

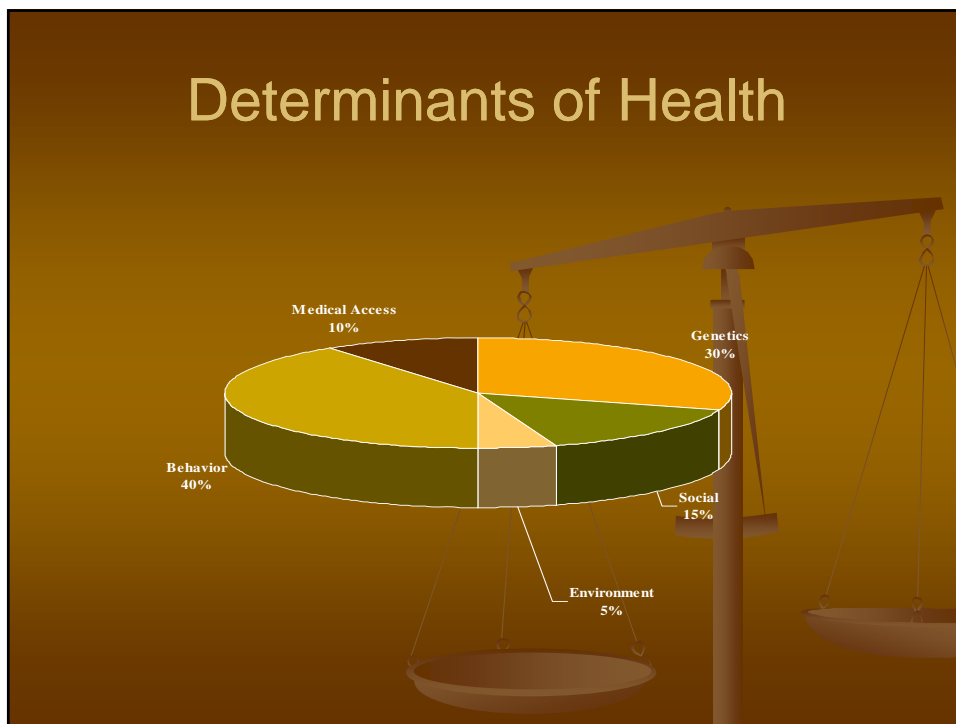
UW-RF Faculty/Staff Worksite Wellness Survey Results Spring 2007

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



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



Weight, Medical Cost, & Absenteeism

	BMI levels			
	25.0-29.9	30.0-34.9	35.0-39.9	>40.0
Men				
Medical Costs	\$169	\$392	\$569	\$1591
Absenteeism	\$6	\$70	\$643	\$436
total	\$175	\$462	\$1212	\$2027
Women				
Medical Costs	\$495	\$1071	\$1549	\$1359
Absenteeism	\$93	\$302	\$936	\$805
total	\$588	\$1372	\$2485	\$2164

