

# Unveiling the Pilot Results of the National Faculty Staff Health Assessment (NFSHA)

**ACHA Faculty-Staff Health and  
Wellness Coalition**

**ACHA 2017**

*Austin, TX May 30 - June 3*

**IGNITING INNOVATION**

# 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 the ACHA.

# Speakers:

Nikki Brauer – Illinois State University

Faith DeNardo – Bowling Green State University

Lori Dewald – Walden University

Holly Levin – Boise State University

Karyn Smith – Bowling Green State University

# Session Objectives

- Identify topic areas of the NFSHA
- Discuss the results of the pilot
- Share overall feedback

# National Faculty Staff Health Assessment

## Rationale:

- Considered to be the equivalent for surveying the behavioral health of faculty, staff, and graduate students.
- The survey tool will mark the first benchmarked survey of its kind.
- **Data source** for additional Objectives Staff and Faculty in Healthy Campus 2020

# ACHA Faculty Staff Health and Wellness Coalition

## National Faculty Staff Health Assessment

### Process:

- ACHA Board Approval 2014
- Subcommittee formed - Began crafting the survey tool
- Tools reviewed: ACHA NCHA II, NHANES, CDC BRFSS, University of South Carolina FS Health Assessment, Health Status Survey Illinois State University, Quality of Workplace Module, Stanford Health Assessment, and the NCHS.

# Overview

- General Wellness
- Workplace Performance
- Work Culture
- Safety/Violence
- Physical Activity
- Weight/Nutrition
- Alcohol/Substance Use
- Demographic/Employment Status

# NFSHA Pilot Institutions

**Public 4 yr.** - 23.83% (N=497)

Carnegie classification: Doctoral/Research

**Public 4 yr** - 49.90% (N=1041)

Carnegie classification: Doctoral/Research

**Public 4 yr** - 18.02% (N=376)

Carnegie classification: Baccalaureate

**Private 4 yr** - 8.25% (N=172) (Non-Member Institution)

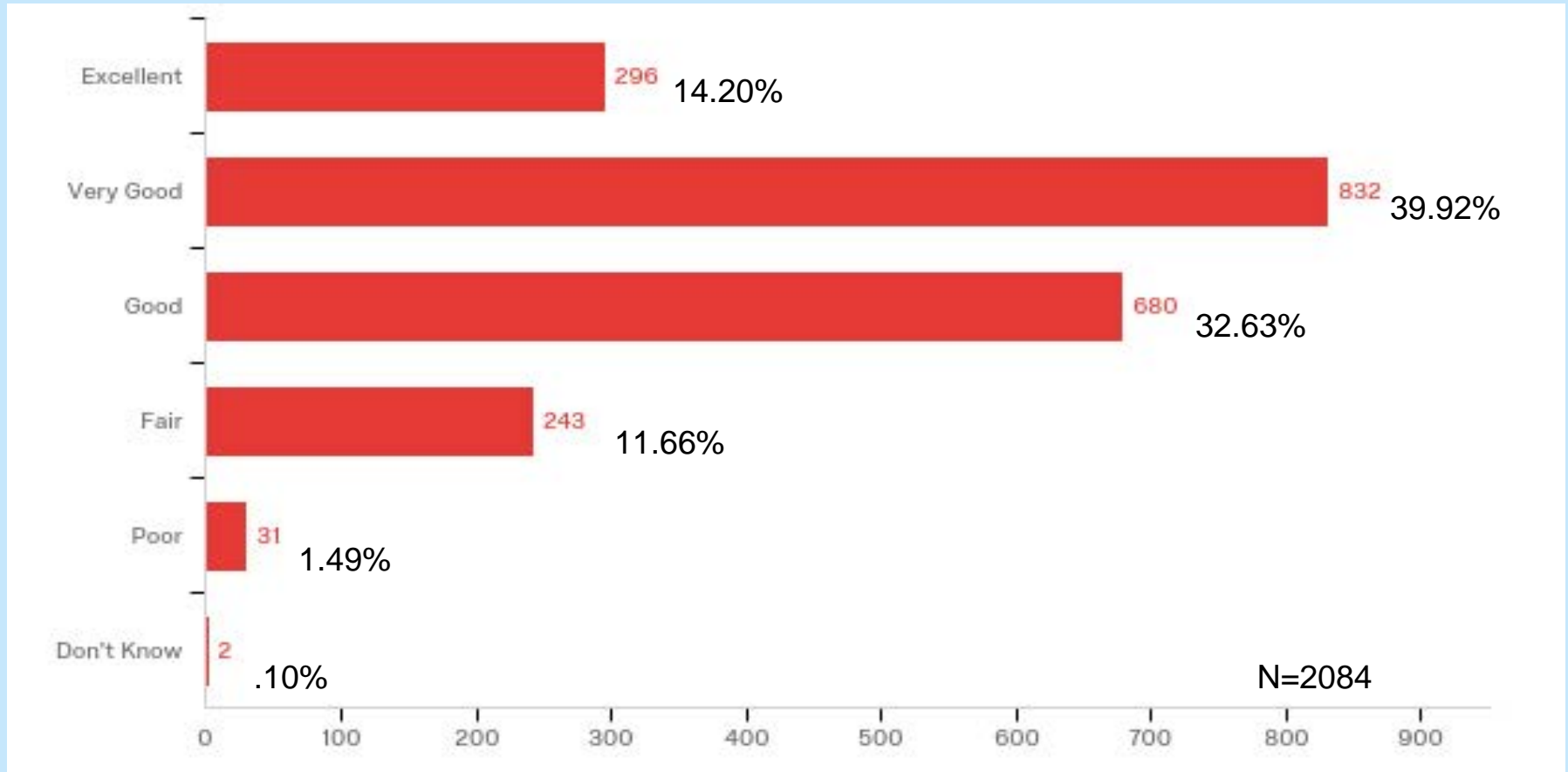
Carnegie classification: Masters

**Total** 100% (N=2086)

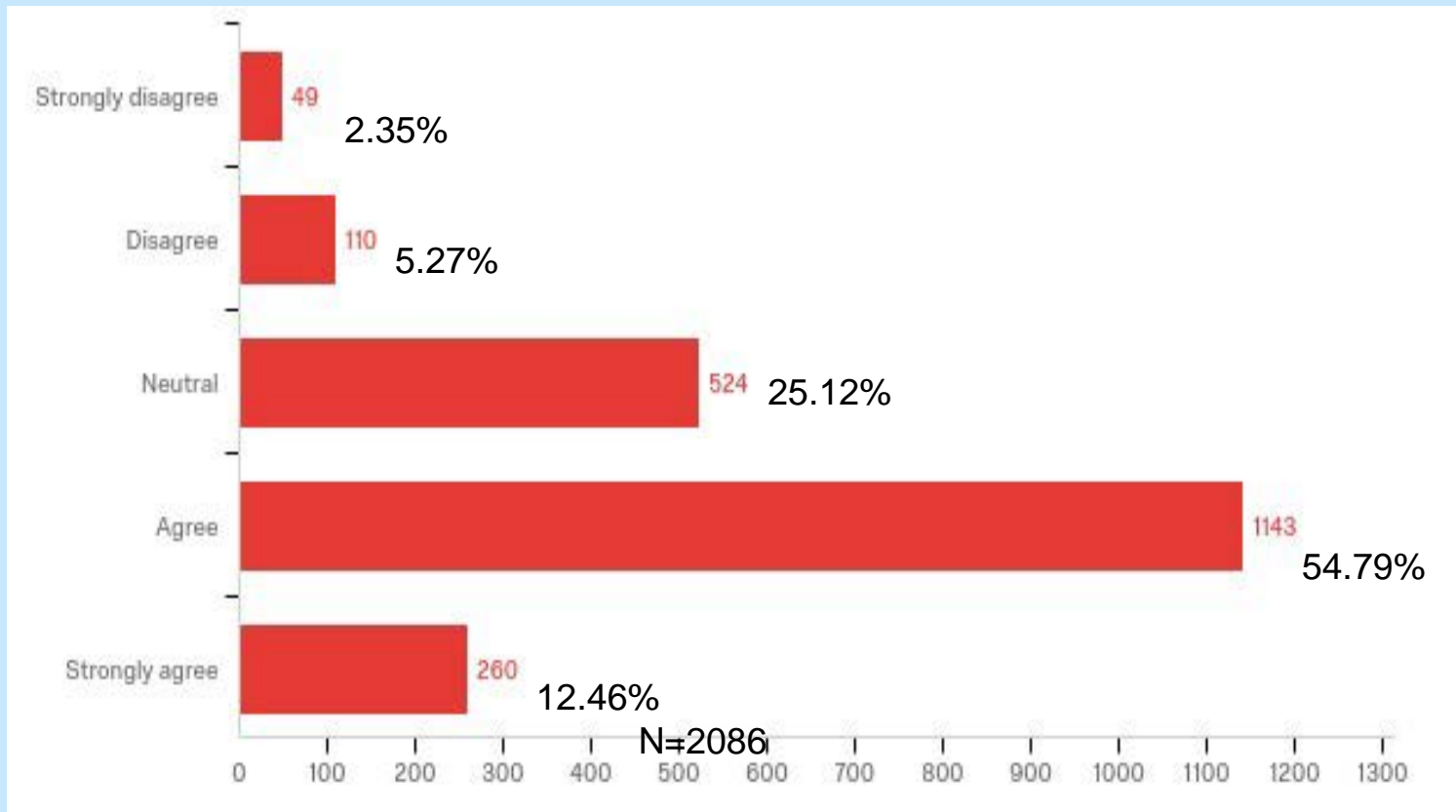


# General Wellness

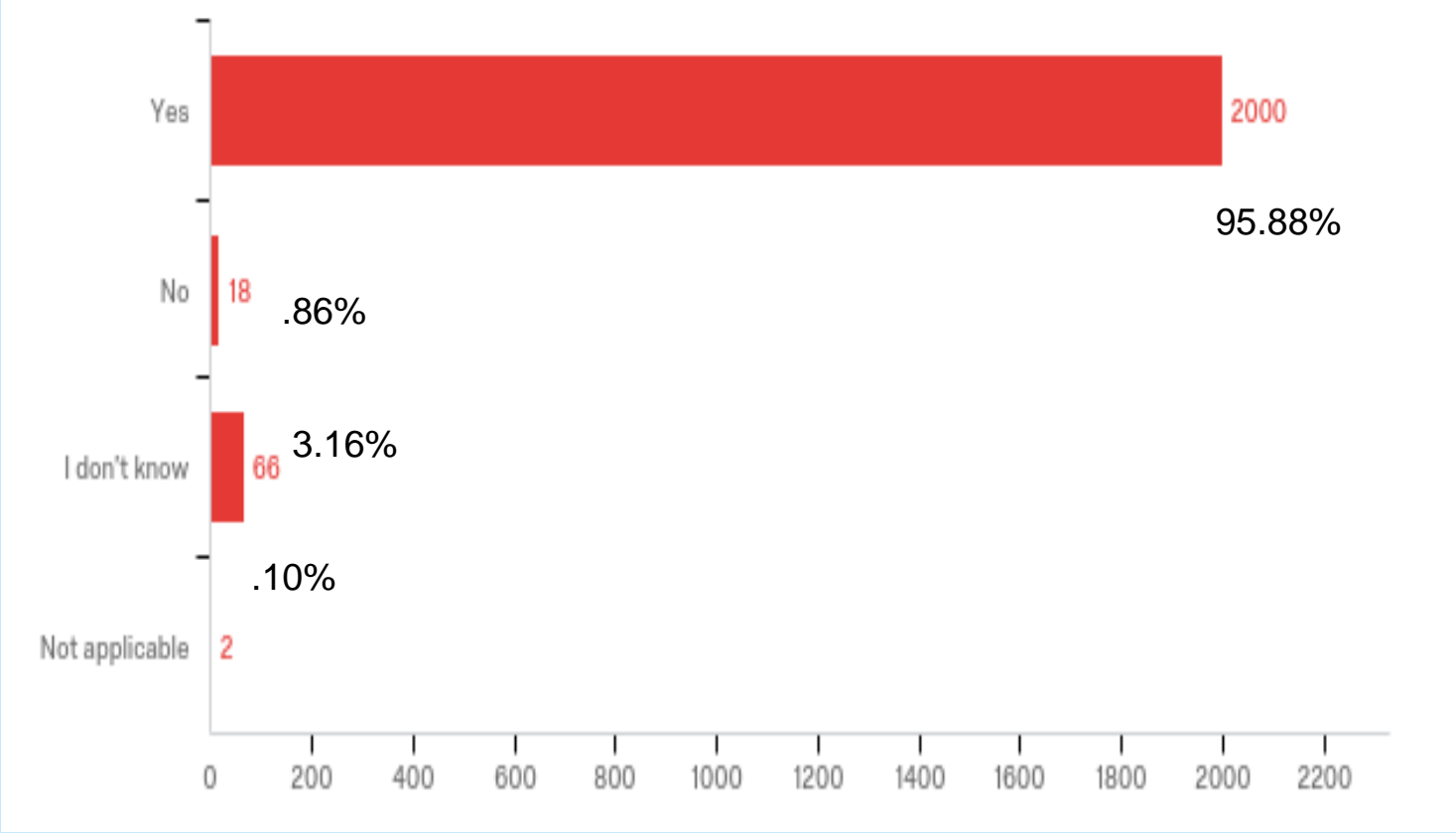
# Q1 - General overall health?



