

# The Aging Academic Workforce: Assessing Progress through a Three-Stage Model of Institutional Change

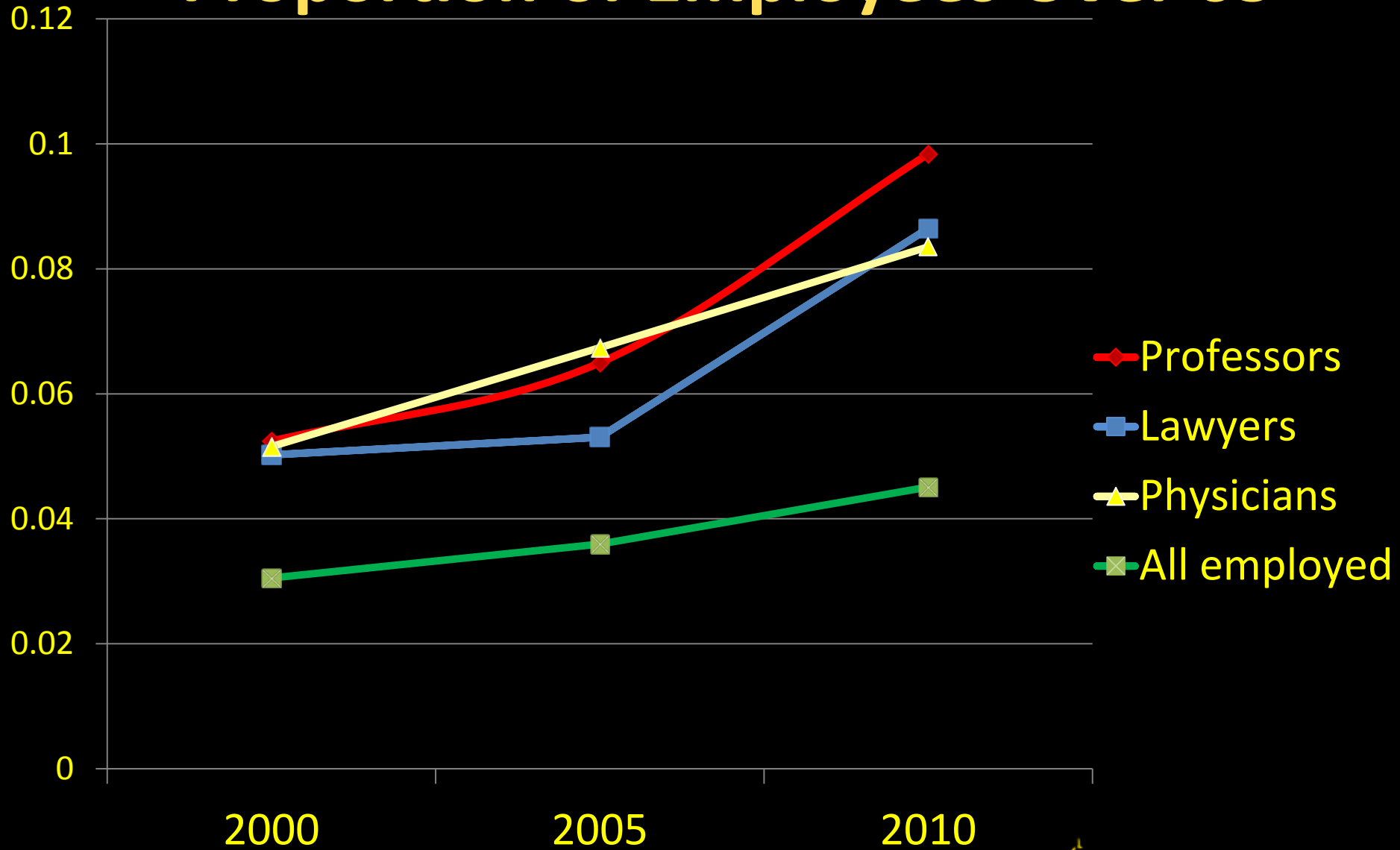
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The University of Iowa

