

Human Resources UI Wellness Services

Campus Well-Being: liveWell Annual Report

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Campus Wellness

Well-Being at Iowa is fostered by an environment that promotes healthy and purposeful living for all campus members.

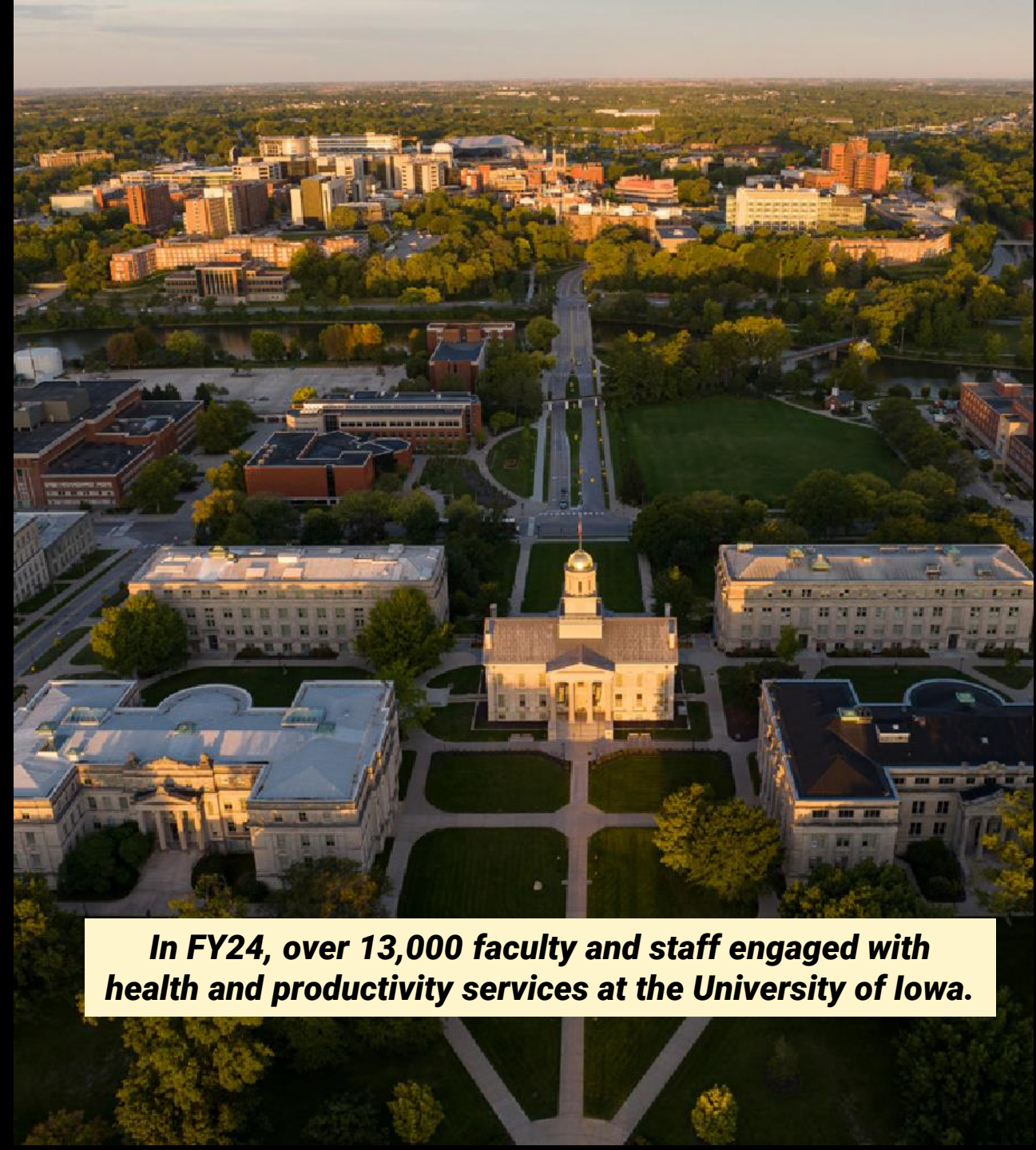
- Mental Health
- Work-Life Support
- Financial Well-Being
- Chronic Condition Prevention
- Health Behavior Change
- Workplace Well-Being

HEALTH AND WELL-BEING UNITS

- liveWELL
- Family Services
- Employee Assistance Program

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University Human Resources



In FY24, over 13,000 faculty and staff engaged with health and productivity services at the University of Iowa.