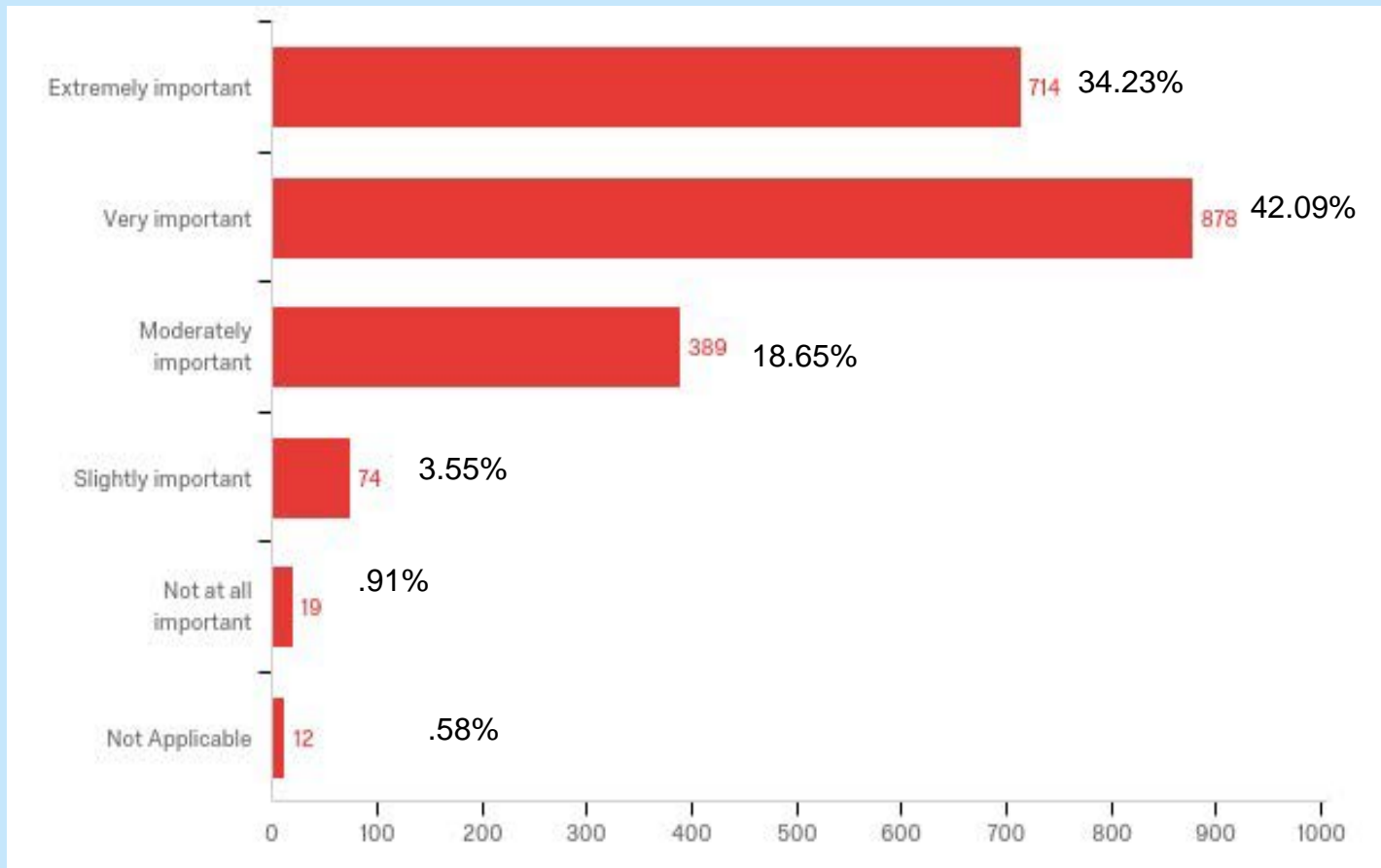
# Q2 - My college/university cares about my health and well-being.



# Q3 - Do you believe the health and well-being of university staff and faculty impact student success?



# Q4 - How important do you feel it is to model positive health and wellness behaviors to students?



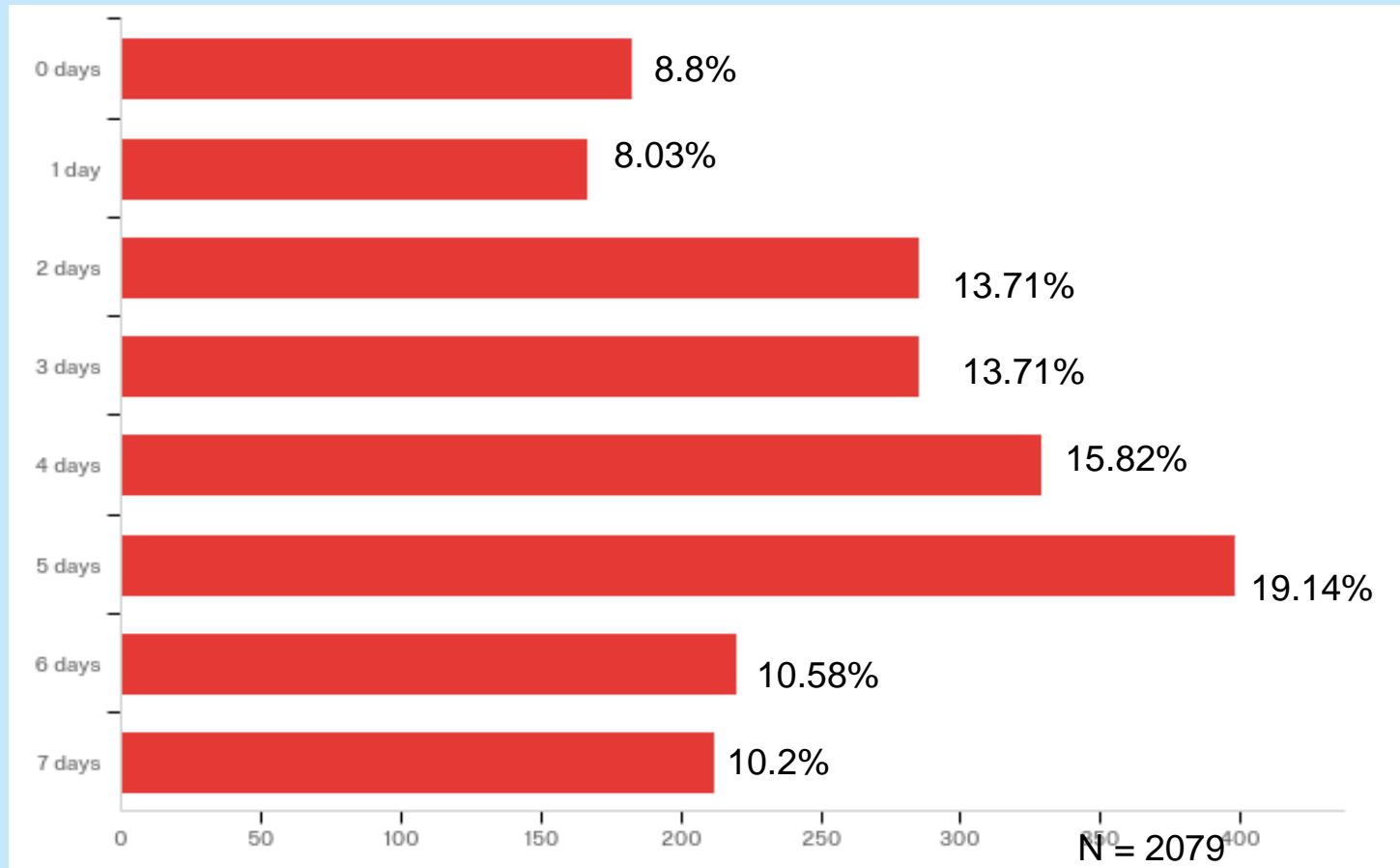
# Q6 - Within the last 12 months, how often did you experience...

	Never / Rarely	Sometimes	Most of time/always	NA
Pain, numbness in hands, wrists, arms, shoulders - while using a computer	35.5%	33.2%	11.48%	.86%
Pain, numbness in hands, wrists, arms, shoulders - while performing work <u>NOT at a computer</u>	66.2%	5.14%	6.39%	0.43%
Pain, numbness in neck and lower back - while using a computer	43.57%	39.27%	16.37%	.77%
Pain, numbness in neck and lower back -while performing work tasks <u>NOT at a computer</u>	56.13%	34.17%	9.24%	.38%

# Q8 - Has a doctor or other healthcare provider told you that you currently have any of the following conditions

Question	Diagnosed	Received care/ Treatment	No	Total
Anxiety	6.85%	13.50%	79.65%	N=2059
Depression	4.85%	15.00%	80.15%	N=2060
Elevated blood sugar or diabetes	4.22%	5.91%	89.87%	N=2063
Elevated cholesterol level	10.86%	10.52%	78.61%	N=2062
High blood pressure / hypertension	5.13%	13.8%	81.07%	N-2065
Low back injury or spine problems	8.48%	11.00%	80.51%	N=2063

# Q9 - On how many of the past 7 days did you get enough sleep so that you felt rested when you woke up?





# Feedback

- Good visual and survey design, stems match options
- Questions were appropriate and necessary to secure campus safety
- Sleep questions:  
Melatonin, is it otc sleep aid?  
No option for homeopathic or more natural remedies

- Q2-expected opposite order as negative responses are secondary on other Q
- Q6-split questions (ergonomics)
- Q8-term treated is confusing
- Q10-wording is confusing
- Q11- 12 months too long of a length of time for yes/no question

# Work Performance & Work Culture

# Q12a-Within the last 12 months, how often have the following negatively impacted your performance and/or productivity at work?

	Never/Rarely	Sometimes	Most of the time/Always	N/A
Anxiety	60.43%	25.41%	4.27%	9.89%
Depression	67.00%	15.01%	3.12%	14.73%
Financial concerns	61.98%	20.39%	8.82%	8.82%
Lack of quality sleep	45.35%	40.82%	10.60%	3.23%
Severe headaches	70.79%	17.56%	2.45%	9.19%
My own special needs, illness or injury	66.63%	17.07%	3.60%	12.69%
Death of a close friend or family member	62.73%	12.05%	2.07%	23.14%
Violence in my home	77.45%	0.63%	0.19%	21.74%
Family member's special needs, illness, or injury	60.98%	19.61%	4.27%	15.14%

# Q12b-Within the last 12 months, how often have the following negatively impacted your performance and/or productivity at work?

	Never/Rarely	Sometimes	Most of the time/Always	N/A
Lack of tools and resources to perform the functions of my job	62.80%	22.80%	5.26%	9.13%
Lack of interest in my work	69.81%	17.39%	3.77%	9.03%
Addiction to alcohol or drugs of a close friend or family member	78.45%	2.03%	0.39%	19.14%
Personal problem with addiction to alcohol or drugs	79.37%	0.77%	0.20%	19.66%

