

THE HEALTHY MINDS STUDY

2025-2026 Faculty and Staff Report

ABOUT THE HEALTHY MINDS STUDY (HMS)



STUDY TEAM

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TABLE OF CONTENTS

STUDY PURPOSE AND DESIGN	1
ABOUT THIS REPORT	2
KEY FINDINGS	3
SAMPLE CHARACTERISTICS	4
SUPPORTING STUDENTS	5
PREVALENCE OF MENTAL HEALTH PROBLEMS	6
HEALTH BEHAVIORS AND LIFESTYLE	8
ATTITUDES AND BELIEFS ABOUT MENTAL HEALTH SERVICES	9
USE OF SERVICES	10
APPENDIX: DESCRIPTIVE STATISTICS FOR SURVEY ITEMS	12

STUDY PURPOSE AND DESIGN

The Healthy Minds Study provides a detailed picture of mental health and related issues in college faculty and staff populations. Schools typically use their data for some combination of the following purposes: to identify needs and priorities; benchmark against peer institutions; evaluate programs and policies; plan for services and programs; and advocate for resources.

SAMPLING

Each participating school provides the HMS team with a sample of current faculty and staff members. This typically includes the entire faculty and staff population at that institution.

DATA COLLECTION

HMS is a web-based survey. Faculty and staff are invited and reminded to participate in the survey via emails, which are timed to avoid, if at all possible, the first two weeks of the term, the last week of the term, and any major holidays. The data collection protocol begins with an email invitation, and non-responders are contacted up to three times by email reminders. Reminders are only sent to those who have not yet completed the survey. Each communication contains a URL that faculty and staff members use to gain access to the survey.

ABOUT THIS REPORT

This data report provides descriptive statistics (percentages, mean values, etc.) from the national sample of respondents for a set of key measures. In addition to the key measures highlighted in this report, an appendix is also included with descriptive statistics for each survey item (see below).

APPENDIX

The appendix includes values for a selection of measures in the three standard survey modules that are administered on all participating campuses: Demographics, Mental Health Status, and Mental Health Services Utilization/Help-Seeking. For each measure, the data tables display the following information: the value for the national sample and the 95% confidence interval for this value. Note that for some measures, respondents were allowed to check more than one response category (e.g., they might have gone to more than one type of provider for mental health services), so the percentages sometimes add up to more than 100% across response categories. The 95% confidence intervals give a sense of how much uncertainty there is about each estimated value. This uncertainty exists because our estimates are based only on a sample of faculty and staff, rather than a complete census of the population. Essentially, the confidence interval tells us that there is a 95% probability that the true population value is within this particular range.

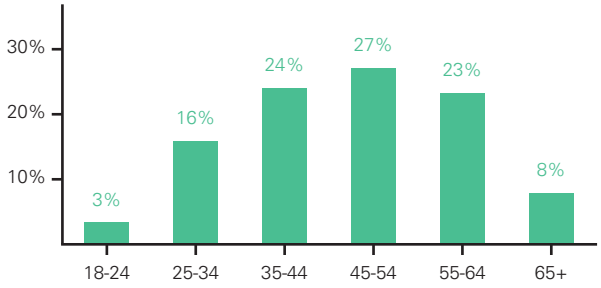
KEY FINDINGS

This section offers a quick look at results from key survey measures.

Estimated values of selected measures	Percentage of faculty/staff
Severe depressive symptoms (PHQ-9>=15)	5%
Moderate or severe depressive symptoms (PHQ-9>=10)	16%
Moderate or severe anxiety symptoms (GAD-7>=10)	16%
Eating disorder (positive SDE screen)	23%
Non-suicidal self-injury (past year)	9%
Suicidal ideation (past year)	5%
Lifetime diagnoses of mental disorders	46%
Psychiatric medication (past year)	37%
Mental health therapy/counseling (past year)	32%
Any mental health therapy/counseling and/or psychiatric medication among faculty and staff with positive depression or anxiety screens (past year)	71%
Personal stigma: agrees with "I would think less of someone who has received mental health treatment."	2%
Perceived public stigma: agrees with "Most people would think less of someone who has received mental health treatment."	34%

