



## The Wellness Program

WEST VIRGINIA UNIVERSITY HOSPITALS  
WVU HEALTH SCIENCES  
UNIVERSITY HEALTH ASSOCIATES

## 2009 Wellness Survey Results

The annual online Wellness Program survey, available to approximately 7,000 employees of the Health Sciences Campus at West Virginia University [University Health Associates (UHA), West Virginia University Hospitals (WVUH), and the Health Sciences Center], ran from April 27th through June 30th, 2009. This report includes survey results and analysis with comparison to previous years.

### Purpose

The purpose of this annual survey is to objectively measure the success, satisfaction and impact of The Wellness Program offered to employees at UHA, WVUH, and HSC at WVU. This is not intended to be a scientific survey, given the difficulty of achieving a statistically significant response rate with three employers comprising 7,000 employees.

### Demographics

Survey respondents included **91 percent** female and **9 percent** male, with an average age of **41 years**. See Figures 1 and 2 in appendix for the occupational and employer classification.

### Response Rate

**740** of the approximately 7,000 benefit-eligible employees responded to the survey.

### Awareness of The Wellness Program

Survey respondents indicated that the top three methods of learning of The Wellness Program are the monthly Wellness Newsletter, Wellness email announcements, and the Wellness Program website, respectively. (See Figure 3 in appendix.)

### Participation Rates

**Ninety-two percent\*** indicated being a Wellness Program participant. Of all survey respondents, **87 percent** indicated that The Wellness Program has aided them in either becoming healthier or supporting their currently healthy lifestyle. The highest program participation rates occur with the *Walk 100 Miles in 100 Days* Program. (See Figure 4 in appendix.)

- \* The Wellness Program recognizes that this number does not reflect the participation rate among *all* employees, since Wellness Program participants were more likely to complete this survey. Of note, for 2008 there were approximately 5,500 different wellness users, or 79 percent.

### Satisfaction Levels

Measured on a 5-point Likert scale, survey respondents rated their satisfaction with the activity in which they participated as an average of **4.33**.

**Importance of Having a Wellness Program**

Measured on a 5-point Likert scale, survey respondents rated the importance of their employers offering a Wellness Program as an average of **4.43**.

**The Monthly Wellness Newsletter**

**Ninety-two** percent of employees indicated acquiring the monthly Wellness Newsletter. On average, employees indicated reading approximately **79.4 percent** of the newsletter. **Seventy-four percent** of respondents indicated adopting healthy ideas from the newsletters.

See attached appendix for additional Figures pertaining to our results.

**Appendix:**

**Figure 1: Occupational Classification**

6% Management	6% Technical/ Skilled Craft or Trade	31% Clerical	6% Service	26% Professional (Non-Nursing)	25% Professional (Nursing)
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**Figure 2: Employer Classification**

64% WVUH	22% UHA	11% WVU-HSC	3% Other WVU
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**Figure 3: Awareness of the Wellness Program (Top 8)**

SOURCE	2007 %	2008 %	2009 %
Monthly Wellness Newsletter	60	58	67
Wellness E-Mail Announcement	53	31	36
Wellness Website	37	26	35
UHA / Rubyonline	27	39	30
Word of Mouth	23	22	21
Wellness Calendar	22	18	16
Flyers/Posters	15	19	15
Cafeteria Bulletin Board	11	13	14

*(Employees could select more than one answer)*

**Figure 4: Employee Program Participation (Top 7)**

PROGRAM	2007 %	2008 %	2009 %
Walk 100 Miles in 100 Days	82	79	79
Wellness Center	29	30	34
Fitness programs: Aerobics/Yoga/Pilates/Shapes	28	26	26
Health Risk Assessment *	8	8	13
Maintain Don't Gain (holiday weight maintenance program)	15	9	10
Know Your Numbers (Lipid Panel)	8	6	7
Weight Watchers at Work	5	3	5
Friday Morning Weigh-ins & BP screening	4	1	2

*(Employees may participate in more than one program.)*

\* Health Risk Assessment is only available to WVU employees.

**Figure 5: Factors Preventing Employees from Participation in 2007**

	%
Lack of time	42
Family/personal responsibilities	42
Inconvenient times	42
Do not know other participants	12

PLEASE NOTE: Of the 740 respondents, 10% indicated they participate regularly.

**Figure 6: Programs members are unaware The Wellness Program offers**

	%
On-Site Chair Massage	34
Friday Morning Weigh-ins, % Body Fat Analysis, Blood Pressure Readings	27
Personal Fitness Coaching	19
Pedometer Challenges throughout the year	19
The Wellness Program's Biggest Loser	17
Know Your Numbers	16
Ergonomic Assessment	15
Maintain Don't Gain (Holiday weight maintenance program)	14
Nutrition Action Plan	14

PLEASE NOTE: Of the 740 respondents, 29% indicated they are aware of all of The Wellness Programs offered.

**Figure 7: Recommended additions to The Wellness Program's offerings**

	%
More classes ( <i>see next table for specifics</i> )	43
More focus on off-site locations	10
Outdoor group activities	7
Healthier food choices available at work	7
Cleaner/larger facilities	5
Continuous Personal Fitness Coaching	4
Weight Watchers offered at different times	4
Stress management programs	3
Group walks at lunchtime	2.5
More healthy recipes	2.5
Club activities/intramurals	2
Paid exercise breaks	2
More discounts for local fitness centers	1
Others (accounting for <1% each)	7

157 responses to the above question

**Figure 8: Recommended classes to add**

	%
More class times and locations	34
Healthy eating, cooking classes	15
Dance classes (line, modern, ballroom, belly dancing)	13
Advanced aerobics classes (boot camp, kick boxing, etc.)	10
More yoga	6
Swimming	4
Family activities, classes that include children	4
Abdominal	3
Toning	3
Very low impact exercise	3
Beginner aerobics	3
Others (accounting for <2% each)	2

68 responses to the above question

**Figure 9: Considered to be the greatest risk factors among employees**

	%
Lack of exercise/Sedentary lifestyle	26
High stress levels	22
Poor nutrition habits	14
Lack of motivation to create behavior change	12
Tobacco use	9
Multiple Risks (combination of the above risks)	14

732 responses to the above question

**Figure 10: How long after your hire did you first enroll in a Wellness Program**

	%
2+ years	34
0-6 months	31
7-12 months	17
12-24 months	11
Not yet participated	6

*731 responses to the above question*