It is widely accepted that proper nutrition, physical activity, and a healthy body weight serve as a powerful triad in decreasing the risk for health issues such as hypertension, diabetes, and heart disease, among others. However, according to the latest data from Healthy People 2020 (U.S. Department of Health and Human Services [USDHHS], 2014), the obesity rate among adults aged 20 years and over has increased by 13.9%, from 33.9% (2005-2008) to 38.6% (2013-2016, age adjusted), meaning that approximately 1 in 3 adults today are obese. This trend is concerning, not only because of the increased risk of health issues that are associated with obesity, but also because of the increased medical costs and burden on the medical care delivery system that such health issues incur (USDHHS, 2014).

Globally, the workplace has been identified as a priority setting for health promotion in the 21st century (World Health Organization, 2018), and workplace health promotion is an important component of several Healthy People 2020 objectives (USDHHS, 2014). Americans spend one-third (7.99 hours) of their day involved in work and work-related activities (U.S. Bureau of Labor Statistics, 2016), thus making the workplace a convenient, ideal, and critical location for promoting and achieving the health, wellness, and safety goals of employees and their families (American College of Occupational and Environmental Medicine, 2017; Gudzune, Hutfless, Maruthur, Wilson & Segal, 2013; Hall, Kelley, Burmeister, & Merchant, 2017).

Despite offering a variety of programs and activities, the success of workplace wellness programs continues to remain challenged by a lack of employee interest, participation, and poor engagement (Hall et al., 2017; Linnan et al., 2008). The purpose of this presentation is to describe an innovative, three-component approach to an academic workplace wellness program and its longitudinal (5-year) impact on participating employees’ biometric health screening data. An overview of workplace wellness literature will be offered, potential obstacles and barriers to employee participation will be explored, and strategies to improve wellness at both the individual and organizational levels will be discussed.

Title:
Beyond Biometrics: Optimizing Academic Professional Well-Being at Individual and Organizational Levels

Keywords:
Academic environments, Professional Well-Being and Workplace Wellness Program

References:


**Abstract Summary:**
This presentation describes an academic workplace wellness program and its longitudinal (5-year) impact on participating employees’ biometric health screening data. An overview of workplace wellness literature will be offered, potential obstacles to participation will be explored, and strategies to improve wellness at the individual and organizational levels will be discussed.

**Content Outline:**

1. **Introduction**
   1. Current Health Statistics/Trends in American Adults
   2. Workplace as Ideal Setting for Health Promotion and Wellness Programs

2. **Body:**
   1. Overview of workplace literature
   2. Overview of this academic setting’s wellness program and its components
      1. Biometric Health Screening
      2. Group Educational Session
      3. Qualifying Program
   3. Longitudinal (5-Year) impact on participating employees’ biometric data
      1. Research questions
      2. Research methodology/Data analysis
      3. Results of the study
   4. Discussion
      1. Potential barriers to employee participation in workplace wellness programs
      2. Strategies to improve wellness at the individual level
      3. Strategies to improve wellness at the organizational level

3. **Conclusion and Questions**

First Primary Presenting Author

*Primary Presenting Author*

Sara K. Kaylor, EdD, RN, CNE
The University of Alabama
The Capstone College of Nursing
Assistant Professor
Tuscaloosa AL
USA

**Professional Experience:** 2013–Present Assistant Professor, Capstone College of Nursing, The
Author Summary: Dr. Sara Kaylor is an Assistant Professor at The University of Alabama Capstone College of Nursing, with teaching expertise in undergraduate Health Assessment and Master's level Case Management courses. Her research interests include exploring health and wellness factors that play into creating and sustaining healthy living, learning, and work environments. Dr. Kaylor is a past Scholar in the Nurse Faculty Leadership Academy (2016-2017), sponsored by Sigma Theta Tau International and The Elsevier Foundation.

Second Author
Leslie G. Cole, DNP, RN
The University of Alabama - Tuscaloosa
Assistant Professor
Tuscaloosa AL
USA

Professional Experience: 2010-present -- Assistant Professor, Capstone College of Nursing, University of Alabama, Tuscaloosa, AL 2007-2010 -- Instructor, Capstone College of Nursing, University of Alabama, Tuscaloosa, AL 2004-06 -- Staff Nurse, Post-Anesthesia Care Unit, Northport Medical Center, Northport, AL 2000-04 -- Staff Nurse/Charge Nurse, Cardiac Telemetry Unit, INOVA Fairfax Hospital, Fairfax, VA Responsible for development, implementation, and course leadership of undergraduate nursing adult health and Critical Thinking and Critical Judgement courses (2010-present). Responsible for development and implementation of QSEN - Clinical Group Projects for practical application of EBP.

Author Summary: Dr. Leslie G. Cole is a Clinical Assistant Professor at the Capstone College of Nursing. In addition to her teaching role, she is also the Wellness Clinician for the UA employee wellness program, WellBAMA. Special research interests include active and collaborative learning in nursing education, the integration of evidence-based practice concepts into nursing curricula, and best practices for gastrointestinal care.

Third Author
Melondie R. Carter, PhD, MSN, BSN, RN
The University of Alabama
College of Nursing
Assistant Dean of Undergraduate Programs and Professor
Tuscaloosa AL
USA

Professional Experience: Dr. Carter is the Assistant Dean of Undergraduate Programs and professor at the Capstone College of Nursing. She is a past President of the Epsilon Omega Chapter of Sigma Theta Tau.

Author Summary: Dr. Carter is the Assistant Dean of Undergraduate Programs and professor at the Capstone College of Nursing. She is a past President of the Epsilon Omega Chapter of Sigma Theta Tau.