

10
years

2006-2016

liveWELL

SPRING 2016 VOLUME 12 ISSUE 2

RA
975.5
.H4
L58
2016

IN THIS ISSUE

LIVEWELL'S 10-YEAR ANNIVERSARY • SAVING FOR RETIREMENT • PARENTAL LEAVE RESOURCES • RESILIENCE@IOWA: SKILL-BUILDING • SPOTLIGHT ON CALVIN HALL • WELLNESS HEROES

UI Wellness

A UNIT OF UI HUMAN RESOURCES

 THE UNIVERSITY OF IOWA®

*UI Wellness is a unit of
UI Human Resources.*

Megan Hammes
Interim Director
megan-hammes@uiowa.edu
335-5424 • E119 CRWC

Ilna Lichty
Health Coach
ilna-lichty@uiowa.edu
353-2975 • E119 CRWC

Erin Litton
Health Coach
erin-litton@uiowa.edu
353-2974 • E119 CRWC

Carla Melby-Oetken
Health Coach
carla-melby@uiowa.edu
353-2975 • E119 CRWC

Holly Reed
Health Coach
holly-reed@uiowa.edu
353-2973 • E119 CRWC

Jean O'Donovan
Secretary
jean-odonovan@uiowa.edu
353-2973 • E119 CRWC

Ruth Hurlburt
Secretary
ruth-hurlburt@uiowa.edu
353-2314 • 121 USB

Liz Heffner
Secretary
elizabeth-butler@uiowa.edu
353-2973 • E119 CRWC

Diana Kremzar
Family Services Manager
diana-kremzar@uiowa.edu
335-1371 • 121 USB



2016 is a milestone year for **liveWELL**, having been branded as the University's health and well-being initiative for 10 years on April 6, 2016! We started off in 2006 with meetings with key stakeholder groups—Staff Council, Faculty Senate, UI Health Care leadership, HR Unit Representatives, and others—to explain the idea of **liveWELL**

and the foundational Personal Health Assessment survey (then called a Health Risk Assessment). Then through a series of email and print communications, we let employees know about the initiative. **LiveWELL** was met with a lot of enthusiasm which has laid the groundwork for an exciting and successful 10 years!

We are also viewing 2016 as a new starting point for **liveWELL**. How do we stay relevant in an era of health technology? What do UI faculty and staff want and need to best support their life and work? How do we keep our healthy people healthy as we all get older?

You're always welcome to provide us feedback by emailing livewell@uiowa.edu or megan-hammes@uiowa.edu. Engage in conversation on facebook or twitter with us [@uiowalivewell](https://twitter.com/uiowalivewell). We're listening!

Stay tuned for another fabulous 10 years of health and well-being support,

Megan Hammes

Megan Hammes, MS, MCHES
Interim Director, UI Wellness
University Human Resources

Layout and Design by
IMU Marketing + Design

Printed by UI Printing
Services on recycled paper

4

**liveWELL 10-YEAR
ANNIVERSARY**



7

**FINANCIAL
WELL-BEING: SAVING
FOR RETIREMENT**



9

**PARENTAL LEAVE
RESOURCES**



10

**RESILIENCE@IOWA:
SKILL-BUILDING
RESOURCES**



12

**A SUPPORTIVE
ENVIRONMENT:
CALVIN HALL**



15

**GROUP HEALTH
COACH SERVICE**



liveWELL @ UI

At the University of Iowa, we aspire to fully incorporate health and wellness into the lives of our campus community members. This is possible through a commitment to continuous development of a healthy campus culture in the spirit of learning and discovery that is at the heart of a distinguished public university.

liveWELL 10-YEAR ANNIVERSARY

In the 10 years **liveWELL** has been around, remarkable changes have occurred at the University of Iowa in population health and well-being. Since 2007, **41%** of the people who reported poor nutrition habits on their PHA are now practicing good nutrition. **27%** of people who were not exercising now are, and **65%** of smokers in 2007, no longer are smoking. The harmonious improvement in all measured behavioral risk factors has created a shift in the health culture at the University of Iowa.

