

Gauging Progress toward a Healthier IU: Focus on IU East

A Comparison of the IU Workplace Health and Wellness Survey Results from 2013 to 2019



1 INTRODUCTION

In 2013, Indiana University implemented the first university-wide survey of employee health and wellness. In support of building a culture of health and wellness across all campus locations, the IU Workplace Health & Wellness Survey has encouraged broad participation, inviting every full-time employee to participate. Survey results have been shared widely with employee groups, and have guided *Healthy IU* and wellness champions across the university in taking action toward organizational policies and programs that foster a healthier IU.

The survey has been repeated twice now – in both 2015 and 2019 - since the inaugural survey of 2013. In this report, we present the 2019 results alongside those of prior years to assess our progress toward a healthier IU during this six-year span.

2 METHODS

2.1 SURVEY IMPLEMENTATION

Core question content remained intact across all survey years, enabling valid year-to-year comparisons. Some questions were removed due to limited usefulness and a desire to shorten completion time. Other questions were added or modified to improve the survey's value in organizational planning. In 2019, new items were added in these topic areas: 1) stress; 2) social connection and isolation; 3) employee participation with Healthy IU programs; 4) management of chronic illnesses; 5) barriers to the flu shot; 6) frequency of alcohol intake; and 7) employees' greatest strength and challenge to wellness. The survey was fielded via email to a roster of the university's full-time employees between 3/1-4/5/19 using Qualtrics®. E-mail addresses were used solely within Qualtrics® to deliver invitations and reminders; no personal identifiers were collected in the survey data itself.

2.2 APPROACH TO COMPARATIVE ANALYSIS

Quantitative data were analyzed using IBM SPSS Statistics 26 (IBM Corp., 2019). Campus-level survey results were weighted to the 2013 employee population using two weighting variables: sex (female or male), and job type (faculty or staff). These variables were selected for weighting in 2013 to compensate for differences between the demographic makeup of survey participants and the employee population, yielding results that are more representative of the employee population on the whole. The 2015 and 2019 survey data presented in this report were also weighted to the 2013 population to improve validity of year-to-year comparisons.

In the tables that follow, we compare results from 2019 to 2013 so that the change reflects a six-year span. In some cases, results from 2013 are not available because the question was not included in the initial year. In those instances, the comparison shown is between 2015 and 2019. Please note in the tables that follow, "NA" identifies questions that were Not Asked or Not Asked in a comparable way in all years.

For each question being compared, we calculated and considered two measures of change, described and explained in the table below: 1) absolute change, and 2) relative change. Further, we considered both the statistical and practical significance of these changes. Chi-square testing was conducted to assess whether the absolute difference between the 2019 and 2013 results was *statistically significant*. However, given the large number of respondents to the survey (5,100), differences may be statistically significant though not practically meaningful. Therefore, we also set a benchmark for practical significance at $\geq 10\%$ relative change, either better or worse.

Table 1. Examples Demonstrating Approach to Year-to-Year Comparison

	Absolute Change	Relative Change
Meaning	The simple difference between the two rates being compared	Expresses the change <i>relative</i> to the starting point; <i>allows us to compare the degree of change across factors that vary widely in prevalence</i>
Calculation	= 2019 Rate – 2013 Rate	= $\frac{(2019 \text{ Rate} - 2013 \text{ Rate})}{2013 \text{ Rate}}$
Example 1: Employees told they have pre-diabetes or borderline diabetes	= 9.8% - 5.6% = +4.2% A small absolute change but... 	= $\frac{(9.8\% - 5.6\%)}{5.6\%} = \frac{4.2\%}{5.6\%} \times 100 = \mathbf{+75.0\%}$ A large relative change
Example 2: Employees who had a seasonal flu shot during the past 12 months	= 69.2% - 60.3% = +8.9% A larger absolute change than in example 1 but... 	= $\frac{(69.2\% - 60.3\%)}{60.3\%} = \frac{8.9\%}{60.3\%} \times 100 = \mathbf{+14.8\%}$ A much smaller relative change
Significance of Differences	Statistical significance evaluated at $\alpha=.05$ using Chi-square testing	Practical significance if $\geq \pm 10\%$ relative change

3 PARTICIPATION

A total of 5,100 of IU's 19,000+ full-time employees who received the invitation (26.6%) participated in the 2019 IU Workplace Health & Wellness Survey, with campus participation rates ranging from a low of 24.9% to a high of 34.9%. Ninety-five (95) IUE employees participated for a campus participation rate of 34.9%, the highest participation rate of any campus.

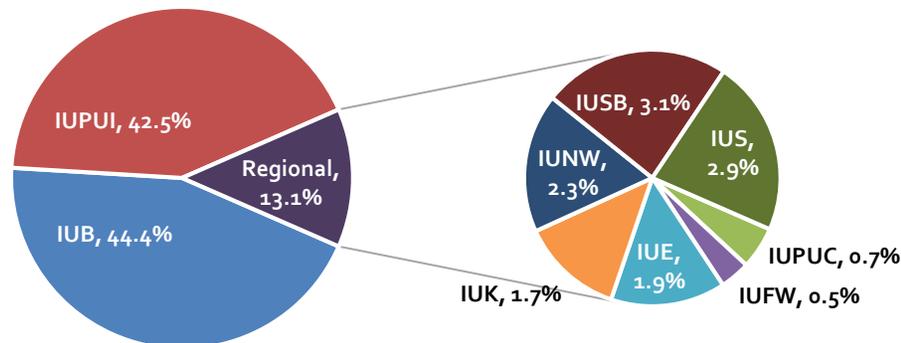
Table 2. 2019 Participation Rates by IU Location

IU Campus Location	2019 Survey Participants	Participation Rate (% of FTEs)
IU Bloomington	2265	24.9%
IUPUI, Indianapolis*	2231	27.2%
IUE, Richmond	95	34.9%
IUK, Kokomo	86	29.5%
IUNW, Gary	118	31.4%
IU South Bend	156	30.1%
IUS, New Albany	149	34.3%
All IU Locations Combined:	5100	26.6%

*Administratively, IUPUC-Columbus and IUFW-Fort Wayne are included with IUPUI for total employee counts.

