

Solihnten Update

A Solihnten Institute Publication

Onward and Upward

The monthly format of the *Solihnten Update* **Ongoing Resources – Continuing to Move Forward** has shifting its publication dates to Tuesdays (with some exceptions) and is sent to the Inboxes of Executive Directors/CEOs; Center Board Chairs/Presidents; Clinical and Training Directors; Administrative Personnel; and Development Personnel within each Center. Please continue to feel free to distribute this information to other staff members as you see fit. Or you are welcome to request staff members be added to the Institute’s master distribution list by emailing Laurie Pechie, (lauriep@solihnten.org).



The Institute staff is leaving on a jet plane (four of them, actually), to attend the 2023 APA Annual Conference in Washington, DC, **Thursday – Saturday, August 3-5**. Our time together will then extend to include an in-person staff meeting. Unlike the John Denver song, however, we do know when we will return to our offices: **Thursday, August 10**.

We will each commit to responding to email throughout this time away as our schedules allow, but if you have an **urgent need to speak to one of us OR if you will also be in Washington, DC**, please call Laurie Pechie at (303) 882-4419.

Informational Categories:

2023 Solihnten Annual Conference
Clinical Focus/Application
Billing: Telehealth Reimbursement
Management Resources/Financial Viability
Employee Retention/Hiring
Equity and Inclusion
Fundraising/Marketing in the New Normal
Employee Morale and Soothing Practices
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Other

2023 Solihten Annual Conference

[Conference Agenda](#)

[Conference Registration](#)

[Hotel Reservations](#)



Solihten Annual Conference 39th Annual

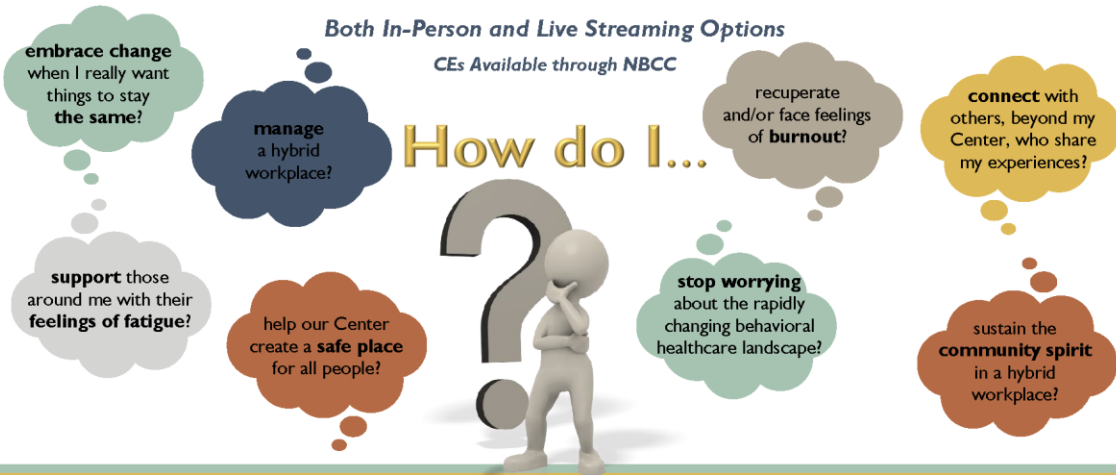
WORKING WELL TODAY *and* TOMORROW

September 7-9, 2023

Denver, Colorado

Both In-Person and Live Streaming Options

CEs Available through NBCC



Clinical Focus/Application

* How Our Mental Health Crisis Could Lead to a Spiritual Awakening

Author, psychologist, **and two-time Solihden Annual Conference keynote speaker**, Lisa Miller discusses her research on the relationship between spirituality and wellbeing

For the last several years, psychology professor Lisa Miller has traveled the world to get out a message that everyone wants to hear: There is a solution to the crisis of wellbeing we see today, and it is well within our grasp. In fact, it's our birthright, she says. Depression, anxiety, and the skyrocketing suicide rates in our young people can be alleviated only if we support their spiritual development.

"We are born with an innate capacity for spiritual life. We're born with a neuro-docking station, and it is who we are as much as we have two eyes, two ears, and a nose," said Miller, [author](#) of bestsellers "[The Awakened Brain](#)" and "[The Spiritual Child](#)." She's also the founder of the Spirituality Mind Body Institute (SMBI) and a professor of psychology and education at the Teachers College at Columbia University.

