



TTU Mental Wellness Committee: Results of the February 2022 TTU Employee Survey

**Summary for the President
June 6, 2022**

Purpose

As part of the TTU President's Mental Wellness Committee (est. Oct. 2021), this committee decided a survey of all TTU employees was needed to determine the following:

- 1) What is the current knowledge of the available wellness resources?
 - 1b) If those resources have been used, what feedback do employees have about them?
- 2) What other wellness resources are desired?
- 3) What is the current state of employee mental wellness?

Method

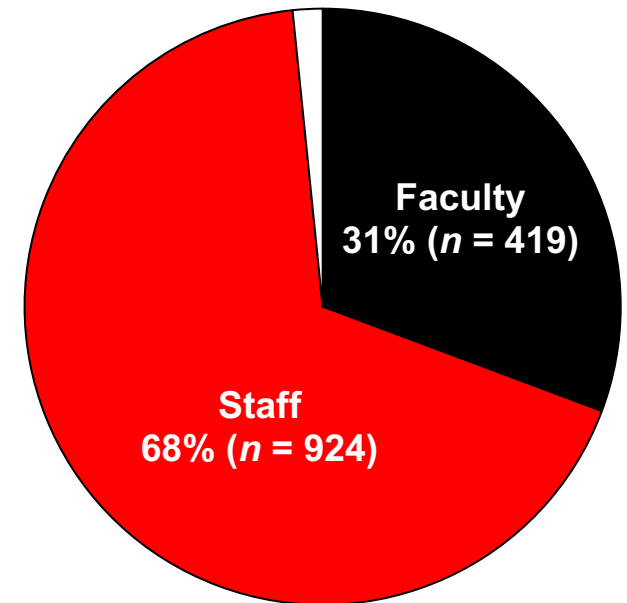
- With input from committee on final survey, IRB approval obtained, and survey disseminated via email from the President's office on 1/31/2022
- Reminder sent via email from the Provost's office on 2/22/2022, as well as reminders via TechAnnounce
- Survey closed on 2/28/2022

Response rate

- 1392 (of ~5000 total employees; 27.8%) accessed survey and selected a language (8 opted for Spanish version)
- 1365 (27.3%) completed some of survey
- 995 (19.9%) answered all questions
- Responses by position reflect the proportions of all TTU employees

Responses by TTU Employment Position

Prefer not to say
1% ($n = 22$)



■ Faculty ■ Staff □ Prefer not to say

Survey

- Via Qualtrics, 57 questions total, <15 mins to complete
- **Measures:**
 - Demographics related to employee status, unit, duty point, gender
 - Questions related to knowledge of HR-benefit wellness resources and other TTU-affiliated resources, including open-ended questions for assessing impediments to access
 - Open-ended questions about other resources desired and how TTU can support wellness
 - Patient Health Questionnaire-Module 9 (PHQ-9; assesses depression)
 - General Anxiety Disorder-7 (GAD-7; assesses anxiety)
 - World Health Organization Quality of Life, Abbreviated version (WHOQOL-BREF)
 - Questions about needing help for current mental health concerns and in the last 12 months
- At completion, options to provide contact info for potential future focus groups ($n = 79$) and drawing for various prizes

Demographics

FACULTY TRACK (N = 383)	n	%
Tenure track	272	71.02%
Non-tenure track	99	25.85%
Prefer not to say	12	3.13%

FACULTY RANK (N = 413)	n	%
Horn Distinguished Professor	5	1.21%
Professor/Librarian/Archivist	120	29.06%
Associate professor/librarian/archivist	103	24.94%
Assistant professor/librarian/archivist	70	16.95%
Assistant/associate/full professor of practice	29	7.02%
Research assistant/associate/full professor	4	0.97%
Instructor	36	8.72%
Lecturer	40	9.69%
Prefer not to say	6	1.45%

STAFF (N = 916)	n	%
Administration	53	5.79%
Exempt	413	45.09%
Non-exempt	398	43.45%
Prefer not to say	52	5.68%

GENDER (N = 1310)	n	%
Man	396	30.23%
Woman	849	64.81%
Non-binary	8	0.61%
Other (less than 5 respondents)	3	0.23%
Prefer not to say	54	4.12%

