

**IOWA**

**liveWELL**

# 2026: Evidence-Based Approach to Population Health

Reflecting on 2025 Data and Impact

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# Themes

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- **Campus Culture**

- Supervisor support matters
- Environment shapes well-being

- **Sustained, Evidence-Based Approach Data** drives programs



# 2025 Campus Reach

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**19,871**

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**Total Faculty and Staff Experiences in CY2025**

**11,668**

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**Unique Faculty and Staff Supported in CY2025**

**46.1%**

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**Personal Health Assessment Participation**

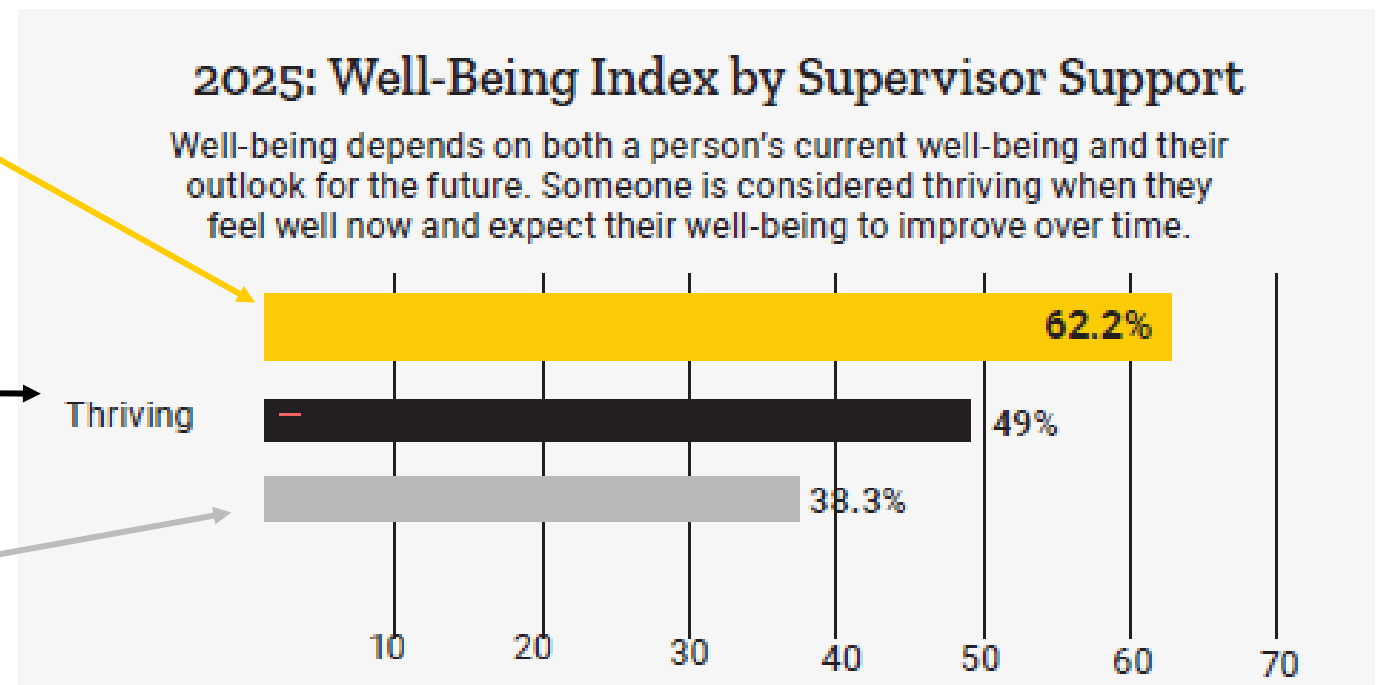
# Supervisor Support

Supervisors play a key role in well-being across the workplace.

