



2015 Workplace Health & Wellness Survey

Indiana University

Introduction

Indiana University (IU) is one of the largest employers in Indiana, with more than 17,000 full-time employees across the state. It is a major public research institution, grounded in the liberal arts and sciences, and a world leader in professional, medical, and technological education. Promoting the health and wellbeing of IU employees is crucial for the continued fulfillment of the university’s mission. Overall, **25%** of IU employees participated in the IU Workplace Health & Wellness Survey implemented between 4/6 and 5/18/2015 among all full-time employees of IU’s eight campus locations statewide.

Demographics		IU Full-Time Employees	IU Survey Respondents
Gender	Female	52%	68%
	Male	48%	32%
Race	Black, non-Hispanic	7%	5%
	Hispanic	3%	3%
	White, non-Hispanic	81%	85%
	All Others	9%	7%
Job Type	Staff	61%	75%
	Faculty	39%	25%

Note: Totals may exceed 100% due to rounding.

Results shared below have been weighted to match the demographics of full-time employees of IU overall.

Health in General

In response to questions regarding physical and mental health in general, IU employees responded as follows:

- **89%** rate their *overall health* as good, very good, or excellent.
- **35%** of employees reported having days in the past month when their *physical health* was not good.
 - Of employees reporting poor physical health in the past month, the average number of days was **8**.
 - Across all employees, the average number of poor physical health days in the past month was **3**.
- **42%** of employees reported having days in the past month when their *mental health* was not good.
 - Of employees reporting poor mental health in the past month, the average number of days was **10**.
 - Across all employees, the average number of poor mental health days in the past month was **4**.

In response to questions assessing employee perceptions of general support for health and safety within the workplace environment, IU employees responded as follows:

- **73%** consider *the university* to be supportive of their personal health (rated 7-10 on 1-10 scale).
- **65%** agree/strongly agree that *management* considers workplace health and safety to be important.
- **72%** agree/strongly agree that their *supervisor* is concerned about the welfare of those under him/her.
- **62%** agree/strongly agree that *coworkers* support their efforts to be healthy.

Lifestyle Influences on Health

	Health Measures	Workplace Support
Smoking	<ul style="list-style-type: none"> • 4% are current smokers • 46% of current smokers attempted to quit in the past year 	<ul style="list-style-type: none"> • 72% of all employees say they have a true smoke-free workplace • 82% of smokers were aware of programs available to help them quit smoking*
Nutrition	<ul style="list-style-type: none"> • Asked to rate factors that influence food choices on a scale of 1 (no impact) to 5 (a great impact), the percent of employees that rated factors 4 or 5 were: <ul style="list-style-type: none"> ○ Taste: 81% ○ Convenience: 72% ○ Healthfulness: 66% ○ Price: 66% ○ Sustainability: 24% 	<ul style="list-style-type: none"> • 39% agree/strongly agree that <i>IU</i> has provided them the opportunity to eat a healthy diet • Regarding resources to support nutrition*: <ul style="list-style-type: none"> ○ 57% have healthy options in the cafeteria ○ 45% have opportunities to buy fresh fruits and vegetables ○ 24% have healthy food options available in vending machines
Physical Activity	<ul style="list-style-type: none"> • 12% say they have <i>not</i> participated in any physical activities during the past month <hr/> <ul style="list-style-type: none"> • 66% meet the aerobic component of the physical activity guidelines¹ • 49% meet the strength-training component of the physical activity guidelines¹ • 43% meet both components¹ <hr/> <ul style="list-style-type: none"> • 82% say that their work is mostly sitting • Of those who mostly sit, 49% get up and move around ≥ 8 times in a usual 8-hour work day 	<ul style="list-style-type: none"> • 58% agree/strongly agree that <i>IU</i> has provided them the opportunity to be physically active • Regarding resources to support physical activity*: <ul style="list-style-type: none"> ○ 79% have a place to bike or walk ○ 43% have a convenient place to work out /exercise ○ 40% have a walking program ○ 23% have signs to encourage stair use ○ 19% have easy access to maps of walking trails
Sleep	<ul style="list-style-type: none"> • 57% say they get enough restful sleep to function well in their job and personal life (always/most of the time) 	
Stress	<ul style="list-style-type: none"> • 69% say stress (from all sources at work or at home) has affected their health some or a lot in the past year • 38% do <i>not</i> usually/always get the social and emotional support they need 	<ul style="list-style-type: none"> • 43% agree/strongly agree that <i>IU</i> has provided them the opportunity to help them manage their stress

¹2008 *Physical Activity Guidelines for Americans* retrieved August 22, 2013 from <http://www.cdc.gov/physicalactivity/everyone/guidelines/adults.html>

