



Gauging Progress toward a Healthier IU

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

Focus on IUPUI



IUPUI

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In partnership with



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Today's presentation

- Background
- Results
 - Significant changes 2013-2019
- Takeaways

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3 Background

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A brief history

In Spring 2013, we implemented the first IU-wide survey of employee health and wellness to:

- Know our starting point
- Identify employees' health strengths and challenges
- Identify organizational strengths and challenges
- Guide *Healthy IU* and wellness champions across the university in taking action toward a healthier IU
- Repeated survey in 2015 and 2019 to gauge progress and guide planning



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Key design features

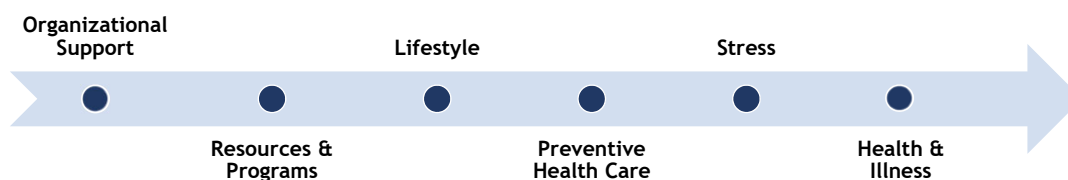
- Anonymous
- Inclusive -ALL full-time employees are invited, not just a sample
- Transparent - results widely shared
- Trusted
 - Modeled after the CDC's national phone survey of health, with guidance from the CDC's Healthy Worksite Program;
 - IRB-reviewed

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Survey content

- ~60 questions in 6 content areas along continuum of change



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2019 Results IUPUI

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2019 participation rates

IU Campus Location	2019 Survey Participants	Participation Rate (% of FTEs)
IU Bloomington	2,265	24.9%
IUPUI, Indianapolis*	2,231	27.2%
IUE, Richmond	95	34.9%
IUK, Kokomo	86	29.5%
IUN, Gary	118	31.4%
IU South Bend	156	30.1%
IUS, New Albany	149	34.3%
All IU Locations Combined:	5,100	26.6%

*Administratively, IUPUC and IUFW are included with IUPUI for total employee counts

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Comparison of 2019 to 2013 results (p. 4)

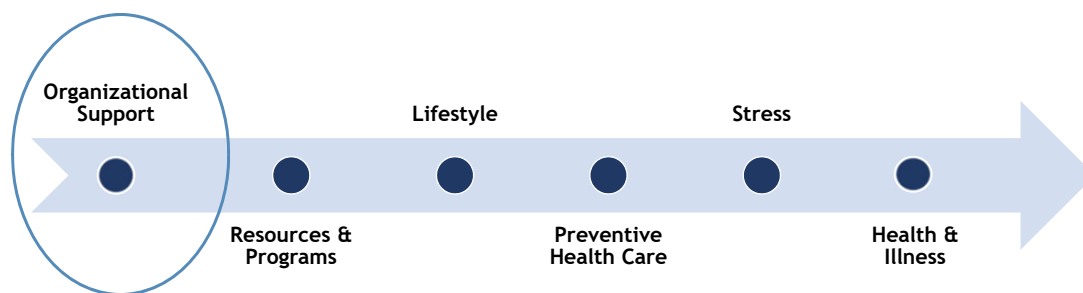
- Campus-level survey results were weighted by position type (faculty/staff), sex, and race/ethnicity to better represent the demographic makeup of the employee population on the whole.
- We considered both absolute differences for statistical significance ($p < .05$) and relative differences for practical significance ($\geq 10\%$ relative change) in identifying an improvement or a worsening.

