



# 2019 External Review Recommendations

## Maximize Reach & Program Design

- Chronic Condition Prevention
- Targeted Outreach to orgs/depts.  
Current examples:
  - *F&O / "Naturally Slim" pilot*
  - *Div Student Life & Student Health / "Week of Wellness" pilot*
- Wellness Ambassador Engagement
- Technology enhancements

## Leadership Engagement & Alignment w/ UI Mission

- Leader spotlights & briefings
- Mission Statement Exercise
- Campus partnerships

## Supportive Infrastructure & Program Sustainability

- PHA Engagement
- Expand definition of well-being for campus (emotional, work/life, family ...)
- Increase FTE to focus on opportunity areas

**liveWELL**<sup>™</sup>



# liveWELL Mission Statement

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**liveWELL** inspires a culture of **well-being** and **campus excellence**,  
providing employees with the **opportunity to thrive**.





## liveWELL PHA Incentive Realignment

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- liveWELL has operated with the same general structure since 2006.
- The PHA incentive (up to \$45) will be discontinued on Jan. 1, 2020, but other rewards will continue (liveWELL points, recreation membership incentive program, free referrals to MBSR and PT)
- Programming will be expanded in 2020 to focus on health and well-being. Campus access to liveWELL staff and programs will be improved, and a new staff member has been hired to support existing and new programming.
- Research has shown that financial incentives for health surveys do not effectively sustain positive health behavior or effect health changes. Peer benchmarking also shows that high participation in a PHA is possible without a financial incentive.



## liveWELL 2020 Expanded Programming

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### New

- Diabetes Prevention Program (DPP)
- Team-based challenges
- Integration with activity trackers/tech
- Website and video
- On-site/workplace presence (Week of Wellness)
- Wellness Ambassador training and engagement
- Policy and built environment audits

### Enhanced Existing

- My Health & Wellness portal (changing to myLiveWELL)
- Wellness Ambassadors
- Health Coaching
- Group education and training
- Elder-caregiving resources
- Workplace flexibility programs
- Financial well-being

### Continue (no major changes)

- Wellness grants
- Wellness Heroes
- Mindfulness-based stress reduction and personal training referrals (covering of costs)
- Recreation membership incentive program
- Personal Health Assessment survey



## Next Steps

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### Communication Rollout

- ✓ Integrated Health Management Advisory Group – July 2019
- ✓ Senior HR Leaders – August 2019
- ➔ Wellness Ambassadors (small) – Oct 2019
- ➔ Shared Governance Groups – Fall 2019
- ➔ Wellness Ambassadors – (all) – November 2019
- ➔ HR Representatives UIHC and UI (Nov and Dec meetings)
- ➔ Campus (with OSC) – December 2019

### How to support liveWELL 2020

- ➔ Local-level well-being is important for engagement and satisfaction with work.
- ➔ PHA is valuable for **individuals** (unlocks program participation + personalized feedback report) and **University** (i.e. well-being data)
- ➔ “Week of Wellness” in your colleges/units in 2020
- ➔ Reminder: External review resulted in robust set of recommendations that PHA incentive realignment will fund.