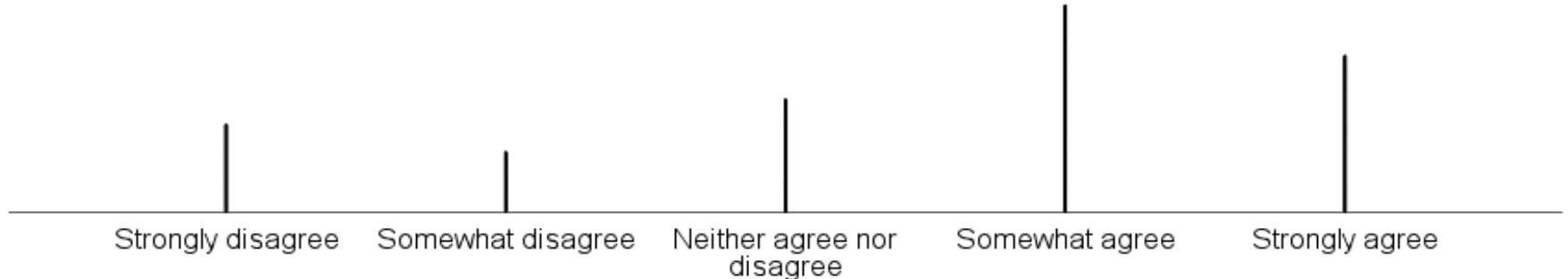
DUTY POINT (N = 1303)	n	%
In-person only	928	71.22%
Hybrid (both in-person and remote)	294	22.56%
Remote only	42	3.22%
Prefer not to say	39	2.99%

PRIMARY UNIT (N = 1273; only units >4% shown here)	n	%
College of Arts and Sciences	192	15.08%
Prefer not to say	89	6.99%
College of Human Sciences	73	5.73%
College of Visual and Performing Arts	60	4.71%
College of Business Administration	55	4.32%
College of Agricultural Sciences and Natural Resource	54	4.24%
Student Affairs	53	4.16%
College of Education	52	4.08%
College of Engineering	52	4.08%

Quantitative Data

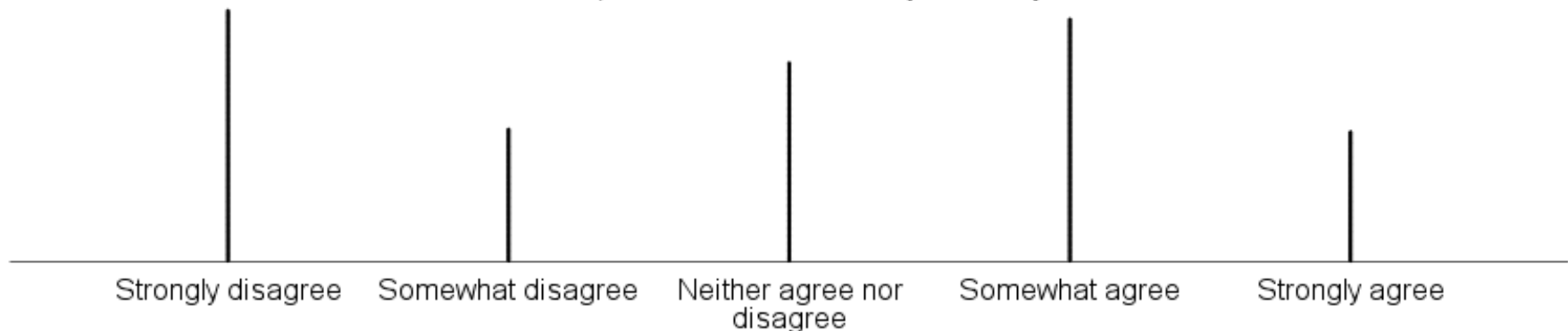
Scatterplots of Wellness Measures

How much do you agree with the following statement: In the past 12 months, I could have benefited from help for concerns such as feeling sad, blue, anxious or nervous. (N = 1112)



