

Supplementary Table 1. ICD-9-CM codes used to identify depression and anxiety among public university employees in southwestern United States in 2011-2013

Depression	Anxiety
296.2x	300
(excluding 296.25 and 296.26)	300.0
296.3x	300.00
(excluding 296.35 and 296.36)	300.01
300.4	300.02
311	300.09
	300.21
	300.22
	300.23
	300.3
	309.24
	309.81

Abbreviation: ICD-9-CM, International Classification of Diseases, Ninth Revision, Clinical Modification

Supplementary Table 2. Standardized estimates of the final model for the association of depression with a work-related injury among public university employees in southwestern United States in 2011-2013

Predictor	Outcome	Estimate	SE	p value
Age	Depression T1	-0.056	0.009	<0.001
Gender	Depression T1	0.134	0.018	<0.001
Institution	Depression T1	-0.057	0.018	0.002
Anxiety	Depression T1	0.443	0.021	<0.001
Psychotropics	Depression T1	0.952	0.016	<0.001
Age	Injury T1	0.075	0.012	<0.001
Gender	Injury T1	0.014	0.024	0.568
Institution	Injury T1	-0.143	0.025	<0.001
Premium Rate	Injury T1	0.254	0.023	<0.001
Depression T1	Depression T2	0.929	0.014	<0.001
Depression T2	Depression T3	0.261	0.062	<0.001
Depression T1	Depression T3	0.684	0.069	<0.001
Injury T1	Injury T2	0.477	0.028	<0.001
Injury T2	Injury T3	0.214	0.038	<0.001
Injury T1	Injury T3	0.296	0.037	<0.001
Depression T1	Injury T2	0.127	0.025	<0.001
Depression T2	Injury T3	0.092	0.028	0.001
Injury T1	Depression T2	0.310	0.027	<0.001
Injury T2	Depression T3	-0.147	0.046	0.001
Injury T1	Depression T3	0.418	0.056	<0.001

Abbreviation: SE, standard error.

Supplementary Table 3. Standardized estimates of the final model for the association of anxiety with a work-related injury among public university employees in southwestern United States in 2011-2013

Predictor	Outcome	Estimate	SE	p value
Age	Anxiety T1	-0.110	0.010	<0.001
Gender	Anxiety T1	0.071	0.019	<0.001
Institution	Anxiety T1	-0.237	0.019	<0.001
Depression	Anxiety T1	0.482	0.022	<0.001
Psychotropics	Anxiety T1	0.873	0.017	<0.001
Age	Injury T1	0.089	0.013	<0.001
Gender	Injury T1	0.008	0.025	0.757
Institution	Injury T1	-0.122	0.025	<0.001
Premium Rate	Injury T1	0.299	0.024	<0.001
Anxiety T1	Anxiety T2	0.838	0.014	<0.001
Anxiety T2	Anxiety T3	0.269	0.042	<0.001
Anxiety T1	Anxiety T3	0.567	0.044	<0.001
Injury T1	Injury T2	0.413	0.027	<0.001
Injury T2	Injury T3	0.215	0.038	<0.001
Injury T1	Injury T3	0.308	0.037	<0.001
Anxiety T1	Injury T2	0.013	0.026	0.622
Anxiety T2	Injury T3	-0.043	0.031	0.175
Injury T1	Anxiety T2	-0.291	0.030	<0.001
Injury T2	Anxiety T3	0.047	0.043	0.276
Injury T1	Anxiety T3	-0.273	0.048	<0.001

Abbreviation: SE, standard error.

