

FULL DATA REPORT- EMOTIONAL WELL-BEING SURVEY 2021
MICHIGAN STATE UNIVERSITY

Introduction and methods:

The Emotional Well-being Survey is a pilot study ran out of the American College Health Foundation with the purpose of examining the overall well-being of college campuses across the United States. Michigan State University was chosen as a pilot school, therefore the survey was distributed in February 2021 and yielded 543 responses ranging students, faculty, and staff. The data that follows was analyzed using SPSS statistical software and tests ran included Chi Square and One-way ANOVA, and statistical significance was examined on the $p \geq 0.05$ level.

Demographic Profile of the Sample:

Demographic data was cleaned and collapsed in order to ensure an adequate number of responses for utility of findings. This section will outline the demographic breakdowns used in the tables and will explain how various variables were collapsed. First, University affiliation includes MSU community members who identified in various categories- for example some respondents identified as a student and staff member or a faculty and staff member. Therefore, the percentages add up to over 100%. Gender identity is collapsed to women and man as we acknowledge that trans women and trans men are women or men and identify as so. Additionally, when performing a crosstab on the question “do you identify as transgender” and gender identity, all of the Spartans who are transgender identify within the women or man categories. All demographic data could be further broken down if requested- these data are collapsed for overall analysis.

University Affiliation:

- Students- 48%
- Staff- 57%
- Faculty- 23%

Sexual Orientation:

- Straight/Heterosexual- 87%
- LGBTQ- 13%

Age:

- 18-22 years old- 34%
- 23-30 years old- 7%
- 31-40 years old- 15%
- 41-50 years old- 16%
- 51 years and older- 25%

Racial Identity:

- White- 81%
- People of Color- 19%

Gender Identity:

- Women- 69%
- Man- 29%

Findings:

Below are the analyzed data for the Emotional Wellbeing Survey. You will find the tables split by topic area and categories within the survey, followed by general findings and statistically significant points to consider.

Table 1. Community & Belonging-Social Support by Demographic Characteristics: 2021																
Please indicate the extent to which you agree with each statement:																
		Overall %	UNIVERSITY AFFILIATION			RACE		SEX/GENDER		SEXUAL ORIENTATION		AGE				
			Students	Staff	Faculty	White	People of Color	Woman/ Female	Man/ Male	Straight/ Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over
When I find myself in stressful situations, I look for social support.	Strongly Disagree	2.0%	2.5%	1.9%	1.8%	2.3%	1.0%	0.8%	4.4% *	2.2%	1.4%	2.8%	0.0%	2.4%	1.2%	1.5%
	Disagree	19.4%	26.5%	15.4%	19.1%	18.9%	21.6%	15.1%	28.1%	18.5%	24.6%	23.9%	25.0%	23.2%	14.3%	12.8%
	Neither Agree Nor Disagree	4.4%	4.3%	3.8%	6.4%	4.1%	5.9%	2.7%	8.8%	4.7%	1.4%	3.3%	2.5%	3.7%	3.6%	7.5%
	Agree	54.0%	50.0%	58.8%	50.0%	56.0%	45.1%	59.8%	41.9%	53.7%	59.4%	52.8%	55.0%	56.1%	61.9%	52.6%
	Strongly Agree	20.1%	16.7%	20.0%	22.7%	18.7%	26.5%	21.6%	16.9%	20.9%	13.0%	17.2%	17.5%	14.6%	19.0%	25.6%
It is important to me to actively contribute to the happiness and wellbeing of others.	Strongly Disagree	0.9%	0.6%	0.8%	0.9%	0.9%	1.0%	1.1%	0.0% *	1.1%	0.0%	0.6%	0.0%	0.0%	1.2%	1.5%
	Disagree	1.7%	1.9%	0.8%	3.6%	1.8%	1.0%	1.4%	2.5%	1.3%	4.4%	1.7%	0.0%	1.2%	3.6%	1.5%
	Neither Agree Nor Disagree	5.2%	5.6%	5.4%	4.5%	4.1%	9.8%	4.6%	6.9%	5.0%	5.9%	4.5%	15.0%	7.3%	2.4%	3.8%
	Agree	52.3%	55.6%	54.2%	43.6%	54.5%	43.1%	51.1%	54.1%	51.4%	60.3%	57.3%	55.0%	50.0%	54.8%	43.6%
	Strongly Agree	39.9%	36.3%	38.8%	47.3%	38.7%	45.1%	41.9%	36.5%	41.3%	29.4%	36.0%	30.0%	41.5%	38.1%	49.6%
I am comfortable accepting love from others.	Strongly Disagree	1.3%	2.5%	0.8%	0.9% *	1.1%	2.0%	1.6%	0.0% *	1.3%	1.4%	2.2%	0.0%	0.0%	0.0%	1.5% *
	Disagree	11.5%	18.6%	8.5%	7.3%	10.5%	16.0%	9.5%	16.5%	9.1%	26.1%	18.0%	15.0%	11.0%	7.1%	5.3%
	Neither Agree Nor Disagree	6.5%	7.5%	6.9%	3.7%	6.8%	5.0%	6.5%	7.0%	7.4%	1.4%	8.4%	2.5%	7.3%	6.0%	6.0%
	Agree	57.4%	54.0%	61.0%	56.0%	58.9%	51.0%	57.6%	56.3%	57.5%	59.4%	56.2%	70.0%	59.8%	63.1%	51.9%
	Strongly Agree	23.2%	17.4%	22.8%	32.1%	22.6%	26.0%	24.9%	20.3%	24.7%	11.6%	15.2%	12.5%	22.0%	23.8%	35.3%
I am comfortable expressing love to someone else.	Strongly Disagree	1.1%	1.2%	0.8%	1.8% *	0.7%	2.9%	1.1%	0.6% *	1.1%	1.4%	1.1%	2.5%	0.0%	0.0%	1.5% *
	Disagree	10.7%	18.6%	7.7%	7.3%	9.8%	14.7%	8.1%	16.4%	9.5%	18.8%	18.4%	5.0%	8.5%	11.9%	3.8%
	Neither Agree Nor Disagree	4.4%	5.6%	3.5%	3.6%	4.6%	3.9%	3.5%	6.3%	4.3%	4.3%	5.0%	2.5%	4.9%	2.4%	4.5%
	Agree	57.2%	58.4%	60.4%	49.1%	59.1%	49.0%	56.9%	58.5%	56.6%	63.8%	58.7%	80.0%	59.8%	57.1%	49.6%
	Strongly Agree	26.5%	16.1%	27.7%	38.2%	25.8%	29.4%	30.5%	18.2%	28.5%	11.6%	16.8%	10.0%	26.8%	28.6%	40.6%

* p<0.05

Points to consider:

- **When I find myself in stressful situations, I look for social support.**
 - 74% of the MSU community looks for social support in stressful situations
 - More women (81%) than men (59%) seek social support in stressful situations
- **It is important to me to actively contribute to the happiness and wellbeing of others.**
 - 92% of the MSU community finds it important to actively contribute to the happiness and wellbeing of others.
- **I am comfortable accepting love from others.**
 - 81% of the MSU community is comfortable accepting love from others.
 - Faculty (88%) and staff (84%) are more comfortable accepting love from others than students (71%)
 - More women (83%) are comfortable accepting love than men (77%)
 - Spartans who identify as straight/heterosexual (82%) are more comfortable accepting love from others than their LGBTQIA+ peers (71%).
 - As age increases, comfortability accepting love from others increases (71%-87%)
- **I am comfortable expressing love to someone else.**
 - 84% of the MSU community is comfortable expressing love to someone else.
 - Faculty (87%) and staff (88%) are more comfortable expressing love to others than students (75%)
 - More women (87%) are comfortable accepting love than men (77%)
 - Spartans who identify as straight/heterosexual (85%) are more comfortable expressing love to others than their LGBTQIA+ peers (75%)
 - 18-22 year olds are least comfortable expressing love to others (76%) whereas 23-30 year olds and 51 year olds are most comfortable expressing love to others (90%).

Table 2. Community & Belonging- Community/Relationships by Demographic Characteristics: 2021

During the past month, how often do you feel:		Overall %	UNIVERSITY AFFILIATION			RACE		GENDER		SEXUAL ORIENTATION		AGE				
			Students	Staff	Faculty	White	People of Color	Woman/ Female	Man/ Male	Straight/ Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over
That you belonged to a community (like a social group, your school, or your neighborhood).	Never	8.1%	14.8%	4.6%	7.3% *	5.9%	17.6% *	6.8%	11.3%	7.3%	13.0% *	12.8%	7.5%	8.6%	4.8%	3.0% *
	Monthly	22.6%	26.5%	20.5%	20.0%	22.1%	24.5%	21.9%	23.1%	20.5%	34.8%	26.7%	25.0%	19.8%	20.2%	18.8%
	Weekly	36.9%	35.2%	36.3%	41.8%	39.0%	27.5%	35.7%	40.6%	37.1%	34.8%	37.2%	42.5%	37.0%	33.3%	39.1%
	Nearly Everyday	32.4%	23.5%	38.6%	30.9%	32.9%	30.4%	35.7%	25.0%	35.0%	17.4%	23.3%	25.0%	34.6%	41.7%	39.1%
That you had warm and trusting relationships with others.	Never	2.6%	3.8%	2.3%	1.8% *	1.6%	6.9% *	2.2%	3.2%	2.6%	2.9% *	3.4%	5.0%	3.8%	1.2%	0.8% *
	Monthly	11.4%	22.0%	6.6%	8.2%	9.7%	18.6%	9.7%	15.3%	9.8%	20.6%	19.6%	12.5%	10.0%	7.1%	3.8%
	Weekly	29.2%	28.3%	27.8%	32.7%	28.7%	31.4%	27.0%	33.8%	28.0%	36.8%	31.3%	25.0%	26.3%	31.0%	29.3%
	Nearly Everyday	56.8%	45.9%	63.3%	57.3%	60.0%	43.1%	61.1%	47.8%	59.7%	39.7%	45.8%	57.5%	60.0%	60.7%	66.2%

* p<0.05

Points to consider:

- **During the past month, how often did you feel that you belonged to a community (like a social group, your school, or your neighborhood).**
 - 92% of Spartans felt they belonged to a community in the past month
 - Faculty (93%) and staff (95%) were more likely to feel they belonged to a community than students (85%)
 - Members of the MSU community who identify as white (94%) were more likely to feel they belonged to a community than members of the MSU community who identify as a Person of Color (82%)
 - Spartans who identify as straight/heterosexual (93%) were more likely to feel they belonged to a community than their LGBTQIA+ peers (87%)
 - Spartans over the age of 40 were more likely to feel they belonged to a community
- **During the past month, how often did you feel that you had warm and trusting relationships with others.**
 - 97% of Spartans felt they had warm and trusting relationships with others.
 - Students were more likely to have a warm and trusting relationship monthly than faculty and staff who were more likely to nearly everyday
 - Members of the MSU community who identify as white (98%) were more likely to feel they had warm and trusting relationship with others than members of the MSU community who identify as a Person of Color (93%)

- Spartans who identify as straight/heterosexual were more likely to have warm and trusting relationships nearly every day, while their LGBTQIA+ peers were more likely to have warm and trusting relationships monthly.