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

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Organizational Support (p. 5)

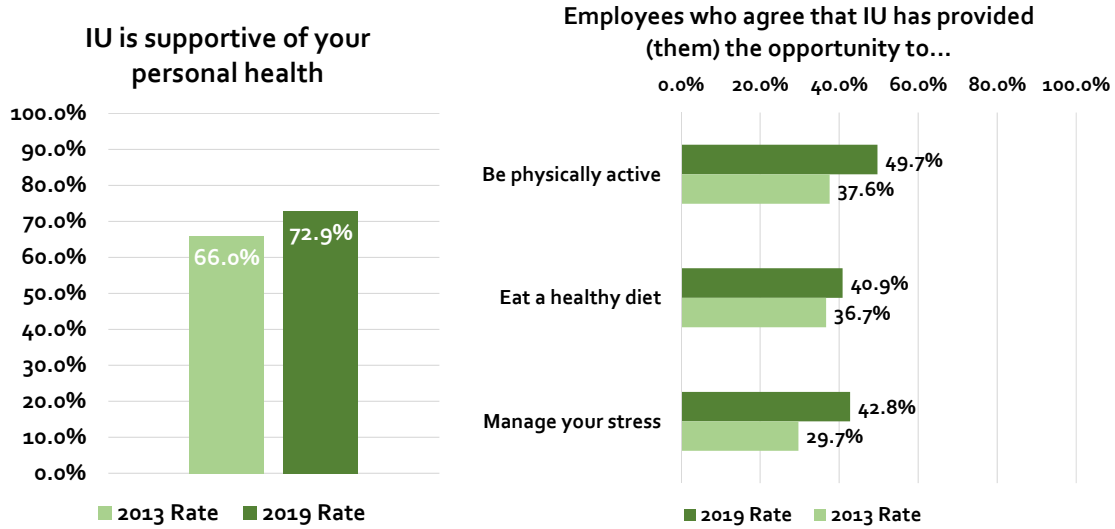


4 of 12 measures significantly improved; the rest remained stable.

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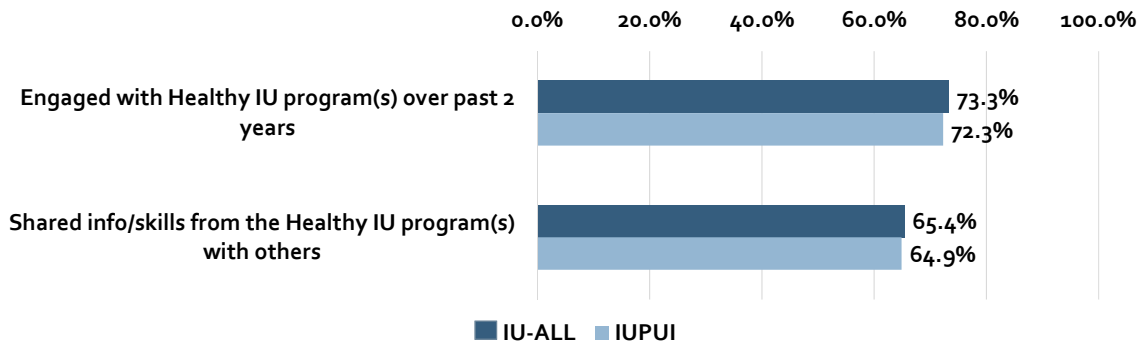
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What improved?



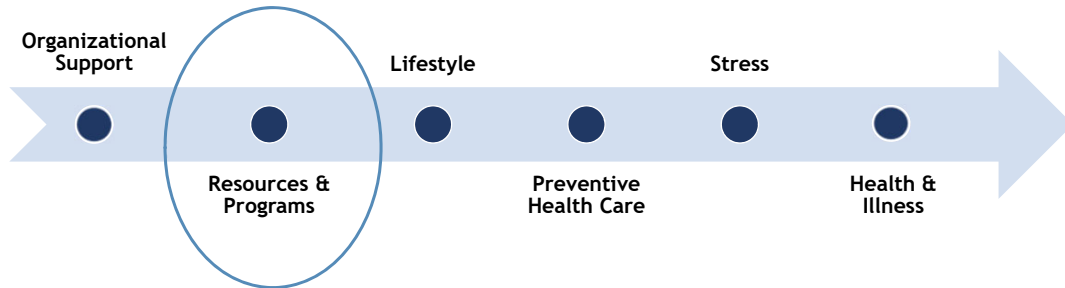
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Engagement with *Healthy IU* and the “ripple effect” (p. 6)



