

TREND RESULTS FROM THREE SURVEYS ASSESSING FACULTY AND STAFF WELLNESS INITIATIVES

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LEARNING OBJECTIVES:

- Describe the ACHA Faculty and Staff Health and Wellness Coalition and why it's important.
- Describe the results of the Three Surveys of ACHA Member Institutions and their faculty and staff health and wellness initiatives.
- Describe the linkages between the survey results and the Healthy Campus 2020 objectives for faculty and staff.
- Explain how to use the survey results and Healthy Campus 2020 objectives on your campus as leverage for future programming and initiatives for faculty and staff.

PURPOSE OF FACULTY AND STAFF HEALTH AND WELLNESS COALITION

- To encourage the inclusion of the campus community as a whole in college health efforts in order to build healthy environments and a culture that optimizes learning and overall well-being.
- To provide a mechanism for the exchange of information, resources, and research-based best practices to address the health and wellness of faculty and staff on campus.
- To provide continuing education and professional development across the ACHA.

HISTORY

- 2010 – Faculty Staff Health and Wellness Coalition Formed
- 2011 – First Survey to ACHA Institutions Surveying Faculty and Staff Health and Wellness Initiatives
- 2012 – Healthy Campus Objectives for Faculty and Staff released.
- 2013 – Sub Committee formed to advocate for the creation of a National Faculty and Staff Health Assessment Survey.
- 2014 – Second Survey to ACHA Institutions Surveying Faculty and Staff Health and Wellness Initiatives

HISTORY (CONTINUED)

- 2014 – Proposal to ACHA Board for creation of National Faculty Staff Health Assessment (NFSHA) Project – Accepted
- 2015 – Forming questions for National Faculty Staff Health Assessment (NFSHA)
- Fall 2016 – Pilot 1 NFSHA
- Fall 2017 - Pilot 2 NFSHA
- March 2018 – Launch of National Faculty Staff Health Assessment
- 2018 – Third ACHA Member Institution Survey - Faculty and Staff Wellness Initiatives

ACHA FACULTY AND STAFF HEALTH AND WELLNESS COALITION SURVEY TO MEMBER INSTITUTIONS

Purpose of the survey is to monitor over time, the ACHA member institutions who serve faculty and staff on their campuses, and the growth of services and policies.

Spring 2018

The analysis includes answers from all respondents who took the survey; **113** schools completed responses to the survey.

- In 2014, there were 146 responses
- In 2012, there were 182 responses

BEST DESCRIBES YOUR ROLE

	2012	2014	2018
Administrator (Department Director)	17.9%	33.6%	31.25%
Health Promotion Professional / Health Educator	22.9%	14.0%	14.29%
Nurse Director	21.8%	22.4%	16.07%
Worksite Wellness	4.5%	12.8%	11.2%
Nurse	8.9%	4.2%	8.04%
Student Affairs Admin.	3.4%	0.7%	.89%
Other	7.0%	7.8%	6.25%

BEST DESCRIBES YOUR DEPARTMENT

	2012	2014	2018
Student Health Services	59.7%	57.7%	53.1%
Health Promotion and Wellness	19.9%	21.1%	10.6%
Human Resources	4.4%	6.3%	11.5%
Counseling Services	6.1%	0.7%	.88%
Campus Recreation	3.3%	4.2%	4.42%
Integrated Unit	*NA	4.2%	10.6%
Other	9.4%	4.2%	1.77%

INSTITUTIONAL TYPES

	2012	2014	2018
Private 4 year	48.6%	47.9%	38.05%
Public 4 year	43.1%	43.7%	52.21%
Public 2 year	6.6%	7.0%	7.96%

CAMPUS SIZE: UNDERGRADUATE ENROLLMENT

	2012	2014	2018
Under 1,000	6.6%	6.9%	5.31%
1,000-4,999	40.4%	34.7%	18.58%
5,000-9,999	18.8%	21.5%	20.35%
10,000-14,999	11.6%	9.0%	12.39%
15,000-19,999	9.4%	12.5%	12.39%
20,000+	13.3%	15.3%	13.2%

CAMPUS SIZE: GRADUATE ENROLLMENT

	2012	2014	2018
No Grad Students	15.5%	13.9%	14.55%
Under 1,000	25.4%	31.3%	33.64%
1,000-4,999	37.0%	32.7%	34.5%
5,000-9,999	17.7%	15.3%	13.64%
10,000+	4.5%	7.0%	.04%