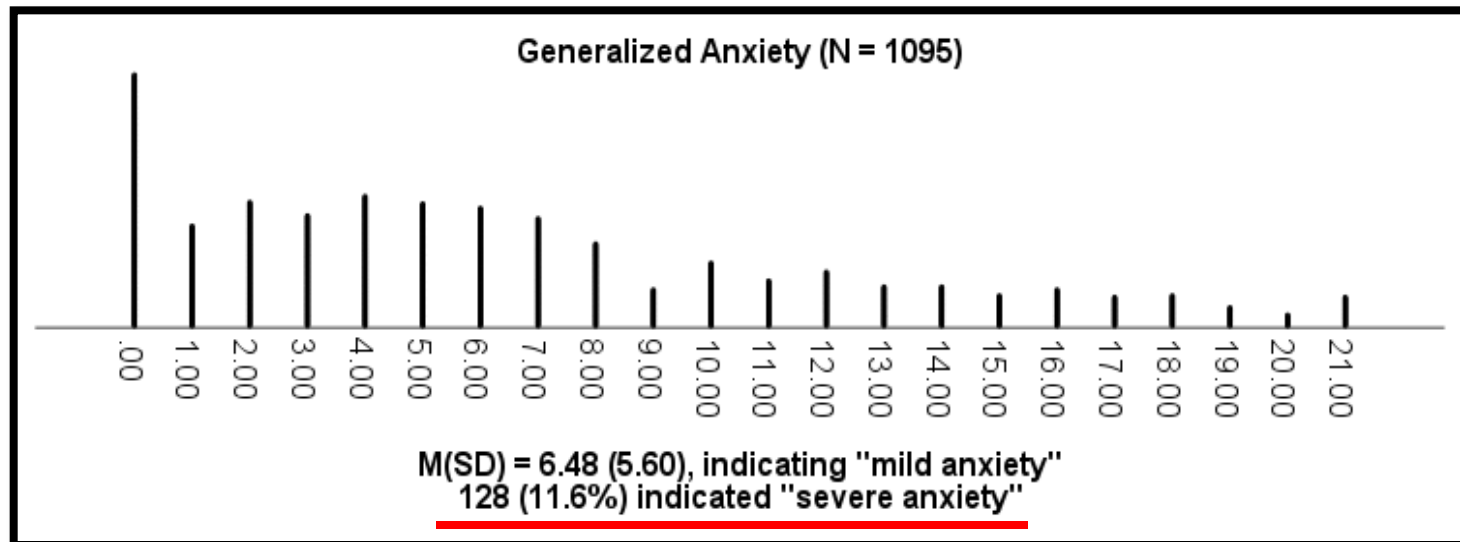
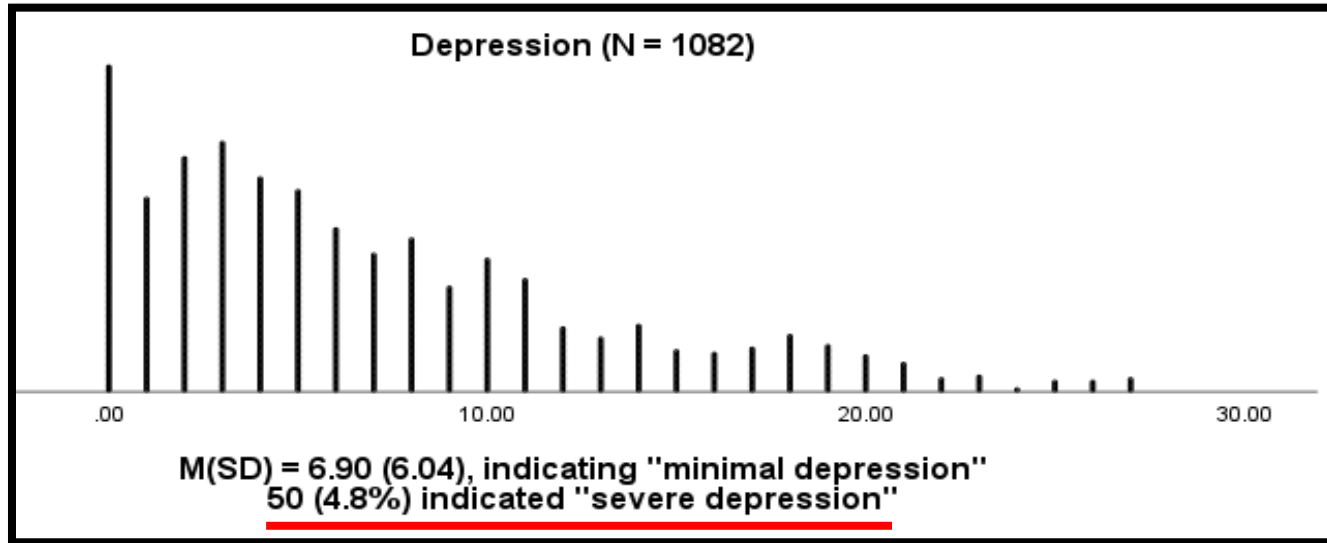
$M(SD) = 3.46 (1.33)$; between "neither agree nor disagree" and "somewhat agree"
279 (25.1%) indicated "strongly agree"

How much do you agree with the following statement: I currently need help for concerns such as feeling sad, blue, anxious or nervous. (N = 1110)