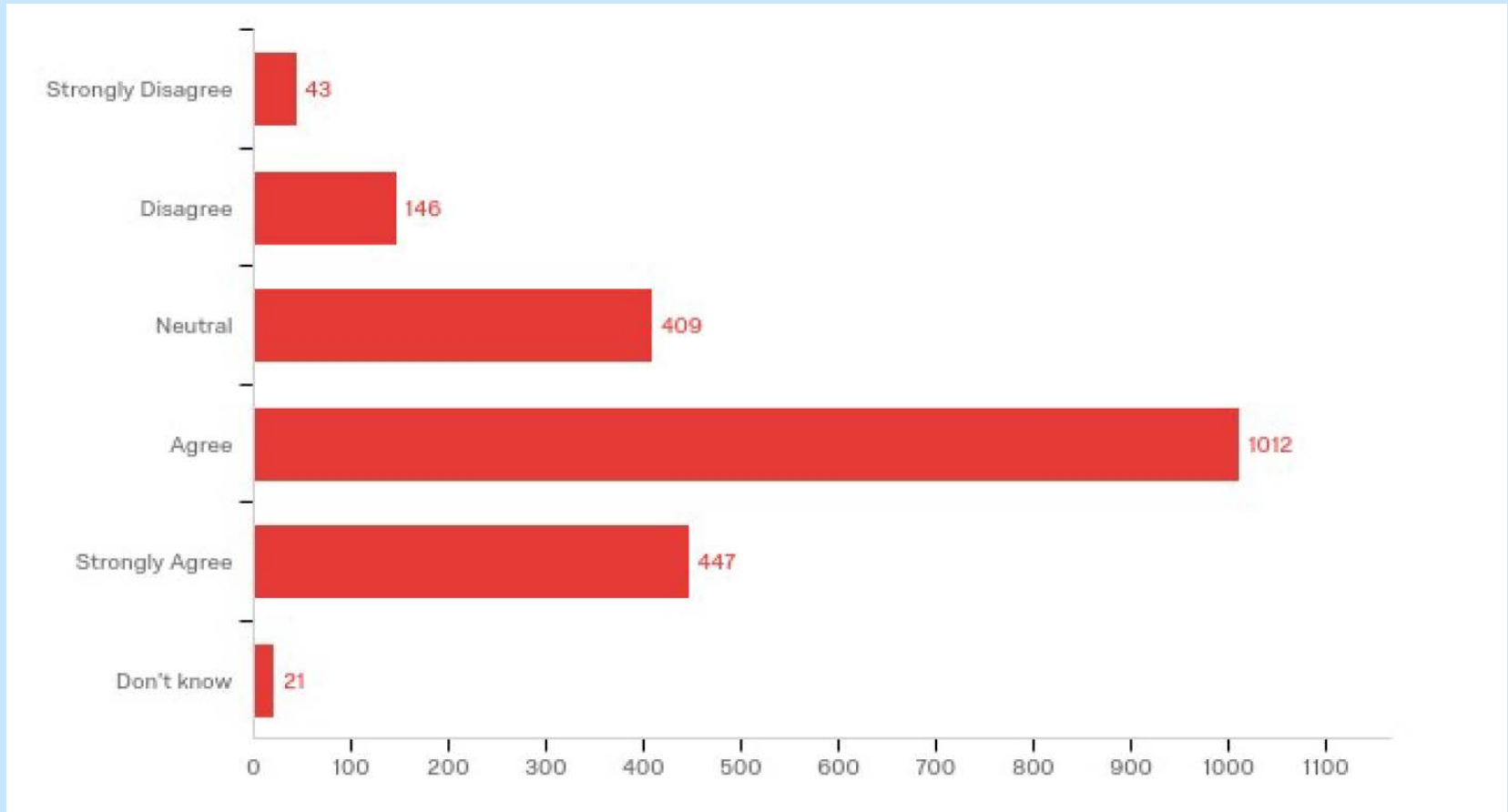
# Q12c-Within the last 12 months, how often have the following negatively impacted your performance and/or productivity at work?

	Never/Rarely	Sometimes	Most of the time/Always	N/A
Relationship in my personal life	76.36%	13.58%	1.92%	8.14%
Relationship with coworkers	73.24%	18.74%	2.90%	5.12%
Relationship with supervisor	75.04%	14.31%	5.05%	5.59%
Stressful environment w/in my department/unit	63.31%	22.53%	9.68%	4.48%
Supervisor or management support	69.45%	17.84%	6.99%	5.35%
Other (please specify)	48.11%	6.47%	7.42%	38.01%

# Work Performance Feedback

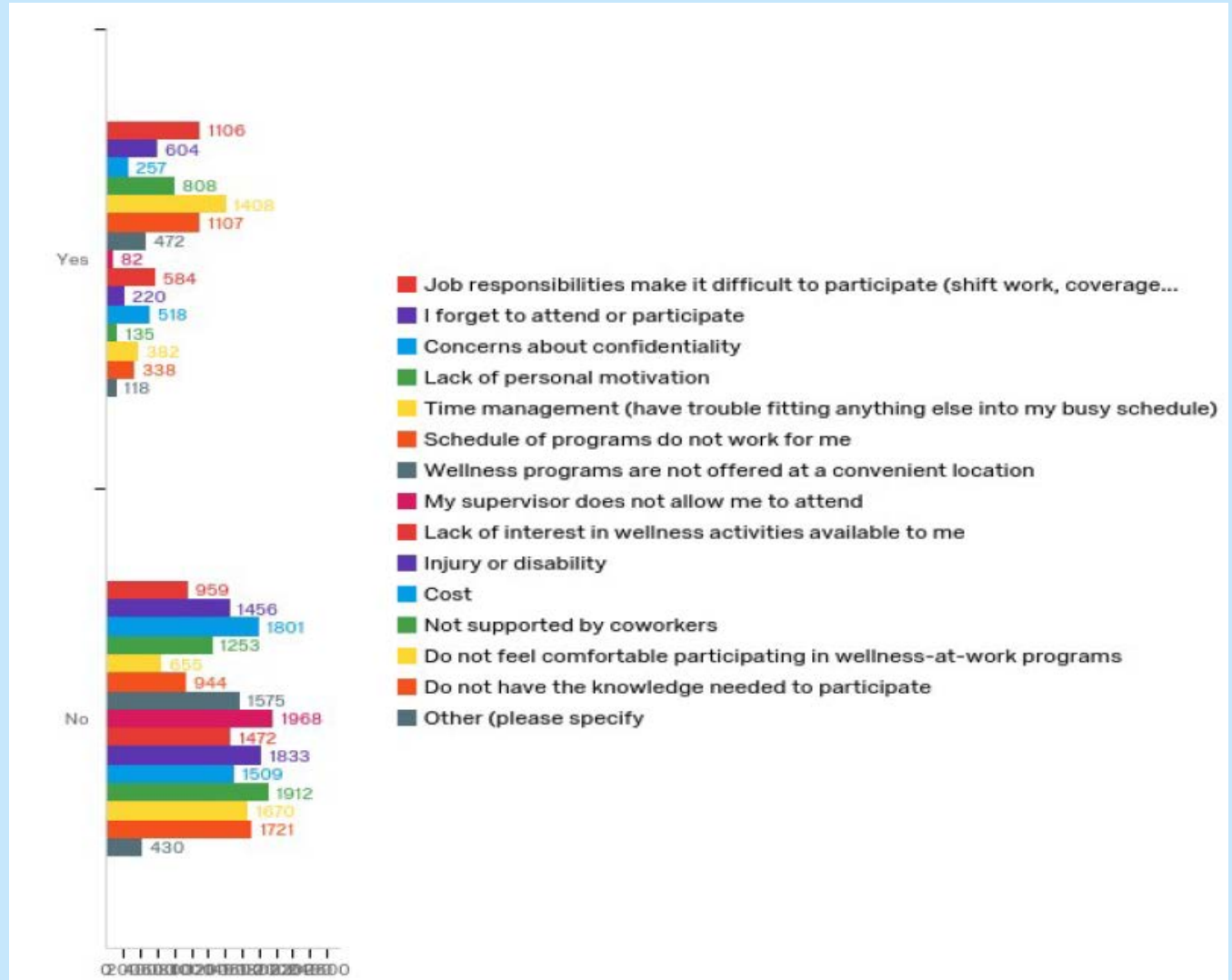
- **Confusion between never and not applicable**
  - Never is listed first, N/A is listed last
  - Does “never” mean it doesn’t happen, or does “never” mean it never affects their work?
- **The term “resources” is not clear**
  - In option “lack of tools and resources to perform the functions of my job”

# Q13- My college/university promotes a culture of wellness\*



\*A culture of wellness refers to norms, standards, and structures that are helpful for individuals' wellness to include: Supportive leadership and colleagues, environmental cues and resources that support healthy living.

