Best Practices in Faculty and Staff Health and Wellness

Presented by the ACHA Faculty and Staff Health and Wellness Coalition

Chair: Kathy Wagner, MPH, CHES
Princeton University

American College Health Association Annual Meeting
June 3, 2010
By the end of this session, participants will be able to:

- Describe the theories, models, and evidence that support addressing the health and wellness of faculty and staff on campus.

- List the objectives from Healthy Campus 2020 that address faculty and staff health and wellness.

- Describe several examples of campus programs that address faculty and staff health and wellness.

- Describe the components of successful faculty and staff health and wellness programs.
Session Overview

- Making the case: Theories and models
- Other support
- General considerations for serving faculty and staff
- Healthy Campus 2020
- Faculty perspectives
  - Lori Dewald, EdD, ATC, MCHES, F-AAHE, American Public University
- Panel discussion
  - Nikki Brauer, MS, Illinois State University
  - George Brown, MA, PhD, The University of Alabama
  - Brenda Miller, BA, Certified PA Family Practice, Carnegie Mellon University
  - Faith Yingling, PhD, MSEd, Bowling Green State University
- Q&A
Making the Case: Theories and Models

- Social-Ecological Model of Health
- Social Cognitive/Social Learning Theory
- Worksite Wellness
Social-Ecological Model of Health

- **Societal**
  - Larger societal factors (norms, policies, laws, etc.)

- **Community**
  - Community contexts in which social relationships are embedded (residence hall, department, workplace, campus, etc.)

- **Relationship**
  - Proximal social relationships (peers/colleagues, partners, family members)

- **Individual**
  - Characteristics of the individual (biological, personal history, attitudinal factors)

Based on graphic from Kathleen C. Basile, Ph.D., of the CDC’s Division of Violence Prevention
Social Cognitive/Social Learning Theory

- **Modeled Behavior**
  Faculty and staff model behavior for students  
  e.g. work-life balance

- **Vicarious Learning**
  Learning by observing the effects of others’ behaviors
Worksite Wellness

- Look to large body of research and evidence in the worksite wellness field.
  - Assist in slowing the growth of health care costs
  - Absenteeism
  - Presenteeism
  - Productivity
Other Support

- CAS Standards
- ACHA Guidelines
- NCHA Data
“Health promotion services in colleges and universities support the academic mission by engaging students, faculty, and staff in leading healthier lives and building supportive and sustainable environments, so that health can advance the capacity to learn and work.”
ACHA Guidelines

- Standards for Practice for Health Promotion in Higher Education
- Position Statement on Tobacco on College and University Campuses
- Campus Response to Novel Influenza H1N1 and Guidelines for Pandemic Planning
When asked, “Do you think the health of university faculty and staff impact student learning and success?”

- 84.1% of students indicated that "yes" the health of the university faculty and staff impact student learning and success.
- 6.8% indicated "no"
- 9.1% indicated "don't know"

University of South Carolina, NCHA-II, 2010, n=811
General Considerations for Serving Faculty and Staff

- **Not a one-size fits all model**
  - Public vs private
  - Size of school
  - Medical school vs no medical school
- **Building Cross-Campus partnerships**
  - Human Resources
  - Dean of Faculty
  - Environmental Health and Safety
- **Diversity of faculty and staff**
- **Messaging extremely important**
Healthy Campus 2020

Release: Fall 2011

To include several objectives aimed at faculty and staff
Faculty Perspectives

Dr. Lori Dewald, EdD, ATC, MCHES, F-AAHE
Professor
American Public University
Faculty-Specific Factors

- Understand the cycle of the academic year from a faculty member’s viewpoint.

- Understand the Carnegie Levels of Academia and how that plays into Work-Life Balance/ Life-Work Balance.
Confidentiality

- Faculty will be reluctant to have their issues known by their employer.

- Confidentiality of their individual health issues due to fears of administrative retaliation or actions like denial of tenure.
Suggested Workshops

- Organizing a faculty office!
- Work-Life Balance or Life-Work Balance.
- Skills in de-escalating an irate student.
- Academic bullying and prevention strategies.
Suggested Workshops, continued

- Walking programs and maps for faculty to use during their available time.

- Safety skills for faculty who work early in the morning or evenings or weekends and are walking to and from their offices and cars during darkness.

- Smoking and AOD cessation programs.
Suggested Workshops, continued

- Recognizing mental and emotional issues in college students and the referral process.

- Recognizing AOD issues in college students and the referral process.

