

Staff Well-Being: Its Role in Creating a Healthy Campus



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Recent Health Data

Mental Health, Stress, and Work

Recent data show that the mental health of faculty and staff is poor

- More than 50% of faculty/staff responded that there had been a significant increase in emotional drain and work-related stress in a recent survey (Course Hero. February 24, 2022)

Common job stressors include:

- Heavy workload
- Intense pressure to perform at high levels
- Job insecurity
- Long work hours
- Excessive travel
- Office politics and conflicts with coworkers



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Higher Ed Employee Mental Health Issues as Well

Nearly 80% of Americans consider their jobs stressful - Chronic workplace stress can contribute to:

- Increased employee fatigue
- Irritability
- Health problems
- Turnover

qualtrics.^{XM}

83% of workers suffer from work-related stress



And **25%** say that work is their #1 stressor



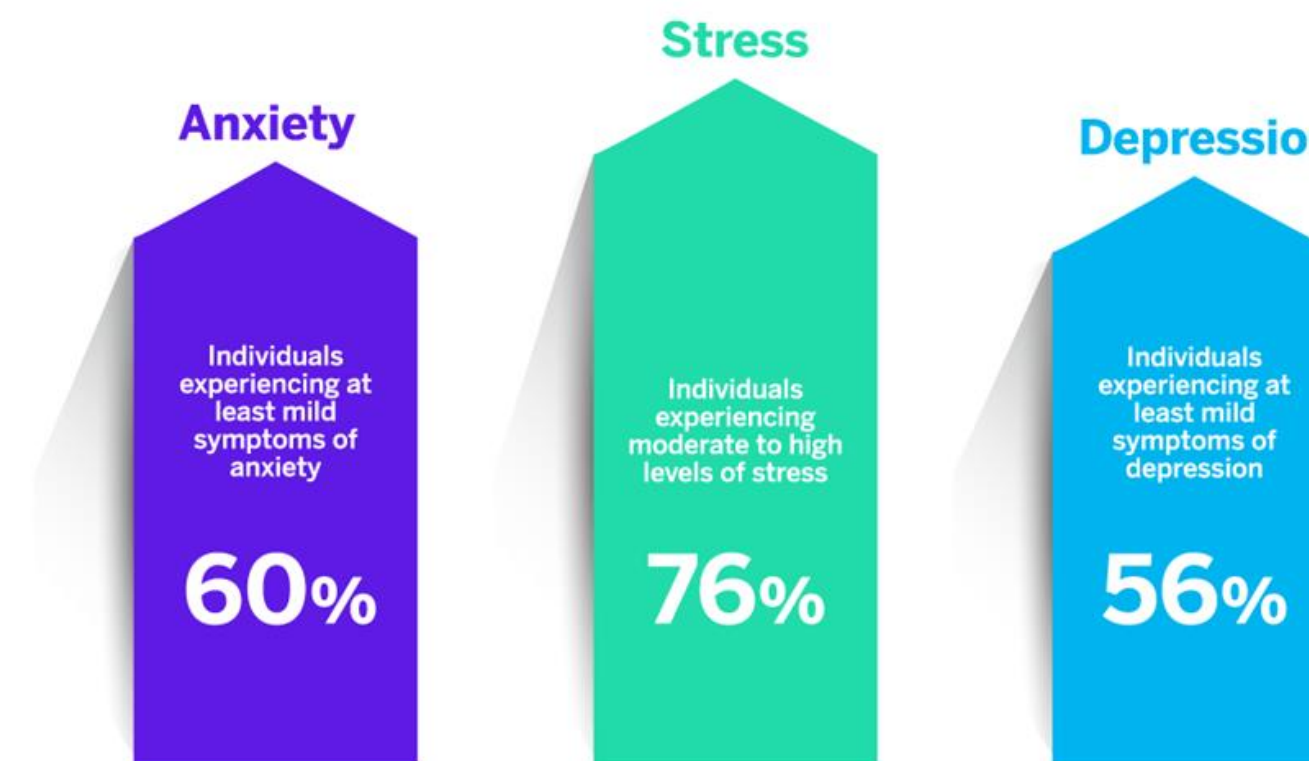
Higher Ed Employee Mental Health Issues as Well

Issues faculty and staff are dealing with:

- Anxiety, depression, posttraumatic stress, isolation, bereavement, substance use, suicidal thoughts, sleep difficulties, and economic challenges on multiple fronts (personally, through supporting students, supporting one another, and supporting their employers, Riba and Milani, 2022)

