

IU Workplace Health & Wellness Survey, 2019

What are our demographics? ¹

First, please answer just a few questions about you. These questions will help us know whether employees who complete the survey represent all groups of IU employees. We will also be able to better understand the health needs of different groups of employees - like staff, faculty, men, or women.

1. Please select the campus with which you are most closely affiliated.

- | | |
|---------------------------|-------------------------------|
| 44.4% IU Bloomington | 1.9% IU East, Richmond |
| 42.5% IUPUI, Indianapolis | 1.7% IU Kokomo |
| 0.7% IUPUC, Columbus | 2.3% IU Northwest, Gary |
| 0.5% IU, Fort Wayne | 3.1% IU South Bend |
| | 2.9% IU Southeast, New Albany |

2. What is your general employee classification type?

- | <u>STAFF APPOINTMENTS</u> | <u>ACADEMIC APPOINTMENTS</u> |
|----------------------------------|--|
| 46.2% Staff – Professional | 8.0% Faculty or Librarian, Tenured |
| 14.7% Staff – Clerical | 4.1% Faculty or Librarian, Tenure Track |
| 3.2% Staff – Technician | 10.6% Faculty or Librarian, Non-Tenure Track |
| 0.5% Staff – Nursing | 3.8% Research Appointment (Research Associates, Post-Docs, Scientists) |
| 5.4% Staff – Service/Maintenance | 2.9% Other Academic Rank |
| 0.5% Staff – Law Enforcement | |

3. What time of day do you typically work?

- 94.2% Mostly daytime (1st shift)
- 1.4% Mostly evening (2nd shift)
- 2.6% Mostly overnight (3rd shift)
- 1.8% Rotating shifts

4. What is your sex?

- 70.1% Female
- 29.9% Male

5. Are you Hispanic or Latino?

- 3.3% Yes
- 95.9% No
- 0.9% Don't know/not sure

6. Which one of these groups would you say best represents your race?

- 87.3% White
- 5.3% Black or African American

¹ Demographic questions 1-8 are reported as raw percentages, unweighted.

- 4.2% { Asian
Native Hawaiian or Other Pacific Islander
- 0.2% American Indian or Alaska Native
- 3.0% Two or more races

7. What is the highest level or year of school you completed?

- 0.2% Grade 11 or less
- 4.6% Grade 12 or GED (High school graduate)
- 9.9% Some college or technical school
- 5.0% Associate’s degree
- 29.5% Bachelor’s degree
- 26.8% Master’s degree
- 23.9% Professional or doctoral degree

8. What is your age group?

- 1.5% 18-24 years
- 18.4% 25-34 years
- 24.1% 35-44 years
- 25.6% 45-54 years
- 25.3% 55-64 years
- 5.2% 65+

How healthy are our IU workplaces?²

Our workplaces can encourage or discourage healthy choices and healthy lives. The following set of questions will help us take a closer look at our IU workplaces and how well they support the health of employees. When we say “your workplace,” we mean the building(s) where you usually work and places nearby that you can get to easily.

9. Overall, how safe do you think your workplace is? Please rate on a scale of 1-10 by circling the number.

0.3%	0.8%	1.3%	1.9%	4.2%	5.4%	16.1%	25.0%	24.8%	20.3%
1	2	3	4	5	6	7	8	9	10
Extremely unsafe					Extremely Safe				

10. Overall, how supportive is Indiana University of your personal health? Please rate on a scale of 1-10 by circling the number.

