

Research & (Mental) Health

Team Health Management:

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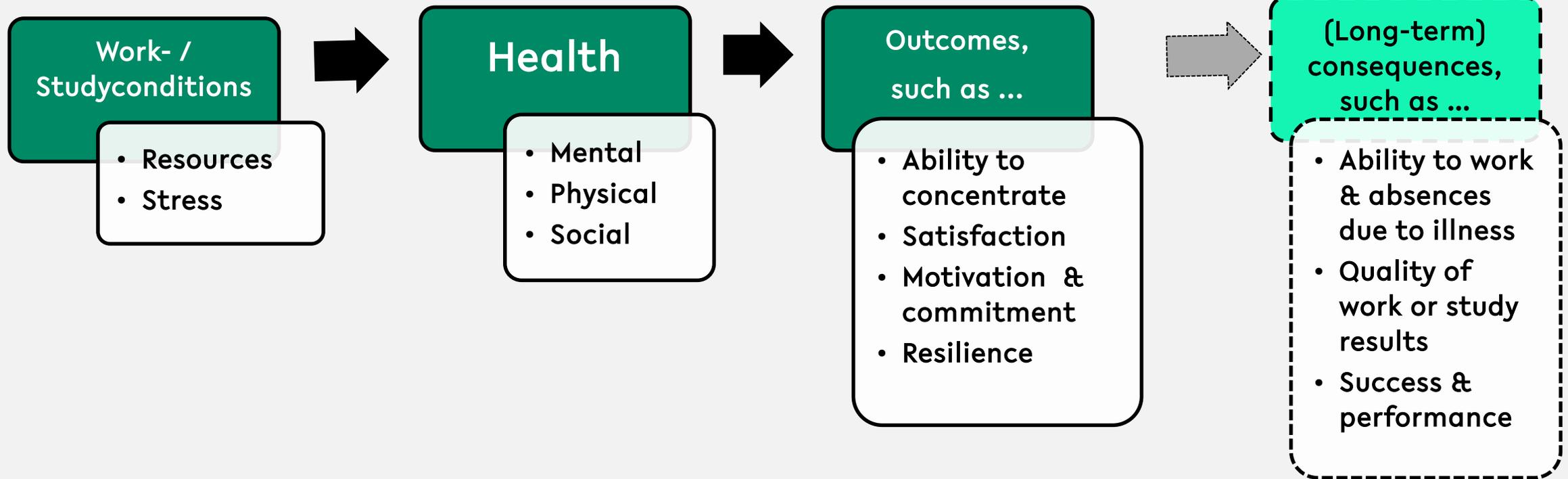
Woche der Forschungskompetenzen, 04.03.2024, Bielefeld University



Agenda

- ✓ Quick brainstorming session to get started
- ✓ Background: State of Research, Data of our Projects
- ✓ Health Management, Support Services and (Counseling) Offers at Bielefeld University
- ✓ Time for discussion: Questions, wishes, suggestions, experiences?