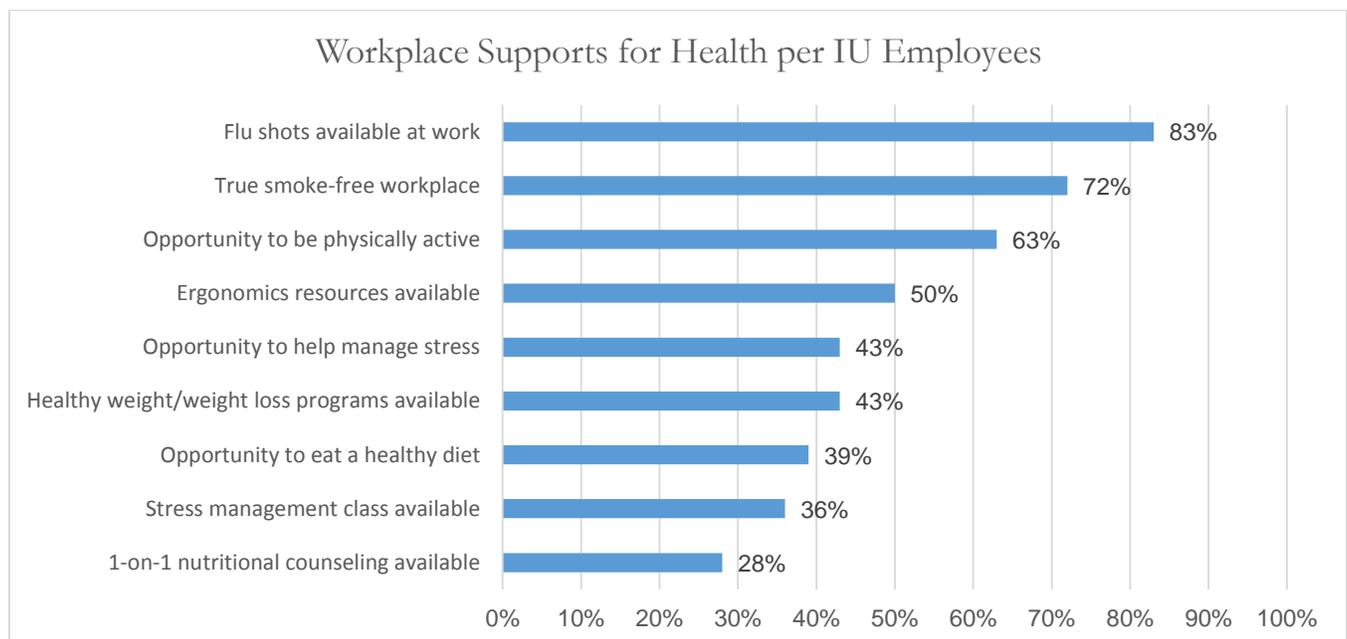
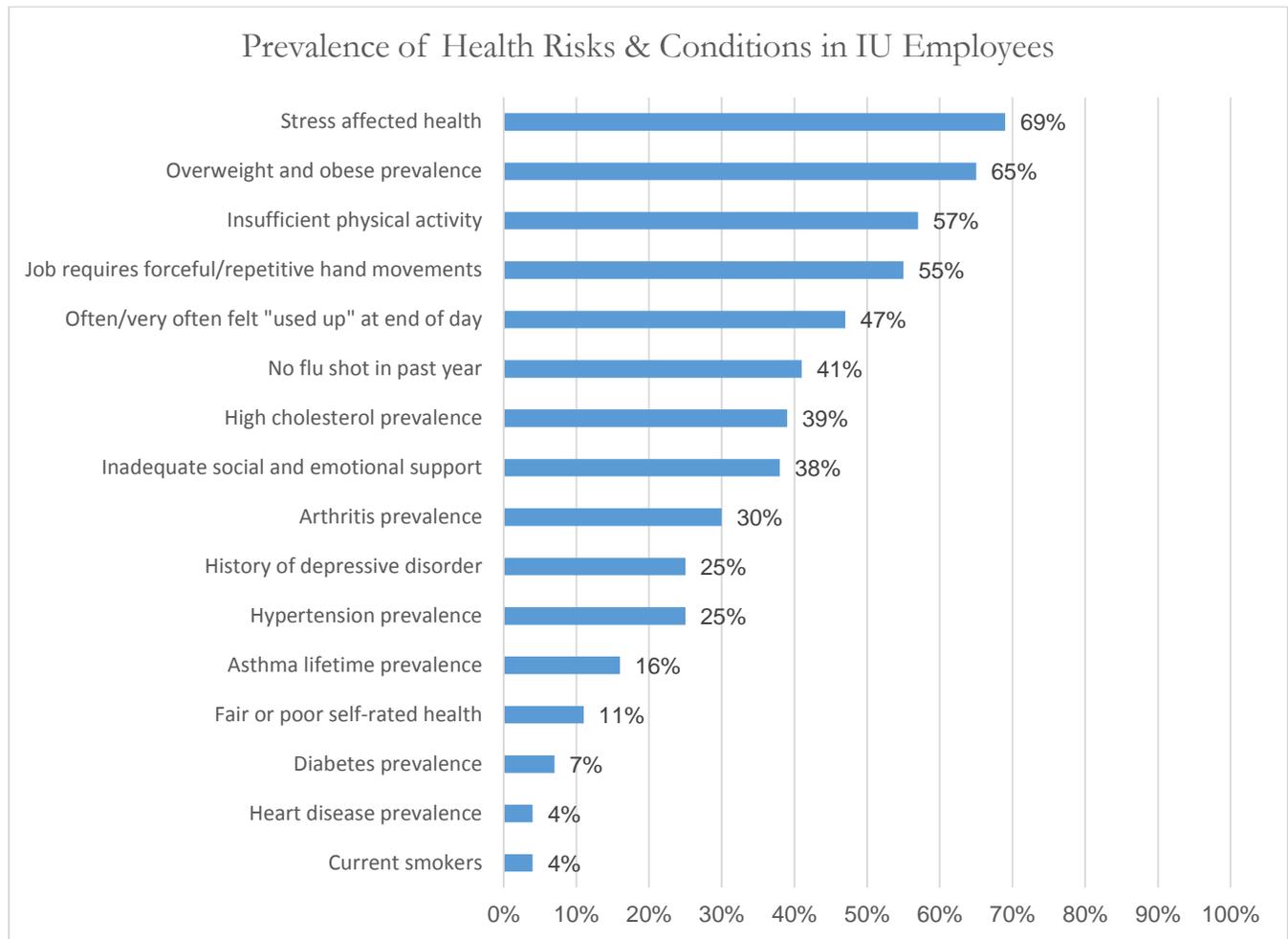
*For all **resources**, employees were also asked to specify if they had used that resource in the past year – or if they would use it if it were available. These results are included in the full results in survey form and will be helpful in identifying those resources employees say would be best utilized.

