



FACULTY WELLNESS ASSESSMENT SUMMARY

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Faculty Wellness Program

Website:
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TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER
EL PASO

Office of Faculty Affairs
Faculty Wellness Program

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The Faculty Wellness Assessment was conducted in December of 2020, to understand the health and perceptions of faculty at TTUHSC El Paso, in order to make data-driven decisions for wellness efforts that are most needed in the workplace environment. This summary serves as baseline data to measure key health indicators and lifestyle factors that are associated with health outcomes, and to prioritize workplace needs/interests of faculty. Below is a snapshot of the key findings drawn from the assessment.

Faculty Population: 318

General Characteristics from Respondents



133
Faculty Completed the Health Status Section



124
Faculty Completed the entire Survey

57% Women
39% Men

Age
10% ≤ 34
38% 35-44
19% 45-54
21% 55-64
10% ≥ 65

Majority of worktime: hospital, or office setting

59% have children

40% have children under 5 yrs. of age

Top Health Issues

- 29% Overweight, 22% Obese
- 26% High blood pressure
- 12% High cholesterol
- 11% Asthma
- 11% Chronic/recurrent low back pain

Mental Health Status

53% of faculty have high levels of job stress

32% experience one or more symptoms of burnout

Health Behaviors

- 58% Sleep ≥7 hours/night regularly
- 71% Eat vegetables 5 or more days/week
- Half met the physical activity guidelines (aerobically)
- 94% Do not use tobacco or nicotine products

Top Educational Topic Needs



50%

Physical Activity

49%

Stress Management

46%

Mindfulness



Top Wellness Activity Needs

54%

Fitness Challenge

48%

Workplace Ergonomics

33%

Yoga & Walk-Talk Meetings

Top Workplace Policies/Practices/Environment Needs/Interests

Flexible Work Schedules

71%

Flexible work schedule to allow for physical activity before, during, or after work

70%

Flexible schedule to pursue meaningful aspects of work

Communication

69%

Bi-directional communication between leadership and faculty

Physical Activity/Healthy Eating

75%

Fitness Center

64%

More healthy food options available at University sites

INTRODUCTION

We want to thank everyone who took the survey! The Faculty Wellness Assessment was based on a systematic data-driven approach to assess, identify gaps, and prioritize strategies to increase the overall health of TTUHSC El Paso faculty. Through the collection of qualitative data we were able to measure the health status and lifestyle behaviors of faculty, and identify the needs/interests for workplace wellness initiatives. This assessment provides the institution with a more accurate picture of information to make sound decisions for applying best practices into the work environment. The top priorities that were identified in the data analysis are to be integrated into the revised Faculty Wellness Program Strategic Plan. The goal is to develop a comprehensive approach to optimize wellness interventions that strive to support an organizational culture that promotes wellness. Important to note, the data for this summary was collected during the peak time of the COVID pandemic from December 2, 2020 through the first week of January 2021.

The findings cover three main component areas: health status, health behaviors, workplace needs/interests. This data provides a meaningful picture to inform and shape planning for future implementation of Interventions university wide.

Health Status	Health Behaviors	Workplace Needs/Interests
<ul style="list-style-type: none">• General Health• Chronic Conditions• Stress/Burnout• BMI	<ul style="list-style-type: none">• Sleep• Physical Activity• Healthy Eating• Sugar beverage intake• Tobacco/nicotine use	<ul style="list-style-type: none">• Practices• Policies• Workplace environment• Educational topics• Wellness activities

This assessment is a starting point to enfold some of the key factors that contribute to burnout and improving health and well-being. The Faculty Wellness Program is guided by the social-ecological model that addresses the layers of behavioral influence on individuals, relationships, and within the organization and environment. The assessment encapsulates this model at the individual and relationship level asking faculty what their needs/interests are for educational wellness topics and activities. The layer that concentrates on the organization/environment were presented through best practices that focus on workplace practices/policies and environmental changes that influence and support health and social engagement.