2006

- Launched in April out of University Services Building; moved to Communications Center
- \$30 annual incentive for completing Personal Health Assessment
- \$30 charge for Health Coaching



2006 - First staff photo

From left to right: Megan Hammes, Joni Troester, JoAnn Daehler-Miller (now Student Health & Wellness), Jean O'Donovan, Erin Litton

2007

- Waived \$30 charge for Health Coaching
- Well Workplace Gold Award, the Wellness Council of America

2013

- Mobile App pilot program regarding High Blood Pressure



2014

- Added Healthy Living Center access
- Added questions to PHA on Supervisor and Physical Environment support for health and wellness



2015 - C. Everett Koop Award Honorable Mention

From left to right: Ron Goetzel, Joni Troester, Megan Hammes, Michael O'Donnell

2008-2009

- Added 2nd location at University Employee Health Clinic for Health Coaching
- Increased annual PHA participation incentive to \$50 at the 1st year, \$65 in subsequent years

2011

- Implemented On-Unit/On-Site Health Coaching for departments
- Added questions to PHA regarding sleep

2012

- CUPA-HR Best Practices Award for Recreation Membership Incentive Program
- American Heart Association GOLD Fit-Friendly Workplace

2015

- Blue Zones certified worksite
- C Everett Koop National Health Award - Honorable Mention
- Began on-site Health Coaching at Iowa River Landing

2010

- Campus Recreation and Wellness Center opens with dedicated Wellness space
- Recreation Membership Incentive Program begins



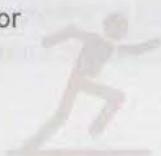
Campus Recreation & Wellness Center

10
years

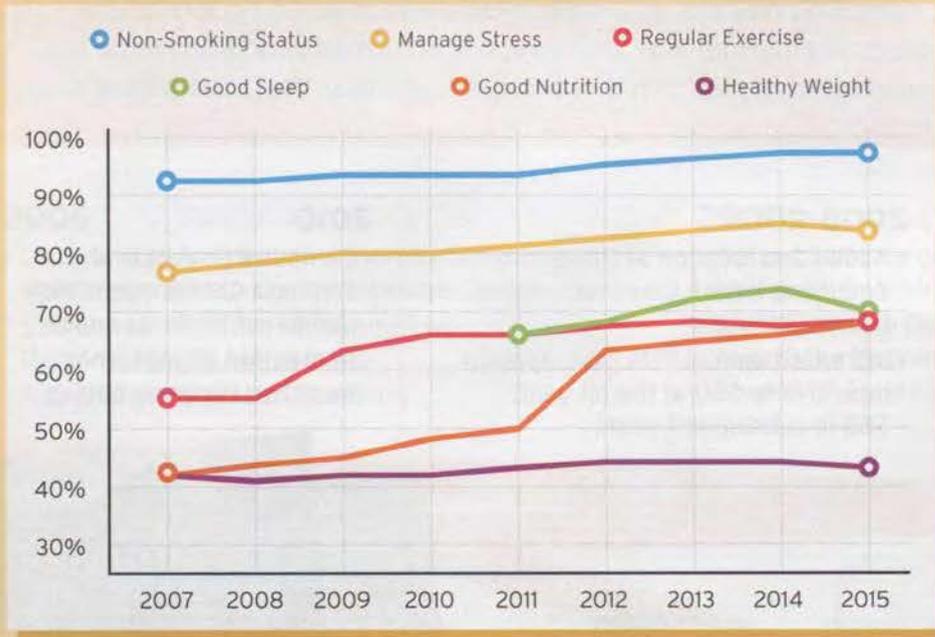
Thank you for
10 great years!
2006-2016

2016

- Health Coach booster for past participants launches
- American Heart Association PLATINUM Fit-Friendly Workplace
- American Diabetes Association Health Champion Award



10-YEAR HEALTH BEHAVIOR TREND



Improvements in population health have been identified as showing a cost savings for the institution in both health care cost trends, as well as absenteeism. Individuals with better health habits are at work more often. Health, financial, and performance outcomes are all extremely positive indicators of a successful campus-wide initiative, but we never want to lose sight of what these improvements actually mean. **Every percentage increase in employees reporting a healthy behavior represents hundreds of individuals in our community making positive changes to impact their health!** We don't need to dig too far back to find some comments from **liveWELL** participants that can nearly bring a tear to your eye!

Regarding Mindfulness-Based Stress Reduction Program:

"It has changed my life...seriously! I am SO THANKFUL for this opportunity. I was approaching certain things in my life differently after the first week and certainly after four weeks in I am making more changes. I have told my friends that this is the first type of self-care I have had in 15 years. I am so glad that I was mentally ready to take it on and that is what I would recommend for others."