Table 3. Community & Belonging- Worry/Anxiety by Demographic Characteristics: 2021

Over the past two weeks, how often have you experienced any of the following:		Overall %	UNIVERSITY AFFILIATION			RACE		GENDER		SEXUAL ORIENTATION		AGE				
			Students	Staff	Faculty	White	People of Color	Woman/Female	Man/Male	Straight/Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over
Feeling nervous, anxious or on edge	Not at all	12.2%	5.6%	13.8%	17.3% *	11.8%	13.7%	10.2%	16.9%	13.1%	5.8%	5.0%	5.0%	13.4%	13.1%	23.3% *
	Several Days	32.7%	23.5%	36.5%	38.2%	32.3%	34.3%	32.6%	34.4%	33.8%	27.5%	22.2%	37.5%	29.3%	36.9%	43.6%
	Half or More Days	29.0%	34.0%	29.2%	20.9%	30.5%	22.5%	30.7%	24.4%	28.4%	31.9%	32.2%	37.5%	26.8%	31.0%	21.8%
	Nearly Everyday	26.1%	37.0%	20.4%	23.6%	25.3%	29.4%	26.4%	24.4%	24.6%	34.8%	40.6%	20.0%	30.5%	19.0%	11.3%
Not being able to stop or control worrying	Not at all	28.5%	14.8%	31.9%	40.0% *	27.8%	31.4%	25.3%	36.3%	30.4%	17.4% *	12.8%	20.0%	31.7%	31.0%	46.6% *
	Several Days	28.8%	24.7%	31.9%	28.2%	30.1%	23.5%	30.5%	25.0%	28.7%	29.0%	23.9%	45.0%	24.4%	35.7%	29.3%
	Half or More Days	25.3%	32.7%	22.3%	20.9%	26.4%	20.6%	27.5%	20.6%	25.6%	24.6%	32.8%	12.5%	30.5%	23.8%	18.0%
	Nearly Everyday	17.4%	27.8%	13.8%	10.9%	15.7%	24.5%	16.7%	18.1%	15.3%	29.0%	30.6%	22.5%	13.4%	9.5%	6.0%
Worrying too much about different things	Not at all	18.7%	7.4%	22.8%	25.5% *	18.3%	20.6%	16.5%	23.8% *	19.7%	13.0% *	7.8%	15.0%	18.3%	25.0%	30.8% *
	Several Days	32.4%	24.7%	36.3%	34.5%	33.8%	26.5%	34.3%	28.8%	34.1%	20.3%	23.5%	37.5%	28.0%	32.1%	43.6%
	Half or More Days	28.1%	35.8%	25.1%	24.5%	29.0%	24.5%	29.7%	26.3%	27.6%	34.8%	34.6%	22.5%	31.7%	31.0%	18.0%
	Nearly Everyday	20.7%	32.1%	15.8%	15.5%	18.9%	28.4%	19.5%	21.3%	18.6%	31.9%	34.1%	25.0%	22.0%	11.9%	7.5%
Being concerned that something bad might happen	Not at all	31.9%	22.8%	36.0%	33.6%	31.7%	32.7%	29.2%	38.4%	33.1%	23.2%	21.7%	27.5%	31.7%	37.3%	43.6% *
	Several Days	27.8%	27.2%	26.4%	33.6%	29.5%	20.8%	28.6%	26.4%	28.6%	23.2%	28.6%	40.0%	25.6%	25.3%	28.6%
	Half or More Days	23.7%	29.0%	21.7%	20.9%	24.0%	22.8%	25.4%	19.5%	22.7%	31.9%	28.3%	25.0%	24.4%	21.7%	18.0%
	Nearly Everyday	16.5%	21.0%	15.9%	11.8%	14.8%	23.8%	16.8%	15.7%	15.6%	21.7%	23.3%	7.5%	18.3%	15.7%	9.8%
Feeling an intense and persistent fear of a social situation in which people might judge you.	Not at all	49.4%	39.5%	51.5%	56.4% *	51.3%	41.2%	46.9%	55.6%	51.7%	34.8% *	35.6%	50.0%	45.1%	60.7%	61.7% *
	Several Days	23.1%	20.4%	25.0%	22.7%	23.5%	21.6%	25.3%	18.8%	22.8%	27.5%	23.3%	25.0%	25.6%	21.4%	23.3%
	Half or More Days	15.9%	21.0%	13.8%	14.5%	15.3%	18.6%	16.4%	15.0%	15.7%	14.5%	21.1%	15.0%	20.7%	11.9%	9.8%
	Nearly Everyday	11.6%	19.1%	9.6%	6.4%	10.0%	18.6%	11.3%	10.6%	9.7%	23.2%	20.0%	10.0%	8.5%	6.0%	5.3%
Fearing that you will embarrass yourself.	Not at all	49.7%	33.3%	58.5%	51.4% *	50.7%	45.5% *	48.4%	53.8%	52.3%	34.8% *	33.3%	45.0%	46.3%	63.9%	66.9% *
	Several Days	26.5%	26.5%	23.1%	34.9%	26.9%	24.8%	27.0%	25.6%	26.6%	27.5%	25.6%	40.0%	30.5%	22.9%	23.3%
	Half or More Days	14.5%	21.6%	13.5%	7.3%	15.1%	11.9%	15.7%	11.9%	13.8%	17.4%	21.1%	12.5%	17.1%	9.6%	7.5%
	Nearly Everyday	9.3%	18.5%	5.0%	6.4%	7.3%	17.8%	8.9%	8.8%	7.3%	20.3%	20.0%	2.5%	6.1%	3.6%	2.3%
Fearing that people will notice that you are anxious.	Not at all	57.7%	43.2%	62.3%	68.2% *	59.0%	52.0%	56.9%	61.3%	59.5%	49.3%	40.6%	52.5%	50.0%	69.0%	78.9% *
	Several Days	20.0%	24.7%	17.3%	19.1%	19.6%	21.6%	20.2%	19.4%	20.0%	18.8%	22.8%	30.0%	24.4%	15.5%	13.5%
	Half or More Days	14.0%	17.9%	14.6%	6.4%	13.9%	14.7%	14.8%	10.6%	13.1%	18.8%	19.4%	12.5%	22.0%	9.5%	6.0%
	Nearly Everyday	8.3%	14.2%	5.8%	6.4%	7.5%	11.8%	8.1%	8.8%	7.3%	13.0%	17.2%	5.0%	3.7%	6.0%	1.5%

* p<0.05

Points to consider:

- **Over the past 2 weeks, how often have you felt nervous, anxious, or on edge.**
 - 88% of MSU community members have felt nervous, anxious, or on edge
 - Students (94%) were more likely to feel nervous, anxious, or on edge than faculty (82%) and staff (86%)
 - Spartans **under** the age of 30 were more likely to feel nervous, anxious, or on edge than those **over** the age of 30
- **Over the past 2 weeks, how often have you not been able to stop or control worrying.**
 - 72% of the MSU community has not been able to stop or control worrying
 - Students (85%) were more likely to not be able to stop or control worrying than faculty (60%) and staff (68%).
 - Spartans who identify as LGBTQIA+ (83%) were more likely to not be able to stop or control worrying than those who identify as straight/heterosexual (70%)
 - As age decreases, not being able to stop or control worrying increases (87% - 53%)
- **Over the past 2 weeks, how often have you worried too much about different things.**
 - 81% of the MSU community has worried too much about different things
 - Women-identifying Spartans (84%) are more likely to worry too much about different things than man-identifying Spartans (76%)
 - Spartans who identify as LGBTQIA+ (87%) were more likely to worry too much about different things than those who identify as straight/heterosexual (80%)
 - As age decreases, worrying too much about different things increases (92% - 69%)
- **Over the past 2 weeks, how often have you been concerned that something bad might happen.**
 - 68% of the MSU community has been concerned that something bad might happen
 - As age decreases, being concerned that something bad might happen increases (78% - 56%)
- **Over the past 2 weeks, how often have you felt an intense and persistent fear of a social situation in which people might judge you.**
 - 51% of the MSU community has felt an intense and persistent fear of a social situation in which people may judge them

- Students (61%) were more likely to feel an intense and persistent fear of social situations in which people may judge them than faculty (44%) and staff (46%)
- Spartans who identify as LGBTQIA+ (65%) were more likely to feel an intense and persistent fear of social situations in which people may judge them than those who identify as straight/heterosexual (48%)
- **Over the past 2 weeks, how often have you feared that you will embarrass yourself.**
 - 50% of the MSU community has feared that you they will embarrass themselves
 - Students (67%) were more likely to fear embarrassing themselves than faculty (47%) and staff (42%)
 - Spartans who identify as white (49%) were less likely to fear embarrassing themselves than those who identify as People of Color (55%)
 - Spartans who identify as LGBTQIA+ (65%) were more likely fear embarrassing themselves than those who identify as straight/heterosexual (48%)
 - As age decreases, fearing that you will embarrass yourself increases (67% - 33%)
- **Over the past 2 weeks, how often have you feared that people will notice that you are anxious.**
 - 42% of the MSU community has feared people will notice they are anxious
 - Students (57%) were more likely to fear that people would notice they were anxious than faculty (32%) and staff (38%)

Table 4. Coping & Stress Management- Coping Skills & Stress Management by Demographic Characteristics: 2021

Please respond about the extent to which you agree with each statement: (1= Disagree Strongly, 10=Agree Strongly)	Overall Mean	UNIVERSITY AFFILIATION			RACE		GENDER		SEXUAL ORIENTATION		AGE				
		Students	Staff	Faculty	White	People of Color	Woman/ Female	Man/ Male	Straight/ Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over
I feel able to relax when I want to.	5.5	4.8	5.9	5.9 *	5.5	5.7	5.5	5.6	5.6	5.1	4.95	5.98	4.93	6.17	6.50 *
In general, I feel optimistic about the future.	6.1	5.2	6.4	6.7 *	6.1	6.2	6.1	6.0	6.3	4.9 *	5.30	6.00	5.61	6.36	7.20 *
I am confident in my ability to solve problems that I might face in life.	7.2	6.4	7.5	7.8 *	7.2	7.4	7.2	7.3 *	7.4	6.1 *	6.38	7.33	6.99	7.80	8.02 *
I feel that I am laid-back about things.	4.3	5.2	3.8	4.3 *	4.2	4.9 *	4.1	4.8 *	4.2	4.8	5.16	4.55	4.00	4.29	3.31 *
When I find myself in stressful situations, I take a problem-focused approach.	6.6	6.0	6.9	6.9 *	6.6	6.7	6.4	7.0 *	6.8	5.7 *	5.86	7.03	6.24	6.94	7.43 *
When I find myself in stressful situations, I blame myself.	5.4	6.3	5.0	4.9 *	5.4	5.4	5.3	5.4	5.1	6.7 *	6.47	5.88	5.16	4.87	4.30 *
When I find myself in stressful situations, I wish for things to improve.	5.3	6.8	4.8	4.3 *	5.2	5.9 *	5.5	4.9	5.1	6.8 *	6.86	5.40	4.66	4.48	4.04 *
When I find myself in stressful situations, I try to avoid the problem.	4.4	5.3	4.0	4.3 *	4.4	4.7	4.4	4.7	4.3	5.6 *	5.41	4.65	4.46	4.07	3.43 *

* p<0.05

Points to consider:

- **I feel able to relax when I want to.**
 - The MSU community neither agrees or disagrees (5.5) that they are able to relax when they want to
 - Staff and faculty (5.9) are more likely than students (4.8) to agree that they can relax when they want to
 - Spartans over the age of 41 (6.17-6.50) are more likely than younger Spartans to agree that they can relax when they want to
- **In general, I feel optimistic about the future.**
 - The MSU community slightly agrees (6.1) that they feel optimistic about the future
 - Staff (6.4) and faculty (6.7) are more likely than students (5.2) to agree that they feel optimistic about the future
 - Spartans over the age of 41 (6.36-7.20) are more likely than younger Spartans to agree that they feel optimistic about the future
- **I am confident in my ability to solve problems that I might face in life.**
 - The MSU community agrees (7.2) that they are confident in their ability to solve problems that they might face
 - Staff (7.5) and faculty (7.8) are more likely than students (6.4) to agree that they are confident in their ability to solve problems that they might face

- Spartans who identify as straight/heterosexual (7.4) are more likely than their LGBTQIA+ peers (6.1) to agree that they are confident in their ability to solve problems that they might face
- Spartans over the age of 41 (7.80-8.02) are more likely than younger Spartans to agree that they are confident in their ability to solve problems that they might face
- **I feel that I am laid-back about things.**
 - The MSU community slightly disagrees (4.3) that they are laid-back about things
 - Students (5.2) are more likely than faculty (4.3) and staff (3.8) to agree that they feel laid-back about things
 - Spartans under the age of 23 (5.16) neither agreed or disagreed that they feel laid-back about things, whereas Spartans who are over the age of 23 slightly disagreed/disagreed that they feel laid-back about things
- **When I find myself in stressful situations, I take a problem-focused approach.**
 - The MSU community slightly agrees (6.6) that they take a problem-focused approach in stressful situations
 - Staff and faculty (6.9) are more likely than students (6.0) to agree that they take a problem-focused approach in stressful situations
 - Spartans who identify as a man/male (7.0) agreed that they take a problem-focused approach in stressful situations, whereas woman/female (6.4) only slightly agreed.
 - Spartans who identify as a straight/heterosexual (6.8) slightly agreed that they take a problem-focused approach in stressful situations, whereas their LGBTQIA+ peers (5.7) neither agreed or disagreed.
 - Spartans over the age of 23 (6.24-7.43) are more likely than younger Spartans to slightly agree or agree that they can relax when they want to
- **When I find myself in stressful situations, I blame myself.**
 - The MSU community neither agrees or disagrees (5.4) that they blame themselves in stressful situations
 - Students (6.3) slightly agree that in stressful situations they blame themselves, whereas faculty (4.9) and staff (5.0) neither agreed or disagreed
 - Spartans who identify as a straight/heterosexual (5.1) neither agreed or disagreed that they blame themselves in stressful situations, whereas their LGBTQIA+ peers (6.7) slightly agreed.
 - Spartans over the age of 23 are more likely to disagree that they blame themselves in situations (5.88-4.30), whereas Spartans under 23 slightly agree
- **When I find myself in stressful situations, I wish for things to improve.**
 - The MSU community neither agrees nor disagrees (5.3) that they wish for things to improve in stressful situations
 - Students (6.8) slightly agree that they wish for things to improve in stressful situations, whereas faculty (4.3) and staff (4.8) slightly disagree
 - Spartans who identify as a straight/heterosexual (5.1) neither agreed nor disagreed that they wish for things to improve in stressful situations, whereas their LGBTQIA+ (6.8) slightly agreed.
 - Spartans over the age of 23 are more likely to disagree that they blame themselves in situations (5.40-4.04), whereas Spartans under 23 slightly agree
- **When I find myself in stressful situations, I try to avoid the problem.**
 - The MSU community slightly disagrees (4.4) that they try and avoid the problem in stressful situations
 - Students (5.3) neither agree nor disagree that they try and avoid the problem in stressful situations, whereas faculty (4.3) and staff (4.0) slightly disagree
 - Spartans who identify as a straight/heterosexual (4.3) slightly disagree that they try and avoid the problem in stressful situations, whereas their LGBTQIA+ peers (5.6) neither agreed nor disagreed
 - Spartans over the age of 23 are more likely to disagree that try and avoid the problem in stressful situations (4.65-3.43), whereas Spartans under 23 neither agree nor disagree

Table 5. Coping & Stress Management- Stress level by Demographic Characteristics: 2021

	Overall Mean	UNIVERSITY AFFILIATION			RACE		GENDER		SEXUAL ORIENTATION		AGE				
		Students	Staff	Faculty	White	People of Color	Woman/ Female	Man/ Male	Straight/ Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over
Time pressures are a part of my life. (1=Not at all a part of my life, 10=Very much a part of my life)	7.7	8.2	7.5	7.6	7.8	7.6	7.9	7.4	7.7	7.9	8.2	7.4	7.8	7.9	7.1
How stressful is your life? (1=Not at all stressful, 10=Very stressful)	6.8	7.2	6.5	6.7	6.8	6.8	6.9	6.5	6.8	7.1	7.2	6.7	6.9	7.0	6.0

* p<0.05

Points to consider:

- **Time pressures are a part of my life.**
 - The MSU community believes that time pressures are a part of their lives (7.7)
 - Students (8.2) were more likely to feel that time pressures are a part of their lives than faculty (7.6) and staff (7.5)
 - Younger Spartans (8.2) were more likely to feel time pressures are a part of their lives than Spartans over the age of 23 (7.9-7.1)
- **How stressful is your life?**
 - The MSU community found their lives to be slightly stressful (6.8)
 - Students (7.2) were more likely to feel their lives are stressful than faculty (6.7) and staff (6.5)
 - Spartans under the age of 23 (7.2) and between 41-50 years old (7.0) were more likely to feel their lives are stressful than Spartans who are 23-40 years old (6.7) and 51 and over (6.0)

Table 6. Purpose & Meaning- Purpose by Demographic Characteristics: 2021

View of purpose and meaning in your life.		Overall %	UNIVERSITY AFFILIATION			RACE		GENDER		SEXUAL ORIENTATION		AGE				
			Students	Staff	Faculty	White	People of Color	Woman/ Female	Man/ Male	Straight/ Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over
How clear is your sense of purpose in your life?	Not at all clear	9.0%	18.3%	5.8%	2.7%	9.1%	8.7%	7.5%	11.9%	7.5%	17.1%	19.8%	2.5%	8.5%	1.2%	2.3%
	Somewhat clear	46.2%	50.0%	48.1%	36.4%	45.5%	49.5%	49.3%	36.1%	43.2%	62.9%	50.5%	60.0%	54.9%	47.6%	32.3%
	Clear	44.8%	31.7%	46.2%	60.9%	45.5%	41.7%	43.2%	50.0%	49.2%	20.0%	29.7%	37.5%	36.6%	51.2%	65.4%
How well do you understand what gives your life meaning?	Don't understand at all	5.0%	10.4%	3.5%	0.9%	4.5%	6.8%	3.5%	6.9%	3.9%	11.4%	11.5%	0.0%	6.1%	0.0%	0.8%
	Somewhat understand	41.3%	56.1%	36.5%	30.0%	41.4%	40.8%	43.2%	36.9%	37.0%	67.1%	58.8%	47.5%	41.5%	38.1%	20.3%
	Understand	53.8%	33.5%	60.0%	69.1%	54.1%	52.4%	53.4%	56.3%	59.1%	21.4%	29.7%	52.5%	52.4%	61.9%	78.9%
How confident are you that you have discovered a satisfying purpose in your	Not confident	13.1%	6.1%	14.3%	20.0%	11.2%	21.4%	11.8%	16.4%	15.1%	1.4%	5.5%	2.5%	14.6%	9.5%	26.5%
	Somewhat confident	58.0%	46.0%	61.4%	68.2%	61.2%	44.7%	59.1%	56.6%	61.3%	37.1%	45.3%	67.5%	54.9%	78.6%	61.4%
	Confident	28.8%	47.9%	24.3%	11.8%	27.6%	34.0%	29.0%	27.0%	23.5%	61.4%	49.2%	30.0%	30.5%	11.9%	12.1%
How clearly do you understand what it is that makes your life worthwhile?	Not at all clear	5.7%	12.8%	3.1%	1.9%	5.3%	7.8%	4.3%	7.6%	4.1%	17.1%	12.6%	2.5%	3.7%	0.0%	2.3%
	Somewhat clear	42.3%	53.0%	40.0%	31.5%	43.2%	38.8%	44.0%	38.0%	39.7%	55.7%	55.5%	42.5%	45.1%	36.9%	28.2%
	Clear	51.9%	34.1%	56.9%	66.7%	51.6%	53.4%	51.7%	54.4%	56.2%	27.1%	31.9%	55.0%	51.2%	63.1%	69.5%
How hard are you working to make your long-term aims a reality?	Not at all hard	1.5%	0.6%	2.3%	0.9%	1.4%	1.3%	1.3%	1.9%	1.5%	1.4%	0.5%	2.5%	2.4%	1.2%	1.5%
	Somewhat hard	39.4%	37.2%	42.7%	35.5%	40.2%	35.3%	41.0%	35.6%	36.3%	57.1%	38.5%	20.0%	46.3%	41.7%	42.1%
	Quite hard	59.1%	62.2%	55.0%	63.6%	58.4%	62.1%	57.6%	62.5%	62.2%	41.4%	61.0%	77.5%	51.2%	57.1%	56.4%
How much effort are you putting into making your goals a reality?	Almost no effort	1.3%	1.2%	1.9%	0.0%	1.6%	0.0%	1.6%	0.6%	1.3%	1.4%	1.1%	0.0%	1.2%	2.4%	0.8%
	Some effort	35.2%	37.2%	36.9%	29.1%	35.2%	35.0%	38.1%	30.0%	33.1%	48.6%	35.7%	22.5%	42.7%	36.9%	33.8%
	Quite a bit of effort	63.5%	61.6%	61.2%	70.9%	63.2%	65.0%	60.3%	69.4%	65.6%	50.0%	63.2%	77.5%	56.1%	60.7%	65.4%
How engaged are you in carrying out the plans that you set for yourself?	Not at all engaged	1.8%	3.7%	1.2%	0.0%	1.8%	1.9%	1.3%	3.1%	1.3%	4.3%	2.7%	2.5%	0.0%	1.2%	0.8%
	Somewhat engaged	35.0%	35.4%	40.0%	24.5%	34.8%	35.9%	36.7%	30.6%	34.2%	42.9%	35.7%	30.0%	42.7%	36.9%	32.3%
	Engaged	63.2%	61.0%	58.8%	75.5%	63.4%	62.1%	61.9%	66.3%	64.5%	52.9%	61.5%	67.5%	57.3%	61.9%	66.9%
What portion of your daily activities move you closer to your long-term aims?	None of my daily	4.6%	4.9%	5.0%	3.6%	4.8%	3.9%	4.6%	5.0%	4.1%	7.1%	4.4%	2.5%	7.3%	7.1%	2.3%
	Some of my daily	60.6%	56.7%	63.8%	60.0%	60.7%	60.2%	61.1%	59.4%	59.8%	68.6%	59.9%	60.0%	61.0%	65.5%	61.7%
	Most of my daily	34.8%	38.4%	31.2%	36.4%	34.5%	35.9%	34.3%	35.6%	36.1%	24.3%	35.7%	37.5%	31.7%	27.4%	36.1%
How often do you hope to leave the world better than you found it?	Almost never	2.0%	1.8%	0.8%	5.5%	1.1%	5.8%	1.6%	2.5%	1.9%	2.9%	1.6%	0.0%	1.2%	2.4%	2.3%
	Sometimes	25.4%	28.0%	24.6%	25.5%	24.8%	28.2%	23.9%	30.0%	24.9%	31.4%	28.0%	30.0%	26.8%	26.2%	21.1%
	Frequently	72.6%	70.1%	74.6%	69.1%	74.1%	66.0%	74.5%	67.5%	73.1%	65.7%	70.3%	70.0%	72.0%	71.4%	76.7%
How often do you find yourself hoping that you will make a meaningful	Almost never	2.2%	3.0%	1.9%	1.8%	2.1%	2.9%	1.6%	3.1%	1.9%	4.3%	2.7%	5.0%	1.2%	1.2%	1.5%
	Sometimes	31.4%	29.3%	34.4%	29.1%	31.4%	31.1%	29.0%	37.5%	32.1%	28.6%	30.8%	20.0%	34.1%	34.9%	35.3%
	Frequently	66.4%	67.7%	63.7%	69.1%	66.5%	66.0%	69.4%	59.4%	65.9%	67.1%	66.5%	75.0%	64.6%	63.9%	63.2%
How often do you hope that the work that you do positively influences	Almost never	1.1%	2.4%	0.4%	0.9%	0.2%	4.9%	0.8%	1.3%	1.3%	0.0%	1.1%	2.5%	2.4%	0.0%	0.0%
	Sometimes	18.6%	23.8%	19.2%	10.9%	19.1%	16.5%	15.8%	25.6%	18.9%	17.1%	24.7%	15.0%	24.4%	13.1%	14.3%
	Frequently	80.3%	73.8%	80.4%	88.2%	80.7%	78.6%	83.4%	73.1%	79.8%	82.9%	74.2%	82.5%	73.2%	86.9%	85.7%
How important is it for you to make the world a better place in some way?	Not at all important	0.4%	0.6%	0.4%	0.0%	0.2%	1.0%	0.3%	0.0%	0.4%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%
	Somewhat important	21.0%	26.2%	20.0%	17.3%	21.8%	17.5%	19.3%	25.6%	20.6%	24.3%	25.8%	22.5%	15.9%	16.7%	21.8%
	Important	78.6%	73.2%	79.6%	82.7%	78.0%	81.6%	80.4%	74.4%	78.9%	75.7%	73.6%	77.5%	84.1%	83.3%	78.2%

