Well-Being: People Strategy

Well-Being Data at the University of Iowa

Erin Litton
Senior Director, UI Wellness • Benefits Health & Productivity
Agenda

• 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

UI PHA Utilization

- **2020**: 38, 46, 51, 54, 57
- **2021**: 38, 45, 54, 54, 57
- **2022**: 36, 44, 57, 54, 57
- **2023**: 39, 44, 52, 57, 57

Legend:
- Merit
- Faculty
- SEIU
- P&S
- All
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

<table>
<thead>
<tr>
<th>2023 PHA Data (In %)</th>
<th>UI PHA 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=8,448</td>
<td></td>
</tr>
<tr>
<td>=43.7%</td>
<td></td>
</tr>
<tr>
<td><strong>Well-Being Index</strong></td>
<td></td>
</tr>
<tr>
<td>Thriving</td>
<td>53.6</td>
</tr>
<tr>
<td>Struggling</td>
<td>44.9</td>
</tr>
<tr>
<td>Suffering</td>
<td>1.5</td>
</tr>
<tr>
<td><strong>Healthy Culture</strong></td>
<td></td>
</tr>
<tr>
<td>Physical Work Env. Supports Health</td>
<td>81.3</td>
</tr>
<tr>
<td>Supervisor Supports Health</td>
<td>87.4</td>
</tr>
<tr>
<td><strong>Productivity Barriers</strong></td>
<td></td>
</tr>
<tr>
<td>Financial Stress</td>
<td>38.3</td>
</tr>
<tr>
<td>Health/Physical Condition</td>
<td>27.2</td>
</tr>
<tr>
<td>Lack of Resources</td>
<td>20.9</td>
</tr>
<tr>
<td>Lack of Training</td>
<td>17.9</td>
</tr>
<tr>
<td>Taking Care of Someone Else</td>
<td>32.5</td>
</tr>
<tr>
<td>Too much to Do</td>
<td>56.6</td>
</tr>
<tr>
<td><strong>Health Behaviors</strong></td>
<td></td>
</tr>
<tr>
<td>Physical Inactivity</td>
<td>35.9</td>
</tr>
<tr>
<td>Poor Nutrition</td>
<td>79.9</td>
</tr>
<tr>
<td>Poor Sleep</td>
<td>32.4</td>
</tr>
<tr>
<td>Smoking</td>
<td>2.1</td>
</tr>
<tr>
<td>Unmanaged Stress</td>
<td>22.0</td>
</tr>
</tbody>
</table>
2024 PHA Enhancements

• 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

• **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

- **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

✓ 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
AY 2025 Staff Council Presentations

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

People Strategy at the University of Iowa
Questions?

Hr.uiowa.edu/well-being