

August 18, 2021

Workplace Mental Health Conference

About this Online Event

Employee mental health is a leading concern for businesses and society. The COVID-19 pandemic put mental health issues front and center and created an unexpected opportunity for employers to better support their employees. The time to act is now – but how?

The 2nd annual University of Michigan event will bring together key stakeholders to discuss strategies to improve employee mental health. Topics will include transforming company culture, innovations in workplace mental health, case studies, and special presentations on millennials and compassion in the workplace. Facilitated networking sessions will be offered following the main conference.

Date [Online Event]: Wednesday, August 18, 2021 from 1:15 - 6:00 pm ET

Registration Fee: \$40 for individual ticket; \$95 for corporate pass (up to 5 attendees from a single organization); \$25 for U of M individual ticket

[Please contact us if you need assistance with the fee]

Questions? Ask Danielle Taubman at dtaubman@med.umich.edu

Register Here: 2021workplacementalhealthconference.eventbrite.com

WHO SHOULD JOIN?

- Employers
- Mental health professionals and researchers
- C-Suite leaders
- HR professionals
- DEI professionals
- Leaders from diverse industries (public, private, and non-profit organizations)
- Anyone with an interest in learning about and supporting workplace mental health

HIGHLIGHTS

- Discover real-world strategies for your workplace
- Hear from well-respected industry experts
- Get your questions answered through interactive Q&A
- Learn from a selection of personal stories, case studies, and panel discussion
- Rub (virtual) elbows with other attendees during facilitated networking sessions
- Receive a recording of the event and a copy of slides from each session
- Earn Continuing Education Units (CEUs)

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Schedule-At-A-Glance

Time	Session	Speaker
1:15 – 1:30 pm	<i>Welcome and Opening Remarks</i>	Sagar V. Parikh, MD, FRCPC Co-Lead, Workplace Mental Health Solutions, University of Michigan Danielle S. Taubman, MPH Workplace Mental Health Solutions, University of Michigan
1:30 – 2:15 pm	<i>Plenary</i> Transforming Company Culture: The Story of Humana	Timothy State SVP of Associate Health and Well-being, Humana
2:15 – 2:25 pm	Break	
2:25 – 3:25 pm	<i>Panel Discussion</i> Innovations in Workplace Mental Health	Sagar V. Parikh, MD, FRCPC (Moderator) Co-Lead, Workplace Mental Health Solutions, University of Michigan Lisa Ponder, JD VP of Human Resources, RK Mechanical David Shapiro Program Manager, Health Links™, Center for Health, Work & Environment Brenda Szalka, LMSW, CEAP, SAP, CHWC Manager of Employee Assistance and Wellness, Henry Ford Health System Earl van As VP of Marketing and Product Management, Starling Minds
3:25 – 3:35 pm	Break	
<i>Concurrent Breakout Sessions (Select 2)</i>		
3:35 – 4:05 pm	<i>Session #1</i> Personal Story: Out of the Shadows in Corporate America Rob Vallentine Past President, The Dow Chemical Company Foundation & Executive in Residence, Saginaw Valley State University	<i>Session #2</i> Case Study: Ford Motor Company Lisa Sabourin, MBA Executive Program Manager, Ford Motor Company Bill Eaddy Executive Program Director, UAW
4:10 – 4:40 pm	<i>Session #3</i> Mental Health, Organizational Culture, and the Role of Compassion Monica Worline, PhD CEO, EnlivenWork & Core Faculty, Center for Positive Organizations	<i>Session #4</i> Millennials and Mental Health: What Do They Expect from Employers? Jennifer Wisdom, PhD, MPH, ABPP Owner, Wisdom Consulting

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Schedule-At-A-Glance Cont.

Time	Session	Speaker
<i>Closing Remarks</i>		
4:45 – 5:10 pm	Transforming Workplace Mental Health: Reflections and Next Steps	Sagar V. Parikh, MD, FRCPC, Co-Lead, Workplace Mental Health Solutions Michelle B. Riba, MD, MS Co-Lead, Workplace Mental Health Solutions
<i>Facilitated Networking Sessions (Select 1)</i>		
5:15 – 6:00 pm	Session #1 Diversity, Equity, Inclusion and Mental Health Daniela Lopez, MSW, MSHROD, Research Coordinator, Michigan Medicine & Behavioral Health Specialist, Community Health and Social Services (Facilitator)	
	Session #2 Reshaping How We Work (Remote vs. Office) and Our Mental Health Erica Vest, LMSW, Research Area Specialist & Social Worker, Michigan Medicine (Facilitator)	
	Session #3 Resilience at Work Denise Williams, PhD, MS, SPHR, SHRM-SCP, Organizational Effectiveness Consultant, Michigan Medicine (Facilitator)	

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Tim State
(Plenary Speaker)

Tim State is passionate about well-being in the workplace and its power to impact the destiny of individual employees, as well as the organizations and customers they serve. He is a Human Resources business leader with over 20 years of experience within multiple industries, and has led innovative, large-scale transformative change in areas including Health and Well-being, Benefits, Compensation, Positive Performance, Employee Engagement, M&A and Human Capital Strategy. Tim is Senior Vice President, Associate Health and Well-being.