1.1%	1.2%	1.8%	3.1%	7.8%	10.3%	17.7%	21.9%	18.6%	16.4%
1	2	3	4	5	6	7	8	9	10
Extremely unsupportive					Extremely supportive				

² All remaining results (#9 forward) are weighted to 2013 employee population by sex, race/ethnicity, and job type (faculty/staff)

11. To what extent do you agree with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The people you work with take a personal interest in you.	2.3%	6.8%	18.1%	49.1%	23.6%
In your workplace, your co-workers support your efforts to be healthy.	1.7%	6.6%	28.8%	44.9%	18.2%
Your supervisor is concerned about the welfare of those under him or her.	3.6%	6.4%	16.3%	40.5%	33.3%
In your workplace, management considers workplace health and safety to be important.	2.9%	7.7%	22.5%	44.1%	22.8%
IU has provided you with the opportunity to be physically active.	3.8%	12.9%	25.2%	39.0%	18.0%
IU has provided you with the opportunity to eat a healthy diet.	5.6%	16.5%	38.2%	31.5%	8.2%
IU has provided you with the opportunity to live tobacco free.	1.5%	1.4%	11.9%	41.3%	43.9%
IU has provided you with the opportunity to manage your stress.	6.6%	15.4%	33.7%	35.4%	8.8%
IU has provided you with the opportunity to work safely.	1.7%	3.9%	16.5%	54.4%	23.4%

12. All in all, how satisfied would you say you are with your job?

- 34.4% Very satisfied
- 52.9% Satisfied
- 10.4% Dissatisfied
- 2.3% Very dissatisfied

13. Are the following programs or resources currently available at your workplace? When we say “your workplace,” we mean the building(s) where you usually work and places nearby that you can get to easily.

Resources to support healthy eating and nutrition	Available?		
	Yes	No	Don't know/ not sure
Healthy food options in vending machines	20.4%	45.5%	34.0%
Healthy food options, like fresh fruits and vegetables, available to purchase in the cafeteria or other food service	55.7%	29.6%	14.7%
1-on-1 nutritional counseling	25.6%	31.1%	43.1%
Healthy weight/weight loss programs	36.8%	26.2%	37.0%
Access to clean, drinkable water	93.1%	4.6%	2.4%
Resources to support physical activity	Available?		
	Yes	No	Don't know/ not sure
A convenient place to work out or exercise	44.5%	43.9%	11.7%
A place to bike or walk	82.8%	11.4%	5.8%
Signs that encourage stair use	50.3%	34.6%	15.1%

Markers that identify walking trails	35.3%	38.9%	25.8%
Easy to access maps of walking trails	28.4%	39.8%	31.8%
Other resources to support your health & wellbeing	Available?		
	Yes	No	Don't know/ not sure
Flu shots at work	83.0%	6.9%	10.0%
Programs to help people stop smoking			
ALL IU	61.9%	5.9%	32.2%
CURRENT SMOKERS ONLY	86.0%	5.7%	8.3%
Blood pressure monitoring device available for self-assessment	41.9%	29.2%	29.0%
A true smoke-free workplace	75.8%	19.1%	5.2%
Stress management or stress reduction classes/programs	33.2%	26.7%	40.1%
Employee Assistance Program (access to professional counseling)	64.5%	10.6%	24.9%
Ergonomics (work station or computer setup, proper lifting, etc.)	57.0%	25.6%	17.3%
A private area/lactation room for moms who are breastfeeding			
ALL IU	45.4%	15.5%	39.1%
FEMALES AGED 18-44 YEARS ONLY	51.8%	20.8%	27.4%
A designated person who communicates health and wellness information to your work group	22.2%	45.6%	32.2%

14. Over the past two years (or since you were hired if less than two years), in which of the following Healthy IU programs have you participated? (mark all that apply)

- 31.4% A “challenge” (such as *Climb IU* or *Sleep Great*)
- 9.2% A one-session program (such as *Learn over Lunch*)
- 10.8% A multi-session program (such as *Diabetes Prevention Program* or *Weight Watchers*)
- 57.4% A Health Screening with \$100 incentive
- 26.7% None of these... (*Skip to question 16*)

15. Did you share any information or skills you learned in the Healthy IU program(s) with any others in your life? For example, did you involve your co-worker in climbing stairs, choose healthier foods when shopping for your family, or pass on a deep-breathing tip to a friend under stress? (mark all that apply)

- 47.3% Yes, family member(s)
- 19.3% Yes, friend(s)
- 36.2% Yes, co-worker(s)
- 34.6% No

16. Are you experiencing any health problems that you think may be due to your *physical* surroundings at your workplace?