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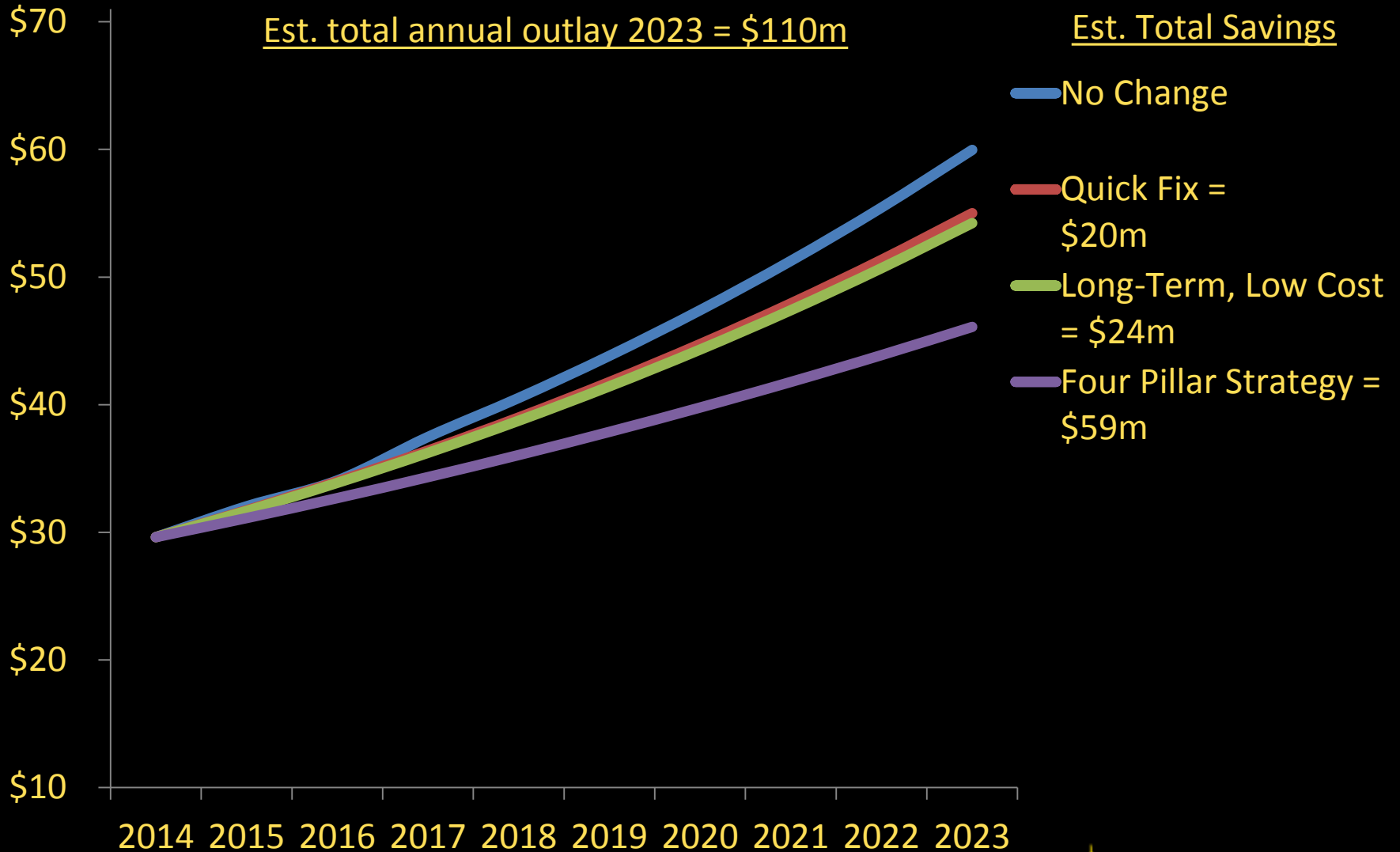
# PRESENTATION OVERVIEW

- Aging in Academic Institutions
- What are some of the challenges
- How are academic institutions responding
- Can institutions change?

# Proportion of Employees Over 65



# Projected 10 Year Outlays: Faculty 65+

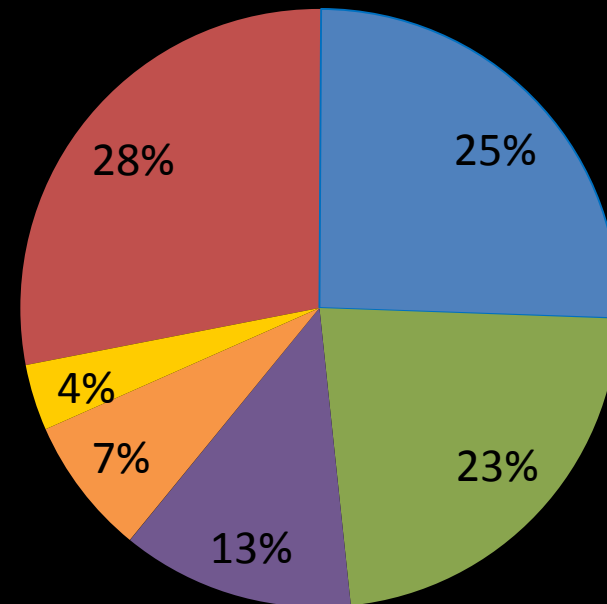
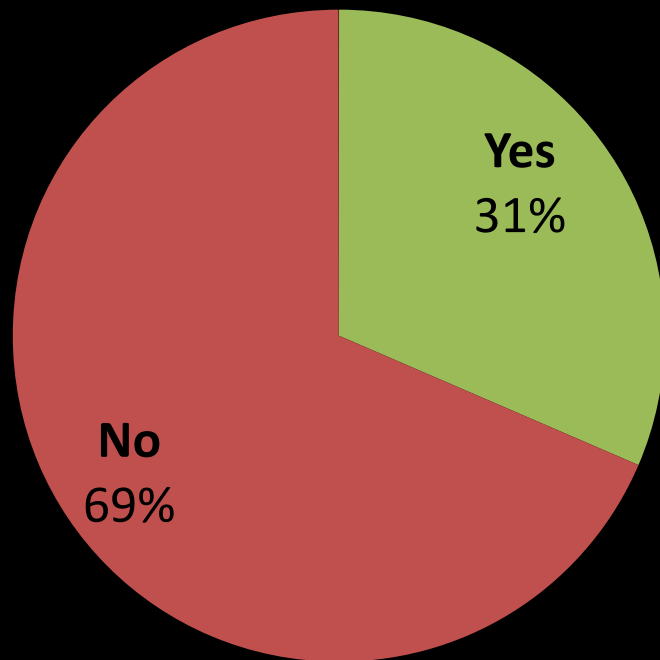