Work / Studying and Health



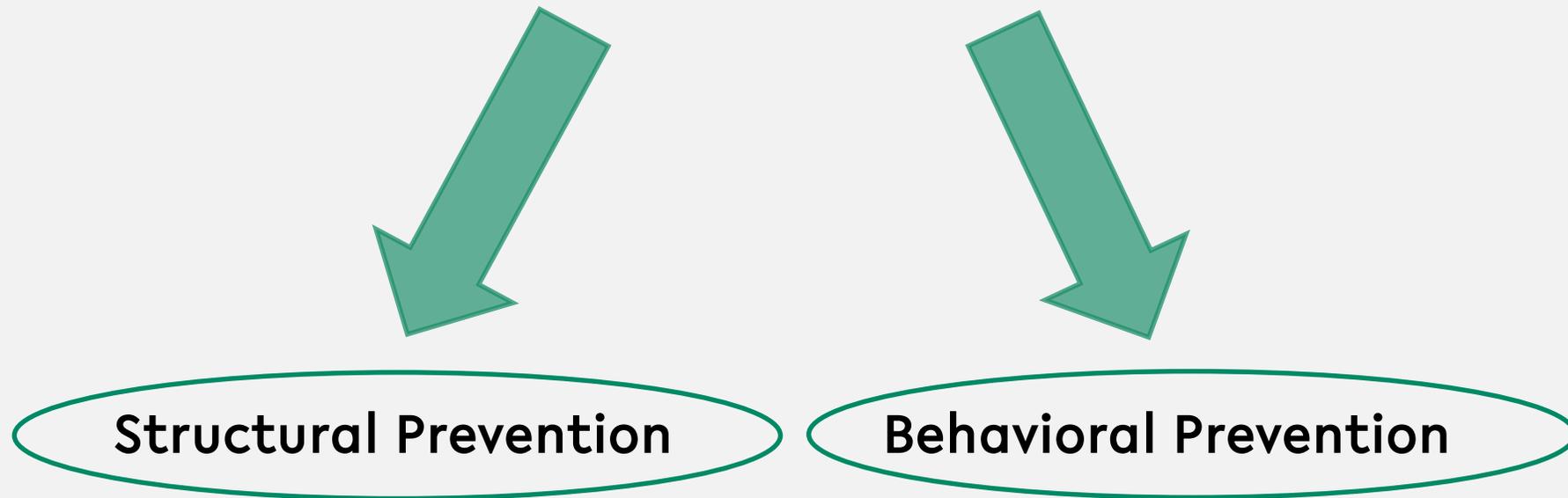
Exemplary research results

Close link between work and health:

- Work-related mental stress is at a high level and has risen in recent years (Badura, 2017)
- Absences due to illness are closely linked to workloads (bpb, 2021)
- Musculoskeletal disorders are the most common, followed by mental illnesses (Dragano, 2023)
- Working conditions and personal factors interact with your own health (Heid, Hinz, & Schlink, 2016)
- University context is not excluded here (especially due to increasing performance orientation and increasing competition) (Esdar, Steinke, Burian, Steinmann & Unnold, 2016)
- Students are often in worse health than non-students (Grützmacher, Gusy, Lesener, Sudheimer, & Willige, 2018)

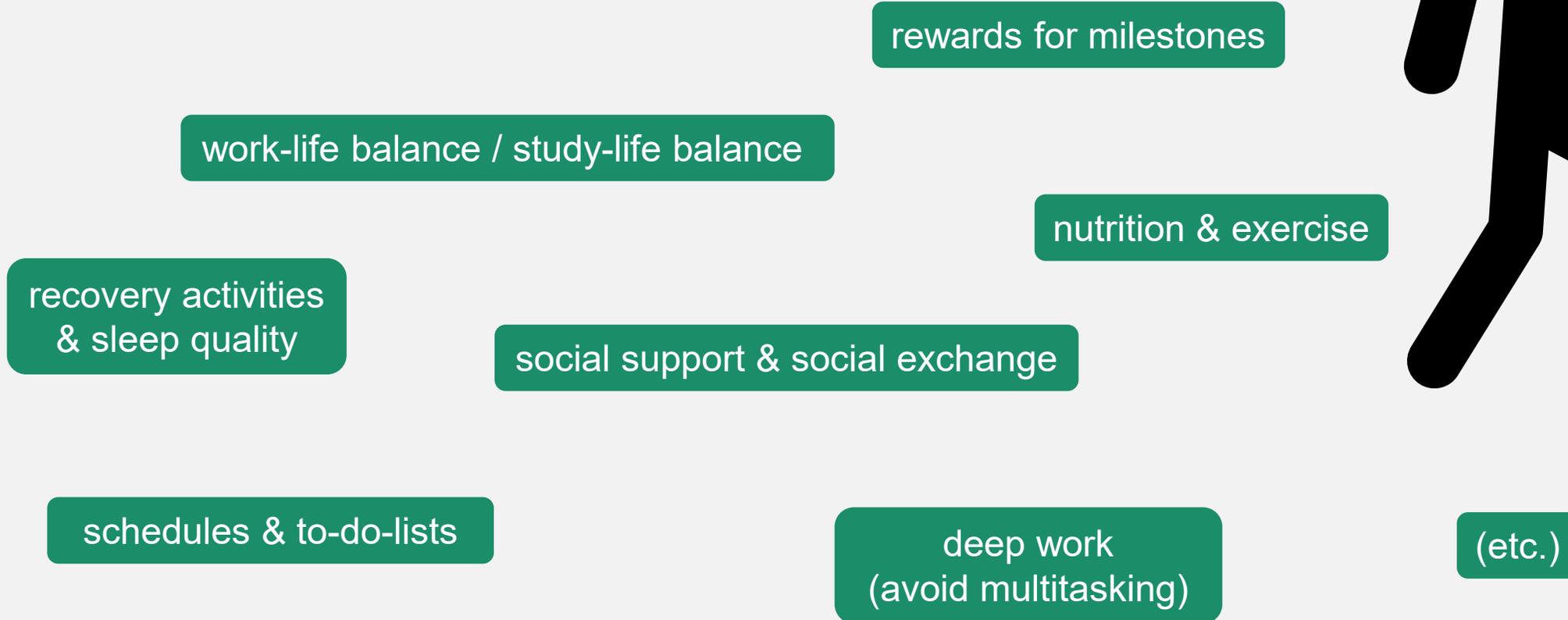
So what is to be done?