Overarching Goals



OUR
PEOPLE



CAMPUS
CULTURE



INSTITUTIONAL
STRATEGY

- **Support the whole-person** well-being of Iowa's faculty and staff members
- **Create and support a healthy culture** where individual employees can do their best work and thrive
- **Provide comprehensive services** along the health continuum addressing both low risk (healthy) and higher risk employees
- **Use a data-driven approach** to guide decision making, evaluate impact, and help inform the people strategy for the university



OUR
PEOPLE

Supporting **OUR PEOPLE**

• **Health Coach Service**

- 408 individuals supported in Health Coaching
- 96% reported their well-being or will improve
- 96% reported learning new information or new skill
- 98% report they would apply what they learned to their personal well-being

"My Health Coach was kind, accepting, and met me at my current level of health. She listened well, and she offered practical, "do-able" suggestions that I was able to work on right away. The support was authentic. It was personalized, natural, and acknowledged my individuality and humanness."

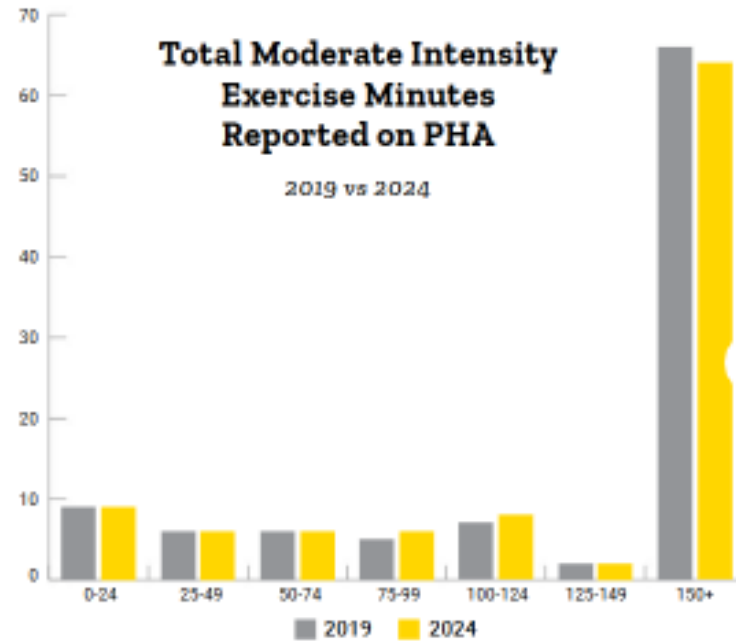
Health Coach Participant

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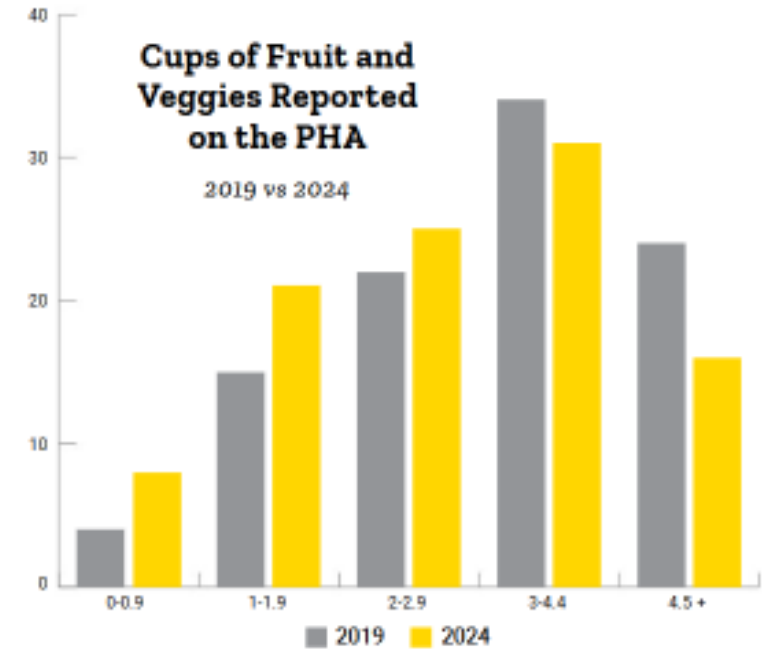
Well-Being at Iowa is fostered by an environment that promotes healthy and purposeful living for all campus members.