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Resources & Programs (p. 8)



10 of 19 measures significantly improved

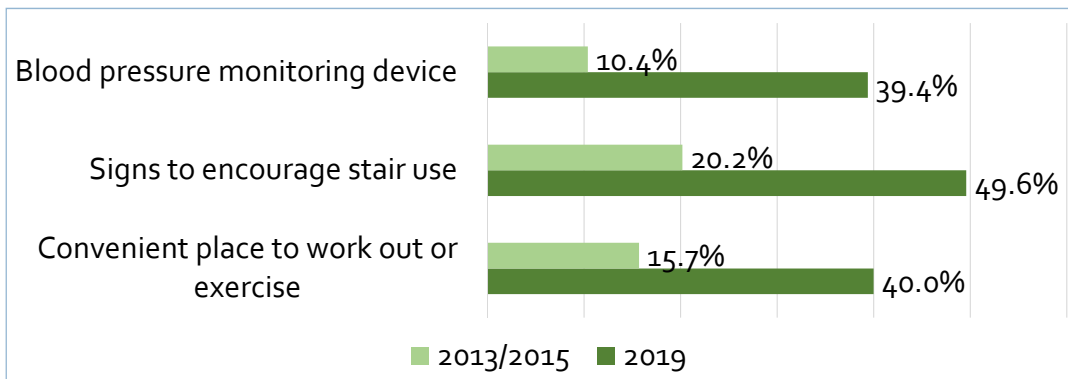
4 of 19 measures significantly worsened, and 5 remained stable

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Biggest improvements

- Of the 10 that significantly improved, 3 improved >100% relative to 2013



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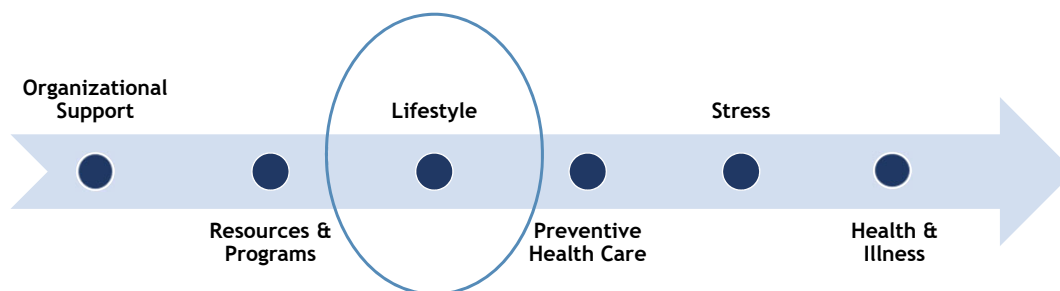
What worsened?

- IUPUI employees reporting access to:
 - 1-on-1 nutritional counseling
 - A designated person who communicates health and wellness information to their work group
 - A true smoke-free workplace
 - (Among current smokers) Access to programs to help them stop smoking

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Lifestyle Influences (p. 10)

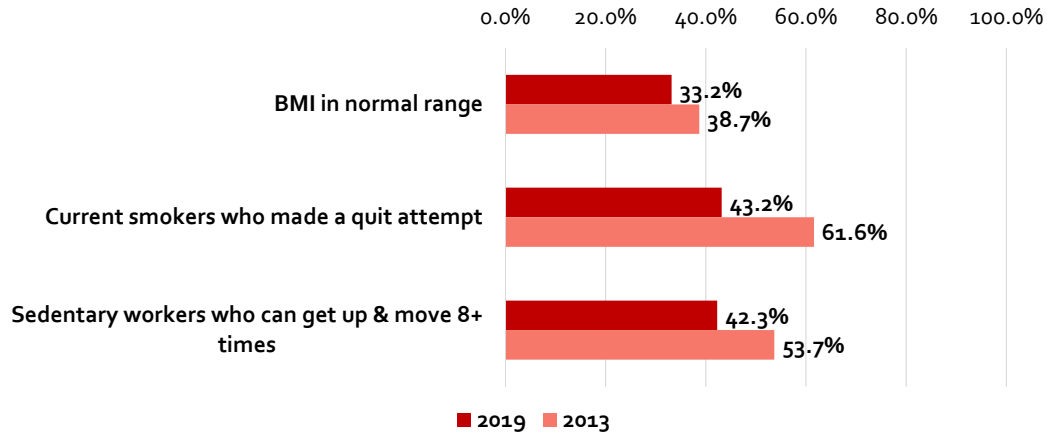


3 of 8 measures significantly worsened; the rest remained stable.

