

**IOWA**

UI STRATEGIC PLAN

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# Holistic Well-Being

*Implementation through the Well-Being and Mental Health Campus Collaborative*

**Staff Council Update**

*April 8, 2026*

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# Year 4 Focus

Financial Well-Being and Basic Needs

Connection, Community, and Engagement

# Financial Well-Being and Basic Needs

**Goal:** Improve financial well-being through enhanced services, processes, and education

- Address access barriers to the Food Pantry
- Enhance coordination and resources for student need-based emergency financial aid
- Expand financial well-being program (YNAB)
- Partner with Hills Bank to provide financial coaching

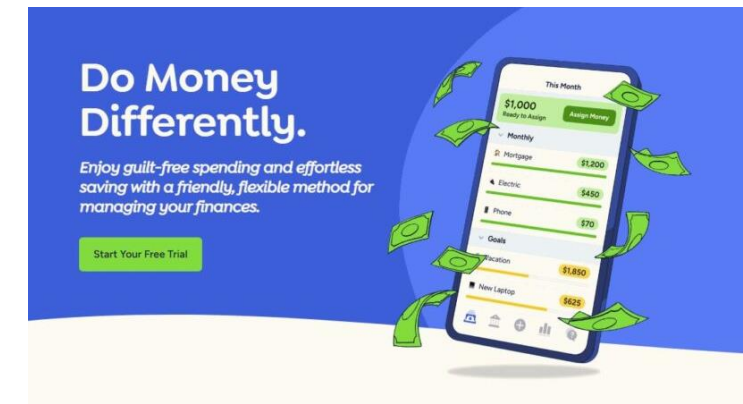


# RetirePLus – IOWA

## MEMBER ENHANCEMENTS and COST SAVINGS

- Introduced a new customized default investment option.
- Simplified the investment lineup from 51 investments to 22, including several share class improvements.
- Launched a brokerage window for those employees seeking investment choices beyond the core lineup.
- Transitioned the 403(b) plans from individually owned contracts to institutionally owned contracts (new contributions only), strengthening the University's fiduciary oversight.
- Achieved estimated investment cost savings of \$5.64M annually (based on 9/30/25 assets) representing a 31% reduction in participant paid expenses.

# You Need a Budget (YNAB)



Pilot #1 in 2024 with 27 Student Life staff

Pilot #2 in June 2025 with 153 participants, 8-week course

- Participants who completed at least 80% received a free one-year YNAB subscription
- 45% met this threshold and reported improved financial and personal well-being, citing benefits like expense tracking, budgeting, and goal setting
- Non-completion was primarily due to time constraints, personal challenges, and technical issues

Pilot #3 launched in January 2026, focusing on employees ready for change, supported by health coach referrals and a YNAB-led kickoff event (N = 50 for January and February cohorts)

- Next group beginning April 27<sup>th</sup>. [For more information or to register.](#)

# Financial Coaching

UI Financial Well-Being

For University of Iowa faculty and staff

HILLS BANK



University of Iowa has partnered with Hills Bank to offer financial well-being services to **UI community**: personalized guidance, goal setting and planning, debt management, saving strategies, and retirement planning

- 71 Hills Bank visits in FY25
- **2024 Personal Health Assessment (PHA) Data identified financial stress at 39%.**
  - In 2025, financial stress was 31%, a decline of 8%.
  - 2025 marks the first year there was a decline in financial stress since 2021.

*Note: Students have access to financial advisors through the OSFA*

**“This was such a positive experience for me, and while there aren’t magic solutions, of course, it gave me so much more hope than I’d been living with before, and my goals felt much more attainable. I didn’t feel judged and was given so much room to make decisions for myself instead of feeling pressure into anything, while still having support.”**

**-2025 participant in Hills Bank Coaching**

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# Food Pantry at Iowa

- Satellite mini pantries were piloted in various campus locations last academic year, but maintaining multiple sites proved challenging and resource-intensive
- Current focus is on a centralized pantry model at the Iowa Memorial Union (IMU)
- **Piloting a parking pass program with the College of Law and College of Medicine during the spring 2026 semester to reduce transportation barriers, making it easier for students to access the pantry and transport groceries**
- Continuing to build partnerships with professional colleges



# Personal Health Assessment 2025: 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:**

- |  |   |
|--|---|
| <p><b>Financial:</b></p> <ul style="list-style-type: none"> <li>• Emergency Hardship Fund</li> <li>• Hills Bank Financial Coaching</li> <li>• YNAB™ (You Need a Budget)</li> </ul> | <p><b>Health Condition:</b></p> <ul style="list-style-type: none"> <li>• liveWELL Health Coaching and Group Health Coaching</li> <li>• Wondr Health™</li> </ul> |
| <p><b>Taking Care of Someone Else:</b></p> <ul style="list-style-type: none"> <li>• LivWell Seniors</li> </ul>   | <ul style="list-style-type: none"> <li>• Diabetes Prevention Program</li> </ul>   |

# Student Emergency Fund

APPLY NOW

Meeting with campus partners to:

