

UF Wellness Data Summary

2017 Healthy Gator Survey

2500 pre-notification letters were mailed, 70 were returned for poor addresses, leaving a sample of 2430 for which letters were sent; two participants requested print surveys; 31 emails bounced from the email invitation resulting in a sample size of 2469; 1256 started the online survey; 1067 completed the survey and no print surveys were returned. Two reminder emails indicating appreciation if the survey was completed and requesting completion if not previously completed were sent. This survey had **51% response rate** (1256/2469) and a **completion rate of 43%** (1067/2469).

Participation & Awareness

*Q2-3

The Healthy Gator Survey does not directly ask about the UFHR Wellness Program. However overall, the survey reported **very low awareness** (avg. 30%) of wellness programming and even **lower participation rates** (avg. 20 %). Wellness Wednesday, Group Fitness Classes, and the wellness fair received the **lowest** participation rates. The benefits fair and the wellness challenges had the **highest** amount of participation.

Additionally, a strong majority of survey participants (%68) **agreed that the University of Florida encouraged health and well-being**. This shows disconnect between the campus community perspective and awareness of the wellness program.

Health Behaviors

Nutrition

*Q4-5

The survey indicated that a large portion of the campus community eat a healthy diet (32%) with a larger majority (60%) eating a mixture of healthy conscious food within their daily routines. Overall, it can be said the **large majority of campus (90%) are conscious of the foods they eat, and try to make healthier choices**.

Further review of the data provides more clarification. Only 7% of survey respondents reported getting the recommended five or more servings of fruits and vegetables per day. However, 36% are getting 3-4 servings per day, and 54% are getting 1-2 servings per day.

Food Insecurity

*Q6-7

Nearly 21% of the participants have had to think about skipping meals of which, 6% this is a frequent occurrence. Food insecurity needs to be highlighted and addressed. Only 2% of survey participants reported receiving emergency food from a pantry.

Healthy Food on Campus

*Q9-11

When questioned about purchasing healthy food on campus (47%) and healthy snacks from vending machines (30%), survey responses indicated an interest to seek healthier food but limited options to do so.

Further support for this conclusion is shown when only 51% of participants reported that it was **easy to find healthy options** such as beverages, foods, and snacks on campus. Furthermore, only 28% reported that **healthy options were affordable** on campus.

Lactation Policy

*Q12

Only 40% of survey participants responded that they were aware of the university's lactation policy and designated lactation rooms.

Physical Health

*Q13-18

Of survey participants 89% reported well to excellent health, with 28% reporting better health than the previous year.

Approximately 52% of respondents report being limited by their health while engaging in vigorous activities.

Nearly 20% of respondents reported having trouble with work or other regular daily activities as a result of **physical health**. Similarly, 25% of participants reported having trouble with work or other regular daily activities as a result of **emotional health**. Furthermore, only 6% of participants reported that their physical health or emotional health interfered with normal social activities.

Pain

*Q19-20

Only 19% of respondents report no body pain. 45% report that pain interfered with normal work in the past 4 weeks. We don't have details on the cause of this pain. However, from an employer standpoint we can promote Environmental Health & Safety resources and ergonomics resources.

Emotional Health

*Q21-22

Overall, the response seems to be positive. Participants are happy more often (79%) than not. Could benefit from some emotional health programing.

Overall Health

*Q23- 24

Most of the participants have a positive outlook on their health. However, there is a small percentage that report having low health outlook (6%) or negative impacts because of their health (5%).

The survey respondents reported the following as their greatest health concerns impacting their wellbeing:

- | | |
|-----------------------------------|-------------------------|
| 1. Weight Management – 21% | 6. Physical Health – 8% |
| 2. Chronic Disease – 19% | 7. Mental Health – 7% |
| 3. Pain – 12% | 8. Aging – 6% |
| 4. Limited Physical Activity – 9% | 9. Sleep – 5% |
| 5. Stress – 9% | 10. Work – 4% |

WorkLife

*Q25

Participants listed the following as their greatest concerns to work-life balance / work-life integration:

- | | |
|--|-------------------------------------|
| 1. Work Overload - 150 | 6. social/personal life - 59 |
| 2. work stress/unsupportive management - 142 | 7. low energy/burnout - 32 |
| 3. time management - 142 | 8. mental and emotional health - 31 |
| 4. family concerns - 101 | 9. non work-related stress - 27 |
| 5. physical activity - 100 | 10. sleep - 25 |

Hours Worked

*Q57

The average reported hours worked is 44 hours per week. However the range was anything from 20 hours which could be indicative of part-time employees to 85 which is worrying for burnout.

Paid Leave Use

*Q58-59

84% of survey respondents have **utilized their paid vacation leave** at least twice per year. Of which, 40% have used their paid vacation leave 4 times a year or more. On the opposite end of the spectrum, 9% of respondents used their paid vacation time less than once per year.

Paid Time off Policy

32% of survey participants responded favorably to the paid time off policy inquiry. 40% were unsure and 29% were not in agreement with the PTO inquiry.

