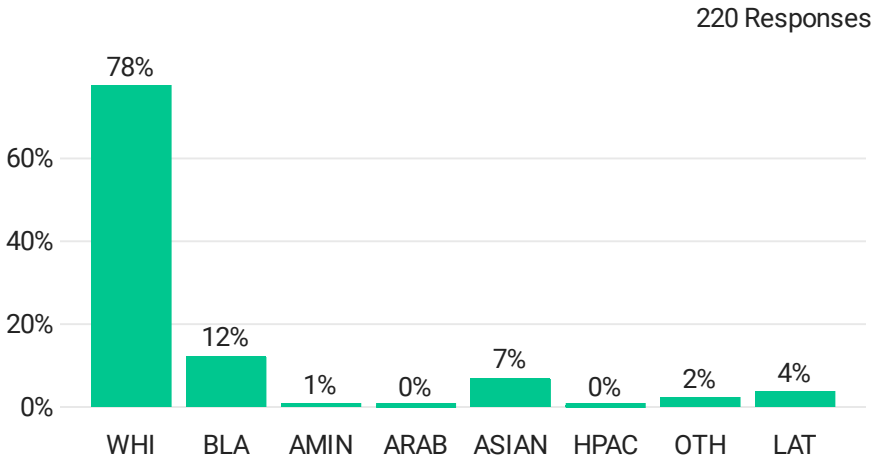


SAMPLE CHARACTERISTICS (N=234)

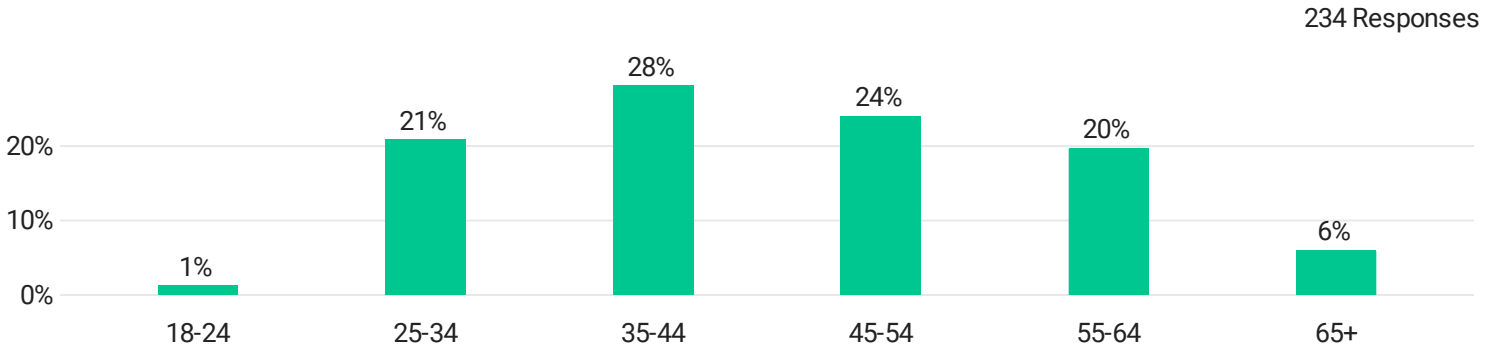
RACE/ETHNICITY



ABBREVIATIONS:

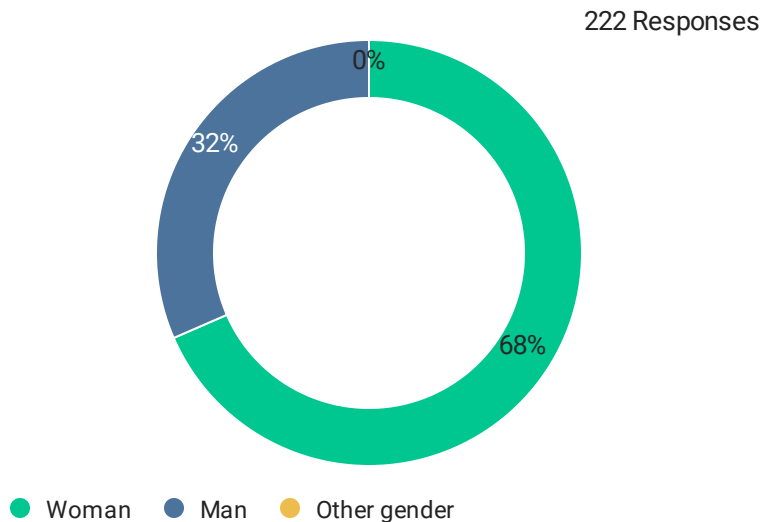
- WHI White or Caucasian
- BLA African American/Black
- LAT Hispanic/Latino
- AMIN American Indian/Alaskan Native
- ARAB Arab/Middle Eastern or Arab American
- ASIAN Asian/Asian American
- HPAC Pacific Islander
- OTH Other/Self-Identify

AGE



GENDER IDENTITY

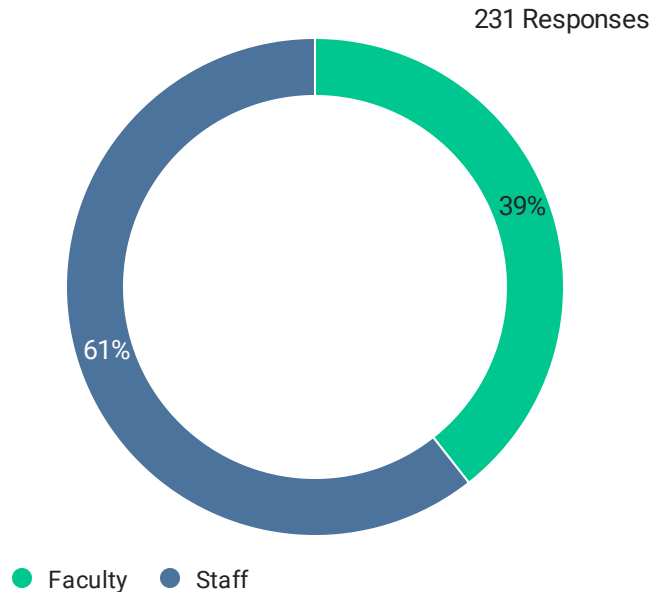
Other Gender Identity category includes: Trans man / Trans woman, Gender non-binary, Genderqueer/Gender nonconforming, Self-identify



● Woman ● Man ● Other gender

FACULTY/STAFF DISTRIBUTION

What is your primary role at your institution?



