




**SOUTHERN
ADVENTIST UNIVERSITY**

Employee Wellness



National Consortium for Building Healthy Academic Communities (BHAC)

Healthier Tennessee Workplace



**Healthier
Tennessee
Workplace**

healthierTN.com



**2017 Employee Wellness
Health Assessment Report**



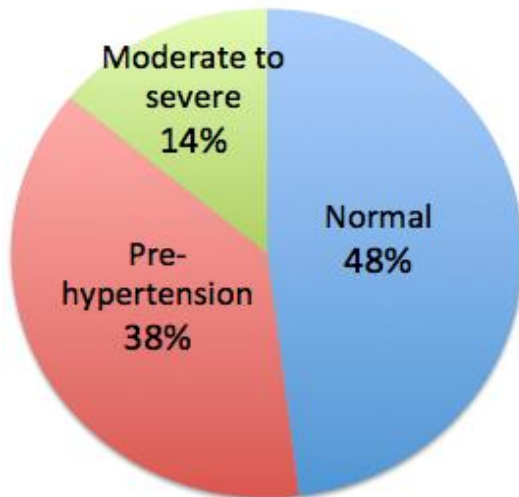
well4ever^{LLC}

Blood Pressure

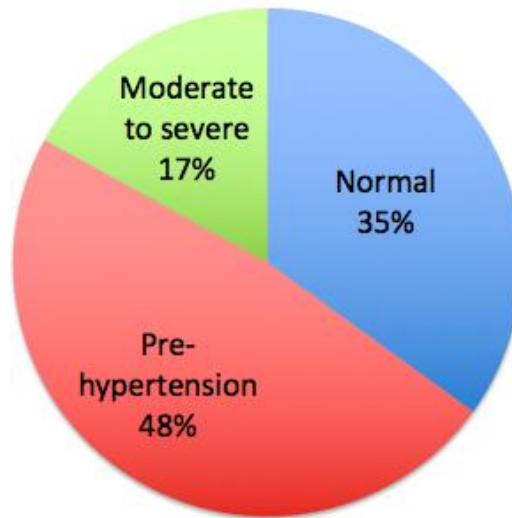
All 3 areas improved.

Normal Range Improved by 13%.

2015 (387 total)

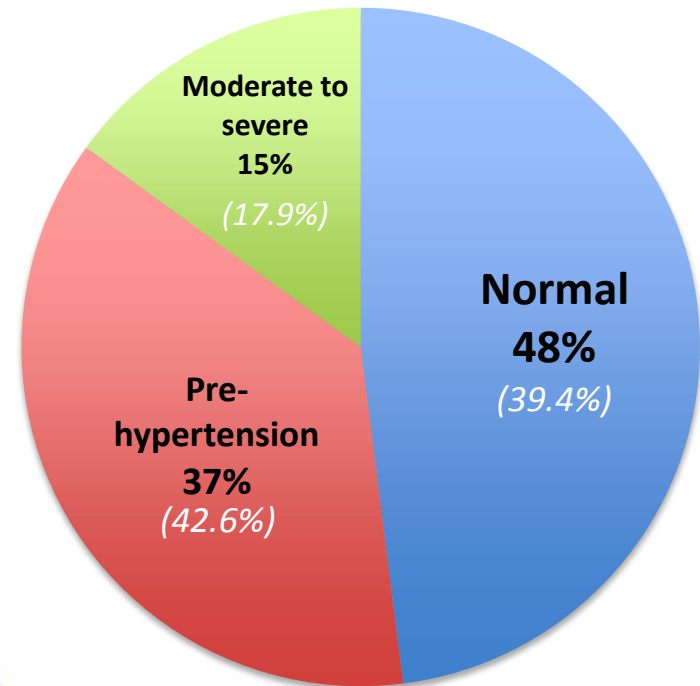


2016 (455 total)



2017 (387 total)

(National Average in parentheses)



Normal: <120/80

Pre-hypertension: >120/80-139/89

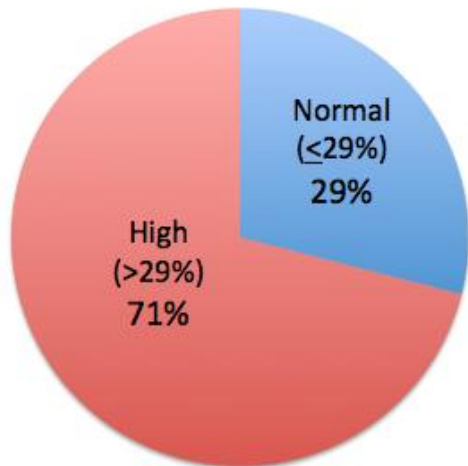
Moderate to severe: \geq 140/90

Female % Body Fat

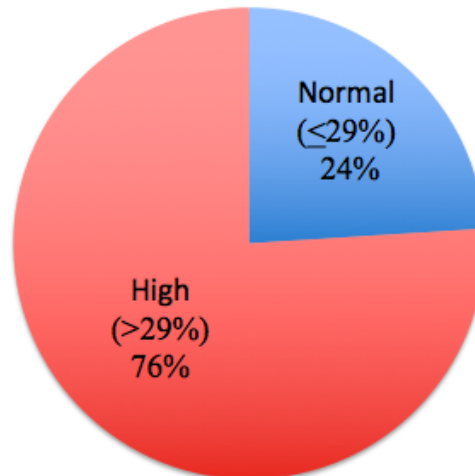
Normal Range Regressed by 2.4%

- Continues to regress in this area
- Currently no national average statistics

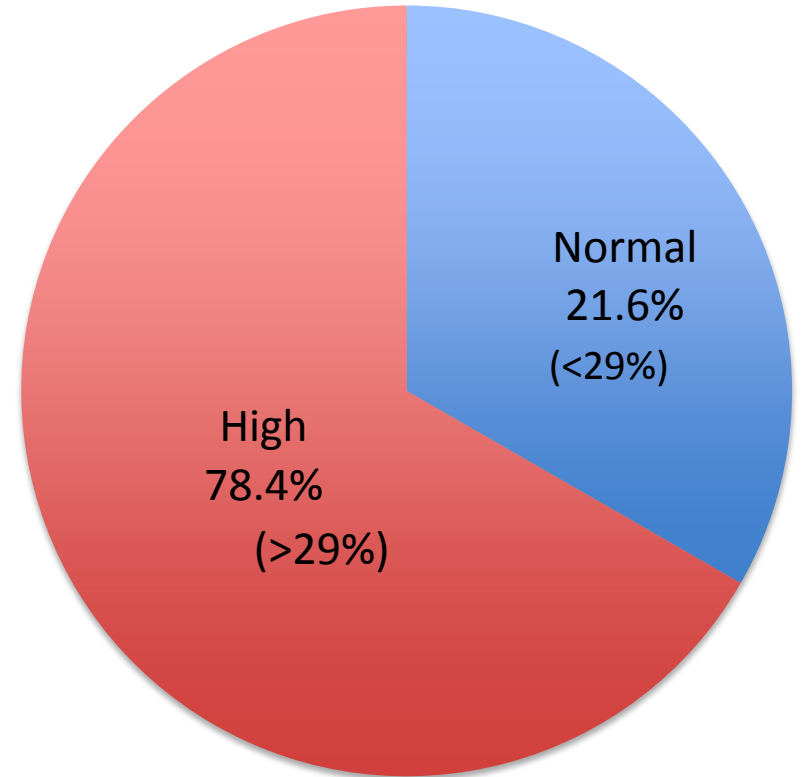
2015 (total 180)



2016 (240 total)



2017 (227 total)