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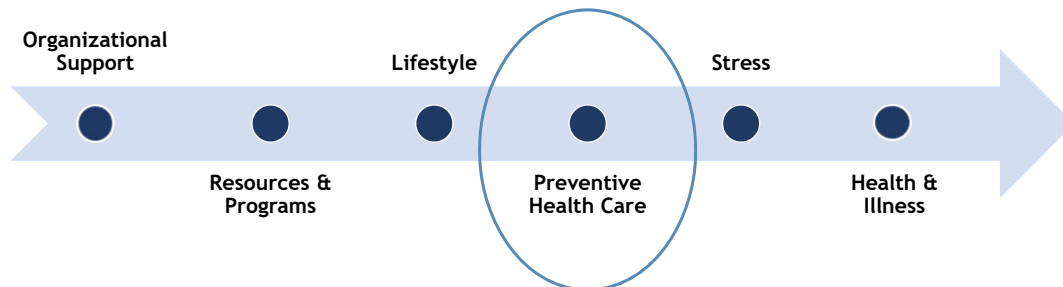
What worsened?



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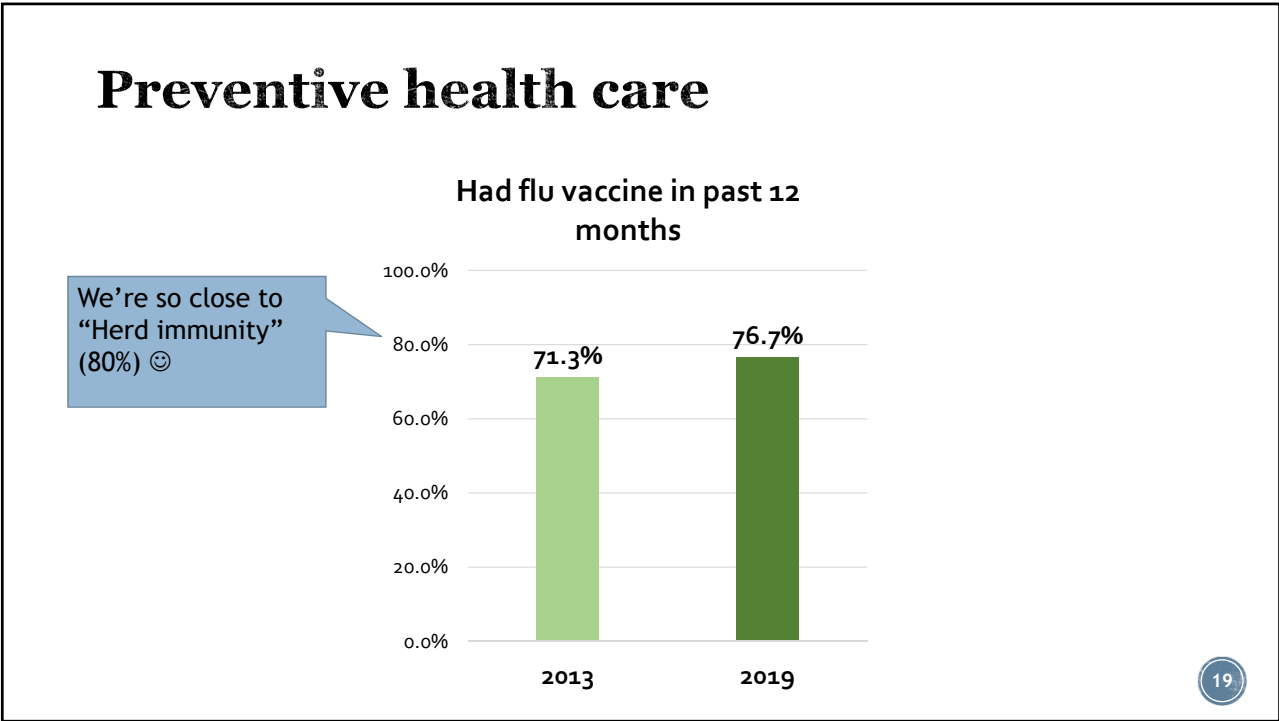
Preventive Health Care (p. 11)



