2016 REPORT
10 Years of Progress

+ BETTER HEALTH
10-year population health improvements

+ IMPROVED PERFORMANCE
Less sick leave and higher work satisfaction for employees with healthy habits

+ VALUE TO THE UNIVERSITY OF IOWA
Return-on-Investment through cost savings and cost avoidance
When University of Iowa employees become healthier, they use less sick leave, work more effectively, and are able to perform to their full potential at work and home.

Employees with BETTER HEALTH

DEONE’S STORY

Deone Pedersen, Tippie College of Business, has participated in liveWELL since 2008. While working individually with Health Coach Erin Litton, she had a breakthrough.

“On a hike I was challenged to walk on terrain that was more difficult than anything I had done before, but I found that I could do it and I liked it! I worked with Erin to find an activity tracker, and we put a walking plan in place that includes walking to and from work. The walking plan and accountability of my health coach has improved my health, happiness, and ability to travel, which is something I am passionate about.”

Deone Pedersen Tippie College of Business

3,317 of the same faculty and staff completed the Personal Health Assessment over a 10-year timespan, in 2006 and 2016. This group showed marked improvements in all areas.

10 YEAR HEALTH IMPROVEMENT (2006-2016)

- **GOOD NUTRITION**
  - Improvement from 2006 to 2016: 43% to 66%

- **PHYSICAL ACTIVITY**
  - Improvement from 2006 to 2016: 57% to 69%

- **EATING FRUITS & VEGGIES**
  - Improvement from 2006 to 2016: 51% to 63%

- **STRESS MANAGEMENT**
  - Improvement from 2006 to 2016: 79% to 86%

- **NON-SMOKING STATUS**
  - Improvement from 2006 to 2016: 93% to 97%

“The data bucks normal trends by showing that as our employees have aged by 10 years since the liveWELL launch, they are reporting the adoption of more healthy habits. Typically, we see that as people increase their work and family responsibilities, health behaviors such as regular activity, a healthy weight, and the ability to manage stress fall by the wayside. These impressive 10-year improvements demonstrate a positive culture around healthy lifestyles at the University of Iowa.”

Megan Hammes Director, UI Wellness

“One of the reasons that Deone and so many others have seen such marked success can be attributed to the tailored approach we use with every individual. liveWELL’s coaching philosophy takes the uniqueness of every faculty and staff into account and combines that with an evidence-based approach to behavior change and a knowledge of campus and local resources for additional support.”

Erin Litton Senior Behavioral Health Consultant

“Value for UI

10-years of progress

liveWELL launches campus-wide

Gold Well Workplace Award Wellness Councils of America

Campus Recreation and Wellness Center Opens

2006 2007 2010
This results in cost savings and cost avoidance based upon a healthier population. Individuals in the high risk category exhibit higher healthcare utilization and use more sick leave.

UI data reveals that a majority of our population is in the Low Risk category. From a PERFORMANCE standpoint, it makes good business sense to keep these healthy individuals healthy as they age – they are at work more often and feeling better when they work.

From a VALUE standpoint, it makes good business sense to keep our healthy individuals healthy, as we avoid costs well into the millions of dollars based upon savings by not having them out of work due to illness.

Cost SAVINGS when people get healthier  
Cost AVOIDANCE when healthy people stay healthy

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.”

“From a University perspective, it is important to ensure our campus community members have access to services that enhance overall well-being as we know the linkages to improved performance and outcomes are clear. Healthier individuals do better at their jobs and academics which creates a stronger sense of engagement in our important work at the University. I have been a participant in health coaching as well as an early morning exerciser at the Campus Recreation and Wellness Center. I can attest to the difference in energy, mood, and stamina when I keep to a regular routine. The value of a healthy mind and body is priceless.”

Tom Rocklin
Vice President for Student Life

“...lead to improved PERFORMANCE

When looking at individuals who were engaged in liveWELL for three years in a row (N=6,283), we found:

- 71% fewer (N=300) in a High Risk category (exhibiting more than 4 unhealthy behaviors)
- 33% fewer (N=582) in a Moderate Risk category (exhibiting 3-4 unhealthy behaviors)
- 24% more (N=956) in a Low Risk category (healthy, exhibiting less than three unhealthy behaviors)

Study reveals liveWELL participants have lower hospital admissions, ER visits, prescription drugs, saving thousands of dollars
2016 liveWELL Outcomes

The University of Iowa consistently demonstrates a health profile that is very positive compared to the State of Iowa and National data. Benchmark studies reveal excess medical and pharmaceutical costs of $479 per person who are not physically active and $1261 annual excess costs for persons with multiple health risks. For costs associated with smoking, the University can estimate an additional cost of nearly $6,000 annually compared to a non-smoker.

UI vs. the State and Nation

![Graph showing health metrics comparison between University of Iowa, State of Iowa, and United States]

Gallup Well-Being Index

68% of UI Faculty and Staff are in the “Thriving” category

Per Gallup, “thriving” is linked to fewer health problems and sick days, less worry and stress, more happiness and interest than counterparts. Managers in the “thriving” category are two times more likely to be engaged at work and feel they have the opportunity to do what they do best every day.

Acknowledgements | Partnerships are vital to a healthy campus culture. Thank you to all who contribute to our integrated approach to health and well-being including: University Human Resources, Recreational Services, UI Health Care, our Integrated Health Management Advisory group, and the Wellness Ambassador network.