Opportunities for action strategies:

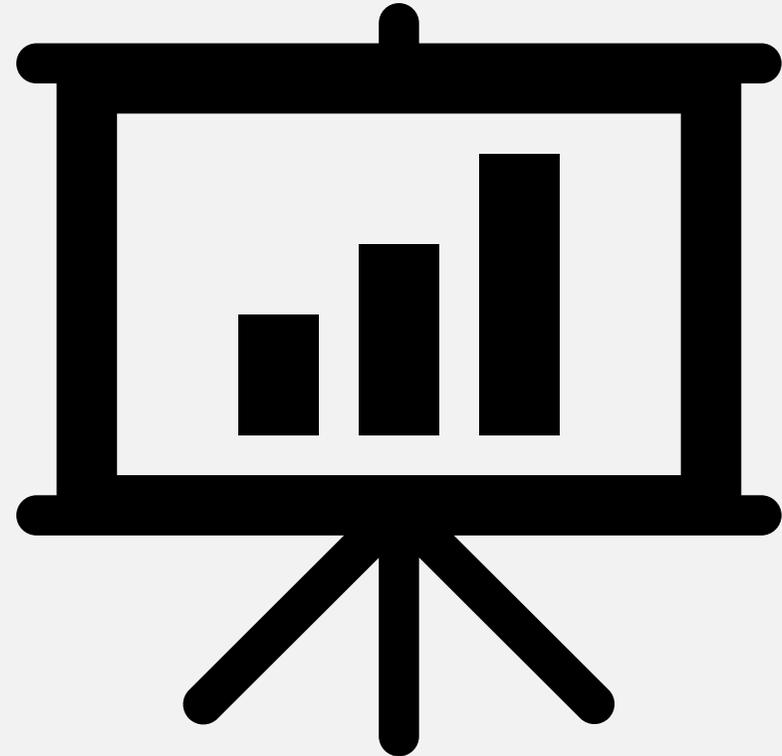


Behavioral Prevention

Exemplary topics for helpful personal action strategies:



Data from our Projects



StudiBiFra (2023)