# Informal Caregiving among Aging Employees

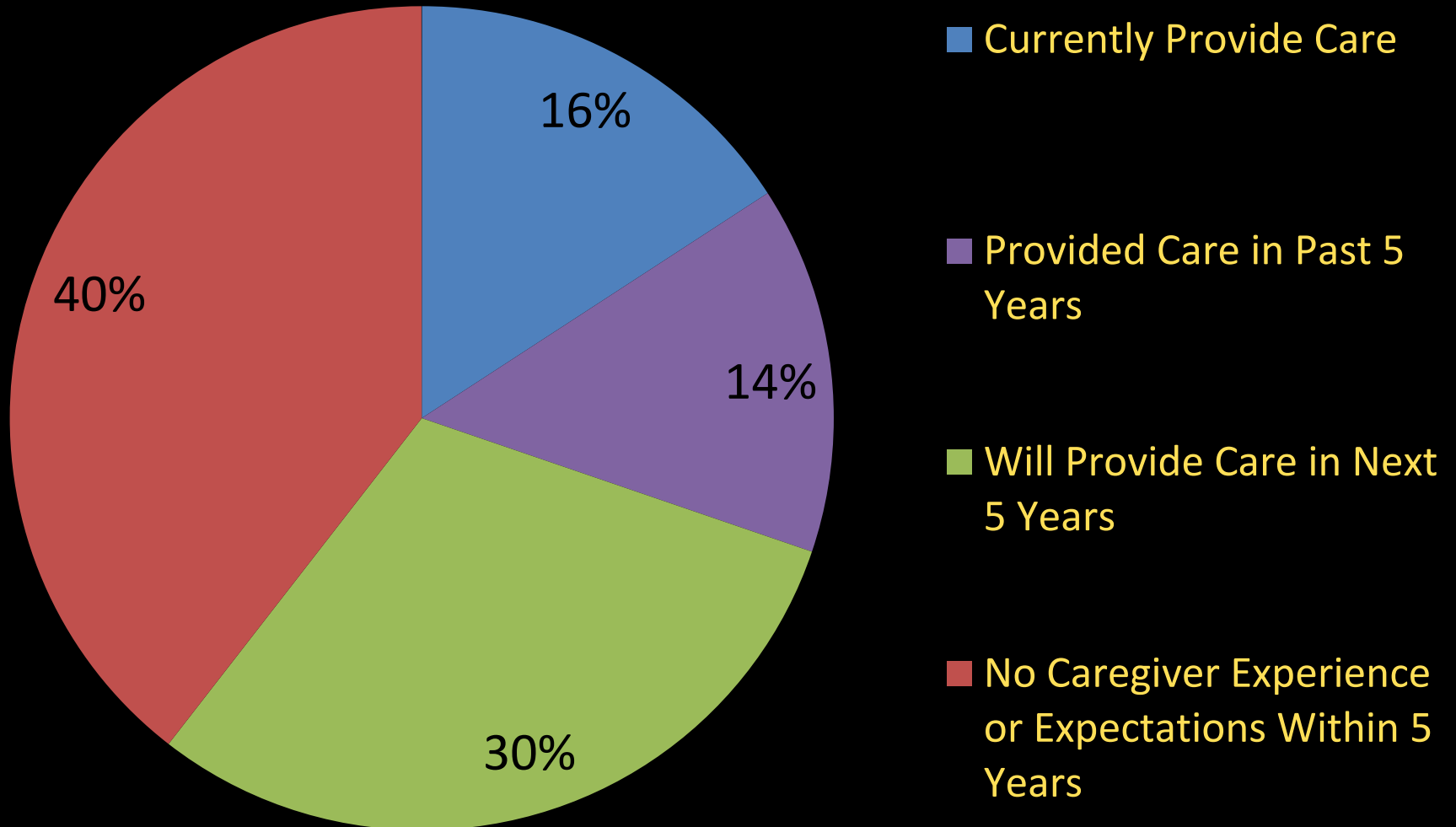
Number of Family Members

Under 18

Over 65



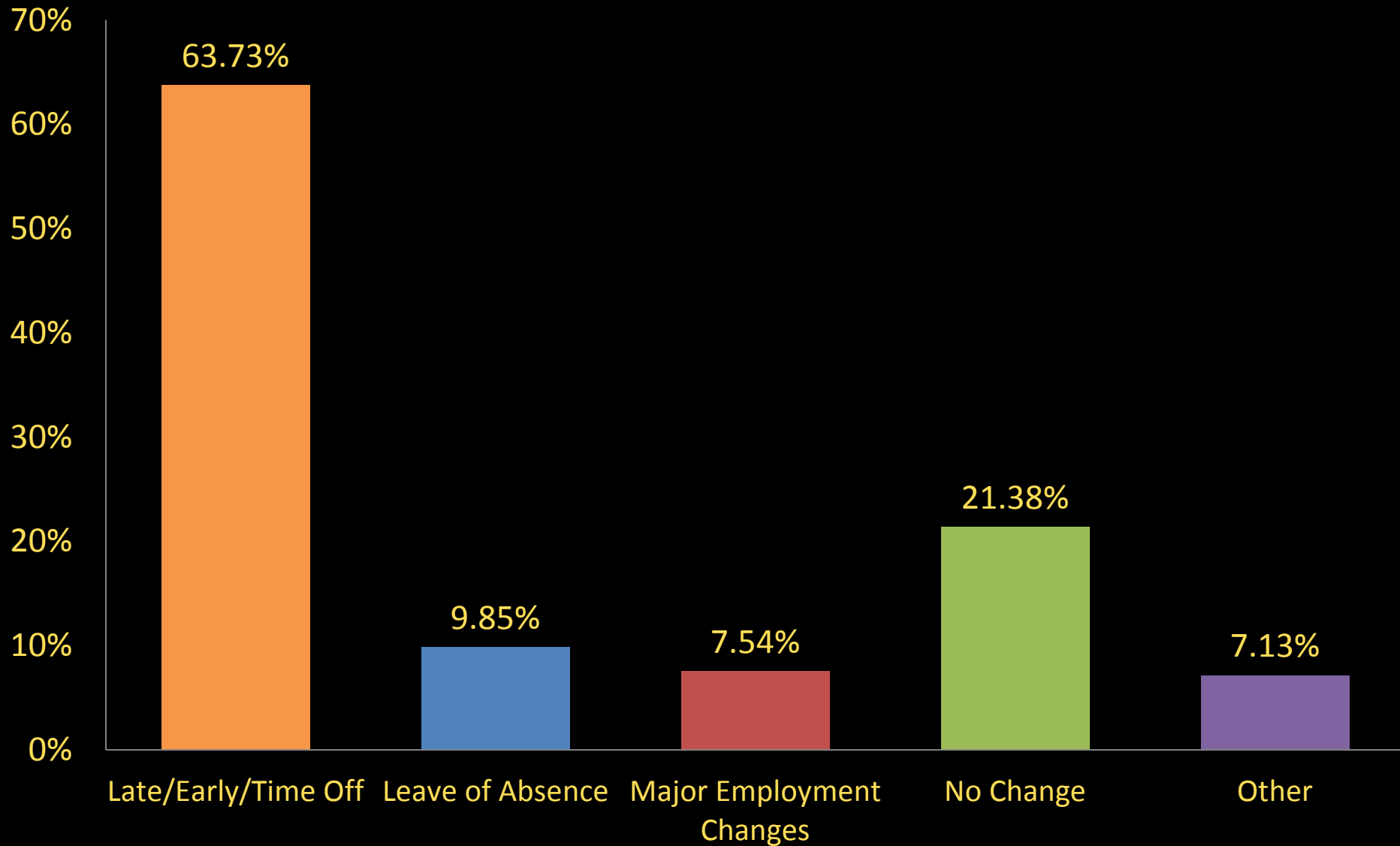
# Caregiving Experience



# Outcomes

- Caregivers have increased stress and decreased psychological well-being;
- Decreased self-reported health status and increased health service use;
- Caregivers alter their work roles

# Effect of Caregiving On Work





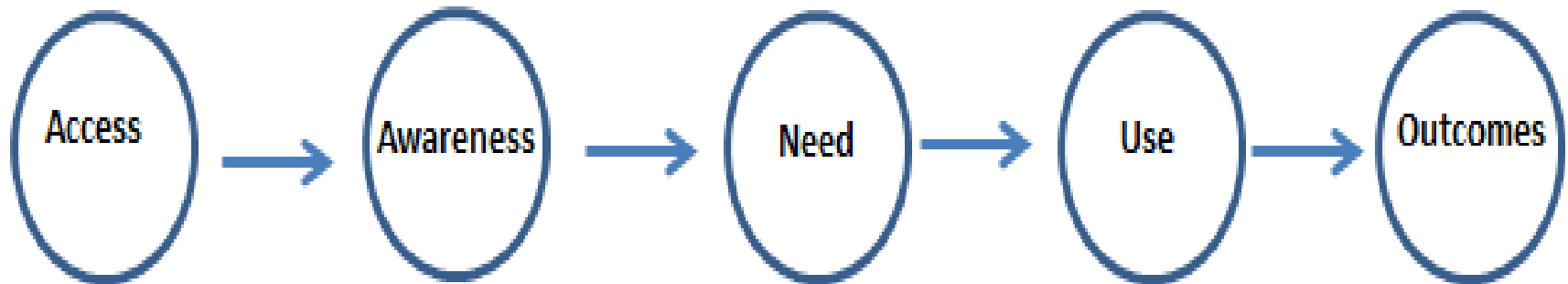
# Case Study in Mobilization...



*“I know I am someone who has concern about an aging parent,”* Senate President and Professor Linda Snetselaar said. *“It would be wonderful to have daycare for aging relatives here on campus. That’s important, because then you can really still focus on what you’re doing as a faculty member but still have the assurance that things are going well for someone you love.”*

	Model 3	
	Mild	Severe
Reference: No Work Interruption	Interruption	Interruption
Unmet Need	2.162**	2.670**
Caregiver Well-Being		
Psychological Well-Being	0.639	0.447*
Self-Rated Health	1.181	0.841
Caregiver Characteristics		
Education (Years)	0.879*	0.863
Age (Years)	1.001	1.013
White	0.756	0.337
Female	1.123	1.171
Caregiver Situation		
Number of Recipients	0.920	0.926
Spends 10+ hours Caregiving	1.126	1.992*
Distance from Recipient	1.005	1.125
Chronic Condition	2.130***	1.547
Mental Illness/ Cogn. Impairment	1.452	2.016*
Independence / Physical Limitations	0.840	0.890
Pseudo R-squared	0.066	

# CAREGIVER PROGRAMS & SERVICES



- Information and referral
- Family Medical Leave
- Support groups and training classes
- Day care and respite services.

