

THE CURRENT STATE OF FACULTY AND STAFF HEALTH AND WELLNESS PROGRAMS: RESULTS FROM 2014 ACHA SURVEY

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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 ACHA survey of institutions regarding faculty and staff health and wellness.
- 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 that optimize learning.
- 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 ACHA.

History

- 2010 – Faculty Staff Health and Wellness Coalition Formed
- 2011 – First Survey to ACHA Institutions Surveying FS Initiatives
- 2012 – Implemented topic based conference calls.
- 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.
- 2013 – Partnered with **Healthy Campus Coalition** and the **Campus Safety and Violence Coalition**.

History (continued)

- 2014 – 2nd Survey to ACHA institutions Surveying Faculty Staff Initiatives
- 2014 – Proposal to ACHA Board for National Faculty Staff Health Assessment Project – Accepted
- 2015 – Forming questions for National Faculty Staff Health Assessment
- 2017 – Launch of National Faculty Staff Health Assessment (anticipated)

Best Describes Your Role

	2012	2014
Administrator (Department Director)	17.9%	33.6%
Health Promotion Professional	22.9%	14.0%
Nurse Director	21.8%	22.4%
Worksite Wellness	4.5%	12.8%
Nurse	8.9%	4.2%
Student Affairs Admin.	3.4%	0.7%
Other	7.0%	7.8%

Survey Results & Analysis

American College Health Association

Faculty and Staff Health and Wellness Coalition Survey

Spring 2014

The results analysis includes answers from all respondents who took the survey in the 35 day period from Tuesday, April 08, 2014 to Monday, May 12, 2014. 146 completed responses were received to the survey during this time.

- In 2012, there were 182 responses

Best Describes Your Department

	2012	2014
Student Health Services	59.7%	57.7%
Health Promotion and Wellness	19.9%	21.1%
Human Resources	4.4%	6.3%
Counseling Services	6.1%	0.7%
Campus Recreation	3.3%	4.2%
Other	9.4%	8.5%

Institutional Types

	2012	2014
Private 4 year	48.6%	47.9%
Public 4 year	43.1%	43.7%
Public 2 year	6.6%	7.0%

Campus Size- Undergraduate Enrollment

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

Campus Size – Graduate Enrollment

	2012	2014
No Grad Students	15.5%	13.9%
Under 1,000	25.4%	31.3%
1,000-4,999	37.0%	32.7%
5,000-9,999	17.7%	15.3%
10,000+	4.5%	7.0%

Full/Part-time Employees

	2012	2014
Under 1,000	49.4%	47.2%
1,000-1,999	12.1%	16.2%
2,000-4,999	22.4%	19.0%
5,000-9,999	8.6%	8.6%
10,000-14,999	2.9%	2.8%
15,000+	4.5%	6.3%

What Division is Responsible for Delivering Faculty and Staff Wellness Programs

	2014
Human Resources (Internal)	39.4%
Student Health Center (Clinical)	12.7%
Health Promotion and Wellness / Health Education	9.2%
External Contract (e.g. Health Insurance)	3.5%
Other (Committee (5), HR/Insurance (3) , Campus Rec (1), EAP (1))	19.7%
Do Not Have Faculty Staff Wellness	11.3%

FTE Dedicated to Faculty Staff Wellness

	2012	2014
0	35.6%	34.0%
.5	13.0%	17.4%
1	21.5%	13.9%
1.5 - 3	19.2%	19.4%
3.5 - 5	3.4%	6.3%
5.5 or more	7.3%	9.0%

How is funding structured for your employee wellness programs / initiatives?

	2014
Department Budget	57.5%
Insurance Premiums	19.2%
Grants	7.5%
Fee Generated	6.2%
Student Fee	3.4%
Other	22.6%

Which resources would be most helpful to you in implementing employee wellness programs?

