



WESTERN MICHIGAN UNIVERSITY

Executive Summary

Spring 2025

American College Health Association
National Faculty & Staff Health Assessment

ACHA-NFSHA

The ACHA-NFSHA supports the health of the campus community by fulfilling the academic mission, supporting short- and long-term healthy behaviors, and gaining a current profile of health trends within the campus community.



AMERICAN COLLEGE HEALTH ASSOCIATION

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ACHA, the nation's principal advocate and leadership organization for college and university health, represents a diverse membership that provides and supports the delivery of health care and prevention and wellness services for faculty and staff. For more information about the association's programs and services, visit www.acha.org.

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Introduction

The ACHA-National Faculty & Staff Health Assessment (ACHA-NFSHA) is a survey effort organized by the American College Health Association (ACHA) to assist college health service providers, health educators, counselors, and administrators in collecting data about their faculty and staff habits, behaviors, and perceptions on the most prevalent health topics.

Please note the ACHA-NFSHA is not appropriate for trend comparison with items from the pilot ACHA-NFSHA survey. Directly comparing pre- and post-redesign estimates on similar data points, without taking into account the impact of the survey's redesign, can lead to an erroneous conclusion.

Notes about this report:

1. Missing values have been excluded from analysis and only valid percents are included in this document.
2. Faculty and Staff responding "not applicable" were excluded from several analyses, which are specifically noted throughout this document. This will often explain differences observed between this document and the full data report.
3. A note about the use of sex and gender in this report: Survey responses are reported by sex based on the responses to questions 46, 47, and 48. For the purpose of the ACHA-NFSHA report documents, respondents are reported as male or female only when their responses to these three questions are consistent with one another. If gender identity is consistent with sex at birth AND "no" is selected for transgender, then respondents are designated as either male or female. If respondents select "yes" for transgender OR their sex at birth is not consistent with their gender identity, then they are designated as non-binary. A respondent that selects "intersex" for sex at birth, "no" for transgender, and man or woman for gender identity are designated as male or female. A respondent that selects "intersex" for sex at birth, "yes" for transgender, or selects a gender identity other than man or woman are designated as non-binary. A respondent that skips any of the three questions is designated as unknown. Totals displayed in this report include non-binary and unknown responses.

For additional information about the survey's development, design, and methodology, email Christine Kukich, MS (Ckukich@acha.org.).

This Executive Summary highlights results of the ACHA-NFSHA Spring 2025 survey for Western Michigan University consisting of 880 respondents. The overall response proportion was 25%.

Findings

A. General Health of Faculty and Staff

Proportion of respondents that believe the health and well-being of university staff and faculty impact student success and learning:

	Percent (%)	Male	Female	Total
Yes		93.9	95.4	95.0
No		2.0	0.7	1.1
Don't know		4.0	3.9	3.9

81.0 % of faculty and staff surveyed (71.4 % male and 84.9 % female) reported it is **very or extremely important** to model positive health and wellness behavior to students.

**Faculty and staff responding "N/A" were excluded.*

My college/university cares about my health and well-being:

	Percent (%)	Male	Female	Total
Agree OR strongly agree		66.0	62.8	63.0
Neutral		22.7	28.3	26.9
Disagree OR strongly disagree		11.3	8.9	10.1

44.4 % of faculty and staff surveyed (43.5 % male and 45.2 % female) described their health as **very good or excellent** .

81.5 % of faculty and staff surveyed (84.1 % male and 81.8 % female) described their health as **good, very good or excellent** .

66.4 % of faculty and staff surveyed (48.5 % male and 72.3 % female) reported they **sometimes, most of time, or always** experienced pain, discomfort, or numbness in their hands, wrists, arms or shoulders, neck or low back when using a computer or working at a desk.

**Faculty and staff responding "N/A" were excluded.*

55.0 % of faculty and staff surveyed (47.7 % male and 57.1 % female) reported they **sometimes, most of time, or always** experienced pain, discomfort, or numbness in their hands, wrists, arms or shoulders, neck or low back when performing work tasks **NOT** using a computer or working at a desk.