FULL/PART-TIME EMPLOYEES

	2012	2014	2018
Under 1,000	49.4%	47.2%	40.91%
1,000-1,999	12.1%	16.2%	18.18%
2,000-4,999	22.4%	19.0%	23.64%
5,000-9,999	8.6%	8.6%	14.55%
10,000-14,999	2.9%	2.8%	0
15,000+	4.5%	6.3%	.03%

WHAT DIVISION IS RESPONSIBLE FOR DELIVERING FACULTY AND STAFF WELLNESS PROGRAMS

	2014	2018
Human Resources (Internal)	39.4%	41.59%
Student Health Center (Clinical)	12.7%	8%
Health Promotion and Wellness / Health Education	9.2%	8.85%
External Contract (e.g. Health Insurance)	3.5%	8.85%
Other (Committee/EAP - 4, President, Academic Affairs)	19.7%	7.96%
Do Not Have Faculty Staff Wellness	11.3%	12.3%

FTE DEDICATED TO FACULTY AND STAFF HEALTH AND WELLNESS

	2012	2014	2018
0	35.6%	34.0%	25.45%
.5	13.0%	17.4%	8.18%
1	21.5%	13.9%	20.91%
1.5 - 3	19.2%	19.4%	29.09%
3.5 - 5	3.4%	6.3%	6.36%
5.5 or more	7.3%	9.0%	10%

FUNDING STRUCTURE FOR EMPLOYEE WELLNESS PROGRAMS / INITIATIVES?

	2014	2018
Department Budget	57.5%	46.85%
Insurance Premiums	19.2%	16.78%
Grants	7.5%	8.39%
Fee Generated	6.2%	4.9%
Student Fee	3.4%	5.59%
No Funding	5.88%	4.9%
Other	22.6%	18%

DOES YOUR INSTITUTION HAVE AN INTERDISCIPLINARY COMMITTEE TASKED WITH ADDRESSING THE UNIQUE NEEDS OF FACULTY AND STAFF

2014 - Yes	2014 – Don't Know	2018- Yes	2018 – Don't Know
45.8%	7.6%	44.25%	13.27%

WHICH RESOURCES WOULD BE MOST HELPFUL TO YOU IN IMPLEMENTING EMPLOYEE WELLNESS PROGRAMS?

	2014	2018
Best Practices	38.8%	44.86%
Programming	22.4%	21.5%
Health Status Survey Tools	20.1%	15.89%
Research Articles	3.0%	1.87%
Other - Financial Support - 7 Administration Support - 3	15.7%	15.89%

CAMPUS POLICIES

	2012	2014	2018
Illicit drugs	91.2%	90.8%	93%
Alcohol	90.1%	91.6%	93%
Nutrition-cafeteria	39.6%	31.0%	29.2%
Smoke-free	39.0%	54.2%	66.37%
Lactation	31.7%	43.0%	50.89%
Physical Activity/Flex Time	23.8%	23.2%	25.66%
Nutrition-vending	23.6%	15.5%	21.24%
Tobacco-free	23.0%	39.7%	56.64%
Nutrition-meetings	20.3%	19.6%	18.42%

FACULTY STAFF ASSESSMENTS

How often does your campus assess the health and wellness behaviors/status of faculty and staff?			
	2012	2014	2018
Every year or more often	15.9%	16.6%	17.7%
Every 2 years	6.0%	9.7%	4.42%
Less often than every 2 years	20.3%	11.7%	18.58%
No	46.7%	46.9%	40.71%
Don't Know	11.1%	15.2%	18.58%

HEALTH SCREENINGS OFFERED FOR FACULTY AND STAFF (IN THE LAST 12 MONTHS)

	2014 Yes	2014 Don't Know	2018 Yes	2018 Don't Know
Diabetes	43.2%	10.1%	44.14%	4.46%
Weight	52.9%	6.4%	41.96%	8.04%
Substance Abuse	9.4%	11.5%	6.36%	12.73%
High Blood Pressure	70.1%	5.6%	62.5%	4.46%
Anxiety	18.4%	12.1%	15.32%	10.81%
Depression	19.3%	12.9%	18.02%	9.91%
Cholesterol Level	58%	4.9%	49.11%	4.46%
Any type of Cancer	21.4%	10%	11.61%	13.51%
Back Health	16.4%	11.4%	6.31%	13.51%