Supplementary Table 4. Model comparisons for the association of depression with a major work-related injury among public university employees in southwestern United States, 2011-2013

Step 1						Versus M1(base)	Versus M2	Versus M3
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M1(base)^a	35	572.59	0.976	0.964	0.015			
M2^b	33	572.79	0.975	0.962	0.015	5.34(2), 0.069		
M3^c	33	402.34	0.983	0.974	0.013	187.88(2), <0.001	not nested	
M4^d	31	358.58	0.985	0.976	0.012	211.40(4), <0.001	226.37(2), <0.001	42.35(2), <0.001
Step 2						Versus M4	Versus M5	Versus M6
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M5^e	30	331.78	0.986	0.977	0.012	32.97(1), <0.001		
M6^f	30	342.29	0.986	0.976	0.012	17.11(1), <0.001	not nested	
M7^g	29	319.33	0.987	0.977	0.012	44.07(2), <0.001	12.97(1), <0.001	28.26(1), <0.001
Step 3						Versus M7	Versus M8	Versus M9
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M8^h	28	319.66	0.987	0.976	0.012	0.73(1), 0.392		
M9ⁱ	28	260.97	0.989	0.981	0.011	76.85(1), <0.001	not nested	
M10^j	27	258.95	0.989	0.980	0.011	66.22(2), <0.001	78.24(1), <0.001	1.77(1), 0.183

Abbreviations: $\Delta\chi^2$, chi-square difference test; base, baseline model; CFI, Comparative Fit Index; df, degrees of freedom; RMSEA, Root Mean Square Error of Approximation; TLI, Tucker-Lewis Index; χ^2 , chi-square.

^a **M1**: first-order autoregressive associations only.

^b **M2**: M1 plus paths from depression at T1 to injury at T2 and from depression at T2 to injury at T3.

^c **M3**: M1 plus paths from injury at T1 to depression at T2 and from injury at T2 to depression at T3.

^d **M4**: M1 plus paths from depression at T1 to injury at T2, from depression at T2 to injury at T3, from injury at T1 to depression at T2 and from injury at T2 to depression at T3.

^e **M5**: M4 plus path from depression at T1 to depression at T3.

^f **M6**: M4 plus path from injury at T1 to injury at T3.

^g **M7**: M4 plus paths from depression at T1 to depression at T3 and from injury at T1 to injury at T3.

^h **M8**: M7 plus path from depression at T1 to injury at T3.

ⁱ **M9**: M7 plus path from injury at T1 to depression at T3.

^j **M10**: M7 plus paths from depression at T1 to injury at T3 and from injury at T1 to depression at T3.

Supplementary Table 5. Model comparisons for the association of depression with a minor work-related injury among public university employees in southwestern United States, 2011-2013

Step 1						Versus M1(base)	Versus M2	Versus M3
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M1(base)^a	35	541.51	0.977	0.967	0.014			
M2^b	33	545.65	0.977	0.964	0.015	5.03(2), 0.081		
M3^c	33	401.96	0.983	0.974	0.013	142.46(2), <0.001	not nested	
M4^d	31	357.33	0.985	0.976	0.012	177.49(4), <0.001	196.92(2), <0.001	44.86(2), <0.001
Step 2						Versus M4	Versus M5	Versus M6
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M5^e	30	346.61	0.986	0.976	0.012	12.32(1), <0.001		
M6^f	30	338.83	0.986	0.976	0.012	20.43(1), <0.001	not nested	
M7^g	29	330.57	0.986	0.976	0.012	29.72(2), <0.001	17.40(1), <0.001	8.93(1), 0.003
Step 3						Versus M7	Versus M8	Versus M9
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M8^h	28	330.34	0.986	0.975	0.013	0.01(1), 0.913		
M9ⁱ	28	262.67	0.989	0.981	0.011	93.56(1), <0.001	not nested	
M10^j	27	262.04	0.989	0.980	0.011	82.84(2), <0.001	93.24(1), <0.001	6.22(1), 0.013

Abbreviations: $\Delta\chi^2$, chi-square difference test; base, baseline model; CFI, Comparative Fit Index; df, degrees of freedom; RMSEA, Root Mean Square Error of Approximation; TLI, Tucker-Lewis Index; χ^2 , chi-square.

^a **M1**: first-order autoregressive associations only.

^b **M2**: M1 plus paths from depression at T1 to injury at T2 and from depression at T2 to injury at T3.

^c **M3**: M1 plus paths from injury at T1 to depression at T2 and from injury at T2 to depression at T3.

