UW-RF Faculty/Staff Worksite Wellness Survey Results Spring 2007

Presented by UW-RF Health and Wellness Coalition

Wellness and Productivity

How much more productive are you when you are at your physical and emotional peak?
Determinants of Health

Genetics: 30%
Behavior: 40%
Medical Access: 10%
Social: 15%
Environment: 5%

Leading Causes of Death, 2002

Heart Disease: 696,947
Cancer: 557,271
Stroke: 162,672
Chronic lower respiratory diseases: 124,816
Accidents (unintentional injuries): 106,742
Diabetes: 73,249
Influenza/Pneumonia: 65,681
Alzheimer's disease: 58,866
Nephritis, nephrotic syndrome, nephrosis: 40,974
Septicemia: 33,865
Impact of Lifestyle on Premature Deaths

- Smoking: 440,000
- Overweight: 300,000
- Sedentary Lifestyle: 250,000
- Alcohol Abuse: 100,000
- Car Crash: 40,000
- Fire Arms: 35,000
- Drug Abuse: 20,000

Medical Cost/Employee & % Change, Large employers

- 1997: $3,820
- 1998: $4,037
- 1999: $4,320
- 2000: $4,604
- 2001: $5,162
- 2002: $5,758
- 2003: $6,348
- 2004: $6,918
- 2005: $7,306
- 2006: $7,698
### Weight, Medical Cost, & Absenteeism

<table>
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<tr>
<th>BMI levels</th>
<th>25.0-29.9</th>
<th>30.0-34.9</th>
<th>35.0-39.9</th>
<th>&gt;40.0</th>
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<tbody>
<tr>
<td><strong>Men</strong></td>
<td></td>
<td></td>
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<tr>
<td>Medical Costs</td>
<td>$169</td>
<td>$392</td>
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<td>$1591</td>
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<td>$1359</td>
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<tr>
<td>Absenteeism</td>
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<td>$936</td>
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<td>total</td>
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<td>$2485</td>
<td>$2164</td>
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</table>

$285 for EACH employee in a typical company

Medical Expenditure Panel Survey, 2000, 2001: 25,427
National Health Interview Survey, 2001 & 2002: 25,427

Finkelstein, AJHP, Sept, 2005

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### Healthier Wisconsin Worksites

- The purpose of this project is to improve nutrition and increase physical activity within working population through the development of worksite wellness programs.

- Additionally, project will foster partnerships between local community coalitions and worksites.

- Concerns about no centralized, coordinated employee health and wellness program at UW-River Falls and lack of employee health and wellness data.
UW-River Falls Health and Wellness Coalition

- Received a $4000 State of Wisconsin Department of Health and Family Services Worksite Wellness Grant Jan-Aug 2007
- Community partners include School District of River Falls and Pierce County Public Health Department
- Campus partners include Student Health and Counseling Services, Health and Human Performance, Human Resources, Student Services and Programs (Recreational leadership), Environmental Health and Safety/Risk Management, and Students

Goals of UW-River Falls Grant

- Complete the Worksite Wellness Assessment Checklist (environmental and policy issues)
- Complete the Worksite Wellness Survey (employee health behaviors and interests)
- Coordinate and market UW-River Falls wellness offerings (identify current efforts and gaps)
- Identify priority areas for our campus
UW-River Falls

Faculty and Staff
Worksite Wellness Survey Data
Spring 2007

UW-River Falls Faculty/Staff
Worksite Wellness Survey Data

- Worked with Survey Research Center
- Survey administered online through individual e-mail invitations to each faculty and staff with follow-up e-mail reminders
- 35% response rate (287 faculty and staff responded)
- 63% of respondents were female; 37% male
UW-RF Faculty/Staff Respondent Age Distribution

- 20-29: 10%
- 30-39: 23%
- 40-49: 27%
- 50-59: 32%
- 60 and older: 8%

UW-RF Employee Classification

- Faculty: 29%
- Teaching Academic Staff: 22%
- Non-Teaching Academic Staff: 29%
- Classified Staff: 10%
- LTE: 10%
- Other: 1%
When do you get most of your PA each day?

- Before work 18%
- During work hours on break and lunch times 18%
- After work 51%
- None of the times listed above 3%
- I am not physically active or am only active on weekends 9%
UW-RF Faculty/Staff
Fruit and Vegetable Consumption

- Do not eat regularly and do not plan to start. 0%
- Do not eat regularly but thinking about starting. 5%
- Eating 2 servings or less per day. 38%
- Eating 3 or more servings per day for last 0-6 months. 38%
- Eating 5 or more servings for 7 months or longer. 20%

UW-RF Faculty/Staff
Body Mass Index (BMI)

Underweight  1.1%
Ideal  43.6%
Overweight  37.5%
Obese  17.8%

Body Mass Index Values

- “Underweight” <18.5
- “Ideal” below 25
- “Overweight” 25-29
- “Obese” ≥30

61% of WI Adults are Overweight or Obese

BMI = 703 x weight(lbs)/height(in)/height(in)

BMI stands for Body Mass Index. It is a number that shows body weight adjusted for height.