# Activation Pathway

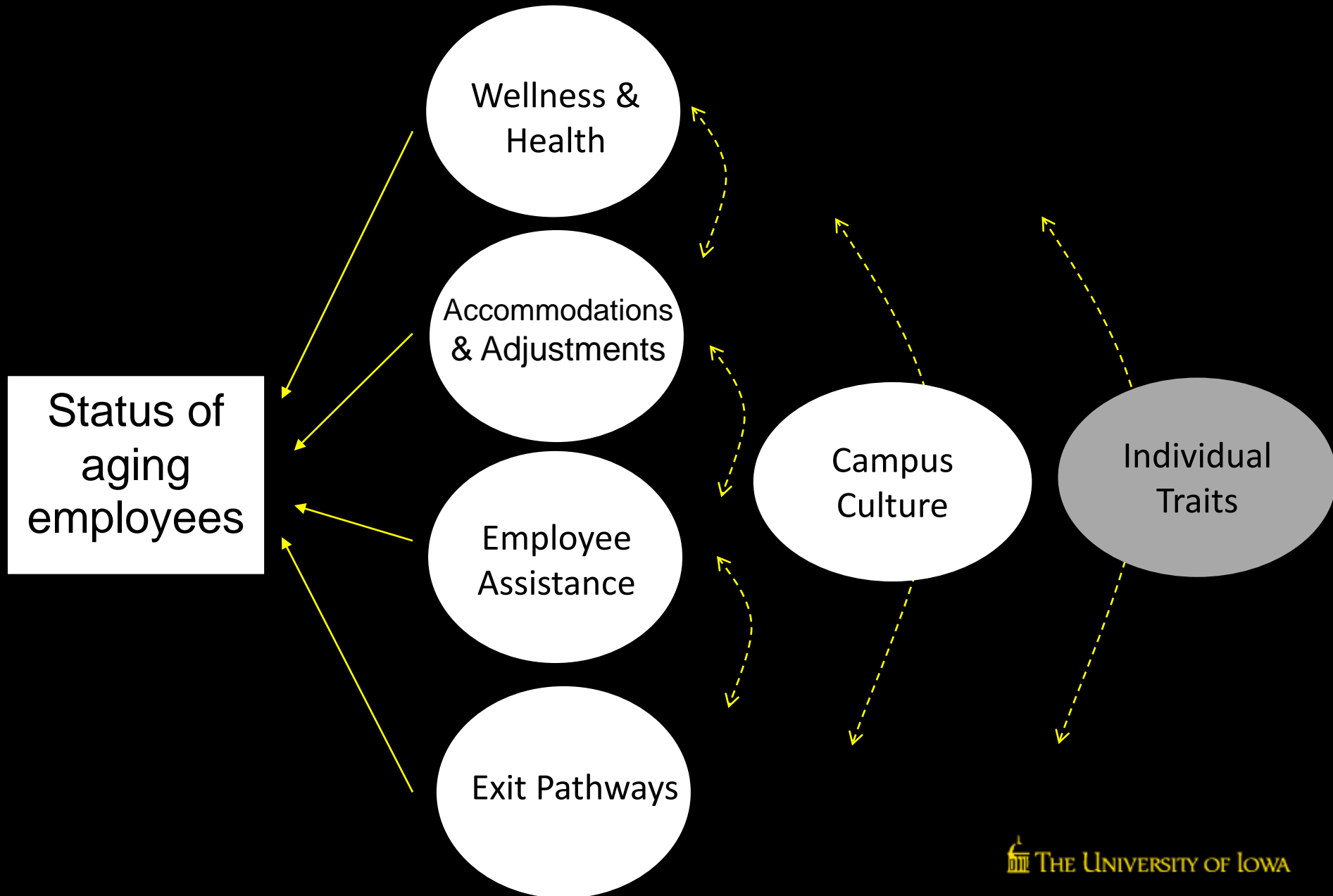
Workplace Support	FMLA	Eldercare	Work Flex
Aware of Support	295 (93%)	177 (58%)	166 (52%)
Need but Don't Use	47 (16%)	30 (17%)	24 (14%)
Use Support	98 (33%)	45 (25%)	60 (36%)
Don't Need Support	150 (51%)	102 (58%)	82 (49%)
Total (n)	317	304	318

**Do Something Different...**



**...for a Change!**

# Four Pillar Model of Successful Aging



# National Survey of HR Reps

(N=187)

- Universities and colleges across US
- Survey covered five topic areas
- Descriptive and predictive analysis of change