SAMPLE CHARACTERISTICS (N=5557 from 16 colleges/universities)

Age (years)



Gender



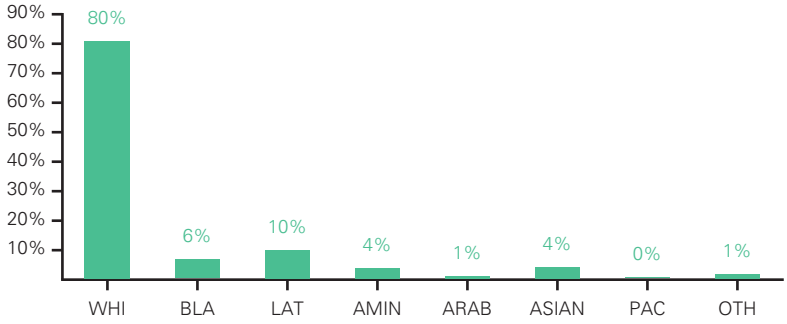
70% Female
28% Male
1% Transgender and non-binary

Primary Role



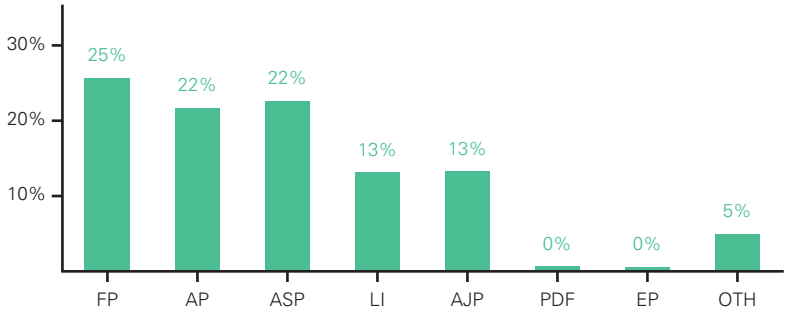
35% Faculty
65% Staff

Race/ethnicity



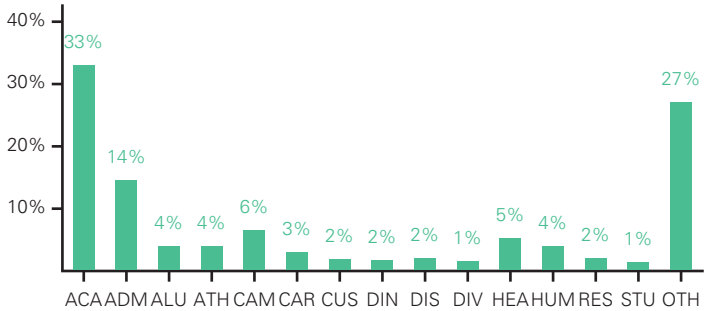
WHI White or Caucasian
BLA African American/Black
LAT Hispanic/Latino
AMIN American Indian/Alaskan Native
ARAB Arab/Middle Eastern or Arab American
ASIAN Asian/Asian American
PAC Pacific Islander
OTH Other

Faculty Position



FP Full professor
AP Associate professor
ASP Assistant professor
LI Lecturer/instructor
AJP Adjunct professor
PDF Post-doctoral fellow
EP Emeritus professor
OTH Other

Staff position



ACA Academic services
ADM Admissions, enrollment, financial aid
ALU Alumni and advancement/ development
ATH Athletics and recreation
CAM Campus life/student engagement
CAR Career and employment services
CUS Custodial
DIN Dining services
DIS Disability services
DIV Diversity and inclusion/ multicultural services
HEA Health services/Counseling services
HUM Human resources
RES Residential life
STU Student conduct
OTH Other

SUPPORTING STUDENTS

Conversations with Students

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



22% Strongly agree
31% Agree
27% Somewhat agree
9% Somewhat disagree
7% Disagree
4% Strongly disagree

