



ORGANIZATIONAL UNIT PROPOSAL FORM

(Revised November 2018)

DIRECTIONS: *Use this form when proposing a new school, college, center, institute or other organizational unit. Internal administrative changes, including but not limited to the addition or elimination of departments, do not require approval by the Academic Affairs Council or the Board of Regents.*

DATE OF REQUEST: July 11, 2023

Date of AAC Approval:

07-17-23

INSTITUTION: University of Nevada, Las Vegas

NAME OF PROPOSED UNIT: Behavioral Health Education, Retention, and Expansion (BeHERE) Network of Nevada

Date of Board Approval:

DATE OF IMPLEMENTATION: Upon Approval

PART 1

A. Action requested

The University of Nevada, Las Vegas requests approval to establish the Behavioral Health Education, Retention, and Expansion Network of Nevada (BeHERE NV) in accordance with Assembly Bill 37 passed in the Nevada 82nd Legislative Session (2023).

B. Brief description and purpose of proposed unit

As outlined in AB 37, the primary purposes of BeHERE NV are to provide outreach and education about behavioral health professions to K-12 and adult learners; expand behavioral health training programs within higher education with an emphasis on building a diverse workforce to serve Nevada's diverse communities; increase post-graduate internships and increase the number of approved supervisors; and offer support to the existing Nevada behavioral health workforce through continuing education and technical assistance. To grow a robust pipeline for behavioral health providers in Nevada, BeHERE NV will be housed within the Nevada System of Higher Education (NSHE). The structure of the unit will employ a "hub and spoke" model, with the main hub established within UNLV with spokes to regional hubs in NSHE institutions across the state. While legislative language refers to this initiative as a center, the work product of AB 37 will actually occur statewide through multiple collaborations both inside and outside of NSHE. For this reason, the unit will be labeled as a "network" versus a "center" to reflect the core objectives of this initiative.

C. Outline plans for the success of the proposed unit

AB 37 requires the unit to convene a consortium consisting of statewide behavioral health stakeholders inside and outside of NSHE to advise on the development and implementation of a strategic plan for the recruitment, education, and retention of a qualified, diverse mental health workforce for the state. Input from the consortium will assist with guiding the work of the unit to best meet the goals and objectives detailed in AB 37 and strategic plans.

Additionally, data will be regularly collected and reviewed to monitor and inform BeHERE NV programs and initiatives as well as analyze behavioral health workforce trends in Nevada. Finally, AB 37 requires the unit to report on its activities each calendar year to the Nevada Legislature, Nevada Commission on Behavioral Health, Nevada Regional Behavioral Health Policy Boards, and the NSHE Board of Regents and Chancellor.

PART II

A. Mission statement

The formal mission of BeHERE NV will be established by staff in conjunction with the network's advisory consortium as part of developing a strategic plan. BeHERE NV will work to increase access to mental health care for Nevadans through growing our own behavioral health workforce.

B. Goals and objectives

i. Teaching

BeHERE NV will build upon existing relationships with NSHE behavioral health academic programs and the Nevada Area Health Education Centers (AHECs) housed under UNR to:

- create curriculum to inform learners (i.e., K-12 students; undergraduate students; adult learners) across the state about behavioral health careers and education pathways within NSHE;
- develop systems for dissemination and implementation of evidence-based behavioral health practices to NSHE students and the existing workforce in Nevada; and
- provide training on becoming an approved supervisor of pre- and post-graduate behavioral health interns.

ii. Research

In collaboration with the Office of Statewide Initiatives at UNR, BeHERE NV will implement and track measures to monitor network programs and initiatives as well as analyze behavioral health workforce trends in Nevada. This data will inform the yearly report that will be submitted to NSHE administration, policy makers, and stakeholders. Publications and presentations may also result from data collected.

iii. Service

Overall, AB 37 requires the unit to establish pipelines to behavioral health careers to learners across the state, as well as implement strategies to retain the already existing

workforce. Outreach to the existing workforce will include collaborating with state professional organizations to support continuing education initiatives, as well as provide business-related technical assistance to behavioral health providers (e.g., how to obtain licensure; working with insurers; establishing practicum/internship placements, etc.). Additionally, BeHERE NV will review local and federal policies on workforce development and the delivery of behavioral health care.