- 25.6% Yes ... (*Go to next question*)
- 74.5% No ... (*Skip to question 18*)
- (n=894) Don't know/not sure ... (*Skip to question 18*)

17. Which of these *physical factors* do you believe are contributing to your health problems? (Mark all that apply.)

- 49.5% Air quality (e.g. dust, allergens)
- 16.1% Chemical or other odors

- 17.4% Cleanliness issues
- 54.2% Ergonomics (e.g., desk layout)
- 24.1% Lighting too dim/too bright
- 13.5% Loud noises
- 21.6% Mold
- 11.1% Pests (e.g. mice, insects)
- 38.8% Temperature too hot/too cold
- 6.6% Tobacco smoke
- 26.7% Other

How healthy are we?

In the next section, we're going to ask some questions that will help us better understand the advantages and challenges to health in our community of IU employees.

Health in General

18. Would you say that in general your health is ---

- 11.3% Excellent
- 38.7% Very good
- 38.8% Good
- 10.4% Fair
- 0.8% Poor

19. Now thinking about your *physical health*, which includes physical illness and injury, were there any days during the past 30 days when your physical health was not good?

- 57.5% No
- 42.5% Yes (*Please enter number of days from 1-30*) _____

Average number in "yes" respondents: 7.0

Average number in all IU employees: 2.9

(n=168) Don't know/not sure

20. Now thinking about your *mental health*, which includes stress, depression, and problems with emotions, were there any days during the past 30 days when your mental health was not good?

- 49.1% No
- 50.9% Yes (*Please enter number of days from 1-30*) _____

Average number in "yes" respondents: 10.3

Average number in all IU employees: 5.1

(n=244) Don't know/not sure

21. During the past 30 days, were there any days that poor physical or mental health kept you from doing your usual activities, such as self-care, work, or recreation?

- 62.3% No
- 37.7% Yes (*Please enter number of days from 1-30*) _____

Average number in "yes" respondents: 6.7

Average number in all IU employees: 2.5

(n=177) Don't know/not sure

Stress

22. Stress means a situation in which a person feels tense, restless, nervous or anxious, or is unable to sleep at night because his/her mind is troubled. Within the last 30 days, how often have you felt this kind of stress?

- 11.8% None of the time
- 32.0% A little of the time
- 36.1% Some of the time
- 16.9% Most of the time
- 3.2% All of the time

23. Thinking about your life, whether at home or at work...

	Never	Rarely / Hardly ever	Sometimes	Often / Usually	Always	Don't know/ not sure
How often do you get the social and emotional support you need? (Please include support from <i>any</i> source.)	2.2%	9.9%	27.4%	43.4%	17.0%	(n=48)
How often do you feel you lack companionship?	23.1%	34.7%	27.5%	11.7%	3.0%	(n=36)
How often do you feel isolated from others?	22.8%	33.4%	29.7%	11.6%	2.6%	(n=32)
How often do you feel left out?	20.3%	37.2%	30.4%	9.9%	2.2%	(n=37)

24. Thinking about sources of stress between work and home...

	Never	Rarely / Hardly ever	Sometimes	Often / Usually	Always	Don't know/ not sure
How often do you find your <u>work</u> stressful?	2.2%	15.7%	51.5%	24.7%	6.0%	(n=11)
How often do things going on at <u>work</u> make you feel tense and irritable at home?	7.0%	31.1%	42.4%	16.1%	3.3%	(n=18)
How often do things going on at <u>home</u> make you feel tense and irritable at work?	16.3%	47.7%	30.4%	4.7%	0.9%	(n=16)