	2014
Best Practices	38.8%
Programming	22.4%
Health Status Survey Tools	20.1%
Research Articles	3.0%
Other	15.7%

Campus Policies

	2012 Yes	2012 Expected in 12 months	2014 Yes	2014 Expected in 12 months
Illicit drugs	91.2%		90.8%	1.4%
Alcohol	90.1%		91.6%	1.4%
Nutrition-cafeteria	39.6%	2.7%	31.0%	3.5%
Smoke-free	39.0%	10.5%	54.2%	8.5%
Lactation	31.7%	2.8%	43.0%	2.8%
Physical Activity/Flex Time	23.8%	2.2%	23.2%	3.6%
Nutrition-vending	23.6%	4.9%	15.5%	4.2%
Tobacco-free	23.0%	12.7%	39.7%	9.9%
Nutrition-meetings	20.3%	2.7%	19.6%	3.5%

Faculty Staff Assessments

How often does your campus assess the health and wellness behaviors/status of faculty and staff?

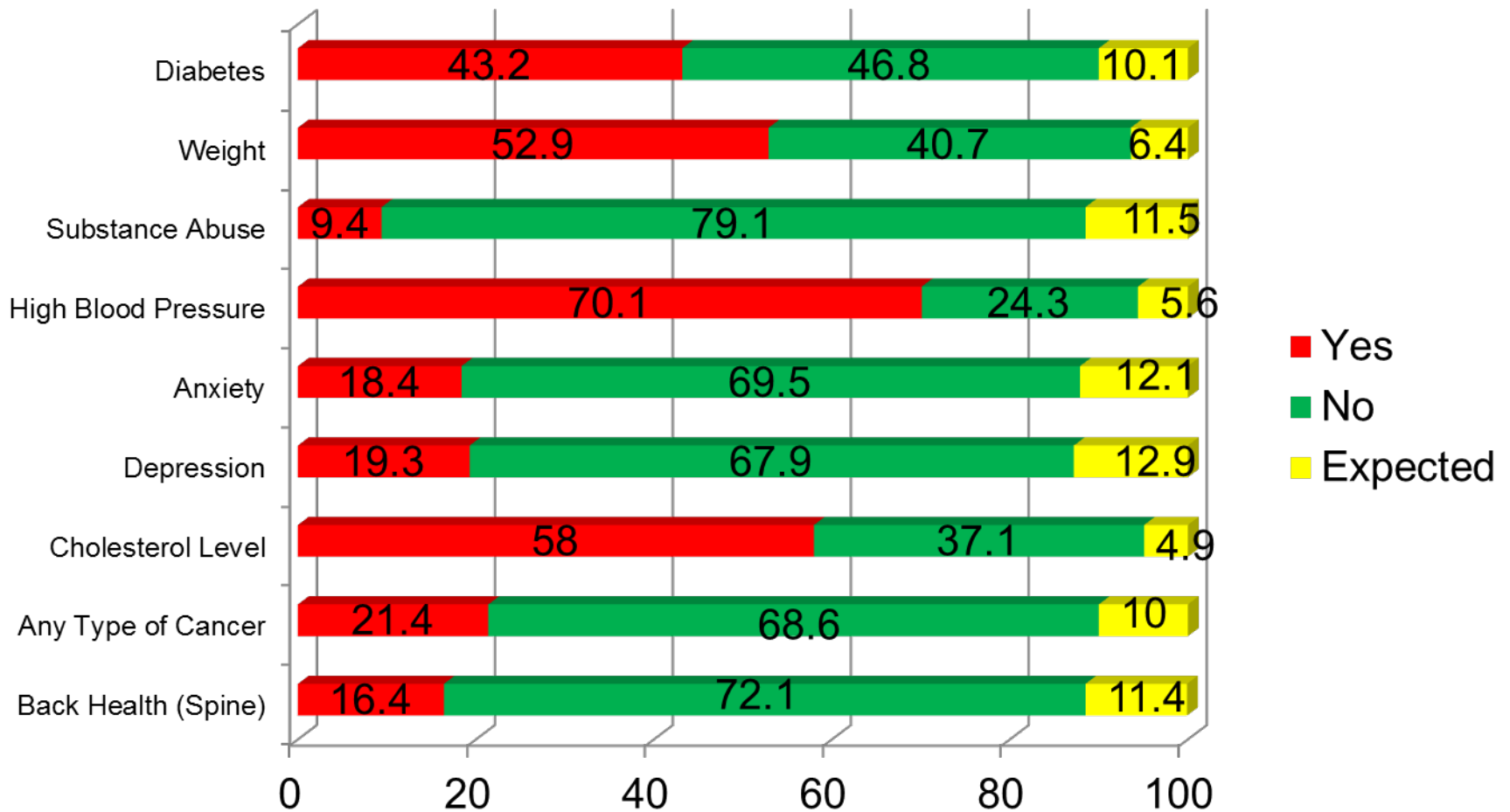
	2012	2014
Every year (or more often)	15.9%	16.6%
Every 2 years	6.0%	9.7%
Less often than every 2 years	20.3%	11.7%
Never	46.7%	46.9%
Don't Know	11.1%	15.2%

