

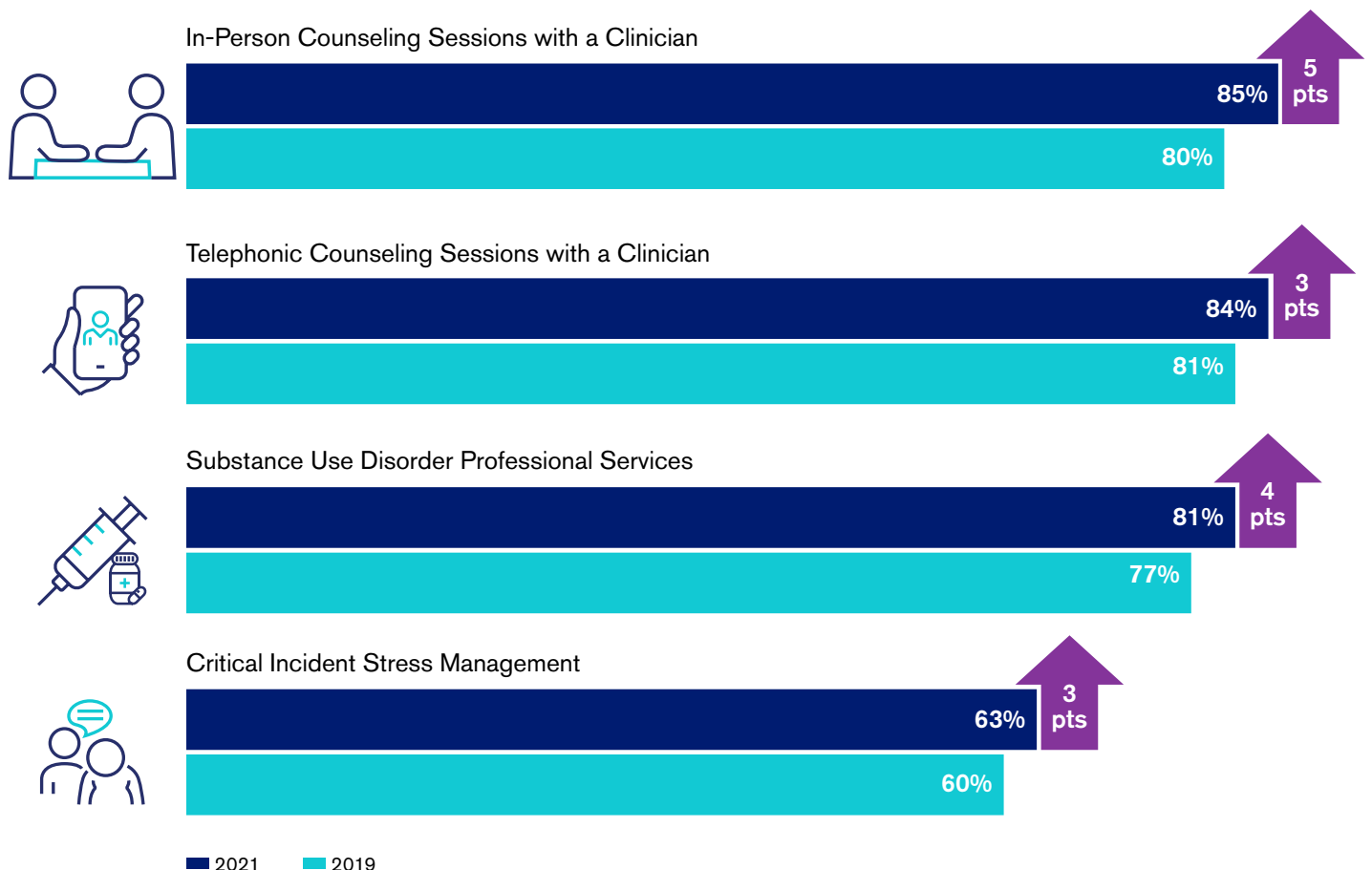
EAPs and More: Higher Ed's Range of Mental Health Offerings

50% of faculty reported a significant increase in emotional drain and work-related stress, according to a 2022 [study](#) by Course Hero.

Three likely contributing factors:

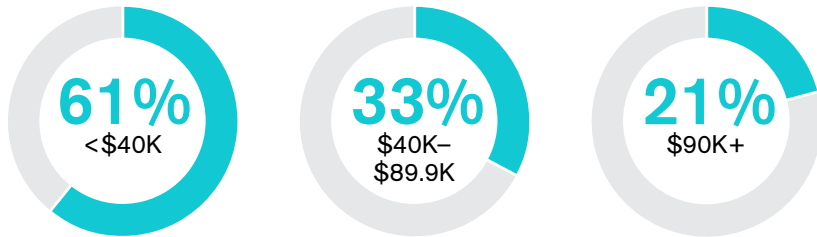


Segal's 2022 *College and University Benefits Study (CUBS)* found the percentage of higher ed institutions offering several mental health services through employee assistance programs (EAPs) increased over the two years since the prior study.



Personal finances and stress

Close to two-thirds of households with incomes under \$40K say personal finances are a major source of stress, and some higher-income households agree.



Source: [KFF-CNN Survey](#), 2022

69% of Americans are very or moderately worried about not having enough money for retirement

Source: [Gallup Survey](#), 2022

40% want access to advice from an investment professional

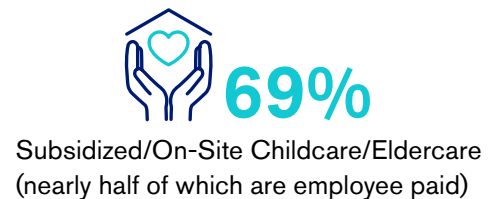
Source: [Bank of America Survey](#), 2022

CUBS found a large majority of institutions are offering financial consultations/planning services.



Caregiving and stress

Employees who are caregivers face additional stress related to that responsibility. CUBS found a majority of colleges and universities studied offer services to help.



Strategy insights:

The COVID-19 pandemic has drawn attention to both the **need** for mental health benefits and their **value** to faculty and staff.

Behavioral health conditions related to the pandemic include anxiety, depression, trauma, stress-related disorders and starting or increasing substance use to cope.

Offering financial consultations/planning and caregiver services can help alleviate key sources of stress.

It's important for institutions to review EAPs' services because not all mental health offerings are alike. It may be worth rebranding the EAP to avoid the stigma that may be associated with the name. Additionally, institutions should consider the many effective digital behavioral health solutions that are now available.



This infographic illustrates just a few key findings from Segal's 2022 *College and University Benefits Study*, which covers benefits offered in 2021 by hundreds of public and private higher education institutions. [Learn more about CUBS.](#)

To find out how you can use our college and university database to benchmark your institution's benefits, get in touch with Norman Jacobson at njacobson@segalco.com or 914.450.4506 or Leonard Spangher at lspangher@segalco.com or 646.345.2998. They can also help evaluate EAPs and assess digital behavioral health solutions.

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