Design

The Faculty Wellness Assessment is based off of Center for Disease Control and Prevention (CDC) Workplace Health Model, beginning with assessing the faculty population. The majority of the survey was developed using best practice questions from CDC Behavioral Risk Factor Surveillance System, CDC Worksite Health Scorecard and CDC CAPTURE Survey, and American Medical Association Mini-Z. Qualtrics was the platform used to collect, store, and analyze the data. Marketing of the assessment was done through a variety of avenues; weekly emails, TV monitors, Faculty Wellness Assessment webpage, and three “Faculty Wellness Matters” WebEx sessions that provided an overview of the survey. 133 (42%) faculty responded to the first portion of the survey (health status), with 124 (39%) completing the entire assessment.

FINDINGS

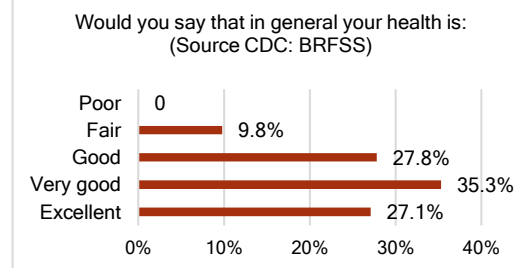
The current findings provides an accurate picture of the characteristics of the faculty population that responded to the survey. The data summarized will be used to work toward reducing the risk of burnout and chronic conditions, and support a workplace culture of health.

Demographic Characteristics					
Gender		Household Size		Work overnight shift	
Female	56.8%	1	11.3%	Yes	32.3%
Male	39.2%	2	32.3%	No	67.7%
Transgender	0	3-4	44.4%	Majority of time spent at work (multiple response question)	
Other	0	5 or more	12.1%		
Prefer not to answer	4%	Children in the household		Lab/research	7.2%
Age		Yes	58.9%	Classroom	11.2%
34 or below	9.6%	No	41.1%	Clinic	33.6%
35-44	37.6%	Children under 5 in the household		Hospital	41.6%
45-54	19.2%	Yes	39.7%	Office	43.2%
55-64	20.8%	No	60.3%	Other	3.2%
65 or above	9.6%			Work FTE Status	
Prefer not to answer	3.2%			Full-time 100%	97.6%
				Part-time 50%-99%	2.4%
				Part-time, 49% FTE or less	0%

Health Status

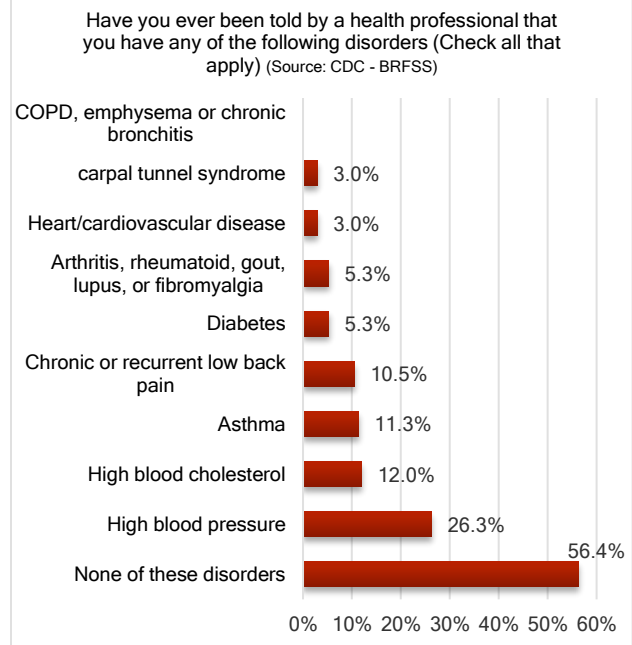
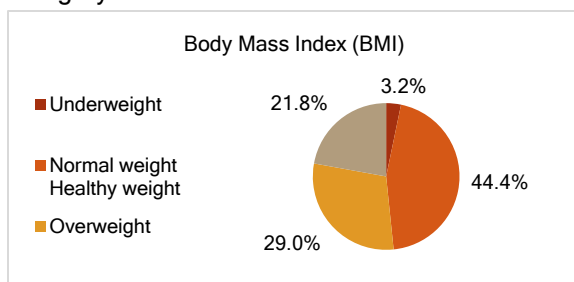
General Health/Chronic Disease

The first portion of the survey collected information on the relative wellness and disease prevalence of faculty. While 56% of faculty respondents have none of the disorders listed below and rate their health as excellent or very good (62%), 44% of faculty that responded have one or more chronic conditions and rate their health as fair (10%).