* p<0.05

Points to consider:

- **How clear is your sense of purpose in your life?**
 - 91% of the MSU community thinks their sense of purpose in life is clear or somewhat clear
 - Students (82%) were less likely than Faculty (97%) and staff (94%) to believe their sense of purpose in life is clear or somewhat clear
 - Women-identified Spartans (92%) were more likely than their male peers (88%) to believe their sense of purpose in life is clear or somewhat clear
 - Spartans who identify as straight/heterosexual (93%) were more likely than their LGBTQIA+ peers (83%) to believe their sense of purpose in life is clear or somewhat clear
 - 80% of Spartans under the age of 22 believe their sense of purpose in life is clear or somewhat clear, whereas Spartans over the age of 23 ranged from 91%-99%
- **How well do you understand what gives your life meaning?**
 - 95% of the MSU community somewhat understands or understands what gives their lives meaning
 - Students (90%) were less likely than Faculty (99%) and staff (94%) to somewhat understand or understand what gives their lives meaning
 - Women-identified Spartans (96%) were more likely than their male peers (93%) to somewhat understand or understand what gives their lives meaning
 - Spartans who identify as straight/heterosexual (96%) were more likely than their LGBTQIA+ peers (89%) to somewhat understand or understand what gives their lives meaning
 - 89% of Spartans under the age of 22 somewhat understand or understand what gives their lives meaning, 94% of Spartans from age 31-40 years old somewhat understand or understand what gives their lives meaning, whereas Spartans who are 23-30 years old and above 41 range from 99-100% understanding
- **How confident are you that you have discovered a satisfying purpose in your life?**
 - 87% of Spartans are confident or somewhat confident that they have discovered a satisfying purpose in their lives
 - Students (94%) were more likely than Faculty (80%) and staff (86%) to be somewhat confident or confident that they have discovered a satisfying purpose in their lives
 - Spartans who identify as white (89%) were more likely than People of Color (79%) at MSU to be somewhat confident or confident that they discovered a satisfying purpose in their lives
 - Spartans who identify as straight/heterosexual (85%) were less likely than their LGBTQIA+ peers (99%) to feel somewhat confident or confident that they had discovered a satisfying purpose in their lives
 - Spartans who are 31-40 years old or above 51 were less likely to feel confident that they discovered a satisfying purpose in their lives
 - 23-30-year old's were the most confident (98%) that they had discovered a satisfying purpose in their lives
- **How clearly do you understand what it is that makes your life worthwhile?**
 - 94% of the MSU community believes it is somewhat clear or clear what makes their lives worthwhile
 - Students (87%) were less likely than Faculty (98%) and staff (97%) to believe it was somewhat clear or clear what makes their lives worthwhile
 - Women-identified Spartans (96%) were more likely than their male peers (92%) to believe it was somewhat clear or clear what makes their lives worthwhile
 - Spartans who identify as straight/heterosexual (96%) were more likely than their LGBTQIA+ peers (83%) to believe it was somewhat clear or clear what makes their lives worthwhile
 - Spartans who are under 22 years old (87%) were less likely than those over 23 years old (96%-100%) to believe it was somewhat clear or clear what makes their lives worthwhile
- **How hard are you working to make your long-term aims a reality?**
 - 98% of the MSU community is working somewhat hard or quite hard to make their long-term aims a reality
- **How much effort are you putting into making your goals a reality?**
 - 99% of the MSU community is putting some effort or quite a bit of effort into making their goals a reality
- **How engaged are you in carrying out the plans that you set for yourself?**

- 98% of the MSU community is somewhat engaged or engaged in carrying out the plans that they have set for themselves
- Students (96%) were less likely than Faculty (100%) and staff (99%) to be somewhat engaged or engaged in carrying out the plans that they have set for themselves
- **What portion of your daily activities move you closer to your long-term aims?**
 - 93% of the MSU community says at least some of their daily activities move them closer to their long-term aims
- **How often do you hope to leave the world better than you found it?**
 - 98% of the MSU community sometimes or frequently hopes to leave the world better than they found it
 - Faculty (94%) were less likely than students (98%) and staff (99%) to sometimes or frequently hope to leave the world better than they found it
 - Women-identified Spartans (99%) were more likely than their male peers (94%) to sometimes or frequently hope to leave the world better than they found it
- **How often do you find yourself hoping that you will make a meaningful contribution to the world?**
 - 98% of the MSU community sometimes or frequently hopes they will make a meaningful contribution to the world
- **How often do you hope that the work you do positively influences others?**
 - 99% of the MSU community sometimes or frequently hopes their work will positively influence others
 - Students (98%) were less likely than Faculty and Staff (99%) to sometimes or frequently hope the work they do will positively influence others
- **How important is it for you to make the world a better place in some way?**
 - 99.5% of the MSU community finds it somewhat important or important to make to make the world a better place in some way

Table 7. Subjective Wellbeing- Life Satisfaction by Demographic Characteristics: 2021

Indicate your agreement with each items by selecting your response to each statement:		Overall %	UNIVERSITY AFFILIATION			RACE		GENDER		SEXUAL ORIENTATION		AGE				
			Students	Staff	Faculty	White	People of Color	Woman/ Female	Man/ Male	Straight/ Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over
In most ways my life is close to ideal.	Strongly Disagree	5.9%	11.7%	3.9%	1.8%	4.1%	13.6%	5.1%	7.0%	4.3%	17.1%	11.6%	5.1%	3.7%	1.2%	1.5%
	Disagree	26.3%	30.9%	22.4%	27.5%	25.9%	28.2%	27.0%	25.3%	23.9%	40.0%	33.7%	28.2%	30.9%	20.5%	17.3%
	Neither Agree Nor Disagree	14.1%	18.5%	13.5%	9.2%	14.2%	13.6%	13.5%	15.2%	13.7%	17.1%	17.7%	10.3%	9.9%	14.5%	11.3%
	Agree	49.4%	37.0%	55.2%	56.0%	51.6%	39.8%	50.1%	48.7%	53.6%	24.3%	34.8%	53.8%	51.9%	60.2%	62.4%
	Strongly Agree	4.3%	1.9%	5.0%	5.5%	4.1%	4.9%	4.3%	3.8%	4.6%	1.4%	2.2%	2.6%	3.7%	3.6%	7.5%
The conditions of my life are excellent.	Strongly Disagree	4.1%	8.0%	3.1%	0.0%	3.0%	8.7%	4.0%	3.8%	2.2%	17.1%	8.8%	2.6%	3.7%	1.2%	0.8%
	Disagree	17.8%	18.5%	16.6%	19.1%	18.1%	16.5%	18.3%	16.4%	16.2%	24.3%	19.3%	15.4%	21.0%	14.3%	17.3%
	Neither Agree Nor Disagree	13.5%	17.9%	11.2%	13.6%	12.4%	18.4%	14.3%	11.9%	13.2%	17.1%	17.7%	17.9%	13.6%	13.1%	7.5%
	Agree	54.8%	46.3%	61.4%	53.6%	56.3%	48.5%	54.2%	57.2%	58.0%	35.7%	44.8%	59.0%	54.3%	65.5%	59.4%
	Strongly Agree	9.8%	9.3%	7.7%	13.6%	10.3%	7.8%	9.2%	10.7%	10.4%	5.7%	9.4%	5.1%	7.4%	6.0%	15.0%
I am satisfied with life.	Strongly Disagree	4.1%	9.3%	1.9%	1.8%	3.0%	8.7%	3.8%	5.0%	2.8%	12.9%	10.5%	0.0%	3.7%	0.0%	0.0%
	Disagree	21.3%	30.2%	17.4%	15.5%	20.4%	25.2%	19.1%	25.2%	18.8%	35.7%	18.8%	28.2%	25.9%	13.1%	11.3%
	Neither Agree Nor Disagree	10.6%	13.6%	8.9%	10.0%	11.2%	7.8%	11.1%	8.8%	10.0%	14.3%	14.9%	5.1%	8.6%	8.3%	10.5%
	Agree	53.9%	40.7%	62.2%	55.5%	54.7%	50.5%	55.8%	50.9%	57.1%	32.9%	38.7%	53.8%	53.1%	66.7%	66.2%
	Strongly Agree	10.2%	6.2%	9.7%	17.3%	10.8%	7.8%	10.2%	10.1%	11.3%	4.3%	7.7%	12.8%	8.6%	11.9%	12.0%
So far I have gotten the important things I want in life.	Strongly Disagree	3.1%	6.2%	2.3%	0.9%	2.1%	7.8%	1.9%	6.3%	2.2%	10.0%	7.2%	2.6%	2.5%	1.2%	0.0%
	Disagree	15.9%	29.0%	10.4%	9.1%	15.6%	17.5%	14.8%	17.0%	13.9%	28.6%	26.0%	23.1%	13.6%	10.7%	6.0%
	Neither Agree Nor Disagree	10.6%	14.2%	8.1%	10.9%	9.4%	15.5%	11.9%	8.2%	10.2%	14.3%	14.9%	10.3%	9.9%	8.3%	7.5%
	Agree	55.0%	42.0%	62.5%	57.3%	57.0%	46.6%	56.6%	51.6%	57.1%	40.0%	41.4%	51.3%	59.3%	64.3%	64.7%
	Strongly Agree	15.4%	8.6%	16.6%	21.8%	16.0%	12.6%	14.8%	17.0%	16.7%	7.1%	10.5%	12.8%	14.8%	15.5%	21.8%
If I could live my life over, I would change almost nothing.	Strongly Disagree	10.7%	16.7%	7.3%	9.1%	8.5%	20.4%	8.4%	14.5%	8.2%	27.1%	18.2%	7.7%	7.4%	7.1%	5.3%
	Disagree	35.6%	38.9%	34.0%	34.5%	35.0%	37.9%	34.2%	39.0%	34.0%	41.4%	34.8%	30.8%	38.3%	32.1%	37.6%
	Neither Agree Nor Disagree	10.4%	12.3%	10.4%	6.4%	10.3%	10.7%	10.2%	11.3%	10.8%	8.6%	12.2%	17.9%	8.6%	11.9%	6.0%
	Agree	35.7%	26.5%	40.5%	40.0%	38.4%	24.3%	39.9%	27.0%	38.3%	21.4%	28.2%	33.3%	37.0%	41.7%	42.9%
	Strongly Agree	7.6%	5.6%	7.7%	10.0%	7.8%	6.8%	7.3%	8.2%	8.7%	1.4%	6.6%	10.3%	8.6%	7.1%	8.3%

