### 2019 External Review Recommendations

#### Maximize Reach & Program Design
- Chronic Condition Prevention
- Targeted Outreach to orgs/depts. Current examples:
  - F&O / “Naturally Slim” pilot
  - Div Student Life & Student Health / “Week of Wellness” pilot
- Wellness Ambassador Engagement
- Technology enhancements

#### Leadership Engagement & Alignment w/ UI Mission
- Leader spotlights & briefings
- Mission Statement Exercise
- Campus partnerships

#### Supportive Infrastructure & Program Sustainability
- PHA Engagement
- Expand definition of well-being for campus (emotional, work/life, family ...)
- Increase FTE to focus on opportunity areas
liveWELL Mission Statement

liveWELL inspires a culture of well-being and campus excellence, providing employees with the opportunity to thrive.
liveWELL PHA Incentive Realignment

» liveWELL has operated with the same general structure since 2006.

» The PHA incentive (up to $45) will be discontinued on Jan. 1, 2020, but other rewards will continue (liveWELL points, recreation membership incentive program, free referrals to MBSR and PT)

» Programming will be expanded in 2020 to focus on health and well-being. Campus access to liveWELL staff and programs will be improved, and a new staff member has been hired to support existing and new programming.

» Research has shown that financial incentives for health surveys do not effectively sustain positive health behavior or effect health changes. Peer benchmarking also shows that high participation in a PHA is possible without a financial incentive.
### liveWELL 2020 Expanded Programming

<table>
<thead>
<tr>
<th>New</th>
<th>Enhanced Existing</th>
<th>Continue (no major changes)</th>
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</table>
| • Diabetes Prevention Program (DPP)  
• Team-based challenges  
• Integration with activity trackers/tech  
• Website and video  
• On-site/workplace presence (Week of Wellness)  
• Wellness Ambassador training and engagement  
• Policy and built environment audits | • My Health & Wellness portal (changing to myLiveWELL)  
• Wellness Ambassadors  
• Health Coaching  
• Group education and training  
• Elder-caregiving resources  
• Workplace flexibility programs  
• Financial well-being | • Wellness grants  
• Wellness Heroes  
• Mindfulness-based stress reduction and personal training referrals (covering of costs)  
• Recreation membership incentive program  
• Personal Health Assessment survey |
Next Steps

Communication Rollout

- Integrated Health Management Advisory Group – July 2019
- Senior HR Leaders – August 2019
  - Wellness Ambassadors (small) – Oct 2019
  - Shared Governance Groups – Fall 2019
  - Wellness Ambassadors – (all) – November 2019
  - HR Representatives UIHC and UI (Nov and Dec meetings)
  - Campus (with OSC) – December 2019

How to support liveWELL 2020

- Local-level well-being is important for engagement and satisfaction with work.
- PHA is valuable for individuals (unlocks program participation + personalized feedback report) and University (i.e. well-being data)
- “Week of Wellness” in your colleges/units in 2020
- Reminder: External review resulted in robust set of recommendations that PHA incentive realignment will fund.