While the proportion of full-time employees who participated was similar across all locations, 86.9% of participants were affiliated with IUB or IUPUI due to the size of these campuses. Figure 1 demonstrates the proportion of total survey responses affiliated with each campus location.

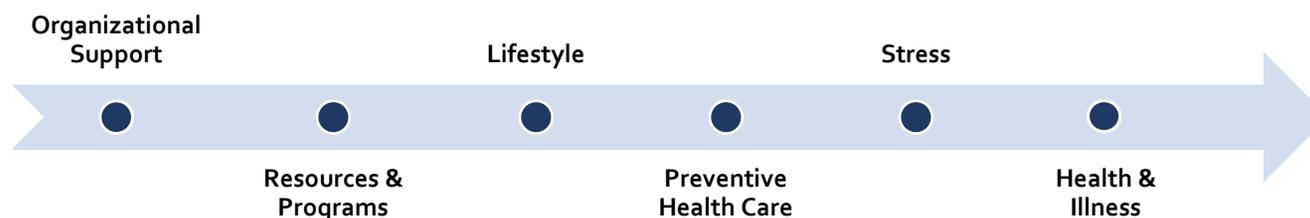
Figure 1. Proportion of 2019 Survey Participants by IU Location



4 COMPARATIVE RESULTS

The survey’s main content areas are shown below along a continuum of change (Figure 2). Moving from left to right along the continuum, the difficulty and time required for change increases. Areas further to the left represent the greatest potential for rapid change when organizational interventions are implemented; right-most areas are anticipated to take far longer to reflect change. We will consider the changes observed between 2013 and 2019 in the context of this continuum, proceeding through the six content areas from left to right along the continuum of change.

Figure 2. Survey Content Areas along Continuum of Change



In comparing the survey measures comprehensively, we color-coded our interpretations based on the combination of statistical and practical significance. The color-coding is intended to provide a quick visual impression of the strength and degree of change observed in each content area. We compare results from 2013 to 2019 so that the change over the six-year span is shown. In some cases, results from 2013 are not available because the question was not included in the initial year. In those instances the comparison shown is between 2015 and 2019 (a four-year span).

Change Code Legend	
	Improvement is statistically <i>and</i> practically significant
	Worsening is statistically <i>and</i> practically significant
	Change lacks statistical <i>and/or</i> practical significance

In the following tables, the question number (e.g. Q10) is shown as a cross-reference to a separate document providing full results for each question in the order of the survey (“2019 Results in Survey Form”). This document will be available online through Healthy IU for each campus as well as IU Overall at <https://healthy.iu.edu/campus-programs-services/university/workplace-wellness-survey.html>.

4.1 ORGANIZATIONAL SUPPORT

Question #	Survey Items Regarding Organizational Support	Survey Results			Comparison of 2019 to 2013 ¹			
		2013	2015	2019	Absolute Change	Relative Change	p-value	Change Code ³
Q10	Overall, how supportive is IU of your personal health? (Percent rating 7-10 on scale of 1-10)	67.4%	79.5%	70.4%	3.0%	4.5%	.427	
Q9	Overall, how safe do you think your workplace is? (Percent rating 7-10 on scale of 1-10)	89.8%	79.7%	93.8%	4.0%	4.5%	.078	
Q12	All in all, how satisfied would you say you are with your job? (Percent satisfied/very satisfied)	87.6%	89.2%	87.5%	-0.1%	-0.1%	.969	
Q11	Employees who Agree or Strongly Agree...							
a	The people you work with take a personal interest in you.		73.7%	75.8%	2.1%	2.8%	.527	
b	In your workplace, your co-workers support your efforts to be healthy.	62.8%	63.3%	60.3%	-2.5%	-4.0%	.520	
c	Your supervisor is concerned about the welfare of those under him or her.		71.1%	75.5%	4.4%	6.2%	.188	
d	In your workplace, management considers workplace health and safety to be important.	59.8%	62.7%	60.8%	1.0%	1.7%	.788	
e	IU has provided you with the opportunity to be physically active .	58.6%	61.3%	55.5%	-3.1%	-5.3%	.439	
f	IU has provided you with the opportunity to eat a healthy diet .	57.9%	48.0%	40.0%	-17.9%	-30.9%	<.001*	
g	IU has provided you with the opportunity to live tobacco free .	94.6%	91.3%	93.4%	-1.2%	-1.3%	.519	
h	IU has provided you with the opportunity to manage your stress .	30.7%	45.4%	45.6%	14.9%	48.5%	<.001*	
i	IU has provided you with the opportunity to work safely .	71.7%	78.0%	85.9%	14.2%	19.8%	<.001*	

¹In cases where 2013 results were "NA" (not asked), the Comparison is made between 2019 and 2015; ²NA=not asked/not comparably asked in given year

³See Change Code legend on page 5; *Statistically significant



Key Findings - Organizational Support

At IUE, the content area of Organizational Support was predominantly stable (9 of 12 measures), with fewer improvements than were observed IU-wide. Significant improvements were observed in two measures (green) at IUE between 2013 and 2019 - the percentage of employees who say that IU has provided them with the opportunity to manage their stress (48.5% relative increase from 2013) and to work safely (19.8% relative increase from 2013). Levels of stress reported by IU employees on the whole in the initial 2013 survey were a top concern, and substantial efforts were subsequently focused on addressing stress. The percentage of IUE employees who say that IU has provided them with the opportunity to eat a healthy diet worsened significantly in the six-year span, falling from 57.9% to 40.0% (a 30.9% relative decrease from 2013). This worsening at IUE stood out from the IU-wide results, which showed significant improvement.