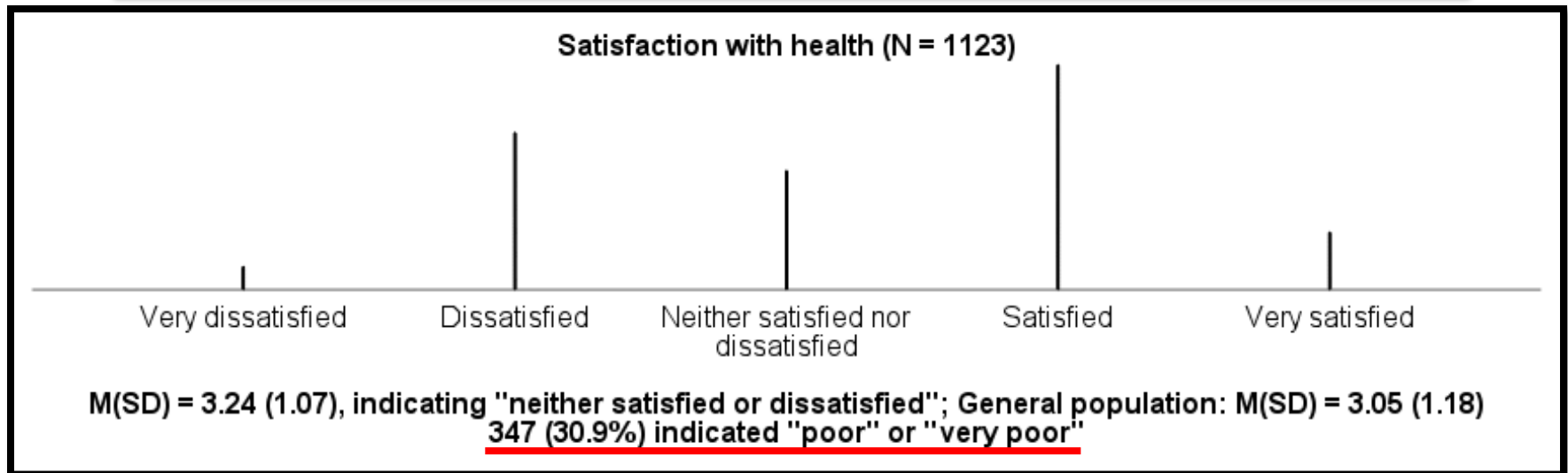
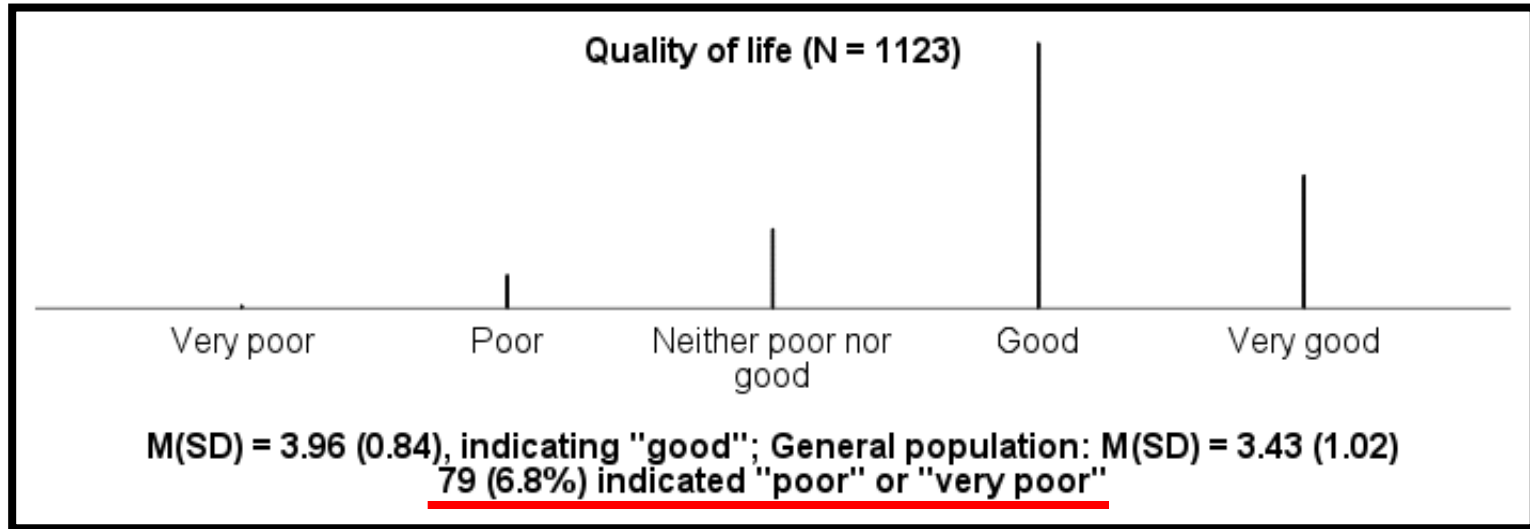


$M(SD) = 2.86 (1.40)$; "neither agree nor disagree"
151 (13.6%) indicated "strongly agree"