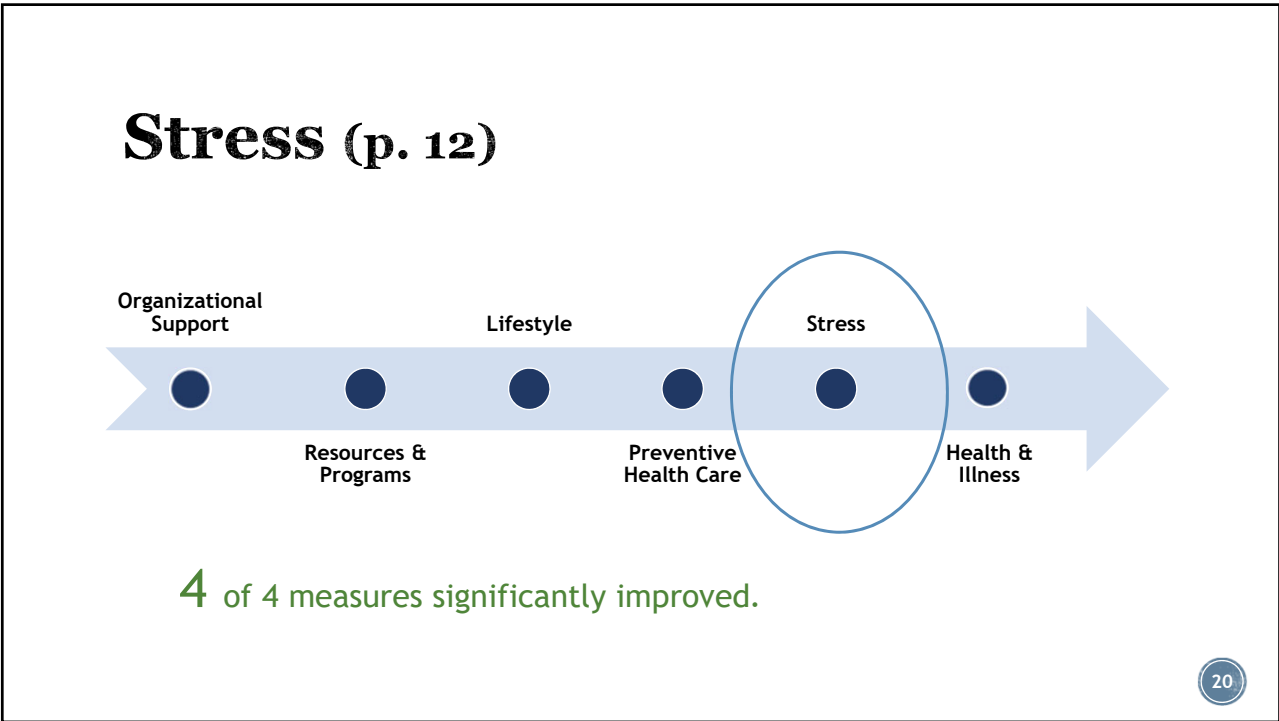
5 of 5 measures held steady at overall excellent levels.