Engagement with Healthy IU

In the 2019 survey, we asked participants for the first time about their engagement with program(s) offered through *Healthy IU*. As the university's employee wellness department, this is a main avenue through which organizational support for employee wellness is conveyed. While we do not have these data for prior years to compare, it is useful in assessing the reach of *Healthy IU* over the past two years.

We asked two questions. One indicates the degree of engagement Healthy IU is having with full-time employees: *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.)* The second question attempts to capture the potential "ripple effect" of Healthy IU programs from employees who directly participated in programs to others within their sphere of influence. We asked: *"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.)"*

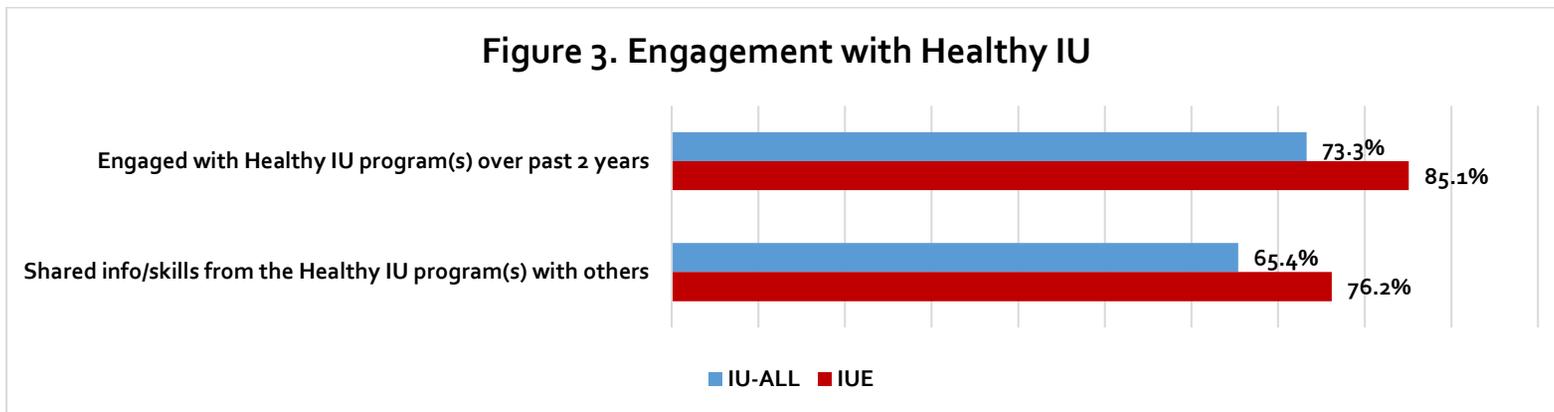


Figure 4. In what type of program(s) did you participate? (IUE)

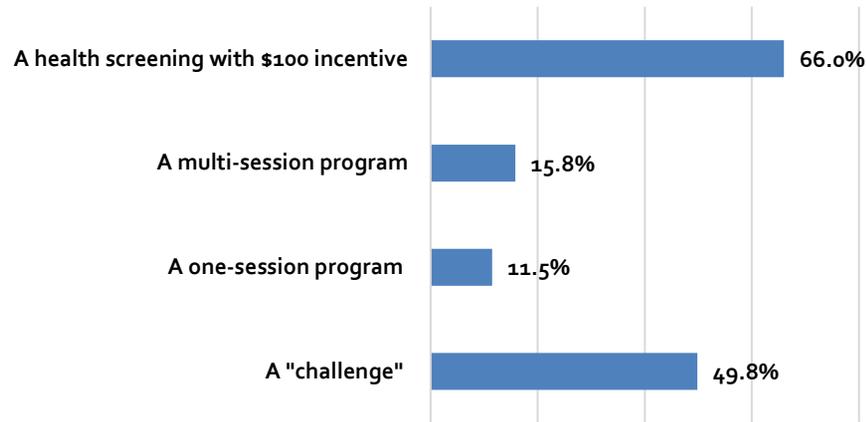
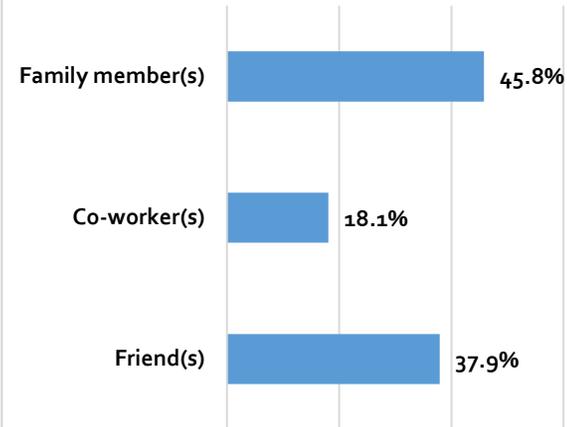


Figure 5. With whom did you share the info/skills?