^d **M4**: M1 plus paths from depression at T1 to injury at T2, from depression at T2 to injury at T3, from injury at T1 to depression at T2 and from injury at T2 to depression at T3.

^e **M5**: M4 plus path from depression at T1 to depression at T3.

^f **M6**: M4 plus path from injury at T1 to injury at T3.

^g **M7**: M4 plus paths from depression at T1 to depression at T3 and from injury at T1 to injury at T3.

^h **M8**: M7 plus path from depression at T1 to injury at T3.

ⁱ **M9**: M7 plus path from injury at T1 to depression at T3.

^j **M10**: M7 plus paths from depression at T1 to injury at T3 and from injury at T1 to depression at T3.

Supplementary Table 6. Model comparisons for the association of anxiety with a major work-related injury among public university employees in southwestern United States, 2011-2013

Step 1						Versus M1(base)	Versus M2	Versus M3
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M1(base)^a	35	626.14	0.950	0.928	0.016			
M2^b	33	630.05	0.950	0.922	0.016	4.63(2), 0.099		
M3^c	33	467.02	0.963	0.944	0.014	162.33(2), <0.001	not nested	
M4^d	31	494.45	0.961	0.936	0.015	131.50(4), <0.001	144.52(2), <0.001	11.40(2), 0.003
Step 2						Versus M4	Versus M5	Versus M6
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M5^e	30	418.98	0.967	0.944	0.014	94.21(1), <0.001		
M6^f	30	483.64	0.962	0.935	0.015	11.56(1), <0.001	not nested	
M7^g	29	406.78	0.968	0.944	0.014	102.13(2), <0.001	13.19(1), <0.001	95.12(1), 0.001
Step 3						Versus M7	Versus M8	Versus M9
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M8^h	28	406.47	0.968	0.942	0.014	0.39(1), 0.534		
M9ⁱ	28	352.77	0.973	0.950	0.013	64.08(1), <0.001	not nested	
M10^j	27	351.65	0.973	0.948	0.013	60.56(2), <0.001	64.56(1), <0.001	0.76(1), 0.383

Abbreviations: $\Delta\chi^2$, chi-square difference test; base, baseline model; CFI, Comparative Fit Index; df, degrees of freedom; RMSEA, Root Mean Square Error of Approximation; TLI, Tucker-Lewis Index; χ^2 , chi-square.

^a **M1**: first-order autoregressive associations only.

^b **M2**: M1 plus paths from anxiety at T1 to injury at T2 and from anxiety at T2 to injury at T3.

^c **M3**: M1 plus paths from injury at T1 to anxiety at T2 and from injury at T2 to anxiety at T3.

^d **M4**: M1 plus paths from anxiety at T1 to injury at T2, from anxiety at T2 to injury at T3, from injury at T1 to anxiety at T2 and from injury at T2 to anxiety at T3.

^e **M5**: M4 plus path from anxiety at T1 to anxiety at T3.

^f **M6**: M4 plus path from injury at T1 to injury at T3.

^g **M7**: M4 plus paths from anxiety at T1 to anxiety at T3 and from injury at T1 to injury at T3.

^h **M8**: M7 plus path from anxiety at T1 to injury at T3.

ⁱ **M9**: M7 plus path from injury at T1 to anxiety at T3.

^j **M10**: M7 plus paths from anxiety at T1 to injury at T3 and from injury at T1 to anxiety at T3.