➤ **24% Strongly Agree** Supervisor Supports Well-being (n=2,471)

➤ **64% Agree** Supervisor Support Well-Being (n=6,519)

➤ **12% Disagree** Supervisor Support (n=1,194)



# Leaders in Action: Keri Semrau



**Keri Semrau, RN, MSN, CACM**  
Director, UI Patient Access Center  
University of Iowa Health Care

*"The leaders within the Patient Access Center actively embrace the liveWELL program, modeling its principles to encourage and support team members across the department. Through liveWELL, we've gained access to valuable educational resources and practical tools that help us meet the evolving needs of our teams. This approach is further guided by insights drawn from our local Personal Health Assessment (PHA) data, allowing us to tailor our support in meaningful and informed ways."*



# Leaders in Action: Ana Rodriguez-Rodriguez



"I liveWELL because it helps me lead by **example**—for my students and for myself. Making healthy choices in my daily life—like staying active and eating with intention—has transformed how I show up every day. The **liveWELL** program gave me the tools and support to create the best version of myself and build a healthier, more energized life—at work and beyond."

**-Ana M. Rodriguez-Rodriguez, PhD**

Associate Dean for Academic Affairs and Student Success, Graduate College  
Associate Professor, College of Liberal Arts and Sciences

# Built Environment

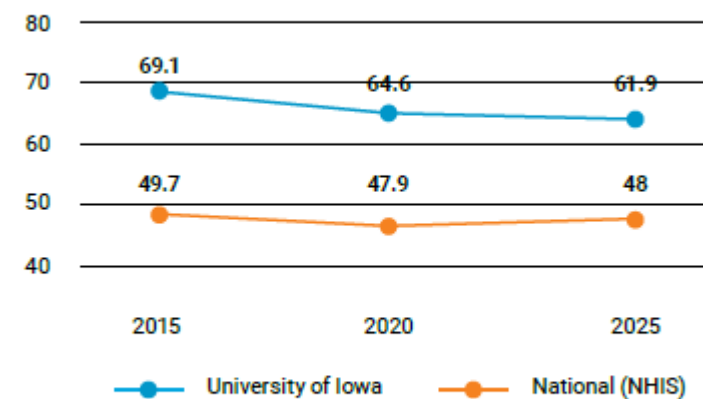
## Campus Recreation and Wellness Center

– Rec Membership Incentive



**By creating an environment focused on health, we're driving progress and keeping the University of Iowa more active and engaged - leading the way beyond national benchmarks.**

Meeting the Physical Activity Guidelines



\*Since 2015, UI Faculty and Staff have maintained a significant improvement to national data on meeting the physical activity.

# Built Environment

## Ambulatory Surgical Center (ASC) and Wellness Grant



*I love every aspect. It is nice when you need a second to breathe.”*

*Every aspect of the room helps bring a calming vibe.*

*Staff reactions capture the true value of the room- it's more than just a physical space; it's a sanctuary that supports mental well-being, reduces stress, and helps our staff recharge so they can continue to bring their best selves to their work. –Jill Carmoney*

Year	PHA Participation in ASC	Supervisor Supports Well-Being	Environment Supports Well-Being
2023	44%	80.4%	76.5%
2024	49.6%	86.4%	79.7%
<b>Respite Room Implemented:</b>			
2025	47.6%	93.2%	96.6%

# Health Behaviors

Health Behaviors	2019	2022	2025
Physical Inactivity	34.1	34.7	38.1
Poor Nutrition	76.3	79.7	83.6
Poor Sleep	28.3	31.2	34.1
Smoking	1.2	2.2	2.0
Unmanaged Stress	15.1	22.6	21.5

*The complexity of health behavior change is difficult. liveWELL resources support UI Faculty and Staff with programs to find the right support, at the right time, in the right way.*

Programs:

**Physical Activity:**

- Group Health Coaching: MoveWELL
- Personal Training Referral
- Recreational Membership Incentive

**Nutrition:**

- FRESH+™
- Wondr Health
- Group Health Coaching: EatWELL

**Sleep:**

- Sleepio
- Group Health Coaching: SleepWELL

**Smoking:**

- Nicotine Replacement Therapy Reimbursement

**Stress:**

- Short Term Counseling with UI EAP
- ReCharge+™
- BreatheWELL
- Mindfulness-Based Stress Reduction

# Productivity Barriers

Productivity Barriers	2019	2022	2025
Financial	30.9	33.5	30.5
Health/Physical Condition	18.3	26.3	19.2
Lack of Resources	15.8	21.1	16.7
Lack of Training	13.9	18.1	14.9
Taking Care of Someone Else	24.2	33.4	25
Too Much to Do	50.7	59.4	50.1

Data-driven efforts to support work-life have shown to have a positive impact on supporting UI people.