**Faculty and staff responding "N/A" were excluded.*

Proportion of faculty and staff who reported having the following checked within the last 2 years:

	<i>Percent (%)</i>	Male	Female	Total
Blood pressure		98.0	99.0	98.6
Blood sugar		89.8	92.3	91.6
Cholesterol		90.2	94.5	92.9
Dental exam		89.1	92.1	90.7
Eye exam		74.3	82.3	79.2
Hearing exam		36.6	25.7	28.9
Physical exam		83.4	92.6	89.5
Triglycerides (blood fat)		78.1	78.6	78.0

B. Physical Health

Faculty and staff reported the following conditions

	<i>Percent (%)</i>	Male	Female	Total
Elevated blood sugar or diabetes		18.9	15.4	16.1
Elevated cholesterol level		38.2	28.8	31.7
High blood pressure/hypertension		29.9	18.1	21.9
Low back injury or spine problems		18.0	17.6	18.1

Proportion of faculty and staff who reported a diagnosis above,
but are **not currently in treatment** for that condition:

	<i>Percent (%)</i>	Male	Female	Total
Elevated blood sugar or diabetes		45.7	33.7	37.9
Elevated cholesterol level		42.6	59.9	53.8
High blood pressure/hypertension		27.4	21.0	25.1
Low back injury or spine problems		34.1	21.6	26.6
Any of the above		47.8	47.1	47.4

C. Mental Health

Faculty and staff reported the following conditions

	Percent (%)	Male	Female	Total
Anxiety		24.2	37.8	34.9
Depression		21.6	29.4	27.9
Either of the above		24.9	38.4	35.6

Proportion of faculty and staff who reported a diagnosis above, but are **not currently in treatment** for that condition:

	Percent (%)	Male	Female	Total
Anxiety		28.8	21.5	23.0
Depression		24.5	16.4	18.9
Either of the above		31.4	21.5	23.8

Faculty and staff reported experiencing the following within the last 12 months:

1. experienced difficulty coping with stressful events or situations
2. felt so depressed that it was difficult to function
3. felt overwhelming anxiety
4. felt overwhelmed by all you had to do

	Percent (%)	Male	Female	Total
No , to <i>all</i> of the above		45.1	33.6	35.9
Yes , to <i>only one</i> of the above		21.1	18.3	19.5
Yes , to <i>two</i> of the above		9.3	17.6	14.8
Yes , to <i>all</i> of the above		12.1	12.3	13.3

D. Productivity and Work Culture

Percent of faculty and staff that reported the following as negatively impacting their performance and/or productivity at work within the last 12 months:

	Percent (%)	Impact*			(%)	Prevalance**		
		Male	Female	Total		Male	Female	Total
Anxiety		39.8	29.6	33.3		49.8	66.6	62.2
Death of a close friend or family member		20.3	30.0	28.3		50.2	66.7	58.3
Depression		43.8	35.0	37.8		29.9	33.7	30.8
Financial concerns		24.5	19.7	22.0		44.5	46.9	43.7
Lack of quality sleep		35.7	34.7	36.0		62.8	73.7	66.5
Severe headaches/migraines		37.0	42.1	42.2		21.9	38.3	31.5
A family member's needs, illness, injury or surgery		24.3	34.9	32.3		30.1	39.7	34.8
My own special needs, illness, injury or surgery		39.7	40.6	40.6		27.6	38.4	33.2
Violence in my home (spouse/partner, child)		0.0	27.3	27.3		0.0	1.8	1.2
Personal problem with addiction to alcohol or drugs		60.0	28.6	46.2		2.0	1.2	1.5
Addiction alcohol or drugs friend or family member		28.6	34.1	30.6		5.6	7.5	6.6
Lack of interest in my work		27.2	33.7	33.6		33.0	28.0	27.7
Lack tools/resources perform functions of my job		58.6	55.0	57.0		28.3	26.0	25.1
Relationship in my personal life		24.6	26.1	25.3		28.0	26.2	25.2
Relationship with coworkers		37.2	41.6	39.8		31.7	30.4	29.1
Relationship with supervisor		30.8	43.8	42.1		15.9	24.7	22.4
Stressful environment within my department/unit		32.0	44.5	41.9		39.4	43.5	40.0
Supervisor or management support		34.9	47.7	45.3		26.0	26.2	24.6
Other		91.7	80.0	82.9		50.0	45.1	44.0

*Faculty and staff responding "I did not experience this issue/not applicable" were excluded.