Overweight/Obesity

The Body Mass Index number was based on self-reported height and weight inputted into a BMI calculator in the assessment. BMI was used as a measure to categorize weight to determine the health risk within the faculty population. Being overweight or obese may increase the risk to a variety of health problems, including diabetes, heart disease and certain cancers [1]. 51% of faculty that responded fall into this at risk category.

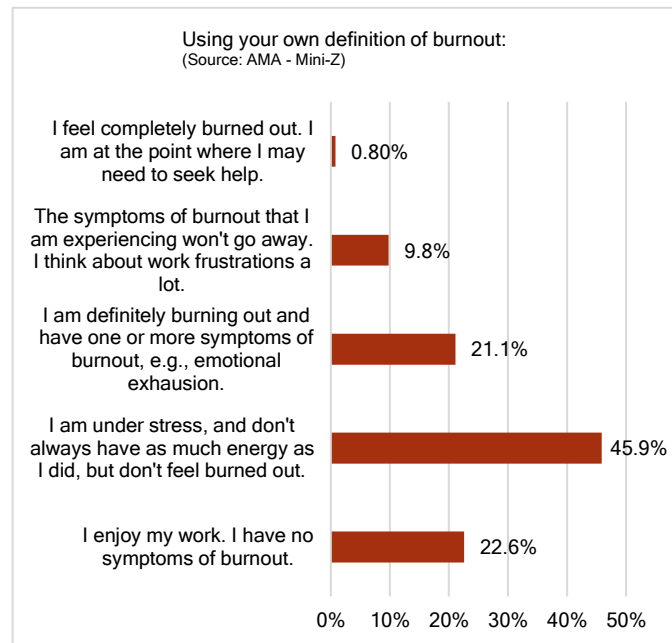
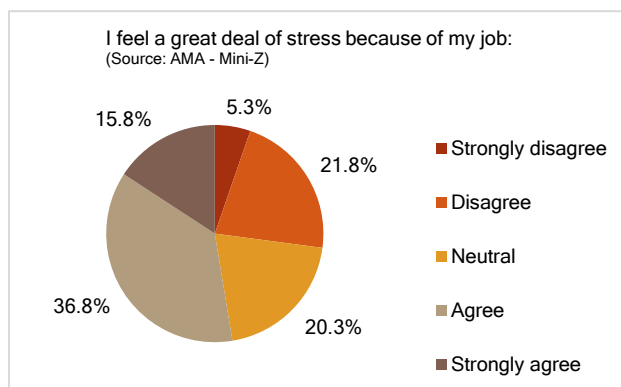


Mental Health/Social Support

Self-reported mental/emotional well-being were collected through two indicators: stress and burnout. These two indicators could be associated with the impact that COVID-19 had on faculty. Tracking and monitoring stress and burnout measures long term would provide an understanding whether sustainable wellness interventions are effective within the faculty population.

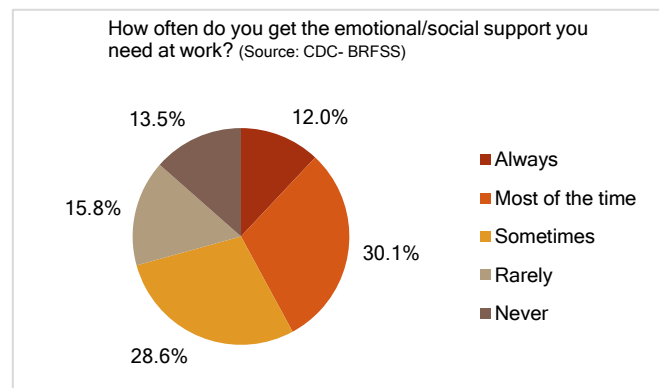
	TTUHSC El Paso
Great deal of stress	53%
Burnout	32%

32% of faculty that responded to the assessment had one or more symptoms of burnout and 53% either agreed or strongly agreed that they had a great deal of stress because of their job.



Social Support

One of the seven dimensions that contribute to burnout is the lack of social support in a workplace environment [2]. (58%) of the faculty respondents reported they are not getting the social support they need at work. A key factor that is important for health and well-being in the workplace is having multiple sources of support and especially supervisor support [3].