13 universities



24,533
participating
students



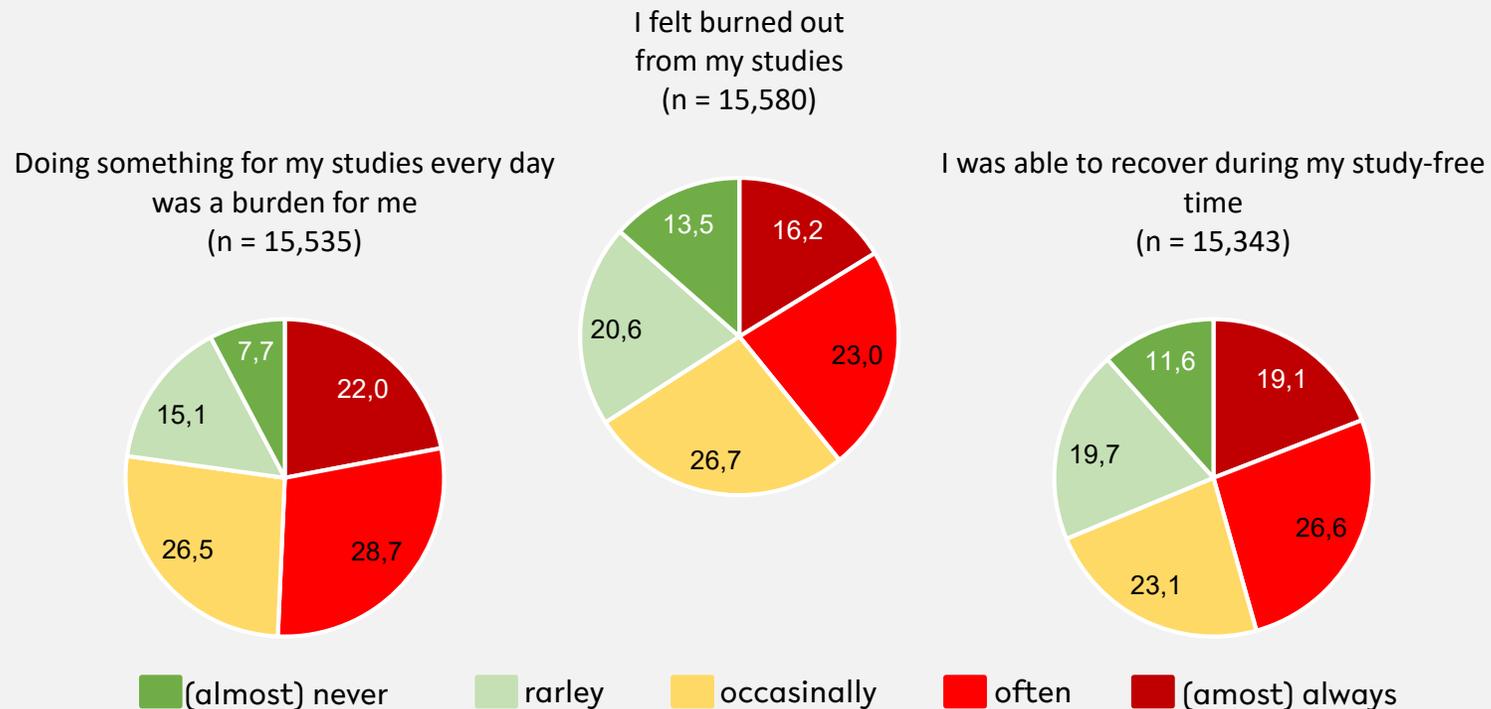
June 2021 – March
2023

- 35,3% of students rate their state of health in the last two months of their studies as severely or somewhat impaired
- Symptoms of exhaustion in particular are related to the time demands of studying
- Social interactions play an important role as resources for mental health

(StudiBiFra, 2023)

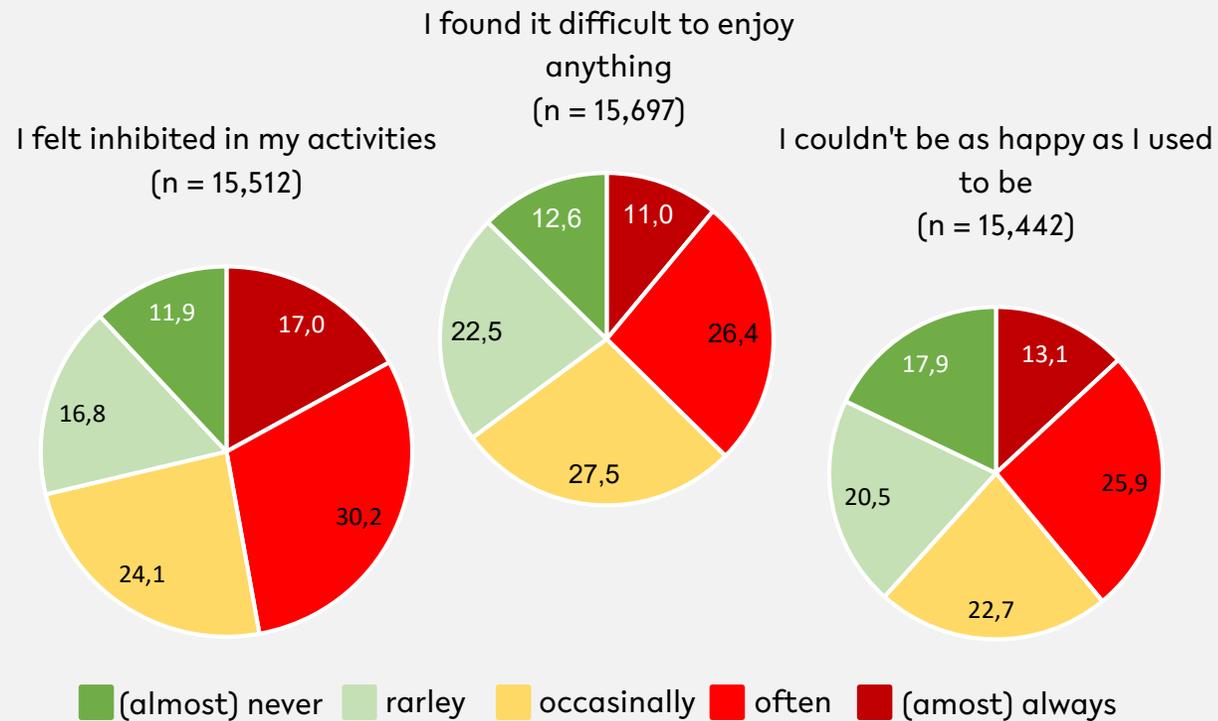
StudiBiFra (2023)