National Faculty Staff Health Assessment

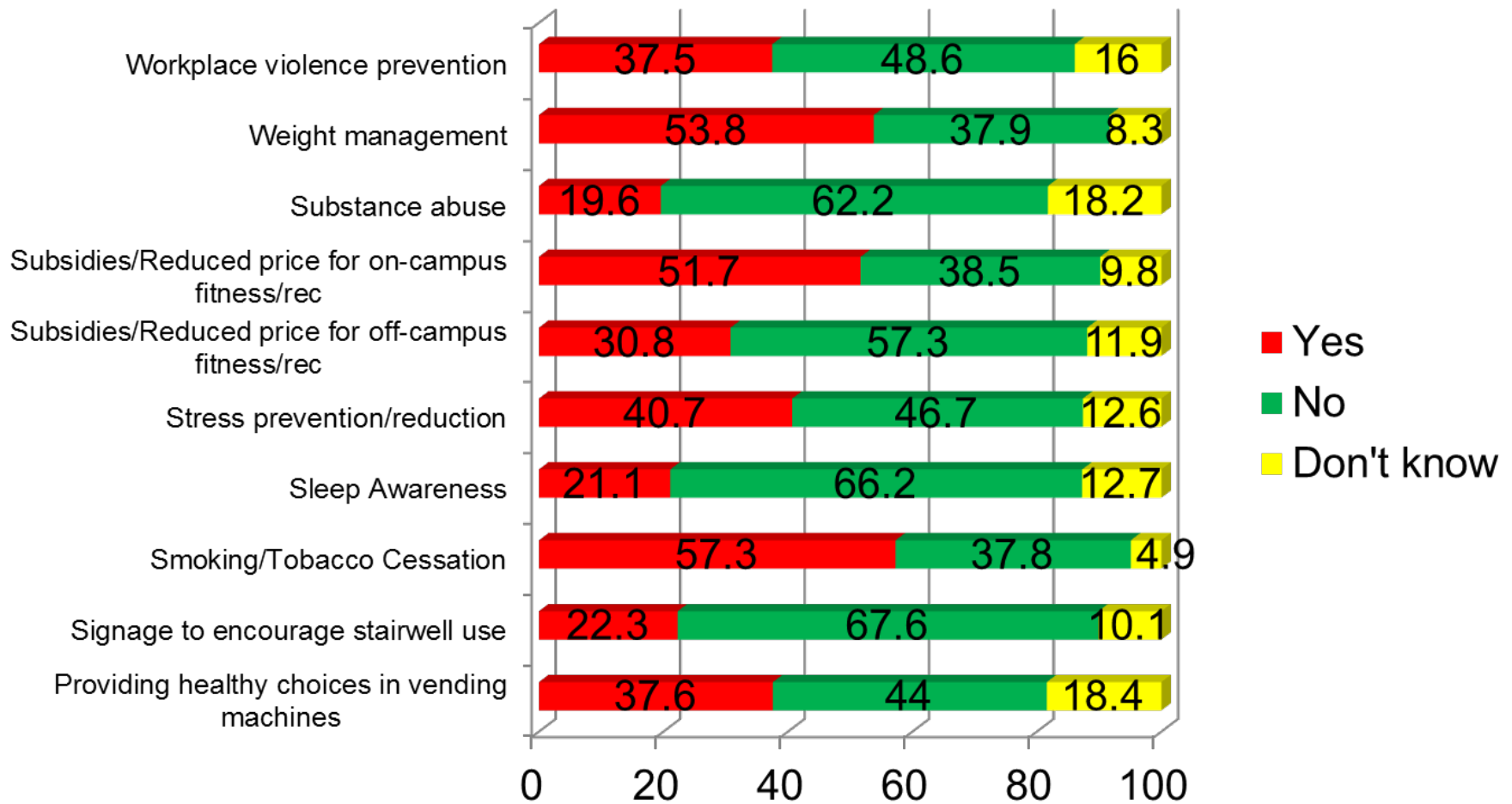
If ACHA offered at Cost an instrument for surveying faculty and staff, would you use?