- Outreach to faculty when a student in their course dies.

- Outreach to faculty when a colleague dies.
Suggested Workshops, continued

- New faculty orientation sessions
  - What student health offers for students.
  - What student health offers for staff and faculty.
  - Provide new faculty with a list of health and medical and dental resources from your community.
Panel Discussion

Nikki Brauer, MS
Illinois State University

George Brown, MA, PhD
The University of Alabama

Brenda Miller, BA, Certified PA Family Practice
Carnegie Mellon University

Faith Yingling, PhD, MSEd
Bowling Green State University
Health Promotion and Wellness fosters a thriving, engaged campus community that advances wellness at all levels.
Illinois State University

20,762 Students
18,254 Undergraduate/2508 Graduate

3,516 Employees
1444 Civil Service staff
736 Administrative Professional Staff
1336 Faculty

State your passion.
History of Faculty Staff Wellness

• 1984 President Lloyd Watkins Initiated Wellness Advisory Committee to begin faculty staff wellness program – reported to Office of the President until 1986

• Faculty Staff Wellness Program Reported to Human Resources from 1986 until 2009 – Funded full-time Director, 2 full-time staff

• $8,100 State of Illinois appropriated funds to address initiatives for faculty and staff of Illinois State University

• August 2009 Health Promotion and Wellness was formed as a Director level department within Student Affairs to address Wellness needs of the entire campus community
University Wellness Council

Healthy Campus Initiative

• Established in 1989 as a Presidential Initiative – University Health Education Coordinating Council (UHECC)
• Budget $7600.00 to fund campus initiatives
• Initiatives: RAD Training, Safe Spring Break, Core Alcohol Survey, ACHA NCHA Survey, Eating Disorder Awareness (ongoing), FS Health Status Survey, Pedestrian Safety Study, Reggie Ride Bike Share program, Campus Wellness Website, Body Acceptance Coalition (ongoing support), Healthy You Healthy Earth Wellness and Sustainability Fair, Pedometer Program, Tailgate Recycle Program, County Wellness Summit, Horticulture Center Garden Event, and 1st Wellness Fair 1999.

• Currently undergoing strategic planning

STATE your passion.
Wellness Council Membership

- Campus Dining
- Health Promotion and Wellness
- Health Sciences Department
- Provost Office
- Sustainability
- Student Counseling Services
- University Housing
- School of Kinesiology and Recreation
- Environmental Health and Safety
- Student Health Services
- Facilities Management

STATE your passion.
Health Promotion and Wellness

- Release Time to participate in wellness - 90 minutes per week
- Nutrition Counseling
- Family Programs and Resources
- Child Care Center-shared use with Illinois State and Illinois Wesleyan Universities and BroMenn Hospital
- Health Screenings
- Ergonomics- Individual departmental, and Consult on New Capital Projects
- Free Tai Chi classes, Guided Meditation, Yoga
- Faculty-Staff Fitness Program from 1984 – December 2010
- Student Fitness Center opened January 2011-some F-S classes will return to HPW fall 2011
- Wellness and Sustainability fair, nutrition fair, Benefit Choice Fair
- Consult with departments and Colleges to create wellness cultures within their own environments

STATE your passion.
Health Concerns for Faculty and Staff

*Weight and Nutrition*

Health Status Survey, 2009

850 responses/3100 Faculty-Staff

- **Rate Health Habits – Eating and Nutrition Habits**
  - 54.7% rated Good to Excellent
  - 31.78% Rated Average
  - 13.48% Rated Fair to Poor

- **Stage of Readiness to Change** - lose weight or manage a healthy weight - 22% planning to change, 33.24% recently began doing this and 29.1% report they do this regularly.

*STATE your passion.*
Health Concerns for Faculty and Staff

Fitness / Exercise
Health Status Survey, 2009
850 responses/3100 Faculty-Staff

- Rate Your Exercise and Overall Fitness Level
  - 47.27 % Excellent to Good
  - 23.77 % Average
  - 28.97% Fair to Poor

- Stage of Readiness to Change – be physically active
  13.22% aren’t considering changing, 25.5% planning to change, 23.5% recently began doing this and 37.12% report they do this regularly.