Scatterplots of Wellness Measures

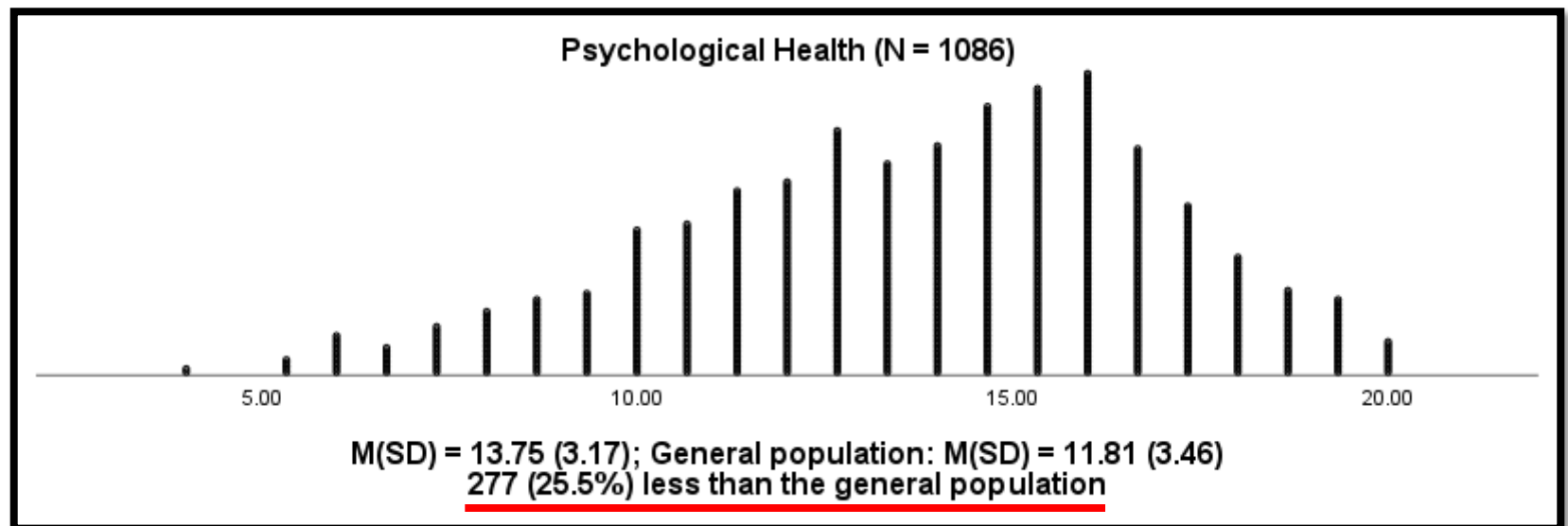
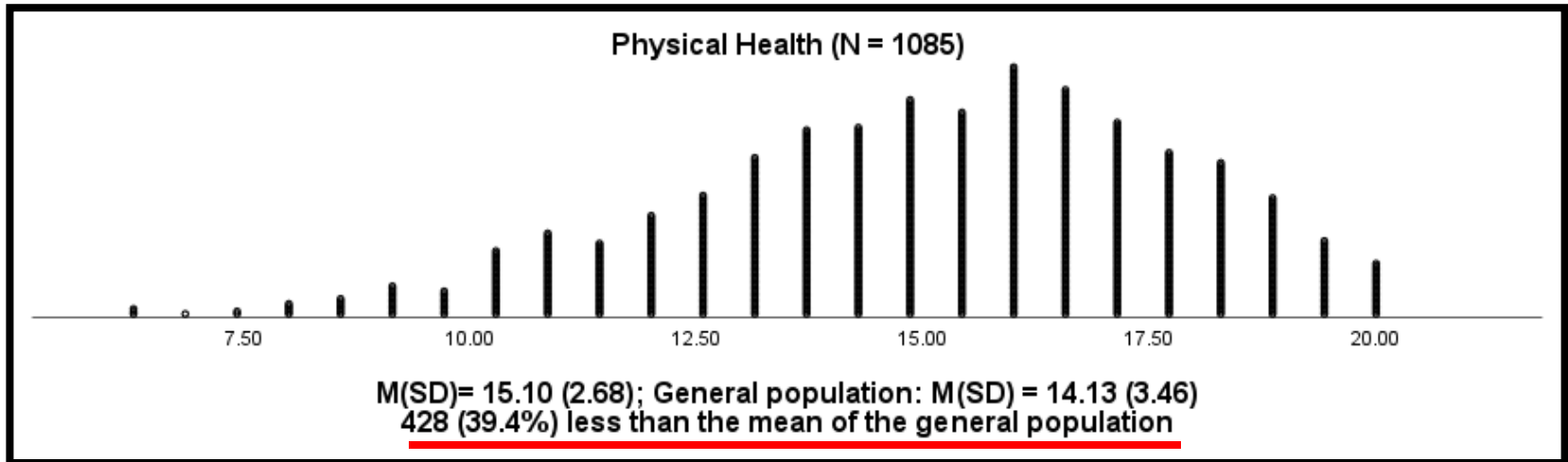


