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

Presented by:
Marcus Hotaling
Marguerite O’Brien
Susie Olmos-Soto
April Scott
Recent Health Data
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
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

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)
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
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?
  o Nights, weekends, holidays, vacations – many of us are still checking and responding to emails
America’s workers are exhausted and burned out — and some employers are taking notice

As the pandemic wanes, workers are still grappling with 18 months of stress. Some companies are responding by offering more time off.
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%).”
Panel Discussion

Marcus Hotaling, Ph.D.
Union College

Marguerite O’Brien, MSW
Coastal Carolina University (Facilitator)

Susie Olmos-Soto
Texas Christian University (TCU)

April Scott, Ph.D.
University of Wisconsin-Madison
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