Key Findings - Engagement with Healthy IU

IUE employees report widespread engagement with Healthy IU, with 85.1% of employees reporting having participated in at least one *Healthy IU* program in the past two years (Figure 3), a level of engagement that exceeds that of IU employees on the whole. Among those who said they had participated in a *Healthy IU* program, the percentage in various types of programs is shown in Figure 4. Two-thirds of IUE respondents said they had completed the incentivized health screening in the past 2 years, and/or half had participated in a “challenge.” Participation in single and multi-session programs was lower. Likewise, three-fourths (76.2%) of IUE employees who participated in *Healthy IU* program(s) report sharing that information or skill with others in their life, a rate that is higher than the IU-wide rate. Those who shared the info/skills most commonly report sharing with family, followed by friends, and then co-workers.

The exceptional reach of *Healthy IU* into the lives and social networks of these employees indicates progress toward an organizational culture of health encompassing the IUE campus; however, measures of organizational support for health at the IUE campus reflect a lesser degree of improvement than was observed for IU on the whole.

4.2 RESOURCES & PROGRAMS

Question #	Q13: Are the following PROGRAMS OR RESOURCES currently available at your workplace? (Percent who said yes)	Survey Results			Comparison of 2019 to 2013 ¹			
		2013	2015	2019	Absolute Change	Relative Change	p-value	Change Code
Q13	Resources to support healthy eating and nutrition							
a	Healthy food options in vending machines	11.0%	22.6%	14.4%	3.4%	30.9%	.238	
b	Healthy food options (like fresh fruits and vegetables, available) to purchase in the cafeteria or other food service [2019 wording change inside parentheses]	78.7%	75.2%	79.3%	0.6%	0.8%	.873	
c	1-on-1 nutritional counseling		41.9%	34.3%	-7.6%	-18.1%	.042*	
d	Healthy weight/weight loss programs	40.4%	52.4%	68.3%	27.9%	69.1%	<.001*	
e	Access to clean drinkable water		90.5%	97.7%	7.2%	8.0%	<.001*	
	Resources to support physical activity							
f	A convenient place to work out or exercise (2015, 2019) - A place to work out or exercise such as an onsite exercise room (2013)	82.6%	68.8%	74.6%	-8.0%	-9.7%	.023*	
g	A place to bike or walk	83.9%	71.3%	92.9%	9.2%	11.0%	<.001*	
h	Signs that encourage stair use	9.2%	72.2%	89.8%	80.4%	873.9%	<.001*	
i	Markers that identify walking trails		28.7%	78.0%	49.3%	171.8%	<.001*	
j	Easy to access maps of walking trails		26.0%	37.5%	11.5%	44.2%	<.001*	
	Other resources to support health & wellbeing							
k	Flu shots at work	96.4%	91.4%	91.1%	-5.3%	-5.5%	.013*	
l	Programs to help people stop smoking (of current smokers)	†	†	†	†	†	†	
m	A true smoke-free workplace	87.7%	85.3%	94.8%	7.1%	8.1%	.002*	
n	Blood pressure monitoring device available for self-assessment	25.3%	67.5%	77.7%	52.4%	207.1%	<.001*	
o	Stress management or stress reduction classes/programs	18.3%	39.4%	16.3%	-2.0%	-10.9%	.536	
p	Employee Assistance Program (access to professional counseling)	69.3%	83.7%	82.9%	13.6%	19.6%	<.001*	

-continued-

Question #	Q13: Are the following PROGRAMS OR RESOURCES currently available at your workplace? (Percent who said yes)	Survey Results			Comparison of 2019 to 2013 ¹			
		2013	2015	2019	Absolute Change	Relative Change	p-value	Change Code
q	Ergonomics (work station or computer setup, proper lifting, etc.)	23.8%	34.3%	50.7%	26.9%	113.0%	<.001*	
r	A private area/lactation room for moms who are breastfeeding (of women aged 18-44)	37.7%	32.6%	42.4%	4.2%	11.1%	0.601	
s	A designated person who communicates health and wellness information to your work group		61.7%	63.1%	1.4%	2.3%	0.697	

¹In cases where 2013 results were "NA" (not asked), the comparison is made between 2019 and 2015; ²NA=not asked/not comparably asked in given year

³See Change Code legend on page 5; *Statistically significant; †Insufficient number of smoking respondents for analysis

Key Findings - Resources & Programs

Improving employee awareness and access to health-supporting Resources & Programs in IU workplaces was identified in 2013 as an opportunity for rapid change and organizational action. Broad action was taken in this area. Improvement at IUE is evidenced with interim changes that are both statistically and practically significant in 8 of the 19 measures (green), with additional improvements that were nearly significant. In fact, the proportion of IUE employees with access to several resources and programs more than doubled (>100% relative improvement) between 2013 and 2019; these included access to signs encouraging stair use, markers that identify walking trails, blood pressure self-monitoring devices, and ergonomics resources. One of the 12 measures significantly worsened at IUE by our dual criteria; the percentage of employees who reported access to 1-on-1 nutritional counseling declined from 41.9% in 2013 to 34.3% in 2019. The percentage of IUE employees reporting access to a convenient place to work out or exercise also dropped by 9.7% relative to 2013, approaching but short of the dual significance criteria.

