EXECUTIVE SUMMARY 2013-14

Mission
We promote a culture of wellness for UND staff and faculty by providing information, services and programs to support healthy living.

Vision
Inspire, support, and empower UND employees to achieve well-rounded, seven-dimensional wellness.

Highlights

- **62.1%** employees participated in wellness activities.
- **70.1%** of employees feel that UND promotes a culture of wellness.
- **Lactation policy enacted.**
- **71.0%** feel their supervisor supports them in worksite wellness.
- **89.4%** of employees would recommend UND as a good place to work.
- **23** sit-stand stations installed on campus.
- **$329,009** in premium reductions from state for wellness programs.
PARTICIPATION & ENGAGEMENT

DEMOGRAPHICS
- 2,792 Benefited Employees
- 52.6% Female, 47.4% Male
- 30% Faculty, 70% Staff
- Average Age: 47 Years
- 4,435 Dependents on Health Plan

Human Resources – September 2013

PARTICIPATION
- 62% of benefitted employees (1701 total) participated in at least one wellness event
- 10% increase from 2012-2013

PROGRAM SUMMARY (2013-2014)
- 7 Health Screenings
- 21 Wellness Events
- 21 Presentations/Demos
- 1 Staff/Faculty Wellness Challenge
- 6 Pilot Programs
- 3 On-going Programs
- 2 Departmental Programs
- 10 Deans for Wellness Initiatives
- 4 Policy and Environmental Change Successes
- 9 Flu Vaccine Clinics

PARTICIPATION IN WORK WELL

SATISFACTION FROM MAJOR PROGRAMS
- Get Moving Challenge: 92%
- Health Screenings: 99%
- Metabolic Testing: 100%
- Weight Watchers: 100%

Note: All “Strongly Agree” and “Agree” responses were merged

IMPACT
- Sharing Ergotron sit-stand unit success stories to the state yielded 2% premium reduction in Risk Management
- Meeting state criteria for wellness programming (saved $329,009 in 2013), our 1% premium reduction

TESTIMONIAL
Vern Anderson, UND Staff Member

“[The Diabetes Prevention Class] helped me commit to walking at least three days a week, which I would not have done otherwise. I lost 15 pounds just by cutting back on snacking and adding exercise”.
WE MOVED THE SCALE!

Our staff/faculty tobacco use went from 7.4% in 2011 to 6.9% in 2014.* This remains much lower than Healthy Campus 2020 (20.6%).

NEW SUPPORTIVE ENVIRONMENTS

SIT-STAND UNITS
23 sit-stand units from Ergotron’s Uprising Program were installed to reduce sedentary behavior.

WALKING PATHS
Two new marked indoor walking paths: School of Medicine and Health Sciences and Aerospace were unveiled.

LACTATION SUPPORT
The Lactation Support for Nursing Mothers Policy was enacted in December 2013.

WORK WELL SURVEY: 1044 PARTICIPANTS

- Satisfied with Work Well: 76.8%
- Agree that UND promotes a culture of wellness: 70%
- Feel that participation in worksite wellness activities are supported by their supervisor: 71%
- Would recommend UND as a good place to work: 89.4%

THE BEST TIMES YOU SAID TO DO WELLNESS:*
- 5-7am
- 3-5pm
- 5-7pm

REQUESTED PRIORITIES:*
- Programs (health screenings, flu clinics, challenges, etc.)
- Environmental (ergonomics, physical environments, walking paths, etc.)

HELP US:
- Define workplace challenges
  It was ranked as the top source of stress and we need to understand what that means.
- Grow our spiritual and environmental dimensions – what could benefit staff and faculty?

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Health & Wellness Graphic Designer
Graphic Design

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Contact:
Work Well – 701.777.0210, UND.edu/workwell
Next Steps

WE ALL HAVE A PART IN ENHANCING WORKSITE WELLNESS!

LET’S INCREASE

PEER ENCOURAGEMENT
Only 52% of participants felt encouraged by their co-workers to participate in wellness activities.* Let’s support each other at work!

SUPERVISOR INVOLVEMENT
- Get an Ambassador through Work Well
- Encourage participation in:
  - flu clinics
  - health screenings
  - allowable time for EAP or tobacco cessation during work
- Share your health story as a leader
- Model wellness behavior

FRUIT & VEGGIE CONSUMPTION
- UND is below in vegetable and fruit consumption as compared to national and Healthy Campus 2020 goals.
- Add an extra cup of fruits/vegetables at work daily to get 2 cups of fruit and 2.5 cups of vegetables.

CARDIOVASCULAR ACTIVITY
- We are well below the national average (43.5%) and target (47.9% for 2020) of 150 minutes of cardiovascular exercise weekly at 29.1%.*
- Can you move more? Take a 10 minute walking break at work?

ADDRESS WEIGHT & STRESSORS
72% of our employees/dependents are overweight/obese.**

STRESSORS FROM 2014 WELLNESS SURVEY
#1: Workplace challenges (49%)*
#2: Managing multiple roles (41%)*
#3: Personal finances (26%)*
#4: Personal/family relationships (25%)*

IDEAS
- Mindfulness
- Meditation
- Wellness-on-the-go
- Employee Assistance Program
- Current programming: Weight Watchers and Metabolic Testing

UNDERSTAND & ADDRESS HEALTH CARE

MOST PREVALENT HEALTH CARE CLAIMS:**
- Back and Spine Pain/Condition (11.23%)
- Depression (9.95%)
- Hypertension (5.62%)
- Diabetes (4.89%)

HYPERTENSION (HIGH BLOOD PRESSURE)
This costs us the most at 6.2 million. Put your heart first by checking your blood pressure and managing lifestyle activities – stress, diet, sleep, exercise and medicine if

REFERENCES
*2014 Staff/Faculty Wellness Survey
**Blue Cross Blue Shield ND data