**Percent of faculty and staff who experienced each issue.

*Percent of faculty and staff who were negatively impacted by the issue, only among those who experienced it.

My college/university promotes a culture of wellness:

	Percent (%)	Male	Female	Total
Agree OR strongly agree		66.0	62.4	62.9
Neutral		24.3	28.3	27.1
Disagree OR strongly disagree		9.7	9.3	10.0

*Faculty and staff responding "Don't know" were excluded.

Percent of faculty and staff that reported that the following barriers prevent them from participating in wellness-at-work programs:

	Percent (%)	Male	Female	Total
Job responsibilities make it difficult to participate		36.9	45.8	43.4
I forget to attend or participate		27.2	28.5	28.7
Concerns about confidentiality		14.8	14.4	15.6
Lack of personal motivation		35.1	34.6	35.4
Time management		51.6	62.5	59.8
Schedule of programs do not work for me		32.9	42.3	40.3
Wellness programs not offered convenient location		13.1	28.8	24.2
My supervisor does not allow me to attend		4.1	2.4	2.8
Lack interest in wellness activities available to me		25.4	23.0	24.4
Injury or disability		6.9	10.5	9.9
Cost		14.8	18.6	18.4
Not supported by coworkers		4.9	3.5	3.9
Not comfortable in wellness-at-work programs		12.7	17.3	16.7
Do not have the knowledge needed to participate		18.5	15.1	16.1
Other		10.6	13.5	12.8

Within the last 12 months, faculty and staff reported they *agree* or *strongly agree* that they felt:

	Percent (%)	Male	Female	Total
My work is consistent with my values		86.2	83.9	83.9
My office/department values my work		77.2	76.9	76.8
Supervisor support the demands of my job		74.8	70.6	71.9
Received feedback my work performance		64.2	68.6	67.4
Communication to effectively do my job		61.4	64.3	62.8
Offered opportunities to learn and grow		66.3	60.5	62.5
Balance of my job life outside work setting		73.2	69.9	70.0
4 or more of the above		74.8	72.8	73.2
4 or more disagree or strongly disagree		5.7	7.2	6.8

Within the last 12 months, faculty and staff that have reported missing work due to being bullied in the workplace:

Impact*				Prevalence**				
	Percent (%)	Male	Female	Total	(%)	Male	Female	Total
No		95.4	94.6	94.5	No	42.3	45.1	42.0
Yes		4.6	5.4	5.5	Yes	2.0	3.0	2.3
					N/A	55.7	51.9	55.7

*Faculty and staff responding "N/A" were excluded.

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**All response options included.

Within the last 12 months, faculty and staff reported they *agree somewhat* or *strongly agree* with the following statements:

	Impact*			Prevalence**				
	Percent (%)	Male	Female	Total	(%)	Male	Female	Total
My emotional health has been negatively affected due to being bullied at work.		22.9	34.8	32.5		6.5	9.6	8.9
My physical health has been negatively affected due to being bullied at work.		15.9	19.5	19.0		4.5	5.3	5.1
My stress level has been increased due to being bullied at work.		21.4	30.2	28.5		6.1	8.4	7.9
Agree or strongly agree to all three questions		14.3	18.5	17.8				
Agree or strongly agree to any one of the three questions		25.7	36.5	34.7				

*Faculty and staff responding "N/A" were excluded.

**Percent of faculty and staff who reported agree or strongly agree, with all responses included.

*Percent of faculty and staff who were negatively impacted by the issue, only among those who experienced it.