BMI is not the only indicator of health risk. BMI is just one of many factors related to developing a chronic disease (such as heart disease, cancer, or diabetes).
UW-RF Faculty/Staff Smoking Rates

- I don’t smoke. 93%
- I’m not thinking about quitting, at least not in the next six months. 0%
- I’m thinking about quitting someday, but not right now. 3%
- I want to quit within the next month or two, and I want to know more about how to do it. 1%
- I have just quit and I am going through withdrawal. 1%
- I have quit smoking and I want to know more about how to never smoke again. 2%

Smoking Should Not Be Allowed Anywhere on Campus

- Somewhat or Strongly Agree 74%
- Somewhat or Strongly Disagree 26%
UW-RF Faculty/Staff
Physical Activity Initiative
Interest Areas

- Discounted memberships at health clubs - 64%
- Information on existing activities - 64%
- Access to personal trainer - 55%
- Small group for regular activity (walking) - 52%
- Access to physical activity web resources - 42%
- Regular physical activity e-mail tips - 41%
- Point-of-decision prompts (elevator signs) - 36%
- University wide initiative with friendly group competition - 35%

UW-RF Faculty/Staff
Nutrition Initiative
Interest Areas

- Recipes/healthy meal ideas - 67%
- Access to nutrition/healthy eating web resources - 51%
- Regular healthy eating e-mail tips - 49%
- Point-of-decision prompts (strategically placed healthy eating reminders) - 35%
- Regular interactive sessions on nutrition - 33%
- Information on existing food and diet groups - 30%
UW-RF Faculty/Staff Support for Policy or Environmental Worksite Changes

- Preventive wellness screenings (BP, Body Comp, Cholesterol, or offerings (flu shots) – 84%
- Labeling on healthy food choices - 77%
- University/Department support for flex-time – 76%
- Flex-time for physical activity - 74%
- Review healthy food options for food service/vending - 73%

(UW-RF Faculty/Staff Support for Policy or Environmental Worksite Changes (cont.))

- Health Risk Appraisals – 66%
- Incentives for participation in wellness efforts – 66%
- Policies for those who choose to breast feed at the work place – 60%
- Develop recommended guidelines for food choices for meetings/conferences – 54%
- Designated wellness day/time – 47%
UW-RF Faculty/Staff
Physical Activity Comments

- Exercise and aging
- How to begin and have an exercise program
- Cardio/Aerobics
- Walking groups
- Strength/weights
- Yoga
- Pilates
- Working exercise into busy everyday schedules
- How to fit activity into the workday

UW-RF Faculty/Staff
Nutrition Comments

- Healthy and quick recipes
- Healthy affordable on-campus options
- Healthy on-campus vending choices
- Healthy snacks
- Nutrition and aging
- Weight control/loss and eating
- Nutrition labels
- Blood sugar and diabetes
- Families and eating
UW-RF Faculty/Staff
Work-site Promotion for Physical Activity and Eating Comments

- Affordable and accessible workout facility for employees
- On campus fitness offerings
- Discounts for fitness club memberships
- Work place policy for exercise flexibility/flex-time
- Low-cost healthy on-campus food options
- Walk and talk meetings

UW-RF Faculty/Staff
Worksite Stress Support Resource Comments

- Flex-time for activity
- Workload concerns
- Recognition for individual efforts towards wellness
- Work life balance/stress reduction sessions/initiatives
UW-RF Faculty/Staff Environmental/Policy Worksite Wellness Assessment Checklist

- **Identified Areas Doing Well:**
  - Provide adequate healthcare coverage
  - Outdoor exercise areas, playing fields, walking trails, bike racks.
  - On-site exercise facilities available but not ideal for employees
  - Use of physical activity facilities available outside of work hours
  - Posted 25-foot smoke-free radius policy but still allowed on campus
  - AED’s and training available on campus.

- **Identified Areas for Improvement:**
  - Commitment/support from administration, senior management, human resources, etc.
  - New employee orientation with worksite wellness programs, physical activity and nutrition resources, tobacco policies, etc.
  - Provide point-of-decision prompts near stairwells and elevators
  - Offer appealing, low-cost, healthful food options.
Identified UW-RF Priority Areas

- Administrative and departmental support for wellness efforts
- Flex-time for activity/wellness
- Information to new faculty and staff
- Review campus food service options
- Market existing campus healthy food service options
- E-mail/web resources for physical activity and nutrition
- On-campus wellness center
- Opportunity to meet with a physical trainer
- Small groups for regular activity

Impact of Wellness Programs

- Superficial, education based programs have little impact
- Well designed programs improve health knowledge, health behaviors, and underlying health conditions related to stress, smoking, weight, fitness, nutrition and wise use of the medical system (378 peer-reviewed studies).
- People often revert to old behaviors when programs are withdrawn, short term interventions don’t work.
- Intensive program reverse heart disease (Ornish), and hypertension (Blair), prevent diabetes (Knowler), and delay prostate cancer (Ornish).
- Well designed programs save more than they cost through medical cost containment and increased productivity.
Health and Productivity
Worksite Wellness Programs

- Absenteeism
- Presenteeism
- Recruitment & Retention
- Worker's Compensation
- Short and Long Term Disability
- Morale and self-esteem
- Bigger payoff than medical cost containment

Support of UW-RF Mission

- Mission: To help students learn so that they are successful as productive, creative, ethical, engaged citizens and leaders with an informed global perspective.
  - Faculty and Staff who are healthier, more productive, and engaged will better serve students
  - Students will be more productive in their academics but also as employees once they leave UW-RF, which also reflects positively on UW-RF.
Moving Forward

- Raise awareness of faculty/staff employee health issues for administration, campus, and community.
- Raise awareness how Health and Wellness initiatives can benefit the campus as a whole (serving students better)
- Create a culture of wellness on campus
- Support and reward employees who engage in healthy lifestyles

For More Information

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