# Q14- What are the main barriers that prevent you from participating in wellness-at-work programs?



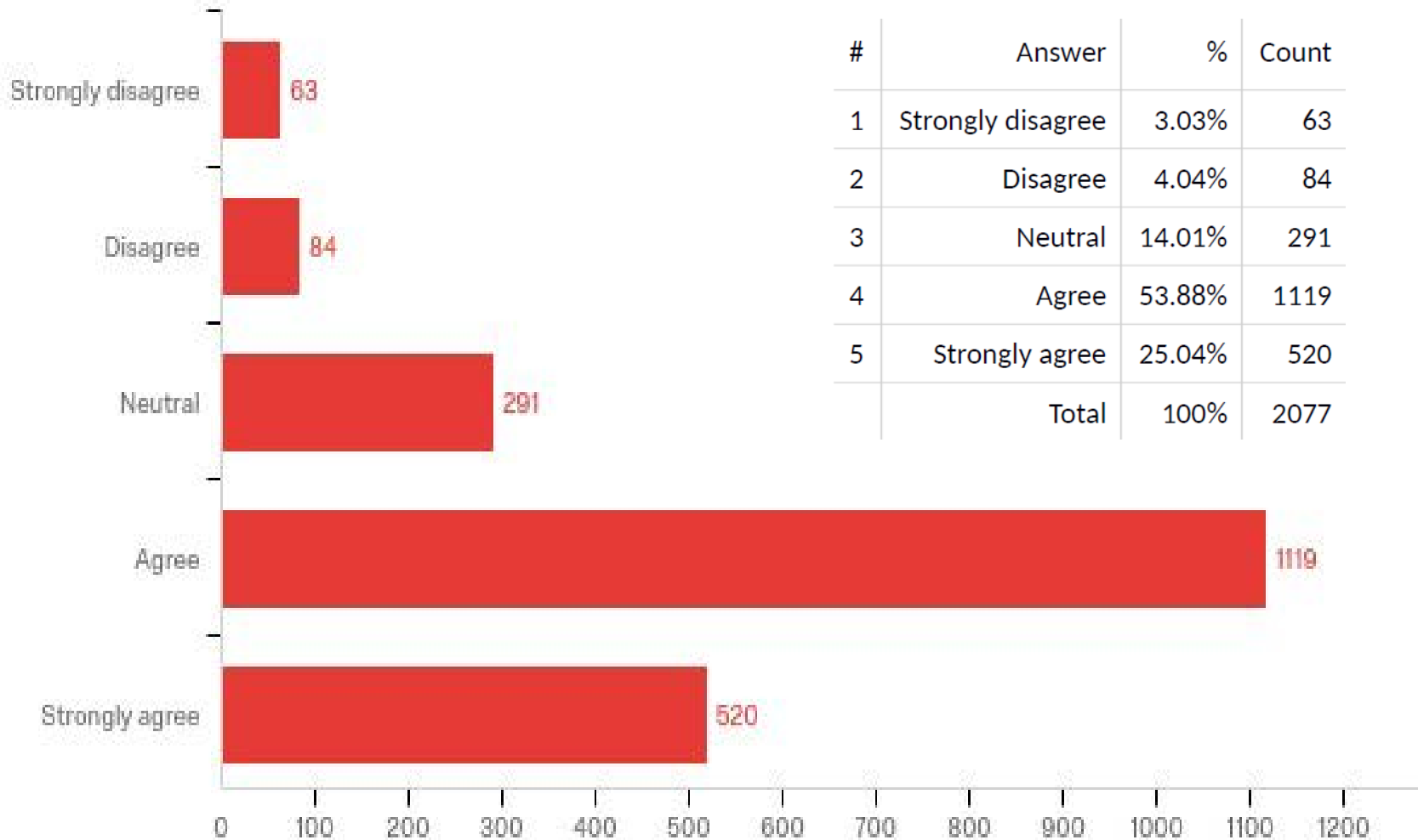


# Work Culture Feedback

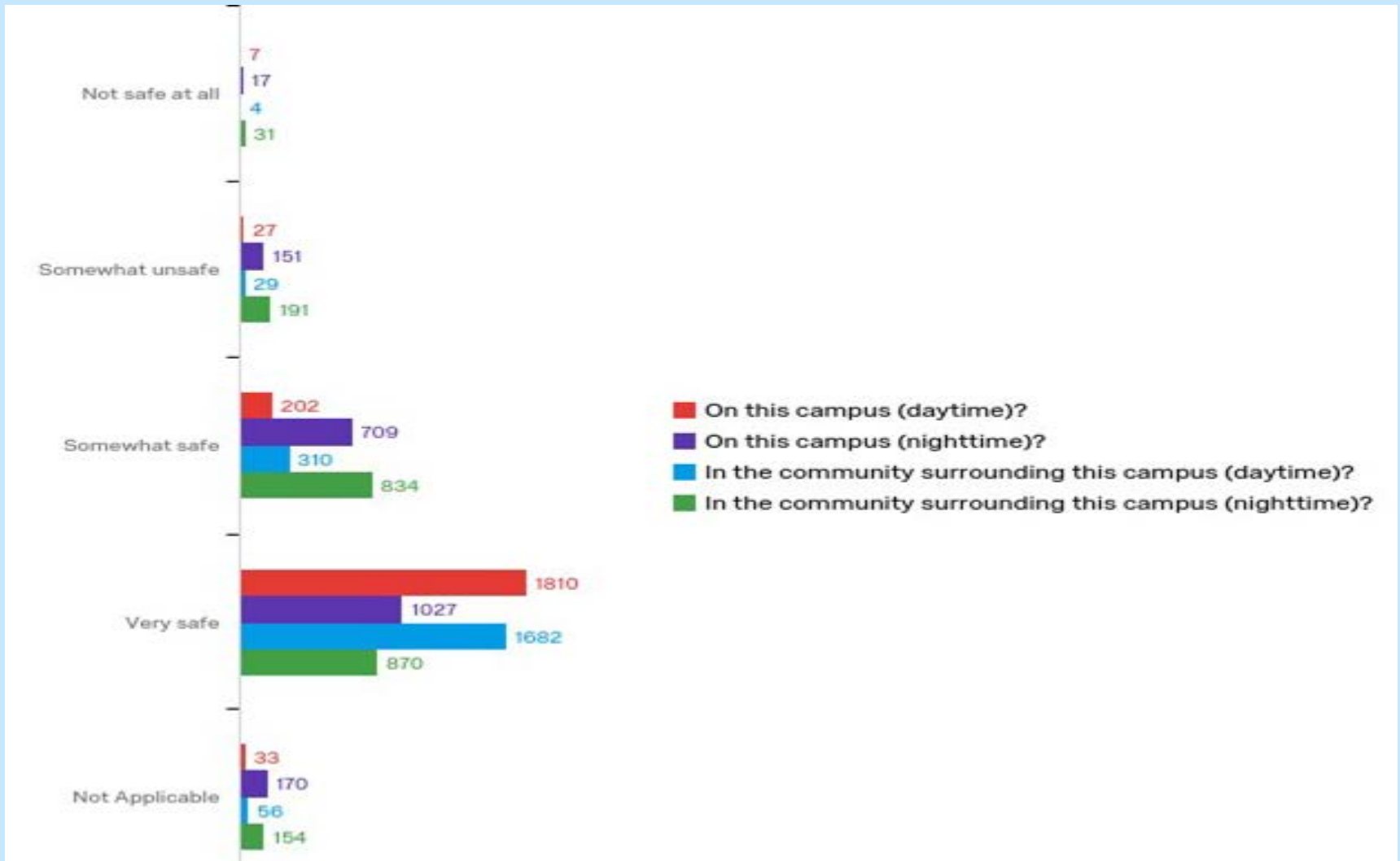
- Culture of wellness definition was “awkward”
- Structure of “barriers to participate” question
- Questions should go beyond department level

# Safety and Violence

# Q16 - The college/university is concerned about my safety.



# Q17 - How safe do you feel:



# Q19A - In the past twelve months, have you observed any of the following behaviors among your co-workers?

#	Question	Yes		No		Total
14	Ignoring phone calls or emails from coworkers	34.12%	707	65.88%	1365	2072
13	Silent treatment towards coworkers	31.61%	655	68.39%	1417	2072
9	Spreading gossip about coworkers	46.05%	955	53.95%	1119	2074
12	Coworkers are excluded from work-related social gatherings	21.40%	443	78.60%	1627	2070
15	Coworkers take credit for work or ideas of others	29.10%	603	70.90%	1469	2072

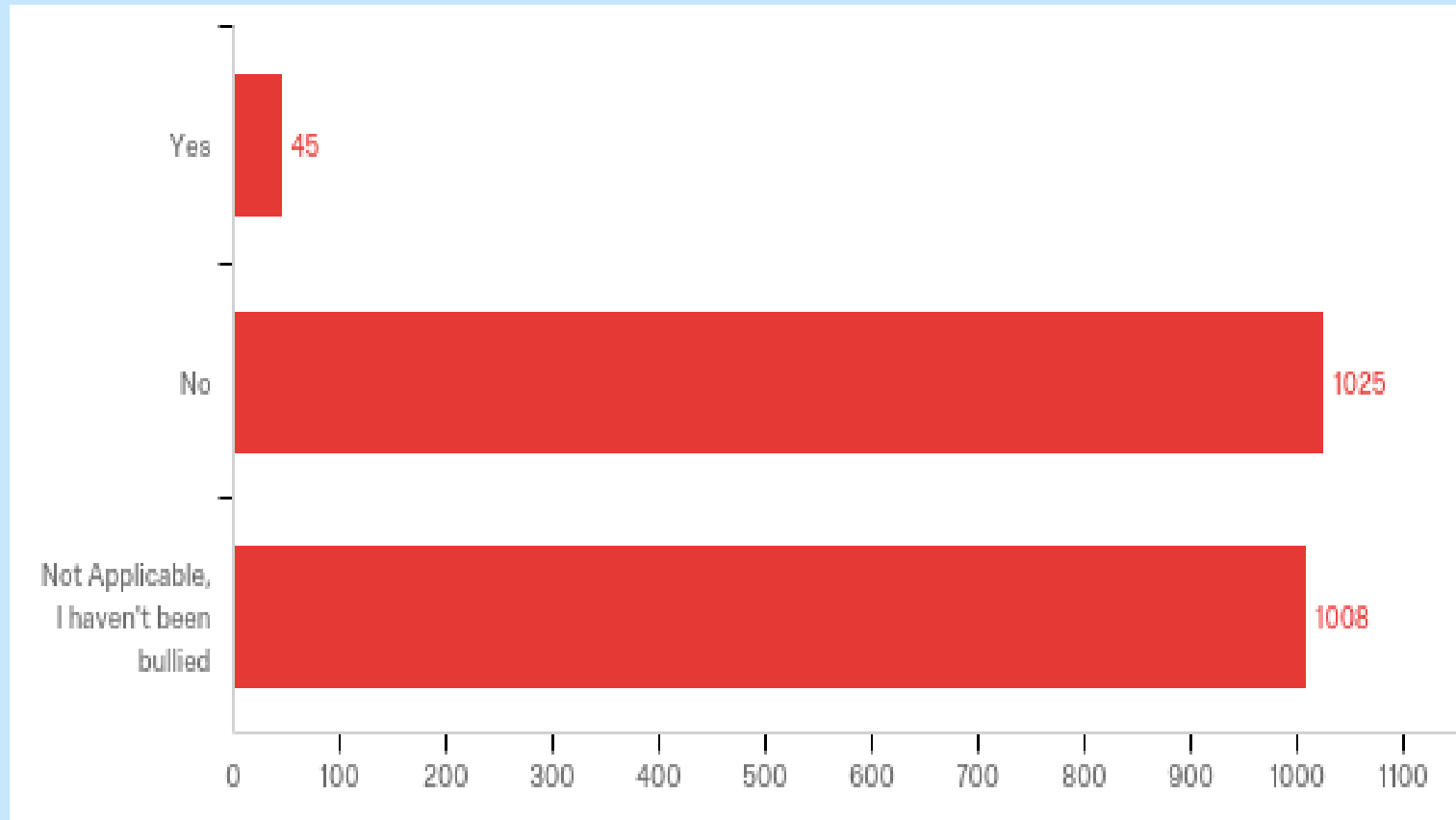
10	Coworkers make insults about personal lives of others	22.37%	463	77.63%	1607	2070
16	Coworkers display intimidating or humiliating behaviors toward others	21.38%	443	78.62%	1629	2072
8	Coworkers are being ignored/ostracized by others	26.05%	540	73.95%	1533	2073
6	Coworkers experience verbal abuse	14.46%	300	85.54%	1775	2075
4	Coworkers experience physical abuse	0.39%	8	99.61%	2066	2074
1	Coworkers experience sexual abuse	0.53%	11	99.47%	2060	2071
2	Misuse of authority within an organization for personal or financial gain	8.23%	170	91.77%	1896	2066

# Q19B - In the past twelve months, have the following behaviors been directed toward you in the workplace?

#	Question	Yes		No		Total
14	Ignoring my phone calls or emails	15.86%	329	84.14%	1745	2074
13	Silent treatment towards me	16.40%	340	83.60%	1733	2073
9	Spreading gossip about me	14.13%	292	85.87%	1775	2067
12	Coworkers exclude you from work-related social gatherings	11.16%	231	88.84%	1839	2070
15	Coworkers take credit for your work or your ideas	19.02%	394	80.98%	1678	2072

10	Coworkers make insults about your personal life	5.36%	111	94.64%	1960	2071
16	Coworkers display intimidating or humiliating behaviors	9.93%	206	90.07%	1868	2074
8	Verbal abuse	6.09%	126	93.91%	1944	2070
6	Physical abuse	0.14%	3	99.86%	2069	2072
3	Sexual abuse	0.05%	1	99.95%	2069	2070
5	Supervisor abuses their power over me	6.94%	144	93.06%	1930	2074
21	Coworkers are ignoring/ostracizing me.	7.30%	151	92.70%	1917	2068

Q20 - In the last twelve months, I have missed work due to being bullied in the workplace.



# Safety and Violence Feedback

- Difference between “strongly disagree” and “Not applicable” should be made more clear.
- Please consider including email abuse.
- Well written questions and easy to understand.
- I answered no to gossip questions----there should be a “don’t know” option in 19B. It is not possible to know if someone is spreading gossip about me or excluding me.
- It may be helpful to clarify if this bullying is from co-workers or any component of the workplace.
- In question 20, does “no” mean I have been bullied but I have not missed work? Again you may want to distinguish that response from the “not applicable”.
- Option between very safe and somewhat safe....such as “safe”.
- I think the specifications might need to be made about if this is an optional activity composed of people from work, rather than a work-related gathering.
- Seatbelt question should be split into 2 questions. One for the front seat people and one for the backseat people.



# Feedback continued

- Demographic information is highly relevant here. The gender of the person taking the survey is relevant to how safe they feel on campus and in surrounding areas.
- I think 19A and 19B should be switched.
- Questions #20 was a bit confusing. I first put “no” as it has not happened, but then changed it to “not applicable because it did not happen.
- Some of these questions are logically confused, or lack an “unknown” reply option. How would I know I am excluded from the plans of a particular group of others?
- For items 19A and 19B, I wouldn't know if any such behaviors were directed toward me.
- The question about bullying could be misleading. I originally answered no, but then saw the third response which indicated that No Applicable was the appropriate answer when there had been no bullying. I think people could easily answer no, thinking that meant that they hadn't been bullied, when apparently that answer means that they have been bullied but haven't missed any work because of it.
- Some of these are impossible to answer. How would I necessarily know if I've been excluded?
- I have never been bullied at work. I assume “not applicable is the correct choice for this section.

# Feedback continued

- If one hasn't been bullied at work, a lot of the questions on this page don't apply. A "smart" survey would adjust and skip those questions, saving time, and reducing frustrations and the tendency to quit it.
- Question #17: Why did you change the metric? Where is the "safe" between "very safe" and "somewhat safe"?
- In academic much interaction is with students (perhaps even more than with co-workers). I have seen situations where co-workers have been abused by students. Perhaps including "students" in the questions related to abuse.

# Physical Activity

# Physical Activity

The next two questions ask about physical activity. The levels of intensity can be characterized in terms of breathing difficulty. A person doing moderate physical activity can typically talk, but not sing while doing the activity. A person doing vigorous physical activity typically cannot say more than a few words without pausing for a breath while doing the activity.

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22A) In the past 7 days, how many (total) minutes did you spend doing moderate physical activity?

Examples: Walking briskly, water aerobics, biking slower than 10 miles per hour, doubles tennis. (Only include activities done for 10 minutes or more at a time.)