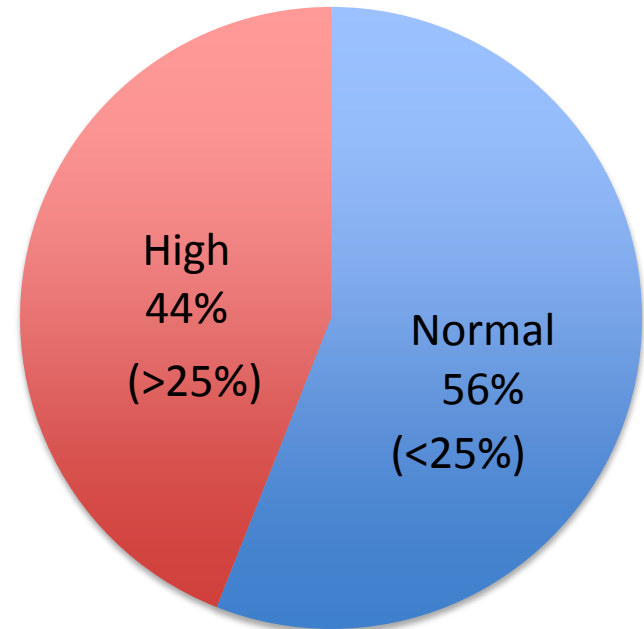
Normal: $\leq 29\%$

High: $\geq 29\%$

Male % Body Fat

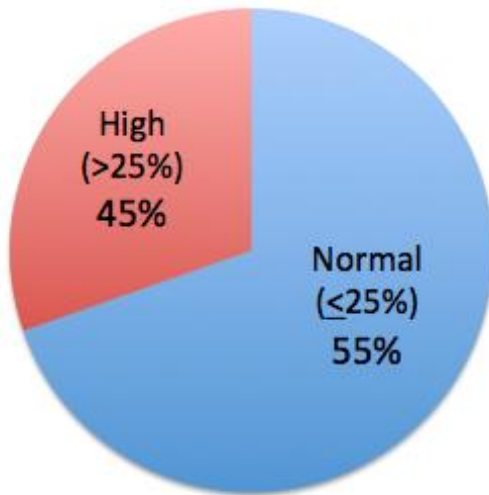
Normal Range Improved by 1%.
- Currently no national average statistics

2017 (188 total)

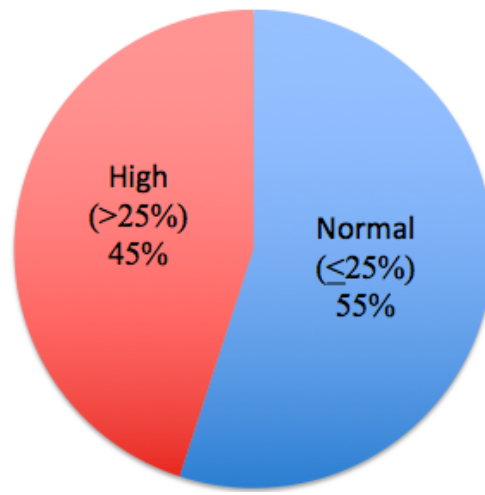


Normal: $\leq 25\%$
High: $\geq 25\%$

2015 (172 total)



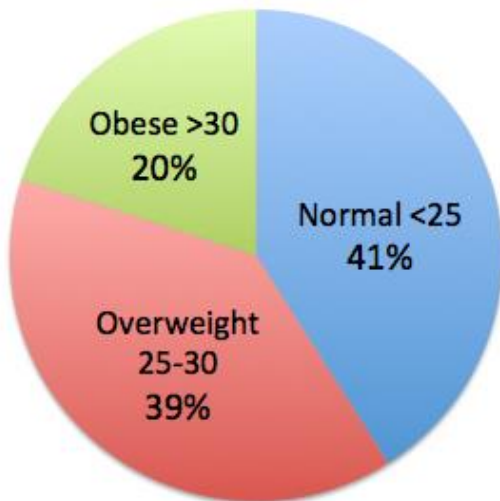
2016 (198 total)



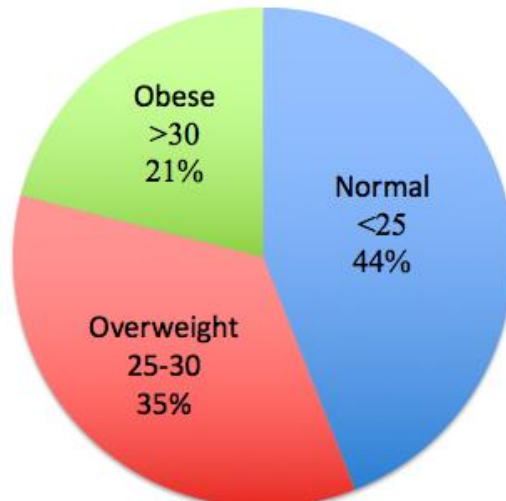
Body Mass Index

Normal Range stayed the same.
Overweight regressed by 2%.
Obese Improved by 2%.

2015 (414 total)

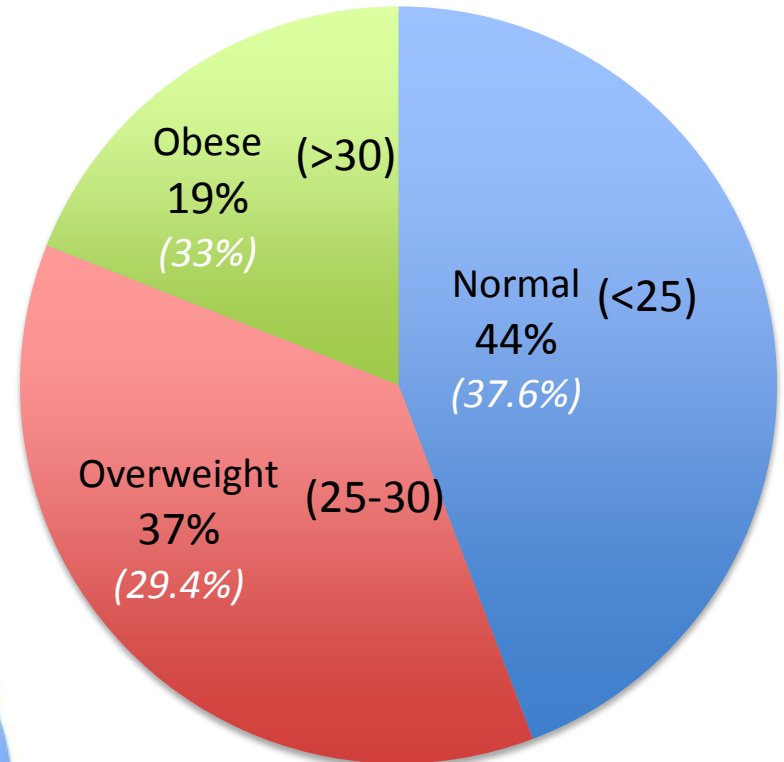


2016 (470 total)



2017 (416 total)

(National averages in parentheses)



Normal: <25
Overweight: 25-30
Obese: >30

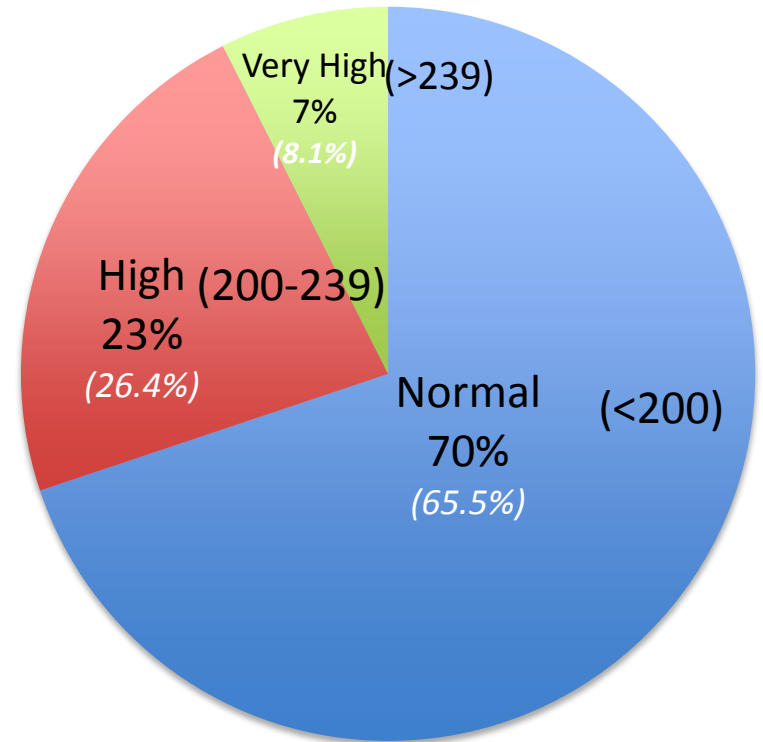
Total Cholesterol

Measurement of HDL, LDL & 1/5th of Triglycerides.