Supplementary Table 7. Model comparisons for the association of anxiety with a minor work-related injury among public university employees in southwestern United States, 2011-2013

Step 1						Versus M1(base)	Versus M2	Versus M3
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M1(base)^a	35	627.52	0.950	0.928	0.016			
M2^b	33	627.79	0.950	0.923	0.016	6.20(2), 0.045		
M3^c	33	471.57	0.963	0.943	0.014	162.21(2), <0.001	not nested	
M4^d	31	464.95	0.964	0.940	0.014	161.17(4), <0.001	170.55(2), <0.001	10.04(2), 0.007
Step 2						Versus M4	Versus M5	Versus M6
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M5^e	30	408.90	0.968	0.946	0.014	71.17(1), <0.001		
M6^f	30	441.07	0.966	0.941	0.014	26.09(1), <0.001	not nested	
M7^g	29	388.01	0.970	0.947	0.013	91.49(2), <0.001	22.94(1), <0.001	66.57(1), 0.001
Step 3						Versus M7	Versus M8	Versus M9
Model	df	χ^2	CFI	TLI	RMSEA	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value	$\Delta\chi^2$(df), p value
M8^h	28	386.81	0.970	0.945	0.014	1.05(1), 0.305		
M9ⁱ	28	327.18	0.975	0.954	0.012	69.86(1), <0.001	not nested	
M10^j	27	325.83	0.975	0.953	0.013	67.01(2), <0.001	69.75(1), <0.001	1.04(1), 0.308

Abbreviations: $\Delta\chi^2$, chi-square difference test; base, baseline model; CFI, Comparative Fit Index; df, degrees of freedom; RMSEA, Root Mean Square Error of Approximation; TLI, Tucker-Lewis Index; χ^2 , chi-square.

^a **M1**: first-order autoregressive associations only.

^b **M2**: M1 plus paths from anxiety at T1 to injury at T2 and from anxiety at T2 to injury at T3.

^c **M3**: M1 plus paths from injury at T1 to anxiety at T2 and from injury at T2 to anxiety at T3.

^d **M4**: M1 plus paths from anxiety at T1 to injury at T2, from anxiety at T2 to injury at T3, from injury at T1 to anxiety at T2 and from injury at T2 to anxiety at T3.

^e **M5**: M4 plus path from anxiety at T1 to anxiety at T3.

^f **M6**: M4 plus path from injury at T1 to injury at T3.

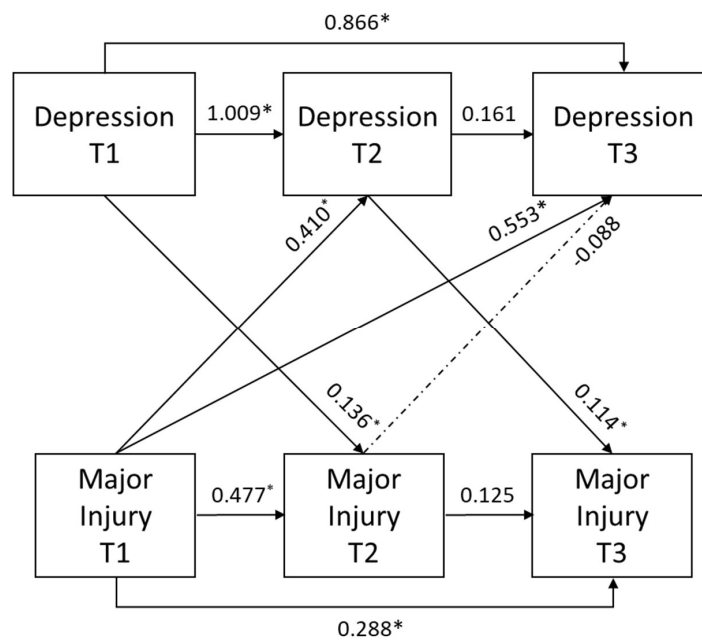
^g **M7**: M4 plus paths from anxiety at T1 to anxiety at T3 and from injury at T1 to injury at T3.

^h **M8**: M7 plus path from anxiety at T1 to injury at T3.

