

# live**WELL**

SUMMER 2015 VOLUME 11 ISSUE 3

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**UI Wellness**

A UNIT OF UI HUMAN RESOURCES

 THE UNIVERSITY OF IOWA

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*UI Wellness is a unit of  
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When you start a conversation with someone you haven't seen in a while, do you often say "What's New?" I do. What about when someone asks you the same question? How do you respond? I find myself saying "Nothing much" when that is rarely the case. There is almost always something new or different. It might be as simple as

"I tried this new, great restaurant" or as significant as "My child just graduated high school!"

Has anything changed lately in your life? If it has or you have a transition or change looming, this edition of the **liveWELL** newsletter is geared to you. As a part of our efforts to focus on Building Resilience, dealing with change in a positive and productive manner is a very important skill.

Aside from talking about change, we hope the that Walking Scavenger Hunt (Page 10) will inspire you to get outside on some gorgeous summer days to visit campus landmarks, artwork, and admire our beautiful campus.

As you know, we love to feature inspiring UI employees and work groups who do things to positively impact well-being. If you have a story to share, please let us know at [livewell@uiowa.edu](mailto:livewell@uiowa.edu). We'd love to feature them in an upcoming edition of **liveWELL**!

Yours in health,

Megan Hammes, MS, MCHES  
Manager, UI Wellness

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## **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.

# BUILDING RESILIENCE @ IOWA:

## *Navigating Change in Your World*

By Susan Sager and Rachel Napoli,  
Organizational Effectiveness, a unit of University Human Resources

With advances in technology and media, it sometimes feels like rapid and constant change is purely a sign of the times. But even without smart phones, TVs and airplanes, the ancient Greek philosophers shared profound wisdom about change.

Heraclitus noted "The only thing that is constant is change." Change is all around us all the time it seems - in our jobs, technology, relationships, processes, daily routines and personal lives. Big changes or multiple changes happening at the same time can be very overwhelming. Sometimes clinging to 'old ways' seems like the only way to make things feel stable and familiar.



William Bridges, change expert and author of “Managing Transitions” talks about three stages of understanding and processing change. Bridges calls these stages:

- 1) Ending Zone
- 2) Neutral Zone
- 3) New Beginning

**The Ending Zone** is triggered by realizing change is coming. In this stage we may feel a sense of loss, denial, shock, anger or sadness. Giving ourselves permission to grieve the loss, time to adjust to the change and a safe place to explore our feelings is especially important. Talking with a loved one, friend or coworker about our feelings might be helpful.

**The Neutral Zone** begins when old ways of doing things start to disappear. Having one foot in the old and one foot in the new can be confusing and stressful. We may notice feeling anxiety, skepticism, fear, impatience or frustration. Trying new behaviors, setting short-term goals, and teaming up with others who are going through the same change can help.

**The New Beginning** is the final stage which may creep up on us without us really being aware of it. We may begin to see our lives and ourselves differently. We may experience a greater sense of confidence, belonging, enthusiasm and hopefulness. Celebrating successes, make physical changes to our environment that support the new way and being patient with others who may still be in the ending or neutral zone are important actions to take while we’re in this stage.

*Cont. on page 6*

# 3 STAGES OF UNDERSTANDING CHANGE

## ENDING ZONE

DENIAL  
SHOCK  
ANGER  
FEAR  
SADNESS

## NEUTRAL ZONE

ANXIETY  
SKEPTICISM  
FEAR  
IMPATIENCE  
FRUSTRATION

## NEW BEGINNING

CONFIDENCE  
BELONGING  
ENTHUSIASM  
HOPEFULNESS  
CELEBRATION

Everyone handles change differently. Understanding our feelings, sharing challenges with trusted friends and colleagues and finding the bright spot in the new way can help us along the rocky road of change.

If we are tempted to look back, we should remember the wisdom of the Greek philosophers. In the words of Socrates, “The secret of change is to focus all of your energy not on fighting the old, but on building the new.” Working together to build something new can be exciting opportunity, if we’re willing to embrace it.

## 8 TIPS FOR HANDLING CHANGE

1. Try to accept that change is a fact of life. Don't deny it or run and hide.
2. Stay connected-it's easier to change with the support of others.
3. Ask questions to make sure you understand what's changing and what's not.
4. Self reflect. Notice how you are feeling. Make time to relax.
5. Embrace the opportunity to learn something new.
6. Try to maintain a positive attitude even if you are struggling.
7. Set goals to help you feel more in control during the change. Celebrate when you achieve those goals.
8. Look for ways to help others cope with change.