STATE your passion.
Health Concerns for Faculty and Staff

Stress

Health Status Survey, 2009
850 responses/3100 Faculty-Staff

• How often do the following: Include Relaxation as Part of Daily Routine
  • 53.29% Always – Often
  • 32.77% Sometimes
  • 13.93% Rarely to Never
Stress
Health Status Survey, 2009
850 responses/3100 Faculty-Staff

• **How often do the following:** Feel Anxious or Depressed
  • 16% Always – Often
  • 45.16% Sometimes
  • 38.83% Rarely to Never

• **How often do the following:** Seek the assistance of a mental health professional when problems/stress beyond control
  • 21.42% Always – Often
  • 17.16% Sometimes
  • 52.65% Rarely to Never

STATE your passion.
Health Concerns for Faculty and Staff

Cardiovascular Health
Health Status Survey, 2009
850 responses/3100 Faculty-Staff

• Blood Pressure is within normal range:
  • 88.46% True
  • 10.7% False

• Cholesterol Levels within normal ranges:
  • 77.04% True
  • 20.91% False

• Avoid Smoking:
  • 91.39% Always – Often
  • 1.72% Sometimes
  • 5.53% Rarely - Never

STATE your passion.
Health Concerns for Faculty and Staff

_Ergonomics_
Health Status Survey, 2009
850 responses/3100 Faculty-Staff

• **How often do you do the following:** Experience pain, numbness, discomfort when performing tasks at a computer
  • 19.68% Always – Often
  • 31.61% Sometimes
  • **47.73% Rarely to Never**

• **How often do you do the following:** Experience pain, numbness, discomfort when performing tasks *NOT* at a computer
  • 12.67% Always – Often
  • 30.63% Sometimes
  • **56.08% Rarely to Never**
Current Struggles

• Maintaining a strong emphasis on faculty-staff health when housed in the Division of Student Affairs
• Data collection
• Now that the Faculty Staff Wellness reports to Student Affairs, employees are concerned their needs will not be addressed and feel they have lost a benefit on some levels.
Since 1831

- The University of Alabama was founded as Alabama’s first public college, a major, comprehensive, student-centered research university
- Dedicated to excellence in teaching, research, and service, we provide a creative, nurturing campus environment where our students can become the best individuals possible, learn from the best and brightest faculty, and make a positive difference in the community, the state and the world.

- 4,500 employees with 25% faculty and over 30,000 students
- Located in Tuscaloosa, Alabama
Defining Our Mission

To advance the health and well-being of The University of Alabama employees and their families through innovative value-based, educational, and strategically designed wellness programs and services.

To engage and enrich the lives of our employees and their families

- Dr. Judy Bonner, Provost
Crafting Our Goals

We will work collaboratively with our key stakeholders in order to:

• Create and sustain a culture of health and well-being that empowers employees and their families to maintain and improve health. [strategy]

• Communicate and coordinate the highest quality health and wellness programs, resources, and opportunities in order to reduce health risks, prevent disease, and manage chronic conditions. [communication & program delivery]

• Build an environment that supports the health and safety of our employees. [supportive environment]

• Integrate health related resources to include the coordination of incentives and benefits for optimal value-based health solutions [incentives and health related benefit alignment]

• Develop a research agenda and publish articles relating to the participation, impact and outcome measures of the program. [research]
Creating our Brand

NOURISH
A healthy weight starts with a good diet. Nutritional tips, counseling, education and weight loss programs are available to all employees to encourage healthy eating.

MOVE
Fitness should be fun! Exercise programs with a 'Move' icon are designed to promote healthy body weight, strength, and better general health.

LIVE
Live life to the fullest. Get tips and practical advice on how to create a healthy lifestyle for you and your family. Tobacco cessation, diabetes self-management, and other chronic disease and life extending programs included.

BALANCE
Enjoy a variety of educational and practical skills for stress relief and life balance to promote self-esteem, productivity, and overall happiness.

TIP: Once you receive a confidential health screening and personalized health coaching, you can make more informed decisions about which health programs benefit you the most from the areas listed below.
Leading the Way...

Infrastructure

Wellness Advisory Board (est. as an initial step)

– Seventeen member board
– Serves an initial three year commitment
– Members identified include:
  - Medical Professional Staff (M.D. and Nursing)
  - Faculty (All Allied Health areas)
  - Staff (from multiple campus departments)
  - Human Resources Administrators
  - Student Affairs Professional Staff
WellBama

—A program that ‘moves’ people through the coordinated efforts of an awareness and educational outreach that touches them, provides a level of recognition (Crimson, Gold, Silver or Bronze Club Status), connects them to resources, encourages goal setting and allow for personal growth in areas of health and wellness - at the workplace, with colleagues.

health screening + health coaching = club status crimson-gold-silver-bronze

Bonus: a free WellBama physical exam
Our Signature Program

WellBama

Began in 2007 as a pilot program, with over 600 participants.