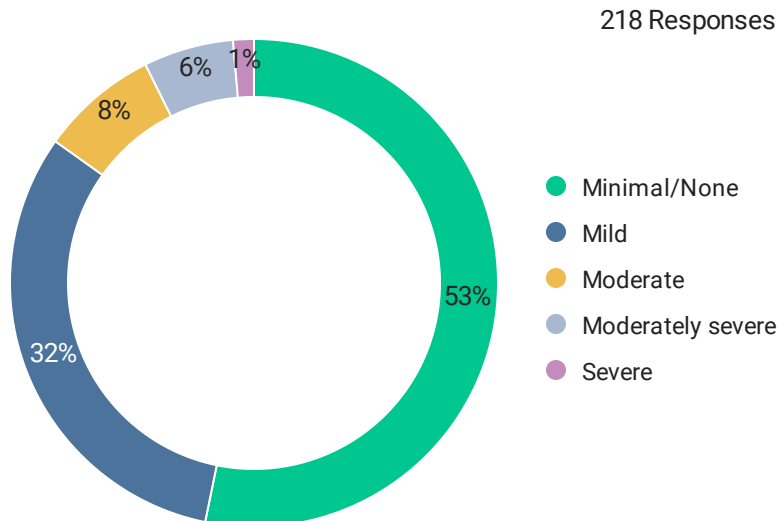
● Faculty ● Staff

PREVALENCE OF MENTAL HEALTH PROBLEMS

DEPRESSION SCREEN

Depression is measured using the Patient Health Questionnaire-9 (PHQ-9), a nine-item instrument based on the symptoms provided in the Diagnostic and Statistical Manual for Mental Disorders for a major depressive episode in the past two weeks (Spitzer, Kroenke, & Williams, 1999).

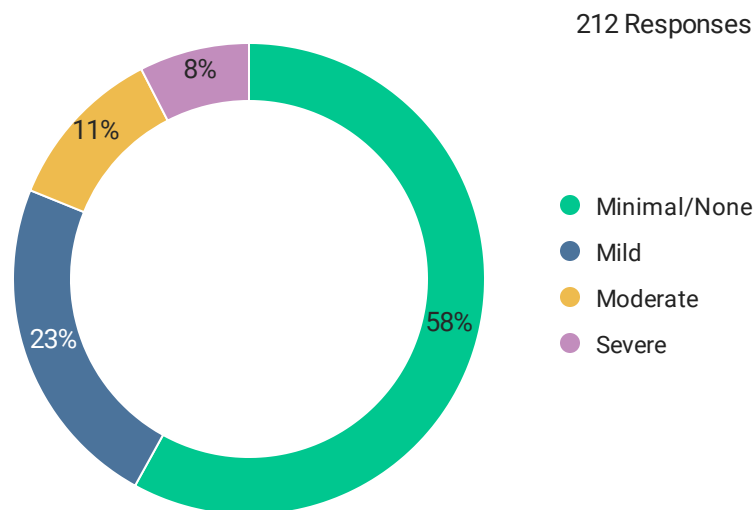
Following the standard algorithm for interpreting the PHQ-9, symptom levels are categorized as severe (scores ≥ 20), moderately severe (scores 15-19), moderate (scores 10-14), mild (scores 5-9). There is no name for the category of scores from 0-4, so we use "minimal."



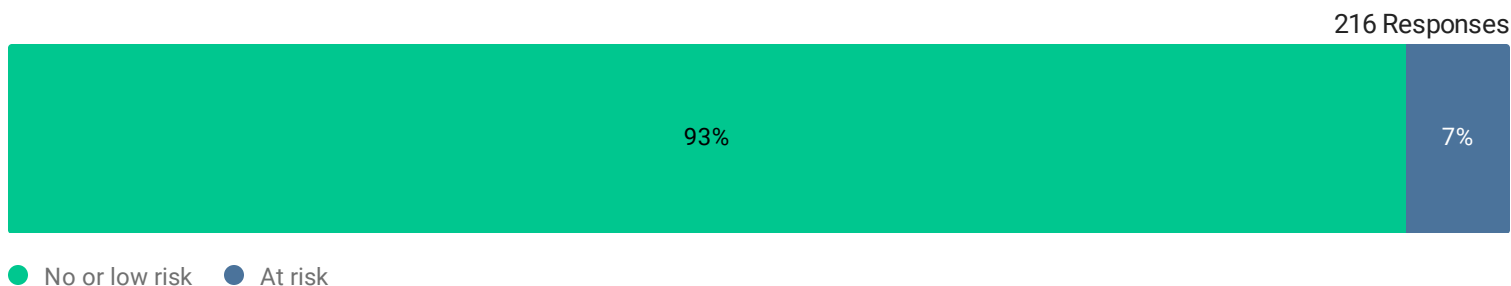
ANXIETY SCREEN

Anxiety is measured using the GAD-7, a seven-item screening tool for screening and severity measuring of generalized anxiety disorder in the past two weeks (Spitzer, Kroenke, Williams, & Lowe, 2006).

Following the standard algorithm for interpreting the GAD-7, symptom levels are categorized as severe (scores ≥ 15), moderate (scores 10-14), mild (scores 5-9), and minimal (scores 0-4).



RISK OF EATING DISORDER



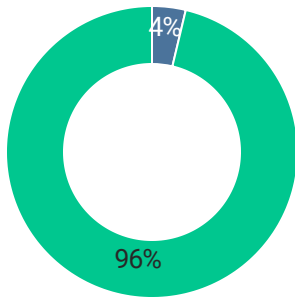
Risk for eating disorders is measured using the written U.S. version of the SCOFF, a five-item screening tool designed to identify subjects likely to have an eating disorder (Morgan, Reid, & Lacey, 1999). The SCOFF is not intended for use as a diagnostic tool; rather, answering "Yes" to 3 or more questions (the "At risk" category) indicates need for further investigation.

SUICIDALITY AND SELF-INJURIOUS BEHAVIOR

SUICIDAL IDEATION

In the past year, did you ever seriously think about attempting suicide?

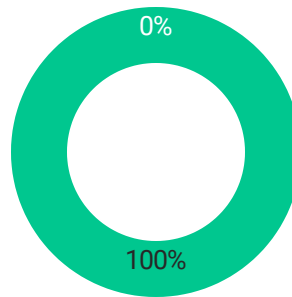
215 Responses



SUICIDE ATTEMPT*

In the past year, did you attempt suicide?

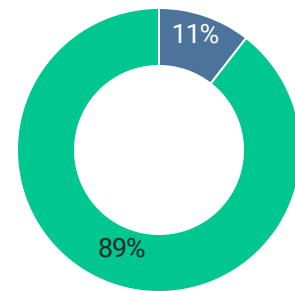
8 Responses



SELF-INJURIOUS BEHAVIOR

Non-suicidal self-injury (past year)

209 Responses



● Yes
● No

*Respondents are only asked if they had a suicide attempt in the past year if they respond "Yes" to having experienced suicidal ideation in the past year.