### Questions about change at work?

Contact Organizational Change Administrators Sue Sager, [susan-sager@uiowa.edu](mailto:susan-sager@uiowa.edu) or Rachel Napoli, [rachel-napoli@uiowa.edu](mailto:rachel-napoli@uiowa.edu).

# BUILDING RESILIENCE @ IOWA: WHAT CAN YOUR DEPARTMENT DO?

Resilience can be defined as the ability to effectively respond to challenges and move forward in a positive way. Today more than ever resilience is a skill that is needed in the workplace. Highly resilient people cope well with adversity and learn valuable lessons from challenging experiences.

## ON-SITE SKILL-BUILDING WORKSHOPS (45-60 MINUTES EACH) THAT FOCUS ON:

- Happiness and Optimism
- Emotional Awareness
- Self-Care and Staying Healthy
- Problem Solving and Communication

## SCHEDULE AN ON-SITE WORKSHOP

Choose from one or all of the skill-building workshops. Consult with us to determine what workshop might be best for your group.

**If you have questions** or would like to schedule a workshop for your department or unit contact Health & Productivity/Organizational Effectiveness at [livewell@uiowa.edu](mailto:livewell@uiowa.edu) or **319-353-2973**. Our resilience website -[hr.uiowa.edu/livewell/resilience](http://hr.uiowa.edu/livewell/resilience)- includes information on Individual and Group Health coaching focused on Resilience, Employee Assistance Program Counseling Services, and short videos from our staff.

# SPOTLIGHT ON SUCCESS: MY RESILIENCY STORY

By Ashley Vanorny,

Centralized Management of Scheduling, UI Health Care

I began working for the University in October 2014. For years, I had been a caregiver to several family members, including my late father. I was the coexecutor of his estate and took on a lot of challenging responsibilities in a short period of time. Due to the stress and time-consuming nature of this, my personal goals and needs went by the wayside. Having started this new position

and being in a place in my life where I was finally able to address my personal concerns, I set out to address some health and wellness goals and had the pleasure of being introduced to Megan Hammes with the **liveWELL** Program.

She helped to identify my goals and helped me create a plan of action. I have always been an active person, but during college when I became a caregiver, I put myself second and lost my good habits. I set out to regain this part of myself and began trying new classes at the Campus Recreation and Wellness Center. I decided that my goal this year would be to finally run a 5k. A simple task for most,

but I can honestly say that while being in handfuls of activities in my youth I never had any reason to run more than a mile, and the thought of running 3.1 miles seemed daunting. I started off by trying gentle yoga, Zumba, and an assortment of classes taught by fitness instructor, Denise, that I fell in love with. Megan provided me an opportunity to have someone to check in with on my goals

**“I have always been an active person, but during college and my years as a caregiver I had lost my good habits. I set out to regain this part of myself and began trying new classes at the Campus Recreation and Wellness Center.”**

and help me hold myself accountable which I truly appreciated and needed. In addition, I established a good routine of taking Denise’s classes on Monday, Wednesday, and Friday which helped to build my physical endurance. In addition

to increasing fitness levels, Denise’s classes have an incredible following, so I had the comradery of my fellow class participants. After building this fitness base, I began looking into and trying some walk-to-run programs I found online. With Megan’s encouragement, I gained the confidence to register for and complete my first 5k, the College of Medicine’s Doc Dash! I had told Megan





that my goal was to complete it in 45 minutes, going into it with the mindset that the only person I was competing against was myself. I was happy to relay back to her that not only did I crush that goal at 35:50, but that I had subsequently signed up for more races! Not only do I now have my 4th 5k under my belt but I have been able to cut my time down by at least a minute each subsequent race and am really having fun with it. Over Memorial Day I completed my first 10k with the support and encouragement of a

good friend, running the Bolder Boulder in Boulder, CO. I continue to look for more races to challenge myself with and am so appreciative to the Wellness team for helping me gain the confidence to realize my goals. I may never consider myself a runner, but I have found the determination to continue fighting for my personal health objectives and now feel confident that I have the resources to do so!

## CONGRATULATIONS, ASHLEY!

If you are a faculty or staff member who was inspired by Ashley's story and are seeking support and assistance for making a life-changing health improvement in the near future, consider working for free with a **liveWELL** Health Coach.

Visit the very robust group exercise class schedule for on-campus fitness opportunities at [recserv.uiowa.edu/groupex](https://recserv.uiowa.edu/groupex). Learn more at [hr.uiowa.edu/liveWELL](https://hr.uiowa.edu/liveWELL) or call 319-353-2973 to schedule.