	2014
Yes	37.5%
Not sure	49.3%
No	13.2%

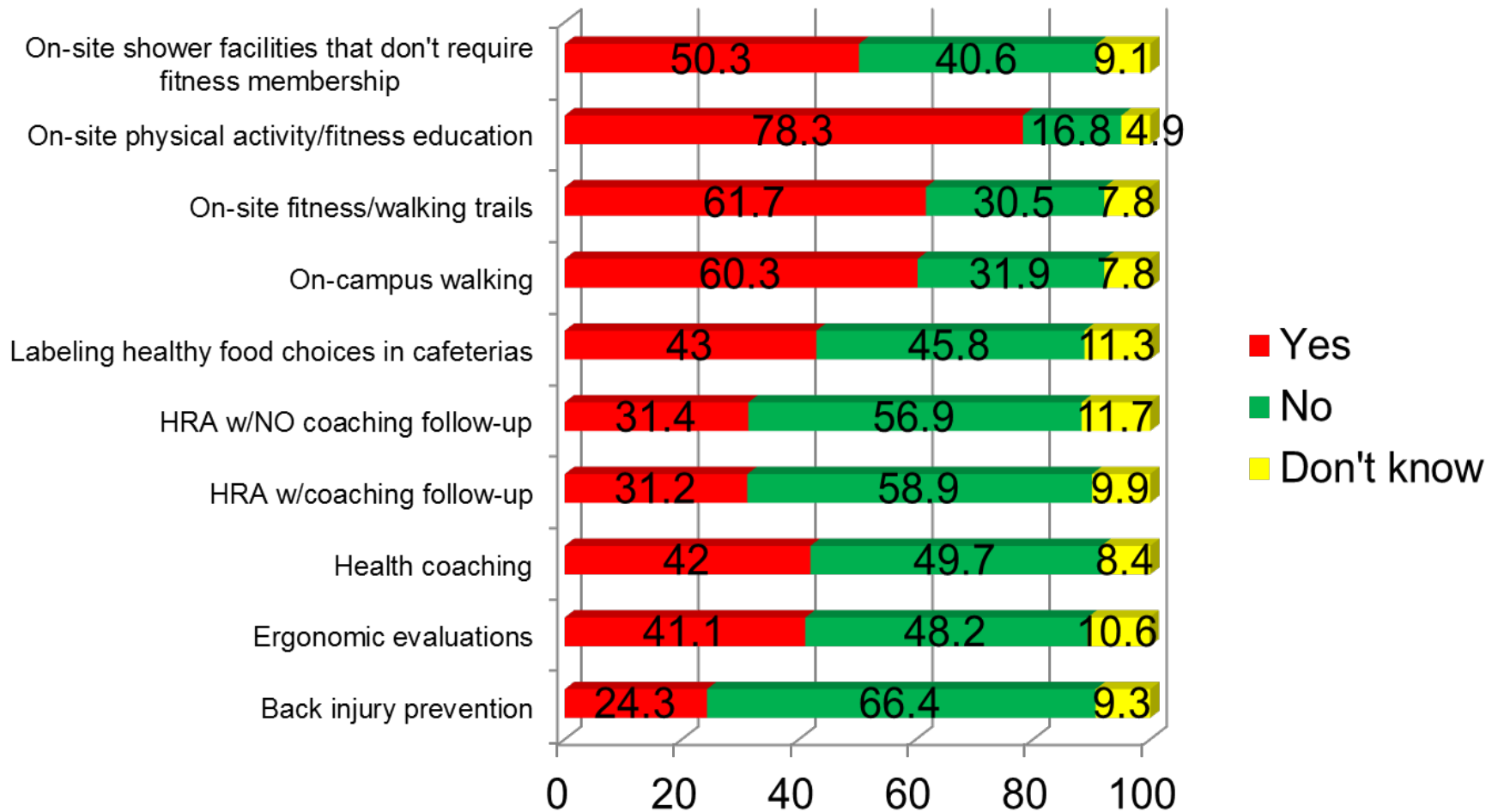
Health screenings offered for faculty and staff (in the last 12 months)