All areas **Regressed** by 1-2%.

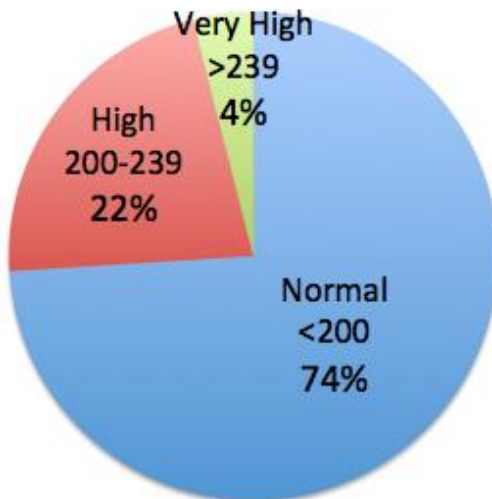
2017 (471 total)

(National averages in parentheses)

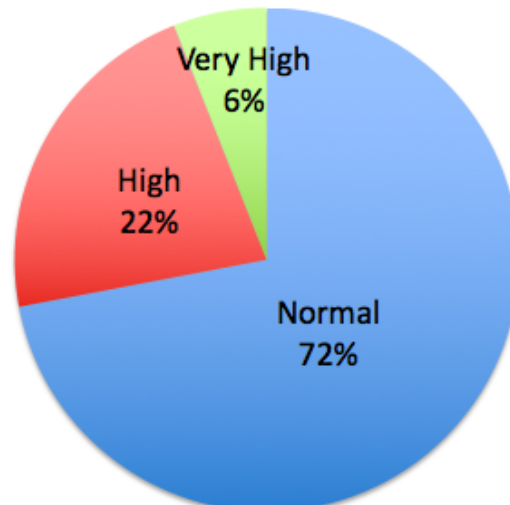


Normal: <200
High: 200-239
Very High: >239

2015 (453 total)



2016 (469 total)

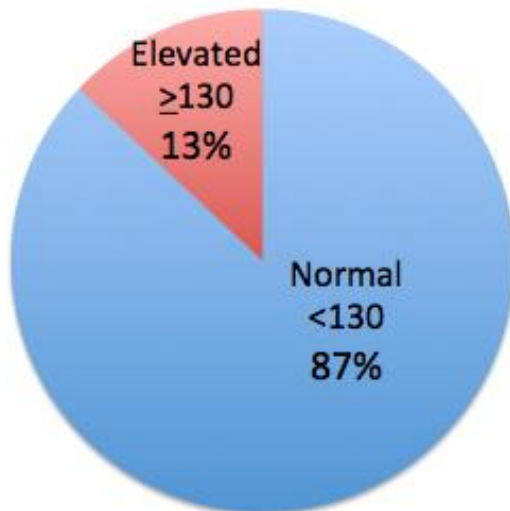


LDL

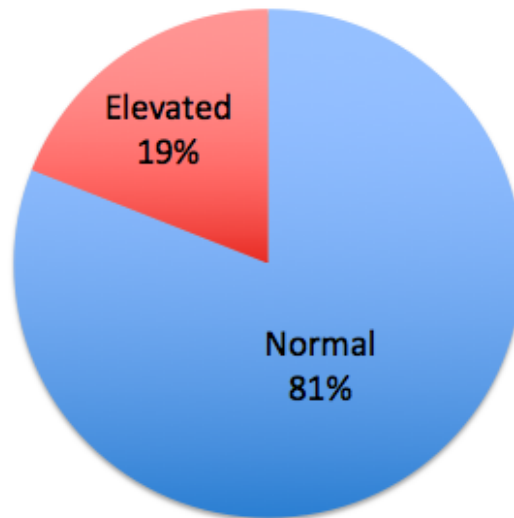
(Unhealthy Cholesterol)

Normal Range **Improved** by 2%.

2015 (446 total)

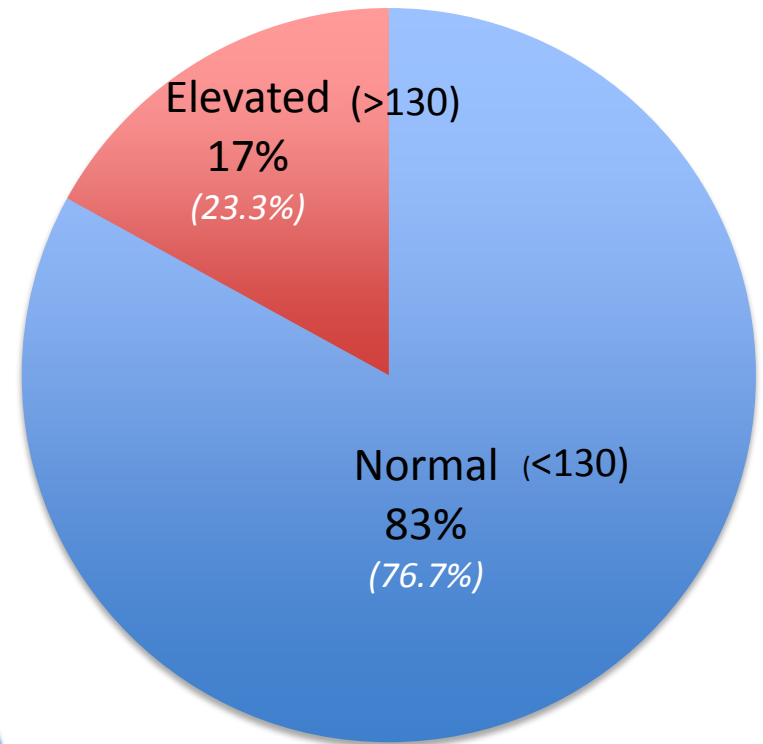


2016 (469 total)



2017 (468 total)

(National averages in parentheses)



Normal: <130

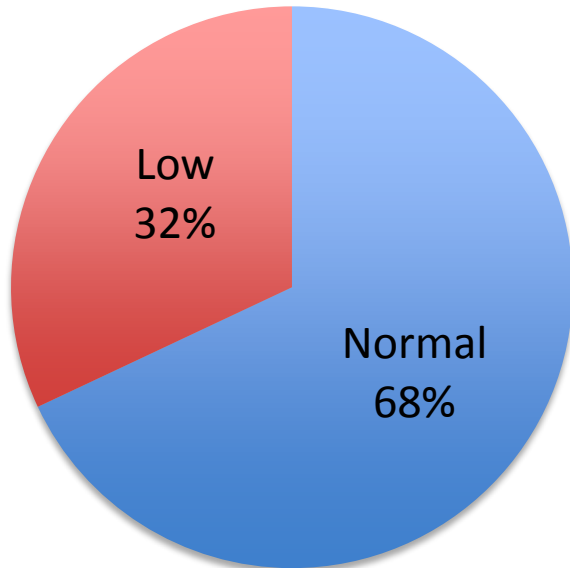
High: >130

HDL Women

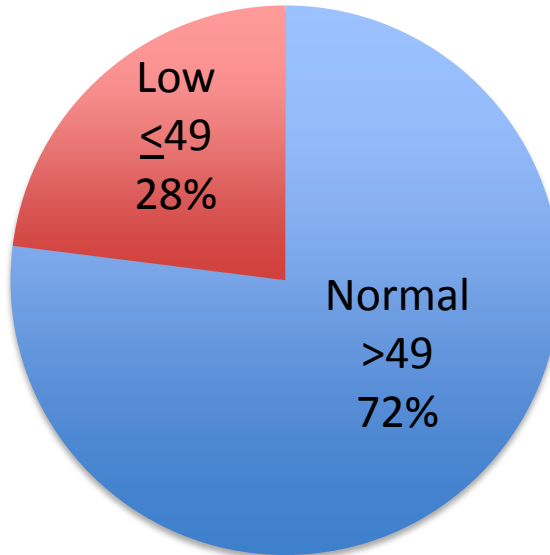
(Healthy Cholesterol)