* p<0.05

Points to consider:

- **In most ways my life is close to ideal.**
 - 53% of the MSU community agrees that in most ways their lives are close to ideal
 - Students (39%) are less likely than faculty (62%) and staff (60%) to agree in most ways their lives are close to ideal
 - Spartans who identify as white (56%) are more likely than Spartans who identify as People of Color (45%) to agree that in most ways their lives are close to ideal

- Spartans who identify as straight/heterosexual (59%) are more likely than their LGBTQIA+ peers (25%) to agree that in most ways their lives are close to ideal
- As age goes up, agreeing that in most ways their lives are close to ideal goes up (37%-70%)
- **The conditions of my life are excellent.**
 - 65% of the MSU community agrees that the conditions of their lives are excellent
 - Students (55%) are less likely than faculty (67%) and staff (69%) to agree that the conditions of their lives are excellent
 - Spartans who identify as white (66%) are more likely than Spartans who identify as People of Color (57%) to agree that the conditions of their lives are excellent
 - Spartans who identify as straight/heterosexual (68%) are more likely than their LGBTQIA+ peers (42%) to agree that the conditions of their lives are excellent
 - As age goes up, agreeing that the conditions of their lives are excellent goes up (54%-74%)
- **I am satisfied with life.**
 - 64% of the MSU community agrees that they are satisfied with life
 - Students (47%) are less likely than faculty (73%) and staff (72%) to agree that they are satisfied with life
 - Spartans who identify as white (66%) are more likely than Spartans who identify as People of Color (59%) to agree that they are satisfied with life
 - Spartans who identify as straight/heterosexual (68%) are more likely than their LGBTQIA+ peers (37%) to agree that they are satisfied with life
 - As age goes up, agreeing that they are satisfied with life goes up (47%-79%)
- **So far I have gotten the important things I want in life.**
 - 70% of the MSU community agrees that they have gotten the important things they want in life
 - Students (49%) are less likely than faculty (79%) and staff (80%) to they have gotten the important things they want in life
 - Spartans who identify as white (73%) are more likely than Spartans who identify as People of Color (60%) to agree that they have gotten the important things they want in life
 - Spartans who identify as straight/heterosexual (74%) are more likely than their LGBTQIA+ peers (47%) to agree that they have gotten the important things they want in life
 - As age goes up, agreeing that they have gotten the important things they want in life goes up (52%-87%)
- **If I could live my life over, I would change almost nothing.**
 - 44% of the MSU community agrees that if they could live their lives over, they would change almost nothing
 - Students (36%) are less likely than faculty (50%) and staff (49%) to agree that if they could live their lives over, they would change almost nothing
 - Spartans who identify as white (46%) are more likely than Spartans who identify as People of Color (31%) to agree that if they could live their lives over, they would change almost nothing
 - Women-identified Spartans (47%) are more likely than their male peers (35%) to agree that if they could live their lives over, they would change almost nothing
 - Spartans who identify as straight/heterosexual (47%) are more likely than their LGBTQIA+ peers (22%) to agree that if they could live their lives over, they would change almost nothing

Table 8. Depression/Loneliness by Demographic Characteristics: 2021

Over the past two weeks, how often have you experienced any of the following:		UNIVERSITY AFFILIATION		RACE		GENDER		SEXUAL ORIENTATION		AGE						
		Overall %	Students	Staff	Faculty	White	People of Color	Woman/ Female	Man/ Male	Straight/ Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over
Feeling depressed	Not at all	36.0%	24.5%	40.8%	41.8% *	37.4%	30.1%	34.9%	39.0% *	38.8%	17.1%	24.7%	33.3%	31.7%	35.7%	53.4% *
	Several Days	31.2%	27.0%	33.5%	31.8%	30.1%	35.9%	32.4%	30.2%	32.8%	24.3%	26.4%	33.3%	37.8%	32.1%	33.1%
	Half or More Days	22.9%	28.2%	19.6%	21.8%	23.0%	22.3%	24.7%	17.0%	20.9%	34.3%	29.1%	25.6%	24.4%	27.4%	12.0%
	Nearly Everyday	10.0%	20.2%	6.2%	4.5%	9.6%	11.7%	8.0%	13.8%	7.5%	24.3%	19.8%	7.7%	6.1%	4.8%	1.5%
Feeling sad	Not at all	23.1%	12.4%	27.7%	27.3% *	23.7%	20.6%	18.5%	34.2% *	25.1%	10.0%	11.6%	23.7%	20.7%	28.6%	36.1% *
	Several Days	40.7%	34.8%	43.1%	44.5%	40.4%	42.2%	45.4%	31.0%	42.0%	32.9%	34.3%	31.6%	39.0%	42.9%	50.4%
	Half or More Days	25.7%	32.3%	22.7%	22.7%	25.8%	25.5%	27.2%	21.5%	24.9%	31.4%	29.1%	36.8%	32.9%	23.8%	11.3%
	Nearly Everyday	10.4%	20.5%	6.5%	5.5%	10.0%	11.8%	8.9%	13.3%	8.0%	25.7%	21.0%	7.9%	7.3%	4.8%	2.3%
Feeling like nothing can make you happy	Not at all	56.1%	36.4%	64.6%	65.1% *	57.7%	49.5% *	56.7%	55.7%	60.5%	27.5%	36.5%	48.7%	53.7%	67.9%	77.4% *
	Several Days	22.6%	29.6%	19.2%	20.2%	23.3%	19.4%	22.3%	22.2%	21.2%	33.3%	26.5%	28.2%	23.2%	22.6%	17.3%
	Half or More Days	15.7%	23.5%	12.3%	11.9%	14.4%	21.4%	16.7%	13.9%	14.7%	21.7%	24.9%	20.5%	19.5%	9.5%	3.0%
	Nearly Everyday	5.6%	10.5%	3.8%	2.8%	4.6%	9.7%	4.3%	8.2%	3.7%	17.4%	12.2%	2.6%	3.7%	0.0%	2.3%
Thinking that others would be better off without you	Not at all	78.6%	62.0%	85.0%	87.3% *	80.6%	69.9% *	80.2%	74.8%	83.0%	51.4%	60.4%	79.5%	81.7%	91.7%	91.7% *
	Several Days	12.4%	19.6%	10.4%	6.4%	11.8%	14.6%	11.3%	15.7%	10.6%	24.3%	19.8%	15.4%	12.2%	4.8%	6.8%
	Half or More Days	5.7%	11.0%	2.7%	5.5%	5.0%	8.7%	5.9%	5.0%	4.7%	10.0%	11.5%	2.6%	3.7%	3.6%	1.5%
	Nearly Everyday	3.3%	7.4%	1.9%	0.9%	2.5%	6.8%	2.7%	4.4%	1.7%	14.3%	8.2%	2.6%	2.4%	0.0%	0.0%
Feeling like you have let yourself, friends, or family down.	Not at all	51.3%	33.1%	60.8%	54.5% *	52.6%	45.6%	52.3%	47.8%	53.4%	35.7%	31.9%	51.3%	42.7%	59.5%	75.2% *
	Several Days	29.7%	32.5%	27.7%	31.8%	29.6%	30.1%	29.8%	30.8%	30.6%	27.1%	33.5%	33.3%	37.8%	29.8%	20.3%
	Half or More Days	12.2%	19.6%	8.5%	9.1%	12.1%	12.6%	12.1%	13.2%	11.4%	15.7%	20.3%	10.3%	13.4%	9.5%	4.5%
	Nearly Everyday	6.8%	14.7%	3.1%	4.5%	5.7%	11.7%	5.9%	8.2%	4.5%	21.4%	14.3%	5.1%	6.1%	1.2%	0.0%
Feeling like you don't have friends.	Not at all	57.9%	41.7%	64.6%	64.5% *	59.7%	50.5% *	58.7%	56.0%	61.0%	37.1%	40.7%	48.7%	64.6%	70.2%	68.4% *
	Several Days	19.9%	17.2%	21.5%	20.0%	20.0%	19.4%	20.6%	18.2%	20.5%	17.1%	18.7%	35.9%	20.7%	15.5%	21.8%
	Half or More Days	12.7%	20.2%	10.0%	9.1%	12.8%	12.6%	11.8%	15.1%	11.4%	21.4%	19.2%	12.8%	9.8%	13.1%	7.5%
	Nearly Everyday	3.4%	20.9%	3.8%	6.4%	7.5%	17.5%	8.8%	10.7%	7.1%	24.3%	21.4%	2.6%	4.9%	1.2%	2.3%
Feeling left out	Not at all	52.3%	37.4%	60.2%	54.5% *	54.6%	42.7%	51.9%	52.8%	54.9%	34.3%	35.7%	53.8%	57.3%	66.7%	60.6% *
	Several Days	22.4%	21.5%	22.0%	25.5%	22.6%	21.4%	24.2%	18.9%	23.1%	17.1%	23.6%	17.9%	29.3%	19.0%	19.7%
	Half or More Days	17.9%	27.0%	14.3%	12.7%	17.8%	18.4%	18.0%	17.6%	16.2%	30.0%	26.4%	23.1%	9.8%	11.9%	16.7%
	Nearly Everyday	7.4%	14.1%	3.5%	7.3%	5.0%	17.5%	5.9%	10.7%	5.8%	18.6%	14.3%	5.1%	3.7%	2.4%	3.0%
Feeling isolated from others.	Not at all	27.7%	20.9%	31.2%	28.4% *	28.3%	25.2%	26.6%	28.9%	29.6%	14.3%	18.7%	25.6%	29.6%	29.8%	36.1% *
	Several Days	27.7%	22.1%	32.7%	25.7%	28.3%	25.2%	28.2%	27.7%	29.8%	17.1%	23.1%	25.6%	27.2%	29.8%	33.8%
	Half or More Days	25.7%	28.8%	23.8%	23.9%	26.5%	22.3%	28.0%	20.8%	24.2%	35.7%	29.7%	30.8%	22.2%	28.6%	21.1%
	Nearly Everyday	18.9%	28.2%	12.3%	22.0%	16.9%	27.2%	17.2%	22.6%	16.4%	32.9%	28.6%	17.9%	21.0%	11.9%	9.0%
Feeling like no one understands you.	Not at all	48.4%	31.9%	53.1%	60.0% *	50.2%	40.6%	48.3%	47.8% *	51.6%	27.5%	32.8%	34.2%	47.6%	53.6%	69.2% *
	Several Days	25.0%	26.9%	26.5%	19.1%	25.3%	23.8%	28.4%	18.5%	24.8%	27.5%	25.0%	26.3%	36.6%	25.0%	18.8%
	Half or More Days	18.4%	21.9%	16.9%	17.3%	18.3%	18.8%	17.7%	20.4%	17.9%	23.2%	23.9%	28.9%	13.4%	20.2%	12.0%
	Nearly Everyday	8.2%	19.4%	3.5%	3.6%	6.2%	16.8%	5.6%	13.4%	5.6%	21.7%	18.3%	10.5%	2.4%	1.2%	0.0%
Feeling exhausted	Not at all	56.9%	46.3%	62.5%	57.3% *	59.6%	45.1% *	57.3%	55.7%	60.4%	34.3%	45.1%	59.5%	62.2%	65.5%	63.2% *
	Several Days	22.0%	18.5%	22.8%	26.4%	21.9%	22.5%	24.5%	17.1%	21.2%	27.1%	22.0%	16.2%	28.0%	20.2%	21.1%
	Half or more days	13.3%	21.0%	10.0%	10.0%	12.6%	16.7%	12.6%	15.2%	12.6%	18.6%	20.3%	13.5%	7.3%	10.7%	11.3%
	Nearly Everyday	7.8%	14.2%	4.6%	6.4%	5.9%	15.7%	5.6%	12.0%	5.8%	20.0%	12.6%	10.8%	2.4%	3.6%	4.5%