LIFETIME DIAGNOSIS OF MENTAL DISORDERS

Have you ever been diagnosed with any of the following conditions by a health professional (e.g., primary care doctor, psychiatrist, psychologist, etc.)? (Select all that apply)

210 Responses

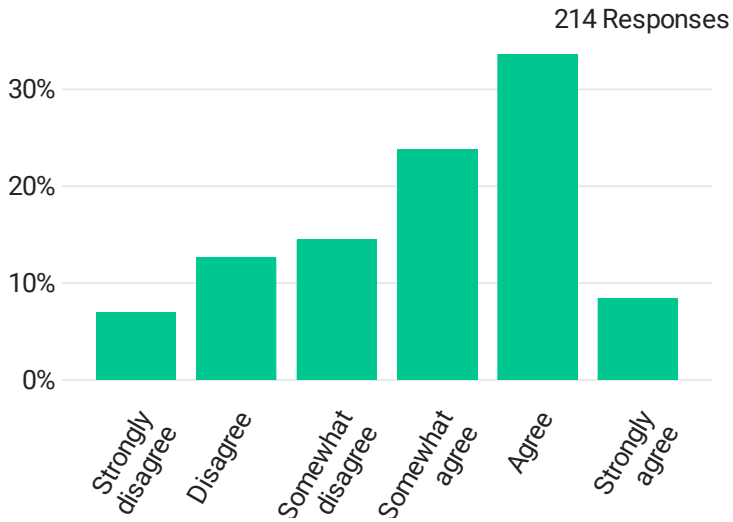
Diagnosis

Percentage of Choices

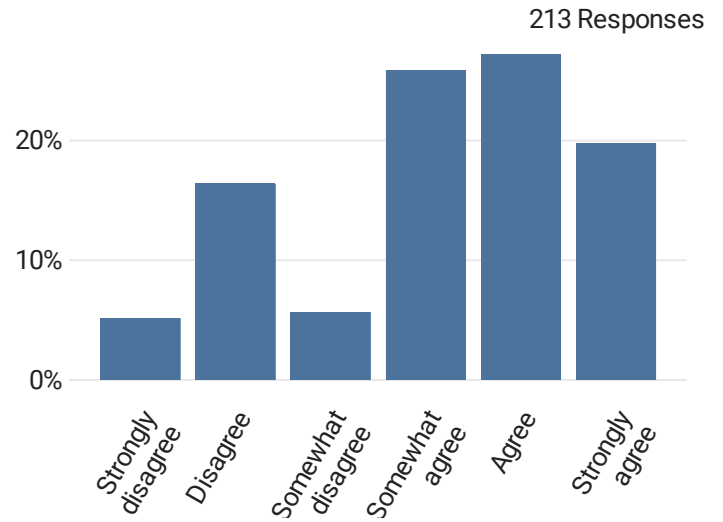
Depression (e.g., major depressive disorder, persistent depressive disorder)	24%
Anxiety (e.g., generalized anxiety disorder, phobias)	25%
Eating disorder (e.g., anorexia nervosa, bulimia nervosa)	2%
Psychosis (e.g., schizophrenia, schizo-affective disorder)	0%
Personality disorder (e.g., antisocial personality disorder, paranoid personality disorder, schizoid personality disorder)	0%
Substance use disorder (e.g., alcohol abuse, abuse of other drugs)	0%
Bipolar (e.g., bipolar I or II, cyclothymia)	0%
Obsessive-compulsive or related disorders (e.g., obsessive-compulsive disorder, body dysmorphism)	2%
Trauma and Stressor Related Disorders (e.g., post-traumatic stress disorder)	6%
Neurodevelopmental disorder or intellectual disability (e.g., attention deficit disorder, attention deficit hyperactivity disorder, intellectual disability, autism spectrum disorder)	3%
Don't know	0%
No, none of these	37%

BURNOUT

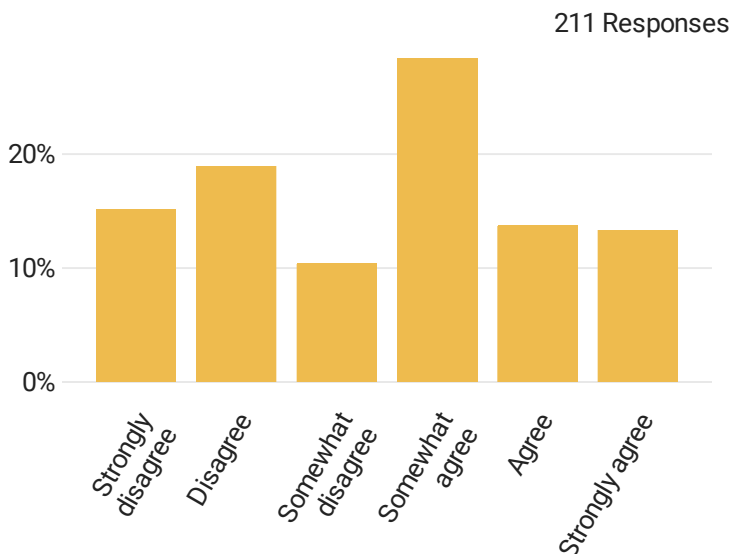
I achieve a healthy balance between my personal life and my professional life.



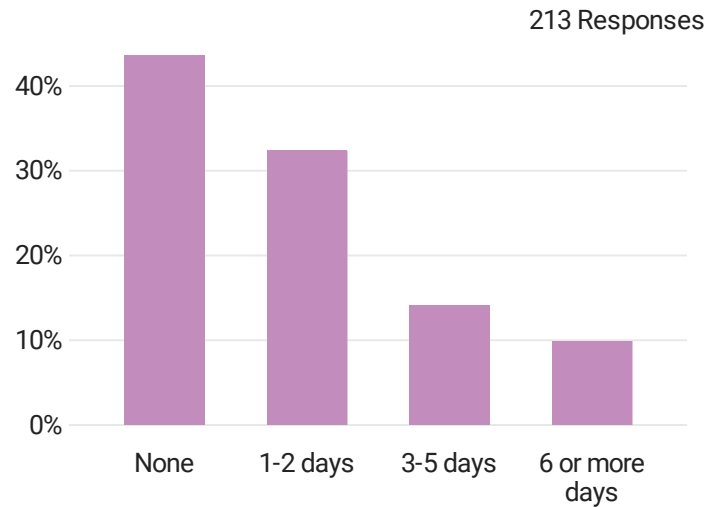
In the past 12 months, I have felt overwhelmed by all I had to do.