Normal Range **Improved** by 7.5%

2015 (238 total)

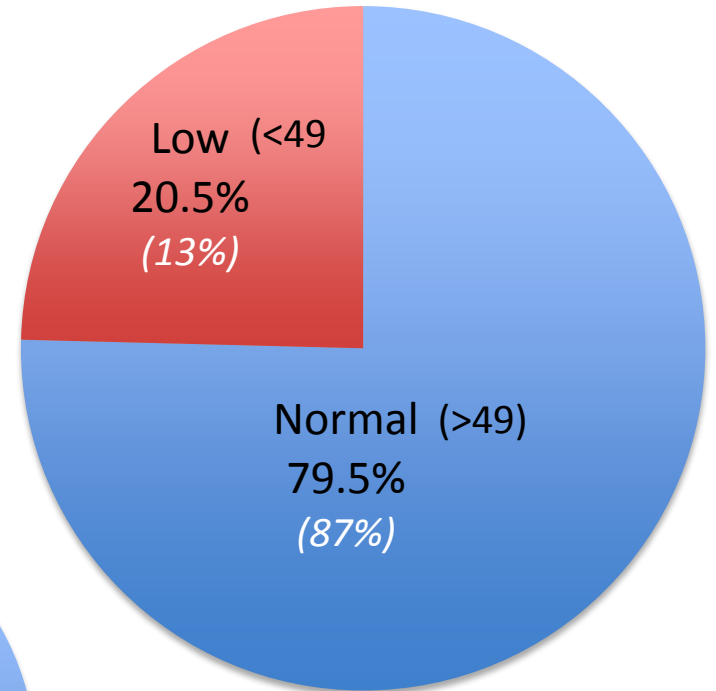


2016 (260 total)



2017 (total 255)

(National averages in parentheses)



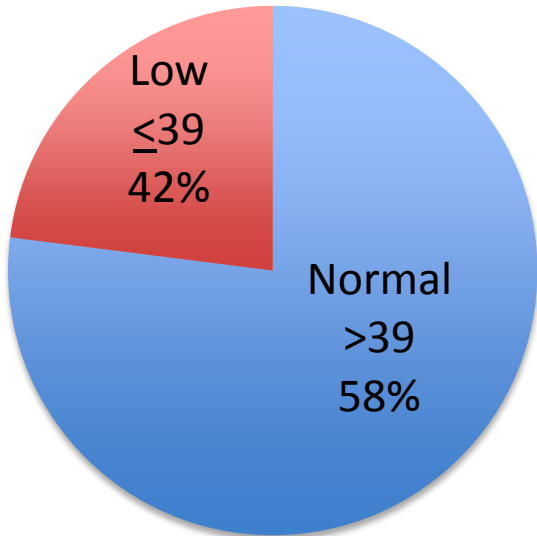
Low: ≤ 49
Normal: >49
(National percentages based on ≤ 40)

HDL Men

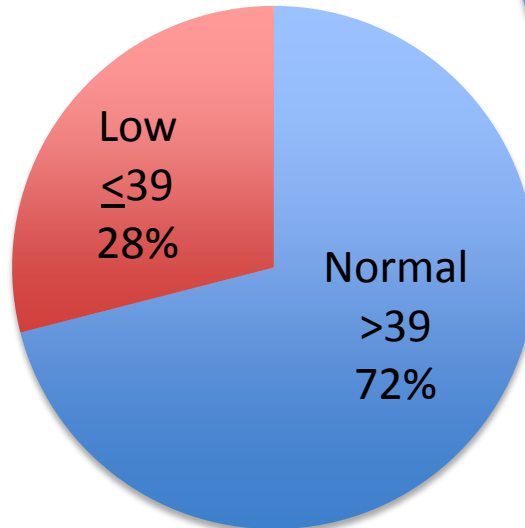
(Healthy Cholesterol)

Normal Range **Improved** by 8%

2015 (215 total)

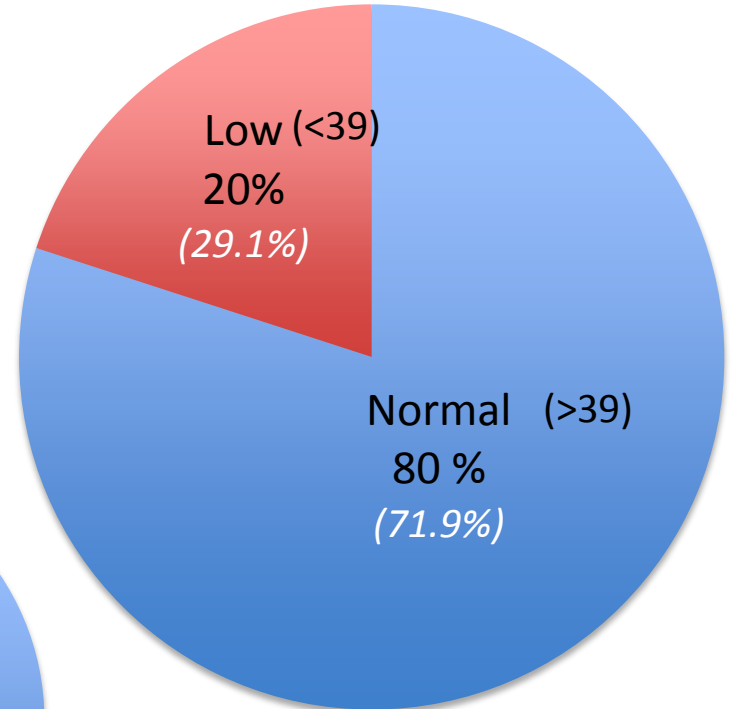


2016 (260 total)



2017 (216 total)

(National average in parentheses)