Health Behaviors

Tobacco/Nicotine Use

The prevalence of tobacco and nicotine use from faculty respondents is (7%). Only 3% of respondents use cigarettes compared to Texans who smoked cigarettes (14.7%) in 2019 [4].

Do you use any tobacco/nicotine products? (Check all that apply)



Physical Activity

90% of respondents answered that they participated in some form of physical activity other than their regular job during the month preceding the survey. Half of faculty respondents met the Physical Activity Guidelines for Americans for aerobic activity (150 minutes a week of moderate-intensity, or 75 minutes to 150 minutes week of vigorous-intensity aerobic physical activity, or an equivalent combination [5]).

Aerobic activity intensity from the respondents that met the physical activity guidelines.

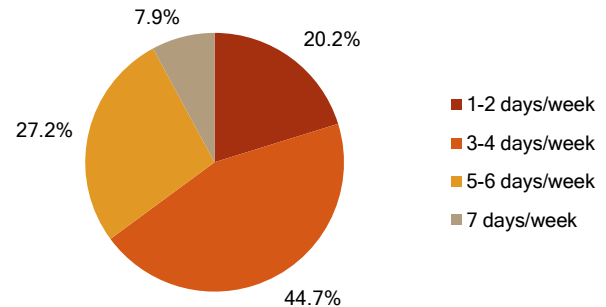
17% Moderate (150 minute or more a week)

26% High Intensity (75-150 minutes/week)

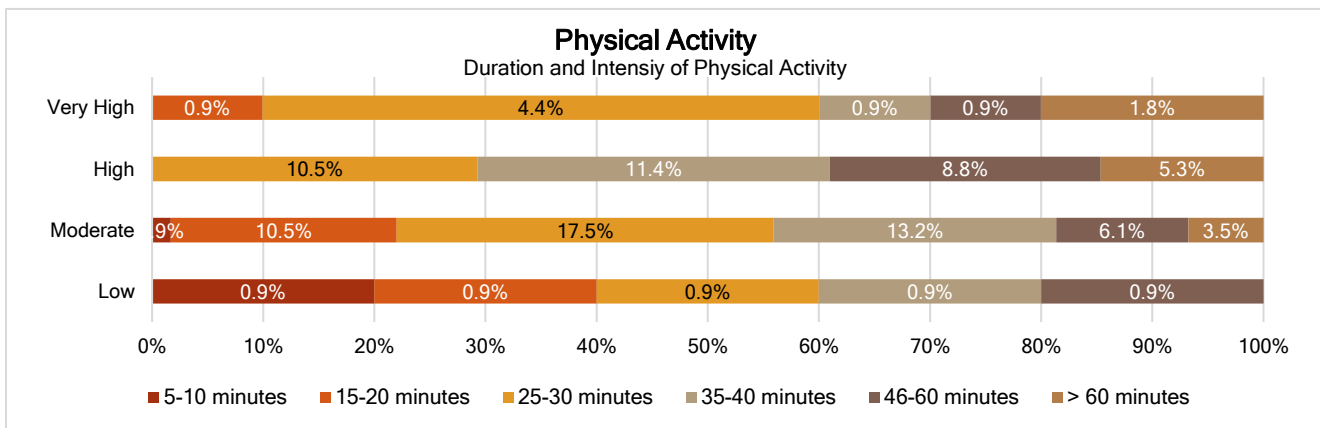
7% Very High Intensity (75-150 minutes/week)

35% of respondents are physically activity 5 or more days/week

How many times did you take part in this physical activity in a typical week? (Source: CDC - BRFSS)



- And when you took part in this physical activity, for how many minutes did you usually keep at it?
- When you took part in these activities, how intense was your exercise session? (Source: CDC - BRFSS)