* p<0.05

Points to consider:

- **Over the past 2 weeks, how often have you experienced feeling depressed.**
 - 64% of the MSU community has felt depressed at some point in the past 2 weeks
 - Students (75%) are more likely than staff (59%) and faculty (58%) to feel depressed at some point in the past 2 weeks
 - Women-identified Spartans (65%) are more likely than male-identified Spartans (61%) to feel depressed at some point in the past 2 weeks
 - Spartans who identify as heterosexual/straight (61%) are less likely than Spartans who identify as LGBTQIA+ (83%) to have felt depressed at some point in the past 2 weeks
 - As age increases, feeling depressed in the past 2 weeks decreases (75%-47%)
- **Over the past 2 weeks, how often have you experienced feeling sad.**
 - 77% of the MSU community has felt sad at some point in the past 2 weeks
 - Students (88%) are more likely than staff (72%) and faculty (73%) to feel sad at some point in the past 2 weeks
 - Women-identified Spartans (81%) are more likely than male-identified Spartans (66%) to feel sad at some point in the past 2 weeks
 - Spartans who identify as heterosexual/straight (75%) are less likely than Spartans who identify as LGBTQIA+ (90%) to have felt sad at some point in the past 2 weeks
 - As age increases, feeling sad in the past 2 weeks decreases (88%-64%)
- **Over the past 2 weeks, how often have you experienced feeling like nothing can make you happy.**
 - 44% of the MSU community has felt like nothing could make you happy at some point in the past 2 weeks

- Students (64%) are more likely than staff and faculty (35%) to feel like nothing could make them happy at some point in the past 2 weeks
- Spartans who identify as People of Color (50%) are more likely than Spartans who identify as white (42%) to feel like nothing can make them happy at some point in the past 2 weeks
- Spartans who identify as heterosexual/straight (39%) are less likely than Spartans who identify as LGBTQIA+ (72%) to have felt like nothing could make them happy at some point in the past 2 weeks
- As age increases, feeling like nothing could make them happy in the past 2 weeks decreases (63%-23%)
- **Over the past 2 weeks, how often have you experienced thinking that others would be better off without you.**
 - 21% of the MSU community has thought others would be better off without you at some point in the past 2 weeks
 - Students (38%) are more likely than staff (15%) and faculty (13%) to think that others would be better off without you at some point in the past 2 weeks
 - Spartans who identify as People of Color (30%) are more likely than Spartans who identify as white (19%) to feel that others would be better off without them at some point in the past 2 weeks
 - Spartans who identify as heterosexual/straight (17%) are less likely than Spartans who identify as LGBTQIA+ (49%) to have felt like others would be better off without them at some point in the past 2 weeks
 - As age increases, thinking that others would be better off without you in the past 2 weeks decreases (40%-8%)
- **Over the past 2 weeks, how often have you experienced feeling like you have let yourself, friends, or family down.**
 - 49% of the MSU community has felt like they let themselves, friends, or family down at some point in the past 2 weeks
 - Students (67%) are more likely than staff (39%) and faculty (45%) to feel like they have let themselves, friends, or family down at some point in the past 2 weeks
 - Spartans who identify as heterosexual/straight (48%) are less likely than Spartans who identify as LGBTQIA+ (52%) to have felt like they let themselves, friends, or family down at some point in the past 2 weeks
 - As age increases, feeling like they have let themselves, friends, or family down in the past 2 weeks decreases (68%-25%)
- **Over the past 2 weeks, how often have you experienced feeling like you don't have friends.**
 - 42% of the MSU community has felt like they don't have friends at some point in the past 2 weeks
 - Students (58%) are more likely than staff and faculty (35%) to feel like they don't have friends at some point in the past 2 weeks
 - Spartans who identify as People of Color (49%) are more likely than Spartans who identify as white (40%) to feel like they don't have friends at some point in the past 2 weeks
 - Spartans who identify as heterosexual/straight (39%) are less likely than Spartans who identify as LGBTQIA+ (63%) to have felt like they don't have friends at some point in the past 2 weeks
 - As age increases, feeling like they don't have friends in the past 2 weeks decreases (59%-32%)
- **Over the past 2 weeks, how often have you experienced feeling left out.**
 - 48% of the MSU community has felt left out at some point in the past 2 weeks
 - Students (63%) are more likely than staff (40%) and faculty (45%) to feel left out at some point in the past 2 weeks
 - Spartans who identify as People of Color (57%) are more likely than Spartans who identify as white (45%) to feel left out at some point in the past 2 weeks
 - Spartans who identify as heterosexual/straight (45%) are less likely than Spartans who identify as LGBTQIA+ (66%) to have felt left out at some point in the past 2 weeks
 - As age increases, feeling left out in the past 2 weeks decreases (64%-39%)
- **Over the past 2 weeks, how often have you experienced feeling isolated from others.**
 - 73% of the MSU community has felt isolated from others at some point in the past 2 weeks
 - Students (79%) are more likely than staff (69%) and faculty (72%) to feel isolated from others at some point in the past 2 weeks
 - Spartans who identify as heterosexual/straight (70%) are less likely than Spartans who identify as LGBTQIA+ (86%) to have felt isolated from others at some point in the past 2 weeks

- As age increases, feeling isolated from others in the past 2 weeks decreases (81%-64%)
- **Over the past 2 weeks, how often have you experienced feeling like no one understands you.**
 - 52% of the MSU community has felt like no one understands them at some point in the past 2 weeks
 - Students (68%) are more likely than staff (47%) and faculty (40%) to feel like no one understands them at some point in the past 2 weeks
 - Spartans who identify as People of Color (59%) are more likely than Spartans who identify as white (50%) to feel like no one understands them at some point in the past 2 weeks
 - Spartans who identify as heterosexual/straight (48%) are less likely than Spartans who identify as LGBTQIA+ (72%) to have felt like no one understands them at some point in the past 2 weeks
 - As age increases, feeling like no one understands you in the past 2 weeks decreases (67%-31%)
- **Over the past 2 weeks, how often have you experienced feeling exhausted.**
 - 43% of the MSU community has felt exhausted at some point in the past 2 weeks
 - Students (54%) are more likely than staff (37%) and faculty (43%) to feel exhausted at some point in the past 2 weeks
 - Spartans who identify as People of Color (55%) are more likely than Spartans who identify as white (40%) to feel exhausted at some point in the past 2 weeks
 - Spartans who identify as heterosexual/straight (40%) are less likely than Spartans who identify as LGBTQIA+ (66%) to have felt exhausted at some point in the past 2 weeks
 - As age increases, feeling exhausted in the past 2 weeks decreases (55%-37%)

Table 9. Your Institution- Community @ Institution by Demographic Characteristics: 2021