"Now we have 20 years of science; MRI studies, genotyping, epidemiology, twin studies ... etiology," Miller said. "It is game changing. There is a whole science around this."

[Full Story](#) | The Epoch Times (Free Subscription Required)

Billing: Telehealth Reimbursement

• Demand for Counseling Services Remained Steady During Pandemic Despite Telehealth Delivery, Study Shows

Alexandria, Va. — People seeking mental health services during the COVID-19 pandemic were not deterred by the widespread shift to telehealth services, according to research findings published in the *Journal of Counseling & Development*, a journal of the American Counseling Association.

However, some racial and ethnic minorities continued their longstanding tendency to avoid counseling services, even though they were more likely than non-Hispanic white people to struggle with mental health issues, the study showed.

"The findings lend support to policies that expand insurance coverage for telehealth counseling," said lead author Yusen Zhai, an assistant professor of counseling and director of the community counseling clinic at the University of Alabama at Birmingham. "This is particularly relevant as we navigate the post-pandemic era and consider the future of health care delivery."

Click to [continue reading](#)

Management Resources/Financial Viability

→ Today's agenda: Cutting down on meetings, CBS Sunday Morning

On average, meetings take up nearly half of our work week. According to Microsoft, since the pandemic began, the number of meetings has jumped 153%.

Click to watch, [How to Cut Down on Meetings](#)

→ Solihten 2023 Board Presidents Roundtable ... A Meeting for CONNECTION

This year we will be trying a new approach for the Solihten Institute Board President Roundtable, which is to have a two-year cycle of designated topics based on the fact that many people in this leadership position on average serve for two-year terms.

One of the most important aspects that the Solihten Network offers is **connections**. These come in the form of a relationship with the Institute staff members, but also with other role-based personnel from around the country. Over the last number of years, the Institute has worked to broaden the opportunities for personnel-based affinity groups. These meetings are based on the model of Executive Director Leadership Consultation Groups (LCGs), of which many of your Center Executive Directors participate.

This expansion has included a group specifically for **Board Presidents/Chairs**, which can also be extended to the President or Chair-Elect. The group is facilitated by Institute staff, as well as the Chair of the Solihten Institute National Board of Directors, Jim Hayes who is also the Executive Director of Mind & Spirit Counseling Center in Des Moines, Iowa. *No other Center Executive Directors are in attendance for these meetings.*

Below is a document that provides additional information including the schedule of the meetings through 2023, the next meeting is on:

Thursday, August 17, 2023

Topic: *Crisis Management - Responding to being on the receiving end of a bad headline*

4:00 PM EST

3:00 PM, CST

2:00 PM, MST

1:00 PM, PST

11:00 AM, HST

[Board President Roundtable 2023 Activities](#)

Employee Retention/Hiring

Summer's here, and so are early weekends

Summer perks. Among the most common summer benefits are summer Fridays, which are offered at a range of companies including IBM, Pfizer, and Viacom.

Jennifer Bett Communications, a media relations agency based in New York City, switches to four-day workweeks June–August, according to its PR representative, Daria Martorana.

Other companies, including EY, MUD\WTR, and KPMG, have a weeklong shutdown at some point during the summer. Employees at KPMG also have what they call “jumpstarts” from Memorial Day to Labor Day, where they may sign off early.

What employees want. Kathy Cullen-Cote, chief human resources officer at Teradata, a data analytics firm, told HR Brew that employees are coming to expect some summer-specific benefits. Her company closes at noon every Friday from Memorial Day to Labor Day.

Full Story: [HR Brew](#)

Equity and Inclusion

As the Institute continues to address, with intentionality, our lack of diversity within our own leadership ranks, we are looking to provide resources to support affiliated Centers. *If you have additional resources on equity and inclusion, please direct them to [Laurie Pechie](#)*

** Sports Teams Illustrate What Philanthropy Needs to Know About Diversity (Opinion)

In the academic year 2019-20, the student body at Texas A&M University was only 3 percent Black. By any measure, that’s an abysmal diversity failure.

So, what should you do if you are a leader at Texas A&M and you want your department or school to increase its percentage of Black students, especially now that the Supreme Court has struck down affirmative action?