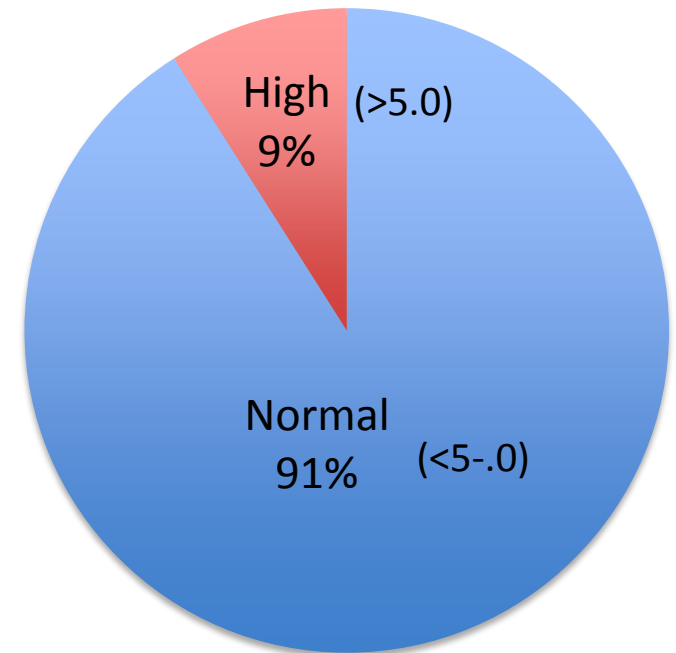
Low: ≤ 39
Normal: > 39

Cholesterol Ratio

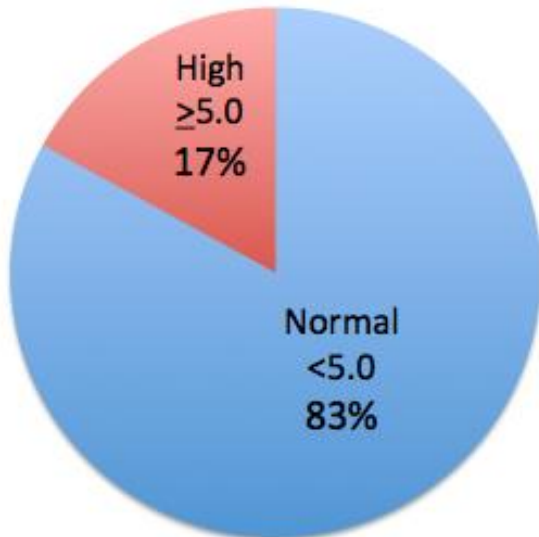
(Total Cholesterol/HDL)

Normal Range **Improved** by 5%.

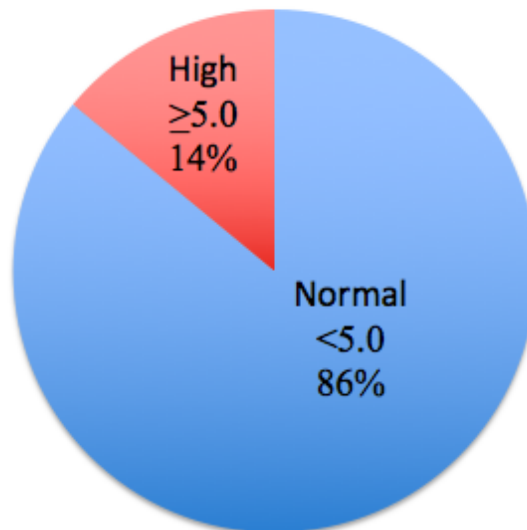
2017 (471 total)



2015 (453 total)



2016 (474 total)



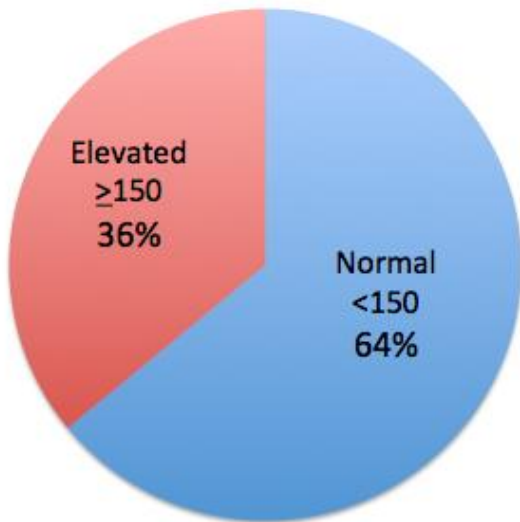
Normal: < 5.0
High: ≥ 5.0

Triglycerides

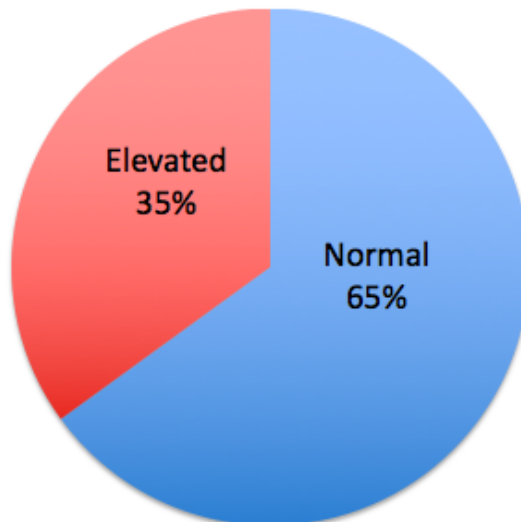
Normal Range

Improved by 4%

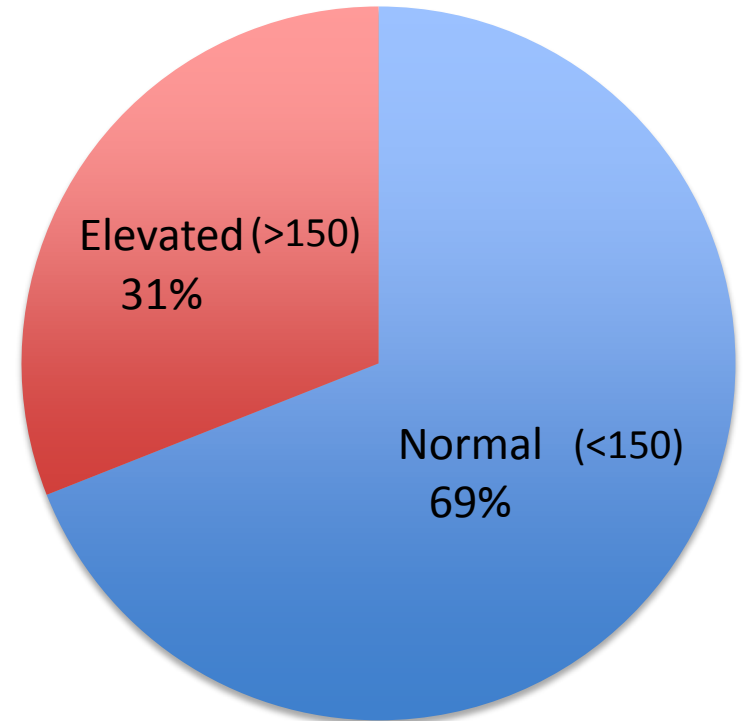
2015 (453 total)



2016 (469 total)



2017 (471 total)