Emotional Distress

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



17% Strongly agree
34% Agree
32% Somewhat agree
9% Somewhat disagree
6% Disagree
2% Strongly disagree

Worse Mental Health

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



29% Strongly agree
25% Agree
24% Somewhat agree
13% Somewhat disagree
6% Disagree
2% Strongly disagree

Mental Toll

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



7% Strongly agree
9% Agree
14% Somewhat agree
16% Somewhat disagree
30% Disagree
24% Strongly disagree

One-on-One Conversations

In the past 12 months, have you had any one-on-one conversations with students (whether in person, by phone, video conference, or email) about their mental or emotional health?



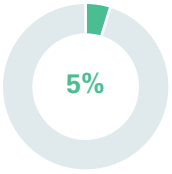
48% Yes
52% No

PREVALENCE OF MENTAL HEALTH PROBLEMS

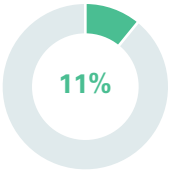
DEPRESSION SCREEN

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 (score of 15+), moderate (score of 10-14), or mild/minimal (score <10).

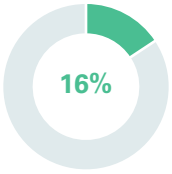
Severe depression



Moderate depression



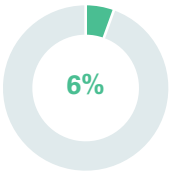
Any depression



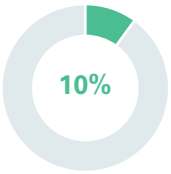
ANXIETY SCREEN

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 anxiety, moderate anxiety, or neither.

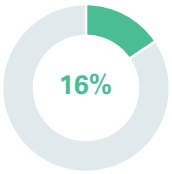
Severe anxiety



Moderate anxiety



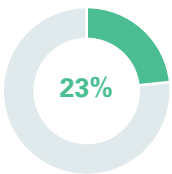
Any anxiety



EATING DISORDER SCREEN

Eating disorders are measured using the Screen for Disordered Eating (SDE), a five-item screening tool designed to identify subjects likely to have an eating disorder (Maguen et al., 2018).

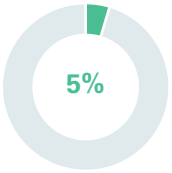
Eating disorders



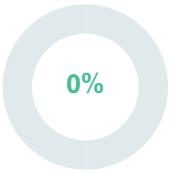
Note: We switched our measure of disordered eating from SCOFF to SDE beginning in 2024-2025.

SUICIDALITY AND SELF-INJURIOUS BEHAVIOR

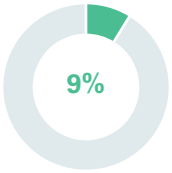
Suicidal ideation (past year)



Suicide attempt (past year)



Non-suicidal self-injury (past year)



BURNOUT

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



14%	Strongly agree
29%	Agree
27%	Somewhat agree
12%	Somewhat disagree
11%	Disagree
6%	Strongly disagree

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



11%	Strongly agree
13%	Agree
26%	Somewhat agree
11%	Somewhat disagree
21%	Disagree
18%	Strongly disagree

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



49%	None
30%	1-2 days
13%	3-5 days
8%	6 or more days

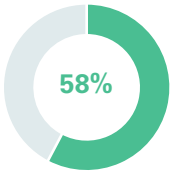
Do you feel burnt out because of your work? Work-related burnout is a state of prolonged physical and psychological exhaustion, which is perceived as related to the person's work.



11%	To a very high degree
17%	To a high degree
28%	Somewhat
22%	To a low degree
22%	To a very low degree

POSITIVE MENTAL HEALTH

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.

