



Reference Group

Executive Summary

Spring 2021



AMERICAN COLLEGE HEALTH ASSOCIATION

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ACHA, the nation's principal advocate and leadership organization for college and university health, represents a diverse membership that provides and supports the delivery of health care and prevention and wellness services for faculty and staff. For more information about the association's programs and services, visit www.acha.org.

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Introduction

The ACHA-National Faculty & Staff Health Assessment (ACHA-NFSHA) is a survey effort organized by the American College Health Association (ACHA) to assist college health service providers, health educators, counselors, and administrators in collecting data about their faculty and staff habits, behaviors, and perceptions on the most prevalent health topics.

Please note the ACHA-NFSHA is not appropriate for trend comparison with items from the pilot ACHA-NFSHA survey. Directly comparing pre- and post-redesign estimates on similar data points, without taking into account the impact of the survey's redesign, can lead to an erroneous conclusion.

Notes about this report:

1. Missing values have been excluded from analysis and only valid percents are included in this document.
2. Faculty and Staff responding "not applicable" were excluded from several analyses, which are specifically noted throughout this document. This will often explain differences observed between this document and the full data report.
3. A note about the use of sex and gender in this report: Survey responses are reported by sex based on the responses to questions 46, 47, and 48. For the purpose of the ACHA-NFSHA report documents, respondents are reported as male or female only when their responses to these three questions are consistent with one another. If gender identity is consistent with sex at birth AND "no" is selected for transgender, then respondents are designated as either male or female. If respondents select "yes" for transgender OR their sex at birth is not consistent with their gender identity, then they are designated as non-binary. A respondent that selects "intersex" for sex at birth, "no" for transgender, and man or woman for gender identity are designated as male or female. A respondent that selects "intersex" for sex at birth, "yes" for transgender, or selects a gender identity other than man or woman are designated as non-binary. A respondent that skips any of the three questions is designated as unknown. Totals displayed in this report include non-binary and unknown responses.

For additional information about the survey's development, design, and methodology, email Christine Kukich, MS (Ckukich@acha.org.).

This Executive Summary highlights results of the ACHA-NFSHA Spring 2021 survey for Reference Group consisting of 2142 respondents.

The overall response proportion was 19.1%.

Findings

A. General Health of Faculty and Staff

Proportion of respondents that believe the health and well-being of university staff and faculty impact student success and learning:

	Percent (%)	Male	Female	Total
Yes		93.6	97.0	95.8
No		2.5	0.9	1.5
Don't know		3.9	2.1	2.7

■81.7 % of faculty and staff surveyed (75.1 % male and 84.7 % female) reported it is **very or extremely important** to model positive health and wellness behavior to students.
**Faculty and staff responding "N/A" were excluded.*

My college/university cares about my health and well-being:

	Percent (%)	Male	Female	Total
Agree OR strongly agree		74.4	69.9	70.8
Neutral		18.3	22.7	21.4
Disagree OR strongly disagree		7.3	7.3	7.8

■50.3 % of faculty and staff surveyed (50.2 % male and 50.5 % female) described their health as **very good or excellent** .

■86.4 % of faculty and staff surveyed (85.8 % male and 87.0 % female) described their health as **good, very good or excellent** .

■69.1 % of faculty and staff surveyed (55.6 % male and 75.0 % female) reported they **sometimes, most of time, or always** experienced pain, discomfort, or numbness in their hands, wrists, arms or shoulders, neck or low back when using a computer or working at a desk.
**Faculty and staff responding "N/A" were excluded.*

■54.6 % of faculty and staff surveyed (49.7 % male and 56.5 % female) reported they **sometimes, most of time, or always** experienced pain, discomfort, or numbness in their hands, wrists, arms or shoulders, neck or low back when performing work tasks **NOT** using a computer or working at a desk.
**Faculty and staff responding "N/A" were excluded.*

Proportion of faculty and staff who reported having the following checked within the last 2 years:

	Percent (%)	Male	Female	Total
Blood pressure		91.1	95.3	94.1
Blood sugar		76.9	78.2	77.5
Cholesterol		77.5	77.5	77.3
Dental exam		83.2	88.8	86.9
Eye exam		67.5	78.5	75.2
Hearing exam		24.3	20.9	21.9
Physical exam		72.2	82.3	79.1
Triglycerides (blood fat)		70.4	70.4	70.1

B. Physical Health

Faculty and staff reported the following conditions

	<i>Percent (%)</i>	Male	Female	Total
Elevated blood sugar or diabetes		15.1	10.4	11.8
Elevated cholesterol level		34.4	22.4	25.8
High blood pressure/hypertension		25.8	17.3	19.8
Low back injury or spine problems		21.9	22.0	21.9