Clinical Influences on Health

	Health Measures	Workplace Support
Preventive Care	<ul style="list-style-type: none"> • 85% of employees have had a routine checkup within the past 2 years • 59% had a flu vaccination in the past year • 96% have had a cholesterol test within the past 5 years • 92% had their blood pressure checked by a health professional within the past year • 79% had a lab test for high blood sugar within the past three years 	<ul style="list-style-type: none"> • 83% of employees reported that flu shots were available to them at work*
Occupational Health	<ul style="list-style-type: none"> • 55% say their job regularly requires them to perform repetitive or forceful hand movements • 11% have been diagnosed with carpal tunnel syndrome • 31% report chronic or recurrent low back pain • 42% say they often or always find their work stressful and 47% say they have often or very often felt “used up” at the end of the day 	<ul style="list-style-type: none"> • 50% say they have ergonomics resources available to them* • 36% of employees say they have stress management or stress reduction classes or programs available to them*
Health Risks & Disease	<ul style="list-style-type: none"> • 65% of employees are overweight (33%) or obese (29%) • 7% of employees have been diagnosed with diabetes (excluding pregnancy-related) and 8% have been told they have borderline or pre-diabetes • 39% of employees ever tested have been told by a health professional that their cholesterol was high • 4% of employees have been told by a health professional that they have heart disease • 25% have ever been diagnosed with hypertension (excluding pregnancy-related) and 14% have been diagnosed with pre-hypertension • 16% of employees have <i>ever</i> been told by a health professional that they have asthma • 30% of employees have <i>ever</i> been told by a health professional that they have arthritis • 25% of employees have ever been told by a health professional they have depressive disorder 	<ul style="list-style-type: none"> • 43% say that healthy weight and weight loss programs are available at their workplace, and 28% say they have 1-on-1 nutritional counseling available to them* • 63% agree/strongly agree that <i>IU</i> has provided them the opportunity to be physically active • 37% of employees say they have access to a blood pressure monitoring device at the workplace* • 64% of employees say they have access to the Employee Assistance Program for professional counseling*