Scatterplots of Wellness Measures



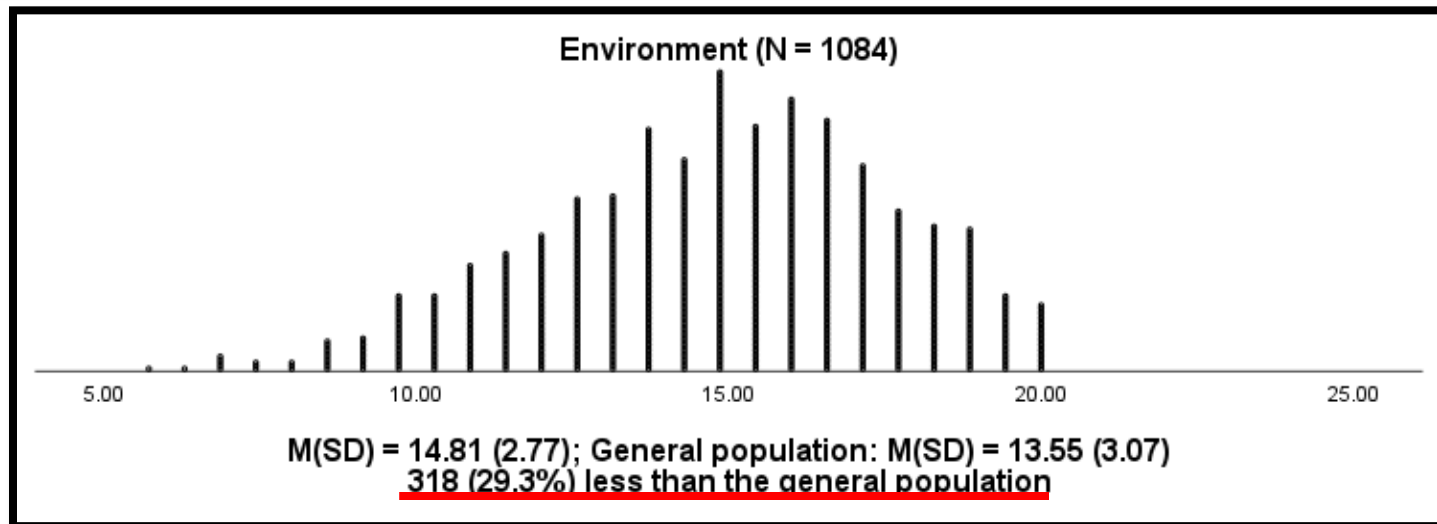
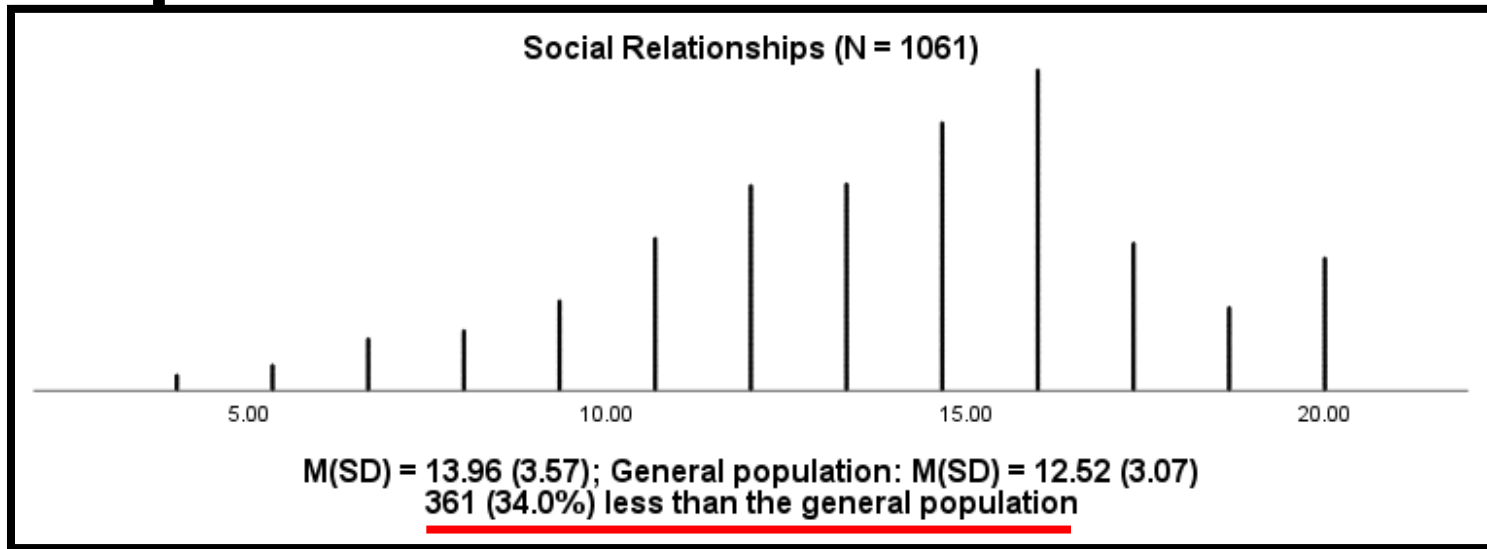
General population info from Archuleta et al. (2021): Convenience sample of US adults, pre-COVID

Scatterplots of Wellness Measures



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Scatterplots of Wellness Measures



