In an effort to understand the wellness needs, interests and perspectives of Emory’s workforce, the Faculty Staff Assistance Program (FSAP) conducted the 2011 Health and Wellness Survey in the spring of 2011. The confidential, online survey was sent to all faculty, physicians and staff of Emory University and Emory Healthcare.

Survey topics included general health and wellness, awareness of FSAP services, interest in services, barriers to seeking services, and general demographic information. The survey results provided FSAP with valuable data to clarify priorities, allocate resources, effectively design, implement, and evaluate programs, and establish baseline results that can be tracked over time.

The majority (73%) of all respondents agreed that Emory cares about their health and well-being.

### DEMOGRAPHICS

The survey response rate is estimated at 14.7%, with a total of 3,404 responses received.

Highest percentages in each demographic category:

- 29% were between the ages of 46-55 (categories ranged from “18-25 years” to “greater than 65 years”)
- 76% of the respondents were female
- 58% reported being married
- 90% identified as heterosexual
- 59% described themselves as Caucasian

### SURVEY RESULTS

Results of the survey revealed several trends including employees having issues with stress and heavy workloads and challenges with finances, fitness, nutrition and sleep. Fitness repeatedly topped the lists for workshops and services of interest. Perceived barriers to accessing FSAP services generally focused around time constraints and confidentiality. Challenges surrounding personal health, personal life and workplace issues were reported to have an impact on work performance.

### TOP FIVE ISSUES REPORTED TO IMPACT WORK PERFORMANCE

1. Stress
2. Heavy workload
3. Allergies, colds, flu, sore throat, sinus/ear infection or bronchitis
4. Sleep difficulties
5. Conflict with a supervisor and/or coworker

Over 38% of respondents stated that stress had a mild impact on their work performance, 11.6% indicated that stress moderately impacted their work performance, and 7% reported that stress severely impacted work performance.

### ACTION STRATEGIES

- Increase outreach to managers and supervisors to offer on-site workshops on key topics such as time management, stress reduction, sleep hygiene and conflict resolution.
- Create podcasts and webinars for specific workshop topics (stress and time management).
- Increase programming addressing conflict management.
### TOP FIVE SOURCES OF STRESS

| 1. Managing multiple roles (46%) | • Top personal **health** issue impacting work performance was anxiety/stress (53%).  
| 2. Personal finances (37%) | • Top personal **work** issue impacting job performance was heavy workload (51%).  
| 3. General economic climate (35%) | • Top personal **life** issue impacting work performance was caregiving for a family member (28%).  
| 4. Personal and/or family relationships (28%) |  
| 5. Workplace challenges (27%) |  

*Respondents also expressed concern over budget cuts and units being short-staffed.*

### TOP CHALLENGES WITH WELLNESS BEHAVIORS

| 1. 55% have difficulty engaging in moderate physical activity three to four times per week | **TOP THREE FSAP WORKSHOP TOPICS OF INTEREST**  
| 2. 51% reported trouble with getting a good night’s sleep | • Exercise/fitness (48%)  
| 3. 45% are challenged with eating five fruits and vegetables daily | • Better sleep (38%)  
| 4. 43% find it difficult to maintain or strive toward a healthy weight | • Healthy weight loss (36%)  

*Workshops and other FSAP services in which participants expressed interest generally coincided with reported wellness behavior challenges.*

### TOP THREE BARRIERS TO USING FSAP

| 1. Job responsibilities make it difficult to leave work (25%) | 94%, of non-faculty supervisors/leadership and 91% of faculty reported that they support their direct reports in utilizing FSAP services during work hours; however, only 59.5% of employees reported feeling that their immediate supervisor is supportive of them utilizing services.  
| 2. Do not fully understand what FSAP offers (23%) | FSAP’s main office and Cox Hall were reported to be the most convenient locations. Many participants expressed interest in establishing an FSAP satellite office in Decatur, as well as an expansion of services at the Grady campus.  
| 3. Concerns about confidentiality (18%) |  

*82% of employees reported having heard about FSAP services before taking this survey. 31% indicated no barriers to using FSAP services.*

### ACTION STRATEGIES

- **TOP THREE FSAP SERVICES OF INTEREST**  
  - Fitness coaching (37%)  
  - Weight loss/weight management programs (32%)  
  - Health screenings (26%)  

- **ACTION STRATEGIES**  
  - Provide comprehensive education and behavioral interventions which are more effective for behavior change, skills development and improved quality of life.  
  - Recruit peer fitness champions to lead walking groups on the Emory campus.  
  - Develop resources for hiring more staff dedicated to fitness and nutrition and explore the possibilities of offering lower-cost weight loss/weight management programs.

*Remember, the FSAP Team helps you to maintain or regain productivity, peace of mind and well-being, as well as navigate the unexpected curves and detours of life. FSAP | 1762 Clifton Road, Suite 1100, Atlanta, GA 30322 | 404.727.4328 or 404.727.WELL.*