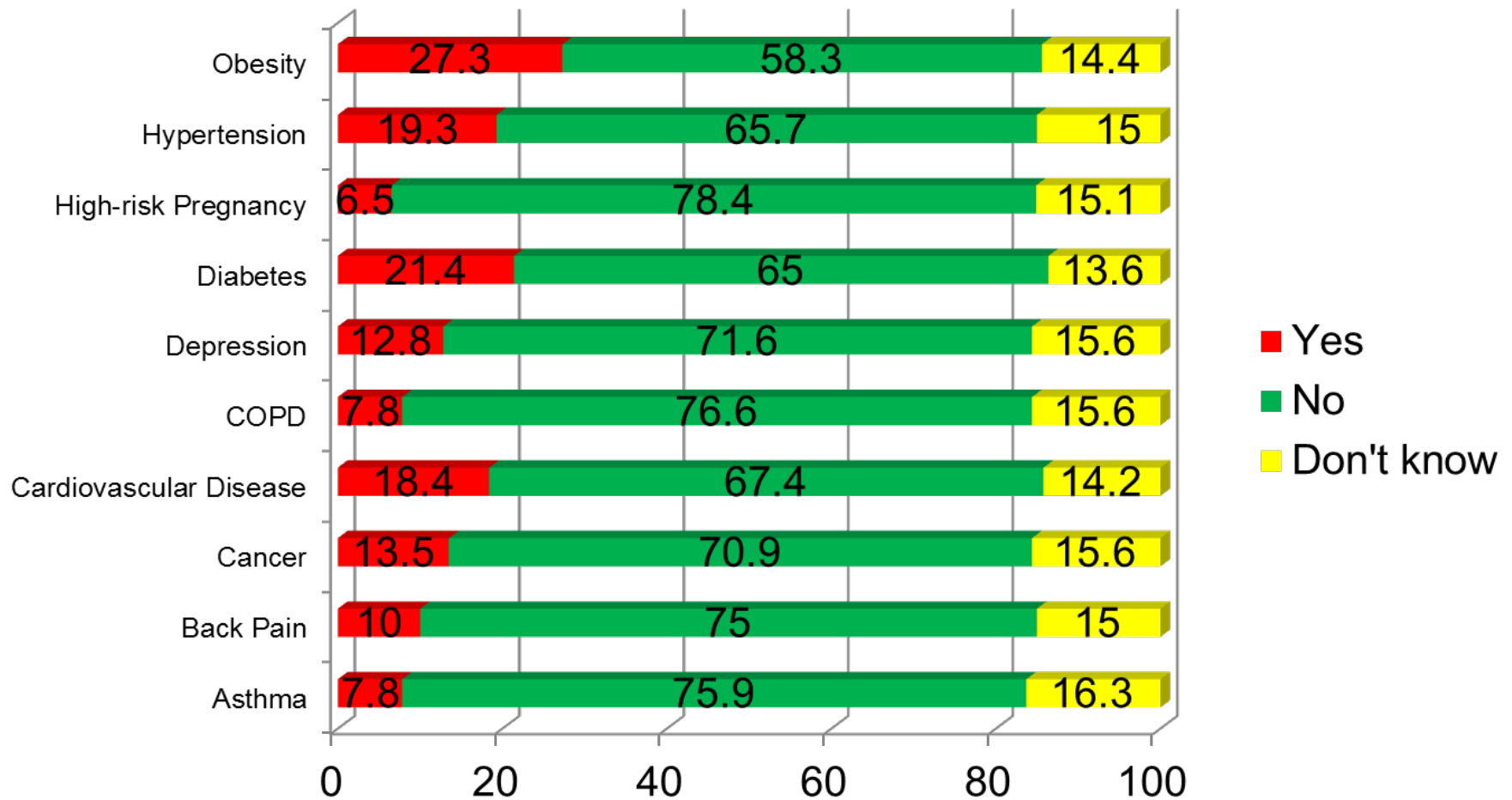
During the last 12 months, did your institution offer any of the following **health promotion programs** to your faculty and staff?