Why Coaching?

Evidence suggests that both nutrition and exercise behaviors are **dose responsive**, meaning that small changes have associated health benefits.



Physical activity of any length benefits health. From 2019 to 2024, 64-66% met the 150-minute weekly goal, gaining benefits. Meanwhile, 26-28% were less active but still saw benefits, and under 10% remained inactive. (Source: 2018 Advisory Committee for the Physical Activity for Americans)



In 2024, 72% reported eating 2+ servings of fruits and vegetables, gaining health benefits and reduced risk. Even 1-2 servings daily lower the risk of mortality compared to none.

(Source: [The American Journal of Clinical Nutrition](#))

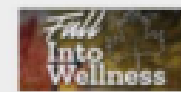
Population Health



BUILDING HEALTHY HABITS

CHALLENGE PROGRAMS

liveWELL offers short-term, evidence-based programs promoting healthy lifestyles through individual and team challenges. Participants consistently report improved well-being.



Participants	1,312	605	816	711	644
Reported Improved Well-Being	95%	97%	92%	95%	96%
Program Goal	Physical activity and team connection	Eat more fruits and veggies	Physical activity and campus connection	Building healthy habits	Mindfulness*

*Developed by UI Students in Health and Human Physiology as part of experiential learning coursework.

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Supporting **CAMPUS CULTURE**

- 80% report their work environment provides opportunity to make healthy choices
- 87% report their supervisor supports well-being within their unit





LOCAL CONNECTION

WELLNESS AMBASSADORS

Wellness Ambassadors at the University of Iowa are employee volunteers who are passionate about providing health and well-being opportunities to their unit. They collaborate with the **liveWELL** program to increase awareness of campus resources and promote a culture of well-being.

180 Wellness Ambassadors

12 Wellness Ambassador meetings

"I love being able to bring wellness to the workplace. Just providing one small helpful hint can make a positive impact well into the future."

Jean Hegland, Application Developer
Health Care Information Systems
University of Iowa Health Care

ENHANCED AWARENESS

BULLETIN BOARDS

Bulletin Boards enhance visibility of well-being programs and services to ensure faculty and staff are aware of programs when they need them. Built by **liveWELL** for ease of managers and ambassadors to post in meaningful locations.

211 Reads (Fall 2024)

37 Downloads (Fall 2024)

BUILT ENVIRONMENT

WELLNESS GRANTS

By providing grant funds directly to departments for activities that promote physical and emotional health and well-being, **liveWELL** aims to make practicing healthy habits in the workplace easier, which in turn supports a culture of health on campus.

