**BENEFITS & WELLNESS**

**2019 SURVEY RESULTS**

ADMINISTERED IN APRIL 2019 TO ALL BENEFIT ELIGIBLE FACULTY AND STAFF / 891 RESPONSES / 35% RESPONSE RATE

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**MANAGEMENT OF BENEFITS AND CUSTOMER SERVICE**

- **73%** indicate communication they receive about GVSU’s retirement plan meets or exceeds expectations*
- **57%** indicate retirement planning workshops and seminars meet or exceed expectations**

*Similar to 2016

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**GENERAL**

- **83%** indicated the GVSU benefits program is very important to their overall satisfaction in working and remaining as an employee at GVSU
- **61%** reported GVSU benefits are better than what other organizations offer
- **90%** indicate GVSU’s plan provides good access to the health care they need

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**PERCEPTION OF BENEFITS INCLUSIVITY**

- **86%** of faculty and staff agree that GVSU benefits are inclusive and meet their needs.

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**WELLNESS AND PREVENTION**

- **90%** feel that GVSU values their overall health and well-being
- **71%** indicate they receive support from their immediate supervisor regarding their overall health and well-being
- **85%** devote whatever time and effort is needed to do a job well done
- **40%** have made some health behavior changes, but still have trouble following through with them
- **76%** eat breakfast everyday
- **88%** keep moving forward even when they encounter setbacks
- **53%** exercise aerobically three or more days each week
- **89%** never use tobacco

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**WORK LIFE**

Work Life data was tracked by the Work Life Consultant from January 1 - June 30, 2019

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**[ WL PRESENTING ISSUES ]**

- Work life balance (61, 31%)  
- Conflict (59, 32%)  
- Family (34, 18%)

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**[ WL REFERRALS ]**

- Self referral (72)  
- Referral from supervisor (53)  
- Referral from colleague (40)  
- Events/trainings (21)

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**[ WL ISSUES ]**

- Mental health, substance abuse & grief (31, 17%)  
- Formal referral/coordinator (5, 3%)  
- Student death (9, 5%)  
- Faculty/staff death (9, 5%)  
- Retirees concerns (8, 4%)  
- Exit interview (8, 4%)

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**[ WL REFERRALS ]**

- Health & Wellness (165)  
- Business (80)  
- Retirement (75)  
- Benefits (49)  
- Other (12)

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Though generally healthy, faculty and staff are less likely to report a high level of positive energy at work than the other categories. Only 34% percent of respondents indicate they start the day feeling fully rested.