Exhaustion (selection)



StudiBiFra (2023)

Depressive mood (selection)



Bielefeld Questionnaire: Research Assistants



21 universities



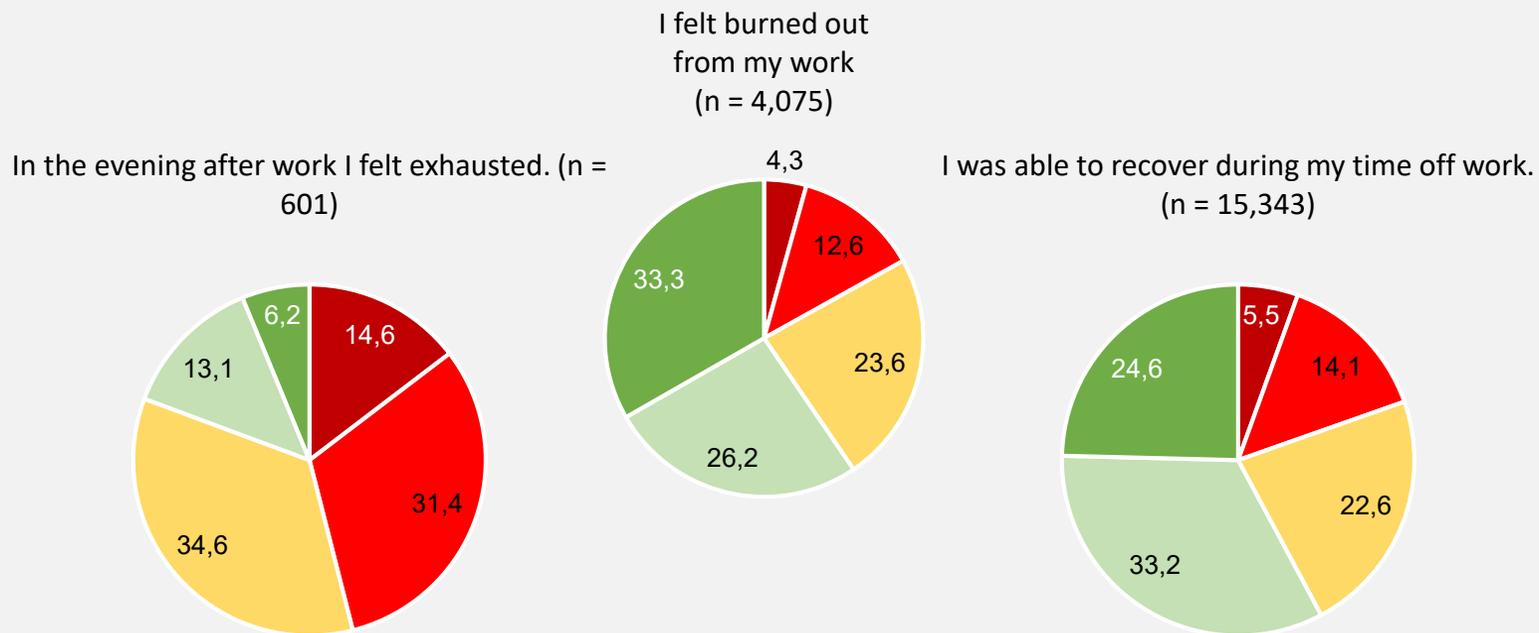
up to 7,285
participants



January 2016 –
June 2023

Bielefeld Questionnaire: Research Assistants

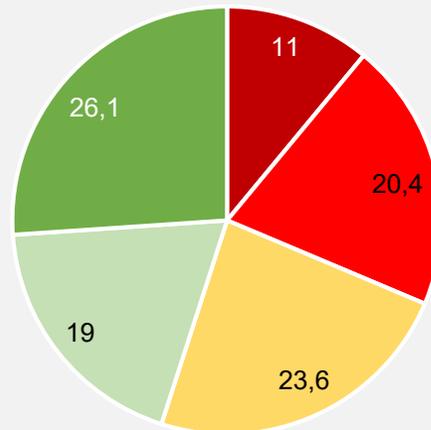
Exhaustion (selection)



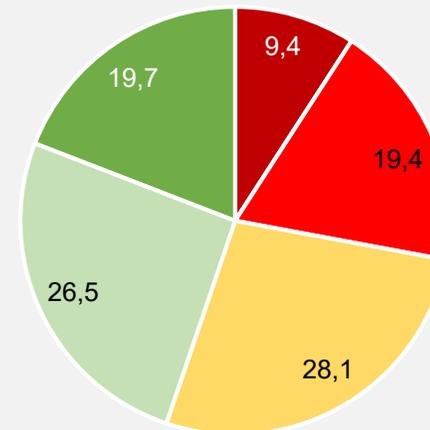
Bielefeld Questionnaire: Research Assistants

Health Complaints (selection)

I had pain in my neck, shoulders or arms.
(n = 3,695)



I quickly got tired
(n = 3,679)



Bielefeld Questionnaire: Resources and Burdens (selection)



Being openly welcomed by colleagues

Working with/for students

Feeling enriched by working with international students/employees

Having enough room for manoeuvre

Being given an adequate amount of responsibility by superiors



Having a high workload

Having a fixed term contract

Having to do too many things at once

Being under time pressure

Job perspectives in academia



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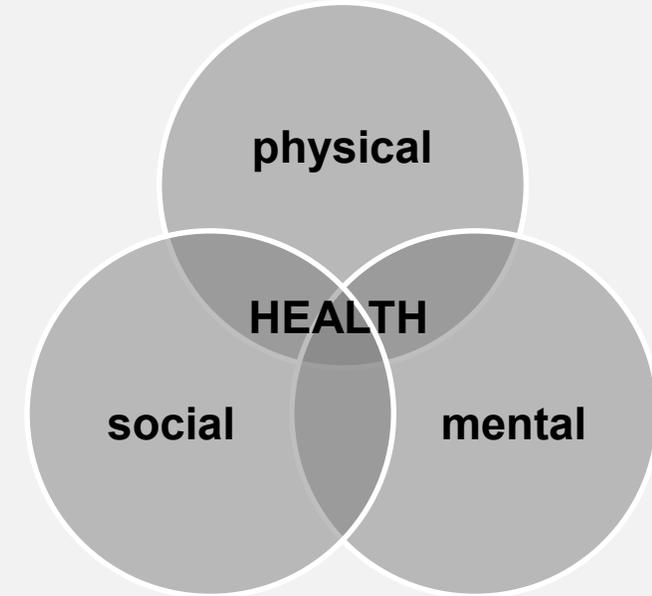
Gesundheitsmanagement

Health Management Bielefeld University



Health Management Bielefeld University

- Central point of contact for the topic of health
- Goal: Maintaining and improving the physical, mental, and social health of all members of the university → by reducing stress and strengthening resources
- Structural- and behavioral-oriented approach
- Health as a cross-sectional topic → Placing the topic of health in relevant organisational processes, e.g. management development, onboarding, personnel development, degree programme development, campus design



Areas of Health Management



- **Betriebliches Gesundheitsmanagement (BGM):** Counseling, health-related information, courses for physical and mental health

Contact person: Julia Burian (BGM & management)



- **Studentisches Gesundheitsmanagement (SGM):** Communication of all health-related services offered by Bielefeld University for students, inclusion of the student perspective, events to strengthen social and mental health

Contact persons: Luisa Junker & Mats Huwendiek (Campus in Balance)

Areas of Health Management



- **Betriebliches Eingliederungsmanagement (BEM):** Integration assistance after incapacity for work, support services to make your own workplace healthier and prevent incapacity to work

