

ILLINOIS STATE UNIVERSITY

Executive Summary

Spring 2021

American College Health Association
National Faculty & Staff Health Assessment



ACHA-NFSHA

The ACHA-NFSHA supports the health of the campus community by fulfilling the academic mission, supporting short- and long-term healthy behaviors, and gaining a current profile of health trends within the campus community.



AMERICAN COLLEGE HEALTH ASSOCIATION

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ACHA, the nation's principal advocate and leadership organization for college and university health, represents a diverse membership that provides and supports the delivery of health care and prevention and wellness services for faculty and staff. For more information about the association's programs and services, visit www.acha.org.

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Introduction

The ACHA-National Faculty & Staff Health Assessment (ACHA-NFSHA) is a survey effort organized by the American College Health Association (ACHA) to assist college health service providers, health educators, counselors, and administrators in collecting data about their faculty and staff habits, behaviors, and perceptions on the most prevalent health topics.

Please note the ACHA-NFSHA is not appropriate for trend comparison with items from the pilot ACHA-NFSHA survey. Directly comparing pre- and post-redesign estimates on similar data points, without taking into account the impact of the survey's redesign, can lead to an erroneous conclusion.

Notes about this report:

1. Missing values have been excluded from analysis and only valid percents are included in this document.
2. Faculty and Staff responding "not applicable" were excluded from several analyses, which are specifically noted throughout this document. This will often explain differences observed between this document and the full data report.
3. A note about the use of sex and gender in this report: Survey responses are reported by sex based on the responses to questions 46, 47, and 48. For the purpose of the ACHA-NFSHA report documents, respondents are reported as male or female only when their responses to these three questions are consistent with one another. If gender identity is consistent with sex at birth AND "no" is selected for transgender, then respondents are designated as either male or female. If respondents select "yes" for transgender OR their sex at birth is not consistent with their gender identity, then they are designated as non-binary. A respondent that selects "intersex" for sex at birth, "no" for transgender, and man or woman for gender identity are designated as male or female. A respondent that selects "intersex" for sex at birth, "yes" for transgender, or selects a gender identity other than man or woman are designated as non-binary. A respondent that skips any of the three questions is designated as unknown. Totals displayed in this report include non-binary and unknown responses.

For additional information about the survey's development, design, and methodology, email Christine Kukich, MS (Ckukich@acha.org.).

This Executive Summary highlights results of the ACHA-NFSHA Spring 2021 survey for Illinois State University consisting of 641 respondents.

The overall response proportion was 17.2%.

Findings

A. General Health of Faculty and Staff

Proportion of respondents that believe the health and well-being of university staff and faculty impact student success and learning:

	Percent (%)	Male	Female	Total
Yes		91.3	96.7	94.5
No		2.6	0.7	1.7
Don't know		6.2	2.6	3.7

■76.9 % of faculty and staff surveyed (69.6 % male and 80.6 % female) reported it is **very or extremely important** to model positive health and wellness behavior to students.
**Faculty and staff responding "N/A" were excluded.*

My college/university cares about my health and well-being:

	Percent (%)	Male	Female	Total
Agree OR strongly agree		74.4	66.7	69.0
Neutral		16.9	26.0	22.9
Disagree OR strongly disagree		8.7	7.3	8.1

■46.3 % of faculty and staff surveyed (47.2 % male and 46.1 % female) described their health as **very good or excellent** .

■85.2 % of faculty and staff surveyed (86.7 % male and 85.0 % female) described their health as **good, very good or excellent** .