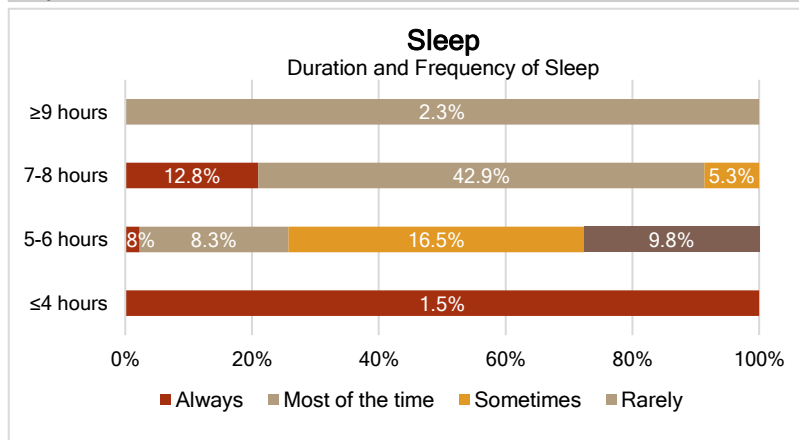


49% of faculty respondents engage in their physical activity after work with 37% fitting it in before the work day. A very small percentage 3% get most of their exercise during the work hours (e.g., break and/or lunch time), and 11% are only active on the weekends.

Sleep

The American Academy of Sleep and the Sleep Research Society (2015), recommends that “adults should sleep 7 or more hours per night on a regular basis to promote optimal health” [6]. The chart below shows that overall 58% of faculty respondents are getting 7 or more hours of sleep at least most of the time, but 42% are not getting the sufficient amount and consistency of sleep that one needs. Of the 32% of respondents that work overnight shifts only 29% sleep ≥7 hours in a 24-hour period on average.

- How often do you get enough restful sleep to function well in your job/personal life?
- On average, how many hours of sleep do you get in a 24-hour period? (Source: CDC - BRFSS)



Soda Intake

29% of faculty respondents consume soda/pop that contains sugar one or more days per week.

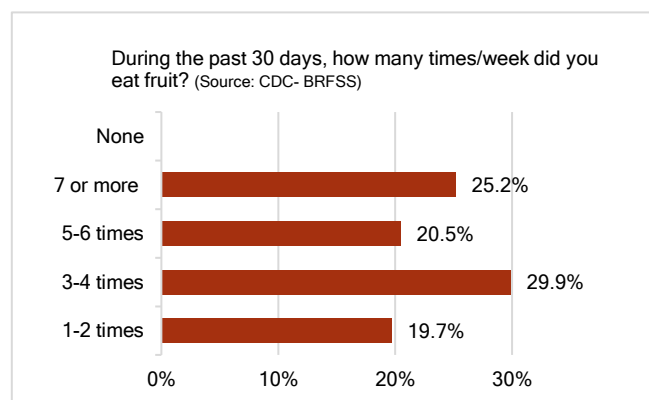
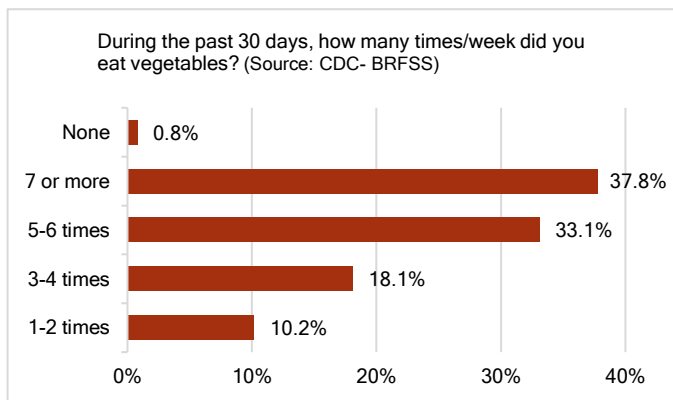
During the past 30 days, how many times per week did you drink regular soda/pop that contains sugar?

(Source: CDC - BRFSS)