### Programs:

**Financial:**

- Emergency Hardship Fund
- Hills Bank Financial Coaching
- YNAB™ (You Need a Budget)

**Taking Care of Someone Else:**

- LivWell Seniors

**Health Condition:**

- liveWELL Health Coaching and Group Health Coaching
- Wondr Health™
- Diabetes Prevention Program

# Well-Being + Culture

Well-Being Index	2022	2025
Thriving	55.1	50.9
Struggling	43.5	47.6
Suffering	1.4	1.4

\* US Employees thriving; 53% in 2022 and 50% in 2024.

*The Well-Being Index shows that well-being is declining, on campus and nationally. Continued support for campus remains a priority while identifying drivers for well-being like supervisor support.*

## Programs:

- EAP Short-Term Counseling
- Health Coach Service

Healthy Culture	2019	2022	2025
Physical Environment	85.1	80.4	82.8
Supervisor Support	86.9	86.7	88.3

*Using targeted tools and communications to support leaders in integrating well-being into campus culture has shown value.*

## Programs:

- R U OK?
- Wellness Grants
- Wellness Ambassadors
- Departmental Toolbox

# Annual Reports, News, and Resources

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

## Well-Being Services FY25 Annual Report

**IOWA**  
University of Iowa

WORKPLACE WELLNESS • FAMILY & RELATIONSHIPS • NUTRITION • RESILIENCE • FINANCIAL WELLNESS • CHRONIC CONDITION PREVENTION • PHYSICAL ACTIVITY • MANAGING STRESS • ELDER CAREGIVING RESOURCES • EMOTIONAL SUPPORT • WORKPLACE FLEXIBILITY

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2024 ANNUAL REPORT

**livewell: PROMOTING POPULATION HEALTH AT IOWA**

UI Employee Assistance Program, UI Work Life, and UI Wellness, together support University of Iowa's faculty and staff in promoting a healthy campus culture through personal and workplace strategies.

2024 Personal Health Assessment highlights:

- 48%** of employees completed the Personal Health Assessment (10,089 people)
- 52.6%** said they are thriving (compared to 51.1% nationally)
- 80%** said their physical space supports their well-being
- 87%** said their supervisor supports their well-being

People who say they are thriving tend to make healthy choices and face fewer challenges at work. **livewell** offers programs for all stages health management.

## Annual Guide for Programs and Services

**PROMOTING POPULATION HEALTH AT IOWA**

Population health at Iowa is fostered by an environment that promotes healthy and purposeful living for all campus members.

- Emotional Support
- Family and Relationships
- Financial Well-Being
- Physical Health
- Resilience Resources
- Workplace Well-Being

**Get Started: Take Your Personal Health Assessment**

Since 2006, **livewell** has been part of your health benefits, helping to create a healthier campus community. The Personal Health Assessment (PHA) is a confidential survey that takes 10 minutes and can be done on work time. Take your PHA to get connected to programs and tools that support your well-being.

*A healthy UI starts here*

Scan to take the PHA

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20 YEARS

hstuiowa.edu/livewell

## liveWELL CY25 Population Health Report

**livewell** 20 YEARS

**2026: Evidence-Based Approach to Population Health**

Reflecting on 20 Years of Well-Being at the University of Iowa

For two decades, the University of Iowa has shown a strong commitment to supporting the well-being of its people. Continued improvement and focused strategies have helped create an environment where faculty, staff, and students can do their best work and live healthier lives. Drawing on years of experience and population health data, the university offers services that meet the evolving needs of its workforce.

Campus Culture: Supervisor support and the built environment shape well-being.

Our environment—both the people around us and the spaces where we work—plays a key role in fostering healthier habits and supporting everyday well-being.