Proportion of faculty and staff who reported a diagnosis above, but are **not currently in treatment** for that condition:

	<i>Percent (%)</i>	Male	Female	Total
Elevated blood sugar or diabetes		44.8	45.0	45.4
Elevated cholesterol level		46.4	61.9	55.5
High blood pressure/hypertension		32.7	25.0	28.0
Low back injury or spine problems		35.3	24.1	27.7
Any of the above		49.0	48.8	48.8

C. Mental Health

Faculty and staff reported the following conditions

	<i>Percent (%)</i>	Male	Female	Total
Anxiety		18.4	32.7	28.6
Depression		17.8	26.6	24.3
Either of the above		19.6	33.6	29.7

Proportion of faculty and staff who reported a diagnosis above, but are **not currently in treatment** for that condition:

	<i>Percent (%)</i>	Male	Female	Total
Anxiety		23.9	23.2	23.5
Depression		20.4	17.1	17.9
Either of the above		24.3	23.8	24.1

Faculty and staff reported experiencing **none** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations
2. felt so depressed that it was difficult to function
3. felt overwhelming anxiety
4. felt overwhelmed by all you had to do

	Percent (%)	Male	Female	Total
<i>No, to all of the above</i>		39.8	23.3	28.3

Faculty and staff reported experiencing **only one** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations
2. felt so depressed that it was difficult to function
3. felt overwhelming anxiety
4. felt overwhelmed by all you had to do

	Percent (%)	Male	Female	Total
<i>Yes, to only one of the above</i>		20.3	19.7	19.7

Faculty and staff reported experiencing **two** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations
2. felt so depressed that it was difficult to function
3. felt overwhelming anxiety
4. felt overwhelmed by all you had to do

	Percent (%)	Male	Female	Total
<i>Yes, to two of the above</i>		15.9	21.2	19.6

Faculty and staff reported experiencing **all** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations and
2. felt so depressed that it was difficult to function and
3. felt overwhelming anxiety and
4. felt overwhelmed by all you had to do

	Percent (%)	Male	Female	Total
<i>Yes, to all of the above</i>		10.8	16.4	14.8

D. Productivity and Work Culture

Percent of faculty and staff that reported the following as negatively impacting their performance and/or productivity at work within the last 12 months:

	Percent (%)	Male	Female	Total
Anxiety		0.0	0.0	0.0
Death of a close friend or family member		0.0	0.0	0.0
Depression		0.0	0.0	0.0
Financial concerns		0.0	0.0	0.0
Lack of quality sleep		0.0	0.0	0.0
Severe headaches/migraines		0.0	0.0	0.0
A family member's needs, illness, injury or surgery		0.0	0.0	0.0
My own special needs, illness, injury or surgery		0.0	0.0	0.0
Violence in my home (spouse/partner, child)		0.0	0.0	0.0
Personal problem with addiction to alcohol or drugs		0.0	0.0	0.0
Addiction alcohol or drugs friend or family member		0.0	0.0	0.0
Lack of interest in my work		0.0	0.0	0.0
Lack tools/resources perform functions of my job		0.0	0.0	0.0
Relationship in my personal life		0.0	0.0	0.0
Relationship with coworkers		0.0	0.0	0.0
Relationship with supervisor		0.0	0.0	0.0
Stressful environment within my department/unit		0.0	0.0	0.0
Supervisor or management support		0.0	0.0	0.0
Other		0.0	0.0	0.0

**Faculty and staff responding "I did not experience this issue/not applicable" were excluded.*

My college/university promotes a culture of wellness:

	Percent (%)	Male	Female	Total
Agree OR strongly agree		76.9	75.2	75.4
Neutral		14.3	17.8	16.8
Disagree OR strongly disagree		8.8	7.0	7.8

**Faculty and staff responding "Don't know" were excluded.*

Percent of faculty and staff that reported that the following barriers prevent them from participating in wellness-at-work programs:

	Percent (%)	Male	Female	Total
Job responsibilities make it difficult to participate		37.6	46.1	43.7
I forget to attend or participate		28.3	35.3	33.3
Concerns about confidentiality		11.9	15.0	14.5
Lack of personal motivation		40.9	43.9	43.1
Time management		53.9	64.7	61.4
Schedule of programs do not work for me		33.7	47.0	42.9
Wellness programs not offered convenient location		19.1	25.0	23.3
My supervisor does not allow me to attend		3.6	3.1	3.2
Lack interest in wellness activities available to me		36.9	28.3	31.2
Injury or disability		6.1	9.7	8.9
Cost		13.5	18.7	17.1
Not supported by coworkers		4.9	5.0	5.1
Not comfortable in wellness-at-work programs		19.0	21.1	20.6
Do not have the knowledge needed to participate		15.8	15.3	15.3
Other		15.3	18.2	17.4