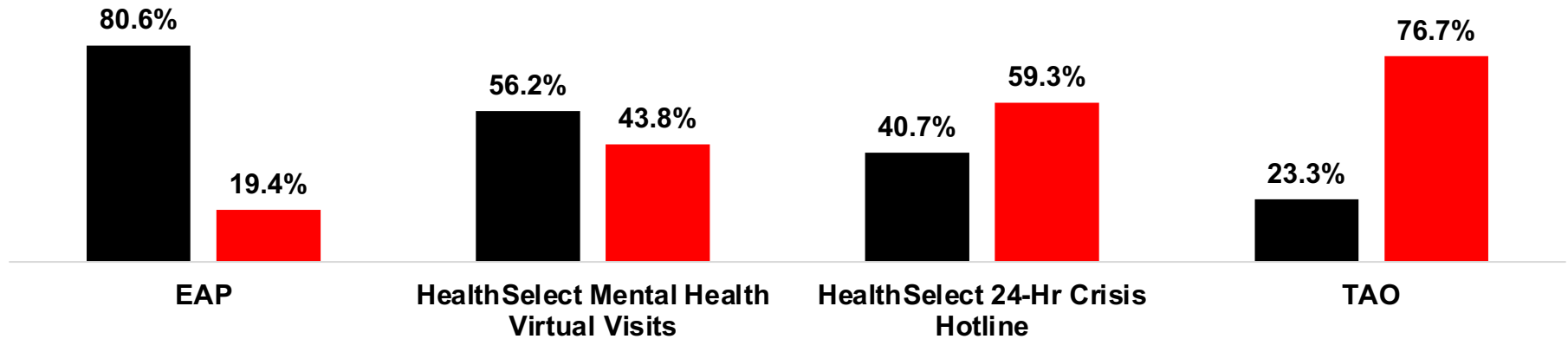
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Wellness Data In Sum...

Though, on average, negative mental health symptoms are minimal or mild, there are significant numbers of employees who report severe struggles.

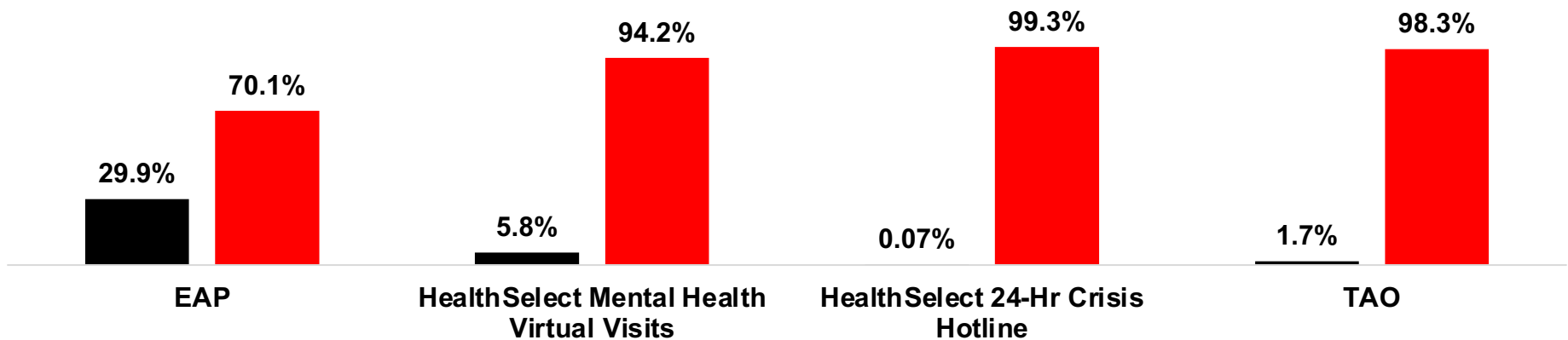
I HAVE HEARD OF THIS TTU HR BENEFIT (N = 1234-1251)

■ YES ■ NO



I HAVE UTILIZED THIS TTU HR BENEFIT (N = 1104-1109)

■ YES ■ NO



I HAVE HEARD OF THIS OTHER TTU RESOURCE
(N = 1226-1229)