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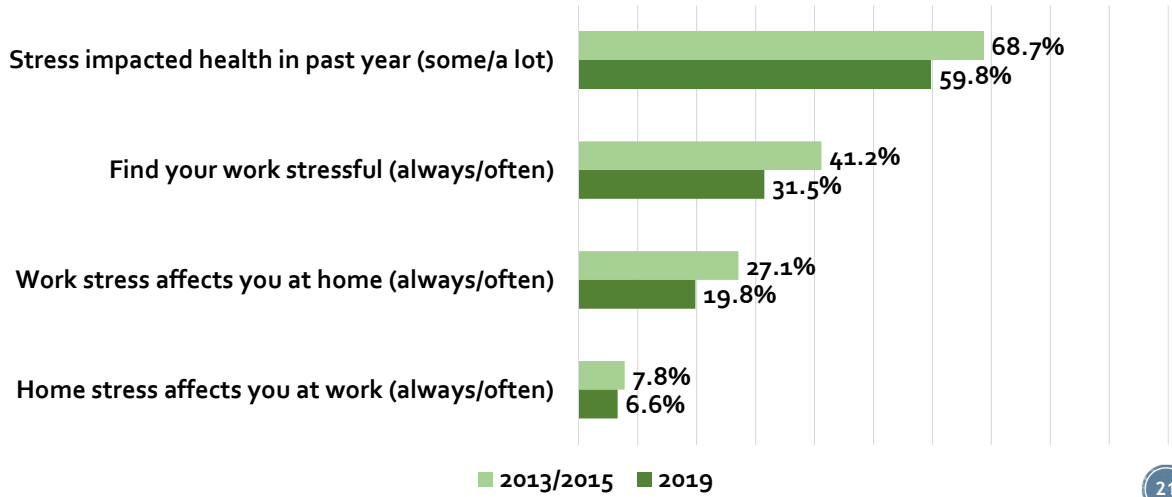


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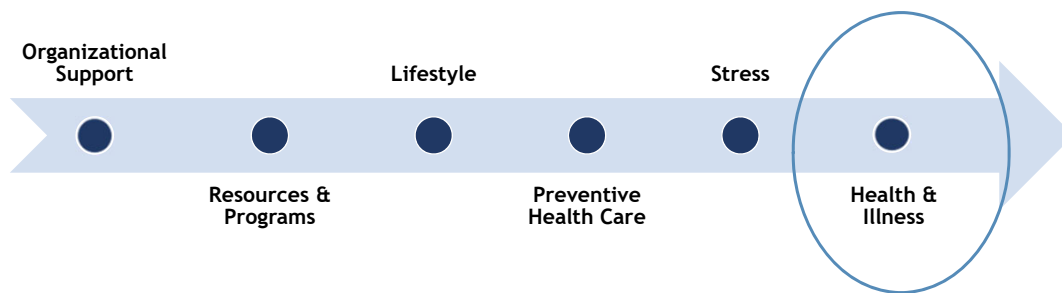
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What improved?



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Health & Illness (p. 13)



3 of 22 measures significantly improved
10 significantly worsened; **6** remained stable.

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What stands out among health outcomes?

- Rates of high cholesterol, diabetes, and current asthma dropped significantly among IUPUI employees between 2013 and 2019 - a drop not observed IU-wide. Are we beginning to see population-wide health improvement?
- Increased rates may be positive in some cases. For example, the increase in pre-hypertension and pre-diabetes may indicate earlier attention and the opportunity to delay or prevent progression. (Diabetes prevalence dropped.)

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Takeaways



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Takeaways 2019

Overall, there is evidence of strong and steady progress toward a culture of health since 2013.

- Improved perceptions of **organizational support** and greater access to **resources**
- Significant improvements in employee **stress** management
- Consistently high **preventive health care** utilization
- Declining prevalence in a few **health conditions** at IUPUI that may signal a trend toward better health outcomes - time will tell

High level of engagement with *Healthy IU* provides an avenue for addressing persistent challenges, such as **lifestyle influences**, and continuing to build a healthier IU.

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Acknowledgements



Image Credit: <https://www.maxpixel.net/>

- Patty Hollingsworth, former Director of *Healthy IU*
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- Thousands of IU employees who participated in the surveys of 2013, 2015, and 2019

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Questions?

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The comparison report and full results in survey form are available at:

<https://healthy.iu.edu/campus-programs-services/university/workplace-wellness-survey.html>



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