Well-Being is multi-faceted

- Attract and Retain Talent
- Reduced # sick days
- Manage Health Care
- Improved energy + performance
- Increase safety
- Improve job satisfaction

10-Year Health Improvement

- 10-year population health improvements
- Less sick leave and higher work satisfaction for employees with healthy habits
- Value-on-investment approach to program evaluation including Return-on-Investment

Health Coach Service

6,375 served since 2006

- In 2016
  - 665 Health Coach Participants
  - 97% agreed their ability to perform optimally increased
  - 97% agreed personal well-being improved
  - 95% agreed their satisfaction with working at the University of Iowa increased

Keeping Healthy People Healthy Makes Good Business Sense

- Study Period: 2013-2015
  - 6,283 Staff with PHA each year
  - 4,013 at Low-Risk (Healthy)
- Movement seen into low risk and out of moderate and high risk

Based on costs associated with sick leave absenteeism alone, UI saves $1148 per person when they get healthier and UI avoids increased costs of $1,314 per person when they stay healthy as they age.
UI vs. Iowa and United States

Benchmark data

- $479 excess cost if not physically active
- $1,261 excess cost for persons with multiple health risks
- $6,000 PPPY excess costs for smokers

Healthy Campus Culture

- 85% agree with “My supervisor supports health and wellness within my unit”
- 83% agree with “My physical work environment provides opportunities to make healthy choices”
- 68% “Thriving” based on Gallup Well-Being Index

Thriving linked to:
- Fewer health problems and sick days
- Less worry and stress
- More happiness and interest
- 2x more likely to be engaged at work
- Feel have opportunities to do best work every day

Conclusions

A majority of our population is healthy
We save money and improve performance when we stay healthy
A culture that values employee well-being is an essential engagement tool

New Chapters that Unlock Human Potential

- UI Strategic Plan 2016-2021: “Building on a remarkable legacy, the people of the UI are crafting new chapters of exploration, discovery, creation, and engagement.”
- Talent@Iowa: Implement high impact HR practices
- Working@Iowa: Identify strengths and opportunities to improve work culture

Future casting: The next 10 years

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Appreciation and values
Meaningful work
Learning and growth
Employee experience

Talent@IOWA