Launched in 2009 as a campus wide initiative, WellBama is currently delivered to each college, school and division annually with the coordinated efforts of our Capstone College of Nursing, University Medical Center, Financial Affairs, and University Recreation. Over 1,000 employees participate each year.
Summer Wellness Programs 2011

Two ways to improve your summer—and your life!
Summer program aims to get families in shape

Lindsey Holland
Staff Writer

Published: Thursday, June 25, 2009
Updated: Thursday, June 25, 2009

When it comes to family fitness, mothers and daughters are usually the ones fretting about how their bodies will look in a bikini at the beach.

But at the University, all members of 36 families are working together to make their lives healthier.

Rebecca Kelly, director of health promotion and wellness at the University, said the Summer Family Makeover program is a free six-week program designed to help families of UA employees improve their overall health. Weekly prize drawings, counseling and connections to campus resources are among the help provided to families in working toward their goals.

The program kicked off at the Student Recreation Center's outdoor pool complex on Thursday. Kelly said the goal for the program was 30 families, but 38 are now enrolled with 150 total participants.

"Over 20 signed up at the kickoff," Kelly said.

Kale and Anna Flits, both 9, were eager to talk about the program.
Where do you begin?

Leadership Commitment & a Team Approach

- Leading by example – with buy-in by middle managers
- “Healthy company” norm/culture
- Explicit connection to the core principles of the organization
- Employee-driven advisory board
- Specific program goals and objectives – with realistic expectations
- Alignment of organizational, Human Resources, Safety, Disability, Risk Management, University Recreation, Health Service and healthy policies/practices
- Sustainability – future orientation
  - Organizations Need Solutions – Vendors Provide Products that can fit into your Solution

FACULTY AND STAFF
HEALTH AND WELLNESS
AT CARNEGIE MELLON UNIVERSITY

Brenda Miller, BA, PA-C
Family Practice Physician’s Assistant
Carnegie Mellon University Health Services
Carnegie Mellon University

- 4-year private research university
- Urban main campus in Pittsburgh, PA
- No medical school or health system affiliation
- 3 different health plan providers for employees
- Main campus (2010):
  - 6,020 undergraduate students
  - 5,510 graduate students
  - 3,704 staff
  - 1,385 faculty
Traditional Offerings

- Health promotion services: Tobacco cessation, nutrition consults, massage, blood pressure checks, allergy shots
- Pathways to Health
  - Annual health awareness conference
- Flu Prevention
  - Pre- H1N1
  - H1N1
    - Campus-wide communications and establishing policy
    - Messaging for students, staff & faculty
    - Prevention in residence halls, classrooms, offices, at home
    - Vaccine clinics
Healthy Campus Committee

Mission: The CMU Healthy Campus Committee serves as a leader for developing plans to improve the entire campus community’s health through policy recommendations, evidence-based health outcome measures and collaborations throughout the campus.

- 16 active members – Staff, faculty, & students (Housing & Dining, Athletics & Recreation, Human Resources, Staff Council, Counseling & Psychological Services, Faculty, Graduate Student Assembly, Undergraduate Student Senate, Environmental Health & Safety, Disability Services, Student Affairs, Health Services)
University Smoking Policy

- First project of the Healthy Campus Committee
- Goal: tobacco-free campus; Final Outcome: Designated Smoking Areas
- Eliminated sale of tobacco products on campus
- Group tobacco cessation programs
Existing Healthy Opportunities

UNIVERSITY HEALTH SERVICES
- Flu Vaccinations
- Health Education Programs
- Tobacco Cessation
- Nutrition Education

ATHLETICS & RECREATION
- Fitness Center
- Annual Fitness Challenge
- Walking Club

HUMAN RESOURCES
- Preventive Care Coverage
- Meditation Sessions
- Health Plan Resources

DINING
- Healthy Dining Options
- Meatless Mondays
- Weight Watchers at Work

Local Foods Subscriptions
Healthy Campus: Goal One

Increase awareness, availability and effectiveness of educational and community-based programs

Objectives:

- Launch Healthy Campus website
- Develop Healthy Campus logo & marketing plan
- Seek additional relationships with university stakeholders — University Police, dining vendors, more students, more faculty
- Develop student and employee health promotion program
Healthy Campus

The Healthy Campus initiative supports a healthy lifestyle and campus environment for students, faculty and staff at Carnegie Mellon University. This site is a hub that connects you to the campus resources that can help you take charge of your health. We encourage you to join the Healthy Campus Committee.