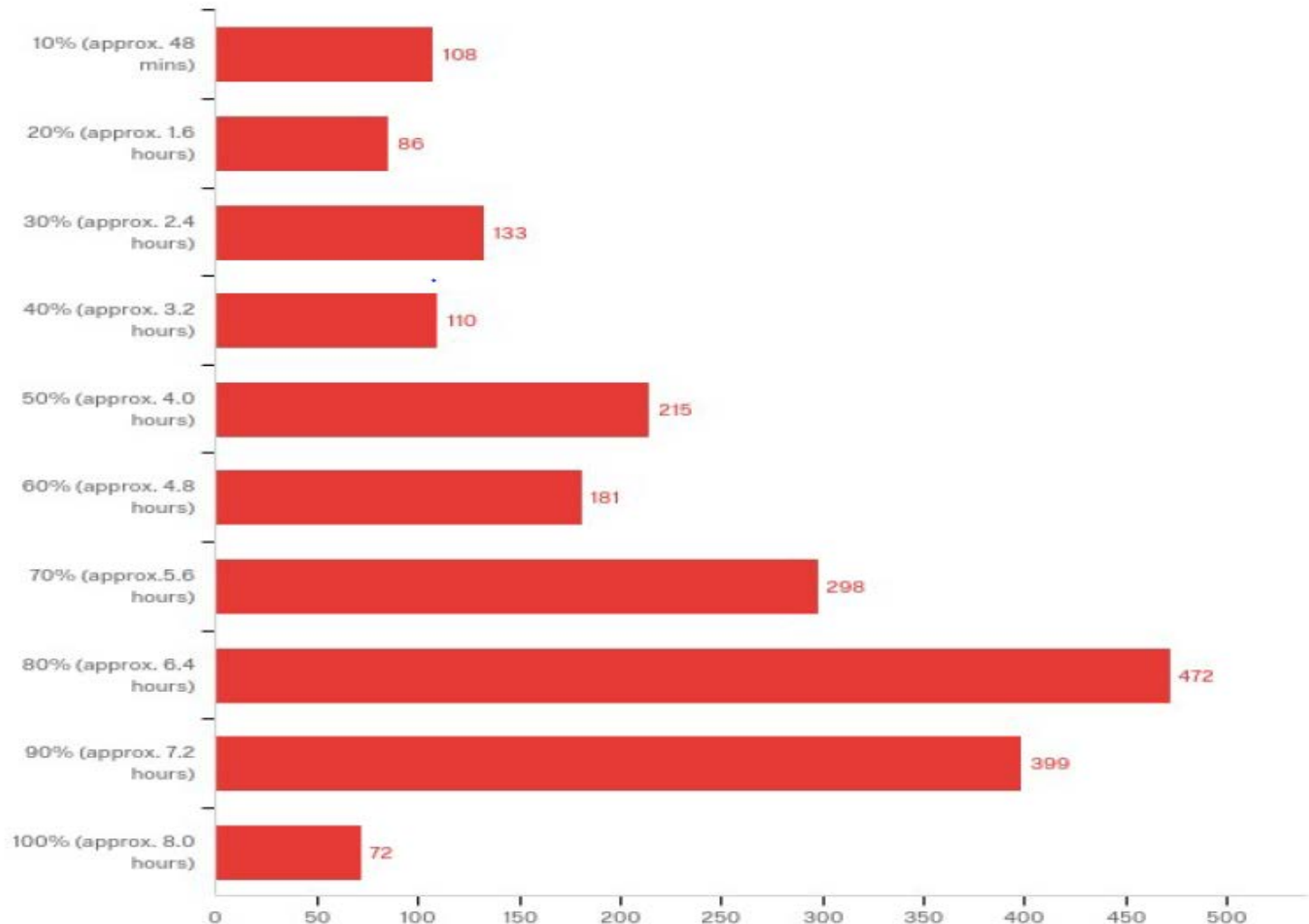
Minutes

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22B) In the past 7 days, how many (total) minutes did you spend doing vigorous physical activity? Examples: Jogging or running, swimming laps, biking more than 10 miles per hour, aerobic dance, singles tennis. (Only include activities done for 10 minutes or more at a time.)

Minutes

Q24 - In the past 30 days, on average which of the following best represents how much time you spend sitting



# Physical Activity

Other questions included....

- In the last 7 days, how many days did you spend doing exercises to strengthen or tone your muscles? Examples: push ups, sit ups, weightlifting/training
- In the last 7 days, how many days did you spend doing exercises to strengthen or tone your muscles? Examples: push ups, sit ups, weightlifting/training
- Has a doctor or other health care provider instructed you to restrict your current physical activity?
- Do you currently have difficulty walking or using stairs or require an assistive device to help with mobility?

# Physical Activity Feedback

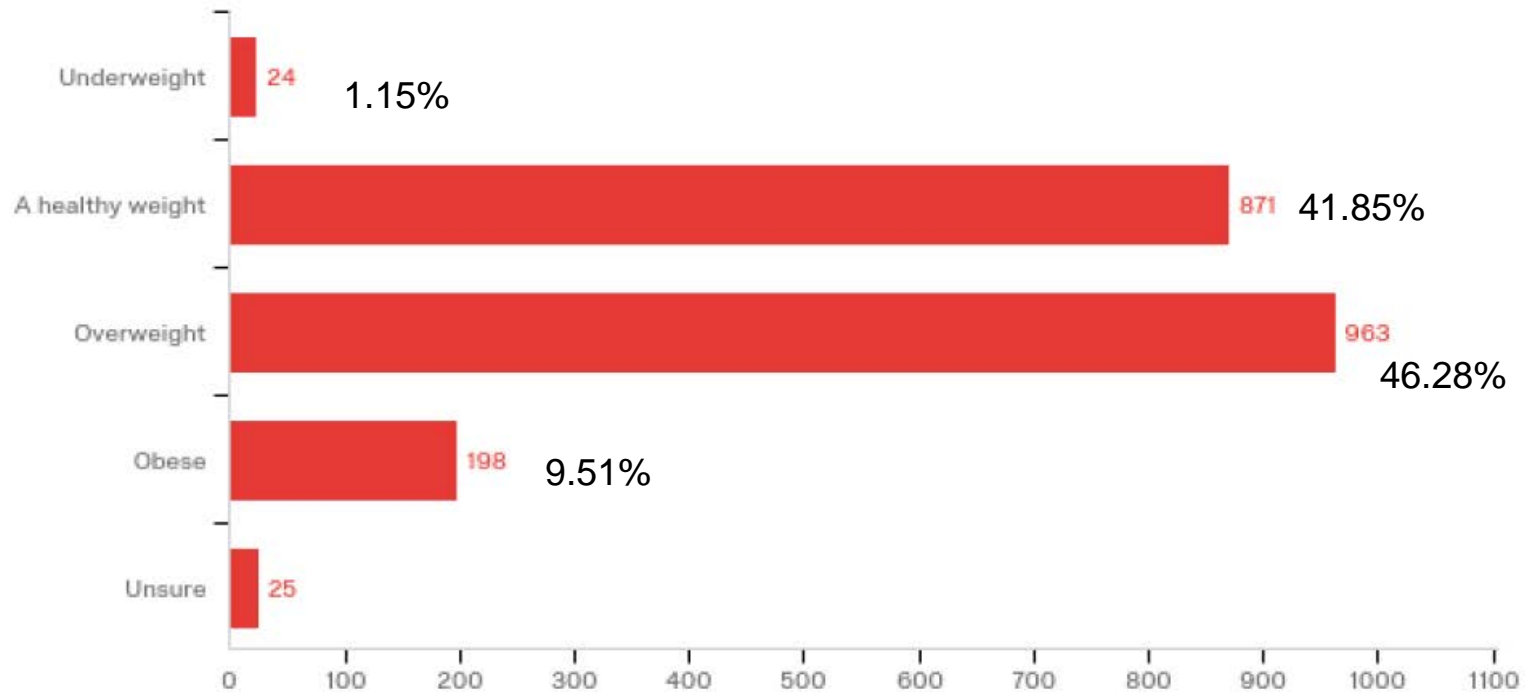
- Well written questions and easy to understand.
- For questions 24, how should we answer if we work part time (20 hours)? Still based on percentage of time rather than approximate hours/day?
- It would be nice if at the top of the page, it showed the actual amount completed so you can see the actual percentage that you've completed.
- About stairs- need option for those who have no choice but to use stairs daily.
- Physical fitness is a key component of employee health. Glad to see it being assessed!
- I would love the option of a standing work station and this needs to be included.
- Question 25, only for a few weeks.
- Question 24 limits a day to 8 hours. On some days, I sometimes sit at my desk working for 10+ hours in my office.

# Weight and Nutrition



# Weight

Q27 - I consider myself to be:



## Q28 - Are you trying to do any of the following about your weight?

#	Answer	%	Count
1	I am not trying to do anything about my weight	13.82%	287
2	Stay the same weight	22.20%	461
3	Lose weight	63.12%	1311
4	Gain weight	0.87%	18
	Total	100%	2077

# Nutrition

In the last week, how many servings of \_\_\_\_\_ did you eat on average per day?

- **Fruit**
- **Vegetables**
- **Whole grains**
- **Low-fat dairy or calcium fortified products**
  - One serving is 1 cup of fat-free or low-fat milk, yogurt, or calcium fortified juice, 1/3 cup shredded low-fat or reduced-fat cheese, 1.5 ounces of natural cheese or about the size of 6 dice
- **Lean proteins**
  - (One serving is 1 egg, 1/4 cup cooked beans or peas, roasted soybeans, or tofu, 2 tablespoons of hummus, 1 tablespoon of peanut butter or almond butter, 1/2 ounce nuts and seeds (12 almonds, 24 pistachios, 7 walnut halves), 1 ounce lean beef, pork, chicken, fish or about the size of a matchbook cover)
- **Sugar-sweetened beverages**
  - One serving is 12 oz of soda, 8 oz of sugar-sweetened, flavored water or sports drink, 6 oz of sugar sweetened coffee, tea, or juice)

# Nutrition Feedback

- **Does not account for limited diet due to chronic illnesses**
  - Lactose intolerant
  - Diabetes
  - Crohn's disease or ulcerative colitis
  - Celiac disease
- **Questions are biased - in favor of particular eating style**
  - Doesn't illustrate those eating vegan & paleo
  - Doesn't address specific individual health differences

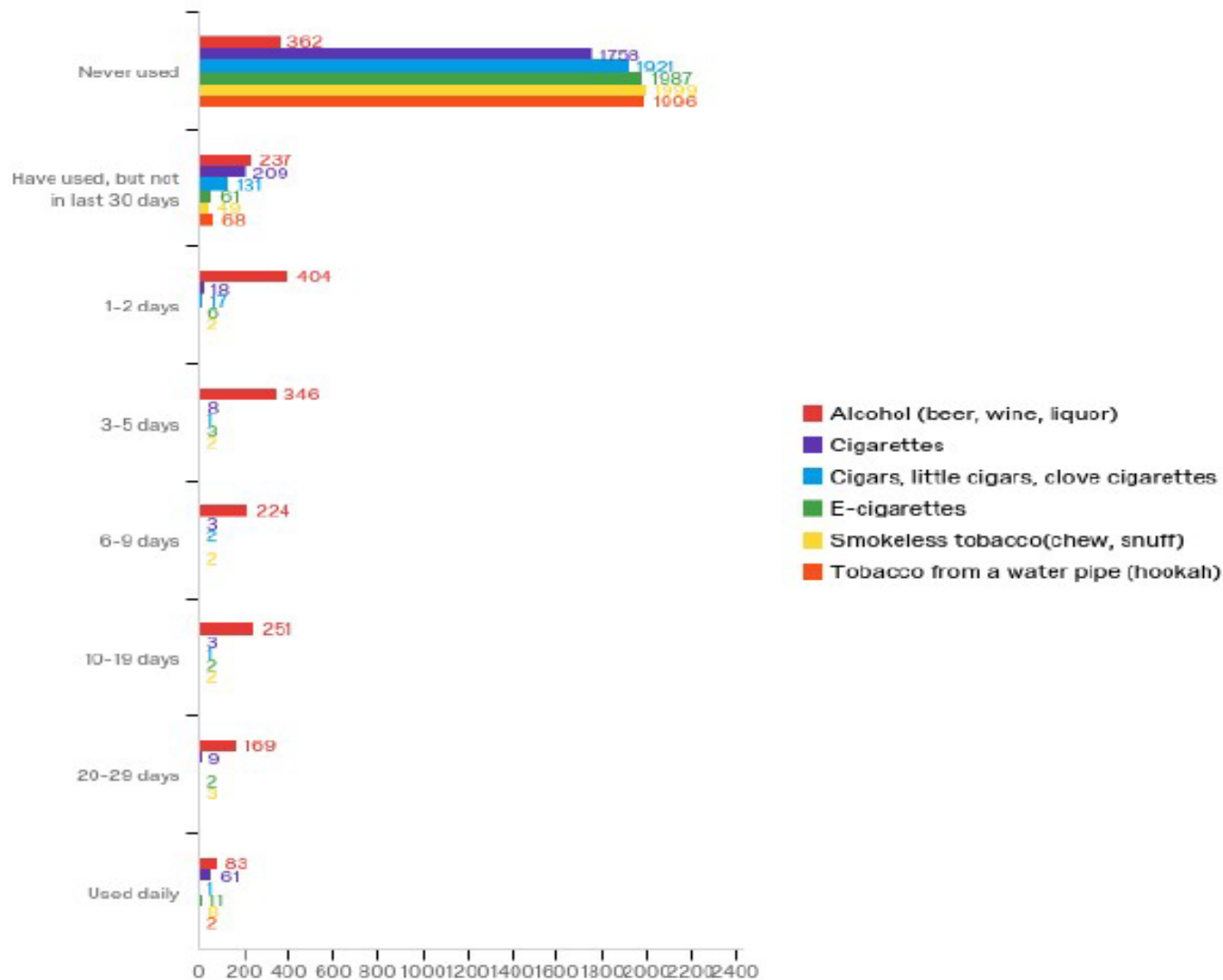
# Nutrition Feedback

- **Controversial Topics**
  - Outdated dietary assumptions
  - Low-fat vs full-fat dairy
  - Healthy Fats
- **Language Revisions**
  - On average vs last week
- **Revise examples provided**
  - Include non-dairy calcium fortified examples
  - Sugar sweetened drinks
    - 6 oz of sugar sweetened coffee or tea