# liveWELL

## WALKING SCAVENGER HUNT

The **liveWELL 2015 Walking Scavenger Hunt** is a self-paced walking program inspired by landmarks around the University of Iowa campus. At each destination, you will find a related bonus code to enter online in My Health and Wellness on Employee Self-Service. For every bonus code you enter, you will receive **50 liveWELL points** to put towards prizes in the wellness store. Earn up to **450 points!** No registration necessary.

**WIN** one of three annual Campus Recreation Membership (Valued at \$348 each) for participating! Three randomly selected faculty and staff members who enter all nine of the bonus codes associated with the Walking Scavenger Hunt will win a single 1-year membership to the campus recreation facilities including the Campus Recreation and Wellness Center, Field House, Hawkeye Tennis and Rec Complex, Fitness East, and the Recreation Building. The membership includes access to indoor tracks, group exercise classes, indoor lap-swimming and the leisure pool, hot tub, and steam room at the CRWC!



1. **A Plowman Sings Poem**  
Iowa Avenue & S. Linn St.



2. **Balance, Pedestrian Mall**  
E. Washington & Dubuque St.



3. **Yotopia Wall Mural**  
Pedestrian Mall



4. **Nile Kinnick Statue**  
Kinnick Stadium



5. **George Washington**  
Old Capitol Museum



6. **Sitting**  
Art Building West



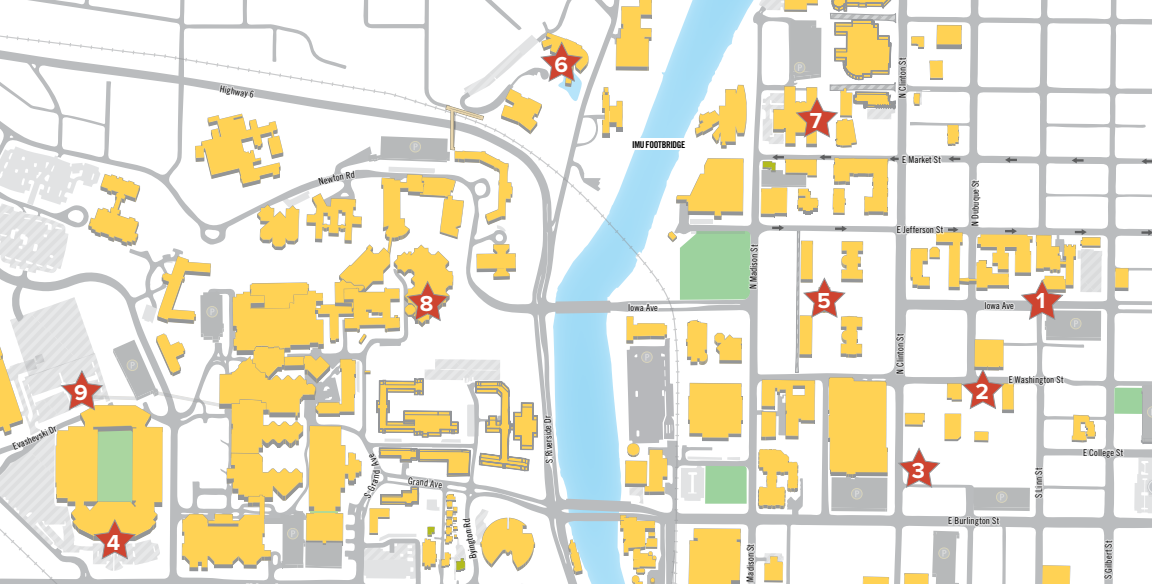
7. **Periodic Table of Elements**  
Chemistry Building



8. **Orb in Cradle**  
Bowen Science Building



9. **Flash Point**  
West Campus Transportation Center



## WEST CAMPUS

### #4 Kinnick Stadium 825 Stadium Dr.

**BONUS CODE QUESTION:** "...give me the courage and ability to conduct myself in every situation that my country, my family and my friends will be proud of me" is an excerpt from what?

\_\_\_\_\_ (Five letter word)

### #6 Art Building West 141 N. Riverside Dr. (southwest side)

**BONUS CODE QUESTION:** What is the Silver man sitting over?

\_\_\_\_\_ (four letter word)

### #8 Bowen Science Building 51 Newton Road

**BONUS CODE QUESTION:** What year was Orb in Cradle created?

\_\_\_\_\_

### #9 West Campus Transportation Center 840 Evashevski Dr. (art located up the stairs)

**BONUS CODE QUESTION:** What year was the artist Susan Chrysler White born?

\_\_\_\_\_

## EAST CAMPUS

### #1 A Plowman Sings corner of Iowa Ave. & S. Linn St.

**BONUS CODE QUESTION:** Complete the last line of the poem, "My heart's a \_\_\_\_\_ for a crop of song!"

### #2 Balance E. Washington & Dubuque St. (pedestrian mall)

**BONUS CODE QUESTION:** Who Created this piece?

\_\_\_\_\_ (last name only)

