

LiveWELL: Promoting Population Health

UI Work-Life: Resources for Financial Well-Being and Caregiving

University Human Resources

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UI Work-Life

liveWELL™

UI WORK-LIFE • UI WELLNESS • UI EAP

Promoting Population Health at Iowa

IOWA

liveWELL: Promoting Population Health at Iowa

Work-Life

Work-Life programs empower you to thrive at work and at home throughout your career at the University of Iowa.

Explore our comprehensive support in family services, financial well-being, and workplace flexibility—designed to help you balance what matters most.



Family Services

Explore resources and services related to childcare, nursing on campus, and elder caregiving.



Financial Well-Being

Meet with a financial coach, talk to a retirement advisor, and learn more about the UI's financial well-being resources.



Workplace Flexibility

Employees and supervisors are encouraged to learn how specific roles can benefit from flexible work arrangements.



Financial Well-Being



- 39% UI employees report financial stress as productivity barrier on 2024 Personal Health Assessment
- Financial Insecurity-concerns about not having enough money to cover basic expenses like housing, food, healthcare, and transportation.
- Financial Literacy-lack of knowledge or confidence in managing personal finances
 - Budgeting
 - Saving
 - Debt Mangement

<https://hr.uiowa.edu/livewell/work-life/financial-well-being>

Financial Services

Hills Bank

Emergency Hardship Fund

TIAA/Savi Partnership

Hills Bank: Financial Coaching

- One-on-one sessions (on- or off-campus; in person or virtual) with a financial coach to help you achieve your financial goals
- Financial well-being programming (virtual or in person) on timely topics, including:
 - Navigating home loans
 - Fraud
 - Estate planning
 - Budgeting and debt management
 - Savings options
- Access to a library of financial well-being resources
- Contact directly for an appointment at <https://www.hillsbank.com/ui-financial-well-being> (Online scheduling coming soon!)



Emergency Hardship Fund

- Support costs, up to \$1000, related to an emergency event or crisis, resulting in financial hardship
- Not intended to support on-going expenses
- Workflow application <https://workflow.uiowa.edu/entry/new/11526>
- Employees are encouraged to contact uhr-hardshipfund@uiowa.edu with eligibility questions



Emergency Hardship Fund: FY25 Outcomes

→ 79 staff awards in FY25 (79 in FY24)

- 76% recipients work in **Merit** positions
- **Iowa Health Care** staff represent 72% (57/79) of awards received

→ The most common expenses awarded were **loss of income, car repairs, and burial expenses for a loved one.**

→ 90% of fund recipients reported **improved performance**

- Their ability to perform optimally had or will improve

*"This was such an **unexpected benefit** of working for UI-it truly reminder me our home life is just as important as our performance levels at work. It took a **huge burden off our shoulders** during an extremely trying time."*

*-FY25 Emergency Hardship
Fund Recipient*

SAVI: Student Loan Repayment Tool

- TIAA and Savi partnership
- Assists student loan borrowers in finding repayment and forgiveness options for their debt
- Weekly webinars highlighting federal student loan updates, including Q&A with Savi's student loan experts



<https://hr.uiowa.edu/benefits/employee-benefits/regular-faculty-staff-benefits/voluntary-benefits/savitiaa-student-loan-repayment-tool>

TIAA: Retirement Information

- UI offers mandatory and voluntary retirement options to help you meet your financial goals
- Live and pre-recorded webinars on a variety of financial topics
- Financial Advisors to provide guidance on:
 - Retirement savings
 - Personal financial planning



Services for Families

Childcare Referral Services

Back-Up Childcare

Summer Programs

Resources for Nursing Parents

Elder Caregiving

Childcare Referral Resources



- [Iowa Child Care Resource and Referral](#)
- Iowa Child Care Search (Partnership with DHS) <https://search.iachildcareconnect.org/>
- Campus Connected Childcare Centers
 - Privately owned
 - Located within 1.5 miles of UI campus

[*https://hr.uiowa.edu/livewell/work-life/family-services/childcare*](https://hr.uiowa.edu/livewell/work-life/family-services/childcare)

Back-up Childcare

- For the UI family who needs back-up childcare when:
- Normal school or childcare arrangement is temporarily unavailable—e.g., teacher's day or a break or holiday.
 - Usual school or childcare arrangement is unavailable due to weather
 - Parent has not yet found a permanent childcare arrangement and needs temporary care
 - Parent's work or school day is extended, and temporary care is needed
 - Recruit is visiting the campus and needs a temporary childcare arrangement
- Well back-up care is not intended to provide care for an ill child.



Summer Programs

➤ Includes:

- UI programs
- Programs in Johnson county and surrounding areas
- Special needs and scholarship camps and programs

➤ Updated by mid-spring each year

<https://hr.uiowa.edu/livewell/work-life/family-services/childcare/summer-programs>

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Resources for Nursing Parents

- On-Campus Lactation Rooms
 - Over 80 rooms across campus
 - Medela Symphony pumps in many rooms
 - **Interactive map** to find a lactation room on campus near you

<https://hr.uiowa.edu/livewell/work-life/family-services/lactation-facilities-resources>



Elder Caregiving

Caregivers can meet with a Senior Resource Specialist at no cost to discuss:

- Medical resources and support
- Senior living options
- Relocation and downsizing services
- Real estate professionals
- Legal & financial resources

<https://hr.uiowa.edu/livewell/work-life/family-services/elder-caregiving-resources>



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THANK YOU!

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