# Alcohol and Substance Use

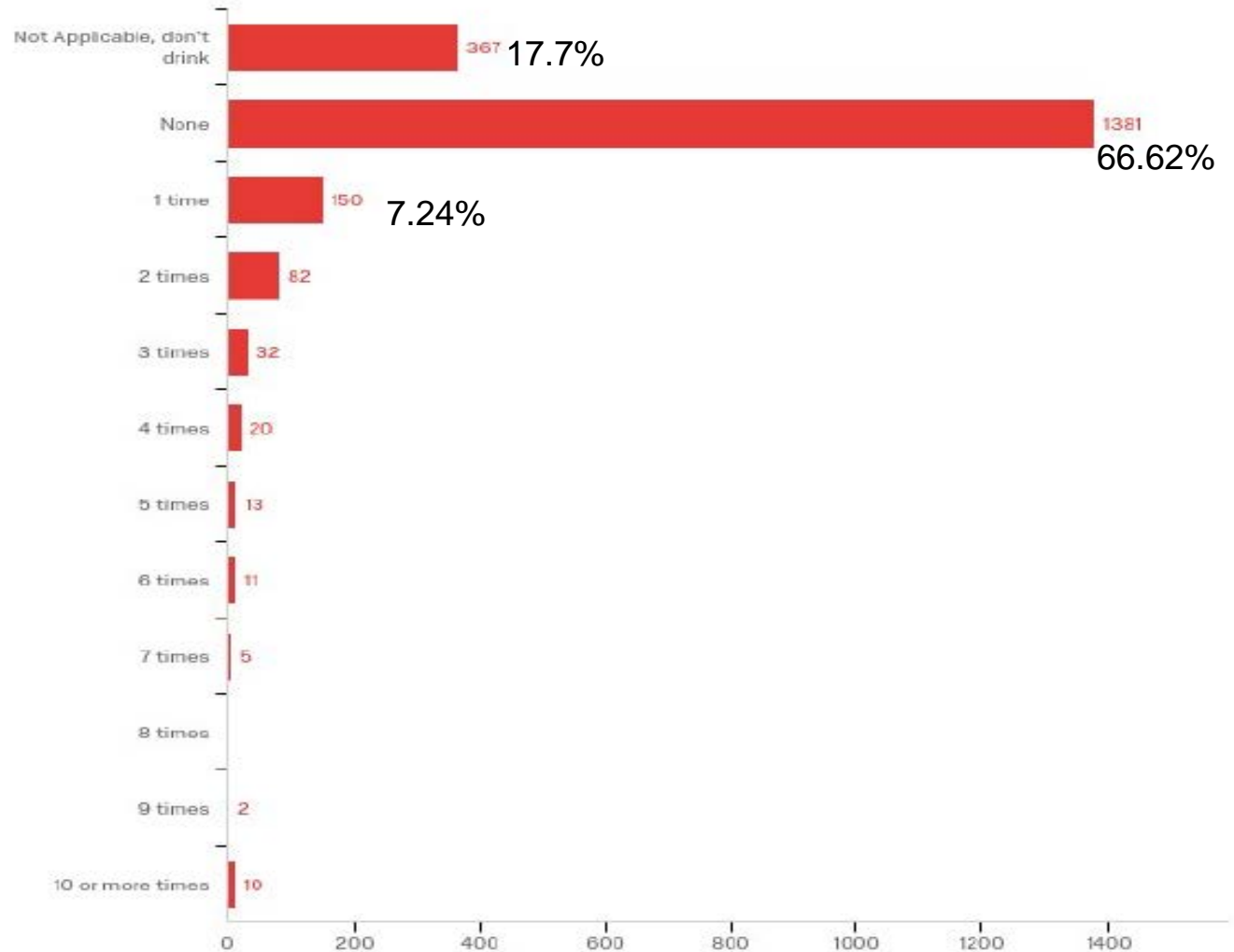
# Alcohol and Tobacco Use

Q35 - 35) Within the last 30 days, on how many days did you use:



# Alcohol and Tobacco Use

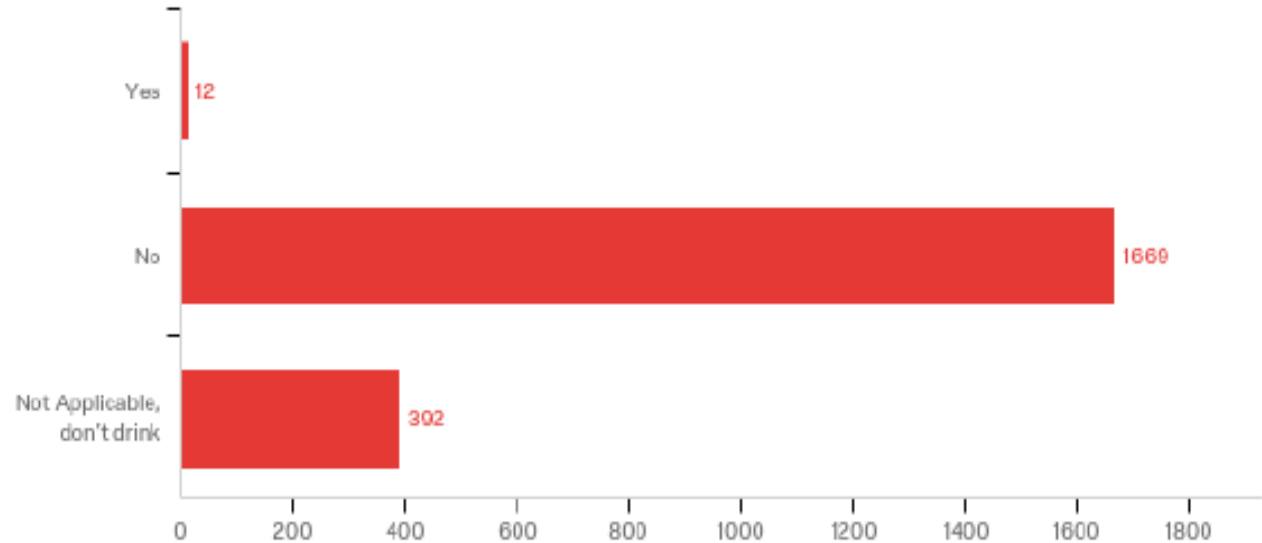
Q36 - Over the last two weeks, how many times have you had five or more drinks of alcohol over a two ho...





# Alcohol and Tobacco Use

Q40 - Are you having any financial, work, family, or other problems as a result of your drinking?



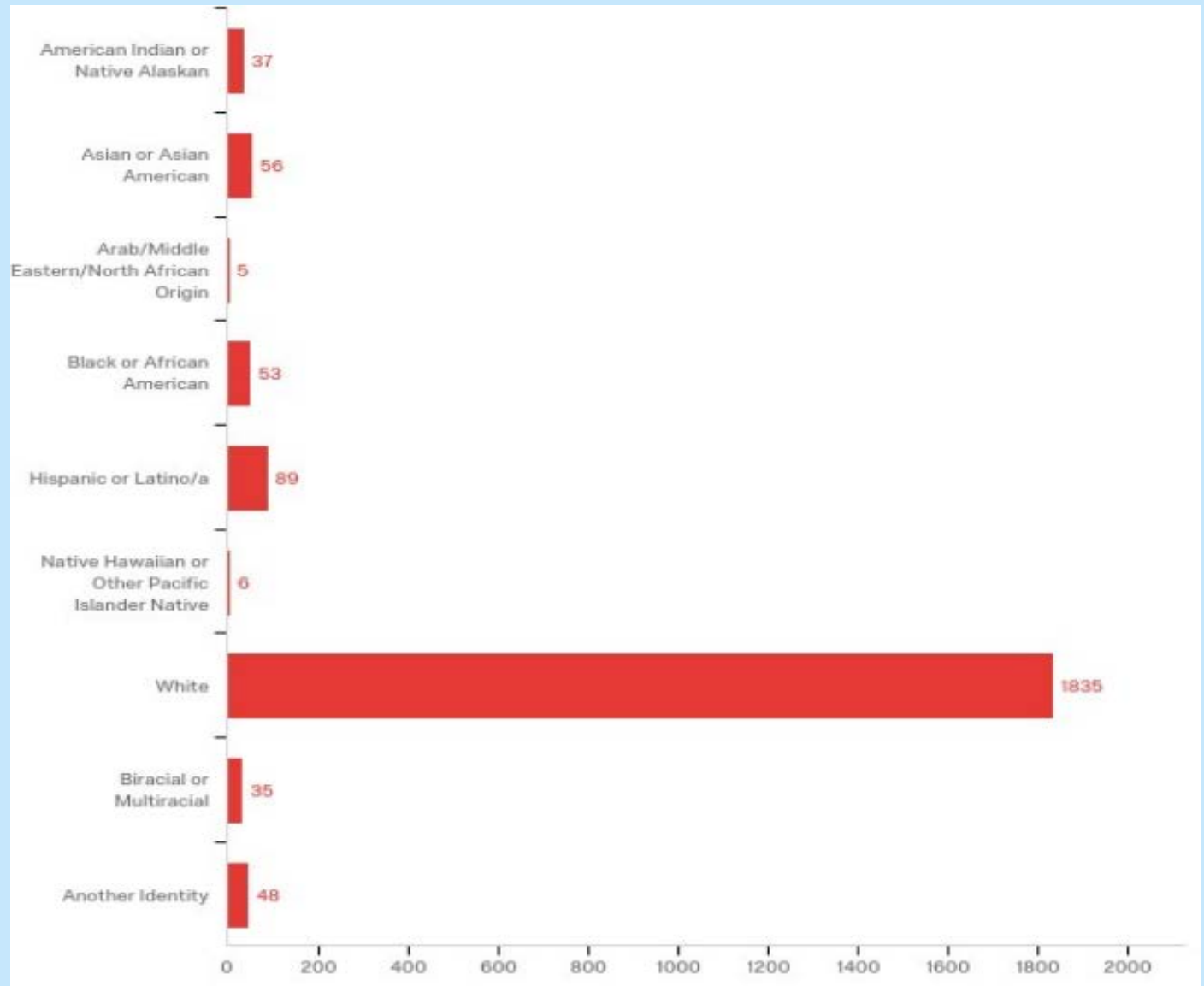
#	Answer	%	Count
1	Yes	0.58%	12
2	No	80.51%	1669
3	Not Applicable, don't drink	18.91%	392
	Total	100%	2073

# Alcohol and Tobacco Use Feedback

- Non-drinkers and non-smokers should be able to skip section
- Change language “Within last 30 days” to “In an average month”
  - Survey administered during holiday season so usage was higher
- Revise language “recovering”
- Include other addictions that can affect work, finances, relationships, and health
  - Gambling
- Lots of comments on the health benefits of wine :)

# Demographics and Employment Status

# Q42 How do you usually describe yourself?



# Additional Descriptive Questions

Are You:

East Asian (35)

Southeast Asian (7)

South Asian (14)

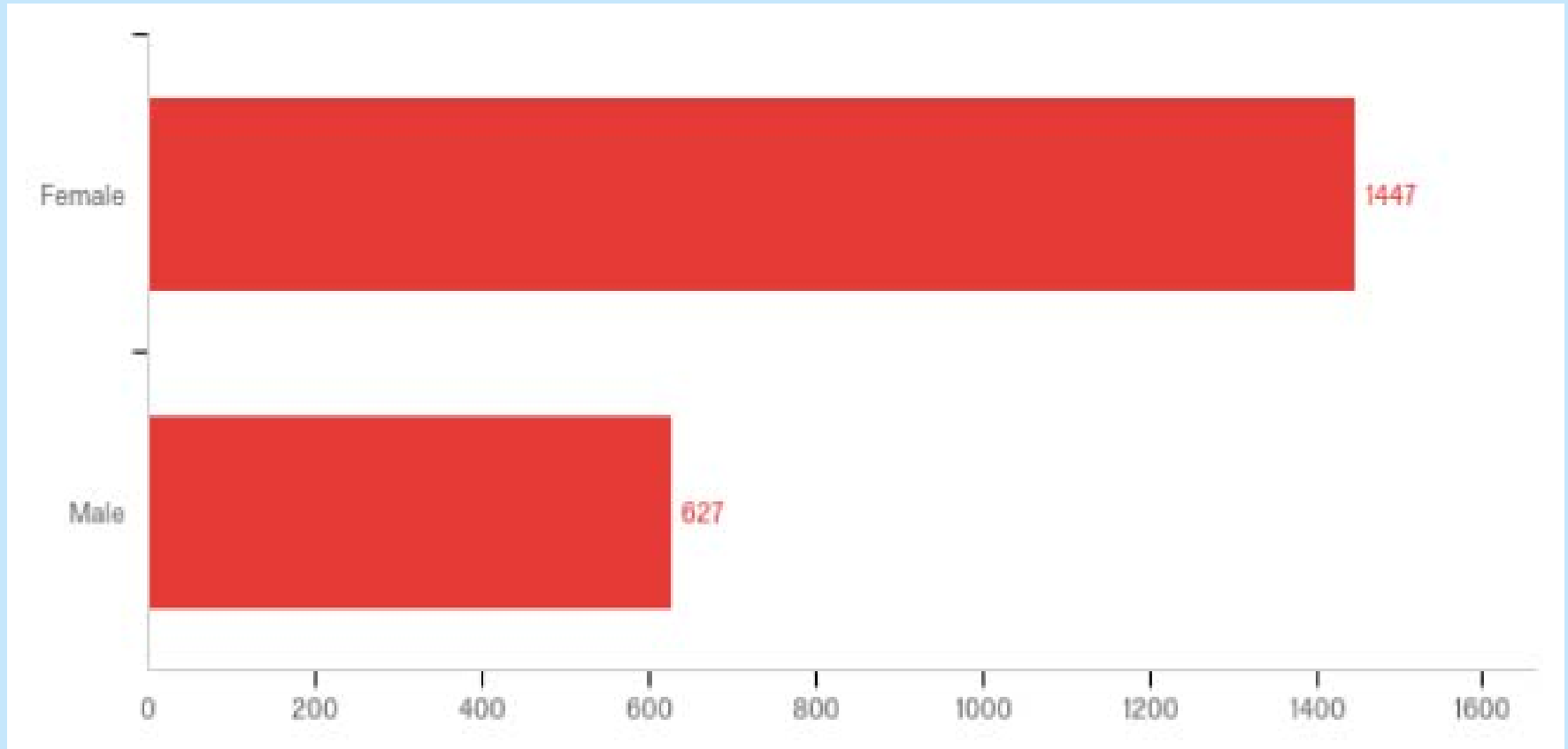
Mexican, Mexican American, Chicano (48)