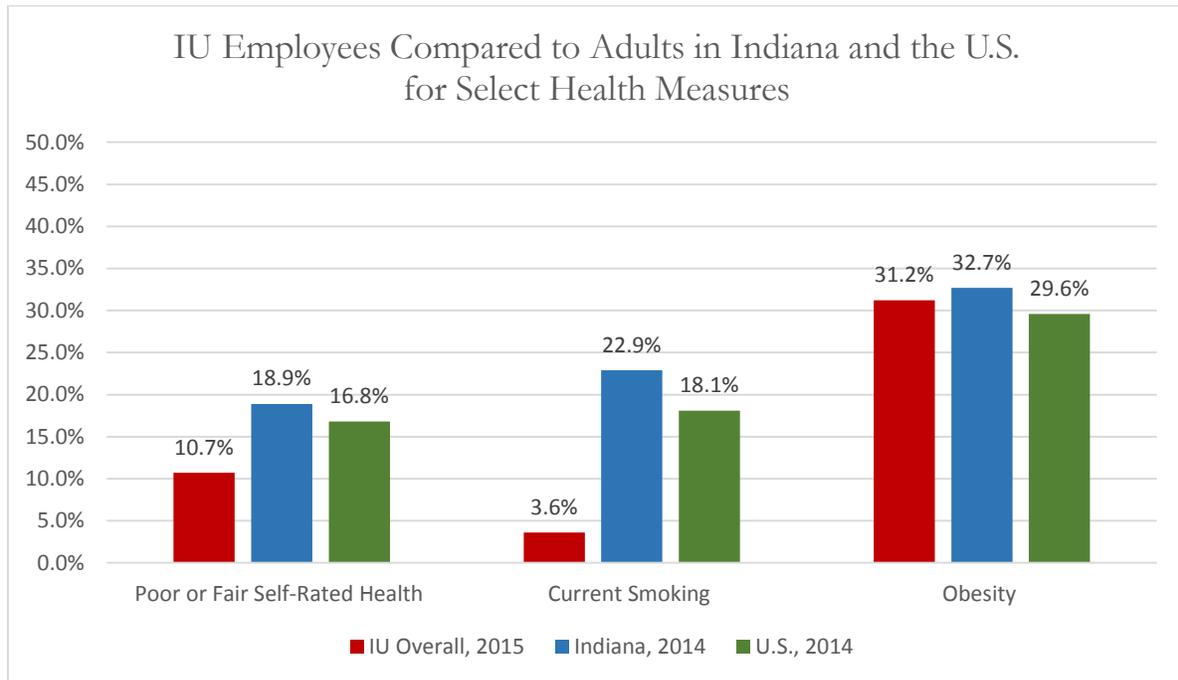
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Summary Charts



Campus to Community Context

IU employees influence - and are influenced by - their work environments and the varied communities in which they live. How do the employees of IU compare to adults across the state of Indiana or the U.S.? Below we have shown for context the comparable values for some key health measures included in our survey. Please note that the state and national data are based upon the 2014 Behavioral Risk Factor Surveillance Survey, whereas the IU Workplace Health & Wellbeing Survey was conducted in early 2015.



Source for Indiana and U.S. data: BRFSS, 2014 retrieved 4/8/2016 from www.cdc.gov/brfss/brfssprevalence/

All three of these health measures are generally associated with an educational gradient; the higher the education level, the better the health measure. For example, in 2014 the smoking rate among Indiana adults with less than a high school education was 39.6%, but only 7.4% among college graduates. Since the IU employee population is, on the whole, highly educated, with more than 75% of 2015 respondents having a college degree or more, we expect to have lower rates of poor health, smoking, and obesity than reported for Indiana adults in general. However, IU employees live and work in a state that currently ranks poorly - 41 of 50 - in the U.S. for health according to the 2015 America's Health Rankings Annual Report (<http://www.americashealthrankings.org/reports/Annual>).

In comparison to adults in Indiana overall, the employees of IU:

- Have a **much lower/better** percentage who rate their health as fair or poor;
- Have a **much lower/better** rate of smoking;
- Have a **similar** rate of obesity.

In comparison to adults in the U.S., the employees of IU:

- Have a **much lower/better** percentage who rate their health as fair or poor;
- Have a **much lower/better** smoking rate;
- Have a **similar** rate of obesity.

Want to Know More?

The IU Workplace Health & Wellness Survey provides us with a greater understanding of employee health and workplace supports for health on all of our IU campuses, as reported to us by thousands of IU employees. This short report presents highlights from the 2015 survey. Complete university-wide and campus-specific results in three formats are available from the survey team through the IU Richard M. Fairbanks School of Public Health website at this address: <https://pbhealth.iupui.edu/index.php/research/bhealthy/2015-results/>. The three formats include: 1) this narrative summary, 2) full results for each question in survey form, and 3) a report comparing results between 2015 and the initial survey completed in 2013.

Campus Wellness Coalitions and *Healthy IU* will use survey results to identify priorities as we continue to foster a healthier workforce and a healthier IU. If you have an interest in your campus Wellness Coalition, or in learning more about employee wellness programs available to you through *Healthy IU*, you can learn more by visiting their website at <https://healthy.iu.edu/> (see the Programs & Services by Campus tab) or by calling Healthy IU at (812)855-7859.