

liveWELL

SUMMER 2017 VOLUME 13 ISSUE 3



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A UNIT OF UI HUMAN RESOURCES

 THE UNIVERSITY OF IOWA®

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

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To remain one of the top Universities (see uiowa.edu/homepage/rankings-and-facts) and workplaces, the University continues to invest in its people. As faculty and staff, you have many choices as to where you work and use your talents, so we want to deliver best-in-class programs to support your well-being and engagement at work. This edition

highlights many of those opportunities available to you at the University. Ranging from Financial Well-Being Education to programs for Busy Families to Ergonomics, these services provide opportunities to achieve one's "best self." In this issue, Bronwyn Threlkeld-Wiegand, Clinical Specialist in the UI EAP, highlights the very important topic of work and life integration, a critically important component for overall well-being. The Health and Productivity units of University Human Resources are providing a third year of the Building Resilience @UIowa initiative with an emphasis on "Work, Life, and Well-Being: Being your best at work, at home, and everywhere in between" this year. We invite you and your department to take full advantage of all of the offerings available and described within.

A handwritten signature in black ink that reads "Joan Troester".

Joan M. Troester, MBA, CEBS, SPHR
Assistant Vice President Total Rewards
University Human Resources

Check out:

Health & Productivity FY17 Annual Report

**Collaborations
& Connections**

hr.uiowa.edu/liveWELL/news

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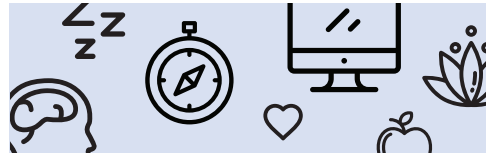
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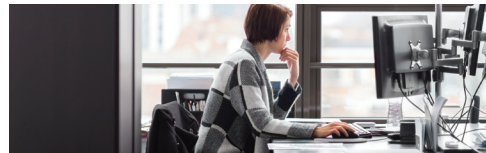
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liveWELL @ UI

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.

Work, Life and Well-Being



PERSONAL SUSTAINABILITY

By Bronwyn Threlkeld-Wiegand

UI Employee Assistance Program/University Human Resources

Self-care and work-life balance are familiar phrases, but can feel like distant goals. How important it is to us depends on the culture at work and our own beliefs about how we spend our time and energy. Clients will say “I need to get better at balance, but I don’t know how!” The 2016 American Psychological Association’s *Well Being and Work Survey* reported just under six out of ten employees are happy with their work-life balance. Who gets to decide which demands get our attention though? The *New York Times* reported on May 8, 2017, that we should all learn to say “no” more often. While we strive to be good citizens, we also thrive when we are good to ourselves. The article points out a very helpful tip. To say “no” better, you must “change your language.” The strategy of

replacing “I can’t” with “I don’t” reduces the negotiations that can follow a request. “I don’t use store credit cards,” “I don’t buy magazine subscriptions,” “I don’t coach youth soccer” are all goal-directed answers which clearly convey a “no.”

Setting a limit with a stranger around a purchase or specific task is easier than turning down work requests, but the idea is to practice saying “no.” Recognize that a “no” is okay! If you practice saying “no” to small requests, it will help set the stage for larger requests. *Forbes* points out three helpful tips to improving this skill. First, in order to say “no,” we need to know our “yes.” *Forbes* says, “See every opportunity that you pass with a ‘no’ as really saying ‘yes’ to something else – something that you’d prefer to do or something more important to you in the long run.” Secondly, delaying your answer by “sleeping on it” can help identify the priorities you have first. It never hurts to say “I have to think about it.” Finally, actually say “no,” not “I don’t think I can.” The less clear we are with our words, the more likely the “no” could sound like a “maybe” (*Forbes*, “The Art of Saying No” 3/11/13).

“See every opportunity that you pass with a ‘no’ as really saying ‘yes’ to something else.”

Mental Health of America (MHA) discusses the importance of work life balance for each of us. They recommend for work life balance we should:

- 1) set manageable goals every day,
- 2) remember a small break can go a long way to helping maintain the focus of the day, *and*
- 3) try to be efficient with your tasks; starting with the end in mind will help to follow recommendation #1 which is to set manageable goals.

(www.mentalhealthamerica.net/work-life-balance)

Research shows we do best when our energy is used towards the things we value both at work and at home. Benjamin Franklin said, “When the well is dry, we know the worth of water.” Setting limits with requests and using good communication skills can help you feel in more control of your time at work in order to create personal sustainability all day. The more you practice these skills the easier they become.