Puerto Rican (7)

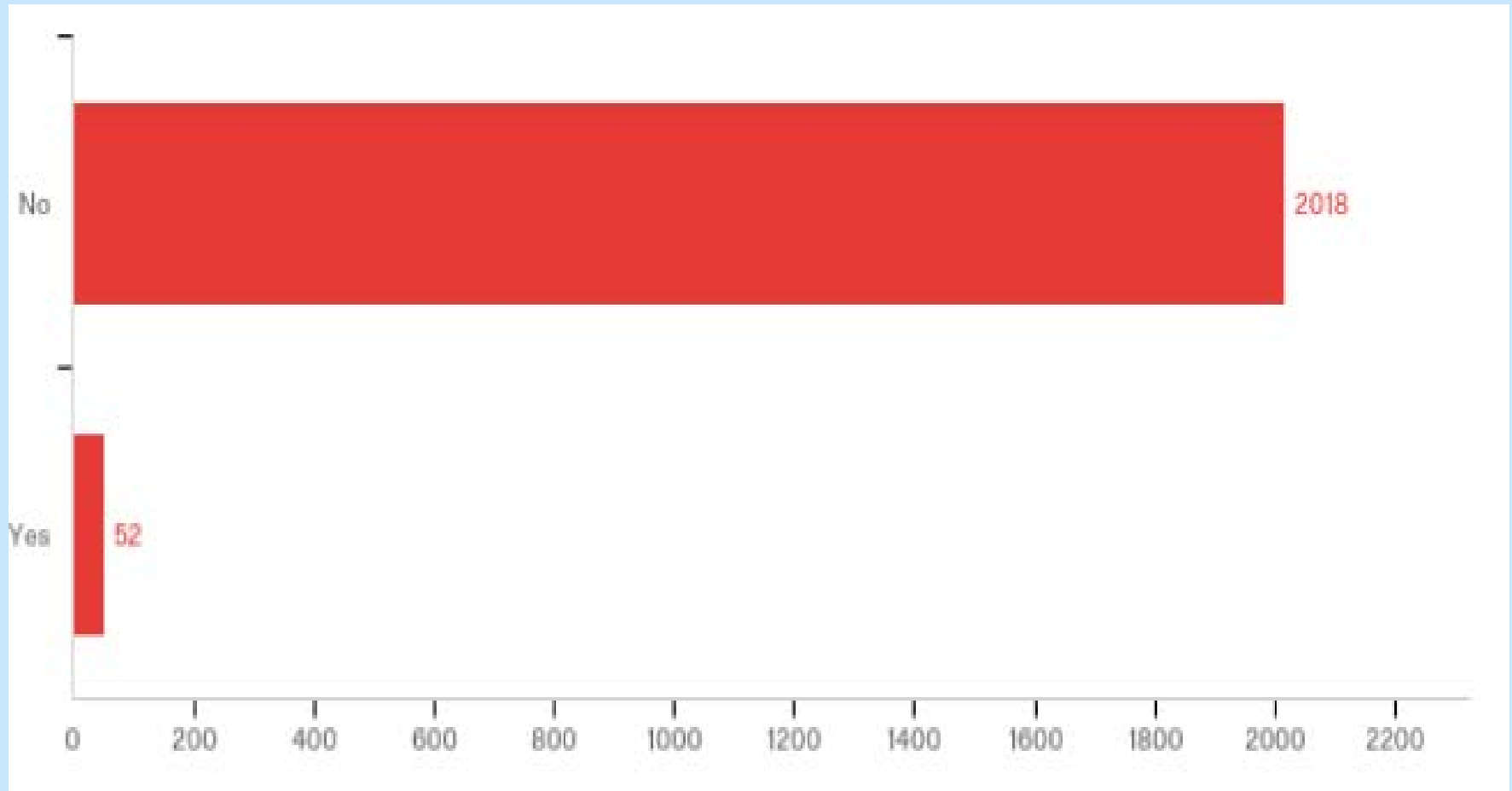
Cuban (3)

Another Hispanic, Latino, or Spanish Origin (30)

# Q46 What sex were you assigned at birth, such as on an original birth certificate?



# Q47 Do you identify as transgender?

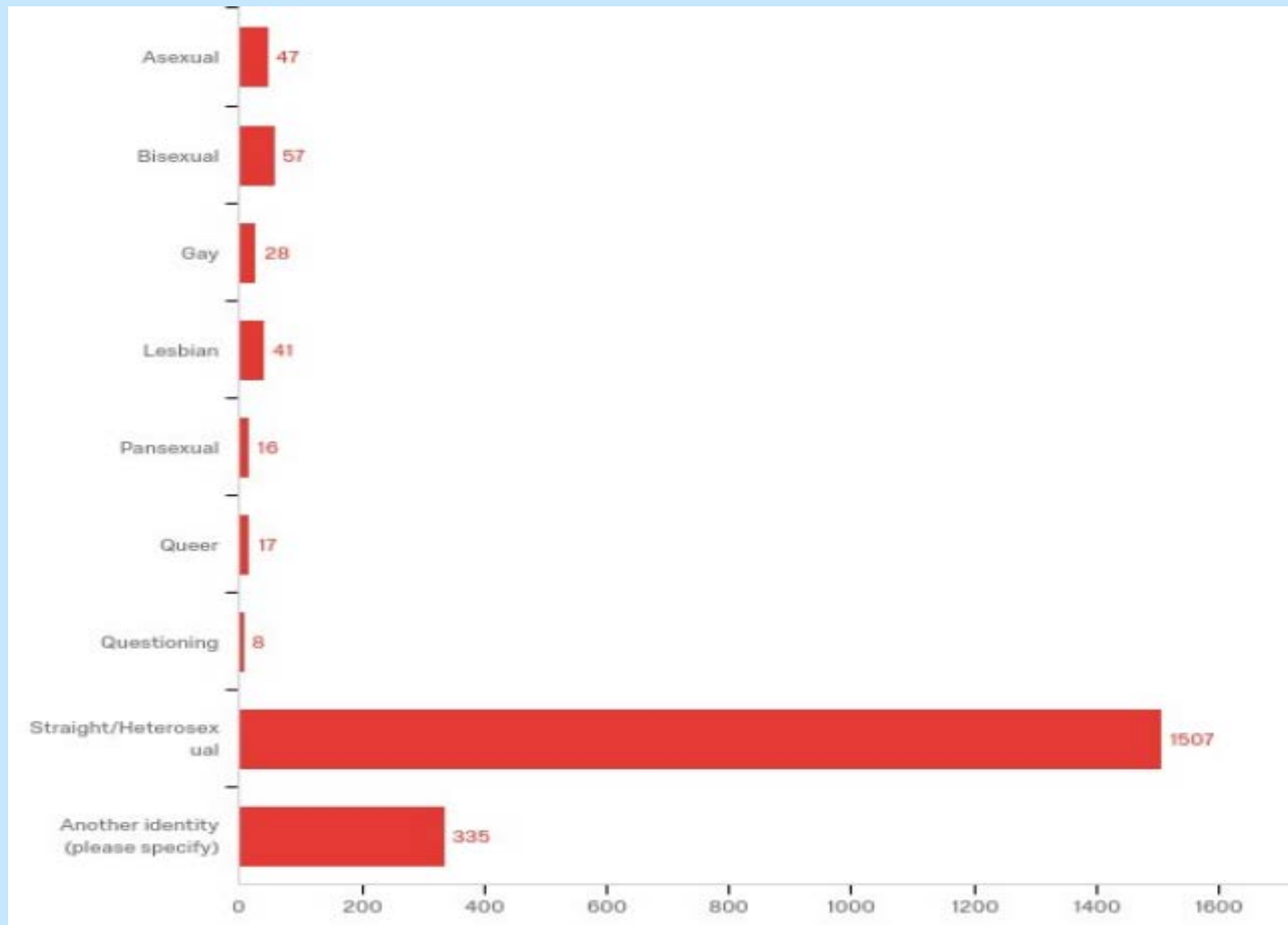


# Q48 Which term do you use to describe your gender identity?

#	Answer	%	Count
1	Woman	69.12%	1428
2	Man	30.06%	621
3	Trans woman	0.05%	1
4	Trans man	0.00%	0
5	Genderqueer	0.34%	7
6	Another identity (please specify)	0.44%	9
	Total	100%	2066



# Q49 What term best describes your sexual orientation?



# Feedback on Questions 46-49: Sex, gender identity, and sexual orientation

- ❖ Most comments around these questions indicated that people were very pleased with the gender identity and sexual orientation options and appreciated the comprehensiveness
- ❖ Questions still have disagreement - Ex.#46 asking sex at birth offends some participants
- ❖ Just asking these questions offends some participants

# Q50 Marital Status

#	Answer	%	Count
1	Single	16.89%	350
2	Partnered	6.23%	129
3	Married	66.65%	1381
4	Divorced	7.58%	157
5	Widowed	1.40%	29
6	Other (Please specify)	1.25%	26
	Total	100%	2072

# Feedback on Marital Status

- ❖ Lots of feedback on this question
- ❖ Many felt that “Spouse” should be an option
- ❖ Many felt that “Engaged” should be an option
- ❖ Many felt that “Separated” should be an option
- ❖ Have “Single, Never Married or Single, Divorced” as options

# Q51 Living Arrangement

#	Answer	%	Count
1	Own living space	74.18%	1534
2	Rent living space	22.53%	466
3	No-cost living space	2.27%	47
4	Other (Please specify)	1.02%	21
	Total	100%	2068

## Q52 Who do you live with?

#	Question	Yes		No		Total
4	Live by myself	22.22%	344	77.78%	1204	1548
5	Live with significant other	78.93%	1510	21.07%	403	1913
6	Live with children	52.13%	892	47.87%	819	1711
7	Live with other adults	11.65%	176	88.35%	1335	1511
8	Live with friend/roommate	7.27%	109	92.73%	1391	1500
9	Other person(s)	3.56%	50	96.44%	1356	1406

# Feedback on Who You Live With

- ❖ Many felt that “Spouse” should be an option
- ❖ Some people felt confused without categories of specific adults - Parents, Live with other adults (not spouse)

# Q54 Within the past 30 days, how often did you worry whether your food would run out?

#	Answer	%	Count
1	Never	90.08%	1870
2	Sometimes	8.62%	179
3	Often	1.30%	27
	Total	100%	2076



# Q55 Within the past 30 days, how often did the food you bought not last and you did not have money to get more?

#	Answer	%	Count
1	Never	94.27%	1957
2	Sometimes	5.06%	105
3	Often	0.67%	14
	Total	100%	2076

# Feedback on Food Running Out

- ❖ Have “Great Extent” as option
- ❖ Worried about debt not food as credit cards are used to buy food
- ❖ Should ask about ACCESS to fruits and vegetables rather than food overall