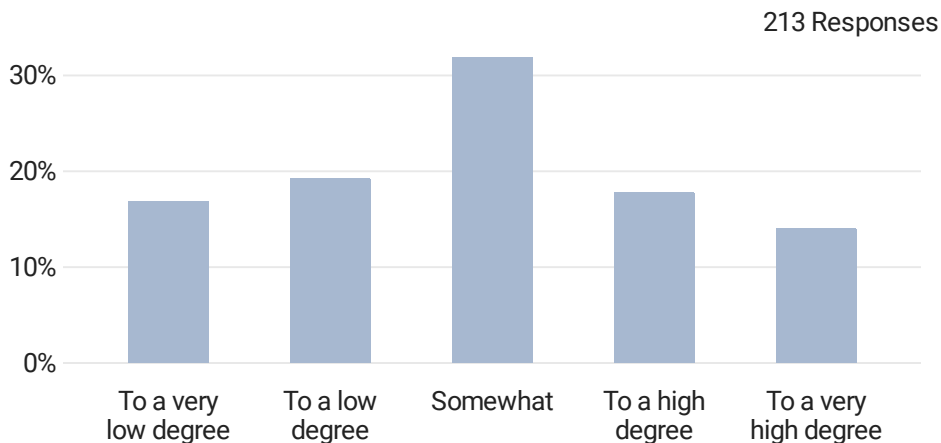
In the past 12 months, my job has taken a negative toll on my mental or emotional health.



In the past 4 weeks, how many days have you felt that emotional or mental difficulties have hurt your work performance/productivity?



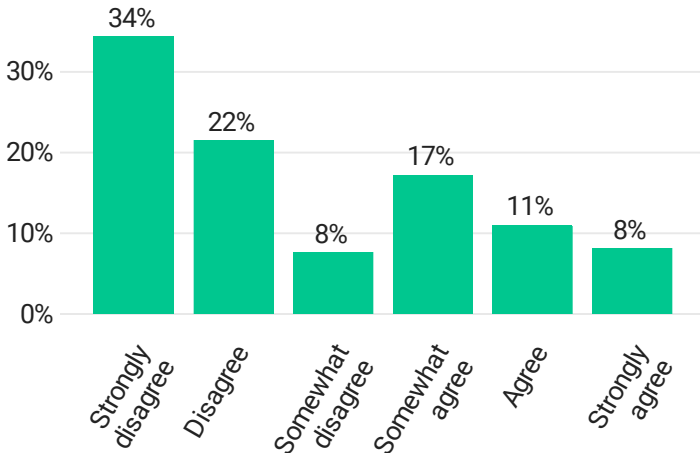
Do you feel burnt out because of your work? Work-related burnout is a state of prolonged physical and psychological exhaustion, which is perceived as related to the person's work.



IMPOSTER SYNDROME

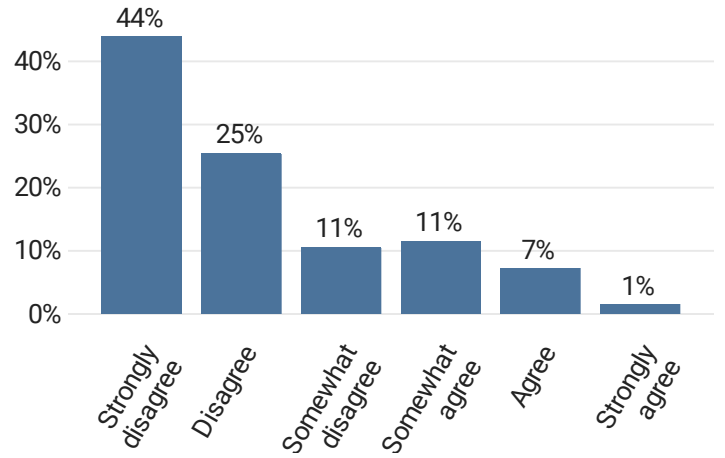
I'm afraid people important to me may find out that I'm not as capable as they think I am.

209 Responses



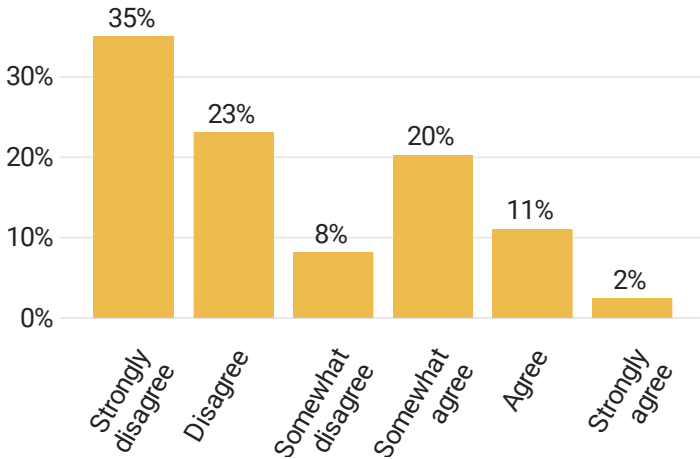
Sometimes I feel or believe that my success in my life or my job has been the result of some kind of error.

209 Responses



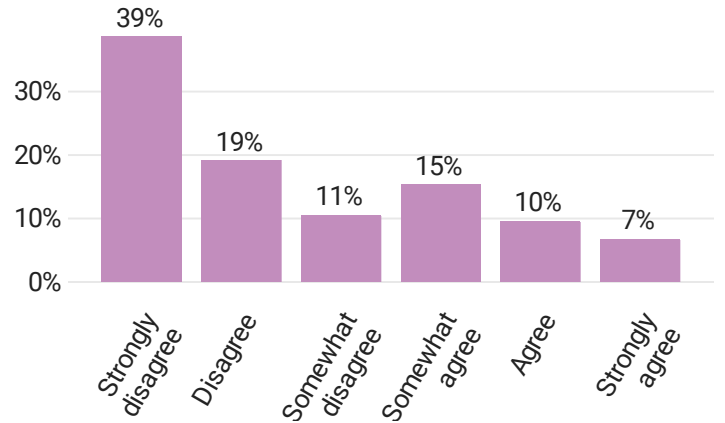
At times, I feel my success was due to some kind of luck.

208 Responses



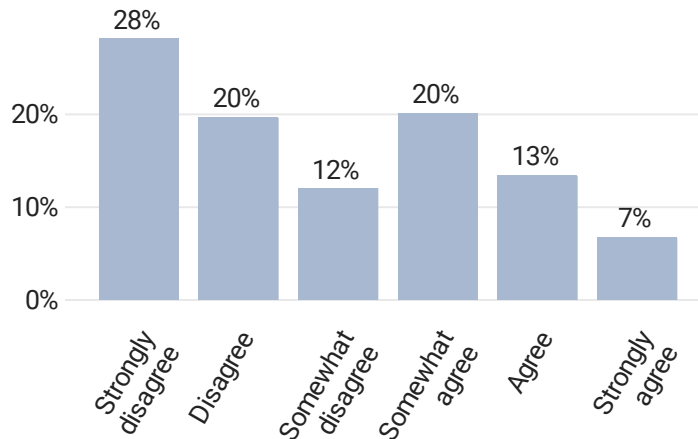
Sometimes I'm afraid others will discover how much knowledge or ability I really lack.

209 Responses



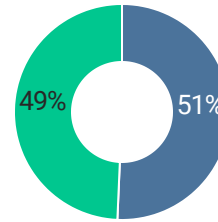
I often compare my ability to those around me and think they may be more intelligent than I am.