CULTURE SHIFT

People are doing exciting things with co-workers at work, too! (See page 12 for the story about the Calvin Hall stair-climbing group!) Individuals and groups making healthy choices are the unsung heroes of the **liveWELL** program. They lead by example. They motivate those around them to live healthier by modeling healthier behaviors. They create momentum, and that momentum is what has created a culture change. **liveWELL** wants to thank all of individuals, who made the choice to make a change. The University of Iowa is a healthier place because of you!

Have a story to share?

Send it to livewell@uiowa.edu or share with us on facebook and twitter @uiowalivewell!

2015
BY THE NUMBERS

2.37:1
Annual Return on Investment

12,684
Personal Health Assessment Participants

93%
of Participants Report Improved Workplace Satisfaction

729
Successful Health Coaching Participants

39,153
Healthy Living Center Website Views

4,000+
Campus Recreation Employee Members

\$2.6M
Estimated Cost Saving and Cost Avoidance

*based on absenteeism/health risk analysis, University Human Resources

43
On-Campus Lactation Rooms

1,100
Impacted by Wellness Grants

Financial Well-Being

YOU ARE NEVER TOO YOUNG TO START SAVING MORE FOR RETIREMENT

Authors: TIAA & Mary Eggenburg, UI Benefits

You're in your 20s or early 30s and just starting your career. Retirement seems a long way off. It might not be a major priority since you're trying to keep up with loans, food, and housing, but this is actually the best time to start saving more for retirement.

Consider the following:

Start saving more now. Time is on your side.

Yes, it's true. And you can make time work for you through the power of compounding and the growth potential that comes from saving early and regularly. Think about this: Two investors save for retirement. The first investor, Cathy, starts saving at age 25 and saves \$5,000 per year. The second investor, Steve, doesn't start saving until age 40, but saves \$10,000 per year. Overall, Steve contributed \$50,000 more than Cathy, but started 15 years later. At age 65, Cathy had \$232,418 more than Steve.¹

Discipline yourself to save regularly.

Plan a set-it-and-forget-it strategy to effortlessly build savings. Try to increase your savings percentage when you get a raise.

University of Iowa staff may participate in the Voluntary Retirement Savings Program (VRSP) to save extra for retirement. Monitor and make changes to your monthly contributions under the Benefits section on your Self-Service web site.

- Pre-tax VRSP contributions and earnings may grow over time and are taxed when withdrawn from the plan at a later date.
- The Roth 403(b) VRSP feature allows participants to contribute after-tax salary dollars. Contributions and earnings are not taxed when withdrawn from the plan.

TIAA Workshop

“The Starting Line:
WHY AND HOW RETIREMENT
SAVING SHOULD BEGIN NOW”

WEDNESDAY, MAY 4, 2016
NOON and 5:30 SESSIONS

Enroll at Employee Self-Service
under My Training

Understand your Retirement Plan

TIAA offers a wealth of financial education and tools. If you don't want to actively manage your account, consider a lifecycle fund that automatically adjusts from more aggressive to more conservative investments as you get nearer to retirement. You may call 877-518-9161 for more information or log on to www.tiaa.org.

IPERS is a defined benefit plan and your retirement benefit is calculated using a formula based on your age, years of service, and salary. You may call 800-622-3849 for more information or log on to www.ipers.org.

What to Expect When YOU OR A CO-WORKER Is Expecting



University Human Resources strives to provide an environment at the University of Iowa where employees becoming new parents are treated fairly and supported during pregnancy, upon their return to work, and beyond to allow them the ability to be successful in their personal and professional lives and to provide for work/life balance.

In this spirit, UI Family Services and UI Faculty and Staff Disability Services are excited to launch a new website dedicated to parental leave resources:

» hr.uiowa.edu/parental-leave-resources

Baby on Board? Baby on the Way?

Whether you're planning to start a family, expand your family, or work with someone who is, this is your one-stop-shop for all you need to know from a work standpoint!

UNIVERSITY LEAVE POLICIES

- FMLA
- Benefits (Catastrophic Leave)

GUIDANCE & RESOURCES FOR EMPLOYEES & LEADERS

- Transition Planning
- Returning to Work
- Flexible Work Arrangements
- Lactation Resources

NEED MORE INFORMATION?