# Survey Elements

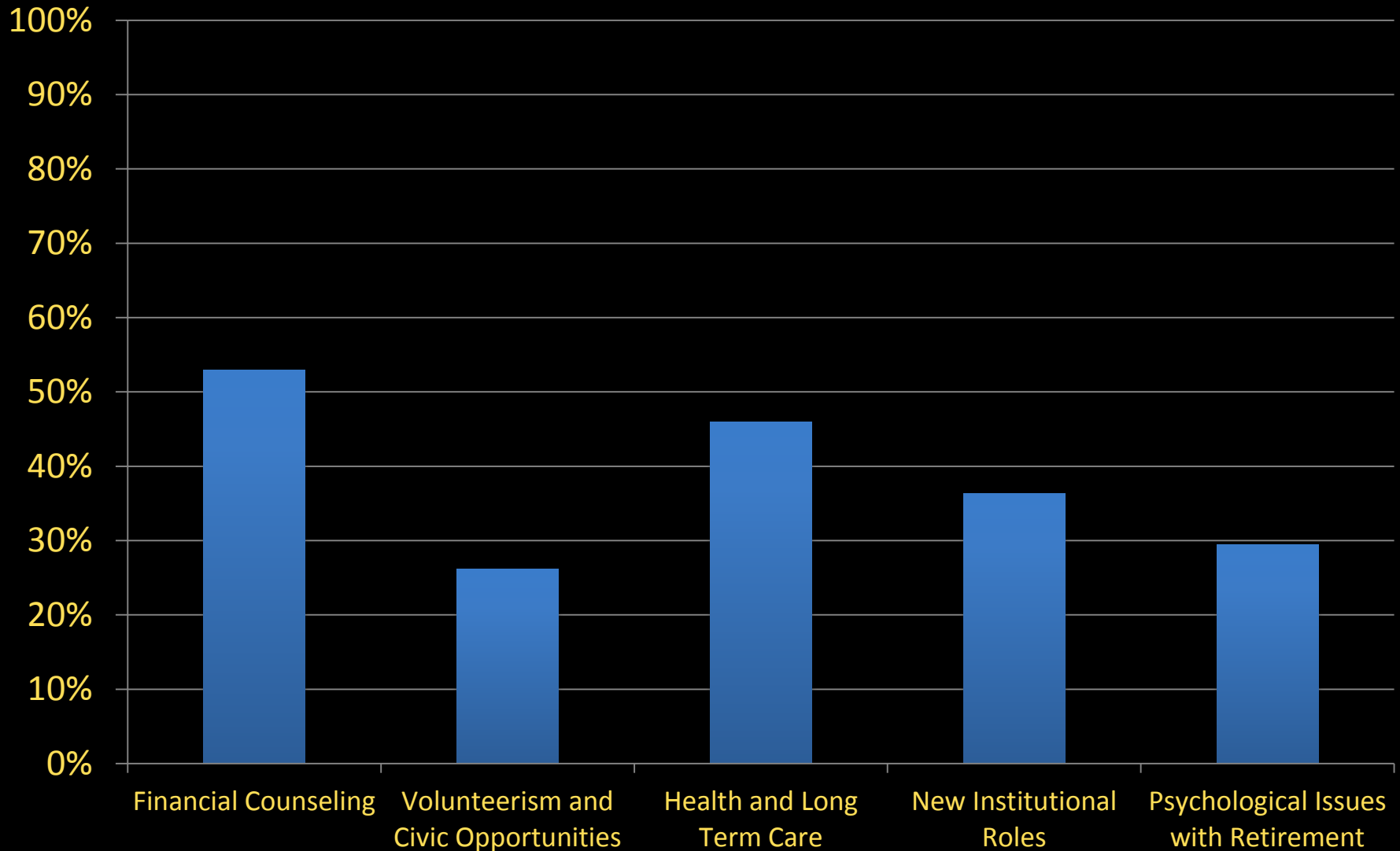
- A. Campus Culture
- B. Wellness Programs
  - Space and Scheduling Accommodations
- C. Assistance Programs
  - Retirement Counseling
- D. Retirement Pathways
  - Home and Community Living
- E. Caregiving