HEALTH BEHAVIORS AND LIFESTYLE

Drug use

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

11%	Marijuana
0.1%	Cocaine (any form, including crack, powder, or freebase)
0.0%	Heroin
0.4%	Opioid pain relievers (such as Vicodin, OxyContin, Percocet, Demerol, Dilaudid, codeine, hydrocodone, methadone, morphine) without a prescription or more than prescribed
2%	Benzodiazepenes
0.1%	Methamphetamines (also known as speed, crystal meth, or ice)
0.2%	Other stimulants (such as Ritalin, Adderall) without a prescription or more than prescribed
0.1%	MDMA (also known as Ecstasy or Molly)
0.1%	Ketamine (also known as K, Special K)
0.0%	LSD (also known as acid)
0.4%	Psilocybin (also known as magic mushrooms, boomers, shrooms)
0.2%	Kratom
0.3%	Other drugs without a prescription
87%	No, none of these

Binge drinking

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 (female), 5 (male), 4 or 5 (other gender) or more drinks in a row?



48% Reporting no alcohol use in past 2 weeks ("No alcohol use")
33% Reporting yes to alcohol use, but 0 times having >4, 5, or 4/5 drinks in past 2 weeks
9% Once
5% Twice
4% 3 to 5 times
1% 6 to 9 times
1% 10 or more times

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)



26% Less than 1
23% 1-2
21% 2-3
16% 3-4
14% 5 or more

ATTITUDES AND BELIEFS ABOUT MENTAL HEALTH SERVICES

Perceived need (past year)

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



14% Strongly agree
16% Agree
15% Somewhat agree
8% Somewhat disagree
20% Disagree
28% Strongly disagree

Perceived need (current), among those reporting a need in past year

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



7% Strongly agree
12% Agree
19% Somewhat agree
9% Somewhat disagree
22% Disagree
31% Strongly disagree

SCHOOL CLIMATE

Mental Health Priority (Students)

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



19% Strongly agree
42% Agree
28% Somewhat agree
7% Somewhat disagree
3% Disagree
1% Strongly disagree

Mental Health Priority (Faculty and Staff)

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



7% Strongly agree
23% Agree
31% Somewhat agree
18% Somewhat disagree
12% Disagree
10% Strongly disagree

USE OF SERVICES

Psychotropic medication use, all faculty/staff (past year)

In the past 12 months have you taken any of the following types of medications? Please count only those you took, or are taking, several times per week. (Select all that apply)

5%	Psychostimulants (e.g., methylphenidate (Ritalin, or Concerta), amphetamine salts (Adderall), dextroamphetamine (Dexedrine), etc.)
26%	Anti-depressants (e.g., fluoxetine (Prozac), sertraline (Zoloft), paroxetine (Paxil), escitalopram (Lexapro), venlafaxine (Effexor), buproprion (Wellbutrin), etc.)
1%	Anti-psychotics (e.g., haloperidol (Haldol), clozapine (Clozaril), risperidone (Risperdal), olanzapine (Zyprexa), etc.)
12%	Anti-anxiety medications (e.g., lorazepam (Ativan), clonazepam (Klonopin), alprazolam (Xanax), buspirone (BuSpar), etc.)
2%	Mood stabilizers (e.g., lithium, valproate (Depakote), lamotrigine (Lamictal), carbamazapine (Tegretol), etc.)
9%	Sleep medications (e.g., zolpidem (Ambien), zaleplon (Sonata), etc.)
6%	Other medication for mental or emotional health
63%	None

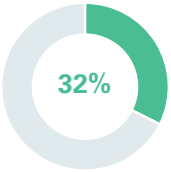
Psychotropic medication use among faculty/staff with positive depression or anxiety screens (past year)

In the past 12 months have you taken any of the following types of medications? Please count only those you took, or are taking, several times per week. (Select all that apply)