\$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

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

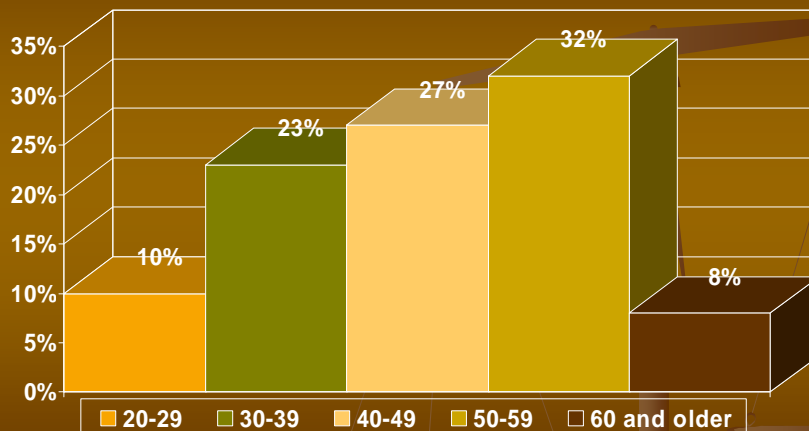
UW-River Falls

Faculty and Staff
Worksite Wellness Survey Data
Spring 2007

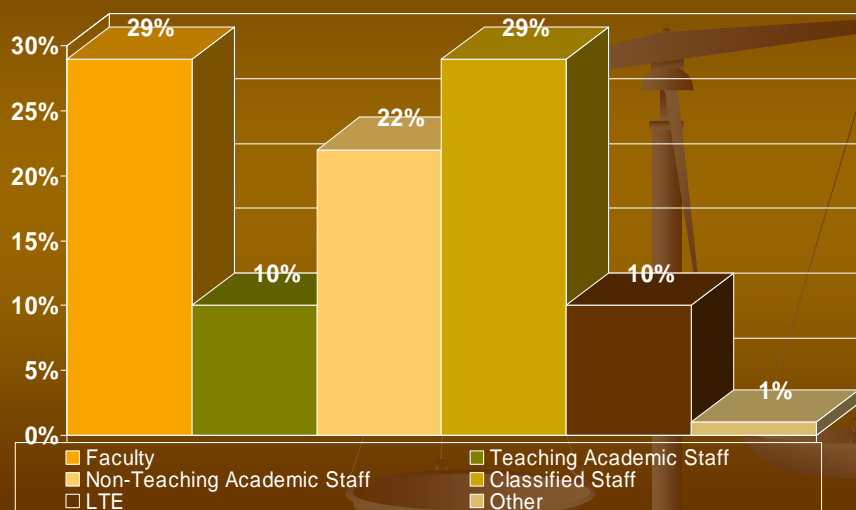
UW-River Falls Faculty/Staff Worksite Wellness Survey Data

- 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

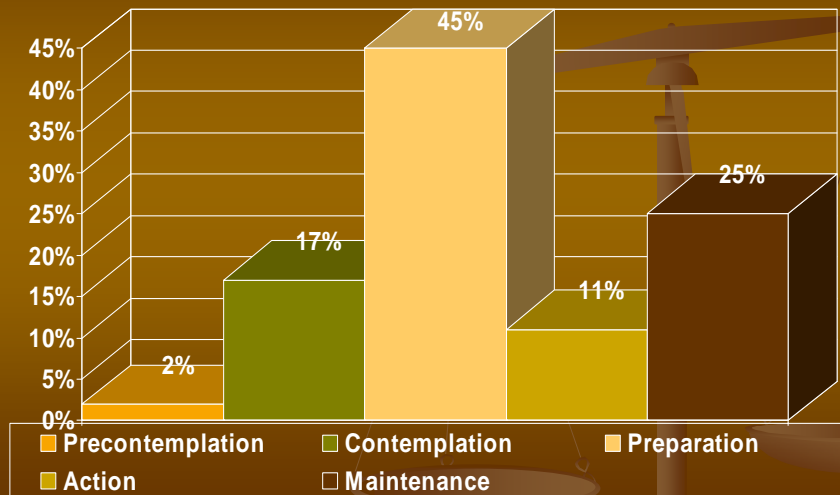
UW-RF Faculty/Staff Respondent Age Distribution



UW-RF Employee Classification



UW-RF Stage of Physical Activity



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

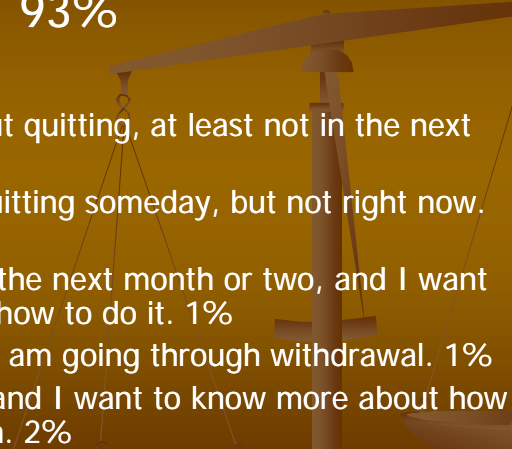
$$BMI = 703 \times \text{weight}(\text{lbs}) / \text{height}(\text{in}) / \text{height}(\text{in})$$

BMI stands for **B**ody **M**ass **I**ndex. It is a number that shows body weight adjusted for height.