To what extent do you agree with the following statements about your institution.		Overall %	UNIVERSITY AFFILIATION			RACE		GENDER		SEXUAL ORIENTATION		AGE					
			Students	Staff	Faculty	White	People of Color	Woman/ Female	Man/ Male	Straight/ Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over	
I feel that I am part of a community at my institution.	Strongly Disagree	8.7%	17.3%	4.2%	6.4% *	6.8%	16.7%	6.7%	13.2%	8.0%	14.3%	14.9%	7.7%	6.1%	4.8%	4.5%	*
	Disagree	23.5%	27.2%	19.2%	26.4%	23.5%	23.5%	22.0%	27.0%	21.4%	37.1%	27.1%	33.3%	15.9%	20.2%	18.0%	
	Agree	58.8%	47.5%	66.5%	58.2%	61.3%	48.0%	61.0%	52.8%	60.9%	42.9%	47.0%	56.4%	69.5%	64.3%	68.4%	
	Strongly Agree	9.1%	8.0%	10.0%	9.1%	8.4%	11.8%	10.2%	6.9%	9.7%	5.7%	11.0%	2.6%	8.5%	10.7%	9.0%	
I would describe my institution as psychologically healthy.	Strongly Disagree	11.5%	14.2%	9.3%	11.8%	11.4%	11.8%	7.5%	18.4%	10.0%	20.0%	12.7%	10.5%	11.0%	9.6%	9.8%	
	Disagree	32.8%	28.4%	34.1%	34.5%	33.2%	31.4%	34.5%	29.1%	31.2%	40.0%	30.9%	42.1%	32.9%	32.5%	30.8%	
	Agree	49.2%	51.2%	49.6%	47.3%	50.6%	43.1%	51.2%	46.2%	52.4%	32.9%	48.6%	44.7%	48.8%	53.0%	52.6%	
	Strongly Agree	6.5%	6.2%	7.0%	6.4%	4.8%	13.7%	6.7%	6.3%	6.5%	7.1%	7.7%	2.6%	7.3%	4.8%	6.8%	
My institution prioritizes student mental wellbeing.	Strongly Disagree	8.1%	16.8%	3.5%	6.4%	7.6%	10.0%	6.0%	11.9%	6.1%	17.4%	14.5%	7.9%	4.9%	2.4%	4.6%	*
	Disagree	22.1%	28.6%	18.1%	20.0%	24.9%	10.0%	20.3%	25.2%	21.4%	26.1%	28.5%	23.7%	18.5%	24.1%	13.7%	
	Agree	58.2%	47.2%	65.7%	58.2%	57.5%	61.0%	61.4%	52.2%	59.8%	50.7%	49.7%	63.2%	67.9%	59.0%	61.8%	
	Strongly Agree	11.6%	7.5%	12.6%	15.5%	9.9%	19.0%	12.3%	10.7%	12.7%	5.8%	7.3%	5.3%	8.6%	14.5%	19.8%	
My institution prioritizes staff mental wellbeing	Strongly Disagree	11.3%	7.4%	12.3%	14.7%	11.0%	12.9%	9.9%	15.2%	11.5%	11.4%	6.1%	12.8%	17.1%	14.3%	10.6%	
	Disagree	27.8%	29.6%	24.2%	32.1%	29.2%	21.8%	27.2%	27.8%	26.2%	35.7%	30.9%	30.8%	18.3%	27.4%	28.8%	
	Agree	53.2%	56.2%	55.0%	45.9%	54.1%	49.5%	54.8%	50.0%	53.9%	50.0%	56.9%	53.8%	58.5%	50.0%	49.2%	
	Strongly Agree	7.6%	6.8%	8.5%	7.3%	5.7%	15.8%	8.1%	7.0%	8.4%	2.9%	6.1%	2.6%	6.1%	8.3%	11.4%	
My institution prioritizes faculty mental wellbeing.	Strongly Disagree	7.5%	6.3%	5.5%	13.6%	7.0%	10.0%	6.8%	9.6%	7.5%	8.7%	5.6%	11.1%	8.5%	6.2%	7.6%	
	Disagree	24.0%	21.9%	21.3%	33.6%	25.3%	18.0%	23.5%	24.4%	23.2%	26.1%	23.5%	30.6%	17.1%	27.2%	24.2%	
	Agree	58.9%	63.8%	61.7%	44.5%	60.2%	53.0%	59.6%	57.1%	58.8%	60.9%	63.1%	52.8%	65.9%	54.3%	56.1%	
	Strongly Agree	9.6%	8.1%	11.5%	8.2%	7.4%	19.0%	10.1%	9.0%	10.5%	4.3%	7.8%	5.6%	8.5%	12.3%	12.1%	
People at my institution have a good understanding of the importance of student, faculty and staff mental health.	Strongly Disagree	6.5%	6.8%	6.6%	4.5%	5.5%	10.8%	5.1%	7.5%	5.8%	11.4%	7.2%	7.9%	7.3%	6.0%	3.8%	
	Disagree	23.9%	19.3%	22.4%	34.5%	26.5%	12.7%	21.4%	29.6%	23.6%	24.3%	18.9%	15.8%	29.3%	26.2%	28.6%	
	Agree	59.4%	62.1%	61.0%	51.8%	59.0%	60.8%	62.7%	53.5%	59.5%	58.6%	63.9%	68.4%	54.9%	57.1%	57.1%	
	Strongly Agree	10.2%	11.8%	10.0%	9.1%	8.9%	15.7%	10.8%	9.4%	11.0%	5.7%	10.0%	7.9%	8.5%	10.7%	10.5%	
I feel valued and respected by my manager, supervisor or instructor.	Strongly Disagree	7.4%	9.3%	5.8%	7.3%	7.3%	7.8%	5.4%	12.6%	6.9%	10.0%	7.2%	5.1%	9.8%	7.1%	6.8%	*
	Disagree	16.1%	21.6%	13.1%	15.5%	16.9%	12.7%	15.9%	15.7%	15.1%	21.4%	19.3%	7.7%	13.4%	14.3%	14.3%	
	Agree	49.4%	59.9%	44.2%	47.3%	49.4%	49.0%	49.7%	47.8%	49.0%	52.9%	60.8%	56.4%	43.9%	35.7%	45.9%	
	Strongly Agree	27.2%	9.3%	36.9%	30.0%	26.4%	30.4%	29.0%	23.9%	28.9%	15.7%	12.7%	30.8%	32.9%	42.9%	33.1%	
I feel my work is valued by my manager, supervisor or instructor.	Strongly Disagree	7.4%	8.6%	6.2%	7.3%	7.1%	8.8%	6.2%	10.7%	6.9%	11.4%	6.6%	7.7%	11.0%	4.8%	6.8%	*
	Disagree	16.3%	24.7%	10.4%	18.2%	17.3%	11.8%	16.1%	15.7%	15.3%	20.0%	21.5%	5.1%	8.5%	15.5%	15.0%	
	Agree	49.7%	57.4%	47.3%	45.5%	49.9%	49.0%	48.9%	50.9%	49.0%	55.7%	60.2%	53.8%	48.8%	38.1%	44.4%	
	Strongly Agree	26.6%	9.3%	36.2%	29.1%	25.7%	30.4%	28.8%	22.6%	28.7%	12.9%	11.6%	33.3%	31.7%	41.7%	33.8%	

* p<0.05

Points to consider:

- **I feel I am a part of a community at my institution.**
 - 68% of the MSU community agrees that they feel they are a part of a community at their institution
 - Students (56%) and faculty (67%) are less likely than staff (77%) to agree that they feel they are a part of a community at their institution
 - Spartans who identify as white (69%) are more likely than Spartans who identify as People of Color (60%) to feel they are a part of a community at their institution

- Spartans who identify as straight/heterosexual (71%) are more likely than Spartans who identify as LGBTQIA+ (49%) to feel they are a part of a community at their institution
- Spartans over the age of 31 (75%-78%) are more likely than Spartans under the age of 31 (58%-59%) to agree that they feel they are a part of a community at their institution
- **I would describe my institution as psychologically healthy.**
 - 56% of the MSU community agrees they would describe their institution as psychologically healthy
 - Women-identified Spartans (58%) are more likely than male-identified Spartans (52%) to describe their institution as psychologically healthy
 - Spartans who identify as straight/heterosexual (59%) are more likely than Spartans who identify as LGBTQIA+ (40%) to agree they would describe their institution as psychologically healthy
- **My institution prioritizes student mental wellbeing.**
 - 70% of the MSU community agrees that their institution prioritizes student mental wellbeing
 - Students (55%) are less likely than faculty (74%) and staff (79%) to agree that their institution prioritizes student mental wellbeing
 - Spartans who identify as white (68%) are less likely than Spartans who identify as People of Color (80%) to agree their institution prioritizes student mental wellbeing
 - Women-identified Spartans (73%) are more likely than male-identified Spartans (63%) to agree their institution prioritizes student mental wellbeing
 - Spartans who identify as straight/heterosexual (73%) are more likely than Spartans who identify as LGBTQIA+ (57%) to agree their institution prioritizes student mental wellbeing
 - Spartans over the age of 31 (75%-78%) are more likely than Spartans under the age of 31 (58%-59%) to agree that they feel they are a part of a community at their institution
 - As age goes up, agreeing that the institution prioritizes student mental wellbeing goes up (57%-82%)
- **My institution prioritizes staff mental wellbeing.**
 - 61% of the MSU community agrees that their institution prioritizes staff mental wellbeing
 - Spartans who identify as white (60%) are less likely than Spartans who identify as People of Color (66%) to agree their institution prioritizes staff mental wellbeing
- **My institution prioritizes faculty mental wellbeing.**
 - 68% of the MSU community agrees that their institution prioritizes faculty mental wellbeing
 - Faculty (54%) are less likely than Students (72%) and staff (74%) to agree that the institution prioritizes faculty wellbeing
 - Spartans who identify as white (67%) are less likely than Spartans who identify as People of Color (72%) to agree their institution prioritizes faculty mental wellbeing
- **People at my institution have a good understanding of the importance of student, faculty, and staff mental health.**
 - 69% of the MSU community agrees that people at their institution have a good understanding of the importance of student, faculty, and staff mental health
 - Spartans who identify as white (68%) are less likely than Spartans who identify as People of Color (77%) to agree their institution has a good understanding of the importance of student, faculty, and staff mental health
 - Women-identified Spartans (74%) are more likely than male-identified Spartans (63%) to agree their institution has a good understanding of the importance of student, faculty, and staff mental health
- **I feel valued and respected by my manager, supervisor, or instructor.**
 - 66% of the MSU community agrees that they feel valued and respected by their manager, supervisor, or instructor
 - Students (69%) are less likely than Faculty (77%) and staff (83%) to agree that they feel valued and respected by their manager, supervisor, or instructor
 - Spartans who are 23-30 years old (87%) are most likely to agree that they feel valued and respected by their manager, supervisor, or instructor
- **I feel my work is valued by my manager, supervisor, or instructor.**
 - 77% of the MSU community agrees that they feel their work is valued by their manager, supervisor, or instructor

- Students (66%) are less likely than Faculty (77%) and staff (75%) to agree that they feel their work is valued by their manager, supervisor, or instructor
- Spartans who identify as straight/heterosexual (78%) are more likely than Spartans who identify as LGBTQIA+ (69%) to agree they feel their work is valued by their manager, supervisor, or instructor
- Spartans who are 23-30 years old (87%) and 31-40 years old (81%) are most likely to agree that they feel that their work is valued by their manager, supervisor, or instructor

Table 10. Your Institution- Institutional Environment by Demographic Characteristics: 2021

To what extent do you agree with the following statements about your institutional environment.		Overall %	UNIVERSITY AFFILIATION			RACE		GENDER		SEXUAL ORIENTATION		AGE				
			Students	Staff	Faculty	White	People of Color	Woman/ Female	Man/ Male	Straight/ Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over
People from diverse backgrounds are treated with respect and fairness at my institution.	Strongly Disagree	3.7%	2.5%	2.3%	9.1% *	3.2%	5.8%	3.5%	3.8%	3.0%	8.6% *	2.2%	7.7%	4.9%	6.0%	3.1% *
	Disagree	18.7%	9.8%	22.9%	21.8%	18.8%	18.4%	19.1%	16.4%	17.1%	25.7%	12.6%	17.9%	22.0%	26.2%	17.6%
	Agree	63.3%	71.2%	61.2%	56.4%	64.0%	60.2%	64.4%	62.3%	65.2%	55.7%	71.4%	64.1%	52.4%	58.3%	65.6%
	Strongly Agree	14.3%	16.6%	13.6%	12.7%	14.0%	15.5%	12.9%	17.6%	14.7%	10.0%	13.7%	10.3%	20.7%	9.5%	13.7%
People treat each other with respect and consideration at my institution	Strongly Disagree	2.8%	1.8%	2.3%	5.5%	2.3%	4.9%	2.1%	4.4%	2.8%	2.9%	1.1%	7.7%	3.7%	2.4%	3.0%
	Disagree	20.0%	12.9%	21.9%	25.5%	19.9%	20.4%	20.1%	18.2%	18.8%	27.1%	13.7%	15.4%	25.6%	22.6%	23.3%
	Agree	67.5%	71.8%	68.1%	60.0%	68.9%	61.2%	68.6%	65.4%	68.5%	62.9%	74.7%	69.2%	59.8%	67.9%	65.4%
	Strongly Agree	9.8%	13.5%	7.7%	9.1%	8.9%	13.6%	9.1%	11.9%	9.9%	7.1%	10.4%	7.7%	11.0%	7.1%	8.3%
People at my institution show sincere respect for others' ideas, values, and beliefs.	Strongly Disagree	4.6%	3.7%	4.6%	6.4%	4.1%	6.8%	3.0%	8.8% *	5.0%	2.9% *	3.3%	5.1%	8.5%	3.6%	4.5% *
	Disagree	20.9%	14.1%	22.8%	25.5%	21.1%	20.4%	21.0%	19.5%	18.4%	35.7%	14.3%	15.4%	24.4%	27.4%	22.7%
	Agree	64.8%	69.3%	64.5%	60.0%	65.9%	60.2%	66.4%	61.6%	66.7%	55.7%	71.4%	74.4%	56.1%	61.9%	65.2%
	Strongly Agree	9.6%	12.9%	8.1%	8.2%	8.9%	12.6%	9.7%	10.1%	9.9%	5.7%	11.0%	5.1%	11.0%	7.1%	7.6%
People from all backgrounds are treated fairly at our institution.	Strongly Disagree	4.3%	4.3%	2.3%	9.1% *	4.3%	3.9%	2.9%	6.3% *	3.4%	8.6%	3.3%	0.0%	8.5%	6.0%	3.8% *
	Disagree	21.4%	10.4%	25.8%	26.4%	21.2%	22.3%	22.5%	18.2%	20.9%	24.3%	12.6%	28.2%	20.7%	27.4%	24.1%
	Agree	62.8%	71.2%	61.2%	55.5%	63.2%	61.2%	63.3%	63.5%	63.8%	60.0%	72.0%	64.1%	56.1%	60.7%	60.9%
	Strongly Agree	11.5%	14.1%	10.8%	9.1%	11.2%	12.6%	11.3%	11.9%	11.9%	7.1%	12.1%	7.7%	14.6%	6.0%	11.3%