Tim and his team deliver leading-edge strategies designed to drive a well-being movement within Humana's workforce that elevates human and organizational performance, improves employee health, and keeps Humana's purpose at the heart of the cultural experience teammates share and customers feel. These approaches have produced results, including superior levels of participation and engagement, positive population health outcomes, and measurable well-being improvement. Tim's leadership also includes enterprise HR M&A, driving strategies that optimize and integrate newly acquired assets, capabilities and people to help deliver on Humana's purpose and fuel ongoing strategic transformation and growth.

Under Tim's leadership, Humana has consistently earned top national recognition for its workplace well-being innovations and outcomes, including prestigious awards from the National Business Group on Health, American Heart Association and others. The work has been featured in various publications. Tim currently participates in several related boards and forums, including Business Group on Health's Institute on Well-being and Workforce Strategy (Co-Chair), American Heart Association CEO Roundtable (Lieutenant) and the American Red Cross (Regional Chair).

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Rob Vallentine

Rob Vallentine is an Executive in Residence at Saginaw Valley State University. In this role, he is working closely with various departments and student organizations in an effort to reduce the stigma of mental health and strengthen access to resources within the university and the community. Over the last several years, Rob has become a community advocate, focused on breaking the stigma of mental health by sharing his own story of hope, healing and growth with thousands of people. He is a certified trainer for the SafeTALK Suicide Prevention Program and Mental Health First Aid. An employee of Dow for more than 30 years, Rob retired in December 2019 as president of the Dow Company Foundation. Rob serves on the National Advisory Board for the University of Michigan Depression Center and the National Advisory Council for the National Network of Depression Centers. Rob also serves on the Great Lakes Bay Regional Alliance Board of Directors and is a community director for TCF Bank.



Monica Worline, PhD

Monica Worline, PhD is an organizational psychologist and co-founder of the idea incubator EnlivenWork, which is dedicated to working in collaboration with our partners to bring some of the world's most powerful ideas to life and awaken the curiosity, compassion, and courageous thinking that drive organizations to thrive. Monica serves as the Faculty Director of Innovation and Engaged Learning at the University of Michigan Ross School of Business's Center for Positive Organizations, where she is the faculty leader of an action learning immersion program focused on *The Science of Thriving at Work (and Beyond!)*. Monica is the co-author, with Jane Dutton, of the book *Awakening Compassion at Work*, which brings 20 years of a scholarship focused on compassion in the organizational and social sciences to life for leaders and practitioners. She works with leaders and practitioners focused on compassion as a collaborating research scientist at Stanford University's Center for Compassion and Altruism Research and Education.

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Jennifer Wisdom,
PhD, MPH

Jennifer Wisdom, PhD, MPH, ABPP, is a licensed clinical psychologist, author, consultant, and researcher based in New York and Portland, Oregon. She has worked in health care, government, and educational environments for 25 years, including serving in the U.S. military and with non-profit service delivery programs. She is faculty at the Portland State University-Oregon Health and Science University School of Public Health. She is also author of the Millennials' Guides series, including *Millennials' Guide to Management and Leadership* (2020); *Millennials' Guide to Diversity, Equity & Inclusion* (2021); and *Millennials' Guide to Workplace Politics* (2021).



Lisa Ponder, JD

Lisa Ponder is currently the VP of Human Resources for RK Industries, LLC, a Colorado based, construction, manufacturing and service company with 1400 employees. RK prioritizes mental health awareness and suicide prevention and is an industry leader in providing mental health support and resources to its employees. Lisa has worked as an HR executive for over 15 years for global corporations, family owned contractors and a local government. Prior to her HR career, she practiced employment law and owned her own HR consulting business. Lisa earned her law degree and B.A. from Brigham Young University and her Masters in Strategic Human Resource Management from Denver University.

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Earl van As

Earl van As, VP Marketing at Starling Minds, is responsible for marketing strategy, lead generation, content and product marketing to build Starling Mind's digital therapy presence in targeted verticals. Earl's career includes extensive B2B SaaS experience in marketing, product management and sales operations. Prior to Starling, Earl was VP Marketing at Conexiom, where he directed demand generation and marketing communication strategies. He began his career with Maximizer Software, one of the early CRM pioneers and has also served in leadership roles with Pearson School Systems, a K-12 edtech provider, and Talemtry, a recruitment marketing platform solution. He holds a BA (Communications) from Simon Fraser University.