Mental Health & Wellbeing in 2023

qualtrics.^{XM}



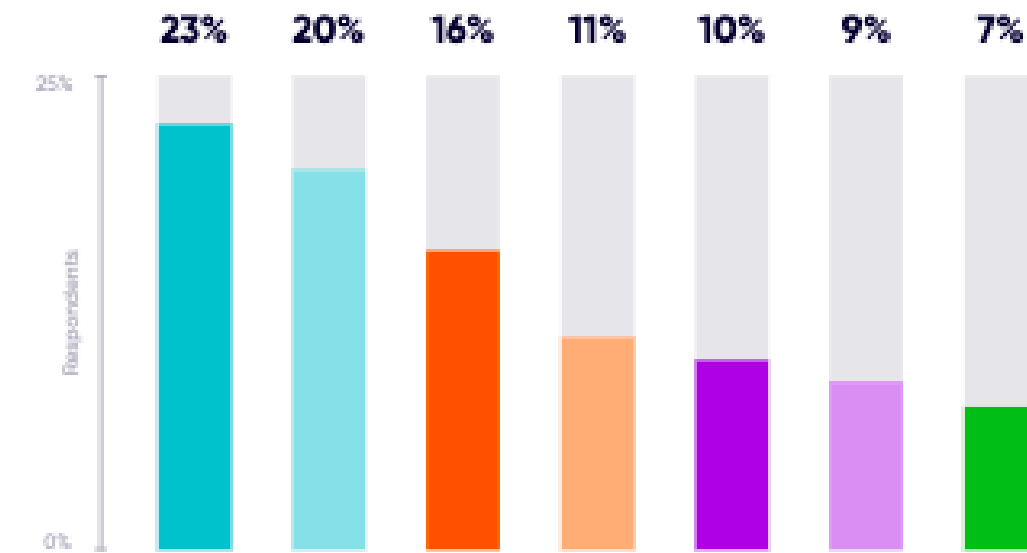
Data from Champion Health. Sample size: 4170 individuals.

Burnout

- HR professionals said burnout was the number one challenge to employee engagement
- Given the financial issues facing many colleges, many are trying to do more with less

Biggest Challenge of Employee Engagement

- Burnout
- Blurring of work and personal life
- Leadership not engaging employees directly
- Lack of career pathing
- Communication
- Too many distractions
- Roles shifting



2022 State of HR Survey by HR Exchange Network



State of HR



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The Impact of Cell Phones

- Multiple studies (Daniyal, et. al., 2022, Fleming, 2022) have demonstrated a significant association between cell phone excess use and mental (depression, anxiety and behavioral and compulsive disorders) and physical health problems (back, neck, and “texting thumb”)
- When was the last time you have truly been away from the office?
 - Nights, weekends, holidays, vacations – many of us are still checking and responding to emails

Engaged Employees Are Experiencing Burnout



By Michele Hellebuyck, MHA Program Manager

Can too much engagement affect job performance?

Findings from a recent study conducted by Yale's Center for Emotional Intelligence suggest that some employers are overlooking the health of their most valued employees.

'I'm putting my entire life on hold': How workers are grappling with Covid burnout

Published Wed, May 5 2021-9:26 AM EDT • Updated Thu, May 6 2021-10:53 AM EDT

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Diagnosis

America's workers are exhausted and burned out — and some employers are taking notice

As the pandemic recedes, workers are still grappling with 15 months of stress. Some companies are responding by offering more time off.

Listen to article 11:20



Illustration by The Washington Post

By Sam Yoon

MOST READ ECONOMY



1 Monthly child tax credit payments start hitting bank accounts this week, what you need to know if you're eligible.

2 Burger King warns restaurant inspectors with a sign outside restaurant: 'We're not open'

3 Another child dies in tower elevator accident, days after regulator pushed for recall

4 Does everything really cost more? Find out with our inflation quiz

5 Perspective I saved my state from a Social Security snafu. Listen to the actual call.

Trending Now

1 This 30-year-old hustler full-time—could you?—to make \$200K in 10 months

2 Senators Warren, Markey urge Biden to sign federal student loan forgiveness bill by March 31, 2022

3 Here's the average amount for people overpaid taxes on unemployment income

4 Mark Cuban: This is the one thing you should do to invest in altcoin



61%

Felt high fear of exposing themselves or their families to COVID-19



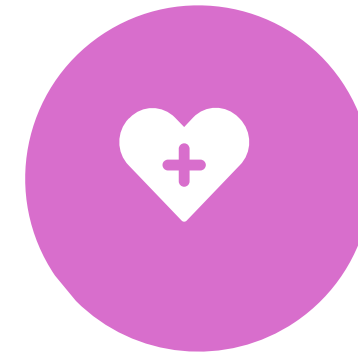
38%

Experienced anxiety or depression



43%

Work overload



49%

Burnout

Stress scores highest
Nursing Assistants
Medical assistants
Inpatient staff
Women
Black & Latinx workers

Coping with Covid Survey, 2021

Mental Health Studies

NASPA and UWill Current State of College & Student Mental Health, 2023

72% of respondents reported campus mental health (students, faculty, staff) worsened during past year

Issues related to college mental health staff during the past year

67% staff burnout is worse

67% staff workload is worse

63% staff mental health is worse

61% staff concerns related to salary or other compensation are worse

Healthy Minds Study (HMS) Faculty/Staff Survey, 2023

“The majority of faculty believe that student mental health has “somewhat worsened” or “significantly worsened” since the beginning of their faculty career (65.3%), and since the COVID-19 pandemic began (87.1%).”



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Panel Discussion



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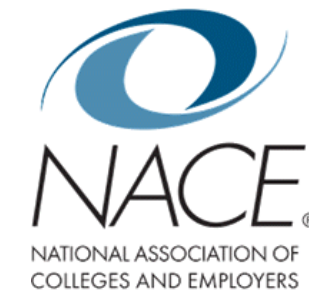
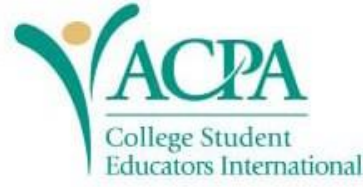
Thank You!



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Please complete your event evaluation



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