### #3 Yotopia Frozen Yogurt Wall Mural 132 S. Clinton St.

**BONUS CODE QUESTION:** What is the name of the cow (on bell)?

\_\_\_\_\_ (first name only)

### #5 Old Capitol Museum 21 N. Clinton St.

Hours: Tues, Wed, Fri, Sat 10am-5pm  
Thurs 10am-8pm & Sun 1pm-5pm

**BONUS CODE QUESTION:** Which room is this portrait of George Washington located?

\_\_\_\_\_ Court Room

### #7 Chemistry Building 251 N. Capitol St.

**BONUS CODE QUESTION:** What type of matches are in the phosphorus (element #15) box?

\_\_\_\_\_ (one word)

# THE UNIVERSITY OF IOWA IS GOING **TOBACCO-FREE** ON AUGUST 24, 2015

## NEW TOBACCO-FREE POLICY

The new Tobacco-free Campus policy is part of the university's commitment to creating a healthy campus for all members of our campus community, and is designed to be positive and supportive of overall health and well-being.

The Tobacco-Free Campus policy defines tobacco products as including but not limited to cigarettes, cigars, water pipes (hookah), smokeless tobacco, chewing tobacco, electronic cigarettes and any non-FDA approved nicotine delivery device.

## WHY WE ARE GOING TOBACCO-FREE

The current Smoke-Free only policy had been in effect since July 2008 and remains in effect as a part of Iowa's Smokefree Air Act; however, many changes in the tobacco industry, as well as revised federal, state and local legislation and policy has occurred since 2008. Most prevalent is the exponential growth of the e-cigarette market. Currently, sales of e-cigarette products are estimated at approximately \$1 billion annually and growing. Recent research indicates that the fastest growing user group of e-cigarettes is teenagers, and that while traditional cigarette use is declining in teens, the use of e-cigarettes is growing rapidly.

Higher education peers have not been silent on this issue, with many institutions adopting comprehensive tobacco free policies that include the use of e-cigarettes. Additionally, local and federal governing bodies and industry leaders (such as American Heart Association) are supportive of such policies.



## WHEN SMOKERS QUIT - WHAT ARE THE BENEFITS OVER TIME?

### 20 MINUTES AFTER QUITTING

**Your heart rate and blood pressure drop.**

(Effect of smoking on arterial stiffness and pulse pressure amplification, Mahmud A, Feely J. Hypertension.2003;41:183)

### 12 HOURS AFTER QUITTING

**The carbon monoxide level in your blood drops to normal.**

(US Surgeon General's Report, 1988, p. 202)

### 2 WEEKS TO 3 MONTHS AFTER QUITTING

**Your circulation improves and your lung function increases.**

(US Surgeon General's Report, 1990, pp.193, 194,196, 285, 323)

### 1 TO 9 MONTHS AFTER QUITTING

**Coughing and shortness of breath decrease; cilia (tiny hair-like structures that move mucus out of the lungs) start to regain normal function in the lungs, increasing the ability to handle mucus, clean the lungs, and reduce the risk of infection.**

(US Surgeon General's Report, 1990, pp. 285-287, 304)

### 1 YEAR AFTER QUITTING

**The excess risk of coronary heart disease is half that of a continuing smoker's.**

(US Surgeon General's Report, 2010, p. 359)

# TOBACCO CESSATION EDUCATION AND RESOURCES

Tobacco use is a challenging behavior to change, but the health benefits of quitting are numerous. Individuals who use tobacco and wish to quit may need some additional help and support. The following resources are available to students, faculty, and staff.

## FOR STUDENTS

Student Health & Wellness offers a variety of resources to help students quit tobacco use. Free one-on-one consultations are available for students to receive information on quit aids, overcoming barriers, behavior modification, and relapse. Physicians are also available to discuss medications and provide prescriptions. For more information, visit [studenthealth.uiowa.edu/wellness/tobacco-use](http://studenthealth.uiowa.edu/wellness/tobacco-use).

## FOR FACULTY AND STAFF

live**WELL** offers a free one-on-one Health Coach service to assist in tobacco cessation and other lifestyle improvement areas. When working in conjunction with a health coach, UI employees can receive reimbursement for receipts totaling up to \$500 for Nicotine Replacement Therapy or other smoking cessation medications. For more information, visit [hr.uiowa.edu/livewell](http://hr.uiowa.edu/livewell).