David Shapiro

David Shapiro is program manager for the Center for Health, Work & Environment's signature program Health Links™. In this role, he consults with organizations in the Health Links Healthy Workplace Network, sharing resources and recommendations to help them improve the health and safety of their teams. A passionate advocate for Total Worker Health®, David focuses his consulting on how workplaces can prevent chronic disease, raise awareness about mental health, and become more family-friendly. A proud husband and father of three, David is a lifelong learner and relationship builder. His hobbies include tennis, hiking, reading, and gardening.

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Lisa Sabourin, MBA

Lisa Sabourin has been a proud employee of Ford Motor Company for the last 28 years. During this time, she has had the opportunity to develop programs and provide support to hourly and salaried employees. Lisa's broad experience includes creating Wellbeing programs and strategy, Recruiting, Organization Design, Competency Development and Negotiations. In her latest role, Lisa partners with Bill Eaddy as the Ford Executive Program Director of the Employee Support Services & Wellbeing Program that develops initiatives to improve the overall wellbeing of UAW-Ford employees. Lisa has an MBA from Eastern Michigan University.



Bill Eaddy

William H. Eaddy, Jr. (Bill) was appointed to the International UAW Staff in January of 2006 after serving in UAW Local 892 as a District and Bargaining Committeeperson. Bill has held positions with the International Staff in Health and Safety, Servicing, Sourcing, Conference Planning and now with the Employee Support Servicing Program. Bill is active in a wide range of community and civic organizations. He is a political activist with the Democratic Party, a member of the Trade Union Leadership Council, the Coalition of Black Trade Unionist, and attends First Missionary Baptist Church. He graduated from Milan High School and attained a degree from the College of Business in Finance from Auburn University in Alabama.

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**Brenda Szalka, LMSW,
CEAP, SAP, CHWC**

Brenda Szalka, LMSW, CEAP, SAP, CHWC, Manager of Henry Ford ENHANCE EAP and Wellness, has been in the field of EAP and wellness since 1995 with a myriad of clinical experience both in chemical dependency and mental health. Furthermore, Brenda has a vast history as both an Account Manager and a Professional Development Trainer and Wellness Coach presenting to a wide audience on topics such as: Navigating Change, Managing Stress, Balancing Work-Life, Communicating Effectively, Teambuilding, Dealing with Challenging Situations, Leading for Success, and many others. Earning both her Bachelor and Master degrees from Wayne State University, Brenda also has certifications as a Substance Abuse Professional (SAP), Certified Employee Assistance Professional (CEAP), Certified Health and Wellness Coach (CHWC), and is a Certified Reiki Practitioner. She also served within the military as a Top-Secret Security Telecommunications Operator for the United States Army, stationed in Germany. Additionally, Brenda has an extensive array of volunteer experience in the area of crisis response, suicide prevention and support, anger management, effective parenting and relationship enhancement. Brenda balances work/life by spending most of her free time with her husband, two teenagers and extended family and friends. She enjoys all sports with volleyball, baseball, basketball, bicycling and hiking as her favorites. She also enjoys gardening, cooking, traveling, reading, animal rescuing and practicing mindfulness.



**Daniela Lopez,
MSW, MSHROD**

Daniela Lopez, MSW, MSHROD, holds a dual appointment as a Research Coordinator at the Michigan Medicine Department of Psychiatry and as a Behavioral Health Specialist at Community Health and Social Services. She obtained her Master of Human Resources and Organizational Development at Eastern Michigan University and her Master of Social Work from the University of Michigan. She is a member of the Psychiatry Diversity, Equity and Inclusion (DEI) board, and participated in the development and implementation of the DEI webpages and annual retreat. Her educational and career interests have given her insights into the importance of DEI within the workplace and beyond.

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Denise Williams,
PhD, MS, SPHR, SHRM-
CP

Denise Williams, PhD, MS, SPHR, SHRM-CP is an Organizational Effectiveness Consultant in Michigan Medicine Human Resources. In this role, Denise collaborates with leadership, employees, faculty, and learners across the university to create and promote a positive workplace culture of inclusion, equity, and diversity that prioritizes the wellbeing of our diverse workforce. She has worked at UM since June 2011. Denise earned a PhD in Health Behavior and Health Education from the University of Michigan School of Public Health and a Master of Science in Behavioral Psychology from Eastern Michigan University. She also holds two senior-level certifications in Human Resources.



Erica Vest, LMSW

Erica Vest, LMSW graduated from Michigan State University with a BA in Psychology in 2010 and received her master's in social work in 2013. She has a long and progressive career in clinical research coordination and care management and has held several positions at Wayne County, Wayne State University, and the University of Michigan. She is currently licensed in the state of Michigan to practice clinical social work and works as a research specialist and clinical social work at Michigan Medicine in the department of Psychiatry. In those roles she conducts clinical diagnostic assessments, coordinates research studies, supervises social work interns, co-facilitates psychotherapy groups, and handles IRB regulatory affairs.