10%	Psychostimulants (e.g., methylphenidate (Ritalin, or Concerta), amphetamine salts (Adderall), dextroamphetamine (Dexedrine), etc.)
42%	Antidepressants (e.g., fluoxetine (Prozac), sertraline (Zoloft), paroxetine (Paxil), escitalopram (Lexapro), venlafaxine (Effexor), buproprion (Wellbutrin), etc.)
2%	Anti-psychotics (e.g., haloperidol (Haldol), clozapine (Clozaril), risperidone (Risperdal), olanzapine (Zyprexa), etc.)
24%	Anti-anxiety medications (e.g., lorazepam (Ativan), clonazepam (Klonopin), alprazolam (Xanax), buspirone (BuSpar), etc.)
3%	Mood stabilizers (e.g., lithium, valproate (Depakote), lamotrigine (Lamictal), carbamazapine (Tegretol), etc.)
16%	Sleep medications (e.g., zolpidem (Ambien), zaleplon (Sonata), etc.)
11%	Other medication for mental or emotional health
42%	None

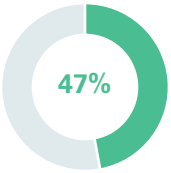
Mental health counseling/therapy, all faculty/staff (past year)

In the past 12 months have you received counseling or therapy for your mental or emotional health from a health professional (such as psychiatrist, psychologist, social worker, or primary care doctor)?



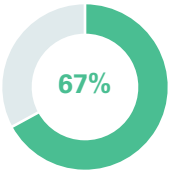
Mental health counseling/therapy among faculty/staff with positive depression or anxiety screens (past year)

In the past 12 months have you received counseling or therapy for your mental or emotional health from a health professional (such as psychiatrist, psychologist, social worker, or primary care doctor)?



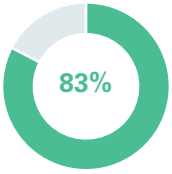
Mental health counseling/therapy, all faculty/staff (lifetime)

Have you ever received counseling or therapy for mental health concerns?



Mental health counseling/therapy among faculty/staff with positive depression or anxiety screens (lifetime)

Have you ever received counseling or therapy for mental health concerns?



Informal help-seeking

In the past 12 months have you received counseling or support for your mental or emotional health from any of the following sources? (Select all that apply)

55%	Friend
49%	Significant other
41%	Family member
27%	Coworker or Colleague
8%	Religious counselor or other religious contact
3%	Support group
2%	Other non-clinical source
26%	None of the above

Barriers to help-seeking

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)

2%	I haven't had the chance to go but I plan to
45%	No need for services
18%	Financial reasons (too expensive, not covered by insurance)
25%	Not enough time
10%	Not sure where to go
8%	Difficulty finding an available appointment
16%	Prefer to deal with issues on my own or with support from family/friends
6%	Privacy concerns
5%	People providing services don't understand me
7%	Other
14%	No barriers

APPENDIX: DESCRIPTIVE STATISTICS FOR SURVEY ITEMS

MEASURE	All Faculty/Staff	95% CONFIDENCE INTERVAL
Respondent Characteristics		
Sample		
N	5557	
Response Rate	17%	
Gender		
Female	70%	(69%, 71%)
Male	28%	(27%, 29%)
Transgender and non-binary	1%	(1%, 1%)
Race/Ethnicity		
White / Caucasian	80%	(79%, 81%)
Black / African American	6%	(6%, 7%)
Hispanic / Latino	10%	(9%, 10%)
American Indian	4%	(3%, 4%)
Arab / Middle Eastern	1%	(1%, 1%)
Asian / Asian American	4%	(3%, 4%)
Pacific Islander	0%	(0%, 0%)
Other	1%	(1%, 2%)
Age		
18-24	3%	(3%, 4%)
25-34	16%	(15%, 17%)
35-44	24%	(23%, 25%)
45-54	27%	(26%, 28%)
55-64	23%	(22%, 24%)
65+	8%	(7%, 8%)
Educational attainment		
Less than high school degree	0%	(-0%, 0%)
High school degree	11%	(10%, 12%)
College degree	43%	(41%, 44%)
Graduate degree	47%	(45%, 48%)
Sexual orientation		
Heterosexual	87%	(87%, 88%)
Bisexual	5%	(4%, 5%)
Gay	2%	(2%, 3%)
Lesbian	2%	(1%, 2%)
Queer	3%	(2%, 3%)
Questioning	0%	(0%, 1%)
Other	1%	(0%, 1%)
Mental Health Measures		
Positive Mental Health		
Flourishing Scale (8-56)	47.0	(46.8, 47.2)
Imposter Syndrome Scale		
Overall score (5-30)	12.8	(12.6, 13.0)
In severe range (20-30)	19%	(17%, 20%)
Depression (PHQ-9)		
Overall score (0-27)	5.0	(4.8, 5.1)
In moderate range (10-14)	11%	(10%, 12%)
In moderately severe range (15-19)	3%	(3%, 4%)
In severe range (20-27)	2%	(1%, 2%)
Major depression (positive screen)	5%	(4%, 5%)
Other depression (positive screen)	11%	(10%, 12%)
Depression overall	16%	(15%, 17%)