*Not asked in 2012

HEALTH PROMOTION PROGRAMS OFFERED TO FACULTY AND STAFF (IN THE LAST 12 MONTHS)

	2014 Yes	2014 Don't Know	2018 Yes	2018 Don't Know
On-site shower facilities – no membership required	50.3%	9.1%	49.56%	6.19%
On-site physical activity/fitness education	78.3%	4.9%	67.86%	5.36%
On-site fitness/walking trails	61.7%	7.8%	63.72%	7.08%
On campus walking program	60.3%	7.8%	50.44%	7.08%
Labeling healthy food at cafeteria	70.1%	5.6%	35.71%	16.96%
HRA-no coaching follow up	18.4%	2.1%	22.52%	11.71%
HRA-with coaching follow up	19.3%	12.9%	25.66%	13.27%
Ergonomics Evaluations/Program	21.24%	10%	38.6%	10.53%
Back injury Prevention	16.4%	11.4%	12.39%	15.04%

CONTINUED

	2014 Yes	2014 Don't Know	2018 Yes	2018 Don't Know
Workplace Violence Prevention	37.5%	16%	39.83%	15.82%
Weight Management	53.8%	8.3%	43.36%	7.96%
Substance Abuse	19.6%	18.2%	19.64%	18.75%
Subsidized/Reduced Price for on campus fitness facility	51.7%	9.8%	54.87%	5.31%
Subsidized/Reduced Price for off campus fitness facility	30.8%	11.9%	30.09%	9.73%
Stress Prevention/Reduction	40.7%	12.6%	46.43%	6.25%
Sleep Awareness	22.3%	10.1%	24.78%	7.96%
Smoking Tobacco Cessation	57.3%	4.9%	53.51%	6.14%
Stairwell Signage	4.9%	10.1%	22.12%	11.5%
Healthy Choices in Vending Machines	37.6%	18.4%	46.02%	15.93%

CONDITION MANAGEMENT PROGRAMS OFFERED TO FACULTY AND STAFF (IN THE LAST 12 MONTHS)

	2014 Yes	2014 Don't Know	2018 Yes	2018 Don't Know
Obesity	27.3%	14.42%	4.4%	12.3%
Hypertension	19.3%	15.0%	5.6%	10.1%
High-Risk Pregnancy	6.5%	15.1%	18.5%	7.9%
Diabetes	21.4%	13.6%	4.3%	11.2%
Depression	12.8%	15.6%	5.3%	10.1%
Chronic Obstructive Pulmonary Disease	7.8%	15.6%	13.8%	6.9%
Cardiovascular Disease	18.4%	14.2%	6.5%	8.0%
Cancer	13.5%	15.6%	18.6%	8.0%
Back Pain	10%	15%	14.0%	6.2%
Asthma	7.8%	16.3%	11.2%	9.3%

DID YOUR SCHOOL OFFER ANY OTHER PROGRAMS TO FACULTY AND STAFF (IN THE LAST 12 MONTHS)

	2014 Yes	2014 Don't Know	2018 Yes	2018 Don't Know
Self Care Tools	29.6%	16.2%	33.64%	17.27%
Seasonal Influenza Vaccines	87.4	3.5%	83.19%	2.65%
Return to Work	19%	24.6%	19.09%	25.45%
Nurse Advice Lines	17.5%	14%	31.82%	12.73%
Massage Therapy	28.2%	12%	28.57%	14.29%
Lactation Support	25.4%	17.6%	20%	20%
Health Care consumer	24.8%	19.9%	24.55%	22.73%
Employee Assistance Program	80.4%	11.2%	91.2%	3.5%
Counseling Family Issues	30.1%	16.8%	35.19%	12.96%
Counseling Drug and Alcohol Abuse	30.1%	16.1%	29.36%	13.76%

FORMS OF COMMUNICATION

	2012	2014	2018
Mass Emails	91.8%	89.0%	93%%
Wellness and/ or Health Fair	70.3%	71.9%	66.7%
Flyers (restrooms, mailboxes)	58.2%	54.1%	52.6%
Lunch n Learn Sessions	51.6%	50.7%	49.1%
Newsletters (online or paper)	43.4%	40.7%	50%
Links to Resources (CDC, ACS)	40.1%	37.7%	25.4%
Web Based Portal	32.4%	34.9%	41.2%
Social Media (FB, Twitter, Linked In)	21.4%	29.5%	26.3%
Health Coaching	19.2%	21.2%	22.8%
Health Tracker	13.7%	13.7%	13.1%