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Laura O'Brien,
BScN, MBA

Laura O'Brien, BScN, MBA is the Business Development Lead for Workplace Mental Health Solutions. She is a former psychiatric nurse with experience in medical education, health care, and business administration.



Danielle S. Taubman, MPH

Danielle S. Taubman, MPH joined the Eisenberg Family Depression Center team in 2015 as a Technical Writer. Since 2019, she has served as a Program Evaluation Specialist. In this role, she strategically evaluates and documents the Depression Center's outreach and education programs--particularly in the areas of workplace mental health and e-mental health--develops courses and trainings, creates and disseminates educational materials, and conducts research. Ms. Taubman earned her Master's in Public Health degree in Health Behavior & Health Education, with a focus on health communication, from the University of Michigan. She also received her bachelor's degree from the University of Michigan where she majored in Psychology and minored in Gender and Health.

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**Sagar V. Parikh,
MD, FRCPC**

Sagar V. Parikh, M.D., FRCPC is the John F. Greden Professor of Depression and Clinical Neuroscience at the University of Michigan, Ann Arbor, where he also serves as Associate Director of the Depression Center. He is Medical Director of the National Network of Depression Centers (USA) and Education Chair of the Canadian Network of Mood and Anxiety Treatments. He continues as an adjunct Professor of Psychiatry at the University of Toronto, where he was on staff full-time from 1994-2015. Dr. Parikh is the author / editor of three books and nearly 200 peer-reviewed articles and book chapters, and co-author of all 10 editions (1997-2018) of CANMAT treatment guidelines for Depression and for Bipolar Disorder. Dr. Parikh's awards include the Dave Davis CEPD Research Award, the R.O. Jones Award for Best Research Paper, the Paula Goering Collaborative Research and Knowledge Translation Award, the 2020 Mogens Schou Award for Education and Teaching from the International Society of Bipolar Disorders and the 2019 Academic Gold Award for the Psychiatric Services Achievement from the American Psychiatric Association. He serves as Secretary of the International Society for Affective Disorders, and Co-Head, Section of Affective Disorders, World Psychiatric Association.



Michelle B. Riba, MD, MS

Michelle B. Riba, M.D., M.S. received her M.D. from University of Connecticut (UConn) School of Medicine in Farmington, CT, M.S. (Organic Chemistry) from St John's University in Jamaica, NY, and B.A. (Chemistry) from Queens College in Flushing, NY. She completed a Psychiatry residency at the UConn School of Medicine, was a von Hedwig Ameringen Executive Leadership in Academic Medicine (ELAM) fellow; and graduate of the Health Care Leadership Institute UM Health System and Ross School of Business and specializes in consultation-liaison psychiatry, in particular psychoncology. Currently Dr. Riba is Professor of Psychiatry, Co-Director, Workplace Mental Health Solution, The University of Michigan Eisenberg Family Depression Center, Director of the PsychOncology Program at the UM Rogel Cancer Center. She chairs the National Network of Depression Center's College Mental Health Task Force and the National Comprehensive Cancer Network's Panel on Distress Guidelines. She has received many honors and awards for her leadership, clinical acumen, teaching, and service at the University of Michigan and beyond.

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Planning Committee & Sponsors

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A special thank you to this year's planning committee and sponsors

Planning Committee:

Sagar Parikh, MD, FRCPC, Workplace Mental Health Solutions, University of Michigan (Co-Chair)
Danielle Taubman, MPH, Workplace Mental Health Solutions, University of Michigan (Co-Chair)
Amy Bellas, PE, Business Engagement Center, University of Michigan
Rosalind Garcia-Tosi, MPH, MSW, ScD, Workplace Mental Health Solutions, University of Michigan
Laura O'Brien, BScN, MBA, Workplace Mental Health Solutions, University of Michigan
Darcy Gruttadaro, JD, Center for Workplace Mental Health, APA Foundation
Mari Kira, PhD, University of Michigan Center for Positive Organizations
Sinziana Luchian, Detroit Regional Chamber
Preeti Malani, MD, MSJ, MS, University of Michigan Office of the President
Michelle Riba, MD, Workplace Mental Health Solutions, University of Michigan
Kathleen Robertson, MS, RN, University of Michigan Office of Counseling and Workplace Resilience
Kelcey Stratton, PhD, University of Michigan Office of Counseling and Workplace Resilience
Sheryl Ulin, PhD, CPE, University of Michigan Center for Ergonomics
Rob Vallentine, MBA, The Dow Chemical Company Foundation & Saginaw Valley State University

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University of Michigan Center for Occupational Health and Safety Engineering