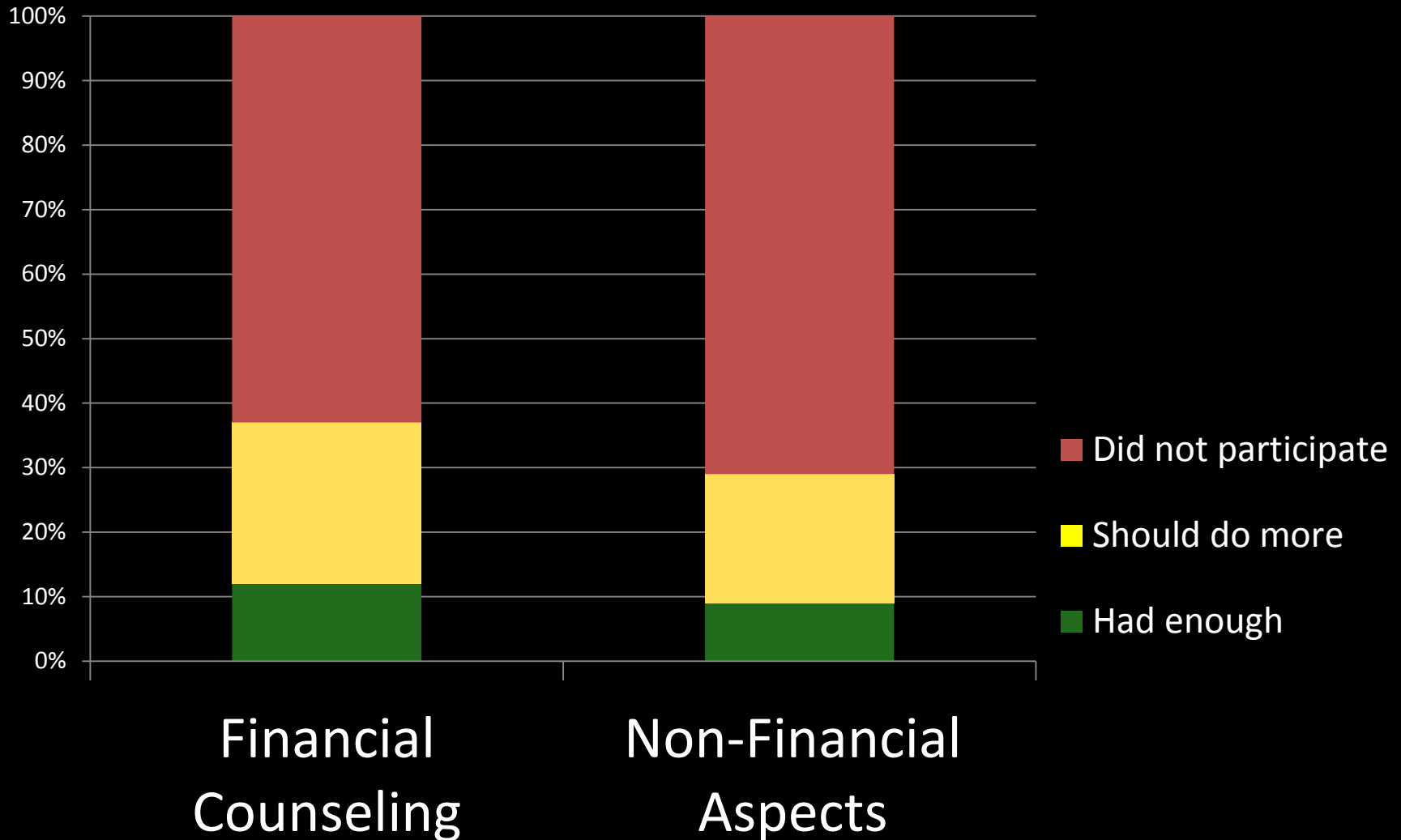
# Research Questions

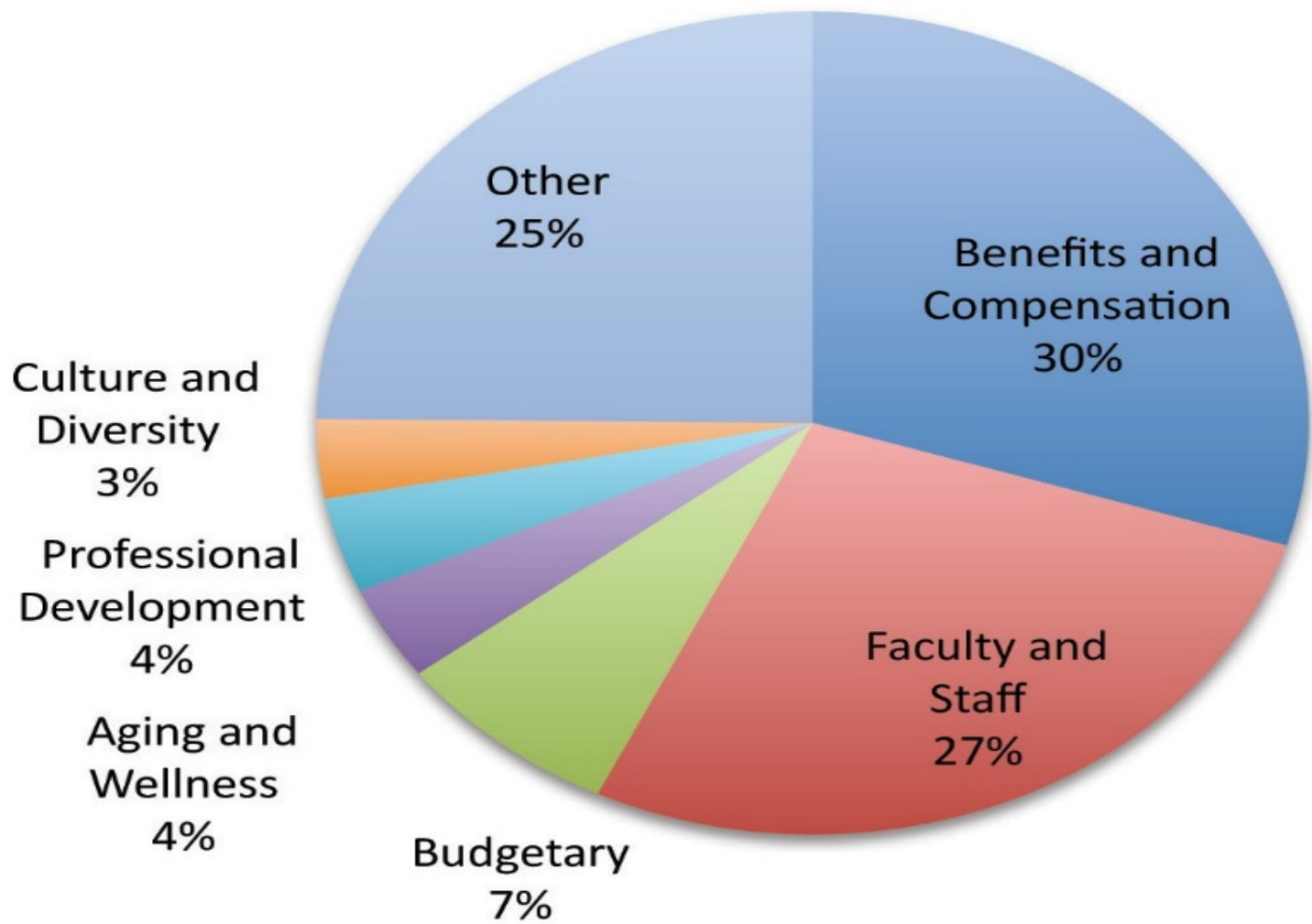
- a) How many HR specialists have specialized training for managing an aging workforce?
- b) What particular policies and programs have been implemented to address these needs?
- c) What distinguishes those academic institutions that have implemented policies and programs from those that have not