Flextime Work Option

*Q60-62

Of the survey respondents, **65% were not aware of the flex time work option** available at the university. Of those that were aware, **51% reported their departments allowed** the use of flextime. Those that used the flextime option reported a variety of reasons which fall within one of these five categories: shifting hours, worked on the weekend, worked from home, family reasons, and miscellaneous.

Alternate Work Location Policy

*Q63-65

Of the survey respondents, **67% were not aware of the alternate work location policy** available at the university. Of the 33% that were aware of the policy, **50% reported that their department allowed** the use of the policy, while 23% reported their department did not allow for the use of the policy.

Caregiving Responsibility

*Q66-67

37% survey participants reported having substantial **parenting or caregiving responsibility**. 22% reported having children under the age of 5 years old, 40% reported having children between 6-18 years old, 15% reported having senior or other family members to care for, and a small percentage reported having sick or disabled relatives to care for.

Parental Leave

*Q68-69

Only 16% of survey respondents have reported using parental leave. Of those that have taken parental leave, overall majority said it met their needs. However a few have cited lack of sufficient time and financial concerns.

Sick Relatives

*Q70-72

38% of survey participants **reported having to care for a family member** who was seriously ill, injured, or disabled. **46%** of those that responded in the affirmative **took off a week or more** from work to care for their relatives. Overall, 83% reported they felt a level of support from their workplace and colleagues.

Mental Health

Stress

*Q26

The survey utilized the Perceived Stress Scale that ranks perceived stress on a scale of 1 to 16. The mean score for this survey was 8.56 which would be considered **moderate levels of stress**. In this survey tool, higher mean score equal higher perceived stress.

Resilience and Coping

*Q29-33

The Coping Self Efficacy survey tool was used to measure ability of survey participants to cope with difficult and stressful situations. The survey tool has a scale from 0 to 260, where higher score indicate better coping skills and higher resilience. The mean score of the survey was 180, indicating a **slightly better than average resilience and coping** within survey participants.

Social Support

*Q36

Survey participants reported **low participation in social groups** (42%). However, overwhelmingly participants reported having something to count on for emotional support (90%). Furthermore, survey reported low counts of regular socialization throughout the week (none- 19%, once, 22%) Social support is an important component in managing stress and can be an effective measure to managing stress and improving wellbeing.

Physical Activity

*Q37-41

On average survey participants reported engaging in 3 sessions of at least 10-minute of vigorous activity with an average of 38.57 minutes per week. Additionally, participants also reported an average of 5 sessions of at least 10-minutes of light or moderate physical activities with an average of 28.70 minutes per session. The weekly total of is **105 minutes of vigorous activity per week, 118 minutes of moderate or light activity per week, and resistance training 1.68 times per week.**

Current recommendation calls for a minimum of 150 minutes a week of moderate intensity, or 75 minutes of vigorous-intensity physical activity. At minimum, adults should engage in 2 anaerobic physical activity (resistance trainings) sessions per week.

Inactivity

*Q42, 43

Survey participants reported **sitting an average of 8 hours** while at work and sitting an average of 5 hours per day on the weekend.

BMI

*Q44-45

Based on self-reported height and weight in the survey, the calculated average BMI is 26.3. This is slightly above normal (18.25-25).

Note: BMI is a population level measure and not intended as an individual indicator of health.

Alcohol Consumption

*Q46-47

Of the Survey participants, **nearly 80% report consuming alcohol.** 24% have at least one drink monthly and on the other end nearly 11% reported drinking 4 or more times a week. Of those that drink, **83% are staying within recommended guidelines of at most 1-2 drinks per day.** However, there is a small percentage that are reporting an alarming amount of alcohol consumptions on a typical day. 13% reported consuming 3 to 4 drinks on a typical day. Nearly 4% report consuming 5 or more drinks per day

Tobacco

*Q48-50

Overall, survey participants reported low numbers of tobacco use, **95% do not use tobacco at all**. Compared to previous years, there is a downward trend of self-reported tobacco users. 4% are active daily smokers.

Compared to cigarettes, non-smoking tobacco use is extremely unpopular. Less than 1% of survey participants use non-combustible tobacco.

Electronic Nicotine Devices (ENDs), Vapes, or e-cigarette use is on an upward trend nationally. However, within UF employees, only 2% reported using ENDs products.

Sleep

*Q51-53

The average amount of reported **sleep is 6.81 hours** per day. Only **10% report getting enough sleep** to feel rested upon waking. **49% report that fatigue** due to lack of sleep has interfered with their ability to do work one or more days per week. There is a lack in both number of hours of sleep and quality of sleep.

According to the CDC, the average recommended amount of sleep for adults is 7-9 hours.

Flu

*Q54-55

Only **56% received the flu shot** in 2017, compared to only 41% in 2012. Of those the received the flu shot, the majority of them received them on September-November.

It is recommended to receive the flu shot annually. Additionally, health behavior promotion can also be used to help fight the flu.