60 Wellness Grants approved in CY24

52 (87%) UI Health Care,
8 (13%) General Campus

\$13,133.11 funded in CY24

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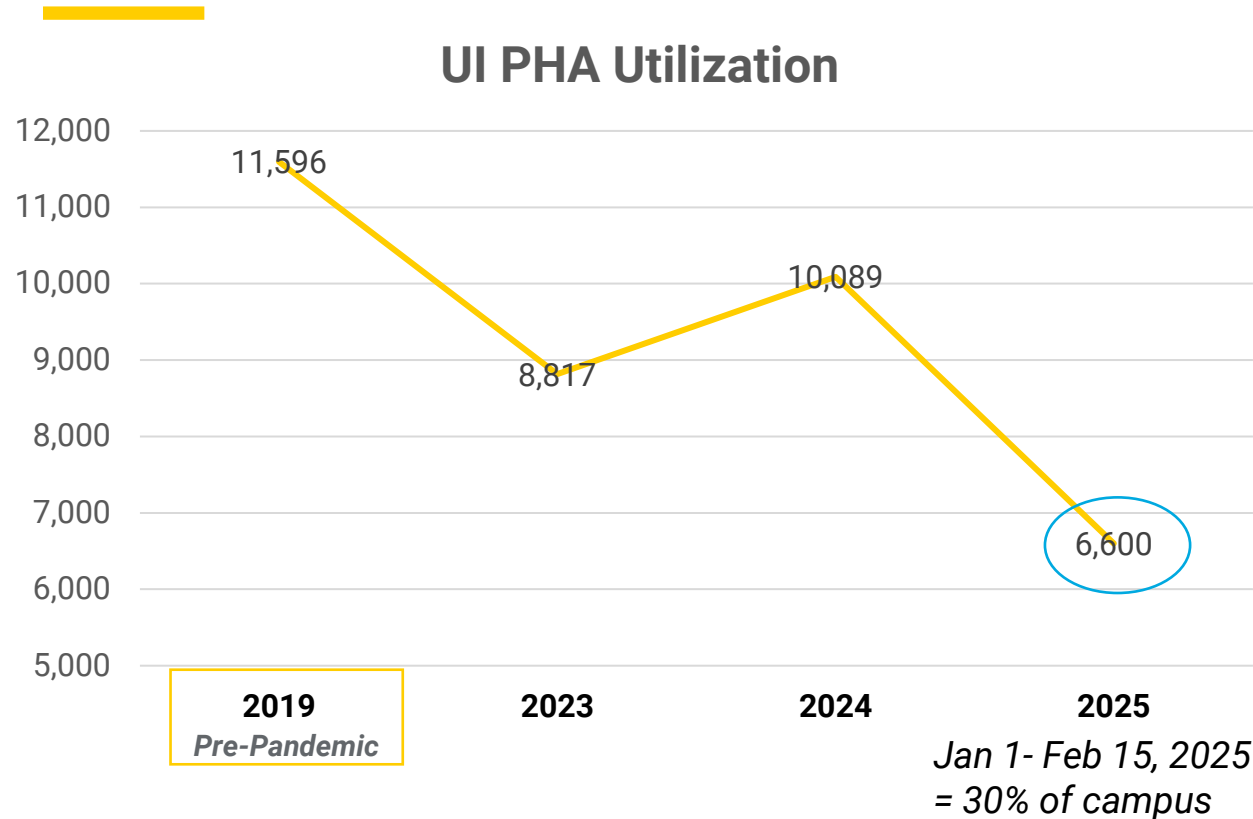
Supporting INSTITUTIONAL STRATEGY



- **10,089** Faculty and Staff (48%) completed their Personal Health Assessment in 2024
- **11,493** Faculty and Staff touches in 2024 from **liveWELL** service, program, or event