CMU Community Blood Drive: Tuesday, May 17 at UC-Conner Room, 8:00 am-2:45 pm
All donors will be entered into a random raffle for Pirates tickets.
Wellness Program

- Variety of opportunities: health awareness, physical activity, nutrition, stress management, communicable and chronic disease prevention
- Needs assessment for staff and faculty
- Visible support from University President prior to program launch
- Participation incentives (university ID cards to track participation)
- Accessible to all, including staff & faculty partners
- Outcomes and indicators to assess impact
Key Challenges

- Crafting appropriate marketing plan
- Developing realistic evaluation measures (hard data)
- Flexibility in workplace
  - University support for participation
- Diversity of population
  - Open access and ease of participation
  - Meaningful incentives will vary
- Potential participant concerns about privacy, data collection and use
  - Messaging is critical!
Bowling Green State University

- 18,000 students on main campus; 2,500 at BGSU Firelands
- 900 full-time faculty on main campus; 45 full-time faculty at BGSU Firelands
- 1,510 full- and part-time non-teaching staff members
Formation Process

- Around for many years as a university committee – WellAware; mainly HR driven
- In 2007, received a grant from insurance company to focus on employee wellness - $200,000 over 4 years – Wellness area took lead
- Get right people on committee
- Start with small successes
Initiatives

- Free Session with Personal Trainer
- Weight Watchers at Work
- Women’s Center Brown Bag Luncheons
- Free Session with a Registered Dietician
- Maintain, Don’t Gain Holiday Challenge
- Free Employee Week at the Student Recreation Center
- Open Walking at the Perry Field House
- Open Walking at Eppler Track
- Free Psychology Weight Loss Program
- “Nutrition What’s in it for Me?” Presentations
- Healthy Heart Fair
- Student Health Service Flu Shots

- National Start Walking Day
- Free HIV Testing at the Wellness Connection
- Health and Safety Training
- Free Employee Fitness Classes
- $45 Student Recreation Center Group Fitness Pass
- Talk Nutrition Sessions
- Employee Wellness Golf
- Gain Health! Challenge
- EAP Seminar: When Life Changes
- Family Dollar Day at the Student Recreation Center
- Student Health Service Wellness Profile
Wellness Connection - WellAware

WellAware is BGSU’s faculty and staff health and wellness program. Possible as a result of a generous grant from Medical Mutual, activities are supported and administered by the Department of Recreation and Wellness, the Office of Human Resources, and the Division of Student Affairs.
Avoid Holiday Hangover

BOWLING GREEN STATE UNIVERSITY

PROGRAM RESULTS

NOVEMBER 18 – JANUARY 14, 2011

Holiday Challenge
Program Overview

- 8-week Holiday Weight Maintenance Program

**Objectives:**
- Encourage faculty/staff to engage in healthy behaviors during the holiday season and avoid holiday weight gain
- Increase awareness and utilization of health and wellness resources and services available to faculty/staff

**Summary:**
- Participants received practical tips, recipes, and other information on how to help them successfully navigate their way through the holiday season. They also received activity logs and food diaries to help them track their progress.

**Guidelines:**
- Participants had to register, do a pre-holiday weigh-in, and sign the contract during Nov. 18th – 24th
- They were encouraged to attend the free employee fitness classes, open walking at Eppler Track and Brown Bag lunch series.
- To complete the program, participants had to complete their post-holiday weigh-in during January 10th – 14th. If participants/team maintained their weight (within a 2lb variance) or lost weight, they were eligible for the incentive.
Program Participants

- 73 employees registered for the program
- 30 individuals, 43 on a team
- Results included in this report are based on 50 (71.4%) participants and 43 post-program survey respondents

Type of employee

- Faculty: 42.9%
- Classified: 21.4%
- Administrative: 35.7%

Participated in WellAware programs in the past?

- No: 67%
- Yes: 33%
Program Results

Weight Maintenance

- 48 participants (96%) maintained their weight (within a 2lb variance) or lost weight
- 36 participants (72%) lost weight
- Total weight loss: 103.6 lbs
- Average weight loss 2.1 lbs
- 7 participants lost over 5lbs
- Most weight loss per individual was 14lbs
Challenges

• Marketing
• Appealing to a Diverse Staff
• Additional Funding
To join, send an email to Kathy Wagner at akwagner@princeton.edu