Turns out there’s a program on your campus where nearly 93 percent of the students are Black. It’s highly prestigious and extremely selective. Thousands want to get in, but only a few are admitted.

That program? Women’s basketball.

Click to [Keep Reading](#)

** Equity and Inclusion Resource Series, Solihden Institute



The poster features a background of colorful, stylized hands reaching upwards. The text is centered and reads:

Equity and Inclusion Resource Hour
2023 Series
Remaining In-Depth Presentation Dates:
Friday, September 15 AND
Friday, December 15

1:00 – 4:00 PM, Eastern
12:00 – 3:00 PM, Central
11:00 AM – 2:00 PM, Mountain
10:00 AM – 1:00 PM, Pacific
7:00 – 11:00 AM, HST
8:00 AM – 12:00 PM, HST (December 15)

Who Should Attend? ALL are WELCOME; but the topics for each session may lend itself to particular audiences. *

NEXT SESSION: Friday, September 15: *Defining Organizational Culture by Building Trust Across Different Identity Groups*

*Organizational Leadership, Emerging Leaders, Board of Directors

Objectives:

- Transform thinking around DEI efforts from a stand-alone item to an embedded way of being in all that we do as individuals and organizations.
- Develop learning cohorts within Centers to apply what they have learned to ensure best practices in center structures, behaviors, and heart & mind practices.
- Transform Center culture through the application of DEI principles.

Session One, June 6: *Multicultural Awareness and Supervision,*
Natashia Slack Trusclair, MA, LPC

↳ **Session Recording (Didactic Content Only)**

The session also included breakout groups which were not recorded.

↳ **PowerPoint Presentation**

- ✓ [Multicultural-Awareness-and-Supervision-References](#)

↳ **Additional Materials**

- ✓ [Circles of my Multicultural Self](#)
- ✓ [Stereotypes and Prejudices Group Activity](#)
- ✓ [Counseling Self-Estimate Inventory \(COSI\)](#)
- ✓ [Diversity Definitions, Office of Diversity and Inclusion, UCF](#)

**Session One, March 17: Models for Equitable Leadership,
Advancing Equity in Your Center**

Madeline McNeely, MEd

Resources

↳ **Video Recording (Didactic Content Only)**

The session also included breakout groups and full participant participation, which was not recorded due out of respect for those involved.

↳ **Participant Agenda**

↳ **Solihnten Equity in Org Slides**

Fundraising/Marketing in the New Normal

↳ Tired of Those Pesky Negative Online Reviews?, Laurel Clement, JD, LPC

New Jersey psychiatry practice pays \$30,000 to settle complaint about impermissible disclosure of protected health information by disclosing this information in online review

Today, the U.S. Department of Health and Human Services (HHS), Office for Civil Rights (OCR) announces a settlement with Manasa Health Center, LLC, a health care provider in New Jersey that provides adult and child psychiatric services.

The settlement resolves a complaint received by OCR in April 2020, alleging that Manasa Health Center **impermissibly disclosed the protected health information of a patient when the entity posted a response to the patient's negative online review.**

Following an OCR investigation, potential violations of the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule include impermissible disclosures of patient protected health information in response to negative online reviews, and failure to implement policies and procedures with respect to protected health information. Manasa Health Center paid \$30,000 to OCR and agreed to implement a corrective action plan to resolve these potential violations.

“OCR continues to receive complaints about health care providers disclosing their patients’ protected health information on social media or on the internet in response to negative reviews. Simply put, this is not allowed,” said OCR Director Melanie Fontes Rainer. “The HIPAA Privacy Rule expressly protects patients from this type of activity, which is a clear violation of both patient trust and the law. OCR will investigate and take action when we learn of such impermissible disclosures, no matter how large or small the organization.”

OCR opened an investigation in response to a complaint by a patient alleging that Manasa Health Center posted a response to the patient's negative online review that included specific information regarding the individual's diagnosis and treatment of their mental health condition. In addition to the patient who filed the complaint, OCR's investigation found that Manasa Health Center impermissibly disclosed the protected health information of three other patients in response to their negative online reviews. OCR's investigation also found that Manasa Health Center failed to implement HIPAA Privacy policies and procedures.