209 Responses



POSITIVE MENTAL HEALTH

Positive mental health (psychological well-being) is measured using The Flourishing Scale, an eight-item summary measure of the respondent's self-perceived success in important areas such as relationships, self-esteem, purpose, and optimism (Diener, Wirtz, Tov, Kim-Prieto, Choi, Oishi, & Biswas-Diener, 2009). The score ranges from 8-56, and we are using 48 as the threshold for positive mental health.



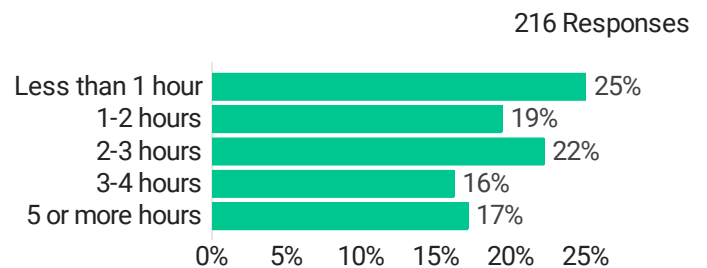
219 Responses

- Flourishing
- Not flourishing

HEALTH BEHAVIORS AND LIFESTYLE

EXERCISE

In the past 30 days, about how many hours per week on average did you spend exercising? (Include any exercise of moderate or higher intensity, where "moderate intensity" would be roughly equivalent to brisk walking or bicycling)



216 Responses

DRUG USE

Over the past 30 days, have you used any of the following drugs? (Select all that apply)

Substance	Percentage of Responses
Marijuana	9%
Cocaine (any form, including crack, powder, or freebase)	0%
Heroin	0%
Methamphetamines (also known as speed, crystal meth, Tina, T, or ice)	0%
Other stimulants (such as Ritalin, Adderall) without a prescription or more than prescribed	0%
MDMA (also known as Ecstasy or Molly)	0%
Opioid pain relievers (such as Vicodin, OxyContin, Percocet, Demerol, Dilaudid, codeine, hydrocodone, methadone, morphine) without a prescription or more than prescribed	0%
Benzodiazepines (such as Valium, Ativan, Klonopin, Xanax, Rohypnal (Roofies))	3%
Ketamine (also known as K, Special K)	0%
LSD (also known as acid)	0%
Psilocybin (also known as magic mushrooms, boomers, shrooms)	0%
Kratom	0%
Athletic performance enhancers	0%
Other drugs without a prescription	1%
No, none of these	87%

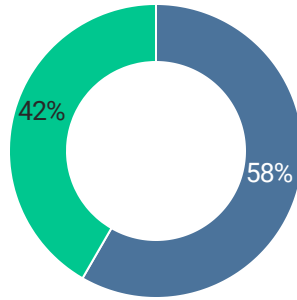
211 Responses

ALCOHOL USE

Over the past 2 weeks, did you drink any alcohol?

216 Responses

● Yes ● No



BINGE DRINKING BEHAVIOR*

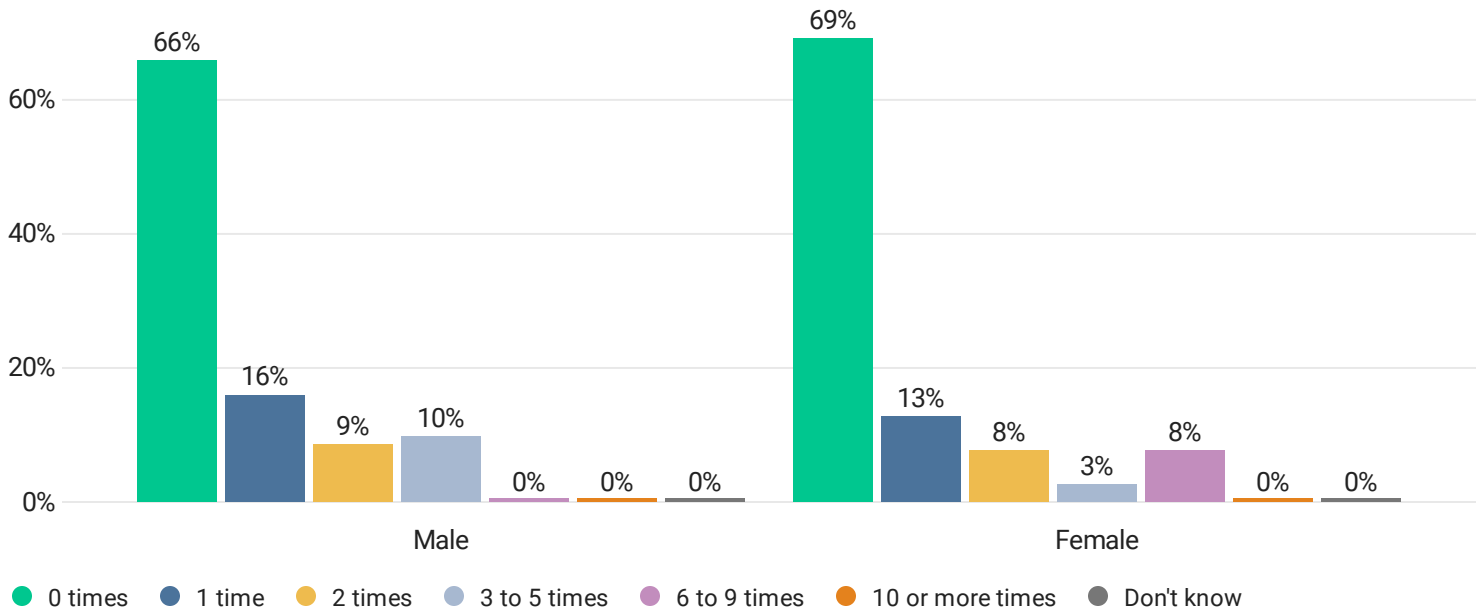
The following questions ask about how much you drink. A "drink" means any of the following:

- A 12-ounce can or bottle of beer
- A 4-ounce glass of wine
- A shot of liquor straight or in a mixed drink

During the last two weeks, how many times have you had 4 (if female or intersex), 5 (if male) or more drinks in a row?