4.4 LIFESTYLE INFLUENCES ON HEALTH

Question #	Survey Items Regarding Lifestyle	Survey Results			Comparison of 2019 to 2013 ¹			
		2013	2015	2019	Absolute Change	Relative Change	p-value	Change Code
Q26	Getting enough restful sleep to function well in job and personal life - always/most of the time	66.1%	59.2%	67.6%	1.5%	2.3%	.697	
Q59 & 60	Body Mass Index (BMI) falls within normal range (18.5-24.9)	22.6%	15.1%	24.1%	1.5%	6.6%	.674	
Q27	Does not smoke cigarettes	97.4%	99.0%	100.0%	2.6%	2.7%	<.003*	
Q28	Current smokers who stopped smoking for one day or longer because they were trying to quit	†	†	†	†	†	†	
Q30	Employees who participated in some physical activities or exercises...during the past month	78.9%	80.7%	81.9%	3.2%	4.1%	.343	
Q31 & 32	Employees meeting the aerobic physical activity guidelines	57.0%	72.9%	60.2%	3.2%	5.6%	.463	
Q35	(Of those who mostly sit on the job) Employees who are able to get up and move around 8 or more times during a usual 8-hour workday	51.4%	48.4%	39.2%	-12.2%	-23.7%	.010*	
Q23a	How often do you get the social and emotional support you need? (Always/usually)	56.8%	73.6%	67.6%	10.8%	19.0%	.008*	
Q23b	How often do you feel you lack companionship (Always/usually)	NA	NA	14.4%	-	-	-	
Q23c	How often do you feel isolated from others (Always/usually)	NA	NA	11.0%	-	-	-	
Q23d	How often do you feel left out ? (Always/usually)	NA	NA	13.2%	-	-	-	
Q29	Employees who reported drinking alcohol on one or more of the past 30 days	NA	NA	72.1%	-	-	-	

¹In cases where 2013 results were "NA" (not asked), the comparison is made between 2019 and 2015; ²NA=not asked/not comparably asked in given year

³See Change Code legend on page; *Statistically significant; †Insufficient number of smoking respondents for analysis

Key Findings - Lifestyle Influences

The content area of Lifestyle Influences on Health moves us toward the middle of the continuum of change. Five of the 8 measures that could be compared with prior years' results remained stable, one significantly improved, and one significantly worsened. The percentage of employees getting adequate social and emotional support increased from 56.8% in 2013 to 67.6% in 2019 – an improvement not found IU-wide. On the other hand, the

percentage of sedentary employees who say they are able to get up and move around 8+ times per work day dropped from 51.4% in 2013 to 39.2% in 2019. This measure worsened across the university in the six-year span. In 2019, four items were added to the survey. Three of the new items are indicators of social isolation, a growing health threat in the U.S. Based on three new questions, approximately one in ten IUE employees is socially isolated. We also added a question about frequency of alcohol intake (number of days in past 30 in which the employee drank alcohol), and we found that nearly three-fourths of IUE employees drank alcohol at least one day in the past month.

4.5 PREVENTIVE HEALTH CARE

Question #	Survey Items Regarding Preventive Health Care	Survey Results			Comparison of 2019 to 2013			
		2013	2015	2019	Absolute Change	Relative Change	<i>p-value</i>	Change Code
Q36	Employees who visited a doctor for a routine checkup within the past 2 years	89.8%	87.6%	87.0%	-2.8%	-3.1%	.313	
Q37	Employees who had blood pressure checked by a health professional within the past year	94.5%	93.6%	89.9%	-4.6%	-4.9%	.046*	
Q38	Employees who last had a cholesterol test less than 5 years ago	97.8%	95.2%	89.8%	-8.0%	-8.2%	<.001*	
Q39	Employees who had a lab test for high blood sugar or diabetes within the past 3 years	88.4%	73.5%	75.0%	-13.4%	-15.2%	<.001*	
Q40	Employees who had a seasonal flu vaccine during the past 12 months	45.8%	56.4%	59.1%	13.3%	29.0%	.002*	

³See Change Code legend on page 5; *Statistically significant

Key Findings - Preventive Health Care

Across the university, most of the Preventive Health Care measures remained stable across the six-year span with generally excellent rates for routine checkups, blood pressure checks, and cholesterol testing. As seen IU-wide, there was a significant improvement in seasonal flu vaccination rates at IUE, increasing from 45.8% to 59.1% in the six-year span. The top three reasons IUE employees cited for *not* getting the flu shot were: 1) thinking it does not work very well to protect them from the flu (33.4%), 2) thinking they are healthy and do not need it (23.2%), and 3) thinking the shot/spray has made them sick in the past (17.4%). (See Question 41 of the "Results in Survey Form" document for full results.) One measure significantly worsened at IUE that did not worsen IU-wide; the proportion of employees who reported having a lab test for high blood sugar or diabetes within the past 3 years fell from 88.4% to 75.0% in the six-year span.