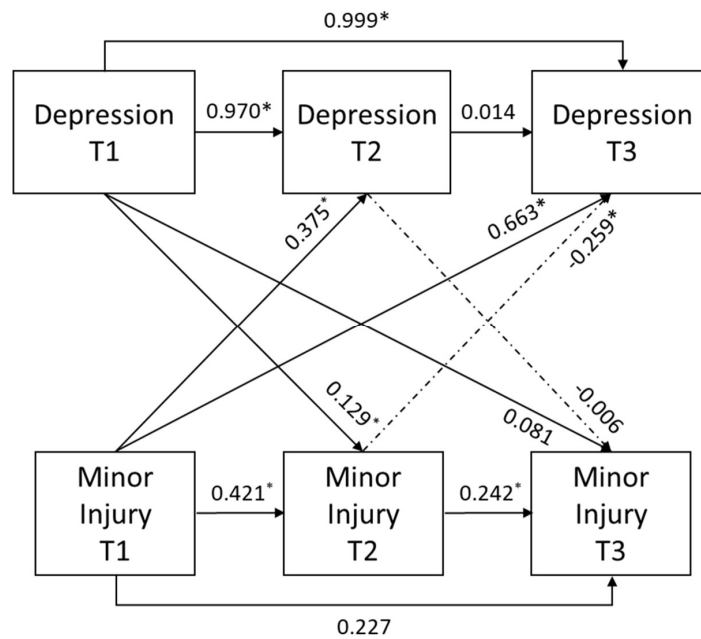
ⁱ **M9**: M7 plus path from injury at T1 to anxiety at T3.

^j **M10**: M7 plus paths from anxiety at T1 to injury at T3 and from injury at T1 to anxiety at T3.

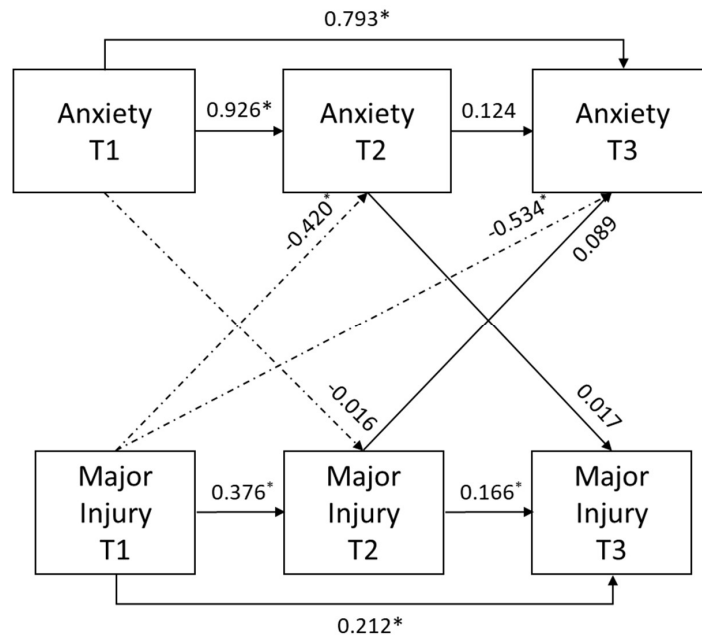
Supplementary Figure 1. Standardized estimates for the association of a depression with a major work-related injury among public university employees in southwestern United States in 2011-2013. Adjusted for age, gender, psychotropic drug use, presence of anxiety, type of institution, and premium allocation rate. * $p < 0.05$. Dotted line identifies negative coefficient.



Supplementary Figure 2. Standardized estimates for the association of depression with a minor work-related injury among public university employees in southwestern United States in 2011-2013. Adjusted for age, gender, psychotropic drug use, presence of anxiety, type of institution, and premium allocation rate. * $p < 0.05$. Dotted line identifies negative coefficient.



Supplementary Figure 3. Standardized estimates for the association of anxiety with a major work-related injury among public university employees in southwestern United States in 2011-2013. Adjusted for age, gender, psychotropic drug use, presence of depression, type of institution, and premium allocation rate. * $p < 0.05$. Dotted line identifies negative coefficient.



Supplementary Figure 4. Standardized estimates for the association of anxiety with a minor work-related injury among public university employees in southwestern United States in 2011-2013. Adjusted for age, gender, psychotropic drug use, presence of depression, type of institution, and premium allocation rate. * significant at $p < 0.05$. Dotted line identifies negative coefficient.