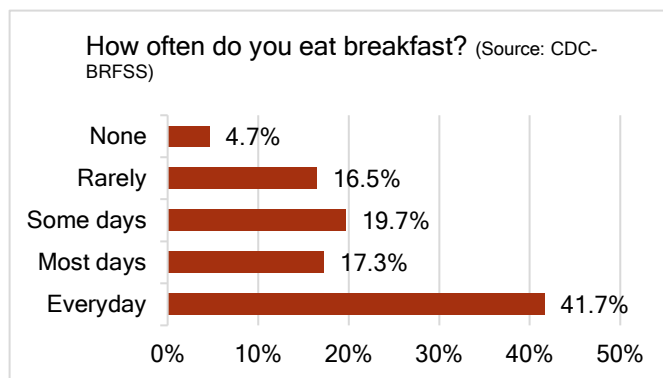
Fruits/Vegetables

Currently, more than half of the U.S. adult population has one or more diet-related chronic diseases (cardiovascular disease, type 2 diabetes, obesity, and some cancers) [7]. 71% of faculty eat **vegetables** ≥ 5 days/week, and only 46% are eating **fruit** ≥ 5 days/week. The Dietary Guidelines for Americans 2020-2025 [7] recommends adults eat 2 ½ cups of vegetables and 2 cups of fruit each day. The assessment data is limited in the quantity of fruits/vegetables that are consumed by faculty on a daily basis.



Eating Breakfast

Eating breakfast on a regular basis is important for metabolic health [8]. 59% of faculty respondents eat breakfast every day or most days, 20% some days and 22% eating breakfast rarely or never.