PHA Utilization Trend



2024 PHA Data (In %)

UI = 48.2%
N=10,089

Well-Being Index

- Thriving 52.6%
- Struggling 45.8%
- Suffering 1.6%

Healthy Culture

- Physical Work Env. Supports Health 80%
- Supervisor Supports Health 87%

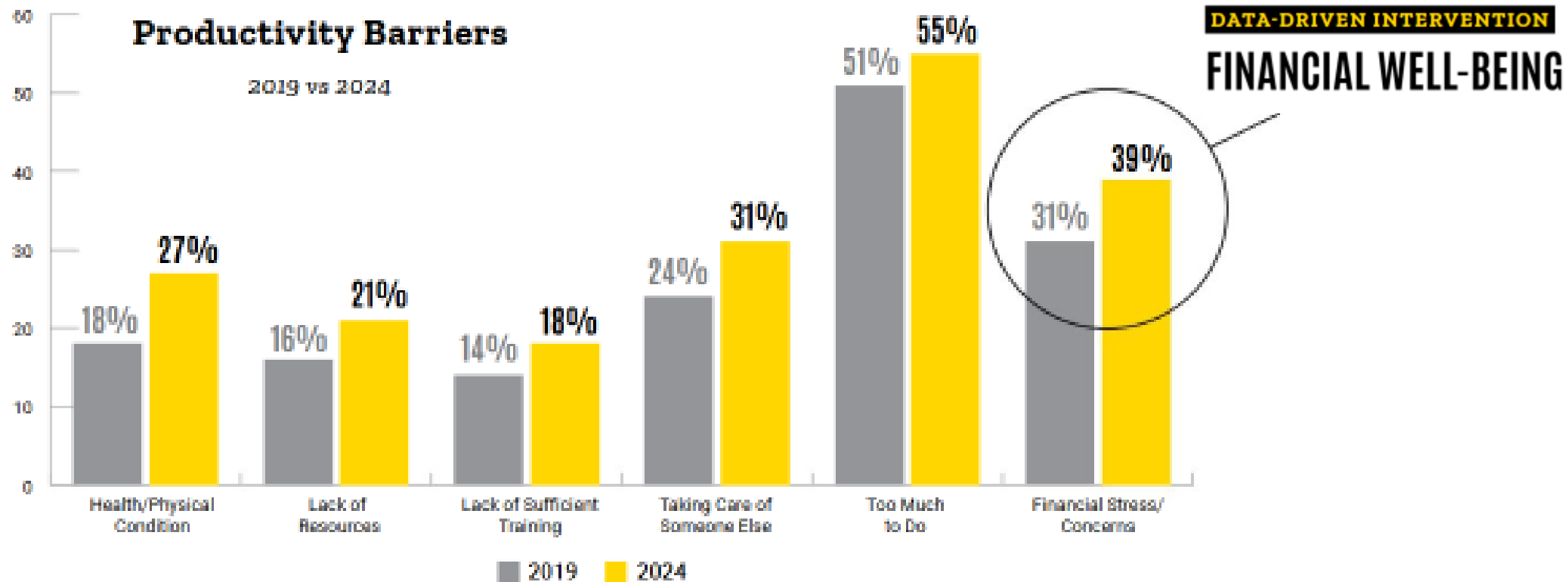
Productivity Barriers

- Financial Stress 39.1%
- Health/Physical Condition 26.8%
- Lack of Resources 20.5%
- Lack of Training 17.5%
- Taking Care of Someone Else 30.7%
- Too much to Do 55.4%