*Among participants with any alcohol use

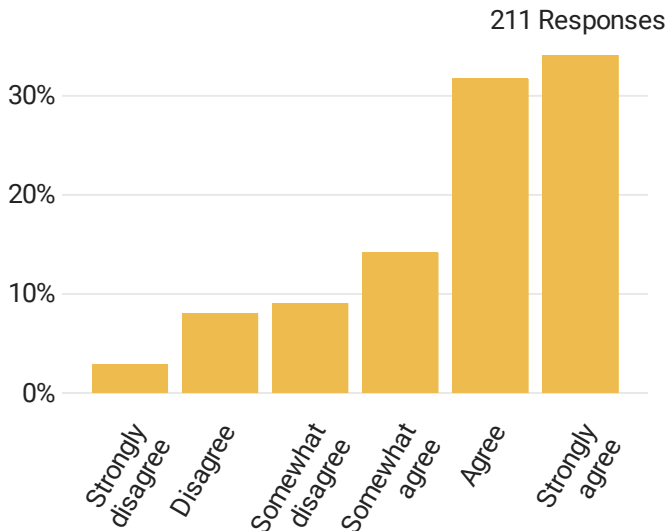
121 Responses



ATTITUDES AND BELIEFS ABOUT MENTAL HEALTH SERVICES

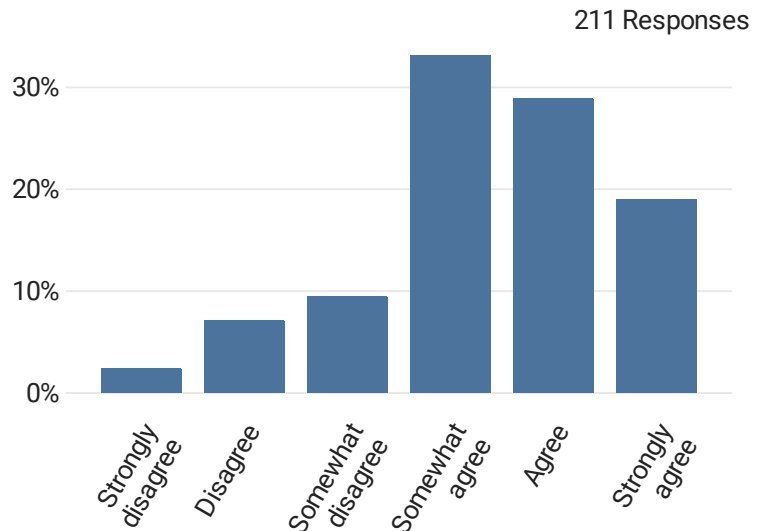
KNOWLEDGE OF RESOURCES

I know what mental health services, if any, are available for faculty and staff members at my institution.



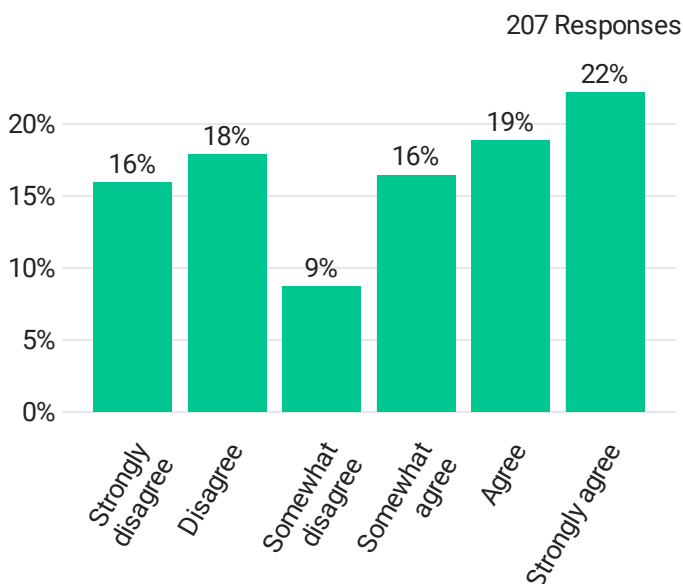
ATTITUDE TOWARD RESOURCES

My institution should be investing more resources to support faculty and staff mental health and wellbeing.



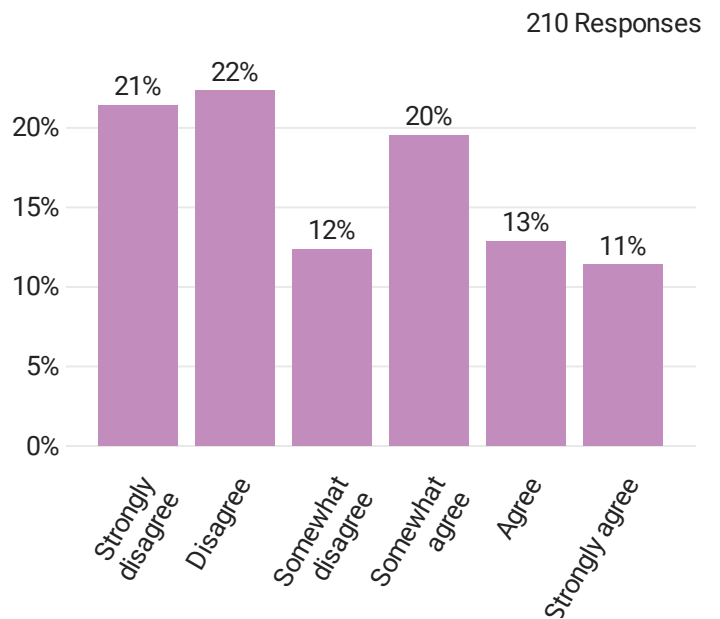
PERCEIVED NEED (PAST YEAR)

In the past 12 months, I needed help for emotional or mental health problems or challenges such as feeling sad, blue, anxious or nervous.



PERCEIVED NEED (CURRENT)*

I currently need help for emotional or mental health problems or challenges such as feeling sad, blue, anxious or nervous.



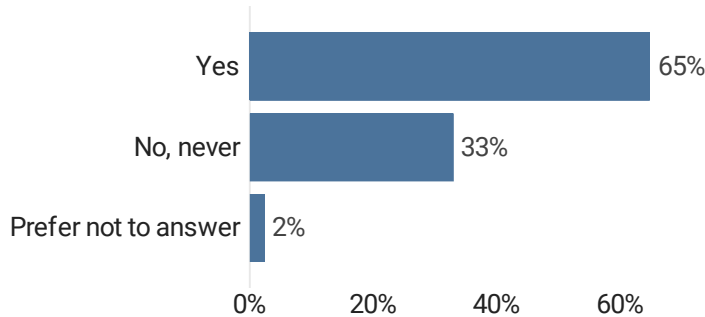
*Among respondents who indicated they needed help for emotional or mental health problems in the past year

USE OF SERVICES

LIFETIME TREATMENT USE

In your lifetime, have you ever received mental health treatment (counseling, therapy, medications)?

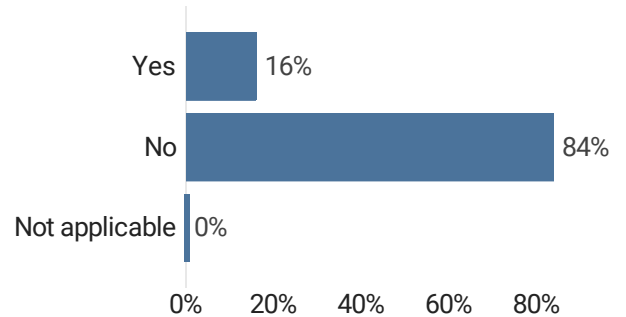
213 Responses



CAMPUS RESOURCE USE

Have you utilized mental health or wellness resources for faculty/staff at your institution?