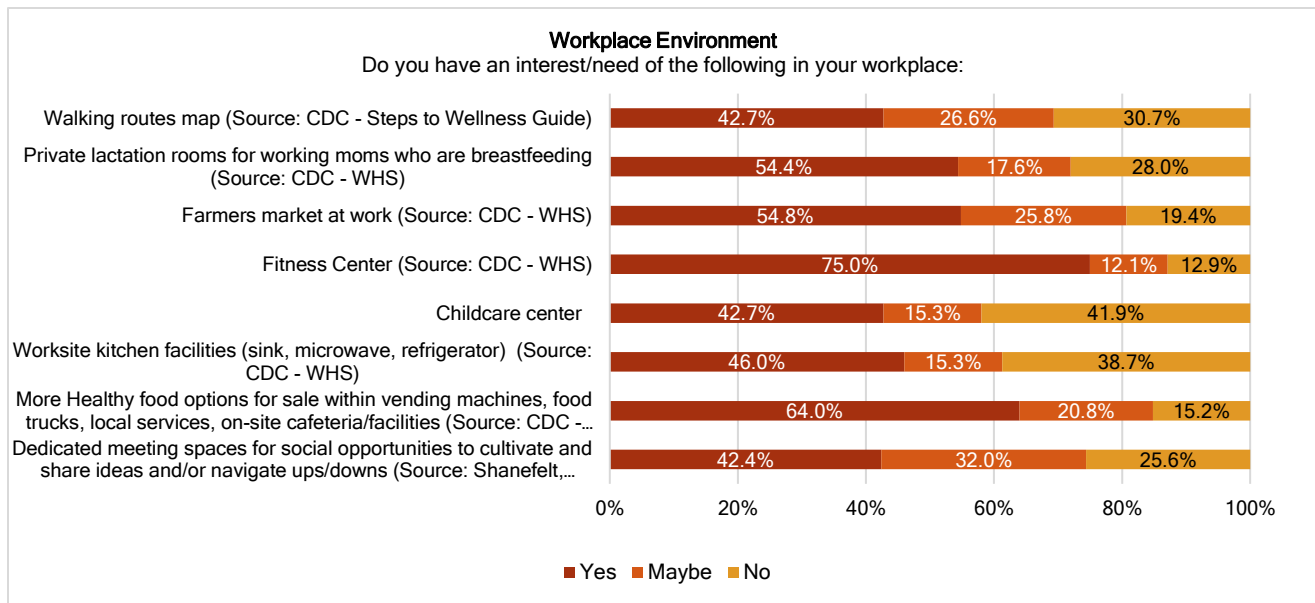


Workplace Needs/Interests

Workplace Environment

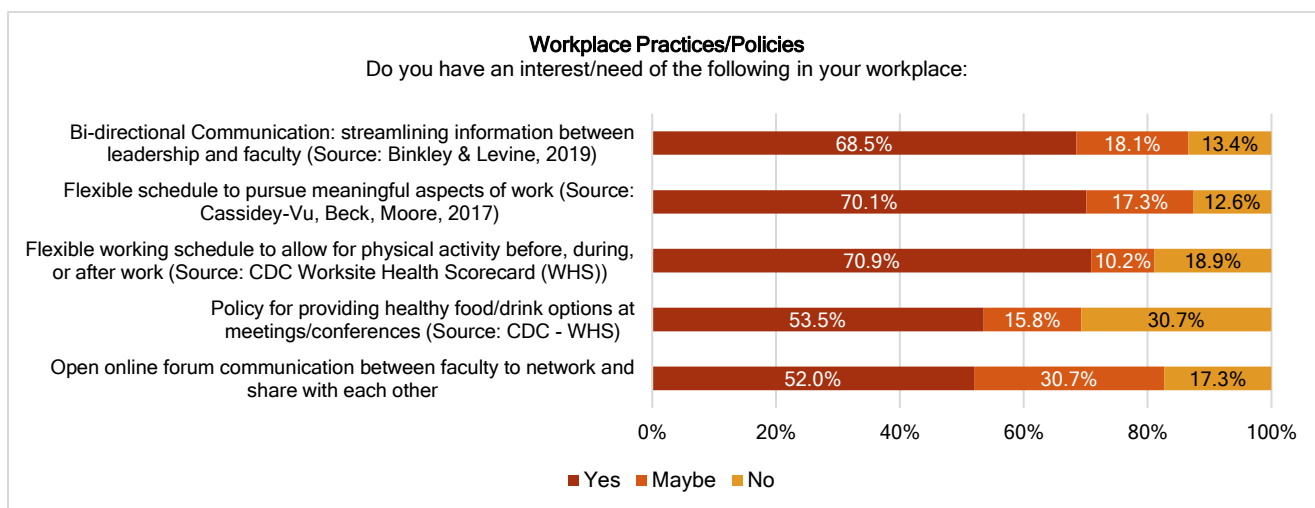
The settings where faculty work and gather can strongly influence their healthy lifestyle choices. The greatest area of interest/need identified by the faculty is a **fitness center in the workplace** (75%), which would provide easy access to physical activity opportunities before, during, and after work.

Other areas of interests/need identified by the faculty respondents include **more healthy food options** (64%), **farmers market** (55%) and **private lactation rooms** (54%).



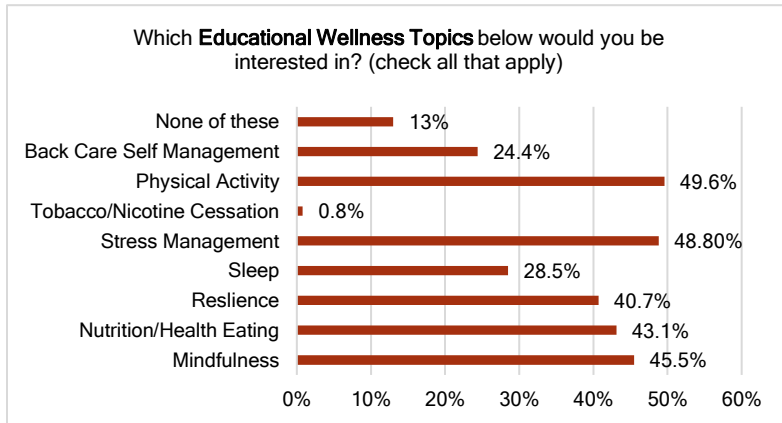
Workplace Practices/Policies

Flexible schedules to allow for **physical activity** (71%) and to pursue **meaningful aspects of work** (70%) were considered the greatest need for faculty that responded to the survey, with **bi-directional communication** between leadership and faculty (69%) running close behind as a priority.



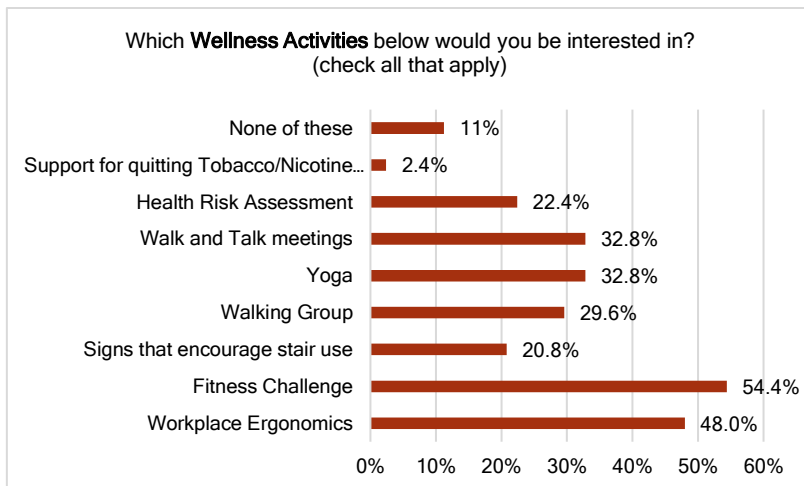
Educational Wellness Topics

The top three educational wellness topics of interest identified by the faculty are physical activity (50%), stress management (49%), and mindfulness (46%).