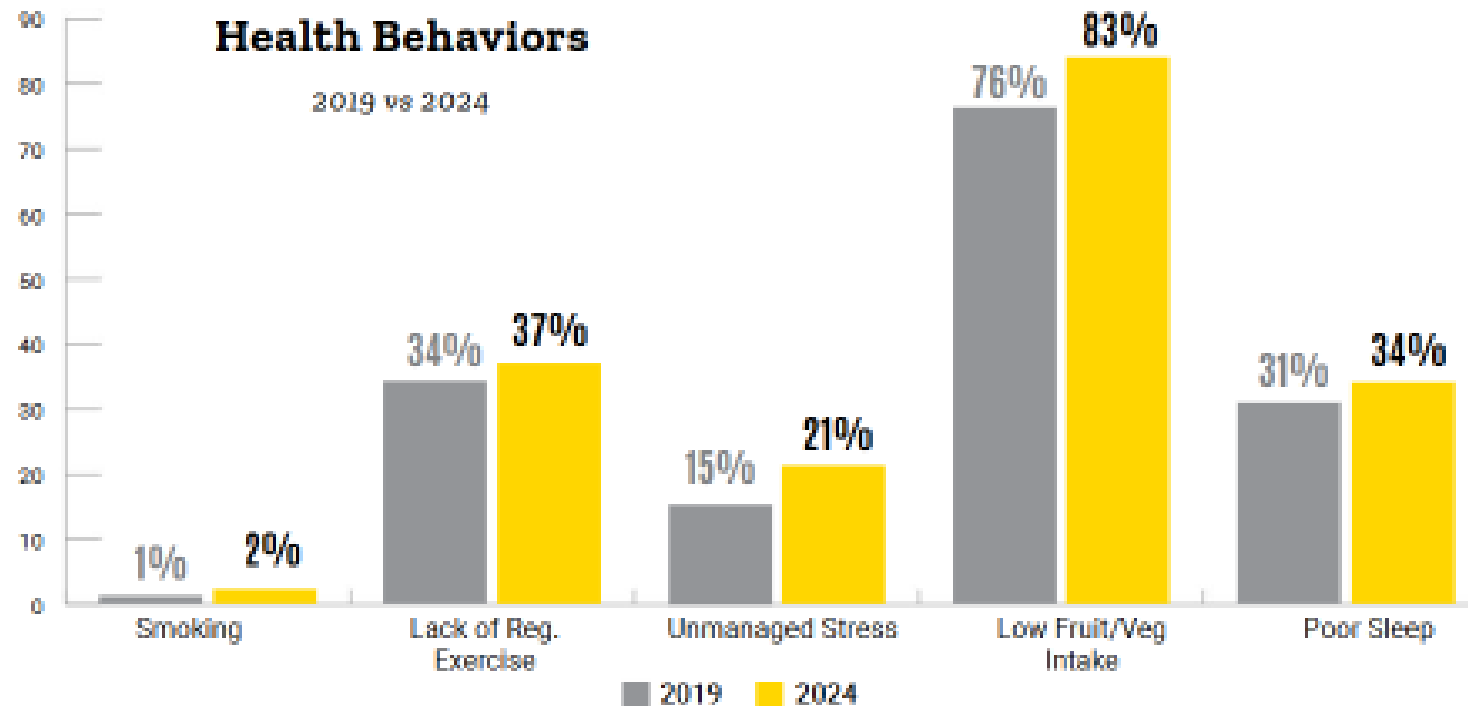
Health Behaviors

- Physical Inactivity 36.5%
- Poor Nutrition 83.6%
- Poor Sleep 33.7%
- Smoking 2.2%
- Unmanaged Stress 21.4%
- Depression 10.1%