Normal: ≤ 150
Elevated: ≥ 150

Glucose

Normal Range

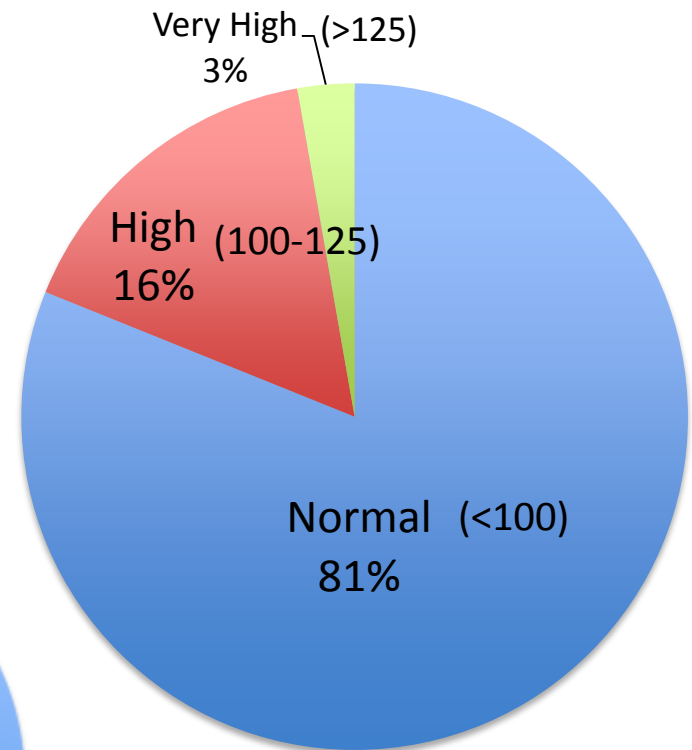
Regressed by 6%

High levels also

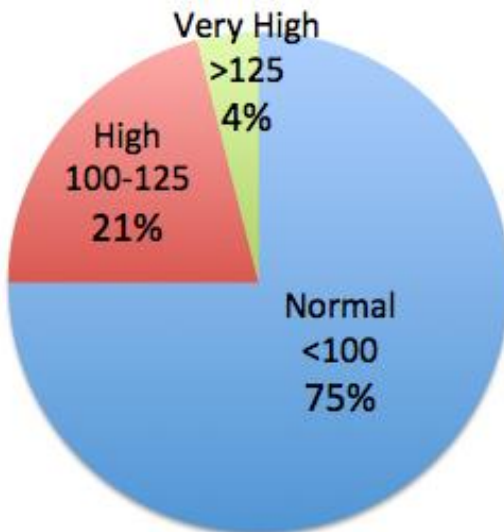
Regressed 6%

Very high constant

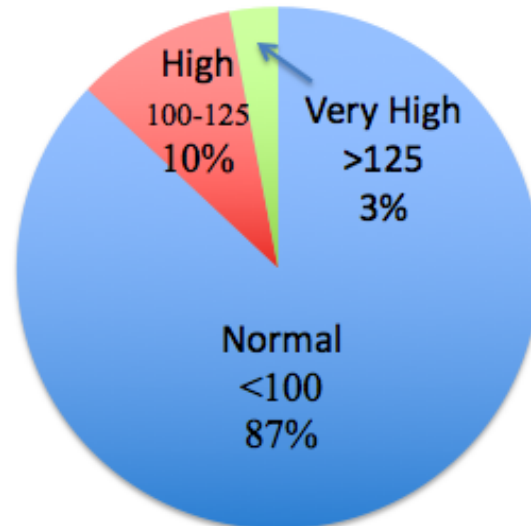
2017 (471 total)



2105 (460 total)



2016 (475 total)

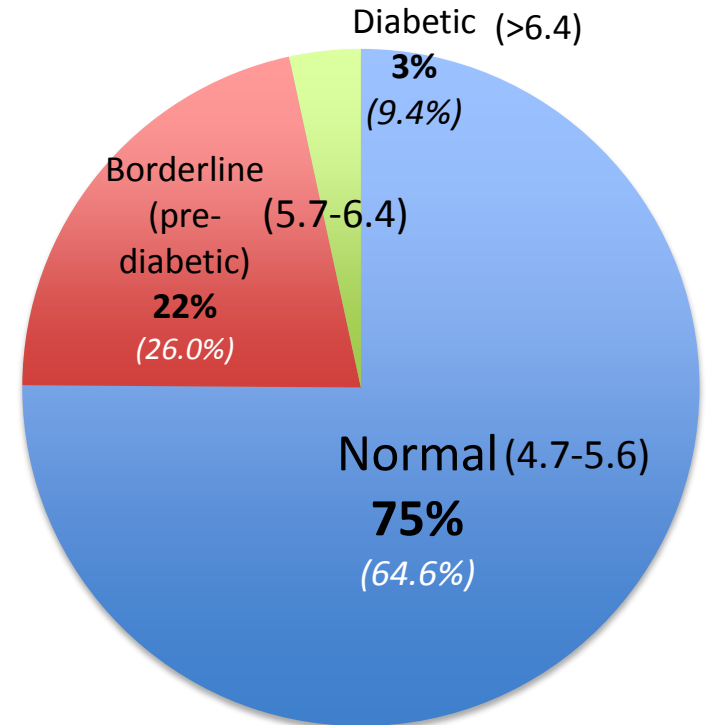


Normal: <100
High: 100-125
Very high: >125

Hemoglobin A1C

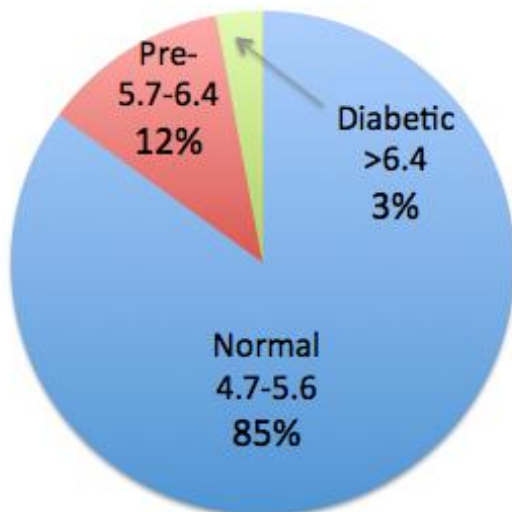
All areas **Improved**:
Normal Range by 6%
Pre-diabetic by 5%
Diabetic by 1%

2017 (470 total)

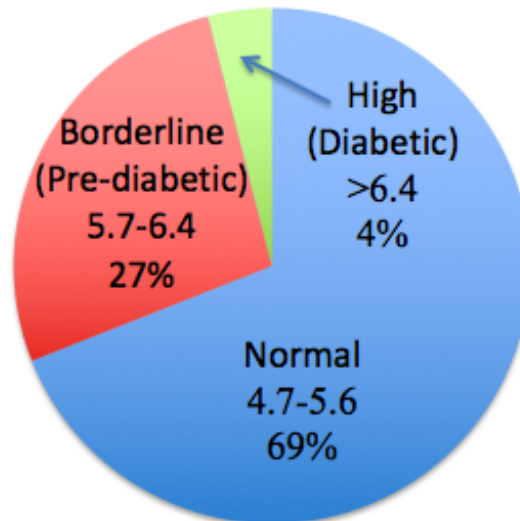


Normal: 4.7-5.6
Pre-diabetic: 5.7-6.4
Diabetic: >6.4

2015 (453 total)



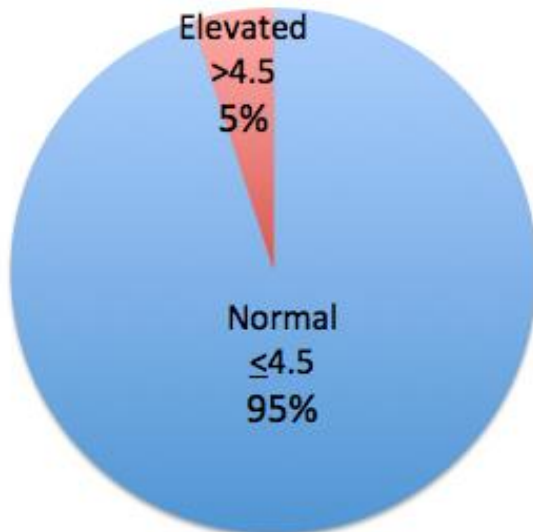
2016 (473 total)



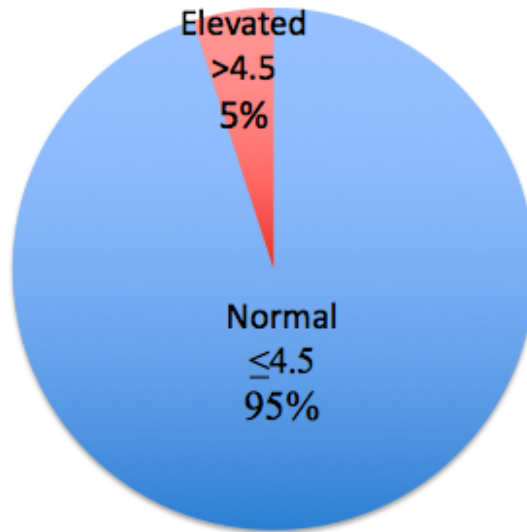
PSA (Men >40)

Both areas **regressed** by 1%.