Within the last 12 months, faculty and staff reported they *agree* or *strongly agree* that they felt:

	Percent (%)	Male	Female	Total
My work is consistent with my values	84.7	82.7	83.3	
My office/department values my work	79.8	78.8	78.9	
Supervisor support the demands of my job	78.2	74.6	75.5	
Received feedback my work performance	71.1	69.7	70.0	
Communication to effectively do my job	69.2	66.2	66.8	
Offered opportunities to learn and grow	65.4	71.7	69.6	
Balance of my job life outside work setting	71.1	71.7	71.1	
<i>4 or more of the above</i>	77.8	75.4	75.9	
<i>4 or more disagree or strongly disagree</i>	8.9	8.9	8.9	

Within the last 12 months, faculty and staff that have reported missing work due to being bullied in the workplace:

	Percent (%)	Male	Female	Total
No	97.0	93.6	94.7	
Yes	3.0	6.4	5.3	

**Faculty and staff responding "N/A" were excluded.*

Within the last 12 months, faculty and staff reported they *agree somewhat* or *strongly agree* with the following statements:

	Percent (%)	Male	Female	Total
My emotional health has been negatively affected due to being bullied at work.	24.6	32.2	30.1	
My physical health has been negatively affected due to being bullied at work.	13.9	19.2	17.9	
My stress level has been increased due to being bullied at work.	22.6	29.5	27.9	
<i>Agree or strongly agree to all three questions</i>	10.9	17.2	15.5	
<i>Agree or strongly agree to any one of the three questions</i>	28.9	34.9	33.4	

**Faculty and staff responding "N/A" were excluded.*

E. Tobacco and Alcohol Use

Faculty and staff reported using the following in the last 30 days:

	Percent (%)	Male	Female	Total
Alcohol (beer, wine, liquor)	69.7	66.7	67.4	
Cigarettes	4.4	4.0	4.1	
Cigars, little cigars, clove cigarettes	1.3	0.2	0.5	
E-cigarettes or other vape products	4.4	1.7	2.5	
Smokeless tobacco (chew, snuff)	4.4	0.2	1.5	
Tobacco from a water pipe (hookah)	0.2	0.0	0.0	

Faculty and staff reported using the following tobacco/nicotine products in the last 30 days:

1. Cigarettes **OR**
2. Cigars, little cigars, clove cigarettes **OR**
3. E-cigarettes or other vape products **OR**
4. Smokeless tobacco (chew, snuff) **OR**
5. Tobacco from a water pipe (hookah)

	<i>Percent (%)</i>	Male	Female	Total
Yes, to any tobacco/nicotine products		13.3	5.6	7.9

Reported number of times faculty and staff consumed five or more drinks in a sitting within the last two weeks:

	<i>Percent (%)</i>	Male	Female	Total
NA, don't drink		19.1	17.5	18.0
None		59.0	71.8	67.9
One to two times		12.5	7.5	9.1
Three to five times		6.4	1.9	3.3
Six or more times		3.0	1.3	1.8

Mean number of drinks consumed on a typical day or evening

**Statistics below include those reporting 0 drinks*

	Male	Female	Total
Mean	1.82	1.39	1.52
Median	2.00	1.00	1.00
Std Dev	1.80	1.08	1.35

Mean number of drinks consumed on a typical day or evening among those who drink

**Statistics below exclude those reporting 0 drinks*

	Male	Female	Total
Mean	2.25	1.68	1.85
Median	2.00	1.00	2.00
Std Dev	1.74	0.96	1.27

Proportion of faculty and staff that responded yes to one or more the questions below:

1. In the last 12 months, have you felt the need to reduce your drinking? **OR**
2. In the last 12 months, has a family member, friend, colleague, or anyone expressed concern about your drinking or suggested you reduce your consumption? **OR**
3. Are you having any financial, work, family, or other problems as a result of your drinking?