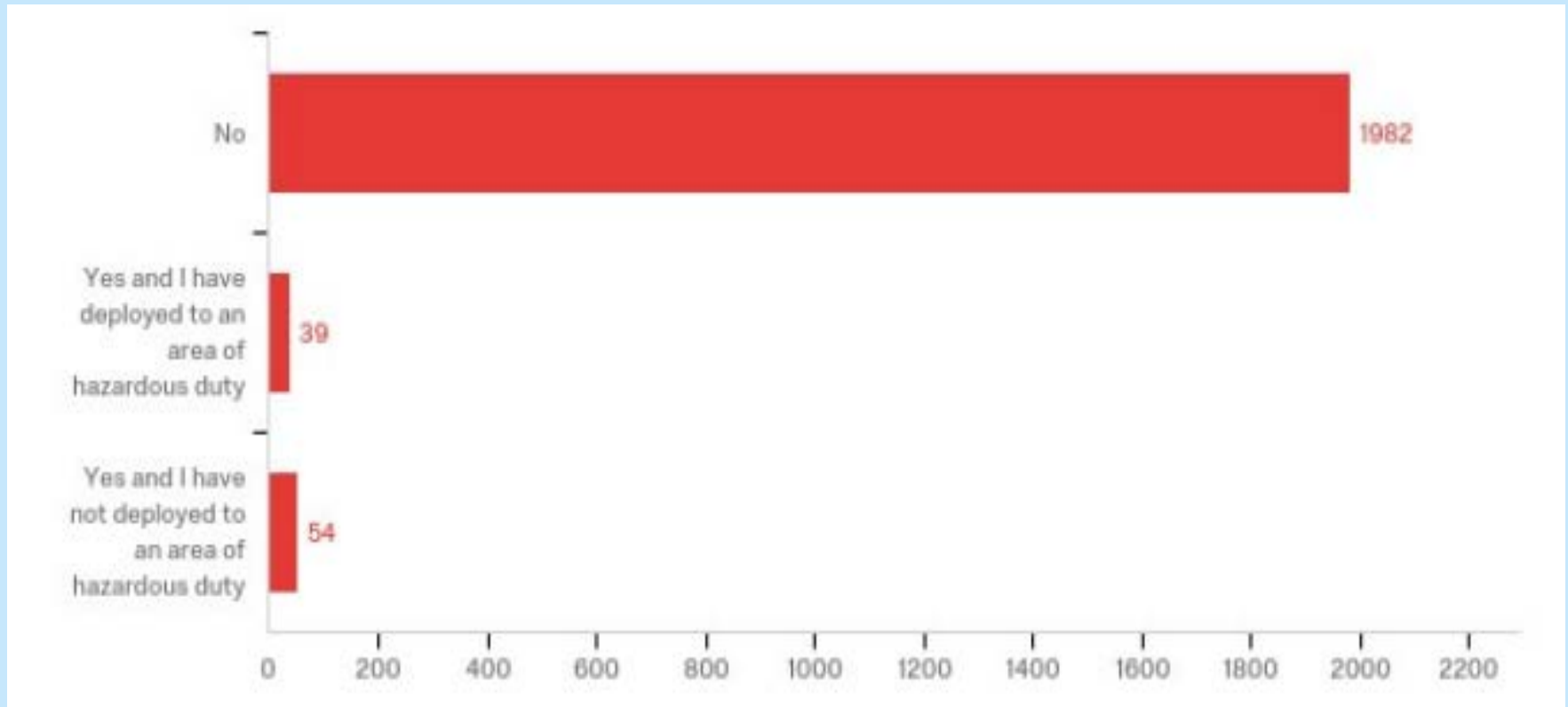
# Q56 Within the past 12 months, to what extent has your values, sense of purpose or faith been useful to you?

#	Answer	%	Count
1	To no extent	6.23%	129
2	To little extent	7.83%	162
3	To some extent	27.87%	577
4	To great extent	34.30%	710
5	To very great extent	23.77%	492
	Total	100%	2070

# Feedback on Values, Sense of Purpose or Faith

- ❖ Several comments on this question
- ❖ Questioning usefulness
- ❖ Add option of “Not a Spiritual Person”
- ❖ Question is “complicated”
- ❖ Should say “To What Extent HAVE” versus “HAS”

# Q57 Are you currently or have you been a member of the United States Armed Services (Active Duty, Reserve, or National Guard)?



# Feedback on Armed Forces Question

- ❖ Peace Corp inclusion?
- ❖ Actual position is dangerous versus deployment area being dangerous

# Q58 Employee Classification

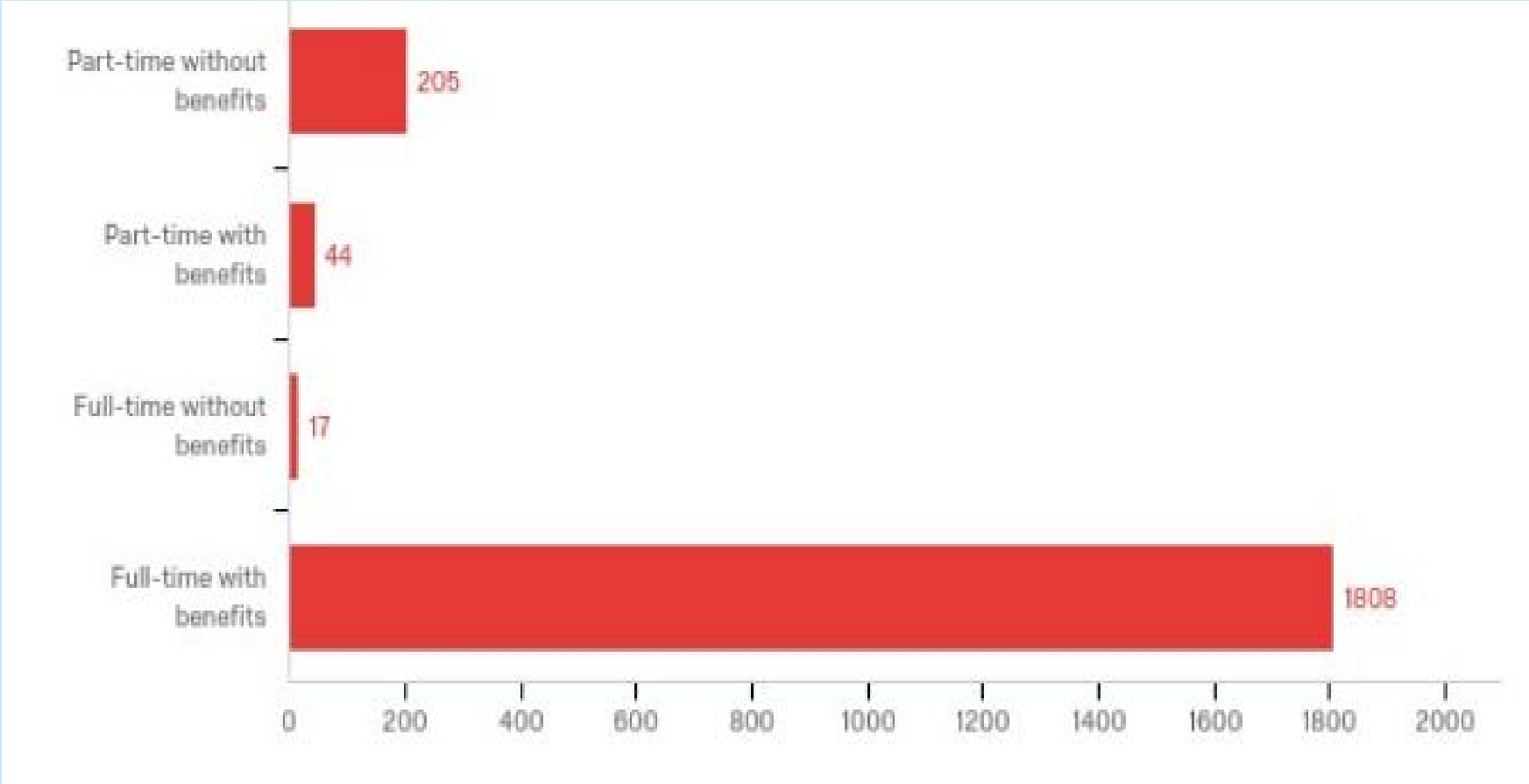
#	Answer	%	Count
1	Staff	56.33%	1170
2	Faculty	31.63%	657
3	Administration	8.38%	174
4	Graduate Student	2.12%	44
5	Resident	0.00%	0
6	Other	1.54%	32
	Total	100%	2077

# Feedback on Employee Classification

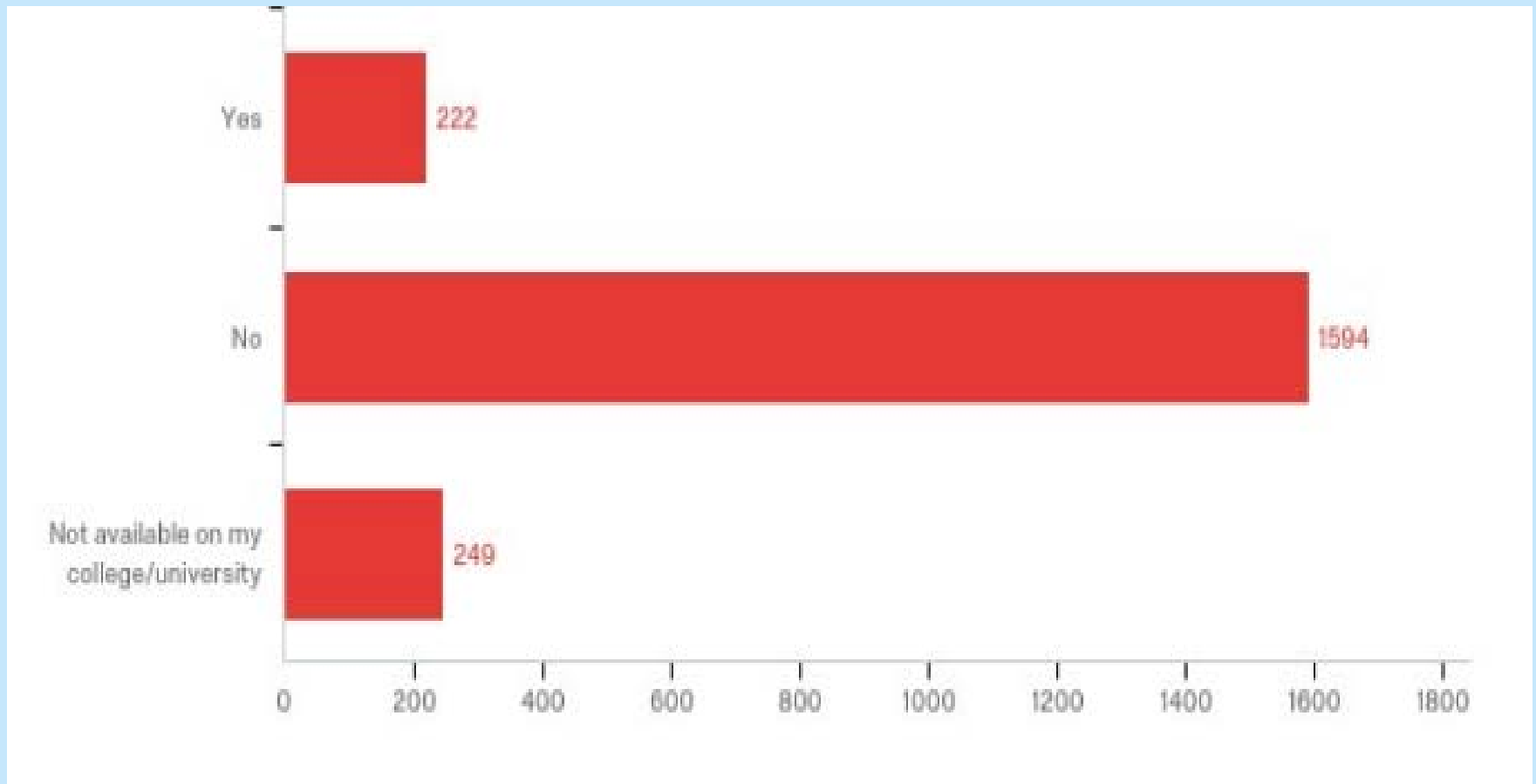
- ❖ More than one option (both Faculty and Staff)
- ❖ Add “Adjunct Faculty” as an option



# Q60 Employment Status



# Q63 Are you a member of an employment union?



# Feedback on Employee Union

- ❖ Lots of feedback on this question
- ❖ Many people unsure if union was available and that was not an answer option
- ❖ Questions related to the difference between no and not available
- ❖ Many opinions about unions (positive and negative)

# Overall Feedback

- Very thorough, well done
- Whoever designed the survey, excellent job.  
Kudos
- Appreciate gender inclusive identity categories
- Thanks for gathering this data
- Appreciate the thoroughness of the survey
- Gender questions outdated
- Too long, too personal
- Add questions about life circumstances
- Add questions about climate, social identity
- Add questions about compensation

# Overall Feedback

- Disappointed no questions about pregnancy
- Unfortunate and Offensive no questions about pregnancy, maternity leave, health issues associated with
- Thank you very much for the inclusive nature of your questions related to sex and orientation.
- Though the survey took awhile, these are important questions to ask
- Terribly biased survey. The results will be exactly what you sought to prove, rather than an accumulation of information
- Overall structured well
- Most questions are well written

# Next Steps

- Spend more time with the data and feedback
- Committee will be meeting to finalize the survey tool
- Compare the questions to those of the NCHA III
- NFSHA is scheduled to launch in spring 2018



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

**[nbgegel@ilstu.edu](mailto:nbgegel@ilstu.edu)**

[www.acha.org/Committees\\_Coalitions\\_Task\\_Forces/staff\\_wellness.cfm#externalResources](http://www.acha.org/Committees_Coalitions_Task_Forces/staff_wellness.cfm#externalResources)



**Thank You!**