**Sustained, Evidence-Based Approach Data continues to guide programs and decisions.**

By using long-term trends and current assessments, work-place well-being efforts have returned to strong, pre-pandemic levels and continue to move forward with purpose.

Total Faculty and Staff Experiences in CY25	Unique Users in CY 25	PHA Participation
19,871	11,868 (60% of campus)	10,251 (46.1%)

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University of Iowa

## Value of Investment Overview

ORGANIZATIONAL IMPACT

**VALUE ON INVESTMENT (VOI)**

At the University of Iowa, health management programs are guided by a Value on Investment (VOI) approach—one that prioritizes not only financial outcomes but also measurable gains in organizational support, employee health, satisfaction, and participation. By aligning wellness initiatives with improvements in productivity and performance, we demonstrate a meaningful and strategic commitment to supporting our people and fostering a thriving campus community.

ORGANIZATIONAL SUPPORT	HEALTH IMPROVEMENT	SATISFACTION	PARTICIPATION	FINANCIAL OUTCOMES	PRODUCTIVITY AND PERFORMANCE
<b>87.2%</b> of employees reported that their supervisors support health and well-being.	<b>52.6%</b> of employees reported being in the "thriving" category per the 2024 Personal Health Assessment (PHA), indicating fewer health problems and more positive emotions.	<b>95%</b> said their physical work environments support healthy choices.	<b>95%</b> of EAP participants would recommend EAP to a friend.	<b>\$224,826</b> Internal Employee Assistance Program saved \$224,826 compared to outsourcing.	<b>34 less hours</b> In CY24 low risk employees used 22 hours of sick leave compared to 66 hours for high-risk employees.
<b>80.4%</b> said their physical work environments support healthy choices.	<b>\$4,552</b> Chronic condition prevention programs, such as the CDC's Diabetes Prevention Program, are estimated to reduce medical spending by \$4,552 per participant over two years.	<b>91%</b> of Health Coach participants are still practicing their healthy behaviors 6 months later.	<b>10,089</b> employees completed the PHA in 2024 (48% participation rate), with a goal to reach 50%.	<b>\$2.5 million</b> Estimated \$2.5 million in annual cost avoidance from reduced sick leave used among healthy employees.	<b>12,081</b> Flu vaccines distributed in FY25 through the UI Employee Health Clinic to Campus.
<b>Campus Strategy</b> Holistic Well-Being included with the University of Iowa's 2022-2027 Strategic Plan reinforces well-being as a driver of institutional performance.	<b>2,844,299</b> Total minutes of physical activity logged in the 2025 Live Healthy Iowa, by 1,233 UI Employees. Increased steps reduces risk of chronic disease.	<b>1 in 2</b> faculty and staff at the University of Iowa engaged with <b>livewell</b> services in FY25.	<b>17,933</b> total program/service participants in FY24, representing 12,589 unique faculty and staff.	<b>2.17:1 ROI</b> <b>livewell</b> digital platform has yielded a 2:1.71 ROI since 2020.	<b>140</b> Wellness Ambassadors across 32 colleges and orgs support local population health.

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Promoting Population Health at Iowa

# Call to Action

- **How do you influence well-being in your unit?**
  - ...As a supervisor, role model, or participant
- **How does your space influence well-being?**
  - What is one small thing that could support health in your unit
- **How do you support your own well-being?**
  - What can you do to fill your own cup

*Not sure where to start? Contact [liveWELL@uiowa.edu](mailto:liveWELL@uiowa.edu) to discuss services to support you and your team.*

## Actions for enhancing well-being

Take your PHA to receive monthly updates and access dashboard

Nominate a Wellness Hero

Include well-being in onboarding for new employees

Become a Wellness Ambassador

Ask a colleague "R U Ok?"

Write a note of gratitude to a co-worker

Meet with a liveWELL Health Coach or EAP Counselor

Share a resource with a co-worker who may need support

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**Thank you**

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→ [Hr.uiowa.edu/liveWELL](https://hr.uiowa.edu/liveWELL)