Contact Diana Kremzar, Family Services Manager,
at diana-kremzar@uiowa.edu or 319-335-1371.

BUILDING RESILIENCE @ IOWA:

Opportunities for Skill-Building

Resilience can be defined as the *ability to effectively respond to challenges and move forward in a positive way*. Highly resilient people cope well with adversity and learn valuable lessons from challenging experiences. Resilience has been a topic featured in many recent **liveWELL** newsletter editions, with great information from campus experts. Why not take action this year to do some continuing education in this important area to build skills that will help you in work and life?

HEALTH COACHING BOOSTER: ONE-ON-ONE SESSIONS

For those of you who have worked with a Health Coach previously, meet with a Health Coach again for three focused sessions on skill development in the area of Resilience. To get started, call us at **353-2973** or email livewell@uiowa.edu. If you haven't worked with a Health Coach before, we can still support you in your health and well-being goals, including boosting resilience!

To help with other self-care areas, the Health Coach Booster is also available in topics of Healthy Weight, Physical Activity and Performance Planning, and Anti-Inflammatory Eating for Optimal Health.

SKILL-BUILDING WORKSHOPS

These are designed for work groups of 12 or more individuals. Topics include:

- Resilience in the Workplace
- Positivity & Well-being
- The Purpose of Purpose
- The Resilient Leader
- Self-Care & Staying Healthy
- The Science of Happiness
- Emotional Awareness
- Problem Solving & Communication

If your work group is interested in a workshop or combination of workshops, please call **353-2973** or email livewell@uiowa.edu. We will work to tailor a workshop based upon stated challenges, goals, and interests of your department. Workshops will be delivered by a staff member from UI Employee Assistance Program, Family Services, or **liveWELL**.

MYQUICKCOACH VIDEOS

We know you like to receive just-in-time information in small blocks of time! Visit hr.uiowa.edu/livewell/resilience for direct links to many videos focused on aspects of building resilience. These are good to watch on your own or can serve as an opener or break within staff meetings.

GROUP HEALTH COACHING: RESILIENCE 101

Work with others in a 4-session format to:

- Gain stress management skills and tips to help you bounce back quickly from life's challenges
- Learn about the science of happiness and positive psychology with informative video clips from current researchers

SESSION ONE **TUESDAYS @ CRWC | 5:30-6:15PM**
CRWC WELLNESS SUITE CONFERENCE ROOM
July 12, July 19, July 26, August 2

SESSION TWO **WEDNESDAYS @ UIHC | NOON-12:45PM**
UIHC: MELROSE DINING CONFERENCE ROOM #1
July 13, July 20, July 27, August 3

A SUPPORTIVE ENVIRONMENT

Spotlight on Calvin Hall

Calvin Hall is one of our older, more charming buildings on campus. Central to its architecture is a very visible stairway that seems to urge one to take them rather than look for an elevator. Staff members within Admissions took it upon themselves to develop a stair-climbing group at Calvin—a great way to stay active during the winter months and bad weather when your hallways don't exactly allow for a fitness walk!

We interviewed Wellness Hero, Michael Hovland, *Director of Enrollment Management Data Analytics* and founder of the stair-climbing club.

LiveWELL: *Why did you start a stair climbing group?*

Michael: Unlike most buildings where the stairwells are hidden and out-of-the way, the stairwells in Calvin Hall are the most visible feature of the building. So, we thought it made sense to organize a Live Healthy Iowa team around stair climbing. Initially we invited all employees in the building to do regular walks. We have a somewhat larger group of people who walk occasionally. The Calvin Stair Climbers team is a subset of that group who agreed to participate in the 10-week Live Healthy Iowa Challenge.

LiveWELL: *How many steps do you climb during your walk?*

Michael: We have two scheduled walks every day at varying times, and individuals join as schedules allow. Generally a stair climbing session consists of six round trips from top to bottom, a total of 66 flights or about 902 stairs. It's like having our own in-house gym.

LiveWELL: *What is the stair climbing group's goal?*

Michael: Because the stairs are very visible to both employees as well as visitors, we hope to lead by example and encourage everyone who visits or works in the building to use the stairs rather than the elevator.

LiveWELL: *Now that the weather is improving, will you continue to climb stairs?*

Michael: Good question. I think of it as a year-round activity but I can't speak for everyone. In terms of aerobic activity, 15 minutes on the stairs is efficient. I don't have an hour to walk outside during the day, but I do have time for two 15-minute stair sessions.