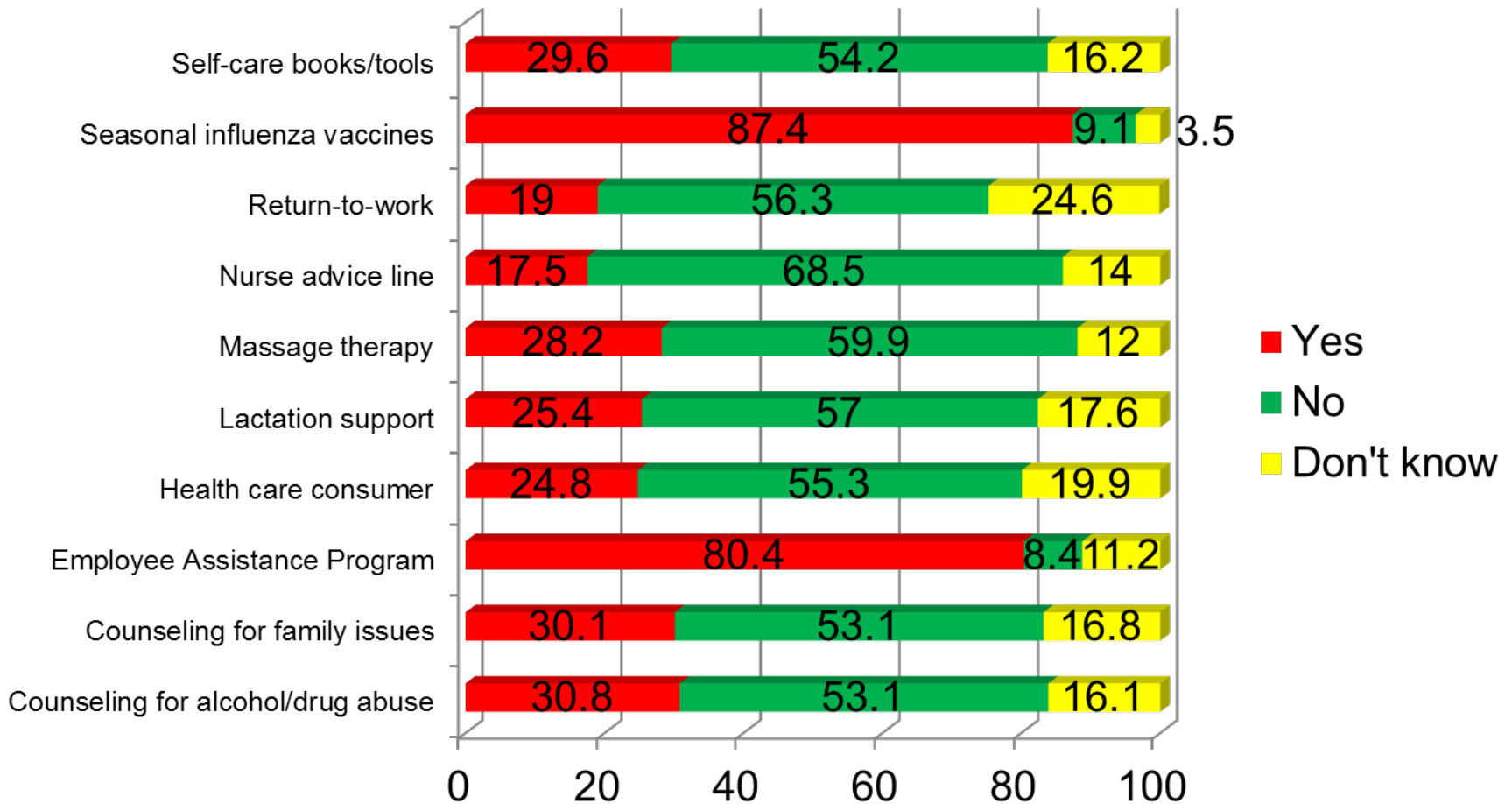
During the last 12 months, did your institution offer any of the following health promotion programs to your faculty and staff? (Continued)