C. Major participants or collaborators

i. Internal to campus

The Deans and leaders of UNLV's behavioral health training programs have all supported the proposed unit, as well as university administration. There will be opportunities for faculty from all of these programs to participate in BeHERE NV activities. Outreach and educational events will be available for our students as well.

ii. External to campus

AB 37 requires the unit to establish an advisory consortium that must consist of representatives from:

- NSHE institutions
- Community providers of behavioral health
- Department of Education and school districts
- State and local law enforcement agencies
- Consumers of behavioral health services
- Family members of consumers of behavioral health services
- Hospitals and other facilities that provide behavioral health care
- Department of Health and Human Services, Department of Veteran Services, Department of Employment, Training, and Rehabilitation, and other relevant State agencies
- Sites that provide internships for providers of behavioral health care
- Armed Forces of the United States and the National Guard
- Historically marginalized communities (e.g., LGBTQ; persons of color)
- Persons with disabilities
- Other relevant persons and entities as selected by the network

BeHERE NV staff will collaborate with behavioral health academic programs and faculty at other NSHE institutions, as well as with Nevada's five Regional Behavioral Health Policy Boards. BeHERE NV outreach will extend to learners in the K-12 system and to adult learners across the state. As noted above, an annual report will be submitted to the Director of the Legislative Council Bureau for transmittal to the Joint Interim Standing Committees on Health and Human Services as well as Commerce and Labor; the Commission on Behavioral Health; each Regional Behavioral Health Policy Board; and to the NSHE Board of Regents and Chancellor. In creating the unit, BeHERE NV staff will also consult and collaborate with two other behavioral health workforce centers in Nebraska and Illinois.

D. Evidence of contact within and between affected academic units

The concept for a behavioral health workforce development network stems from the work of the UNLV Mental and Behavioral Health Training Coalition, which is a faculty workgroup with representatives from all of UNLV's behavioral health training programs. Additionally, the network model has been shared with Deans of the programs as well as university administration. From this initial base, this outreach expanded statewide to other NSHE institutions, state mental health professionals, and concerned legislators. These discussions gave rise to AB 37 to provide funding for this new initiative.

E. Proposed physical location

The administrative hub of BeHERE NV will be located at UNLV in dedicated space within the Kirk Kerkorian School of Medicine's Department of Psychiatry and Behavioral Health.

F. Proposed organizational structure (include organizational structure within the campus)

BeHERE NV will be administratively housed under the Kirk Kerkorian School of Medicine at UNLV. The BeHERE NV Executive Director will lead all of the activities and staff of the unit. The Executive Director will report to the Chair of the Department of Psychiatry and Behavioral Health who reports to the Dean of the medical school who then reports to the Provost.

G. Activities to be sponsored (e.g., courses, seminars, research, and outreach) – indicate if courses or seminars will be offered through the proposed unit. Please specify if they will be offered for academic credit and applicable to a degree program. Give estimated enrollment.

To implement AB 37, BeHERE NV will primarily offer educational outreach to the community about behavioral health careers and education pathways through presentations, conferences, activities, and other types of engagement. At this time, it is not anticipated that BeHERE NV will create courses for academic credit. The network may also sponsor continuing education events for the existing behavioral health workforce as well as provide technical assistance related to practicing behavioral health in Nevada. Regarding research, publications and presentations may result from data collected from BeHERE NV activities and state behavioral health workforce trends.

H. Resource Analysis – source of funds necessary for the proposed change (enrollment-generated state funds, reallocation of existing funds, grants, other state funds)

A fiscal note of \$2 million was submitted by NSHE based on a review of AB 37 during the 2023 Nevada Legislative Session. State funds were appropriated to NSHE for \$2 million to fully fund personnel and operating expenses associated with the establishment of the unit at UNLV for the next biennium (i.e., FY 24 and FY 25). While the intent is for BeHERE NV to apply for state and federal grants once established, ongoing state funding will be needed.

I. Projected Budget – identify portions of costs which will require state resources, grants, gifts and/or contracts

As noted above, state funds were appropriated to NSHE for the next biennium in accordance with the budget below that was submitted to the legislature. BeHERE NV will work with NSHE to include the unit's budget in the system's budget request in future legislative

sessions. Revenue from grants will be dependent on available grants and resources to submit competitive applications.

BeHERE Proposed Budget

Costs		Year One: FY 2023-24	Year Two: FY 2024-25
Personnel			
Total of Salary & Fringe		\$594,926	\$1,091,571
Total Operations		\$90,000	\$277,750
Total Direct Costs		\$684,926	\$1,369,321

Please attach any supporting documentation (i.e. support letters from community, industry).