, middle schools and PTAs to ensure faculty, staff, coaches and parents can also be ready and able to recognize when young people need help.

School personnel can play an important role in advancing teen mental health. They interact with teens every day, observe them over time, and are aware of teen behavior. Schools are an ideal place for a coordinated effort of educators, families and mental health professionals to focus on understanding and improving teen mental health.



To assist school staff with this vital issue, the American Psychiatric Foundation (APF), established the *Typical or Troubled?*<sup>TM</sup> School Mental Health Education Program. *Typical or Troubled?*<sup>TM</sup> is an educational program, designed for school personnel (teachers, coaches, guidance counselors, etc.) to raise their awareness of mental disorders in adolescents.

The program focuses on promoting the importance of early recognition and treatment, recognizing the early warning signs of mental health problems, and

encouraging action and appropriate referral to a mental health professional. It was developed in collaboration with parents, teachers, school counselors, principals, school psychologists and others in the school community and reviewed for medical accuracy by child and adolescent psychiatrists.

***“APF has dedicated resources to this program because we believe this issue is of great importance. We’re proud to award this grant and be working with the Mental Health Association of East Tennessee as our partner in this program.”***

***~ Paul Burke, Executive Director  
American Psychiatric Foundation.***

Research shows that adults close to teens – especially school personnel – are motivated to help and want to learn to recognize the warning signs of mental health problems in teens as well as understand how to take action and refer the teen to a mental health professional.

Nationally, the program has been used in more than 300 urban, rural and suburban schools, and trained more than 15,000 teachers and other school personnel who are connected to 300,000 students.

Our goal is not to train junior psychiatrists, but rather to best prepare the adults who students interact with every day to recognize and understand the issues today’s teens wrestle with and to be able to differentiate between typical teenage behaviors and troubling behaviors.

For more information about *Typical or Troubled?*<sup>TM</sup>, call the Mental Health Association at 584-9125 or visit [www.psychfoundation.org](http://www.psychfoundation.org).



## Annual Membership Campaign Needs Your Support!

*We are grateful to the many long term donors who have contacted us to advise us that despite the economy, the Mental Health Association and its fine programs, will remain in their charitable giving plans in 2010.*

*The MHAET knows everyone's budgets are a little tighter this year and we respectfully asks our donors to maintain their giving to the MHA at the same level as last year if they can. Thanks in advance for your support.*

~ Ben Harrington, Executive Director

Those you help with your gift are your family, your friends, your neighbors and your coworkers. Help them because they would help you.

**Send your check today!** Your gift of \$50 – Will provide educational materials to 200 people.

\$100 – Will provide mental health screenings for 30 people suffering from unrecognized symptoms of depression, anxiety or an eating disorder.

\$250 – Provides client or family services by helping 10 persons access the specialized mental health care.

\$1000 – Provides *Mental Health 101* to 500 students.

## Thank You 2010 Campaign Donors!

Marie Averett  
Catherine Beals  
Lora Beebe  
Samuel Benton  
William Berez, PhD  
Marty & Ann Brown  
Dan Caldwell  
B.E. Colway  
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Rev. Charles Fels  
Charles Hardway

Ben & Norma Harrington  
Mr. & Mrs. Richard Nash  
Gary Napier  
Bill & Terri Parsons  
Allan Philp, PhD  
Diana Seaver  
Mr. & Mrs. Larry Silverstein  
Joy Thomas  
Wackenhut Services  
John West

*“Your contributions help provide outreach in schools, at workplaces and with seniors. Thanks for your support.”*

~ Candace Allen, President  
MHAET Board of Directors

## On the Road with

Our staff can do presentations for your employees, church group or civic organization about stress, depression or other mental health issues. *Where have we been lately?*

- East Tennessee Business Wellness Roundtable
- Knoxville CAC Leadership Class
- Pellissippi State Community College
- Tennessee Healthcare Campaign Town Hall
- Knox County Schools RN In-Service
- Bradford Health Services
- Tennessee Conference on Social Welfare
- WIVK “The Phil Show”
- WBIR TV
- WATE TV
- Children’s Mental Health Awareness Day





*A Special Note of Thanks to Our  
Funding Partners!*

**United Way Allocations  
United Way Designations Donors  
Tennessee Department of Mental Health &  
Developmental Disabilities  
Farragut Presbyterian Church  
Cornerstone of Recovery  
Bradford Health Services  
AmeriChoice  
Knox County  
Humana  
Cumberland Heights  
The Village  
East Tennessee Foundation  
American Psychiatric Foundation**

**Mental Health Association  
of East Tennessee  
P.O. Box 32731  
Knoxville, TN 37930-2731**

**Mental Illness:  
Real, Diagnosable, Treatable**

**A United Way Agency Partner  
An Affiliate of the Mental Health America**

**13<sup>th</sup> Fall Psychiatric Symposium  
Dates Set for October  
26-27, 2010**



The 13<sup>th</sup> Fall Psychiatric Symposium will be held October 26<sup>th</sup> – 27<sup>th</sup> at the Knoxville Marriott hotel (former Hyatt Regency). The conference for mental health and health professionals provides valuable continuing education and training close to home at an affordable rate. The agenda includes many nationally known speakers this year. **Mark your Calendars NOW!!!! Look for brochures in the mail soon.**



**You can support the Mental Health Association with a designated or undesignated contribution to the United Way of Greater Knoxville and through the Combined Federal and Campus Chest Charitable Giving Campaigns.**