INCENTIVES USED TO ENCOURAGE PARTICIPATION

	2012	2014	2018
None and Do Not Plan to in next 12 months	26.4%	19.9%	14.01%
Gifts/Discounts for Services	24.2%	24.0%	16.56%
Don't Know	18.7%	15.1%	8.92%
Other	9.9%	6.2%	8.28%
Premium Differences	7.7%	13.0%	12.10%
None but Plan to in next 12 Months	7.1%	5.5%	1.27%
Cash/Money/Flex Spending Accounts	6.6%	11.6%	15.29%
Flex Dollars Credits	6.0%	4.1%	6.37%
Coinsurance Differences	4.4%	2.7%	3.18%
Co-Pay Differences	4.4%	2.7%	3.18%
Release Time (Time Away from Work)	NA	17.1%	8.92%

BARRIERS TO PROGRAM SUCCESS

	2012	2014	2018
Cost of Offering the Program	66.5%	71.2%	64.8%
Lack of Staff Resources	56.0%	51.4%	51.8%
Lack of Time on Part of Participants	54.4%	50.0%	49%
Effective Marketing	34.1%	38.4%	42.6%
Lack of Employee Interest	26.4%	43.2%	38%
Lack of Participation by High Risk Employees	25.8%	35.6%	31.5%
Confidentiality Concerns	23.1%	24.7%	25%
Demonstrating Program Results	21.4%	25.3%	18.5%
Lack of Senior Management Support	19.2%	24.0%	34.2%
Lack of Integration w/other Programs/Services	18.7%	26.7%	23.1%
Lack of Access to Data	13.7%	24.7%	17.6%


MEASURING PROGRAM SUCCESS

	2012	2014	2018
Employee Feedback	69.8%	65.4%	65.05%
Program Participation Rates	64.5%	63.2%	54.55%
Healthcare Claims Cost	39.0%	34.4%	32.63%
Behavior Change	38.9%	41.4%	37.11%
Health Status	33.3%	27.5%	25.62%
Time Loss/Absenteeism	27.0%	17.6%	13.68%
Cost Benefit Analysis / ROI	23.9%	27.1%	22.34%
Workers Compensation Claims Cost	23.5%	24.8%	21.74%
Productivity / Presenteeism	14.8%	18.8%	13.98%

MOST HELPFUL RESOURCES FOR IMPLEMENTING EMPLOYEE WELLNESS PROGRAMS

	2014	2018
Best Practices	38.8%	44.86%
Programming	22.4%	21.50%
Health Status Survey Tools	20.1%	15.89%
Research Articles	3.0%	1.87%
Other	15.7%	15.89%

OTHER RESPONSES:

- **2018**
 - Funding
 - Leadership support
 - More staff
 - Data on financial, productivity or workplace satisfaction as a result of employee wellness
 - A dedicated wellness department
- 

GREATEST CHALLENGES WITH IMPLEMENTING AND SUSTAINING EMPLOYEE WELLNESS PROGRAMS

	2014	2018
Underfunded	56.1%	49.07%
Culture Does Not Support Wellness	8.3%	13.89%
Senior Leadership Does Not Support Wellness	7.6%	12.04%
Other	28.0%	25.00%

OTHER RESPONSES:

- **2018**
- Employee apathy
- Wellness not an institutional priority
- Lack of incentive structure/state level control of benefits
- Currently funded by student fees
- Not enough staff to do employee wellness
- Coordinated through HR

HEALTHY CAMPUS 2020 FACULTY/STAFF TOPIC AREAS

- Nutrition and Weight Status
- Physical Activity and Fitness
- Stress Management
- Tobacco
- Miscellaneous



LINKAGES WITH: TOPIC AREA: STRESS MANAGEMENT

- ▶ **OSH-9** Increase the proportion of faculty/staff who have access to workplace programs that prevent or reduce employee stress.
 - ▶ 46.43% offer stress prevention or reduction programs
- ▶ **SH-4** Increase the proportion of faculty/staff who get sufficient sleep.
 - ▶ 24.78% offer sleep awareness programs



NUTRITION AND WEIGHT STATUS

- **D-1** Reduce the annual number of new cases of diagnosed diabetes among faculty/staff.
- **HDS-4** Increase the proportion of faculty/staff who have had their blood pressure measured within the preceding two years and can state whether their blood pressure was normal or high.
- **HDS-6** Increase the proportion of faculty/staff who have had their blood cholesterol checked within the preceding five years.
- **HDS-7** Reduce the proportion of faculty/staff with high total blood cholesterol levels.
- **HDS-12** Increase the proportion of faculty/staff with hypertension whose blood pressure is under control.



