2021 Faculty/Staff Health and Well-Being Data

* Health Risk Behaviors
* Culture of Health
* Productivity Barriers [Well-Being Assessment for Productivity (WBA-P)]

Presented to UI Staff Council
Source: liveWELL Personal Health Assessment Data Aggregate

March 9, 2022
Outline

→ Recap from January 2022 Staff Council Meeting (new programs)
→ liveWELL 2021 Annual Report Highlights
   • Receive copy at SC meeting
   • On website at https://hr.uiowa.edu/well-being/livewell/news
→ 2021 Personal Health Assessment Data
New in 2022 What is Recharge+?

Program that uses the REM (resilience evaluation measure) a validated assessment to provide you with a snapshot of current level of resilience and immediate feedback on how you can improve.

1. **Reset**
   - your life’s meaning and purpose
   - **liveWELL Tip**
     - Take an inventory of your time. What distractions are keeping you from the things that really matter?

2. **Rethink**
   - your mindset
   - **liveWELL Tip**
     - Being in nature or even viewing scenes of nature (think screensaver), reduces anger, fear and stress and increases pleasant feelings.

3. **Reconnect**
   - through strong social connections
   - **liveWELL Tip**
     - We all want someone to lift us up in times of trouble. Who can lift you up?
Results/Outcomes

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<tr>
<th></th>
<th>Q1 (through 2/28/22)</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
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<tbody>
<tr>
<td>Total number of unique users*</td>
<td>2,014</td>
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<td>% increasing resilience**</td>
<td>51%</td>
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<td>(t1 to t2 N=242)</td>
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Other Outcomes

35% - engagement rate with opting in for text messages

5/5 – average ‘star rating’ after completing tp2 (for those receiving texts)

This and Net Promoter Score are much higher for those who receive the texts

* Since program launch 11/1/2021
** Source Pro-Change Aggregate report of users doing two REMs (timepoint 1 and timepoint 2)
Insights for UI – 2/28/22

→ Initial average score on Resilience Evaluation Measure is 66/100

→ Majority (81.4%) fall into moderate level of resilience
  
  • Biggest driver of resilience is “reconnect”/strong social connections
  
  • Biggest opportunity area is “rethink”/positive mindset
2021 Annual Report
Highlights

“Keeping it Local”

• Wellness Ambassador Network
• Mini Health Fairs
• Weeks of Wellness

Health Improvement/Behavior Change

• Resilience 101
• Lifestyles Chronic Condition Prevention Programs (DPP and Wondr)
• Wellness Challenge Programs
Health Behaviors

% of respondents indicating the health risk behavior.

Notes:

Trends mirror national trends during pandemic.

Program and education focus areas are Nutrition, Physical Activity, Sleep and Stress Management.
Productivity Barriers

% of respondents saying that in the past four weeks (28 days) they had trouble concentrating or doing their best work because of...

- My Own Health/Physical Condition: 18% (2019) vs. 25% (2021)
- Caregiving Responsibilities: 24% (2019) vs. 31% (2021)
- Having too much to do: 51% (2019) vs. 56% (2021)
- Financial Stress: 31% (2019) vs. 29% (2021)

Notes:
Trends mirror national trends during pandemic.
Healthy Culture Questions

% of respondents agreeing or strongly agreeing

- Supervisor Support for Well-Being: 86%
- Physical Work Environment allows me to make healthy choices: 81%

2021
Behaviors that support mental health and overall well-being:
- Nutrition
- Physical Activity
- Sleep
- Managing Stress

Environmental Supports contribute to positive culture
- Physical Workspace
- Supervisor Support

Top Productivity Barriers
1. “Too much to do and not enough time”
2. “My responsibilities for caring for someone else”
3. “Financial Stress”
4. “My own health / physical condition”

➢ Takeaway: Support ‘whole person’ well-being
Thank you, Staff Council, for your support of:

**Weeks of Wellness 2021**
- 36 organizational units served in 2021
- UI Health Care served as a part of National Hospital Week/National Nurses week
- 127 programs/events held
- 1,009 fac/staff attended an event

**Wellness Grants**

**Wellness Store**

"We had great Week of Wellness activities and provided healthy snacks for our faculty and staff. Also, one of our professors led a group for the Iowa Healthiest State Walk."

KIM GEGUZIS
Secretary to the Dean, College of Nursing Wellness Ambassador