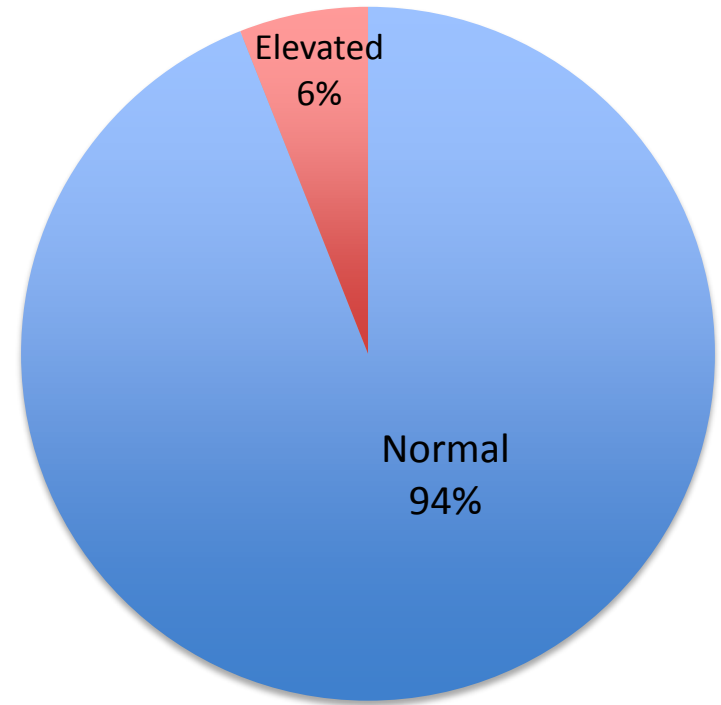
2015 (170 total)



2016 (174 total)



2017 (173 total)



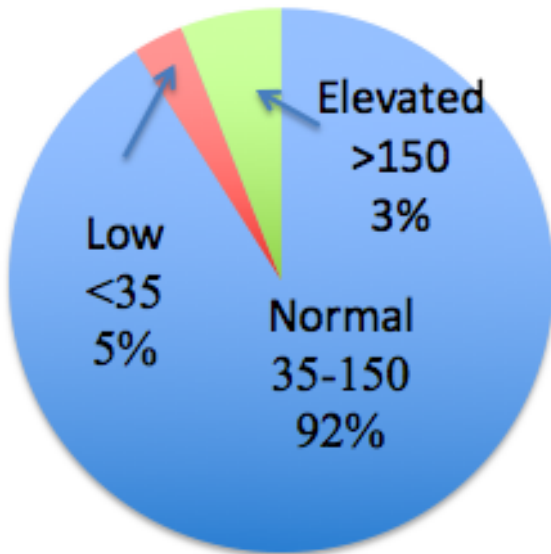
Elevated: >4.5
Normal: ≤4.5

Iron (Women)

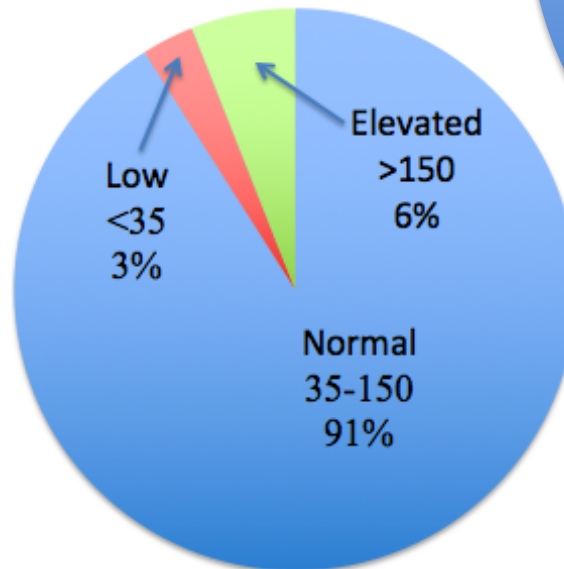
Normal Range

Regressed by 3%

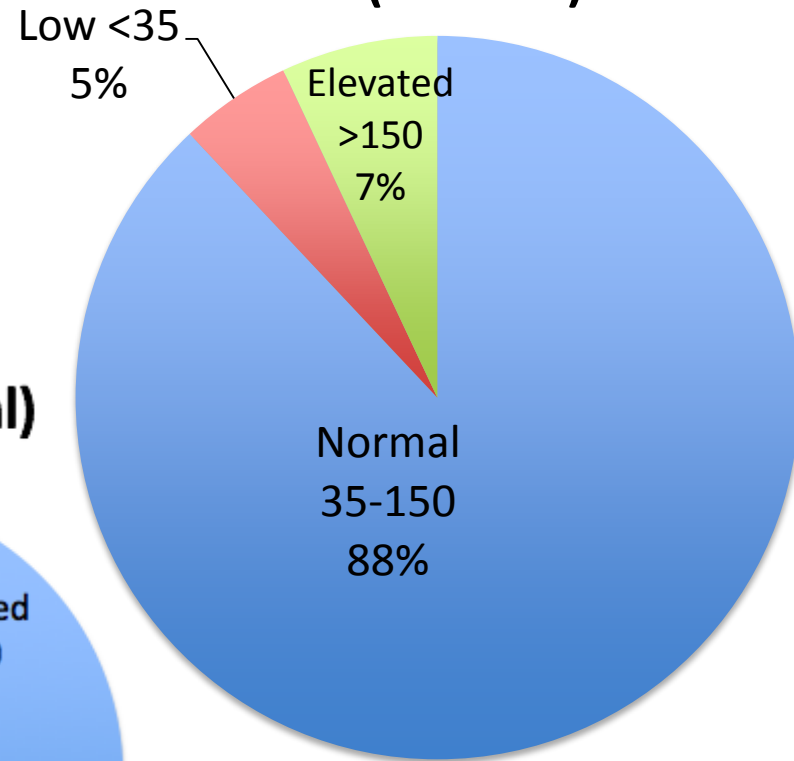
2015 (243 total)



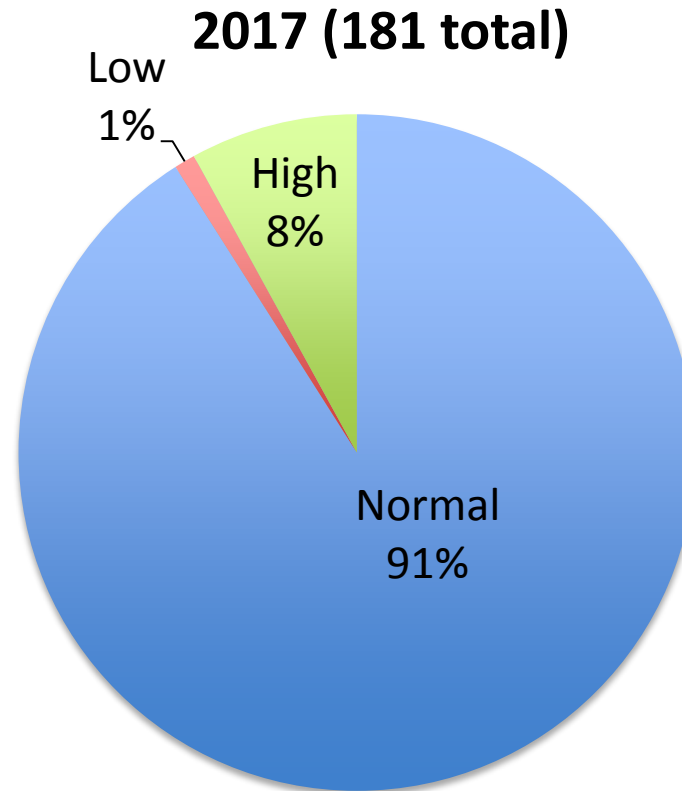
2016 (259 total)



2017 (84 total)