E. Tobacco and Alcohol Use

Faculty and staff reported using the following in the last 30 days:

	Percent (%)	Male	Female	Total
Alcohol (beer, wine, liquor)	59.9	61.0	60.5	
Cigarettes	2.4	3.4	3.3	
Cigars, little cigars, clove cigarettes	2.0	0.0	0.6	
E-cigarettes or other vape products	5.7	2.7	3.8	
Smokeless tobacco (chew, snuff)	2.4	0.0	0.7	
Tobacco from a water pipe (hookah)	0.4	0.2	0.2	

Faculty and staff reported using the following tobacco/nicotine products in the last 30 days:

1. Cigarettes **OR**
2. Cigars, little cigars, clove cigarettes **OR**
3. E-cigarettes or other vape products **OR**
4. Smokeless tobacco (chew, snuff) **OR**
5. Tobacco from a water pipe (hookah)

	Percent (%)	Male	Female	Total
Yes, to any tobacco/nicotine products	10.9	6.0	7.7	

Reported number of times faculty and staff consumed five or more drinks in a sitting within the last two weeks:

	Percent (%)	Male	Female	Total
NA, don't drink		23.5	21.2	22.4
None		55.9	67.1	63.3
One to two times		15.4	10.5	11.9
Three to five times		4.0	0.7	1.7
Six or more times		1.2	0.5	0.7

Mean number of drinks consumed on a typical day or evening

**Statistics below include those reporting 0 drinks*

	Male	Female	Total
Mean	1.57	1.29	1.36
Median	2.00	1.00	1.00
Std Dev	1.32	1.02	1.12

Mean number of drinks consumed on a typical day or evening among those who drink

**Statistics below exclude those reporting 0 drinks*

	Male	Female	Total
Mean	2.06	1.65	1.76
Median	2.00	1.00	2.00
Std Dev	1.13	0.85	0.96

Proportion of faculty and staff that responded yes to one or more the questions below:

1. In the last 12 months, have you felt the need to reduce your drinking? **OR**
2. In the last 12 months, has a family member, friend, colleague, or anyone expressed concern about your drinking or suggested you reduce your consumption? **OR**
3. Are you having any financial, work, family, or other problems as a result of your drinking?

	Percent (%)	Male	Female	Total
Yes, to any of the above		10.5	9.4	9.6

Faculty and staff in **recovery** from alcohol or other substance abuse or dependence:

	Percent (%)	Male	Female	Total
Yes, in recovery		3.6	1.0	1.9

F. Nutrition and Exercise

Within the last week, faculty and staff consumed the following ounces of lean proteins on average per day:

	Percent (%)	Male	Female	Total
0-2 ounces per day		10.5	10.8	10.9
3-5 ounces per day		32.0	44.3	40.7
6-8 ounces per day		32.4	32.4	32.3
9-11 ounces per day		16.6	7.7	10.5
More than 11 ounces per day		8.5	4.8	5.6

Faculty and staff reported consuming the following number of servings of sugar-sweetened beverages on average per day, within the last week:

	Percent (%)	Male	Female	Total
0 servings/day		58.3	52.9	54.2
1-2 servings/day		34.0	38.9	37.6
3 or more servings/day		7.7	8.2	8.2

Faculty and staff meeting the recommended guidelines for physical activity

Based on: US Dept of Health and Human Services. *Physical Activities Guidelines for Americans*, 2nd edition.

Washington, DC: US Dept of Health and Human Services; 2018

Recommendation for **aerobic activity**: 150 minutes or more of moderate-intensity physical activity per week or 75 minutes of vigorous-intensity physical activity or the equivalent combination

Recommendation for **strength training**: 2 or more days a week of moderate or greater intensity activities that involve all major muscle groups

Active Adults meet the recommendation for strength training **AND** aerobic activity

Highly Active Adults meet the recommendation for strength training and **TWICE** the recommendation for aerobic activity (300 minutes or more of moderate-intensity physical activity per week or 150 minutes of vigorous-intensity physical activity or the equivalent combination)

	Percent (%)	Male	Female	Total
Guidelines met for aerobic exercise		61.8	50.8	54.4
Guidelines met for Active Adults		43.6	33.3	36.1
Guidelines met for Highly Active Adults		31.1	23.0	25.0

Food Security

Based on responses to the *US Household Food Security Survey Module: Six-Item Short Form (2012)* from the USDA Economic Research Service.