* p<0.05

Points to consider:

- **People from diverse backgrounds are treated with respect and fairness at my institution.**
 - 77% of the MSU community agrees that people from diverse backgrounds are treated with respect and fairness at their institution
 - Students (88%) are less likely than faculty (69%) and staff (75%) to agree that people from diverse backgrounds are treated with respect and fairness at their institution
 - Spartans who identify as straight/heterosexual (80%) are more likely than their LGBTQIA+ peers (66%) to agree that people from diverse backgrounds are treated with respect and fairness at their institution
 - Spartans who are 18-22 years old (85%) are most likely to agree that people from diverse backgrounds are treated with respect and fairness at their institution, Spartans who are 41-50 years old (68%) are least likely to agree
- **People treat each other with respect and consideration at my institution.**
 - 78% of the MSU community agrees that people treat each other with respect and consideration at their institution
- **People at my institution show sincere respect for others' ideas, values, and beliefs.**
 - 75% of the MSU community agrees that people at their institution show sincere respect for others' ideas, values, and beliefs
 - Women-identified Spartans (76%) are more likely than their male-identified peers (72%) to agree that people at their institution show sincere respect for others' ideas, values, and beliefs
 - Spartans who identify as straight/heterosexual (78%) are more likely than their LGBTQIA+ peers (64%) to agree that people at their institution show sincere respect for others' ideas, values, and beliefs
 - Spartans age 31-50 (67-69%) are least likely to agree that people at their institution show sincere respect for others' ideas, values, and beliefs
- **People from all backgrounds are treated fairly at our institution.**
 - 72% of the MSU community agrees that people from all backgrounds are treated fairly at their institution
 - Students (85%) are more likely than faculty (65%) and staff (72%) to agree that people from all backgrounds are treated fairly at their institution
 - Spartans who are 18-22 years old (84%) are most likely to agree that people from all backgrounds are treated fairly at their institution, Spartans who are 23 years or older are less likely to agree (72%-67%)

Table 11. Your Institution- Services at Institution by Demographic Characteristics: 2021

To what extent do you agree with the following statements about services at your institution.		Overall %	UNIVERSITY AFFILIATION			RACE		GENDER		SEXUAL ORIENTATION		AGE				
			Students	Staff	Faculty	White	People of Color	Woman/ Female	Man/ Male	Straight/ Heterosexual	LGBTQIA+	18-22 years old	23-30 years old	31-40 years old	41-50 years old	51 and over
My institution offers services or benefits that adequately address my psychological and mental health.	Strongly Disagree	5.7%	6.1%	5.4%	5.5%	5.0%	8.7%	4.0%	8.9% *	5.0%	10.0%	5.5%	5.1%	9.8%	2.4%	3.8%
	Disagree	15.0%	13.5%	11.9%	24.8%	15.3%	13.6%	12.6%	19.6%	14.5%	17.1%	15.4%	12.8%	7.3%	24.1%	14.3%
	Agree	64.5%	66.3%	65.4%	59.6%	66.2%	57.3%	68.1%	57.0%	64.6%	64.3%	66.5%	64.1%	72.0%	56.6%	63.2%
	Strongly Agree	14.8%	14.1%	17.3%	10.1%	13.5%	20.4%	15.3%	14.6%	16.0%	8.6%	12.6%	17.9%	11.0%	16.9%	18.8%
I trust my institution to provide services or benefits related to my emotional well-being.	Strongly Disagree	10.0%	11.1%	8.1%	12.7%	9.8%	10.7% *	7.5%	15.8% *	9.7%	11.4% *	9.9%	5.3%	8.5%	7.1%	11.3%
	Disagree	29.8%	26.5%	29.6%	32.7%	30.4%	27.2%	27.6%	32.3%	27.6%	41.4%	26.9%	34.2%	34.1%	33.3%	26.3%
	Agree	51.6%	53.1%	52.7%	49.1%	53.2%	44.7%	55.5%	44.3%	52.9%	44.3%	54.9%	55.3%	48.8%	54.8%	50.4%
	Strongly Agree	8.7%	9.3%	9.6%	5.5%	6.6%	17.5%	9.4%	7.6%	9.7%	2.9%	8.2%	5.3%	8.5%	4.8%	12.0%

* p<0.05

Points to consider:

- **My institution offers services or benefits that adequately address psychological and mental health.**
 - 80% of the MSU community agrees that their institution offers services or benefits that adequately address psychological and mental health
 - Women-identified Spartans (83%) are more likely than male-identified Spartans (72%) to agree that the institution offers services or benefits that adequately address psychological and mental health
- **I trust my institution to provide services or benefits related to my emotional well-being.**
 - 61% of the MSU community agrees that they trust their institution to provide services or benefits related to their well-being
 - Spartans who identify as white (60%) are less likely than Spartans who identify as People of Color (66%) to agree that they trust their institution to provide services or benefits related to their well-being
 - Women-identified Spartans (64%) are more likely than male-identified Spartans (52%) to agree that they trust their institution to provide services or benefits related to their well-being
 - Spartans who identify as straight/heterosexual (63%) are more likely than their LGBTQIA+ peers (47%) to agree that they trust their institution to provide services or benefits related to their well-being

Connection to Inter-association definition of well-being:

Simple Definition: “We define well-being as an optimal and dynamic state that allows people to achieve their full potential.”

Expanded Definition: “We define well-being as an optimal and dynamic state that allows people to achieve their full potential. Our focus is on two interdependent types of well-being: 1) individual and 2) community. Individual well-being is defined within three broad and interrelated categories: (a) the perceived assessment of one’s own life as being generally happy and satisfying, (b) having one’s human rights and needs met, and (c) one’s contribution to the community. Community well-being is defined by relationships and connectedness, perceived quality of life for all people in the community, and how well the community meets the needs of all members. By focusing on the whole- the whole person, the whole educational experience, the whole institution, the whole community- well-being becomes a multifaceted goal and a shared responsibility for the entire institution.

Findings based on the definition:

- Individual Well-Being Findings:
 - **Subjective Well-Being: Spartans...**
 - **Want to contribute positively to the world in some way.**
 - 98% of the MSU community sometimes or frequently hopes to leave the world better than they found it
 - 98% of the MSU community sometimes or frequently hopes they will make a meaningful contribution to the world

- 99% of the MSU community sometimes or frequently hopes their work will positively influence others
- **Carry out their long-term plans**
 - 94% of the MSU community believes it is somewhat clear or clear what makes their lives worthwhile
 - 98% of the MSU community is working somewhat hard or quite hard to make their long-term aims a reality
 - 99% of the MSU community is putting some effort or quite a bit of effort into making their goals a reality
 - 98% of the MSU community is somewhat engaged or engaged in carrying out the plans that they have set for themselves
 - 93% of the MSU community says at least some of their daily activities move them closer to their long-term aims
- **Understand their sense of purpose**
 - 91% of the MSU community thinks their sense of purpose in life is clear or somewhat clear
 - 95% of the MSU community somewhat understands or understands what gives their lives meaning
 - 87% of Spartans are confident or somewhat confident that they have discovered a satisfying purpose in their lives
- **Subjective Well-Being: Spartans want to work on...**
 - **Stress management**
 - The MSU community neither agrees or disagrees (5.5) that they are able to relax when they want to
 - The MSU community slightly agrees (6.1) that they feel optimistic about the future
 - The MSU community agrees (7.2) that they are confident in their ability to solve problems that they might face
 - The MSU community slightly disagrees (4.3) that they are laid-back about things
 - The MSU community slightly agrees (6.6) that they take a problem-focused approach in stressful situations
 - The MSU community neither agrees or disagrees (5.4) that they blame themselves in stressful situations
 - The MSU community neither agrees nor disagrees (5.3) that they wish for things to improve in stressful situations
 - The MSU community slightly disagrees (4.4) that they try and avoid the problem in stressful situations
 - The MSU community believes that time pressures are a part of their lives (7.7)
 - The MSU community found their lives to be slightly stressful (6.8)
 - **Life satisfaction**
 - 53% of the MSU community agrees that in most ways their lives are close to ideal
 - 65% of the MSU community agrees that the conditions of their lives are excellent
 - 64% of the MSU community agrees that they are satisfied with life
 - 44% of the MSU community agrees that if they could live their lives over, they would change almost nothing
 - **Connecting**
 - 49% of the MSU community has felt like they let themselves, friends, or family down at some point in the past 2 weeks
 - 42% of the MSU community has felt like they don't have friends at some point in the past 2 weeks
 - 48% of the MSU community has felt left out at some point in the past 2 weeks
 - 73% of the MSU community has felt isolated from others at some point in the past 2 weeks

- **Civic Well-Being: Spartans...**
 - **Want to contribute positively to the world in some way**
 - 98% of the MSU community sometimes or frequently hopes to leave the world better than they found it
 - 98% of the MSU community sometimes or frequently hopes they will make a meaningful contribution to the world
 - 99% of the MSU community sometimes or frequently hopes their work will positively influence others
 - **Civic Well-Being: Spartans want to work on...**
 - **Continuing to improve DEI work**
 - 77% of the MSU community agrees that people from diverse backgrounds are treated with respect and fairness at their institution
 - 78% of the MSU community agrees that people treat each other with respect and consideration at their institution
 - 75% of the MSU community agrees that people at their institution show sincere respect for others' ideas, values, and beliefs
 - 72% of the MSU community agrees that people from all backgrounds are treated fairly at their institution
- **Community Well-Being Findings:**
 - **Subjective Well-Being: Spartans...**
 - **Are connected to each other**
 - 92% of Spartans felt they belonged to a community in the past month
 - 97% of Spartans felt they had warm and trusting relationships with others.
 - **Feel supported in their mental health**
 - 80% of the MSU community agrees that their institution offers services or benefits that adequately address psychological and mental health
 - **Subjective Well-Being: Spartans want to work on...**
 - **Community at MSU**
 - 68% of the MSU community agrees that they feel they are a part of a community at their institution
 - **Psychological healthiness of the institution**
 - 56% of the MSU community agrees they would describe their institution as psychologically healthy
 - **Objective Well-Being: Spartans...**
 - **Feel supported in their mental health**
 - 80% of the MSU community agrees that their institution offers services or benefits that adequately address psychological and mental health
 - **Objective Well-Being: Spartans want to work on...**
 - **Prioritization of mental health resources for all MSU community members**
 - 70% of the MSU community agrees that their institution prioritizes student mental wellbeing
 - 61% of the MSU community agrees that their institution prioritizes staff mental wellbeing
 - 68% of the MSU community agrees that their institution prioritizes faculty mental wellbeing
 - 69% of the MSU community agrees that people at their institution have a good understanding of the importance of student, faculty, and staff mental health
 - **Trust in support of their well-being**
 - 61% of the MSU community agrees that they trust their institution to provide services or benefits related to their well-being