Question #	Survey Items Regarding Stress	Survey Results			Comparison of 2019 to 2013 ¹			
		2013	2015	2019	Absolute Change	Relative Change	p-value	Change Code
Q22	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? (Most of the time/all of the time)	NA	NA	18.2%	-	-	-	
Q25	Employees who said stress (from all sources at work or at home) had <i>a lot</i> or <i>some</i> impact on their health in the past year	72.2%	64.6%	70.0%	-2.2%	-3.0%	.564	
Q24	Thinking about sources of stress between work and home...							
a	How often do you find your work stressful? (Always/often)	39.1%	40.4%	28.5%	-10.6%	-27.1%	<.01*	
b	How often do things going on at <u>work</u> make you tense or irritable at home? (Always/often)		22.0%	14.1%	-7.9%	-35.9%	<.01*	
c	How often do things going on at <u>home</u> make you tense or irritable at work? (Always/often)		9.6%	2.9%	-6.7%	-69.8%	<.001*	

¹In cases where 2013 results were "NA" (not asked), the Comparison is made between 2019 and 2015; ²NA=not asked/not comparably asked in given year

³See Change Code legend on page 5; *Statistically significant

Key Findings - Stress

Findings around stress and mental health from the 2013 baseline survey were concerning, with 7 of 10 IU employees saying stress had affected their health in the past year. Plans and programs were put in place to address employee stress. Significant improvement in that measure of the perceived impact of stress on health (Q25) did significantly improve in the six-year span across IU, but not at IUE. However, significant improvements were found for the other three measures of stress among IUE employees (green). Notably, the percentage of employees who reported that they often/always find their work stressful fell from 39.1% in 2013 to 28.5% in 2019. In 2015, we added two additional measures to help us better understand the interplay of stress between home and work. Based on these results, work stress affects employees at home more often than home stress affects employees at work, but significant reductions were seen in both. Despite good signs of progress, including the concurrent increase in the percentage of employees saying that IU has provided them the opportunity to manage their stress (page 6), stress remains a prevalent concern with 20.1% of IUE employees feeling stress *most* or *all of the time* in the 30 days prior to the survey.

4.6 HEALTH & ILLNESS

Question #	Survey Items Regarding Health and Illness	Survey Results			Comparison of 2019 to 2013 ¹			
		2013	2015	2019	Absolute Change	Relative Change	p-value	Change Code
Q18	Employees rating their health as fair or poor	8.2%	7.0%	3.8%	-4.4%	-53.7%	.025*	
Q19	Employees with one or more days of poor physical health in past 30	41.5%	31.3%	42.4%	0.9%	2.2%	.815	
Q20	Employees with one or more days of poor mental health in past 30	43.4%	34.0%	58.3%	14.9%	34.3%	.001*	
Q21	Employees with one or more days in past 30 when poor physical/mental health interfered with usual activities	28.1%	24.5%	37.7%	9.6%	34.2%	.019*	
	<i>[Employees responding yes - Have you EVER been told by a doctor, nurse, or other health professional that you have...]</i>							
Q42	High blood pressure	33.5%	28.5%	28.1%	-5.4%	-16.1%	.171	
Q42	Borderline high or pre-hypertensive	4.3%	13.8%	19.0%	14.7%	341.9%	<.001*	
Q44	High blood cholesterol	30.7%	35.7%	26.8%	-3.9%	-12.7%	.227	
Q46	Diabetes	12.1%	10.9%	5.9%	-6.2%	-51.2%	<.01*	
Q46	Pre-diabetes or borderline diabetes	1.7%	7.7%	7.7%	6.0%	352.9%	.002*	
Q50	Asthma - ever	17.5%	17.4%	18.3%	0.8%	4.6%	.797	
Q51	Asthma – current asthma among those ever diagnosed		69.4%	85.7%	16.8%	24.2%	.035*	
Q53	Arthritis	28.7%	40.3%	27.5%	-1.2%	-4.2%	.760	
Q58	Depressive disorder	21.6%	16.7%	35.6%	14.0%	64.8%	<.001*	
Q48	Heart disease	3.0%	2.6%	0.9%	-2.1%	-70.0%	.056	
Q57	Carpal tunnel syndrome	13.6%	15.4%	15.0%	1.4%	10.3%	.649	
	<i>[Employees who self-identified having ...]</i>							
Q55	Chronic or recurrent low back pain	30.4%	36.0%	40.0%	9.6%	31.6%	.020*	
Q59-60	Obesity (calculated BMI ≥ 30.0)	46.1%	50.2%	46.7%	0.6%	1.3%	.879	
Q59-60	Overweight (calculated BMI 25.0-29.9)	30.4%	32.8%	29.1%	-1.3%	-4.3%	.743	
Q16	Health problems they think may be due to physical surroundings at workplace		19.6%	26.0%	6.4%	32.7%	.075	

¹In cases where 2013 results were "NA" (not asked), the Comparison is made between 2019 and 2015; ²NA=not asked/not comparably asked in given year

³See Change Code legend on page 5; *Statistically significant



Key Findings - Health & Illness

The final content area, to the far right of the continuum of change, describes the Health & Illness measures of IU employees. In this content area, the interpretation of color-coded changes is less straightforward than in previous sections. Some of the measures coded red for significant increases may be, in fact, positive signs of pro-active screening and management as much as they are warning signs. For example, an increase in conditions such as pre-hypertension and pre-diabetes may mean that employees are made aware of their risk at an earlier point where progression to disease can be prevented or slowed. *Furthermore, the regional campuses, such as IUE, have a much smaller number of employees/participants, which can yield unstable rates for conditions affecting a relatively small percentage of the whole population, such as heart disease and diabetes. Likewise, it is more difficult to detect significant changes with fewer participants.*