Mental Health Measures

MEASURE	All Faculty/Staff	95% CONFIDENCE INTERVAL
Impairment from depression (1)		
Not difficult at all	50%	(49%, 52%)
Somewhat difficult	43%	(42%, 45%)
Very difficult	5%	(4%, 6%)
Extremely difficult	1%	(1%, 2%)
Generalized anxiety (GAD-7)		
Overall score (0-21)	4.7	(4.6, 4.8)
In moderate range (10-14)	10%	(9%, 11%)
In severe range (15-21)	6%	(5%, 6%)
Probable anxiety disorder (positive screen)	16%	(15%, 17%)
Depression/Anxiety		
Depression or anxiety disorder	22%	(21%, 23%)
Disordered eating and body image		
Probable eating disorder (3+ on SDE)	23%	(22%, 24%)

Self-Injury and Suicide

Non-suicidal self-injury, past year		
Any	9%	(8%, 10%)
Cutting self	1%	(0%, 1%)
Burning self	0%	(0%, 0%)
Punching or banging self	3%	(2%, 3%)
Scratching self	2%	(2%, 2%)
Pulling one's hair	3%	(2%, 3%)
Biting self	1%	(1%, 1%)
Interfering with wound healing	3%	(3%, 4%)
Carving words or symbols in skin	0%	(-0%, 0%)
Rubbing sharp objects on skin	1%	(0%, 1%)
Punching or banging wall or object	2%	(1%, 2%)
Other	1%	(1%, 1%)
Suicidality		
Seriously thought about attempting suicide, past year	5%	(4%, 5%)
Attempted suicide, past year	0%	(0%, 0%)

Previous Diagnoses of Mental Disorders

Mental disorders		
Any	46%	(44%, 47%)
Depression or mood disorder	28%	(26%, 29%)
Bipolar and related disorders	2%	(1%, 2%)
Anxiety disorder	34%	(33%, 35%)
Obsessive-compulsive or related disorders	5%	(4%, 5%)
Trauma and stressor related disorders	10%	(9%, 11%)
Psychotic disorder	0%	(0%, 0%)
Neurodevelopmental disorder or intellectual disability	8%	(7%, 9%)
Eating disorder	3%	(3%, 3%)
Personality disorder	0%	(0%, 1%)
Substance abuse disorder	1%	(1%, 1%)

(1) How difficult have these problems made it for you to do your work, take care of things at home, or get along with other people?

Health Behaviors and Lifestyle

MEASURE	All Faculty/Staff	95% CONFIDENCE INTERVAL
Substance use, past 30 days		
Cigarettes	4%	(3%, 5%)
Marijuana	11%	(10%, 12%)
Cocaine	0%	(0%, 0%)
Heroin	0%	(-0%, 0%)
Opioid pain relievers without a prescription or more than prescribed	0%	(0%, 1%)
Benzodiazepenes	2%	(1%, 2%)
Methamphetamines	0%	(0%, 0%)
Other stimulants without a prescription or more than prescribed	0%	(0%, 0%)
MDMA (also known as Ecstasy or Molly)	0%	(-0%, 0%)
Ketamine (also known as K, Special K)	0%	(0%, 0%)
LSD (also known as acid)	0%	(-0%, 0%)
Psilocybin (also known as magic mushrooms, boomers, shrooms)	0%	(0%, 1%)
Kratom	0%	(0%, 0%)
Other drugs without a prescription	0%	(0%, 0%)
In the past 2 weeks, about how many times did you have 4 [female]/5 [male]/4 or 5 [not female or male] or more alcoholic drinks in a row? (1 drink is a can of beer, a glass of wine, a wine cooler, a shot of liquor, or a mixed drink.)		
More than one time	18%	(17%, 19%)
More than 3 times	5%	(4%, 5%)