- Share information regarding the DOS Emergency funds and OSFA grants
- Highlight the collaboration efforts to create efficient and centralized application and workflow processes
- Learn about current/potential emergency funding sources within the colleges
- Discuss opportunities to use current workflow system to benefit colleges in getting funds to their students
- Reiterate research on the impact of these grants

**Scheduled:**

- **Met with Tippie College of Business Jan. 20**
- **Meeting with CLAS Feb. 27**
- **Meeting with Associate Deans and Directors March 30**

*"Receiving emergency funding changed everything. It allowed me to stabilize, focus on my education, and feel secure again. The University of Iowa welcomed me in and gave me a home when I needed it most. This support has made it possible for me to continue pursuing my degree and succeed academically."- Student Recipient*

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# Connection, Community, and Engagement

**Goal:** Encourage spaces, programs, and opportunities that build connection and reduce isolation

- Organize events that bring graduate and professional students together (Let's Do Lunch)
- Continue to expand peer support efforts with students (Togetherall)
- Foster supportive work environments for staff/faculty (RUOK?)
- Create culture of engagement – build synergy and leverage networks

# Togetherall

## Spring Promotion Plans:

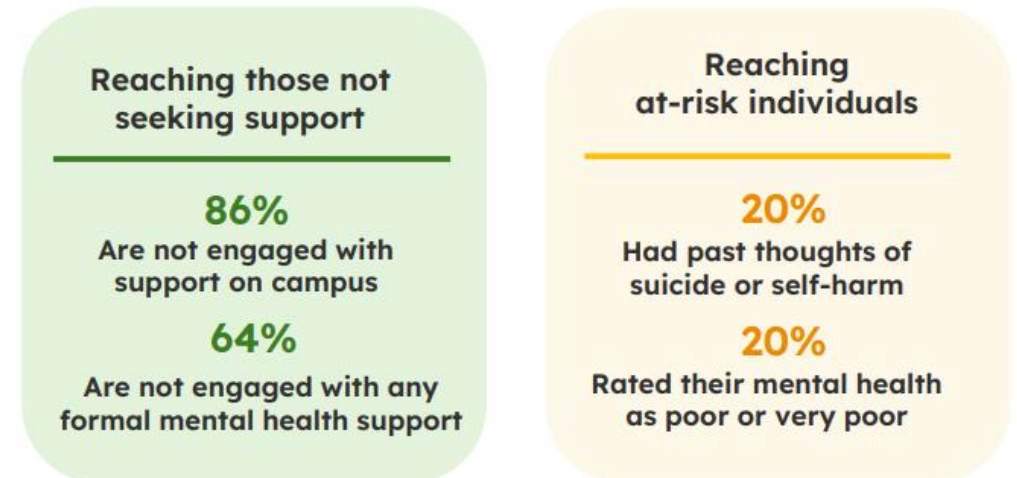
- Continued connection with student organizations
  - Led by student intern
- Table Tents in dining halls and IMU
- Timely ICON messaging
- Expanded digital signage across campus
- Social media posts in partnership with the UCS

Student Advisory Board



## Togetherall reaches students not engaged in on-campus support

n = 409; Reporting period: 11/19/2024-11/30/2025



# RUOK Feedback (FY25-26)

## Supervisor Feedback (N=28)

How easy did the RUOK guide make it to present this messaging to your staff?	Percentage
Slightly Easy	12%
Moderately Easy	44%
Very Easy	44%

How engaged was your staff with the RUOK materials?	Percentage
Slightly Engaged	19%
Moderately Engaged	50%
Very Engaged	31%

"Very actionable items and clear language, which has been handy as we implement."

## Employee Feedback (N=124)

How likely are you to as a coworker, to ask "Are you ok?"	Percentage
Slightly Likely	10%
Moderately Likely	19%
Very Likely	71%

"The RUOK material is good. The presentation was also acceptable. It is very difficult topic for people to understand and to acknowledge. This topic would not have been discussed 20+ years ago in a group setting. We as a society have come leaps and bounds since then (thank goodness)."

"It seems to be a worthy program that reminds folks that it is ok to reach out and ask if someone may need help."

"Our team has been asking RUOK for a long time. It's so important. Thanks for formalizing the program on Campus."

# Culture of Engagement

**Support Pecha Kucha** (including Adele Vanarsdale presentation on Built and Natural Environment efforts, Diane Rohlman presentation on NIOSH Total Worker Health)

**liveWELL access points for UI Health Care** – expanded to North Liberty and Downtown campuses

**Wellness Ambassador Network** – expanding through campus to build strategic connection to well-being. Example: [COE SoWell Committee](#)

- **liveWELL** increased targeted recruitment and engagement efforts for the WA program. This focused investment resulted in a **40% increase in Wellness Ambassadors** over the year.
- The program now includes **191 Wellness Ambassadors, 122 within Iowa Health Care**.

**Better connected health, well-being, and mental health services** in the renovated Iowa House Hotel in the IMU – ongoing discussions to prepare for relocation

**liveWELL and Student Wellness outreach**

- Three (3) Health Expos for Students (750 students reached with 100% reporting improved well-being)
- Health and Well-Being Fair on October 15<sup>th</sup> for Faculty and Staff (over 1000 attendees with 90% reporting improved well-being and gaining new information)



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