

Well-Being: People Strategy

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# Well-Being Data at the University of Iowa

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# Agenda

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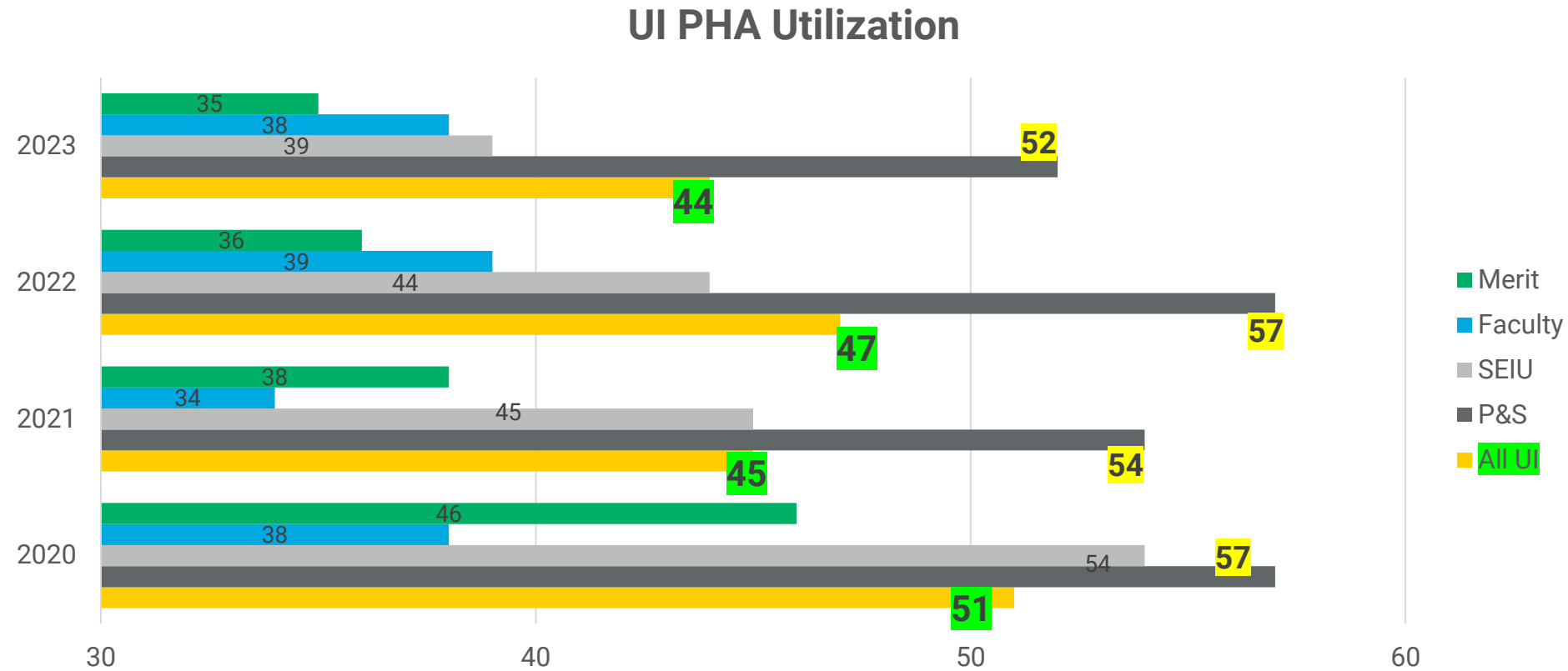
- Highlight Well-Being Data
- Explore University of Iowa Trends
- Identify how data can guide **Action Steps** to support local well-being
- Learn about the Well-Being and Mental Health Collaborative work



**Well-being is the people strategy  
at the University of Iowa.**



# Four Year PHA Utilization Trend





# Campus Health 2023

## Reflections...

- ✓ **Healthy Culture** remains positive-high across all job types
- ✓ **Financial Stress** is increasing across all job types
- ✓ **Thriving status** is higher than national norms (52.1%)
- ✓ **Resilient!** While people report health behaviors like too much to do, it does not mean their well-being is suffering

2023 PHA Data (In %) N=8,448 =43.7%	UI PHA 2023
<b>Well-Being Index</b>	
Thriving	53.6
Struggling	44.9
Suffering	1.5
<b>Healthy Culture</b>	
Physical Work Env. Supports Health	81.3
Supervisor Supports Health	87.4
<b>Productivity Barriers</b>	
Financial Stress	38.3
Health/Physical Condition	27.2
Lack of Resources	20.9
Lack of Training	17.9
Taking Care of Someone Else	32.5
Too much to Do	56.6
<b>Health Behaviors</b>	
Physical Inactivity	35.9
Poor Nutrition	79.9
Poor Sleep	32.4
Smoking	2.1
Unmanaged Stress	22.0

# 2024 PHA Enhancements

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- Comprehensive review and updates to **language for sensitivity and inclusivity**
- **Removed feedback regarding BMI, weight, and calories** from the individual report
  - Feedback from healthy eating is in response to the fruit and vegetable question (Do you get at least 4.5 cups of fruits and veggies per day?) and comes from general nutrition guidelines for overall health from the [Dietary Guidelines for Americans](#).
- Added validated questions to measure **belonging**
- Added validated ([GAD-2](#)) questions to **anxiety**
  - Feedback for mental well-being questions directs users back to EAP/their health care provider

