

## University of Iowa Employee Well-being Survey: Wave 1 Summary

In May and June of 2020, we surveyed 6,297 University of Iowa employees (demographic summary: 50% P&S; 37% clinical; 64% female; 88% Non-Hispanic Whites). This is the first of four planned surveys of well-being across the University of Iowa employees in the wake of COVID-19.

Our early results find all employee groups reported a decrease in overall well-being due to COVID-19. However, it has not equally affected all employees. Below are highlights from our report.

- Onsite clinical workers reported lower overall well-being, more symptoms of depression, anxiety and stress, greater emotional exhaustion, and lower professional fulfillment than other workers. A primary contributor to emotional exhaustion was contact with patients who have tested positive for COVID-19.
- For onsite clinical workers, work-family conflict had a negative impact on emotional exhaustion that was six times greater than the effects of coming in contact with patients that had tested positive for COVID-19.
- Younger employees (20-29 years) experienced the worst health and well-being outcomes of any age group, despite the virus resulting in less severe symptoms and outcomes (according to CDC figures; <https://www.cdc.gov/mmwr/volumes/69/wr/mm6939e1.htm>). Their decline in physical well-being was also associated with a reduction in self-reported healthy eating habits and regular exercise.
- Remote workers reported higher levels of overall well-being than any on-site workers.
- Compared to male employees, female employees experienced significantly more emotional exhaustion and symptoms of depression, anxiety and stress.
- Having children living at home did not have a broad effect on well-being outcomes, although those with children at home reported significantly higher emotional exhaustion, particularly parents with the youngest children (<3 years).
- Among the 806 supervisors who were managing remote workers in our sample, well-being, anxiety, and depression were areas of concern. Higher anxiety among these supervisors was associated with a lack of confidence in delivering effective feedback remotely, checking in with employees remotely, or properly setting expectations.
- Employees whose supervisors support their family roles report lower stress and higher well-being. Likewise, remote supervisors who are confident and empowering also report higher well-being outcomes.

In our Wave 2 survey completed in August/September, we followed employees over time to track changes in their well-being, including new challenges such as remote schooling and the effects of the effects of the August 10<sup>th</sup> derecho. All reports will be available at <https://hwc.public-health.uiowa.edu/ui-employee-well-being-survey> within 2 months of surveys being completed

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