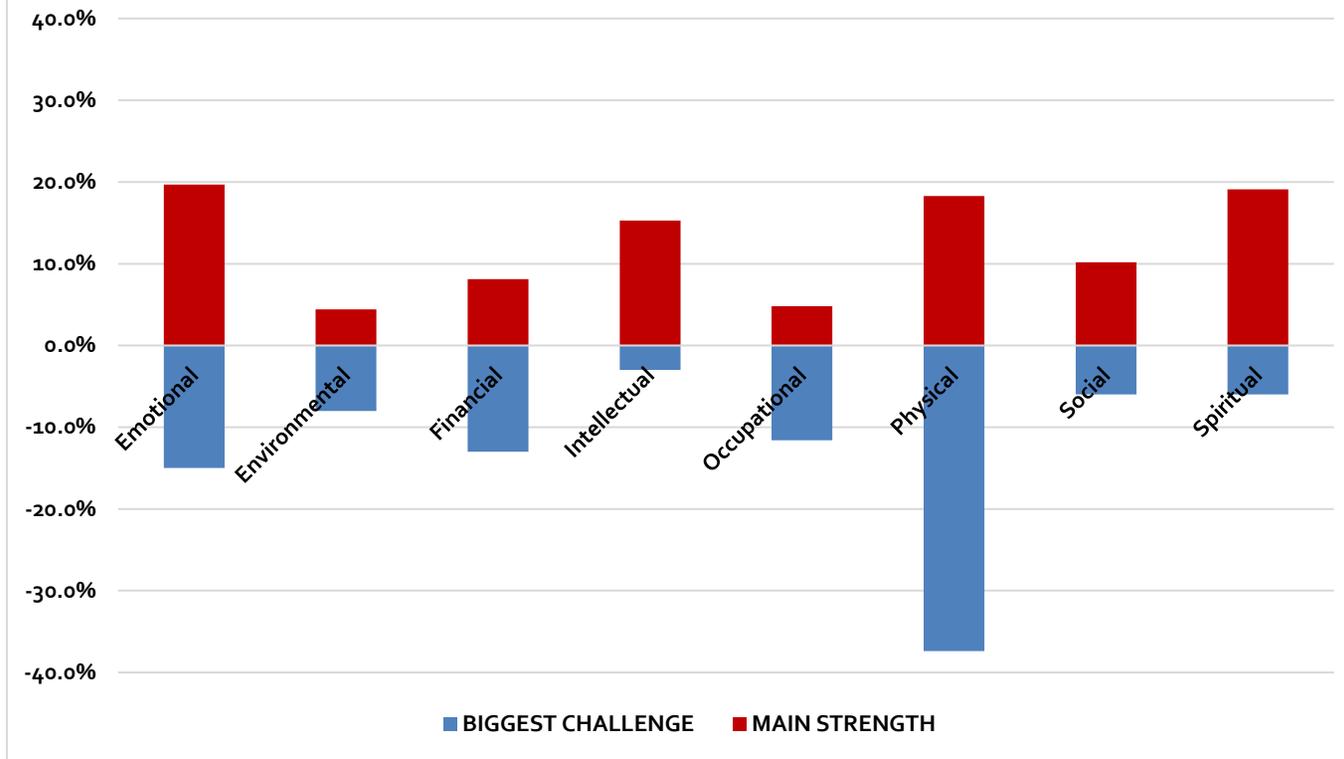
For IU overall, no significant improvements in health measures were found. However, at IUE, two measures significantly improved in the six-year span. The percentage of employees rating their health as fair/poor fell from 8.2% in 2013 to 3.8% in 2019. Also, the percentage of IUE employees who said they had ever been told they had diabetes dropped from 12.1% to 5.9%. This likely reflects employee attrition, to some degree, since those who are ever diagnosed cannot be un-diagnosed. At IUE, 10 of 19 health & illness measures were stable, while 7 of 19 were higher/worse. Among the worsening measures were the prevalence of chronic or recurrent low back pain, depressive disorder, current asthma, pre-diabetes, and pre-hypertension. Notably the last two might be viewed as positive for long-term management. In 2019, a higher percentage of IUE employees also reported poor mental health day(s) and poor physical/mental health that interfered with usual activities in the past month compared to 2013.

Employee Perspectives on Their Wellness Strengths and Challenges

The final two questions of the 2019 survey were newly added, providing some insight into what IU employees consider their main areas of strength and challenge to wellness today. After some introductory framing to describe wellness as encompassing many areas of our lives, employees were asked to select which of 8 dimensions of wellness they considered their “*biggest challenge to wellness today – the area where (they) are farthest from where (they) want to be,*” and their “*main strength in wellness today – the area where (they) are closest to where (they) would like to be.*” Figure 6 demonstrates results based on the responses of IUE employees. In the figure, the proportion who identified a dimension as their biggest challenge is charted as a negative value, while the proportion who identified that domain as their main strength is charted as a positive value.

Roughly equal proportions of IUE employees identified the Emotional (19.7%), Spiritual (19.1%), or Physical (18.3%) dimensions of wellness as their main strength, while remaining dimensions were less often identified as strengths. However, the Physical dimension of wellness stood apart as the most-cited challenge among IUE employees (37.4%), followed next by Emotional wellness (15.0%).

Figure 6. Main Strength and Biggest Challenge in Wellness per IUE Employees

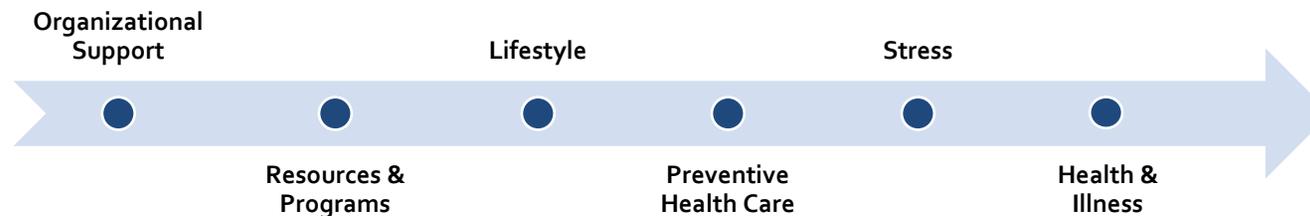


5 SUMMARY

The 2019 IU Workplace Health & Wellness survey results provide an opportunity to gauge progress toward a healthier IU, informed by thousands of IU employees who participated in each of the three surveys of 2013, 2015, and 2019. In 2019, 95 IUE employees participated, for a campus participation rate of 34.9% - the highest rate of all campuses.