25. During the past year, how much effect has stress (from all sources at work or at home) had on your health?

- 13.6% A lot
- 48.5% Some
- 29.1% Hardly any
- 8.9% None

Lifestyle

26. How often do you get enough restful sleep to function well in your job and personal life?

- 5.4% Always
- 51.6% Most of the time
- 30.4% Sometimes
- 11.2% Rarely
- 1.4% Never
- (n=6) Don't know/not sure

27. How would you describe your cigarette smoking habits?

- 75.3% Never smoked ... *(Skip to question 29)*
- 21.2% Used to smoke ... *(Skip to question 29)*
- 3.5% Currently smoke ... *(Go to next question)*

28. During the past 12 months, have you stopped smoking for one day or longer because you were trying to quit smoking?

- 46.5% Yes
- 53.5% No
- (n<5) Don't know/not sure

29. During the past 30 days, how many days did you have at least one drink of any alcoholic beverage, such as beer, wine, malt beverage, or liquor?

- 31.1% 0 - I have not consumed alcohol during the past 30 days
- 9.3% 1
- 8.6% 2
- 7.4% 3
- 11.7% 4-5 days
- 10.8% 6-9 days
- 11.3% 10-19 days
- 7.9% 20-29 days
- 2.0% 30 days

30. During the past month, did you participate in any physical activities or exercises such as running, calisthenics, golf, gardening, or walking for exercise?

- 81.9% Yes
- 18.1% No
- (n=41) Don't know/not sure

31. In the average week, how many days do you engage in **vigorous physical activity** (exercise or work) that is hard enough to make you breathe heavily and make your heart beat faster --- for at least 20 minutes? Examples include running, brisk walking or heavy labor such as chopping, lifting, or digging.

None	1	2	3	4	5	6	7	Don't know / not sure
21.7%	14.5%	16.2%	16.8%	10.8%	11.2%	5.5%	3.4%	(n=88)

32. In the average week, how many days do you get 30 minutes or more (for at least 10 minutes at a time) of **moderate physical activity**? Examples include walking, pushing a lawn mower, or slow cycling.

None	1	2	3	4	5	6	7	Don't know / not sure
12.1%	8.9%	14.8%	16.1%	12.2%	16.0%	9.2%	10.7%	(n=62)

Percent meeting aerobic activity guidelines: 62.1%

33. Think about a usual week. Over the course of most days of the week, whether at home or at work, how much time do you spend sitting?
- 2.9% Almost none of the time
 - 12.2% Approximately ¼ of the time
 - 29.5% Approximately ½ of the time
 - 40.4% Approximately ¾ of the time
 - 15.0% Almost all the time
34. When you are at work, which of the following best describes you?
- 82.0% Mostly sitting ... *(Go to next question)*
 - 7.3% Mostly standing ... *(Skip to question 36)*
 - 8.8% Mostly walking ... *(Skip to question 36)*
 - 2.0% Mostly heavy labor or physically demanding work ... *(Skip to question 36)*
35. During a usual 8-hour work day, about how many times are you able to get up and move around for any reason, such as walking to a meeting room, the photocopier, the restroom...or just to stand up and stretch?
- 3.6% 0-2 times
 - 28.4% 3-5 times
 - 25.1% 6-7 times
 - 42.9% 8 or more times

Preventive Services

36. About how long has it been since you last visited a doctor for a routine checkup? (A routine checkup is a general physical exam, not an exam for a specific injury, illness, or condition.)
- 73.6% Within past year (anytime less than 12 months ago)
 - 11.8% Within past 2 years (at least one year but less than 2 years ago)
 - 7.5% Within past 5 years (at least 2 years, but less than 5 years ago)
 - 6.2% Five or more years ago
 - 1.0% Never
 - (n=50) Don't know/not sure
37. When did you last have your blood pressure checked by a health professional?
- 91.1% Within past year (anytime less than 12 months ago)
 - 8.6% More than 12 months ago
 - 0.3% Never
 - (n=37) Don't know/not sure
38. When did you last have a cholesterol test?
- 75.3% Within past year (anytime less than 12 months ago)
 - 13.1% Within past 2 years (at least one year but less than 2 years ago)
 - 5.3% Within past 5 years (at least 2 years, but less than 5 years ago)
 - 3.1% Five or more years ago
 - 3.2% Never
 - (n=185) Don't know/not sure
39. Have you had a lab test for blood sugar or diabetes within the past three years?
- 76.5% Yes
 - 23.5% No

(n=303) Don't know/not sure

40. During the past 12 months, have you had either a seasonal flu shot or a seasonal flu vaccine that was sprayed in your nose?