BMI is not the only indicator of health risk.

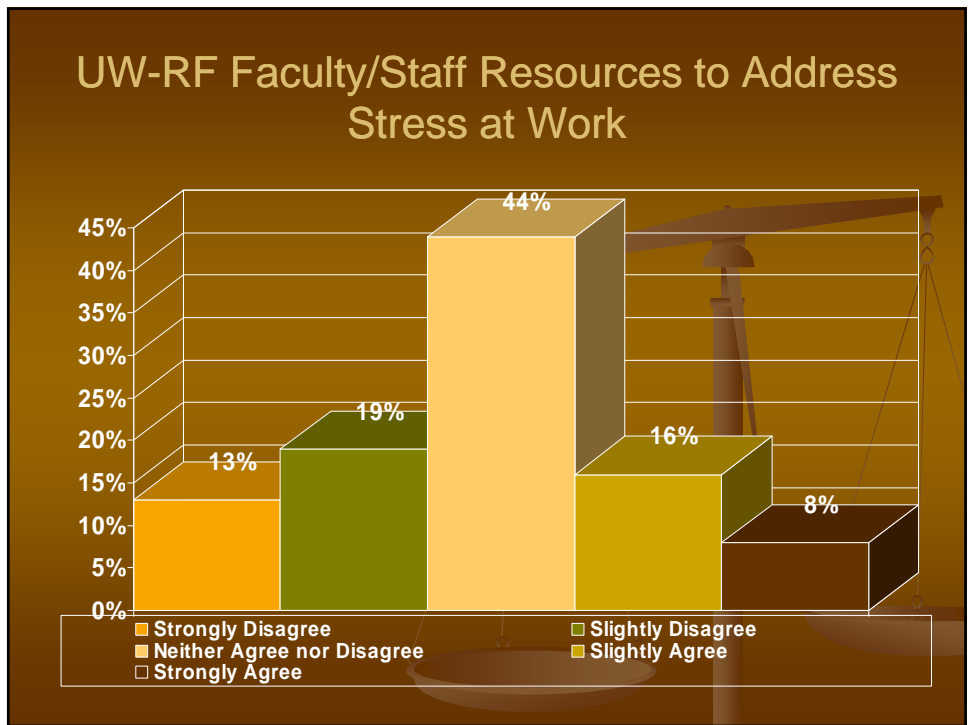
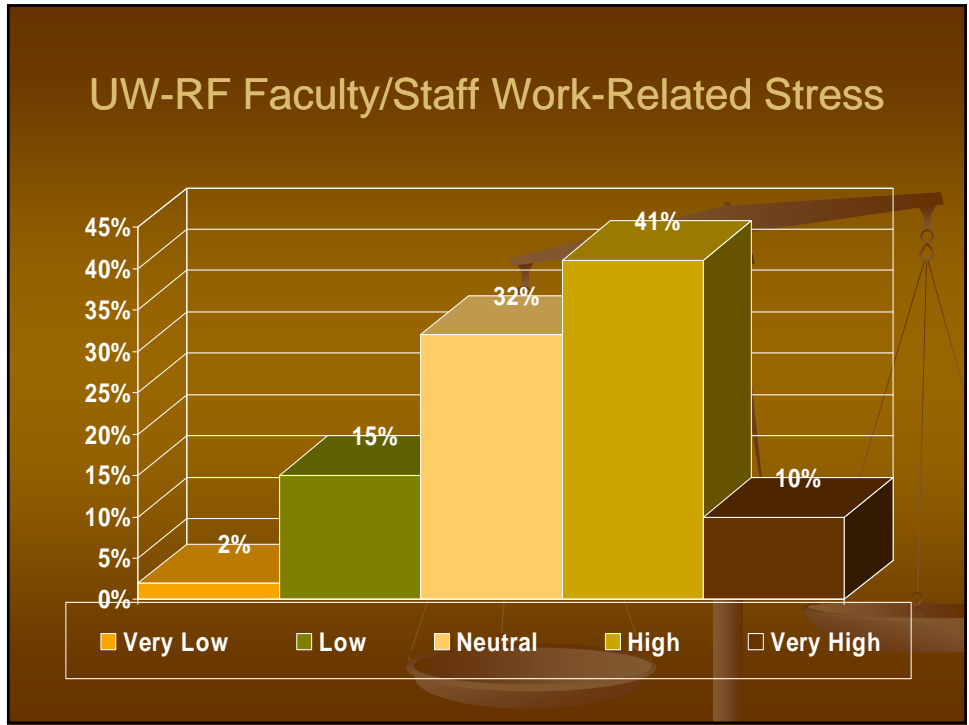
BMI is just one of many factors related to developing a chronic disease (such as heart disease, cancer, or diabetes).