In addition to the monetary settlement, Manasa Health Center will undertake a corrective action plan that will be monitored for two years by OCR to ensure compliance with the HIPAA Privacy Rule.

The corrective action plan includes the following steps:

- ✓ Develop, maintain, and revise its written policies and procedures to comply with the HIPAA Privacy Rule,
- ✓ Train all members of Manasa Health Center's workforce, including owners and managers, on the organization's policies and procedures to comply with the HIPAA Privacy and Security Rules,
- ✓ Within 30 calendar days of the agreement, Manasa Health Center shall issue breach notices to all individuals, or their personal representatives, whose protected health information is disclosed on any internet platform without a valid authorization, and

- ✓ Within 30 calendar days of the agreement, Manasa Health Center shall submit a breach report to HHS concerning individuals whose protected health information is disclosed on any internet platform without a valid authorization.

The resolution agreement and corrective action plan may be found at:

<https://www.hhs.gov/.../agreements/manasa-ra-cap/index.html>




OCR is committed to enforcing the HIPAA Rules that protect the privacy and security of peoples' health information. If you believe that your or another person's health information privacy or civil rights have been violated, you can file a complaint with OCR at:

<https://www.hhs.gov/ocr/complaints/index.html>

Employee Morale and Soothing Practices

⚙ **Action for Happiness Calendar**

Altruistic August 2023

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
 1 Set an intention to be kind to others (and yourself) this month	2 Send an uplifting message to someone you can't be with	3 Be kind and supportive to everyone you interact with	 4 Ask someone how they feel and really listen to their reply	5 Spend time wishing for other people to be happy and well	6 Smile and be friendly to the people you see today	
7 Give time to help a project or cause you care about	8 Make some tasty food for someone who will appreciate it	9 Thank someone you're grateful to and tell them why	10 Check in with someone who may be lonely or feeling anxious	11 Share an encouraging news story to inspire others	12 Contact a friend to let them know you're thinking of them	13 No plans day! Be kind to yourself so you can be kind to others too
14 Take an action to be kind to nature and care for our planet	15 If someone annoys you, be kind. Imagine how they may be feeling	16 Make a thoughtful gift as a surprise for someone	17 Be kind online. Share positive and supportive comments	18 Today do something to make life easier for someone else	19 Be thankful for your food and the people who made it possible	20 Look for the good in everyone you meet today
21 Donate unused items, clothes or food to help a local charity	22 Give people the gift of your full attention	23 Share an article, book or podcast you found helpful	24 Forgive someone who hurt you in the past	25 Give your time, energy or attention to help someone in need	26 Find a way to 'pay it forward' or support a good cause	27 Notice when someone is down and try to brighten their day
 28 Have a friendly chat with someone you don't know very well	29 Do something kind to help in your local community	30 Give away something to help those who don't have as much as you	31 Share Action for Happiness with other people today			

ACTION FOR HAPPINESS

Happier · Kinder · Together

Solihnten Update - Lite Archives

The **Solihnten Update - Lite** is being distributed in addition to the full monthly version, **Solihnten Update: "Ongoing Resources – Continuing to Move Forward"** that is usually sent on the first Tuesday of each month and covers a range of resources and a lot of information. **The Lite edition focuses on a single topic** and is published on a rolling basis driven by the content needs for work of

the Solihten Network. It will be sent to the Inboxes of Executive Directors/CEOs; Center Board Chairs/Presidents; Clinical and Training Directors; Administrative Personnel; and Development Personnel within each Center. Please feel free to distribute this information to other staff members as you see fit.

**Denotes resources from the *Equity & Inclusion Resource Hour*. The Equity and Inclusion Taskforce of the Solihten Institute National Board of Directors sponsors this offering.

- ☀️ **A.23 2023 DEI Series, March 22
- ☀️ **B.23 2023 DEI Series, Session Two, June 1
- ☀️ **C.23 2023 DEI Series, Session Two Resources, June 9
- ☀️ D.23 Juneteenth, June 14

Solihten Update Archives

Prior issues of the ***Solihten Update*** can be found in the member resources section of the Solihten Institute website: <https://solihten.org/protected-pages/training-and-education/updates-ongoing-resources/>

Each Center has a personalized log-in that has been provided to the Center Leadership. That information is available from **Steve Duson**.

Other