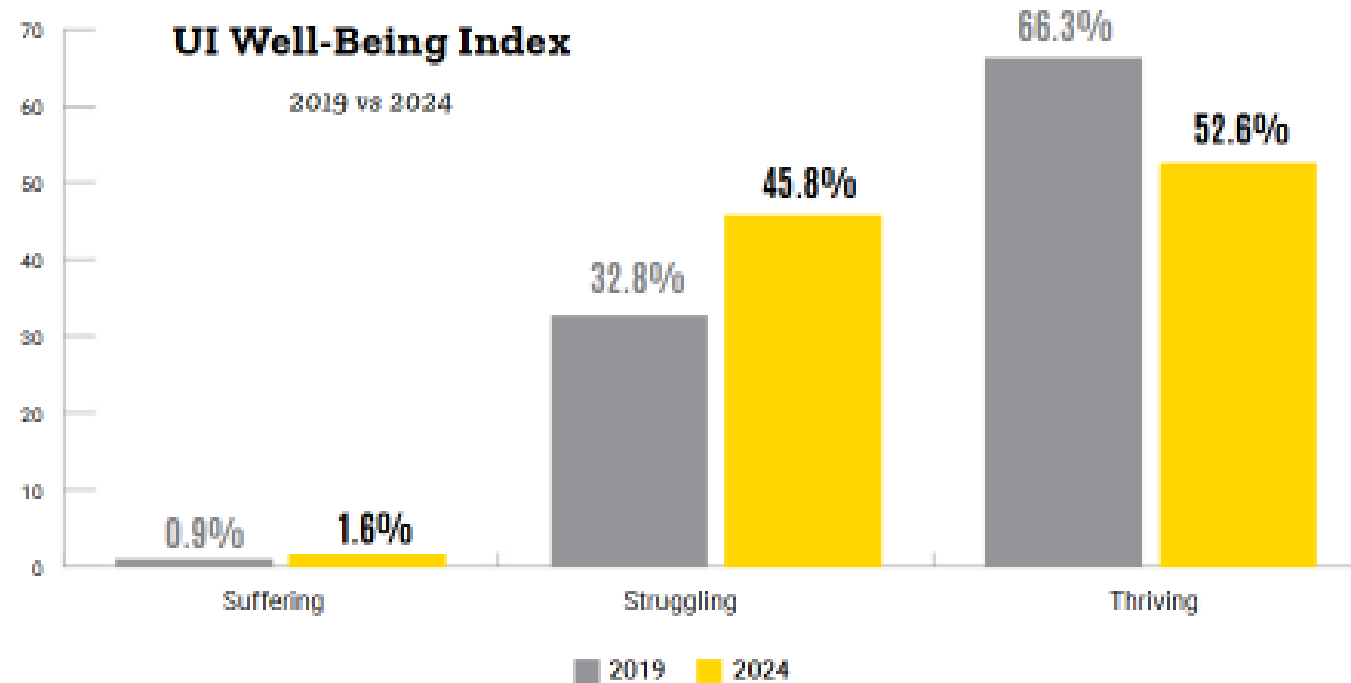
PRODUCTIVITY BARRIERS: DATA & TRENDS



HEALTH BEHAVIORS: DATA & TRENDS



STRIVING SCALE: DATA & TRENDS



UI & EXTERNAL TRENDS

Striving Scale (Well-Being Index)

	University of Iowa ₁	Nationally (2023) ₂
Thriving	52.6%	52.2%
Struggling	45.8%	43.1%
Suffering	1.6%	4.7%

Body Mass Index

	University of Iowa ₁ (2024)	State of Iowa ₃ (2022)
Healthy (BMI 18.5-24.9)	33.7%	28.8%
Overweight (BMI 25-29.5)	29.9%	33.8%
Obese (BMI 30+)	35.4%	37.4%

Chronic Conditions

	University of Iowa ₁ (2024)	State of Iowa ₃ (2022)
Diabetes	4.7%	11.6%

Financial Stress

	University of Iowa ₁
2019	31%
2023	38%
2024	39.1%

- 1-University of Iowa data from 2024 PHA (n=10,089 completed PHAs)
- 2- National data from Gallup, Inc for 2023 Population Evaluation.
- 3-Iowa Department of Health and Human Services

UI HEALTH AND WELL-BEING liveWELL

Health Coach Service

- ✓ Individual or group Health Coach Service

Referral Programs

- ✓ Diabetes Prevention Program (DPP)
- ✓ Mindfulness-Based Stress Reduction (MBSR)
- ✓ Personal Training

liveWELL Resource Library

- ✓ Handouts, videos, activities

Online and Challenge Programs

- ✓ Recharge+
- ✓ Wondr Health
- ✓ Live Healthy Iowa

Well-Being Toolbox

- ✓ Become A Wellness Ambassador
- ✓ Apply for a Wellness Grant
- ✓ Nominate a Wellness Hero
- ✓ Access Well-Being Toolkits and Flyers

Recreation Membership Incentive Program

- ✓ Earn 50% off a monthly membership when you complete the PHA and attend facilities 4 times per month.



Scan to visit liveWELL

<https://hr.uiowa.edu/employee-well-being/livewell>

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UI HEALTH AND WELL-BEING

UI Employee Assistance Program (EAP)

Short-Term Counseling

UI EAP offers short-term counseling to children, teens and adults as well as couples counseling. Common areas of focus are depression/ anxiety, relationships, job stress, substance use, grief counseling, and sleep.

Substance Abuse Resources

The UI EAP utilizes a comprehensive approach to educate and intervene with persons who have substance abuse concerns.

Suicide Prevention Training

Question, Persuade, Refer (QPR) is a suicide prevention training designed to educate people from all walks of life how to recognize the warning signs of suicide.

UI Support and Crisis Line

24/7 support through text, chat, or phone for UI students, faculty, staff, postdocs, and medical residents. Provided in partnership with CommUnity Crisis Services and is available all day, everyday.

CALL OR TEXT 24/7

844-461-5420

Emergency Hardship Fund

Supports eligible faculty and staff with up to \$1,000 for costs related to an unforeseen emergency event or crisis that results in financial hardship.