■68.1 % of faculty and staff surveyed (53.2 % male and 75.2 % female) reported they **sometimes, most of time, or always** experienced pain, discomfort, or numbness in their hands, wrists, arms or shoulders, neck or low back when using a computer or working at a desk.
**Faculty and staff responding "N/A" were excluded.*

■57.5 % of faculty and staff surveyed (53.7 % male and 59.4 % female) reported they **sometimes, most of time, or always** experienced pain, discomfort, or numbness in their hands, wrists, arms or shoulders, neck or low back when performing work tasks **NOT** using a computer or working at a desk.
**Faculty and staff responding "N/A" were excluded.*

Proportion of faculty and staff who reported having the following checked within the last 2 years:

	Percent (%)	Male	Female	Total
Blood pressure		92.8	95.8	94.7
Blood sugar		77.9	77.9	77.3
Cholesterol		79.0	77.9	77.6
Dental exam		85.1	86.8	85.8
Eye exam		74.7	82.9	80.4
Hearing exam		29.4	19.0	22.1
Physical exam		77.4	84.9	82.3
Triglycerides (blood fat)		73.8	71.0	71.0

B. Physical Health

Faculty and staff reported the following conditions

<i>Percent (%)</i>	Male	Female	Total
Elevated blood sugar or diabetes	19.6	11.6	13.9
Elevated cholesterol level	37.1	23.8	27.4
High blood pressure/hypertension	25.1	21.3	21.9
Low back injury or spine problems	22.8	21.9	22.0

Proportion of faculty and staff who reported a diagnosis above, but are **not currently in treatment** for that condition:

<i>Percent (%)</i>	Male	Female	Total
Elevated blood sugar or diabetes	39.5	53.1	47.7
Elevated cholesterol level	40.3	58.4	51.1
High blood pressure/hypertension	24.5	24.4	24.5
Low back injury or spine problems	27.3	23.7	25.0
Any of the above	42.2	49.5	46.7

C. Mental Health

Faculty and staff reported the following conditions

<i>Percent (%)</i>	Male	Female	Total
Anxiety	20.1	35.9	31.0
Depression	17.1	28.2	24.8
Either of the above	21.1	36.2	31.5

Proportion of faculty and staff who reported a diagnosis above, but are **not currently in treatment** for that condition:

<i>Percent (%)</i>	Male	Female	Total
Anxiety	25.6	24.3	24.4
Depression	21.2	12.6	14.0
Either of the above	26.5	24.2	24.5

Faculty and staff reported experiencing **none** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations
2. felt so depressed that it was difficult to function
3. felt overwhelming anxiety
4. felt overwhelmed by all you had to do

	Percent (%)	Male	Female	Total
<i>No, to all of the above</i>		38.7	22.3	27.5

Faculty and staff reported experiencing **only one** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations
2. felt so depressed that it was difficult to function
3. felt overwhelming anxiety
4. felt overwhelmed by all you had to do

	Percent (%)	Male	Female	Total
<i>Yes, to only one of the above</i>		22.6	19.2	20.0

Faculty and staff reported experiencing **two** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations
2. felt so depressed that it was difficult to function
3. felt overwhelming anxiety
4. felt overwhelmed by all you had to do

	Percent (%)	Male	Female	Total
<i>Yes, to two of the above</i>		12.3	20.9	18.1

Faculty and staff reported experiencing **all** of the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations and
2. felt so depressed that it was difficult to function and
3. felt overwhelming anxiety and
4. felt overwhelmed by all you had to do

	Percent (%)	Male	Female	Total
<i>Yes, to all of the above</i>		9.2	14.6	13.1

D. Productivity and Work Culture

Percent of faculty and staff that reported the following as negatively impacting their performance and/or productivity at work within the last 12 months:

	Percent (%)	Male	Female	Total
Anxiety		35.6	38.1	38.0
Death of a close friend or family member		21.4	28.6	27.2
Depression		47.6	37.6	40.6
Financial concerns		13.4	16.4	15.8
Lack of quality sleep		29.5	38.1	36.5
Severe headaches/migraines		36.8	40.7	40.0
A family member's needs, illness, injury or surgery		30.4	32.5	31.1
My own special needs, illness, injury or surgery		37.3	38.5	38.2
Violence in my home (spouse/partner, child)		0.0	33.3	20.0
Personal problem with addiction to alcohol or drugs		18.2	8.3	20.0
Addiction alcohol or drugs friend or family member		0.0	23.5	17.8
Lack of interest in my work		41.5	36.9	39.5
Lack tools/resources perform functions of my job		51.0	47.8	49.1
Relationship in my personal life		36.9	36.8	37.0
Relationship with coworkers		31.3	37.7	35.7
Relationship with supervisor		48.6	35.6	38.9
Stressful environment within my department/unit		45.5	45.3	45.3
Supervisor or management support		45.9	44.1	44.1
Other		72.7	88.2	82.8