Demographics

Job Classification

*Q56

Answer	%	Count
Faculty	23.14%	218
Staff (salaried)	49.68%	468
Staff (hourly)	27.07%	255
I'm not sure	0.11%	1
Total	100%	942

Marital Status

*Q73

Answer	%	Count
Married	61.78%	577
Divorced	11.46%	107
Widowed	1.39%	13
Separated	0.75%	7
Never married	<u>18.09%</u>	169
A member of an unmarried couple	6.53%	61
Total	100%	934

Age

*Q74

Field	Minimum	Maximum	Mean	Count
What is your age?	21	80	45	920

Sex

*Q75

Answer	%	Count
Male	35.83%	335
Female	<u>64.17%</u>	600
Total	100%	935

Gender

*Q76

Answer	%	Count
Genderqueer	0.21%	2
Man	35.58%	332
Transgender	0.11%	1
Woman	<u>63.88%</u>	596
Gender not listed here (please specify)	0.21%	2
Total	100%	933

Race

*Q77

Answer	%	Count
Asian/Asian American/South Asian	5.80%	56
American Indian/Alaska Native	1.14%	11
Black/African/African American	6.94%	67
Hispanic/Latino(a)/Chicano(a)	5.70%	55
Middle Eastern	0.52%	5
Native Hawaiian/Other Pacific Islander	0.31%	3
White/European American	<u>77.72%</u>	750
An identity not listed here. Please specify.	1.87%	18
Total	100%	965

Education

*Q78

Answer	%	Count
Professional degree (e.g. M.D., D.O., D.D.S. J.D.)	7.51%	70
Doctoral degree (e.g. Ph.D., Ed.D.)	17.17%	160
Specialist degree (Ed.S.)	0.32%	3
Master's degree (e.g. M.A., M.S., M.B.A., M.Ed.)	22.85%	213
Bachelor's degree (e.g. B.A., A.B., B.S.)	<u>27.36%</u>	255
Associates degree or equivalent (e.g. A.A., A.S.)	10.19%	95
Business/technical certificate/degree	4.51%	42
High school diploma/GED	10.09%	94
Some high school	0.00%	0
No high school	0.00%	0
Total	100%	932

Income

*Q79

Answer	%	Count
Below \$30,000	1.63%	15
\$30,000 - 49,999	20.26%	186
\$50,000 - 69,999	16.99%	156
\$70,000 - 99,999	19.28%	177
100,000 - 149,999	<u>23.09%</u>	212
\$150,000 - 199,999	8.50%	78
\$200,000 - 249,999	4.79%	44
\$250,000 - 499,999	4.68%	43
\$500,000 or more	0.76%	7
Total	100%	918

2019 CDC Healthy Workplace Scorecard

The areas that need the most improvement are Nutrition, Depression, High Cholesterol, and Signs and Symptoms of Heart Attack and Stroke. These are areas that have been stressed as serious risk factors in the United States and lack proper support in the workplace.

We are at or above average for the categories Physical Activity, Weight Management, Stress Management, Emergency Response to Heart Attack and Stroke, and Occupational Health and Safety.

- Organizational Support (16/33)
- Tobacco Control (11/19)
- Nutrition (6/21)
- Lactation Support (9/15)
- Physical Activity (24/24)
- Weight management (9/12)
- Stress management (13/14)
- Depression (0/18)
- High Blood Pressure (7/17)
- High Cholesterol (0/15)
- Diabetes (7/15)
- Signs and Symptoms of Heart Attack and Stroke (0/4)
- Emergency Response to Heart Attack and Stroke (16/17)
- Occupational Health and Safety (13/22)
- Vaccine-Preventable Disease (12/18)

2019 HERO Workplace Assessment

Unfortunately, the HERO Scorecard provided little detail as to explain the scores received. However, table comparing UF's scores with the national average is provided below. This provides a benchmark for the program as in the current state of the program. The only thing we learned from the HERO Scorecard was that our wellness program's benchmarks are generally near the national average for large companies.

	UF's score	National average	Max # of points
Section 1: Strategic Planning	9	10	20
Section 2: Organizational & Cultural Support	40	23	50
Section 3: Programs	23	22	40
Section 4: Program Integration	5	5	16
Section 5: Participation Strategies	12	23	50
Section 6: Measurement & Evaluation	6	9	24
Total Score	94	91	200

2019 WELCOA Workplace Assessment

Overall, the WELCOA assessment asks very broad, non-specific questions. It focuses primarily on employee perception of wellness in the workplace. The free report includes a breakdown of the first of 7 benchmarks (listed below), along with the Top 5 Strengths (listed below) of our current wellness programs. The full report would have included a breakdown of all 7 benchmarks, along with Top 5 Recommendations based on our performance in the evaluation.

Benchmark	UF's Score (Out of 100)	Low/Medium/High/Ideal
1. Committed & Aligned Leadership	54	High
2. Collaboration in Support of Wellness	68	High
3. Collecting Meaningful Data to Evolve a Wellness Strategy	80	Ideal
4. Crafting an Operating Plan	60	High
5. Choosing Initiatives that Support the Whole Employee	53	High
6. Cultivate Supportive Health Promoting Environments, Policies, & Practices	71	High
7. Conduct Evaluation, Communicate, Celebrate, & Iterate	52	High