Wellness Activities

The top four educational wellness activities of interest identified by the faculty are the fitness challenge (54%), workplace ergonomics (48%), yoga (33%) and walk/talk meetings (33%).



Preferred time and location that faculty respondents would like to engage in these wellness activities would be after work (58%) favoring activities to be both on and off campus (57%).

Preferred time/location to take part in Work place wellness activities			
Time		Location	
Before Work	25%	On Campus	14%
During workday	38%	Off Campus	26%
Lunch time	35%	Both	57%
After work	58%	Neither	2.4%

Comment/Feedback Themes

There was a total of 35 comments that faculty respondents provided. Only comments that pertained to wellness were included in the findings and categorized below. The number represents how many suggestions were made for the same area of interest. There were two comments noted the lack of alcohol/drug consumption questions in the assessment.

The top areas that produced the most comments were an onsite fitness center, onsite childcare center, and yoga classes. Other areas that had more than one response included physical activity opportunities at work, on-site showers, and weight watchers

Physical Activity	Healthy Food/Drinks	Workplace Environment	Resources	Programs & Events
<ul style="list-style-type: none">•Yoga classes (3)•Physical opportunities at work (2)•Walking track•Dance•5,000 step challenges•Walking groups•Weight lifting classes•Runing Group•Dancing place to relax after work	<ul style="list-style-type: none">•Natural juices in the cafeteria or with a food cart (fruit/vegetable)•Affordable healthy foods on campus•Cafeteria on-site	<ul style="list-style-type: none">•On site fitness Center (9)•Onsite childcare center (5)•On-site showers (2)•Lactation rooms•Dedicated office space for trainees•On-site coffee in worksites•Access to purified water•Monthly wellness discussions in departments	<ul style="list-style-type: none">•Talk with a nutritionist every 6 months•Access to apps like Headspace	<ul style="list-style-type: none">•Weight watchers (2)•Cultural events like music and dance•Talks on faculty burnout

PRIORITY ITEMS IDENTIFIED

The priorities identified by faculty respondents in this survey summary are outlined below and will be integrated into the Faculty Wellness Program Strategic

Workplace Wellness Priorities Identified by the Survey

- Establish policies and/or practices that support flexible schedules for physical activity and to pursue meaningful aspects of work.
- Research and work with internal departments on establishing a bi-directional communication channel that improves two way communication between leadership and faculty.
- Assess the food/beverage environment and develop best practice strategies to increase health food/beverage options at TTUHSC El Paso sites.
- Support breast feeding mothers through enhanced availability, access and awareness about lactation rooms.
- Provide educational wellness topics that include physical activity, stress management, mindfulness, nutrition/healthy eating, and resilience.
- Develop, implement, and track the effectiveness of a fitness challenge.
- Develop and implement best practice strategies for workplace ergonomics.
- Work with leadership to research and explore options for an on-site fitness center or accessible fitness centers near each university site.
- Work with leadership to research and explore options for an on-site childcare center and/or accessible options near each university site.
- Research, explore, and coordinate with key internal/external partners to develop sustainable farmer's markets on-campus.

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- [6] N. F. Watson, S. M. Badr, G. Belenky, D. L. Bliswise, O. M. Buxton, D. Buysse, D. F. Dinges, J. Gangwisch, M. A. Grandner, C. Kushida, R. K. Malhotra, J. L. Martin, S. R. Patel, S. F. Quan and E. Tasali, "Recommended Amount of Sleep for a Healthy Adult: A Joint Consensus Statement of the American Academy of Sleep Medicine and Sleep Research Society," *Journal of Clinical Sleep Medicine*, vol. 11, no. 6, pp. 561-592, 2015.
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