- 69.2% Yes ...*(Skip to question 42)*
- 30.8% No ...*(Go to next question)*
- (n=18) Don't know/not sure ...*(Skip to question 42)*

41. What is the main reason you did not get a flu vaccine this past year?

- 21.6% I am healthy and don't think I need it.
- 23.7% I do not think it works very well to protect me from the flu.
- 12.5% I think the shot/spray has made me sick in the past.
- 11.4% I do not feel comfortable with the vaccine ingredients.
- 8.4% My schedule makes it hard to get somewhere to get the vaccine.
- 1.0% It costs money out of my pocket.
- 3.9% I dislike needles.
- 11.9% I forgot.
- 5.6% Other (specify) _____
 - Within "Other"
 - 23.5% Allergy
 - 14.8% "I have never had one before."
 - 12.3% Medical Contraindications
 - 4.9% "I just didn't get around to it."
 - 44.4% Other miscellaneous

Health Conditions

42. Have you EVER been told by a doctor, nurse, or other health professional that you have **high blood pressure**?

- 25.5% Yes ... *(Go to next question)*
- 1.7% Yes, but female told only during pregnancy ... *(Skip to question 44)*
- 60.0% No ... *(Skip to question 44)*
- 12.8% Told borderline high or pre-hypertensive ... *(Skip to question 44)*
- (n=51) Don't know/not sure ... *(Skip to question 44)*

43. How well do you think you are managing your high blood pressure right now?

- 46.8% Very well
- 35.3% Good
- 15.9% Fair
- 2.0% Not well at all

44. Have you EVER been told by a doctor, nurse, or other health professional that your **blood cholesterol is high**?

- 38.2% Yes ... *(Go to next question)*
- 61.8% No ... *(Skip to question 46)*
- (n=84) Don't know/not sure ... *(Skip to question 46)*

45. How well do you think you are managing your high cholesterol right now?

- 34.7% Very well
- 36.1% Good
- 23.6% Fair
- 5.6% Not well at all

46. Have you EVER been told by a doctor, nurse, or other health professional that you have **diabetes**?

6.5% Yes... *(Go to next question)*

1.2% Yes, but female told only during pregnancy ... *(Skip to question 48)*

9.8% Told pre-diabetes or borderline diabetes ... *(Go to next question)*

82.6% No ... *(Skip to question 48)*

(n=19) Don't know/not sure ... *(Skip to question 48)*

47. How well do you think you are managing your pre-diabetes or diabetes right now?

28.6% Very well

32.4% Good

30.7% Fair

8.0% Not well at all

48. Have you EVER been told by a doctor, nurse, or other health professional that you have **heart disease** (heart attack, angina, bypass)?

3.1% Yes... *(Go to next question)*

96.9% No... *(Skip to question 50)*

(n=34) Don't know/not sure ... *(Skip to question 50)*

49. How well do you think you are managing your heart disease right now?

42.8% Very well

42.8% Good

10.4% Fair

4.1% Not well at all

50. Has a doctor, nurse, or other health professional EVER told you that you had **asthma**?

17.7% Yes ... *(Go to next question)*

82.4% No ... *(Skip to question 53)*

(n=33) Don't know/not sure ... *(Skip to question 53)*

51. Do you still have asthma?

66.5% Yes ... *(Go to next question)*

33.5% No ... *(Skip to question 53)*

(n=101) Don't know/not sure ... *(Skip to question 53)*

52. How well do you think you are managing your asthma right now?

54.2% Very well

32.9% Good

10.2% Fair

2.7% Not well at all

53. Arthritis can cause symptoms like pain, aching, or stiffness in or around a joint. Has a doctor, nurse, or other health professional EVER told you that you have some form of **arthritis**?