Scan to see visit UI EAP

hr.uiowa.edu/employee-well-being/ui-employee-assistance-program

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UI HEALTH AND WELL-BEING Family Services

Childcare Resources

- ✓ UI and community resources for childcare
- ✓ Back-up childcare
- ✓ Listing of local summer camps and programs

Elder Caregiving

- ✓ Consultation and support for elder caregiving from community partner, LivWell Seniors
- ✓ Personalized guidance on downsizing, relocation, legal resources, and more
- ✓ In-home assessments to create tailored care plans

Financial Well-Being

Employees can access resources on housing, budgeting, credit, debt, savings and student loan repayment through Family Services' partnerships.

- ✓ Financial Coaching
- ✓ Public Service Loan Forgiveness
- ✓ Emergency Hardship Fund
- ✓ Financial Management



Campus Lactation Rooms

Family Services maintains over 80 campus lactation rooms including UI Health Care. Several are equipped with Medela breast pumps.

Scan to visit Family Services

hr.uiowa.edu/employee-well-being/family-services



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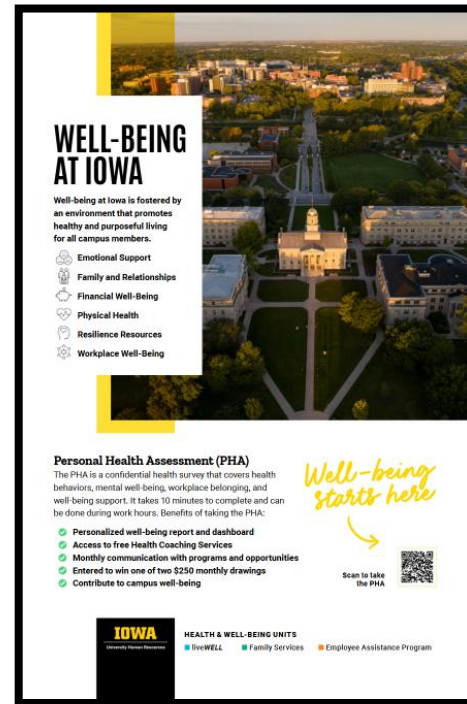
Annual Reports, News, and Resources

<https://hr.uiowa.edu/employee-well-being/livewell/news>

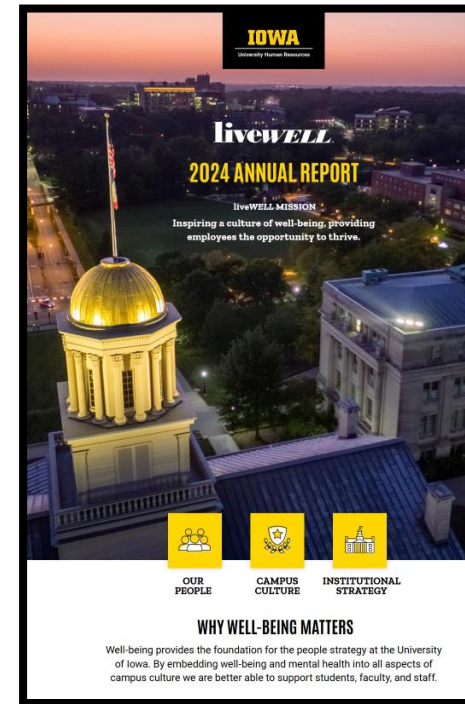
UI Wellness Services FY Annual Report



Annual Guide for Programs and Services



liveWELL CY Annual Report



Value of Employee Health White Paper



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Be a Leader in Campus Health

Personal Health Assessment (PHA)

The PHA is a confidential health survey that covers health behaviors, mental well-being, workplace belonging, and well-being support. It takes 10 minutes to complete and can be done during work hours. Benefits of taking the PHA:

- ✓ Personalized well-being report and dashboard
- ✓ Access to free Health Coaching Services
- ✓ Monthly communication with programs and opportunities
- ✓ Entered to win one of two \$250 monthly drawings
- ✓ Contribute to campus well-being

Well-being starts here



Scan to take
the PHA



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Well-Being Services

Thank You

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Benefits Health & Productivity

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→ <https://wellbeing.uiowa.edu/>