During the last 12 months, did your institution offer any of the following **condition management programs** to your faculty and staff?



During the last 12 months, did your institution offer any of the following **“other”** programs to your faculty and staff?



Forms of Communication

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

Incentives Used to Encourage Participation

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

Barriers to Program Success

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

Measuring Program Success

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

Most Helpful Resources for Implementing Employee Wellness Programs

	2014
Best Practices	38.8%
Programming	22.4%
Health Status Survey Tools	20.1%
Research Articles	3.0%
Other	15.7%

Other Responses:

- Funding
- How to get support from campus administrators
- More staff
- Collaboration with other departments
- Marketing and program ideas

Greatest Challenges with Implementing and Sustaining Employee Wellness Programs

	2014
Underfunded	56.1%
Culture Does Not Support Wellness	8.3%
Senior Leadership Does Not Support Wellness	7.6%
Other	28.0%

Other Responses:

- Lack of adequate staffing
- No one is responsible for faculty/staff wellness
- Time constraints on current staff
- Currently funded by student fees – unable to use for F/S
- Communication with employees
- Not in long-range plans

Healthy Campus 2020

Faculty/Staff Topic Areas



Connect. Collaborate. Create.

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

Linkages with:



Connect. Collaborate. Create.

Topic Area: Stress Management

- ▶ **OSH-9** Increase the proportion of faculty/staff who have access to workplace programs that prevent or reduce employee stress.
 - ▶ About 40.7% offered stress prevention or reduction programs
- ▶ **SH-4** Increase the proportion of faculty/staff who get sufficient sleep.
 - ▶ About 21.1% offered sleep awareness programs

Healthy Campus 2020

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.

Healthy Campus 2020

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:



Connect. Collaborate. Create.

Topic Area: Nutrition and Weight Status

- ▶ 10 Objectives for faculty and staff
 - ▶ 70.1% offer blood pressure screenings
 - ▶ 58% offer cholesterol screenings
 - ▶ 65.7% offer hypertension (condition mgt.) programs
 - ▶ 53.8% offer weight management programs
 - ▶ 31% have policies on nutrition (onsite food venues)
 - ▶ 43% have programs on healthy food choices

Healthy Campus 2020

Physical Activity and Fitness



Connect. Collaborate. Create.

- **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:



Connect. Collaborate. Create.

Topic Area: Physical Activity/Fitness

- ▶ Three objectives for faculty and staff
 - ▶ 23.2% have policies providing flex time for PA
 - ▶ 51.7% subsidize on-campus fitness facility access
 - ▶ 30.8% subsidize off-campus fitness facility access
 - ▶ 60.3% have on-campus walking program
 - ▶ 61.7% have on-site fitness/walking trails
 - ▶ 22.3% have signage to encourage stairwell use

Linkages with:



Connect. Collaborate. Create.

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.
 - ▶ 54.2% have smoke-free policies
 - ▶ 39.7% have tobacco-free policies
 - ▶ 57.3% have smoking/tobacco cessation programs
 - ▶ 37.7% have web-links to resources
 - ▶ 18.5% have Pharmacy services

Linkages with:



Connect. Collaborate. Create.