■ YES ■ NO



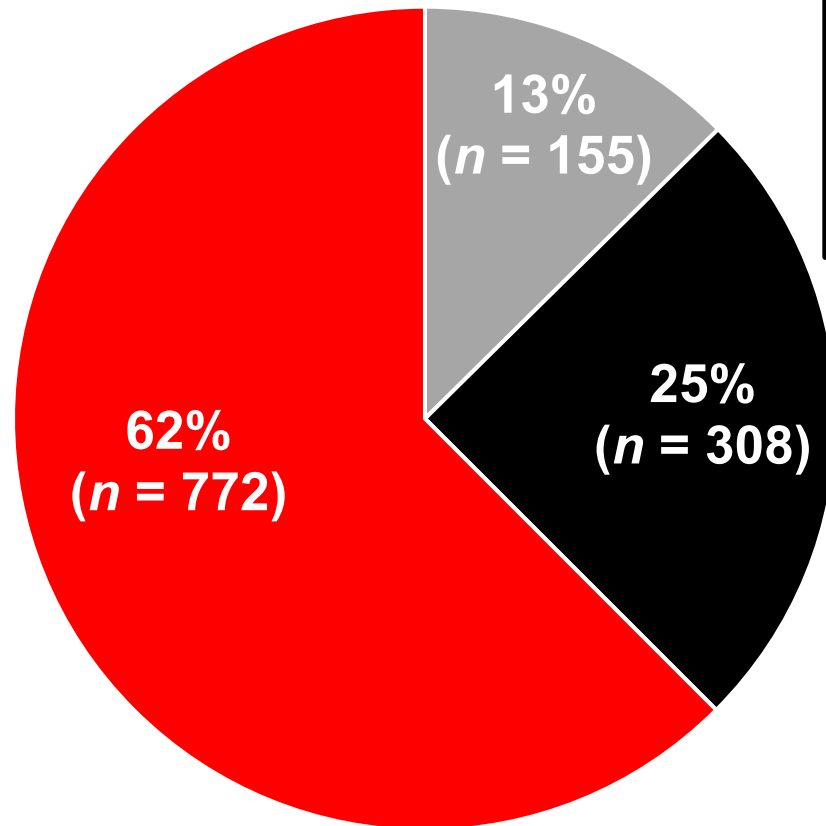
I HAVE UTILIZED THIS OTHER TTU RESOURCE
(N = 1105-1109)

■ YES ■ NO



IMPEDIMENT TO USING TTU HR BENEFIT? (N = 1235)

■ YES ■ NO ■ Have not sought/needed



Of those who did seek services, **33.5%** encountered an impediment to access.

Results cont.

- MANOVA conducted comparing measure scores by faculty/staff status, gender, and their interaction; significant for **only for gender** ($p = .011$):
 - **Women significantly more than men reported:**
 - **In last 12 mos**, they could have benefited from help for mental health concerns ($p < .001$)
 - They **currently** need help for mental health concerns ($p < .001$)
 - **More anxiety** ($p < .001$)

Qualitative Data

QUESTION: As you indicated you have **used** counseling services through the **Employee Assistance Program**, please describe your experience with this service...

Of respondents ($N = 315$)...

- **53%** Noted found the services **helpful**
- **17%** Reported the services **not helpful** and/or did not appreciate the “science-based” approach
- **19%** **Wanted more sessions** and/or noted **too much time between sessions**
- **8%** Reported **difficulty securing an appointment** (i.e., not enough staff)

QUESTION: Please describe any *impediment, barrier, or issue* you encountered when trying to access or utilize the TTU-provided mental health/wellness services:

Of respondents (N = 149)...

- **33%** Indicated issues **accessing services** (e.g., difficulty scheduling, long wait times, need for more mental health professionals)
- **19%** Indicated **unaware of services** available
- **13%** Reported administrators, directors, supervisors, etc. **unsupportive** of mental health
- **10%** Noted **issues with leave time** to access/utilize a service
- **10%** Noted **more EAP sessions** needed

QUESTION: What *other mental health/wellness services* would you *like offered* as part of your TTU employee benefits?

Of respondents (N = 611)...

- **23%** Requested **increased leave time** or suggested **mental health days**
- **19%** Wanted **stronger response from upper administration** to support mental health (e.g., supervisor/director/coordinator training for mental health/burnout, greater access to the Rec Center, better insurance, diverse approaches to mental health, more availability for remote work)
- **8%** Wanted **app (internet) based** mental health support
- **5%** Requested **more EAP sessions**
- **5%** Wanted more **diverse approaches** to mental health (e.g., acupuncture, chiropractic care, yoga, meditation, nature walks)

QUESTION: What are *ways that TTU could better support* your mental health and wellness on daily basis?

Of respondents (N = 645)...

- **57%** Wanted **stronger response from administration** (e.g., more mental health staff, mental health days/leave time for mental health care, more understanding immediate supervisors, remote work, long term care provisions)
- **14%** Requested more **diverse approaches** to mental health (e.g., acupuncture, chiropractic care, yoga, meditation, nature walks)
- **12%** Requested **more EAP sessions**, more staff
- **9%** Requested **app-based** mental health support
- **8%** Wanted **better insurance** coverage
- **7%** Noted **need for awareness** of services

Overall Recommendations

- **Increasing knowledge** of available wellness resources
- **More mental health professionals available** (Note: Eff. 9/1/22, an add'l EAP counselor will be added)
- **More EAP sessions** (e.g., increase from 6 to 12 sessions annually, including time off/leave time attending sessions; Note: Eff. 9/1/22, the EAP annual session number will increase to 8 sessions, and they are committed to wait times of no more than 2 weeks for non-crisis appointments)
- **Earning/receiving “mental health days”** (e.g., 1-2 days off every 90 days for exempt employees)
- **More diverse approaches to mental health and wellness** (e.g., group sessions, acupuncture, yoga, more app-based meditation/wellness/counseling resources, TTU Rec Center access free or further reduced cost for employees)



Questions?