NUTRITION AND WEIGHT STATUS

- **NWS-8** Increase the proportion of faculty/staff who are at a healthy weight.
- **NWS-9** Reduce the proportion of faculty/staff who are obese.
- **NWS-14** Increase the contribution of fruits to the diets among faculty/staff.
- **NWS-15.1** Increase the contribution of total vegetables to the diets among faculty/staff.
- **NWS-16** Increase the contribution of whole grains to the diets among faculty/staff.



LINKAGES WITH:

TOPIC AREA: NUTRITION AND WEIGHT STATUS

- 10 Objectives for faculty and staff
 - 62.50% offer blood pressure screenings
 - 49.11% offer cholesterol screenings
 - 53.8% offer weight management programs
 - 29.20% have policies on nutrition (onsite food venues)
 - 35.71% label healthy food choices in cafeterias
 - 46.02% provide healthy food choices in vending



PHYSICAL ACTIVITY AND FITNESS

- **PA-1** Reduce the proportion of faculty/staff who engage in no leisure-time physical activity.
- **PA-2.1** Increase the proportion of faculty/staff who meet current federal physical activity guidelines for aerobic physical activity.
- **PA-2.3** Increase the proportion of faculty /staff who meet current federal physical activity guidelines for muscle- strengthening activity.



LINKAGES WITH: TOPIC AREA: PHYSICAL ACTIVITY/FITNESS

- ▶ Three objectives for faculty and staff
 - ❑ 25.66% have policies providing flex time for PA
 - ❑ 51.7% subsidize on-campus fitness facility access
 - ❑ 30.09% subsidize off-campus fitness facility access
 - ❑ 50.44% have on-campus walking program
 - ❑ 63.72% have on-site fitness/walking trails
 - ❑ 22.12% have signage to encourage stairwell use



LINKAGES WITH: TOPIC AREA: TOBACCO USE

- ▶ **TU-1.1** Reduce cigarette smoking use by faculty/staff.
- **Tu-1.2** Reduce smokeless tobacco products use by faculty/staff.
- **TU-4.1** Increase smoking cessation attempts by faculty/staff smokers.
 - 66.37% have smoke-free policies
 - 54.64% have tobacco-free policies
 - 53.51% have smoking/tobacco cessation programs
 - 5.59% have web-links to resources
 - 5.32% have pharmacy services



LINKAGES WITH: TOPIC AREA: MISCELLANEOUS

- ECBP-8 Increase the proportion of institutions that offer an employee health promotion program
 - 43.14% have health education/promotion services
 - 54.29% have a health & wellness coalition/committee
 - 13.91% have prevention and wellness services
 - 44.25% have interdisciplinary health/wellness coalition
- IID-12.5 Increase the proportion of faculty/staff who are vaccinated annually against seasonal influenza
 - 83.19% offered flu vaccines



LINKAGES WITH: TOPIC AREA: MISCELLANEOUS

- ▶ **ECBP-9** Increase the proportion of employees who participate in employer-sponsored health promotion activities.
 - What incentives work?
 - What are the barriers and challenges?
 - How do we measure success?
 - Effective methods of communication?
 - What resources would be most helpful?



MOVING FORWARD

- Identify allies on your campus with institutional knowledge and power (faculty senate, HR, provost, etc.).
- Utilize ACHA resources to help develop the business case for Faculty/Staff wellness.
- WELCOA's 7 benchmarks are a good starting place.
- Prepare solutions/ implementation suggestions including programming and ROI information.
- Add question to NCHA about affect of faculty/staff health on student success.

**Please join the
Faculty-Staff Coalition!**

**Incoming chair:
HollyLevin@BoiseState.edu**

www.acha.org/Committees
[Coalitions/Task_Forces/staff_wellness.cfm#externalResources](http://www.acha.org/Committees/Coalitions/Task_Forces/staff_wellness.cfm#externalResources)

**QUESTIONS
AND
THANK YOU**