Topic Area: Miscellaneous

- ▶ **ECBP-8** Increase the proportion of institutions that offer an employee health promotion program
 - ▶ 55.5% have health education/promotion services
 - ▶ 58.2% have prevention and wellness services
 - ▶ 45.8% have interdisciplinary health/wellness coalition
- ▶ **IID-12.5** Increase the proportion of faculty/staff who are vaccinated annually against seasonal influenza
 - ▶ 87.4% offered flu vaccines

Linkages with:



Connect. Collaborate. Create.

Topic Area: Miscellaneous (continued)

- ▶ **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?

Use for Leverage

- Identify power brokers and allies on your campus (faculty senate, HR, provost, etc.)
- Help disseminate survey results
- Further needs assessments on your campus
- Prepare solutions/ implementation suggestions including programming and ROI information
- Advocate for the need for change

Healthy Campus 2020 meets the National Faculty Staff Health Assessment

- Healthy Campus drives home the need for an assessment tailored to the unique health needs of faculty and staff on college and university campuses.
- The two coalitions are working together to form this tool
- Progress is being made, let's take a look at the timeline

National Faculty Staff Health Assessment Timeline

- **May 2014:**

- THE COALITION provides nominal group process at the annual ACHA meeting to determine individual employee data of most relevance for institutions of higher education.
- Deliverable: Top areas are developed for survey.

- **Summer 2014 - May 2015:**

- **THE COALITION develops a comprehensive draft of a national survey instrument in collaboration with HC 2020, ACHA-NCHA Advisory Committee, Benchmarking Advisory Committee, and review from ACHA.**
- Deliverable: THE COALITION takes topics identified in May 2014 and matches them to national benchmark questions to create a survey draft; a draft fee proposal is developed with the ACHA.

Timeline Continued....2015

- **Summer 2015:**

- The COALITION works with ACHA to enter the questions into the electronic format for pilot administration and selection for the 10-20 institutions occurs for pilot 1.
- Deliverables: 10-20 institutions are identified; the survey is ready to administer electronically.

- **Fall 2015:**

- ACHA launches pilot test 1.
- THE COALITION and ACHA reviews the survey results and determines updates for the second draft.
- Deliverable: ACHA will provide an analysis of the pilot 1 testing and provide feedback to THE COALITION.

Timeline Continued....2016

- **Spring 2016:**

- The COALITION discusses feedback from the analysis and divides work to address issues to formalize draft 2.
- The COALITION selects 10-20 additional sites for pilot 2.
- Deliverables: 10-20 institutions are identified; draft 2 is created.

- **Summer 2016:**

- THE COALITION works with ACHA to update the electronic version of pilot test 2.
- Deliverable: Pilot test 2 is ready to launch.

- **Fall 2016:**

- ACHA launches pilot test 2.
- ACHA will provide an analysis of the pilot 2 testing and provide feedback to the COALITION.
- THE COALITION and ACHA review the survey results and determines updates for the final draft.
- ACHA markets the product with the fee for institutions for higher education.
- Deliverables: ACHA survey instrument is finalized.

Timeline Continued....2017

- **Spring 2017:**

- ACHA prepares for the launch of the national survey electronically.
- The reliability survey and Executive Summary are developed to be included with the survey administration.
- Deliverables: reliability survey and Executive Summary and final electronic version of the ACHA Faculty/Staff survey.

- **Fall 2017:**

- ACHA launches the survey nationally with a fee to provide data analysis and disseminates results to participating institutions.
- Deliverables: ACHA collects data and fees to cover expenses for ACHA Faculty/Staff survey and reports results on their website.

Timeline Continued....2018-2020

- **Spring 2018:**

- ACHA provides data analysis and disseminates results to participating institutions.
- Deliverables: Individual institution reports.

- **Fall 2019:**

- ACHA launches the biennial survey.
- Deliverables: Survey administration.

- **Spring 2020:**

- ACHA disseminates results about the: individual institution, the national standards and the higher education averages.
- Deliverables: Individual institution reports and comparison reports available for a fee.

Please join the Faculty-Staff Coalition!

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[www.acha.org/Committees_Coalitions_
Task_Forces/staff_wellness.cfm#extern
alResources](http://www.acha.org/Committees_Coalitions_Task_Forces/staff_wellness.cfm#externalResources)

QUESTIONS AND
THANK YOU