	Percent (%)	Male	Female	Total
High or marginal food security (score 0-1)		93.0	89.6	90.3
Low food security (score 2-4)		4.1	6.6	6.1
Very low food security (score 5-6)		2.9	3.8	3.6
Total food insecure (low/very low food security)		7.0	10.4	9.7

G. Sleep

Past 7 days, getting enough sleep to feel rested when you woke up:

	Percent (%)	Male	Female	Total
0-2 days		24.3	31.1	29.6
3-4 days		27.1	32.3	30.9
5-6 days		35.2	27.5	29.2
7 days		13.4	9.1	10.4

Over the last 2 weeks, faculty and staff reported the following average amount of sleep on weeknights (excluding naps):

	Percent (%)	Male	Female	Total
Less than 7 hours		44.5	45.9	45.0
7 to 9 hours		55.5	53.4	54.5
10 or more hours		0.0	0.7	0.5

Reported amount of time to usually fall asleep at night (sleep onset latency):

	Percent (%)	Male	Female	Total
Less than 15 minutes		64.4	57.9	59.7
16 to 30 minutes		20.2	25.3	23.6
31 minutes or more		15.4	16.8	16.7

Faculty and staff reported experiencing the following in the last 12 months:

	Percent (%)	Male	Female	Total
Experienced difficulty staying asleep		50.0	68.2	62.5
Used over-the-counter medication promote sleep		22.7	31.8	29.5
Used a prescription medication to promote sleep		10.6	9.6	10.1
OTC OR prescription medications promote sleep		27.9	36.5	34.5

Demographics and Characteristics

● Age:

18 - 25 years:	4.5 %
26 - 35 years:	18.3 %
36 - 45 years:	24.4 %
46 - 55 years:	27.5 %
56 - 65 years:	20.3 %
66 + years:	5.0 %

● Gender*

Female:	66.4 %
Male:	28.1 %
Non-binary:	4.1 %

● Term describes your gender identity:

Woman :	68.1 %
Man:	28.9 %
Trans woman:	0.0 %
Trans man:	0.2 %
Genderqueer:	0.2 %
Agender:	0.2 %
Genderfluid:	0.2 %
Intersex:	0.0 %
Nonbinary:	1.0 %
Another identity:	1.0 %

● Relationship status:

Single, never married:	17.3 %
Single, divorced:	9.4 %
Separated:	0.9 %
Engaged:	2.8 %
Married:	64.4 %
Widowed:	1.6 %
Other:	3.6 %

● Employee Classification:

Staff	68.6 %
Adjunct Faculty	4.0 %
Faculty	20.3 %
Administration:	3.9 %
Graduate/professional student, fellow, resident or post-doc	0.9 %
Other:	2.3 %

● Respondents describe themselves as:

American Indian or Native Alaskan	1.3 %
Asian or Asian American:	4.4 %
Arab/Middle Eastern	
North African Origin:	0.2 %
Black or African American:	7.2 %
Hispanic or Latino/a:	4.7 %
Native Hawaiian or Other Pacific Islander Native	0.0 %
White:	83.9 %
Biracial or Multiracial:	1.9 %
Another identity:	1.9 %

● Term describes your sexual orientation:

Straight/Heterosexual:	87.6 %
Bisexual:	5.1 %
Gay:	0.9 %
Lesbian:	1.9 %
Pansexual:	0.9 %
Queer:	1.7 %
Questioning:	0.3 %
Asexual:	0.9 %
Another identity:	0.6 %

● Highest level of education:

Grades 1-8:	0.0 %
Grades 9-11 (some high scho	0.2 %
High school graduate or GED	2.5 %
Some college (no degree):	5.1 %
Trade/technical/vocational:	1.0 %
Associate's degree:	4.1 %
Bachelor's degree:	30.5 %
Master's degree:	34.5 %
Doctoral degree:	20.2 %
Professional Degree:	1.7 %

* See note on page 2 regarding gender categories

● **Employment status:**

Part-time without benefits:	8.7 %
Part-time with benefits:	1.9 %
Full-time without benefits:	2.3 %
Full-time with benefits:	87.1 %

● **Years of employment at this institution
or outsourced group at this institution:**

<=5:	42.2 %
6-10:	19.1 %
11-15:	14.1 %
16-20:	8.4 %
21-25:	5.7 %
26-30:	6.6 %
31-35:	1.7 %
36-40:	1.3 %
More than 40 years	0.9 %