Contact persons: Kathrin Krömer, Kirsten Nolte, Johanna Freese



- **Current projects:** such as employee surveys on working conditions and health at Bielefeld University, nationwide research projects, offers and campaigns for the 30th anniversary year of health management, health days for all members of Bielefeld University

Contact persons: Uta Walter (employee survey), Zita Deptolla (BiFra, StudiBiFra)

Examples of offers provided

- General counselling on the topic of health in the workplace or study place
- Health courses (e.g., yoga, pilates, fitness, dancing) & Massage services
- Workshops to teach health skills (e.g., „The skill of relaxing“)
- Customised formats for working groups to improve team health
- Video clips with short practical tutorials for various topics (e.g., stop recurring thoughts, reduce stress levels)
- Handouts to read, e.g. on short breathing mediation, short relaxation breaks, ergonomic design of homeoffice-situations
- participatory offers such as surveys or days of action

Health-related contact points

Bielefeld University



Support Services and (Counseling) Offers (1)

- **Central Student Advisory Service (ZSB):** study advice and information as well as psychological counseling
- **Counseling Center for Employees and Supervisors:** e.g., for problems at the workplace, personal stress situations
- **Lili Goes Mental:** University group with a focus on destigmatization and raising awareness of mental health issues
- **Subject-related advice** from the student advisory service of the respective faculty
- **Family Service:** Advice for students and employees with care responsibilities
- **International Office (IO):** Advice, study support, and leisure activities for international students
- **Career Service:** central advice center for questions about professional orientation and career planning

Support Services and (Counseling) Offers (2)

- **Center for Teaching and Learning (ZLL):** Writing advice, psychosocial advice and career advice for doctoral students; various advisory services for teaching staff
- **Central Contact Point Barrier-free (ZAB):** Central point of contact for all matters relating to accessibility and active participation of people with disabilities or chronic illnesses
- **University Sports:** Many sports courses for students, break express etc.
- **Workplace, Health and Environmental Protection (AGUS):** Central service unit as a point of contact for questions relating to work and health protection
- **General Students' Committee of Bielefeld University (AStA):** Representing the interests of the student body; wide range of services and advice and organization of various events
- **Movement Mentoring Program:** Support for individual career development

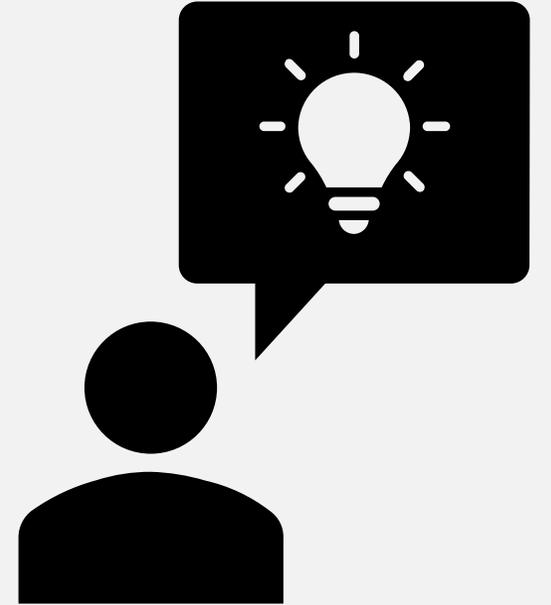
And how can you participate?

We ♥ cooperations
& shared projects.

We ♥ feedback,
suggestions,
exchange etc.

We offer visits to
lectures and
seminars.

... and much
more ...



References

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- Bpb (2021). Arbeitsweltbezogene Einflüsse auf die Gesundheit. Verfügbar unter [Arbeitsweltbezogene Einflüsse auf die Gesundheit | Datenreport 2021 | bpb.de](#)
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- Kauffeld, S., Ochmann, A., & Hoppe, D. (2019). Arbeit und Gesundheit. *Arbeits-, Organisations- und Personalpsychologie für Bachelor*, 305-358.

***Thank you
for your attention!***

You can find all current offers, events, contact points and persons to contact as well as further information on our homepage:

www.uni-bielefeld.de/gesundheit



Or contact us directly:

By telephone: (0521) 106-57305

By e-mail: gesundheitsmanagement@uni-bielefeld.de