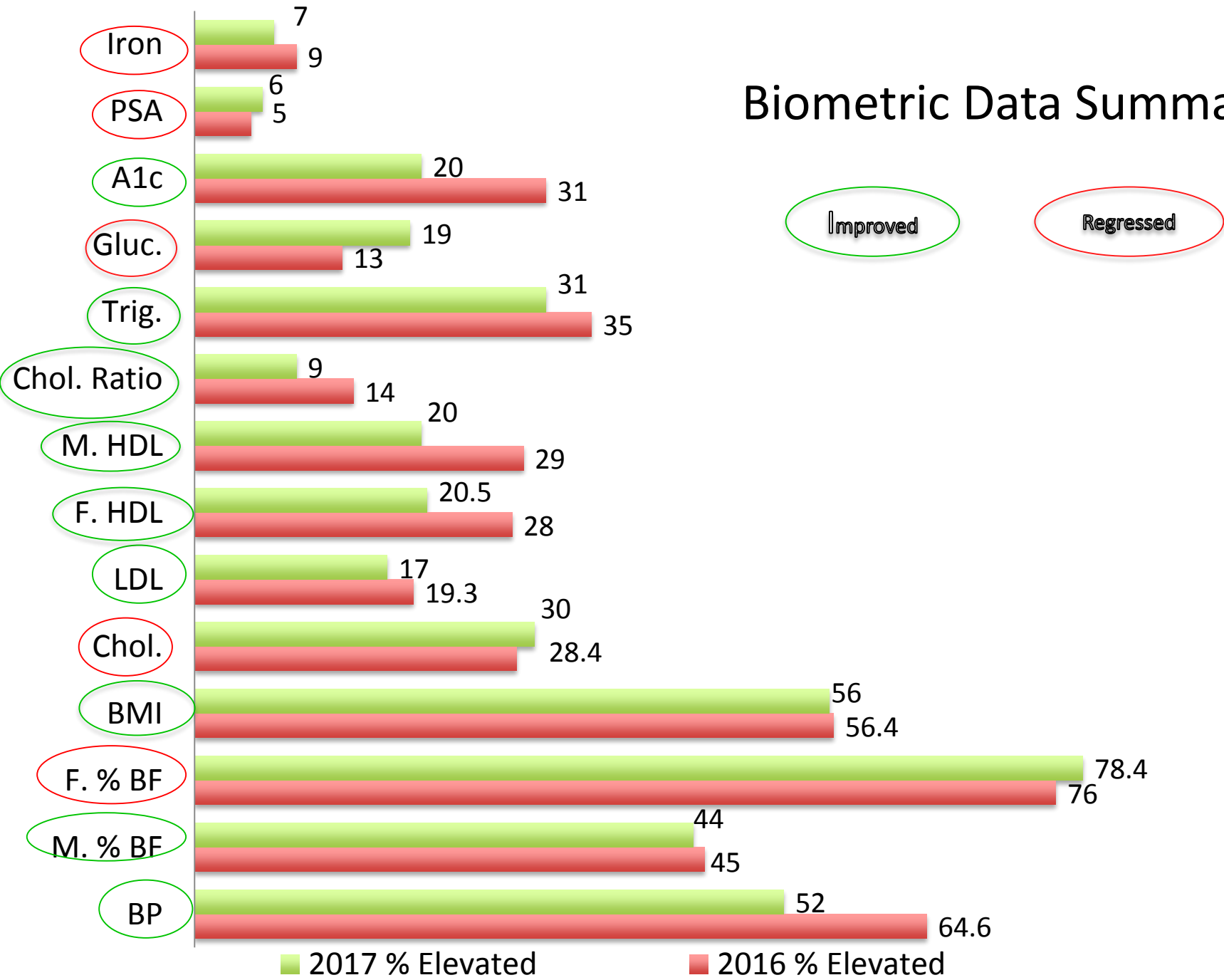


TSH (Women)



TSH Reference Range	Interpretation
0.5 to 5.0 mU/l	<ul style="list-style-type: none">- Level below 0.5 mU/l indicative of hyperthyroidism- Level above 5.0 mU/l indicative of hypothyroidism

Biometric Data Summary



Participation Statistics



Participants	2017	2016	2015
Total	625	647	617
Employee & Spouse	470	482	468
Employee	348 (81%)	350 (76%)	361 (75%)
Spouse	122	132	107
Part-time/Retirees/Volunteers	155	165	149
Incomplete	74	21	80



1)

Group Risk Categories

**Lowest
Low Risk**

–

No levels
elevated



- BMI: less than 25 kg/m²
- Cholesterol: Less than 200
- Blood pressure: $\leq 120/80$
- Blood glucose: ≤ 100 , with A1C less than 5.6%

2)

Low Risk

–

Only 1 level
elevated



- BMI: greater than 25 kg/m²
- Cholesterol: Any abnormal level, including lower HDL levels
- Blood pressure: any pressure above 120/80 up to 139/89
- Blood glucose: any level above 100, with A1c greater than 5.7% up to 6.4% (pre-diabetic)

3)

Moderate Risk

–

Only 2 levels
elevated



- BMI: greater than 25 kg/m²
- Cholesterol: Any abnormal level, including lower HDL levels
- Blood pressure: any pressure above 120/80
- Blood glucose: any level above 100, with A1c greater than 5.7% up to 6.4% (pre-diabetic)

4)

High Risk

–

[3] or [4]
levels
elevated



- BMI: 30 – 35 kg/m², Class 1
- Cholesterol: 200 – 239, or ratio greater than 5.0 – 5.4
- Blood Pressure: above 120/80 up to 139/89 (prehypertension)
- Blood glucose: between 100 – 124, with A1c greater than 5.7% up to 6.4% (pre-diabetic)

5)

**Higher
High Risk**

–

All 4 levels
elevated



- BMI: 35 kg/m² or higher, Class II and III
- Cholesterol: 240 total or higher, or ratio greater than 5.5
- Blood pressure: 140/90 and greater (hypertensive)
- Blood glucose: greater than 125, with A1c >6.4% (diabetic)

Risk Category	2017 (470 total)	2016 (461 total)	2015 (388 total)	2014 (433 total)	2013 (487 total)
Highest (All 4 levels) 2 total	0.5%	0%	0%	1%	1%
High (with 4 levels): 38 total	9%	13%	9%	7%	2%
High (with 3 levels): 86 total	22%	23%	19%	20%	19%
Moderate: 94 total	23.5%	21%	26%	26%	27%
Low: 86 total	22%	23%	25%	21%	23%
None: 90 total	23%	20%	21%	25%	28%
Lowest & Low Totals (goal of >70%)	45%	43%	46%	46%	51%
Highest & High (goal of <20%)	31.5%	36%	28%	28%	22%

*2017: 74 participants had incomplete data as they didn't complete the entire assessment

Coaching Interest Survey Results: 8/08/17 & 8/29/17

REQUEST FOR MORE INFORMATION – CONFIDENTIAL SURVEY

If any lab values or assessment findings are **abnormal**, or **out of a healthy range**, Bwell4 ever, LLC would like to follow up with you. Would you:

	Yes	No	Unsure	Blank
1. Consider making some lifestyle changes for improving your health?	50		1	1
2. Be open to <u>CONFIDENTIAL</u> individualized, 1:1 coaching?	46		5	1
3. Be able to commit to a 30 minute, weekly coaching session (for 12 weeks)?	40	2	8	2
4. Be able to commit to a 30 minute, weekly coaching session (for 8 weeks)?	23	1	4	24
5. Participate in the coaching program if paid for by the wellness committee?	38	2	5	7
6. Be willing to pay a nominal fee for this coaching service?	18	9	8	17

52 completed surveys:

Had additional 17 contacts that left name and number but did not complete the survey.



Perspective Coaching Clients

43 invitations were sent to potential coaching clients via email.

Breakdown by categories:

- **2** – Highest High Risk Group
- **32** – High Risk 4 levels elevated
- **9** – Moderate to high risk with *2 or 3 levels elevated
 - (but expressed desire)

Thank you - 2017