211 Responses



BARRIERS TO SERVICES

In the past 12 months, which of the following explain why you have not received medication or therapy for your mental or emotional health? (Select all that apply)*

*Among respondents who indicated "No" to "Have you utilized mental health or wellness resources for faculty/staff at your institution?"

164 Responses

Factor	Percentage of Responses
I haven't had the chance to go but I plan to	7%
No need for services	40%
Financial reasons (too expensive, not covered by insurance)	12%
Not enough time	18%
Not sure where to go	12%
Difficulty finding an available appointment	5%
Prefer to deal with issues on my own or with support from family/friends	20%
Privacy concerns	9%
People providing services don't understand me	0%
Other (please specify)	9%
No barriers	17%

In the past 12 months, which of the following factors have caused you to receive fewer services (counseling, therapy, or medications) for your mental or emotional health than you would have otherwise received? (Select all that apply)

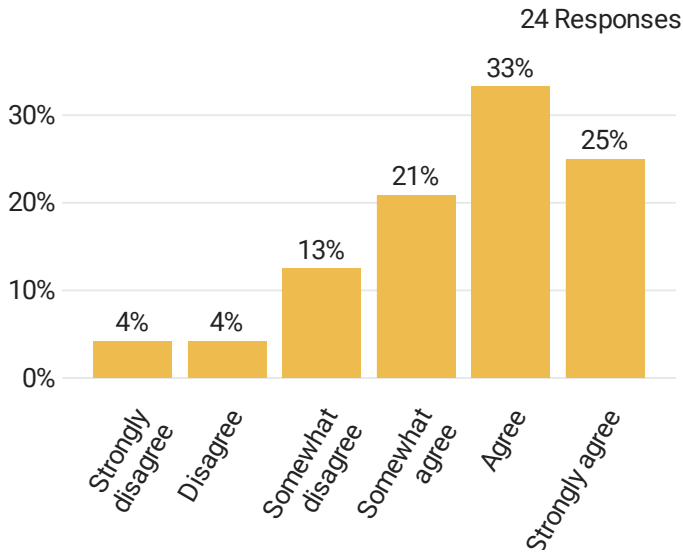
*Among respondents who indicated "Yes" to "Have you utilized mental health or wellness resources for faculty/staff at your institution?"

33 Responses

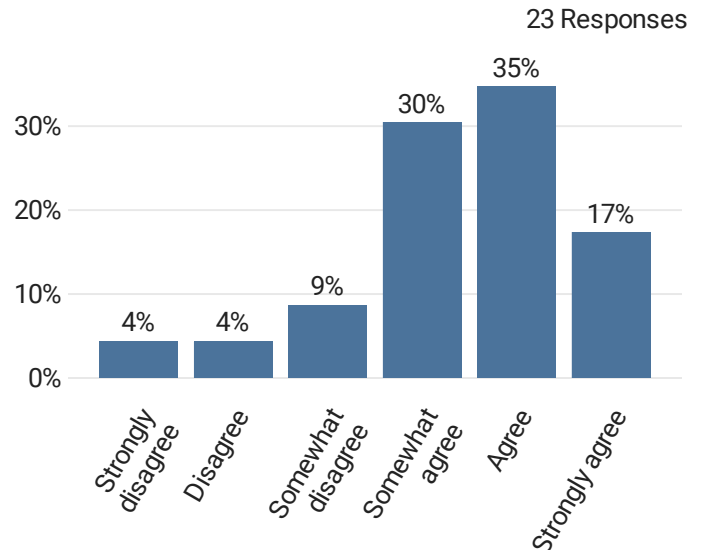
Factor	Percentage of Responses
No need for services	70%
Financial reasons (too expensive, not covered by insurance)	18%
Not enough time	0%
Not sure where to go	0%
Difficulty finding an available appointment	0%
Prefer to deal with issues on my own or support from family/friends	0%
Privacy concerns	0%
People providing services don't understand me	0%
Other reason(s)	0%
No barriers	24%

SUPPORTING STUDENTS

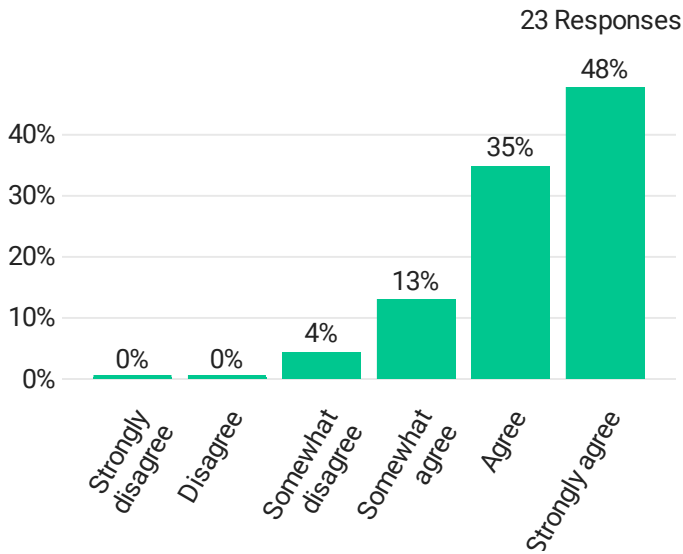
I am comfortable having conversations with students about their mental health.



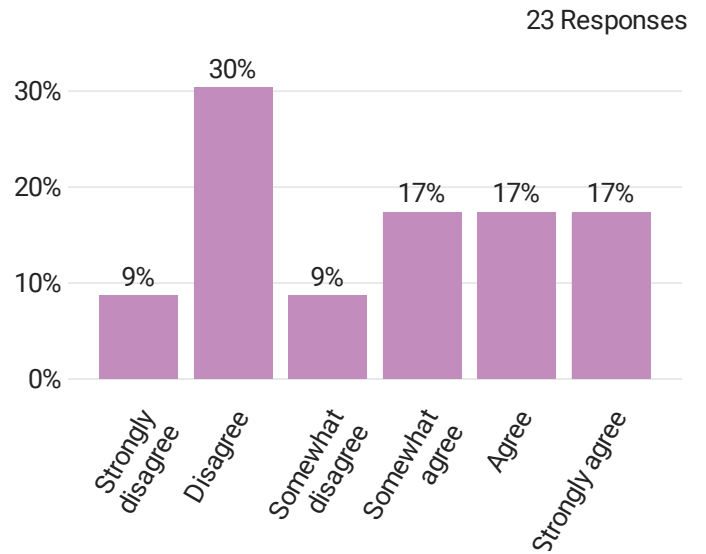
I have a good idea of how to recognize that a student is in emotional or mental distress.



