

# Behavioral Health Challenges in the Workplace

## The Role of Human Resources and Security



### Speaker Bios



#### **State of Behavioral Health**

*Presented by: Jon A. Lehrmann, MD—Professor and Chairman, Department of Psychiatry and Behavioral Medicine, Medical College of Wisconsin*

Dr. Lehrmann is Chairman and Charles E. Kubly Professor of Psychiatry and Behavioral Medicine in the Department of Psychiatry and Behavioral Medicine at the Medical College of Wisconsin as well as Associate Chief of Staff for Mental Health at the Clement J. Zablocki Veterans Administration Medical Center in Milwaukee. He has developed a regional and national reputation in academic psychiatry with expertise in giving feedback, negotiation and conflict resolution and in recruiting residents. He is the former President of the Association of Academic Psychiatry and is an active member of the American Association of Chairs of Psychiatry and the American College of Psychiatrists. Dr. Lehrmann serves as a Governor appointed member of the Milwaukee County Mental Health Board. He has authored or co-authored several book chapters, peer-reviewed manuscripts and other professional publications. He recently collaborated on an article in *Academic Psychiatry* titled "Leadership Considerations for Executive Vice Chairs, New Chairs and Chairs in the 21<sup>st</sup> Century".

Dr. Lehrmann's personal love of coaching has aided him in working with faculty and staff to develop a strategic plan focused on moving his department toward a more "Modern Department of Psychiatry and Behavioral Medicine". He has worked with department and local leaders in child psychiatry and community stakeholders to develop the Charles E. Kubly Child Psychiatry Access Project (CPCP) and is also a leader in the exploration and development of a coordinated community expansion of the Medical College of Wisconsin and the Psychiatry residency into central and northern Wisconsin. Prior to his appointment as Department Chairman, Dr. Lehrmann was the co-Division Director of the Mental Health Division at the Clement J. Zablocki VA Medical Center as well as Director of Residency Training at the Medical College of Wisconsin's Department of Psychiatry & Behavioral Medicine.

#### **An Overview of Behavioral Health Diagnosis**

*Presented by: Dr. Eileen Abrams, NAMI*

#### **Dealing with Individuals Suffering from Behavioral Health Issues**

*Presented by: Officer Chad Stiles, NAMI*

Officer Chad Stiles is a 15 year veteran police officer as well as CIT/HOT officer. He is also a registered nurse and paramedic and has worked for a several years on an officer/clinician mental health response team. He is also adjunct faculty for several technical colleges in the Wisconsin Technical College system and has 15 years' experience in fire/EMS and 10 years within various emergency departments.



#### **Navigating FMLA, ADA and Mental Health Issues**

*Presented by: Kirk Pelikan, Michael Best & Friedrich LLP*

Kirk A. Pelikan, Partner, Michael Best & Friedrich LLP. Mr. Pelikan has broad experience in assisting clients with both labor and employment and benefit issues. Mr. Pelikan routinely works with clients to develop and maintain effective compliance strategies for employment issues including FMLA, disability accommodation, workplace discrimination, and return to work. He further represents clients in matters related to qualified plans, executive compensation and welfare benefit plans, including wellness compliance, COBRA, HIPAA compliance.



#### **The Role of Law Enforcement**

*Presented by: Erik Gulbrandson, Detective, Milwaukee Police Department*

Erik has been with the Milwaukee Police Department for over 22 years. Erik worked as a uniformed officer for more than 6 years before being promoted to the rank of Detective. Erik was assigned to the Violent Crimes Division for eight months; then was transferred to the Sensitive Crimes Division investigating sexual assaults. For the past 14 years, Erik has been assigned to the Homicide Division. During this time with the Homicide Division, there have been over 1500 homicides in Milwaukee. In addition to being a Detective, Erik is a polygraphist and a negotiator for MPD's Crisis Negotiation Unit. Erik is also the Vice President of the Wisconsin Crisis Negotiator's Association.



*Presented by: Heather Kersten, Psychologist, Milwaukee Police Department*

Heather obtained her doctorate degree from The Wisconsin School of Professional Psychology and completed her residency at the Wisconsin Department of Corrections in 2015. She accepted the in-house psychological position at MPD in October 2016, while still maintaining employment at the DOC. Due to the overwhelming utilization of her services, she is now available full time for MPD employees to meet with for crisis and/or on-going therapy related to the effects of cumulative stress and trauma, unique to police work.