Attitudes and Beliefs about Services

...think less of someone who has received mental health treatment.		
I...	2%	(2%, 3%)
Most people...	34%	(33%, 36%)

Help-Seeking

Think you needed help for emotional or mental health problems, past year		
Strongly agree	14%	(13%, 15%)
Agree	16%	(15%, 17%)
Somewhat agree	15%	(14%, 15%)
Somewhat disagree	8%	(7%, 9%)
Disagree	20%	(19%, 21%)
Strongly disagree	28%	(27%, 29%)
Psychotropic medication use		
Any, current	31%	(29%, 32%)
Psychostimulants	5%	(5%, 6%)
Anti-depressants	26%	(25%, 27%)
Anti-psychotics	1%	(1%, 1%)
Anti-anxiety	12%	(11%, 13%)
Mood stabilizers	2%	(1%, 2%)
Other	6%	(5%, 6%)
Therapy or counseling for mental health		
Past year	32%	(31%, 34%)
Current	19%	(17%, 20%)
Visits in past year, among those with any		
1-3	24%	(22%, 26%)
4-6	18%	(16%, 20%)
7-9	12%	(10%, 13%)
More than 10	46%	(44%, 48%)

Help-Seeking

MEASURE	All Faculty/Staff	95% CONFIDENCE INTERVAL
Any medication or therapy for mental health		
Past year	50%	(49%, 52%)
Current	39%	(37%, 40%)
Any medication or therapy, among those with positive depression or anxiety screen		
Past year	71%	(68%, 74%)
Current	58%	(55%, 61%)
Received counseling or support for mental health from these sources, past year		
Friend	55%	(54%, 56%)
Significant other	49%	(47%, 50%)
Family member	41%	(39%, 42%)
Colleague or coworker	27%	(26%, 28%)
Religious counselor or other religious contact	8%	(7%, 9%)
Support group	3%	(3%, 4%)
Other non-clinical source	2%	(2%, 3%)
None of the above	26%	(25%, 27%)

Barriers and Facilitators to Help-Seeking

Reasons for receiving no or fewer services for mental health		
I haven't had the chance to go but I plan to.	2%	(2%, 2%)
No need for services	45%	(43%, 46%)
Financial reasons	18%	(17%, 19%)
Not enough time	25%	(24%, 26%)
Not sure where to go	10%	(10%, 11%)
Difficulty finding an available appointment	8%	(7%, 9%)
Prefer to deal with issues on my own or with support from family/friends	16%	(15%, 17%)
Privacy concerns	6%	(6%, 7%)
People providing services don't understand me	5%	(4%, 5%)
Other	7%	(6%, 8%)
No barriers	14%	(13%, 15%)

Supporting Students

I am comfortable having conversations with students about their mental health.		
Agree or strongly agree	54%	(52%, 55%)
I have a good idea of how to recognize that a student is in emotional or mental distress.		
Agree or strongly agree	52%	(50%, 53%)
Student mental health problems are significantly worse now compared to when I began my career.		
Agree or strongly agree	55%	(53%, 56%)
Supporting students in mental and emotional distress has taken a toll on my own mental and emotional health.		
Agree or strongly agree	16%	(15%, 17%)

Supporting Students

MEASURE	All Faculty/Staff	95% CONFIDENCE INTERVAL
In the past 12 months, have you had any one-on-one conversations with students (whether in person, by phone, video conference, or email) about their mental or emotional health? Yes	48%	(46%, 49%)