From left to right: Michael Hovland, Betsy McNeil, Margaret Hahn, Jennifer Montgomery, Robin Krause, Brent Gage, John Laverty

WELLNESS HEROES

Wellness Heroes is a program to recognize employees who are practicing healthy behaviors in the workplace while inspiring others. Nominate a Wellness Hero at hr.uiowa.edu/livewell/wellness-heroes.



MICHAEL HOVLAND
OFFICE OF ADMISSIONS

NOMINATED BY JENNIFER MONTGOMERY: Mike is a true Wellness Hero because he took the initiative to get a group of us together to start walking the three floors of stairs in Calvin Hall twice a day. This is great because not only does it help keep each of us motivated, but it's also a wonderful way to make sure that we stay active during the cold winter months! When it gets warmer our group plans on walking around the river walk.



2016 LIVE HEALTHY IOWA RESULTS: UNIVERSITY OF IOWA

Number of teams:

228

Total Participants:

1,346

Total Activity Time:

53,833 hours

Activity Time per Team:

236 hours

Total Pounds Changed:

2490 lbs. lost



Left to right: Anece Adam, Linda Timmins, Kellie Oppold, Erin Looney



Back, from left right: Cherie Hansen-Rieskamp, Kate Torno, Jenny Britton, Abby Rush, and Barb Pooley. Front, from left to right: Joelle Petersen, Mandy McAllister, and Hannah Rounds.

GREEK FLAVORED TURKEY BURGERS

Submitted by Stephanie Troyer from Team "UI Heart Failure Crew 2"

INGREDIENTS

- 1 large egg white
- 1 c. chopped red onion
- 3/4 c. chopped fresh mint
- 1/2 c. dry breadcrumbs
- 1/3 c. crumbled feta cheese
- 2 Tbl. fresh lemon juice
- 1 tsp. dried dill
- 1 lb. ground turkey
- cooking spray
- hamburger buns

INSTRUCTIONS

Place egg white in large bowl, lightly beat with whisk. Add remaining ingredients, and stir well to combine. Divide turkey mixture into four equal portions, shaping each into 1/2-inch thick patty.

Heat large nonstick skillet over medium-high heat. Coat pan with cooking spray. Add patties, cooking 8 minutes on each side or until they are done.

GRILL: Spray cooking spray on tin foil and cook on grill, medium high until done.

FREEZE: Wrap each uncooked patty individually in plastic wrap then in heavy-duty aluminum foil. Freeze up to two months. To serve, thaw completely in refrigerator and cook as directed.

PHYSICAL ACTIVITY & PERFORMANCE *Planning*

GROUP HEALTH COACH SERIES

- Create a five-week fitness schedule with your Health Coach
- Collaborate to plan your exercise routine that fits your life while applying exercise principles for improvement
- Exercise plan is based on client goal to see improvement in movement or fitness over the five-week plan



ERIN LITTON

SECTION 1

MONDAYS @ UIHC | NOON-12:45PM

UIHC: MELROSE DINING ROOM #3

May 2, May 9, May 23, June 13

SECTION 2

WEDNESDAYS @ UCC | NOON-12:45PM

UCC: CONFERENCE CENTER ROOM 2520B

May 4, May 11, May 25, June 15

Registration deadline:
April 28, 2016

TO SIGN UP, CONTACT US AT

livewell@uiowa.edu OR (319) 353-2973

hr.uiowa.edu/livewell/group-health-coach-service



HAVE A
STORY TO
SHARE?

10
years

Send it to livewell@uiowa.edu
or share with us on facebook
and twitter @uiowalivewell!

2006-2016



Find liveWELL on Social Media
@UowaLiveWELL

My Health & Wellness Bonus Code:

10YEARS

Submit Bonus Code in Self-Service on My Health and Wellness for 50 Points.
Learn more about prizes and points at hr.uiowa.edu/livewell/my-health-and-wellness.

Human Resources
liveWELL program
E119 CRWC, Iowa City, IA 52242
phone 319-353-2973
livewell@uiowa.edu

10
years

2006-2016

THE UNIVERSITY OF IOWA
liveWELLTM

WE WELCOME YOU

Individuals with disabilities are encouraged to attend all University of Iowa sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact UI Wellness at 319-353-2314.