**Faculty and staff responding "I did not experience this issue/not applicable" were excluded.*

My college/university promotes a culture of wellness:

	Percent (%)	Male	Female	Total
Agree OR strongly agree		76.3	75.7	75.6
Neutral		12.9	17.5	16.2
Disagree OR strongly disagree		10.8	6.9	8.2

**Faculty and staff responding "Don't know" were excluded.*

Percent of faculty and staff that reported that the following barriers prevent them from participating in wellness-at-work programs:

	Percent (%)	Male	Female	Total
Job responsibilities make it difficult to participate		46.6	52.4	50.5
I forget to attend or participate		31.1	35.3	34.6
Concerns about confidentiality		8.3	11.9	11.3
Lack of personal motivation		45.1	46.1	46.3
Time management		54.4	66.1	62.1
Schedule of programs do not work for me		34.0	48.0	43.3
Wellness programs not offered convenient location		19.3	18.9	19.3
My supervisor does not allow me to attend		5.2	4.3	4.5
Lack interest in wellness activities available to me		45.3	26.6	33.0
Injury or disability		7.3	9.3	8.9
Cost		8.4	14.9	13.0
Not supported by coworkers		6.8	5.3	5.9
Not comfortable in wellness-at-work programs		16.8	19.0	18.9
Do not have the knowledge needed to participate		13.5	9.9	11.0
Other		12.3	15.1	14.2

Within the last 12 months, faculty and staff reported they *agree* or *strongly agree* that they felt:

	Percent (%)	Male	Female	Total
My work is consistent with my values	82.6	82.1	82.3	82.3
My office/department values my work	76.3	78.5	77.9	77.9
Supervisor support the demands of my job	75.8	72.9	73.9	73.9
Received feedback my work performance	68.7	69.0	69.4	69.4
Communication to effectively do my job	66.7	64.1	65.1	65.1
Offered opportunities to learn and grow	67.2	72.8	71.4	71.4
Balance of my job life outside work setting	70.3	69.3	69.6	69.6
<i>4 or more of the above</i>	76.9	72.7	74.3	74.3
<i>4 or more disagree or strongly disagree</i>	11.8	9.6	10.0	10.0

Within the last 12 months, faculty and staff that have reported missing work due to being bullied in the workplace:

	Percent (%)	Male	Female	Total
No	96.4	93.1	94.2	94.2
Yes	3.6	6.9	5.8	5.8

**Faculty and staff responding "N/A" were excluded.*

Within the last 12 months, faculty and staff reported they *agree somewhat* or *strongly agree* with the following statements:

	Percent (%)	Male	Female	Total
My emotional health has been negatively affected due to being bullied at work.	16.1	31.7	26.9	26.9
My physical health has been negatively affected due to being bullied at work.	8.9	18.8	16.0	16.0
My stress level has been increased due to being bullied at work.	14.5	28.3	24.1	24.1
<i>Agree or strongly agree to all three questions</i>	7.1	16.7	14.0	14.0
<i>Agree or strongly agree to any one of the three questions</i>	19.6	33.8	29.4	29.4

**Faculty and staff responding "N/A" were excluded.*

E. Tobacco and Alcohol Use

Faculty and staff reported using the following in the last 30 days:

	Percent (%)	Male	Female	Total
Alcohol (beer, wine, liquor)	71.3	66.3	67.2	67.2
Cigarettes	4.1	6.2	5.5	5.5
Cigars, little cigars, clove cigarettes	0.0	0.2	0.2	0.2
E-cigarettes or other vape products	5.2	2.4	3.5	3.5
Smokeless tobacco (chew, snuff)	4.6	0.0	1.4	1.4
Tobacco from a water pipe (hookah)	0.5	0.0	0.2	0.2

Faculty and staff reported using the following tobacco/nicotine products in the last 30 days:

- 1. Cigarettes **OR**
- 2. Cigars, little cigars, clove cigarettes **OR**
- 3. E-cigarettes or other vape products **OR**
- 4. Smokeless tobacco (chew, snuff) **OR**
- 5. Tobacco from a water pipe (hookah)

	Percent (%)	Male	Female	Total
Yes, to any tobacco/nicotine products		13.8	8.3	10.2

Reported number of times faculty and staff consumed five or more drinks in a sitting within the last two weeks:

	Percent (%)	Male	Female	Total
NA, don't drink		18.5	16.7	17.7
None		62.6	72.9	69.0
One to two times		9.7	5.7	7.1
Three to five times		6.7	3.1	4.4
Six or more times		2.6	1.7	1.9

Mean number of drinks consumed on a typical day or evening

**Statistics below include those reporting 0 drinks*

	Male	Female	Total
Mean	1.83	1.44	1.56
Median	2.00	1.00	1.00
Std Dev	1.86	1.14	1.42

Mean number of drinks consumed on a typical day or evening among those who drink

**Statistics below exclude those reporting 0 drinks*

	Male	Female	Total
Mean	2.22	1.69	1.86
Median	2.00	1.00	2.00
Std Dev	1.82	1.05	1.35

Proportion of faculty and staff that responded yes to one or more the questions below:

- 1. In the last 12 months, have you felt the need to reduce your drinking? **OR**
- 2. In the last 12 months, has a family member, friend, colleague, or anyone expressed concern about your drinking or suggested you reduce your consumption? **OR**
- 3. Are you having any financial, work, family, or other problems as a result of your drinking?

	Percent (%)	Male	Female	Total
Yes, to any of the above		16.4	12.8	14.0

Faculty and staff in *recovery* from alcohol or other substance abuse or dependence:

	Percent (%)	Male	Female	Total
Yes, in recovery		2.1	1.2	1.4

F. Nutrition and Exercise

Within the last week, faculty and staff consumed the following ounces of lean proteins on average per day:

	Percent (%)	Male	Female	Total
0-2 ounces per day		8.8	11.8	10.9
3-5 ounces per day		37.1	40.8	39.7
6-8 ounces per day		34.5	36.5	36.0
9-11 ounces per day		15.5	8.3	10.4
More than 11 ounces per day		4.1	2.6	3.0

Faculty and staff reported consuming the following number of servings of sugar-sweetened beverages on average per day, within the last week:

	Percent (%)	Male	Female	Total
0 servings/day		60.0	60.3	60.4
1-2 servings/day		30.3	33.8	32.7
3 or more servings/day		9.7	5.9	6.9

Faculty and staff meeting the recommended guidelines for physical activity

Based on: US Dept of Health and Human Services. *Physical Activities Guidelines for Americans*, 2nd edition.

Washington, DC: US Dept of Health and Human Services; 2018

Recommendation for **aerobic activity**: 150 minutes or more of moderate-intensity physical activity per week or 75 minutes of vigorous-intensity physical activity or the equivalent combination

Recommendation for **strength training**: 2 or more days a week of moderate or greater intensity activities that involve all major muscle groups

Active Adults meet the recommendation for strength training **AND** aerobic activity

Highly Active Adults meet the recommendation for strength training and **TWICE** the recommendation for aerobic activity (300 minutes or more of moderate-intensity physical activity per week or 150 minutes of vigorous-intensity physical activity or the equivalent combination)

	Percent (%)	Male	Female	Total
Guidelines met for aerobic exercise		56.0	48.9	50.6
Guidelines met for Active Adults		36.3	33.3	33.8
Guidelines met for Highly Active Adults		23.6	20.8	21.5

Food Security

Based on responses to the *US Household Food Security Survey Module: Six-Item Short Form (2012)* from the USDA Economic Research Service.