# Relevant Counseling Components

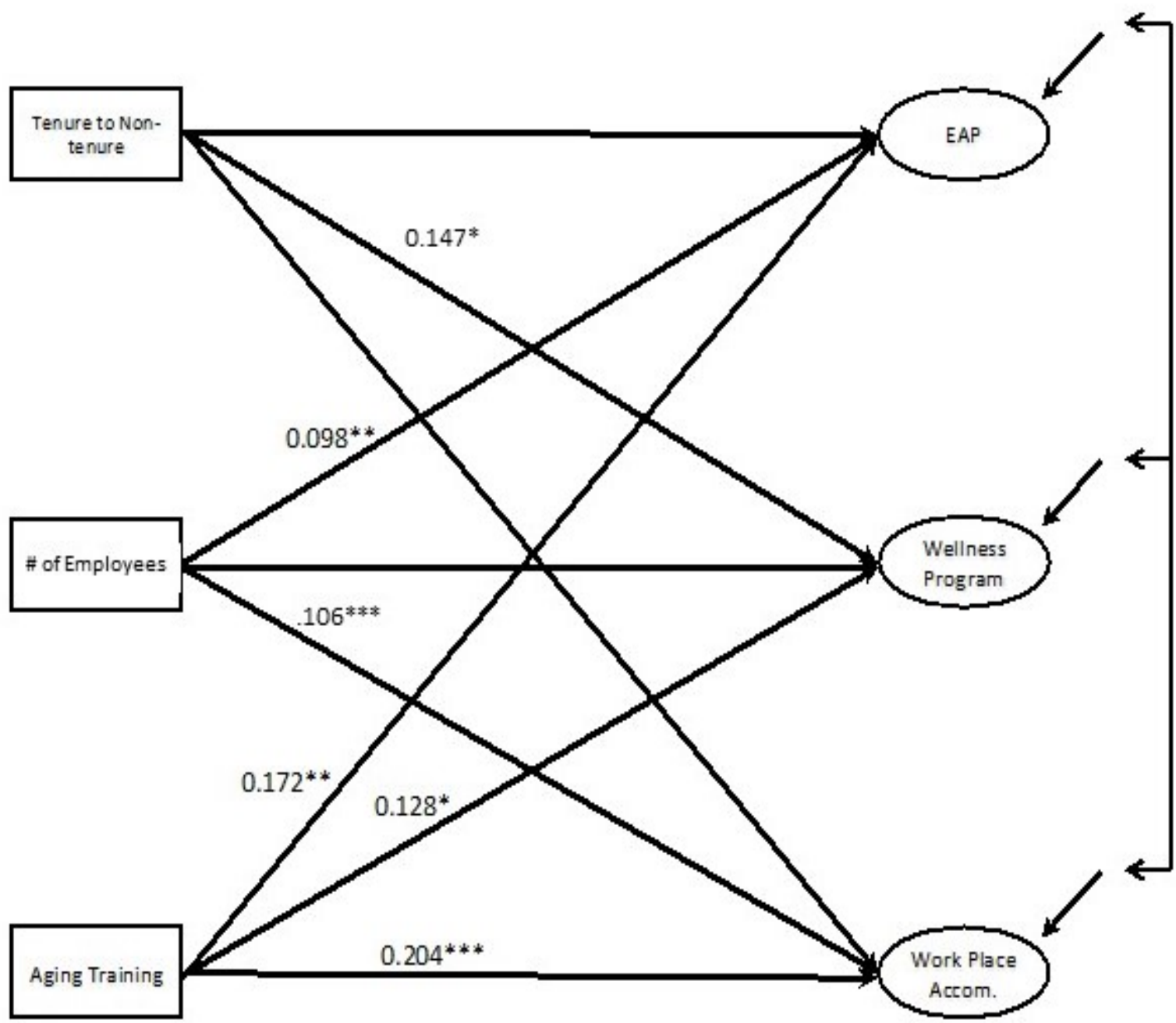


# Participation in Retirement Counseling Among Employees 50+





Variable	Mean or Percentage	Standard Deviation
Number of employees	1792.77	2828.11
Ratio: Tenured and tenure-track	1.55	2.47
Human resources specialist	27%	
<b>HEALTH &amp; WELLNESS</b>		
Health education for arthritis	45%	
Tai chi, yoga, or meditation programs	51%	
Caregiving	49%	
<b>ACCOMMODATIONS</b>		
Compressed workweek	47%	
Telecommuting	49%	
Seasonal scheduling	41%	
Job sharing	31%	
Phased return from extended leave	63%	
Paid time off bank	22%	
Civic time off	29%	
Part-time work a	50%	
<b>EMPLOYEE ASSISTANCE</b>		



# DISCUSSION

- The aging workforce continues to grow
  - Demographic age-wave is just hitting the shore
  - Workplace exits increasingly will come later

- Costs of elder caregiving and other age-related issues are substantial;
- Workplace structures are lacking;
- Pathways to programs and services need paving



- What are age-friendly institutions?
  - High ratio of tenure to non-tenure faculty
  - Large number of employees
  - *Campus leadership, dedicated staff, & support*



“One of the strategies to achieve the University’s aspiration is through engaged faculty and staff who (1) feel valued, (2) are involved in decision making, (3) have their ideas heard and respected, (4) have opportunities to further their career and/or work-related responsibilities, and (5) believe their well-being is important.”

Working at Iowa Survey 2012

# What's Next?

- Research examining impact of programs
- What makes institutions change
- Dissemination process

 THE UNIVERSITY OF IOWA