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%

Rated as high
or very high

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%

Rated as high
or very high

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%

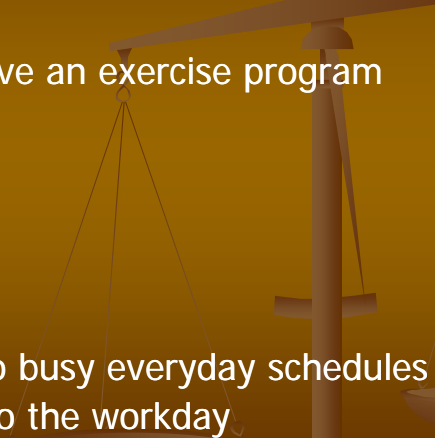
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or very high

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

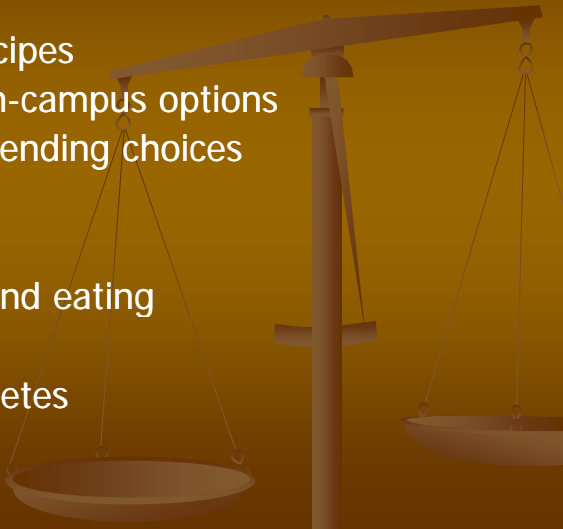
- Health Risk Appraisals – 66%
- Incentives for participation in wellness efforts – 66%
- Policies for those who choose to breast feed at the work place – 60%
- Develop recommended guidelines for food choices for meetings/conferences – 54%
- Designated wellness day/time – 47%

Rated as high
or very high

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.

UW-RF Faculty/Staff Environmental/Policy Worksite Wellness Assessment Checklist

- 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

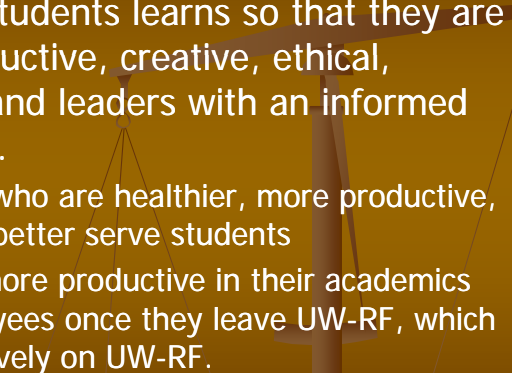
Impact of Wellness Programs

- 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.
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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

- Keven Syverson, Student Health Services Health Education Coordinator, keven.syverson@uwrfl.edu, 425-3293
- Alice Reilly-Myklebust, Student Health and Counseling Services Director, alice.m.reilly-myklebust@uwrfl.edu, 425-3293