# 2024 Data

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- **2024 Goal =**
  - 60% of 21,783
  - 13,070 faculty and staff
- **Monday, June 10, 2024**
  - 6,673 faculty and staff
  - 30.63%



# Campus Focus: Embed Well-Being

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- **Identify existing programs** that Well-Being can be integrated into within your workday
  - Staff Meetings
  - Unit Celebrations
  - Annual Retreats/Trainings
  - On-boarding of New Employees





# Checklist

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## ✓ **Active Wellness Leaders**

- ✓ Ambassador
- ✓ Wellness Committee

## ✓ **PHA support from local leaders**

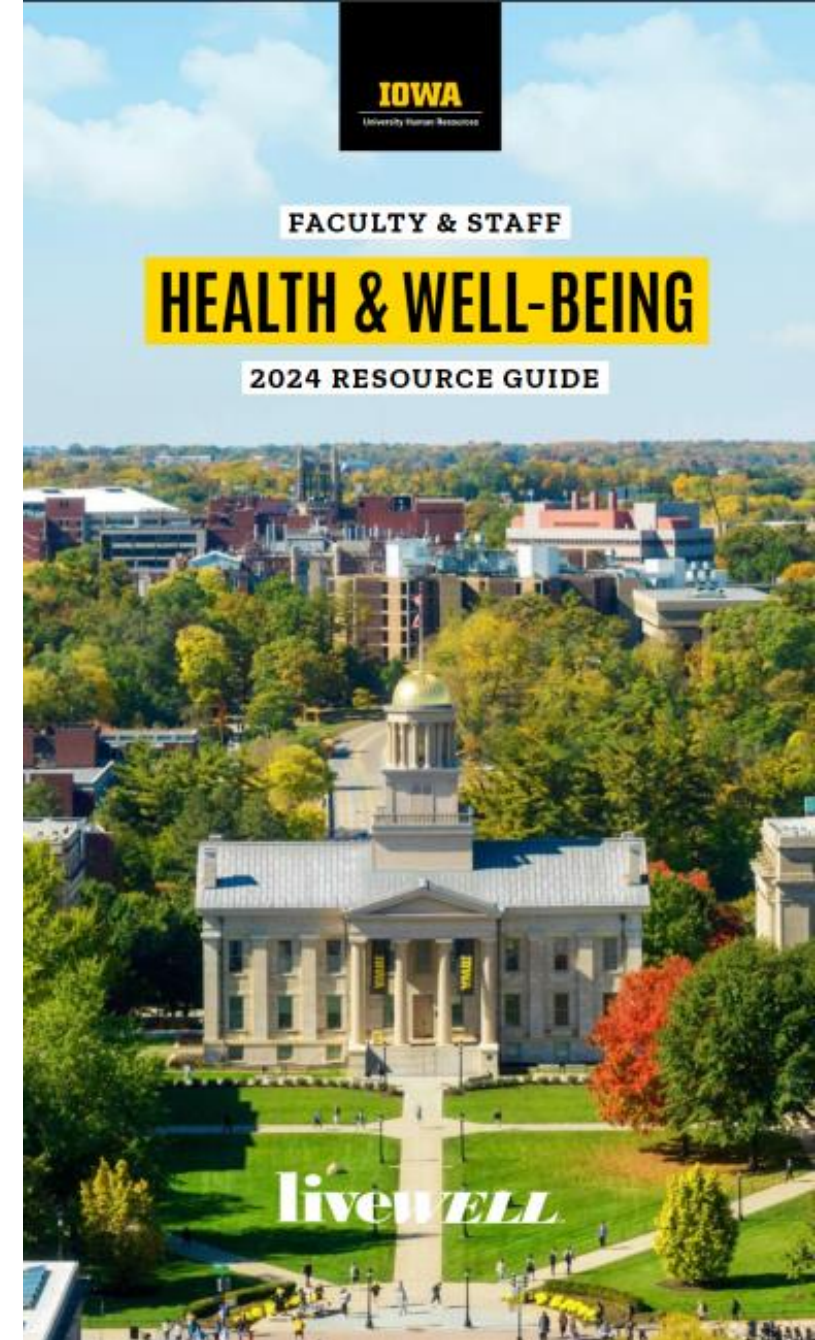
- ✓ **What already has energy for well-being,**  
what can we support?



# Resource Support

- Comprehensive listing of Well-Being Resources for University Employees

➤ [hr.uiowa.edu/employee-well-being](https://hr.uiowa.edu/employee-well-being)

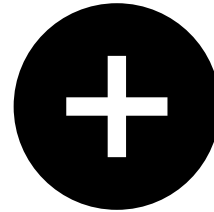


# AY 2025 Staff Council Presentations

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## Campus Collaborations

- Well-Being and Mental Health Collaborative
- HR Well-Being Services
- Division of Student Life
- *And more...*



## Campus Initiatives

- Data-Driven
- Evidence-Based
- Alignment to UI Strategic Plan
- Resource Allocation

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## People Strategy at the University of Iowa

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# Questions?

→ [Hr.uiowa.edu/well-being](https://hr.uiowa.edu/well-being)