## FOR ALL CAMPUS VISITORS

**QUITLINE IOWA** - 1-800-QUIT-NOW (1-800-784-8669)

Free phone-based cessation counseling for all Iowans, available 24/7 except for Thanksgiving, Christmas, and Independence Day holidays.

### 5 YEARS AFTER QUITTING

**Risk of cancer of the mouth, throat, esophagus, and bladder are cut in half. Cervical cancer risk falls to that of a non-smoker. Stroke risk can fall to that of a non-smoker after 2-5 years.**

(A Report of the Surgeon General: How Tobacco Smoke Causes Disease - The Biology and Behavioral Basis for Smoking-Attributable Disease Fact Sheet, 2010; and Tobacco Control: Reversal of Risk After Quitting Smoking. IA RC Handbooks of Cancer Prevention, Vol. 11. 2007, p 341)

### 10 YEARS AFTER QUITTING

**The risk of dying from lung cancer is about half that of a person who is still smoking. The risk of cancer of the larynx (voice box) and pancreas decreases.**

(A Report of the Surgeon General: How Tobacco Smoke Causes Disease - The Biology and Behavioral Basis for Smoking-Attributable Disease Fact Sheet, 2010; and US Surgeon General's Report, 1990, pp. vi, 155, 165)

### 15 YEARS AFTER QUITTING

**The risk of coronary heart disease is that of a non-smoker's.**

(Tobacco Control: Reversal of Risk After Quitting Smoking. IARC Handbooks of Cancer Prevention, Vol. 11. 2007. p 11)

# Healthy Workshops

liveWELL offers opportunities to participate in workshops focused on topics that are of interest to you. These series of classes are offered as a part of our Group Health Coach Service throughout the year and we can also provide them to your building or department.

## TOPICS INCLUDE:

### ACTIVITY AND FITNESS

#### SUMMER SESSION REGISTRATION OPEN THROUGH JULY 15

- Learn about free resources for exercise
- Get tours of campus recreation facilities and equipment
- Workshops begin July 20



LEADER: ERIN LITTON,  
MA, CHES, ACSM-HFS

### FOODS AS FUEL FOR OPTIMAL HEALTH

#### FALL SESSION REGISTRATION OPEN THROUGH SEPTEMBER 15

- Discover ways to reduce inflammation in the body that leads to chronic health conditions, low energy levels, and other negative side effects
- Learn ways to stay healthy with a nutrition and stress management focus with our staff Registered Dietician
- Workshops begin September 22



LEADER: ILONA LICHTY,  
MS, RDN, LD

*Learn More* about how to register at  
[hr.uiowa.edu/livewell/group-health-coach-service](http://hr.uiowa.edu/livewell/group-health-coach-service)

# \$500 MONTHLY WINNERS

Each month, two faculty or staff members are awarded \$500 for completing their Personal Health Assessment within the calendar year.

## THIS SPRING WE ASKED OUR WINNERS WHAT THEY DID WITH THEIR \$500 WINNINGS, AND WHAT SUMMER ACTIVITIES THEY ARE LOOKING FORWARD TO DOING!



### LISA FORD

Environmental and Guest Services, UI Health Care

"My favorite summer activities include going to events like BBQ & Blues, Arts Fest and other family-friendly festivals!"

### NICK NEDZA

Department of Nursing

"I plan on using the \$500 to go to Colorado in July with my fiancé to camp and hike around Rocky Mountain National Park. Around Iowa City in the summer I like to hike at the Res, golf and ride my bike."



### LESLEE EIBEN

Pediatrics

"I bought a pedometer and am walking outside. I enjoy working on increasing my steps each day."

### ROSE KOLOWINSKI

Printing Services

"I will retire June 30, 2015 so my check will be going into my travel fund. Two of my passions are travel and photography and my list of trips is getting longer all the time so I will be travelling frequently!"



### KYONG SONG

Iowa River Landing

"I love to come to the Campus Recreation and Wellness Center to swim and then relax in the hot tub!"

# SHUTi SLEEP PROGRAM



**SHUTi** is a free, comprehensive online program that is now available to eligible UI Faculty and Staff.\* Some benefits of SHUTi are:

- decreased severity of insomnia
- fewer nighttime awakenings
- improved sleep-efficiency
- feeling more rested and
- having more energy during the day.

## Contact

Find out more by calling **335-2085** or emailing **eaphelp@uiowa.edu**. You can also get information about tips for better sleep at **hr.uiowa.edu/eap/sleep**.



Find *liveWELL* on Social Media  
@UlowaLiveWELL



Healthy Iowa  
Award Winner



Gold-Level  
Well Workplace



Fit Friendly  
Company

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



**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.