

7. Faculty and Staff Health Promotion

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Table 7.1. States with a Faculty and Staff Health Promotion (FSHP) Coordinator and States That Require Each District and School to Have an FSHP Coordinator

	Has FSHP Coordinator ¹	Requires Each District to Have FSHP Coordinator ²	Requires Each School to Have FSHP Coordinator ³
Alabama	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alaska	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arizona	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arkansas	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
California	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colorado	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connecticut	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delaware	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
District of Columbia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Florida	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Georgia ⁴	N/A	N/A	N/A
Hawaii	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Idaho	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Illinois	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Indiana	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Iowa	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Kansas	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Kentucky	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Louisiana	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maine	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maryland	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Massachusetts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Michigan	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Minnesota	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mississippi	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Missouri	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Montana	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nebraska	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nevada	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
New Hampshire	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
New Jersey	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
New Mexico	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
New York	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
North Carolina	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
North Dakota	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- Yes
- No
- ? Incomplete Data

	Has FSHP Coordinator ¹	Requires Each District to Have FSHP Coordinator ²	Requires Each School to Have FSHP Coordinator ³
Ohio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oklahoma	<input type="radio"/>	?	<input type="radio"/>
Oregon	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pennsylvania	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rhode Island	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
South Carolina	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
South Dakota	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tennessee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Texas	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Utah	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vermont	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Virginia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Washington	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
West Virginia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wisconsin	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Wyoming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

¹"Does someone in the district oversee or coordinate health promotion activities or services for school faculty and staff throughout the district? Faculty and staff health promotion activities or services focus on prevention of physical illnesses or injuries, promotion of physical fitness, promotion of mental health, or other activities or services designed to assist school faculty and staff experiencing problems that can impact job performance, physical health, or overall well-being." (State Faculty and Staff Health Promotion Questionnaire, Item 7)

²"Has your state adopted a policy stating that districts will have someone to oversee or coordinate health promotion activities or services for school faculty and staff throughout the district?" State Faculty and Staff Health Promotion Questionnaire, Item 8)

³"Has your district adopted a policy stating that each school will have someone to oversee or coordinate health promotion activities or services for their faculty and staff?" (State Faculty and Staff Health Promotion Questionnaire, Item 9)

⁴Representatives from the Georgia State Department of Education indicated that the state does not enact policies addressing faculty and staff health promotion.

Table 7.2. States That Require Districts or Schools to Fund or Sponsor Health Promotion Services for Staff, by Type of Service, and to Make Physical Activity Facilities or Equipment Available to Staff

	Requires Districts or Schools to Fund or Sponsor				Requires Physical Activity Facilities or Equipment Be Made Available to Staff ⁵
	Employee Assistance Programs ¹	Health Services for Staff ²	TB Screening for Staff ³	Any Other Screening for Staff ⁴	
Alabama	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alaska	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Arizona	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arkansas	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
California	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colorado	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connecticut	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delaware	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
District of Columbia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Florida	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Georgia ⁶	N/A	N/A	N/A	N/A	N/A
Hawaii	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Idaho	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Illinois	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Indiana	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Iowa	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Kansas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Kentucky	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Louisiana	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maine	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maryland	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Massachusetts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Michigan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Minnesota	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mississippi	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Missouri	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Montana	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nebraska	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nevada	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
New Hampshire	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
New Jersey	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
New Mexico	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
New York	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
North Carolina	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

- Yes
- No

	Requires Districts or Schools to Fund or Sponsor				Requires Physical Activity Facilities or Equipment Be Made Available to Staff ⁵
	Employee Assistance Programs ¹	Health Services for Staff ²	TB Screening for Staff ³	Any Other Screening for Staff ⁴	
North Dakota	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ohio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oklahoma	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oregon	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pennsylvania	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rhode Island	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
South Carolina	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
South Dakota	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tennessee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Texas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Utah	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vermont	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Virginia	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Washington	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
West Virginia	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Wisconsin	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Wyoming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

¹"Has your state adopted a policy stating that districts or schools will provide any funding for or sponsor an Employee Assistance Program (EAP) for school faculty and staff? EAPs provide services designed to assist employees experiencing personal or social problems that can impact work performance, physical health, or overall well-being." (State Faculty and Staff Health Promotion Questionnaire, Item 2)

²"Has your state adopted a policy stating that districts or schools will provide any funding for or sponsor each of the following services or programs for school faculty and staff: (a) alcohol or other drug use treatment, (b) tobacco use cessation, (c) nutrition and dietary behavior counseling, (d) weight management, (e) physical activity and fitness counseling, (f) stress management, (g) identification of or counseling for mental or emotional disorders, such as anxiety or depression, (h) identification of or referral for physical, sexual, or emotional abuse, (i) crisis intervention for personal problems, (j) human immunodeficiency virus (HIV) testing and counseling, (k) referrals for child care, (l) identification of or referral for dental problems, (m) prenatal education, or (n) identification or treatment of sexually transmitted diseases (STDs)?" "Yes" indicates that the state has provided funding for or sponsored at least one of the services or programs. "No" indicates that the state has not provided funding for or sponsored any of the services or programs. (State Faculty and Staff Health Promotion Questionnaire, Items 4a-n)