We caution that regional campuses have a much smaller number of employees/participants, which can yield unstable rates for conditions affecting a relatively small percentage of the whole population, such as heart disease and diabetes. Likewise, it is more difficult to detect significant changes with fewer participants. We summarize our findings by topic along the continuum of change (Figure 2).

Figure 2. Survey Content Areas along Continuum of Change (reprinted)



- At IUE, measures of **Organizational Support** were predominantly stable, with fewer improvements than were observed IU-wide. Two measures significantly improved at IUE between 2013 and 2019: the percentage of employees who say that IU has provided them with the opportunity to 1) manage their stress and 2) to work safely. The percentage of employees who say that IU has provided them with the opportunity to eat a healthy diet worsened at IUE in the six-year span, though this improved IU-wide. For the first time in 2019, we asked about employees' participation with *Healthy IU* programs and the extended impact ("ripple effect") when employees share program information or skills with others. IUE employees report widespread engagement with *Healthy IU*, with 85.1% of employees having participated in at least one *Healthy IU* program in the past two years. This level of engagement exceeds that of IU employees on the whole. Likewise, three-fourths of IUE employees who participated in *Healthy IU* program(s) reported sharing that information or skill with others in their life. The exceptional reach of *Healthy IU* into the lives and social networks of IUE employees indicates progress toward an organizational culture of health encompassing the IUE campus; however, measures of organizational support for health at the IUE campus reflect a lesser degree of improvement than was observed for IU on the whole.
- Improving employee awareness and access to health-supporting **Resources & Programs** in IU workplaces was identified in 2013 as an opportunity for rapid change and organizational action. Broad action was taken in this area. Improvement at IUE is evidenced with interim improvements in 8 of the 19 measures. In fact, the proportion of IUE employees with access to several resources and programs more than doubled between 2013 and 2019; these included access to signs encouraging stair use, markers that identify walking trails, blood pressure self-

monitoring devices, and ergonomics resources. One measure worsened at IUE - the percentage of employees who reported access to 1-on-1 nutritional counseling.

- In the area of **Lifestyle Influences on Health**, 5 of the 8 measures that could be compared with prior years' results remained stable, one significantly improved, and one significantly worsened. The percentage of employees getting adequate social and emotional support increased in the six-year span – an improvement not found IU-wide. On the other hand, the percentage of sedentary employees who say they are able to get up and move around 8+ times per workday dropped in the six-year span, as it did IU-wide.
- Across the survey years, IU employees overall have maintained excellent rates of **Preventive Health Care** utilization. The same is true of IUE. However, one measure worsened at IUE that did not worsen IU-wide; the proportion of employees who reported having a lab test for high blood sugar or diabetes within the past 3 years fell significantly in the six-year span. Seasonal flu vaccination rates improved significantly at IUE, as seen IU-wide. In 2019, we learned about employees' main reasons for not getting the flu shot; this may inform efforts to further increase vaccination rates.
- The influence of **Stress** on employees' health was one of the most concerning findings in the 2013 baseline survey, and concerted efforts were made to address this concern. The proportion of employees reporting that stress had impacted their health in the past year did not significantly drop at IUE as it did IU-wide; however, significant improvements were found for the other three measures of stress among IUE employees. Notably, the percentage of employees who reported that they often/always find their work stressful fell substantially. Despite good signs of progress, including the concurrent increase in the percentage of employees saying that IU has provided them the opportunity to manage their stress, stress remains a prevalent concern with 20.1% of IUE employees feeling stress *most* or *all of the time* in the 30 days prior to the survey.
- For IU overall, no significant improvements in **Health & Illness** measures were found. However, at IUE, two measures significantly improved in the six-year span. The percentage of employees rating their health as fair/poor fell substantially, as did the lifetime prevalence of diabetes. At IUE, 10 of 19 health & illness measures were stable, while 7 of 19 were higher/worse. Among the worsening measures were the prevalence of chronic or recurrent low back pain, depressive disorder, current asthma, pre-diabetes, and pre-hypertension. Notably the last two might be viewed as positive for long-term management. In 2019, a higher percentage of IUE employees also reported poor mental health day(s) and poor physical/mental health that interfered with usual activities in the past month compared to 2013.

This comparison of survey results from 2013 to 2019 demonstrates positive movement toward a culture of health at IUE, evidenced by an exceptional rate of engagement with Healthy IU. Improvements in organizational support and access to resources were documented, though these were not quite as widespread on the IUE campus as for the university on the whole. Lifestyle influences on health remain a persistent challenge at IUE and IU-wide, while preventive health care utilization remains steady and strong. Clear improvements were observed in stress management. Among measures of health and illness, significant improvements in some rates were observed at IUE, distinct from the IU-wide findings. These results indicate that IUE is well on its way to a healthier campus.



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A team within the **IU Richard M. Fairbanks School of Public Health at IUPUI** designs, conducts, and analyzes the IU Workplace Health & Wellness Survey on behalf of Healthy IU.

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