	Percent (%)	Male	Female	Total
High or marginal food security (score 0-1)	97.9	90.7	93.0	
Low food security (score 2-4)	1.5	6.5	4.8	
Very low food security (score 5-6)	0.5	2.9	2.2	
Total food insecure (low or very low food security)	2.1	9.3	7.0	

G. Sleep

Past 7 days, getting enough sleep to feel rested when you woke up:

	Percent (%)	Male	Female	Total
0-2 days	29.2	30.0	29.8	
3-4 days	24.6	26.3	25.6	
5-6 days	28.2	34.5	32.8	
7 days	17.9	9.2	11.7	

Over the last 2 weeks, faculty and staff reported the following average amount of sleep on weeknights (excluding naps):

	Percent (%)	Male	Female	Total
Less than 7 hours	38.5	38.3	38.0	
7 to 9 hours	61.0	61.7	61.9	
10 or more hours	0.5	0.0	0.2	

Reported amount of time to usually fall asleep at night (sleep onset latency):

	Percent (%)	Male	Female	Total
Less than 15 minutes	67.7	56.9	60.2	
16 to 30 minutes	21.0	23.7	22.8	
31 minutes or more	11.3	19.4	17.0	

Faculty and staff reported experiencing the following in the last 12 months:

	Percent (%)	Male	Female	Total
Experienced difficulty staying asleep	62.1	69.6	67.3	
Used over-the-counter medication promote sleep	26.7	32.6	30.8	
Used a prescription medication to promote sleep	9.2	8.0	8.6	
OTC OR prescription medications promote sleep	30.8	36.2	34.5	

Demographics and Characteristics

■ Age:

18 - 25 years:	1.6 %
26 - 35 years:	18.3 %
36 - 45 years:	26.6 %
46 - 55 years:	25.8 %
56 - 65 years:	24.2 %
66 + years:	3.7 %

■ Gender*

Male:	66.6 %
Female:	30.4 %
Non-binary:	2.0 %

■ Term describes your gender identity:

Woman :	67.9 %
Man:	30.7 %
Trans woman:	0.2 %
Trans man:	0.0 %
Genderqueer:	0.2 %
Agender:	0.0 %
Genderfluid:	0.3 %
Intersex:	0.0 %
Nonbinary:	0.3 %
Another identity:	0.5 %

■ Relationship status:

Single, never married:	11.8 %
Single, divorced:	7.8 %
Separated:	1.1 %
Engaged:	1.4 %
Married:	72.7 %
Widowed:	1.7 %
Other:	3.5 %

■ Employee Classification:

Staff	56.2 %
Adjunct Faculty	4.2 %
Faculty	30.5 %
Administration:	7.7 %
Graduate/professional student, fellow, resident or post-doc	0.3 %
Other:	1.1 %

■ Employment status:

Part-time without benefits:	2.7 %
Part-time with benefits:	2.3 %
Full-time without benefits:	0.3 %
Full-time with benefits:	94.7 %

■ Respondents describe themselves as:

American Indian or Native Alaskan	0.8 %
Asian or Asian American:	3.0 %
Arab/Middle Eastern	
North African Origin:	0.3 %
Black or African American:	2.3 %
Hispanic or Latino/a:	3.3 %
Native Hawaiian or Other Pacific Islander Native	0.2 %
White:	89.2 %
Biracial or Multiracial:	0.8 %
Another identity:	1.9 %

■ Term describes your sexual orientation:

Straight/Heterosexual:	90.7 %
Bisexual:	2.0 %
Gay:	2.0 %
Lesbian:	1.3 %
Pansexual:	0.8 %
Queer:	1.6 %
Questioning:	0.6 %
Asexual:	0.5 %
Another identity:	0.5 %

■ Highest level of education:

Grades 1-8:	0.0 %
Grades 9-11 (some high school):	0.0 %
High school graduate or GED:	1.7 %
Some college (no degree):	5.6 %
Trade/technical/vocational:	0.8 %
Associate's degree:	2.2 %
Bachelor's degree:	22.6 %
Master's degree:	37.8 %
Doctoral degree:	26.8 %
Professional Degree:	2.5 %

■ Years of employment at this institution or outsourced group at this institution:

<=5:	32.0 %
6-10:	23.8 %
11-15:	13.9 %
16-20:	12.1 %
21-25:	10.2 %
26-30:	5.2 %
31-35:	2.2 %
36-40:	0.3 %
More than 40 years:	0.3 %

* See note on page 2 regarding gender categories