	<i>Percent (%)</i>	Male	Female	Total
Yes, to any of the above		20.0	16.4	17.5

Faculty and staff in *recovery* from alcohol or other substance abuse or dependence:

	Percent (%)	Male	Female	Total
Yes, in recovery		1.4	1.5	1.5

F. Nutrition and Exercise

Within the last week, faculty and staff consumed the following ounces of lean proteins on average per day:

	Percent (%)	Male	Female	Total
0-2 ounces per day		9.7	10.4	10.3
3-5 ounces per day		38.0	44.6	42.6
6-8 ounces per day		35.7	34.6	34.9
9-11 ounces per day		12.5	8.8	9.9
More than 11 ounces per day		4.1	1.6	2.3

Faculty and staff reported consuming the following number of servings of sugar-sweetened beverages on average per day, within the last week:

	Percent (%)	Male	Female	Total
0 servings/day		62.7	61.5	62.1
1-2 servings/day		30.3	32.8	31.9
3 or more servings/day		7.0	5.7	6.0

Faculty and staff meeting the recommended guidelines for physical activity

Based on: US Dept of Health and Human Services. *Physical Activities Guidelines for Americans*, 2nd edition.

Washington, DC: US Dept of Health and Human Services; 2018

Recommendation for **aerobic activity**: 150 minutes or more of moderate-intensity physical activity per week or 75 minutes of vigorous-intensity physical activity or the equivalent combination

Recommendation for **strength training**: 2 or more days a week of moderate or greater intensity activities that involve all major muscle groups

Active Adults meet the recommendation for strength training **AND** aerobic activity

Highly Active Adults meet the recommendation for strength training and **TWICE** the recommendation for aerobic activity (300 minutes or more of moderate-intensity physical activity per week or 150 minutes of vigorous-intensity physical activity or the equivalent combination)

	Percent (%)	Male	Female	Total
Guidelines met for aerobic exercise		62.6	56.6	58.4
Guidelines met for Active Adults		38.0	36.8	37.0
Guidelines met for Highly Active Adults		28.7	24.5	25.7

Food Security

Based on responses to the *US Household Food Security Survey Module: Six-Item Short Form (2012)* from the USDA Economic Research Service.

	Percent (%)	Male	Female	Total
High or marginal food security (score 0-1)	94.7	92.5	93.1	
Low food security (score 2-4)	3.1	4.9	4.4	
Very low food security (score 5-6)	2.2	2.6	2.5	
Total food insecure (low or very low food security)	5.3	7.5	6.9	

G. Sleep

Past 7 days, getting enough sleep to feel rested when you woke up:

	Percent (%)	Male	Female	Total
0-2 days	27.5	28.6	28.4	
3-4 days	24.8	28.9	27.6	
5-6 days	32.0	31.2	31.5	
7 days	15.8	11.4	12.5	

Over the last 2 weeks, faculty and staff reported the following average amount of sleep on weeknights (excluding naps):

	Percent (%)	Male	Female	Total
Less than 7 hours	39.0	38.2	38.4	
7 to 9 hours	60.7	61.5	61.3	
10 or more hours	0.3	0.3	0.3	

Reported amount of time to usually fall asleep at night (sleep onset latency):

	Percent (%)	Male	Female	Total
Less than 15 minutes	64.6	57.5	59.4	
16 to 30 minutes	20.9	23.2	22.5	
31 minutes or more	14.5	19.3	18.0	

Faculty and staff reported experiencing the following in the last 12 months:

	Percent (%)	Male	Female	Total
Experienced difficulty staying asleep	57.6	70.4	66.7	
Used over-the-counter medication promote sleep	25.9	34.6	32.0	
Used a prescription medication to promote sleep	8.0	11.3	10.3	
OTC OR prescription medications promote sleep	29.5	39.6	36.7	

Demographics and Characteristics

■ Age:

18 - 25 years:	3.1 %
26 - 35 years:	20.7 %
36 - 45 years:	27.1 %
46 - 55 years:	23.6 %
56 - 65 years:	20.7 %
66 + years:	4.8 %

■ Gender*

Female:	67.5 %
Male:	29.9 %
Non-binary:	1.4 %

■ Term describes your gender identity:

Woman :	68.6 %
Man:	30.5 %
Trans woman:	0.0 %
Trans man:	0.0 %
Genderqueer:	0.2 %
Agender:	0.1 %
Genderfluid:	0.1 %
Intersex:	0.0 %
Nonbinary:	0.1 %
Another identity:	0.2 %

■ Relationship status:

Single, never married:	13.3 %
Single, divorced:	8.9 %
Separated:	1.0 %
Engaged:	1.8 %
Married:	69.7 %
Widowed:	1.6 %
Other:	3.7 %

■ Employee Classification:

Staff	58.6 %
Adjunct Faculty	6.3 %
Faculty	26.8 %
Administration:	5.7 %
Graduate/professional student, fellow, resident or post-doc	0.9 %
Other:	1.6 %

■ Employment status:

Part-time without benefits:	8.2 %
Part-time with benefits:	2.7 %
Full-time without benefits:	0.8 %
Full-time with benefits:	88.2 %

■ Respondents describe themselves as:

American Indian or Native Alaskan	1.4 %
Asian or Asian American:	3.3 %
Arab/Middle Eastern	
North African Origin:	0.5 %
Black or African American:	2.1 %
Hispanic or Latino/a:	6.0 %
Native Hawaiian or Other Pacific Islander Native	0.3 %
White:	86.9 %
Biracial or Multiracial:	1.5 %
Another identity:	2.0 %

■ Term describes your sexual orientation:

Straight/Heterosexual:	90.9 %
Bisexual:	3.0 %
Gay:	1.7 %
Lesbian:	1.5 %
Pansexual:	1.1 %
Queer:	1.0 %
Questioning:	0.3 %
Asexual:	0.3 %
Another identity:	0.2 %

■ Highest level of education:

Grades 1-8:	0.0 %
Grades 9-11 (some high school):	0.0 %
High school graduate or GED:	1.6 %
Some college (no degree):	5.3 %
Trade/technical/vocational:	1.4 %
Associate's degree:	3.6 %
Bachelor's degree:	25.4 %
Master's degree:	36.3 %
Doctoral degree:	23.5 %
Professional Degree:	2.9 %

■ Years of employment at this institution or outsourced group at this institution:

<=5:	44.0 %
6-10:	23.9 %
11-15:	11.9 %
16-20:	9.0 %
21-25:	6.3 %
26-30:	2.7 %
31-35:	1.6 %
36-40:	0.5 %
More than 40 years:	0.1 %

* See note on page 2 regarding gender categories

Demographics of Participating Institutions

Three postsecondary institutions self-selected to participate in the Spring 2021 ACHA National Faculty & Staff Health Assessment and 2,142 surveys were completed by faculty and staff on these campuses. For the purpose of forming the Reference Group, only institutions located in the United States that surveyed all faculty and staff or used a random sampling technique are included in the analysis, yielding a final data set consisting of 2,142 faculty and staff at 4 schools. Demographic characteristics of the 4 campuses follow. *The mean response proportion was 19.1%, and the median response proportion was 20.3%.*

Demographical Characteristics of the 4 US Postsecondary Institutions Included in the Spring 2021 ACHA-NFSHA Reference Group	
Campus Characteristic	<i>n</i>
Type of Institution	
Public	4
Private	0
2-year	0
4-year or above	4
Location of Campus	
Northeast (CT, ME, MA, NH, NJ, NY, PA, RI, VT)	0
Midwest (IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI)	2
South (AL, AR, DE, DC, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)	0
West (AK, AZ, CA, CO, HI, ID, MT, NV, NM, OR, UT, WA, WY)	2
Campus Size	
< 2,500 students	0
2,500 – 4,999 students	0
5,000 – 9,999 students	0
10,000 – 19,999 students	3
20,000 students or more	1
Campus Setting	
Very large city (population over 500,000)	0
Large city (population 250,000-499,999)	3
Small city (population 50,000-249,999)	1
Large town (population 10,000 – 49,999)	0
Small town (population 2,500-9,999)	0
Rural community (population under 2,500)	0
Carnegie Classification	
Associates Colleges	0
Baccalaureate Colleges	0
Baccalaureate/Associates Colleges	0
Masters Colleges and Universities	0
Doctoral Universities	4
Special Focus Institutions	0
Miscellaneous/Not Classified	0

Demographical Characteristics of the 4 US Postsecondary Institutions Included in the Spring 2021 ACHA-NFSHA Reference Group	
Campus Characteristic	<i>n</i>
ACHA Membership Status	
Institutional Member	4
Nonmember	0
Religious Affiliation	
No	4
Yes	0
<u>If yes:</u>	
Catholic	0
Protestant or Other Christian	0
Postsecondary Minority Institution (US Department of Education)	
No	4
Yes	0
<u>*If yes:</u>	
Postsecondary Minority Institution	0
Historically Black College or University (HBCU)	0
High Hispanic Enrollment	0
Hispanic-serving Institution (HSI)	0
Tribal College or University	0
Predominately Black Institution	0
Asian American and Native American Pacific Islander-serving	0
Alaska Native-serving or Native Hawaiian-serving Institution	0
Native American-serving Nontribal Institution	0
*institutions may hold more than one type of minority status	