Student mental health problems are significantly worse now compared to when I began my career.



Supporting students in mental and emotional distress has taken a toll on my own mental and emotional health.



In the past 12 months, did you refer any students to resources for their mental health?

109 Responses

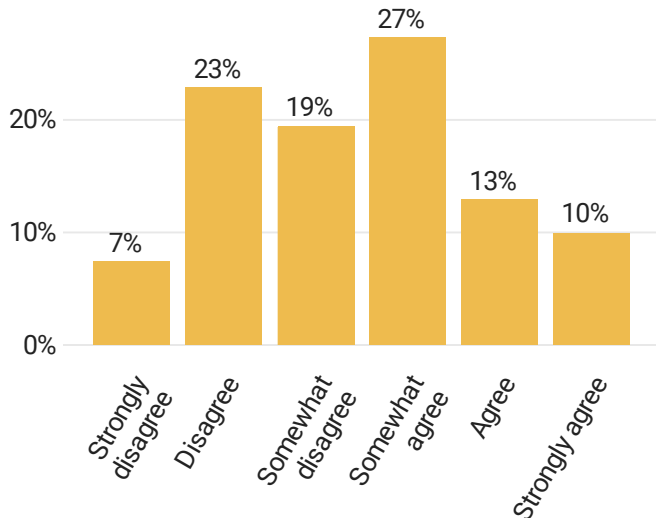
Field	Percentage
Yes, I referred 1 or 2 students.	49%
Yes, I referred 3-5 students.	16%
Yes, I referred 6-9 students.	9%
Yes, I referred 10 or more students.	15%
No, I did not refer any students to resources for their mental health.	12%

CAMPUS CLIMATE

PERCEPTIONS OF FACULTY/STAFF CLIMATE

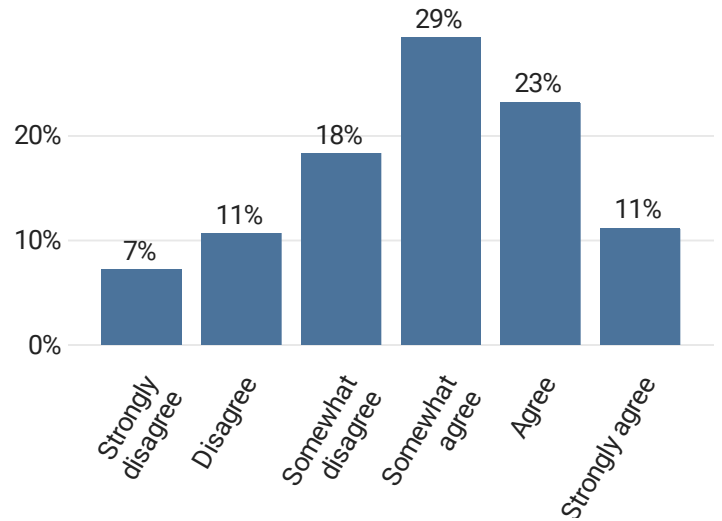
At my institution, the campus environment has a negative impact on faculty and staff mental and emotional health.

201 Responses



At my institution, faculty and staff mental and emotional health is a priority.

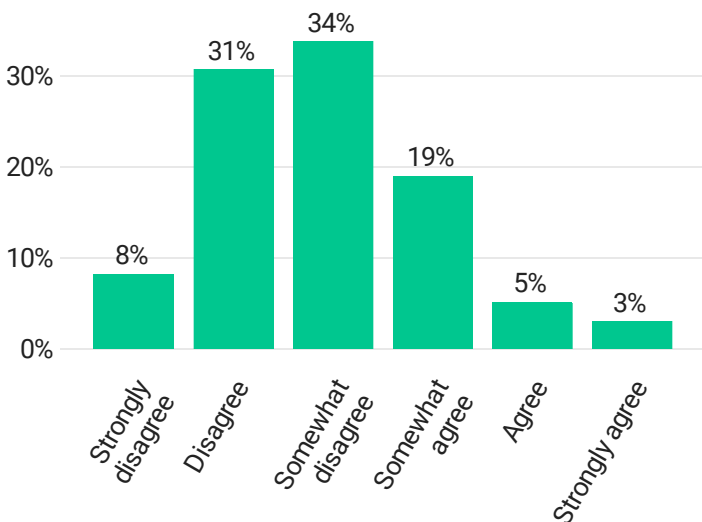
207 Responses



PERCEPTIONS OF STUDENT CLIMATE

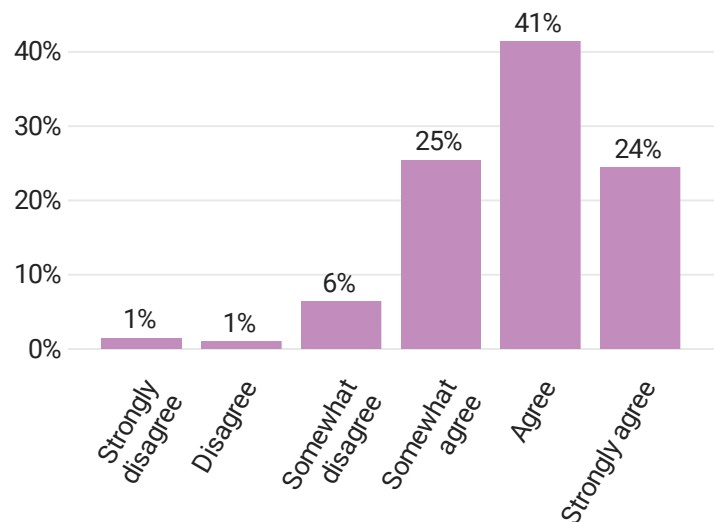
At my institution, the campus environment has a negative impact on students' mental and emotional health.

195 Responses



At my institution, students' mental and emotional health is a priority.

205 Responses



REFERENCES

MENTAL HEALTH SCREENINGS

Diener, E., Wirtz, D., Tov, W., Kim-Prieto, C., Choi, D., Oishi, S., & Biswas-Diener, R. (2009). New measures of well-being: Flourishing and positive and negative feelings. *Social Indicators Research*, 39, 247-266.

Morgan, J. F., Reid, F., & Lacey, J. H. (1999). The SCOFF questionnaire: assessment of a new screening tool for eating disorders *BMJ*, 319(7223), 1467-1468.

Spitzer, R. L., Kroenke, K., Williams, J. B., & Patient Health Questionnaire Primary Care Study Group. (1999). Validation and utility of a self-report version of PRIME-MD: the PHQ primary care study. *JAMA*, 282(18), 1737-1744.

Spitzer, R. L., Kroenke, K., Williams, J. B., & Löwe, B. (2006). A brief measure for assessing generalized anxiety disorder: the GAD-7. *Archives of Internal Medicine*, 166(10), 1092-1097.

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