³"Has your state adopted a policy stating that districts or schools will provide any funding for or sponsor: (d) tuberculosis (TB) screenings among school faculty and staff?" (State Faculty and Staff Health Promotion Questionnaire, Item 3d)

Table 7.2 continued

⁴"Has your state adopted a policy stating that districts or schools will provide any funding for or sponsor the following screenings among school faculty and staff: (a) hearing problems, (b) vision problems, (c) oral health problems, (e) height and weight or body mass, (f) serum cholesterol level, (g) blood pressure level, (h) diabetes, (i) skin cancer, (j) breast cancer, or (k) colorectal cancer?" "Yes" indicates that the state has provided funding for or sponsored at least one of the screenings. "No" indicates that the state has not provided funding for or sponsored any of the screenings. (State Faculty and Staff Health Promotion Questionnaire, Items 3a-c and 3e-k)

⁵"Has your state adopted a policy stating that indoor or outdoor school facilities or equipment that could be used for physical activity will be made available for school faculty and staff to use? Please include any school facilities or equipment such as gyms, cafeterias, swimming pools, weight-lifting equipment, and cardiovascular exercise equipment." (State Faculty and Staff Health Promotion Questionnaire, Item 6)

⁶Representatives from the Georgia State Department of Education indicated that the state does not enact policies addressing faculty and staff health promotion.

Table 7.3. States That Require Faculty and Staff to Receive Health Screenings Prior to and During Employment, by Type of Screening

- Required of All Faculty and Staff
- ◐ Required of Some Faculty and Staff³
- Not Required of Any Faculty or Staff
- ? Incomplete Data

	Screenings Required Prior to Employment ¹			Screenings Required During Employment ²		
	Physical Health Examinations	TB Screening	Drug Use Screening	Physical Health Examinations	TB Screening	Drug Use Screening
Alabama	○	●	○	○	◐	○
Alaska	●	●	◐	●	◐	◐
Arizona	○	◐	○	○	○	○
Arkansas	○	◐	○	◐	◐	○
California	◐	●	○	○	●	○
Colorado	○	◐	○	○	○	○
Connecticut	◐	◐	◐	◐	◐	◐
Delaware	●	●	○	○	●	○
District of Columbia	●	●	○	○	○	○
Florida	○	◐	○	○	◐	○
Georgia ⁴	N/A	N/A	N/A	N/A	N/A	N/A
Hawaii	◐	●	○	○	◐	○
Idaho	○	●	○	○	?	○
Illinois	●	●	○	○	○	○
Indiana	○	○	○	○	○	○
Iowa	●	●	○	●	●	○
Kansas	●	●	○	○	◐	○
Kentucky	●	●	◐	◐	●	◐
Louisiana	○	○	○	○	○	○
Maine	○	●	◐	◐	●	◐
Maryland	◐	◐	◐	○	○	◐
Massachusetts	○	●	○	○	○	○
Michigan	○	○	○	○	○	○
Minnesota	◐	◐	◐	◐	◐	◐
Mississippi	●	○	●	●	◐	◐
Missouri	◐	◐	○	◐	◐	○
Montana	○	●	◐	○	○	◐
Nebraska	○	○	○	○	○	○
Nevada	○	●	○	○	●	○
New Hampshire	●	●	◐	●	○	○
New Jersey	●	●	○	◐	◐	○
New Mexico	○	●	○	○	○	○

	Screenings Required Prior to Employment ¹			Screenings Required During Employment ²		
	Physical Health Examinations	TB Screening	Drug Use Screening	Physical Health Examinations	TB Screening	Drug Use Screening
New York	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
North Carolina	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
North Dakota	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ohio	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Oklahoma	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oregon	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pennsylvania	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rhode Island	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
South Carolina	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
South Dakota	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tennessee	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Texas	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Utah	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vermont	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Virginia	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Washington	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
West Virginia	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Wisconsin	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Wyoming	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>

¹"Which of the following statements best describes the requirements for (a) physical health examinations, (b) tuberculosis (TB) screening, and (c) illegal drug use screening of school faculty and staff in your state:

- (1) Required of all school faculty and staff prior to employment.
- (2) Required depending on the position the person will have at the school.
- (3) Required depending on something other than the person's position.
- (4) Not required of any school faculty or staff prior to employment."

(State Faculty and Staff Health Promotion Questionnaire, Items 10, 11, and 12)

²"Which of the following statements best describes the requirements for (a) physical health examinations, (b) tuberculosis (TB) screening, and (c) illegal drug use screening of school faculty and staff while they are employed:

- (1) Periodically required of all school faculty and staff while employed.
- (2) Periodically required depending on the position the person has at the school.
- (3) Periodically required depending on something other than the person's position.
- (4) Not required of any school faculty or staff while employed.

(State Faculty and Staff Health Promotion Questionnaire, Items 13, 14, and 15)

³"Required of some faculty and staff" indicates one of the following responses: "(2) depending on the position the person will have/has at the school" or "(3) depending on something other than the person's position."

⁴Representatives from the Georgia State Department of Education indicated that the state does not enact policies addressing faculty and staff health promotion.