27.8% Yes ... *(Go to next question)*

72.2% No ... *(Skip to question 55)*

(n=77) Don't know/not sure ... *(Skip to question 55)*

54. How well do you think you are managing your arthritis right now?

- 25.0% Very well
- 35.8% Good
- 32.0% Fair
- 7.2% Not well at all

55. Do you have **chronic or recurrent low back pain**?

- 33.1% Yes ... *(Go to next question)*
- 66.9% No ... *(Skip to question 57)*
- (n=104) Don't know/not sure ... (Skip to question 57)*

56. How well do you think you are managing your chronic or recurrent low back pain right now?

- 16.1% Very well
- 33.0% Good
- 39.7% Fair
- 11.3% Not well at all

57. Have you EVER been told by a doctor, nurse, or other health professional that you have **carpal tunnel syndrome**?

- 11.1% Yes
- 88.9% No
- (n=54) Don't know/not sure*

58. Have you EVER been told by a doctor, nurse, or other health professional that you had a **depressive disorder** (including depression, major depression, or minor depression)?

- 28.1% Yes
- 71.9% No
- (n=104) Don't know/not sure*

59. About how tall are you without shoes?

_____ feet _____ inches

60. About how much do you weigh without shoes?

(Women, if you are currently pregnant, please answer based on your weight *before* this pregnancy.)

_____ pounds

Calculated BMI Categories

- Underweight (<18.5): 0.8%
- Normal weight (18.5-24.9): 33.4%
- Overweight (25.0-29.9): 33.2%
- Obese (30+): 32.5%

Almost done! The big picture of health and wellness.

Think about health in the big picture as your overall state of wellness, and not just whether you feel well physically. Wellness includes many areas of our lives, like whether we have good relationships, find meaning in our lives, or pay the bills without worry.

61. Which one of these areas do you think of as **your biggest challenge to wellness** today – the area where you are *farthest from* where you would like to be?

- 14.6% **Emotional**—Coping effectively with life and creating satisfying relationships
- 6.1% **Environmental**—Good health by occupying pleasant, stimulating environments that support well-being
- 21.5% **Financial**—Satisfaction with current and future financial situations
- 4.2% **Intellectual**—Recognizing creative abilities and finding ways to expand knowledge and skills
- 11.9% **Occupational**—Personal satisfaction and enrichment from one’s work
- 30.6% **Physical**—Recognizing the need for physical activity, healthy foods, and sleep
- 7.3% **Social**—Developing a sense of connection, belonging, and a well-developed support system
- 3.9% **Spiritual**—Expanding a sense of purpose and meaning in life

62. Which one of these areas do you think of as **your main strength in wellness** today – the area where you are *closest to* where you would like to be?

- 16.8% **Emotional**—Coping effectively with life and creating satisfying relationships
- 5.4% **Environmental**—Good health by occupying pleasant, stimulating environments that support well-being
- 9.8% **Financial**—Satisfaction with current and future financial situations
- 19.6% **Intellectual**—Recognizing creative abilities and finding ways to expand knowledge and skills
- 8.2% **Occupational**—Personal satisfaction and enrichment from one’s work
- 16.3% **Physical**—Recognizing the need for physical activity, healthy foods, and sleep
- 11.0% **Social**—Developing a sense of connection, belonging, and a well-developed support system
- 12.9% **Spiritual**—Expanding a sense of purpose and meaning in life

Thank you for participating in this important survey. In the Fall of 2019, results will be shared with all employees of Indiana University, and we hope you’ll find that it was worthwhile to add your voice to this assessment of our workplace health and culture.