

5 Stages of Grief about Health Need-Capacity Gap

- DENIAL:** Data (more) needed, no/common problem, benchmarking ratios.
“We already have X therapists... we already spend Y dollars”
- ANGER:** Blame faculty, administration, therapists, admissions, “printers”
“Needs to change who we recruit...”, “stop investing \$ in...”
- BARGAINING:** Creativity new synergy, tiny-pieces/silver-bullet, external messiah
“Have we tried...?” “U. of Florida bills for...” “Volunteers could...”
- DEPRESSION:** Later we’ll know more. Too big/unsolvable; many other issues.
“Let’s look at this over the next 3 years.” “Change x and see”
- ACCEPTANCE:** Action Increase what works, follow experts, pick available solution.
“We have a responsibility to the students we have, where we are.”