WORK, LIFE AND WELL-BEING

BEING YOUR BEST AT WORK, AT HOME AND EVERYWHERE IN BETWEEN

We've got you covered when it comes to supporting yourself, your co-workers, and your department in navigating the challenges of demands on our time. Experts from the Health and Productivity Units of Human Resources are standing by to deliver 30-45 minute targeted workshops.

Visit hr.uiowa.edu/livewell/resilience to learn more about what's available.

Please call **319-353-2973** or email livewell@uiowa.edu to get started with planning a targeted workshop for your area.

We've identified four areas that are key to successful integration:

PERSONAL SUSTAINABILITY includes things like setting boundaries, knowing your purpose and overall life mission, and having positive relationships.

ADAPTABILITY means we anticipate, respond, and adapt to life's curveballs. A major trait and skill of resilient individuals.

PHYSICAL HEALTH and **EMOTIONAL WELL-BEING** are both foundational. If you're not feeling well, you're not working well or able to enjoy the things in life that you appreciate the most.

NEW!

The Building Resilience @ Ulowa webpage has added **five new videos** focusing on the Work, Life and Well-being theme.



Personal Sustainability

Bronwyn Threlkeld-Wiegand, LISW

Sr. Behavioral Health Clinician, UI Employee Assistance Program

- Endurance to meet demands
- Setting boundaries
- Knowing your Purpose
- Positive Relationships



Emotional Well-Being

Maggie Moore, LISW

Director, UI Employee Assistance Program

- Tools to optimize mental and emotional state
- Frame of Mind



Physical Health

Carla Melby-Oetken

Health Coach, UI Wellness liveWELL Program

- Self-Care Sprinkles
- Ability to execute things on to-do list
- If you're not feeling well, you're not working well



Adaptability & Flexibility

Diana Kremzar, MPH, CHES

Manager, Family Services

- Anticipate and respond to curveballs
- Appreciate multiple perspectives
- Ability to grow and lead

Other videos include:

- Happiness (3:01)
- Emotional Awareness: Honoring Your Emotions (3:05)
- Coping, Problem-Solving and Communication (5:03)
- What is Self-Care? (3:48)
- Tips for Dealing with Conflict (2:44)
- Emotional Intelligence and Resilience (3:04)
- The Power of Positive Self-Talk (3:03)
- Purpose of Purpose (3:57)
- The Resilient Leader (3:56)

hr.uiowa.edu/livewell/resilience

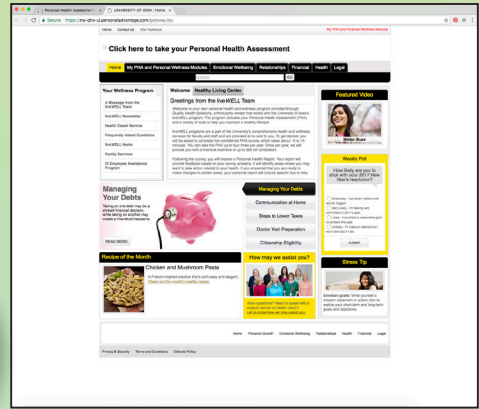
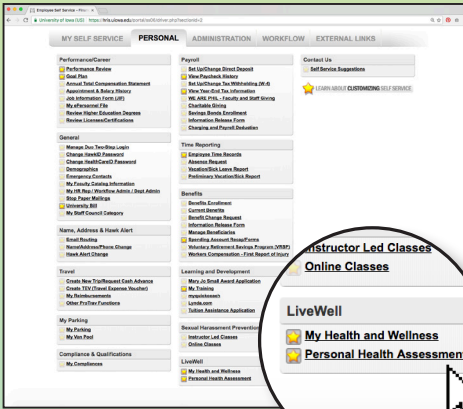
SAY WHAT?!

Since launching in 2015, Building Resilience @Ulowa videos have over **6,886** views!

Healthy Living Center Financial Education

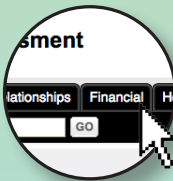
All University of Iowa employees in regular, 50% or greater positions have access to the “Healthy Living Center.” The Healthy Living Center is a one-stop-shop for all things health and wellness.

Access the Healthy Living Center



Go to your employee Self-Service website and select Personal Health Assessment.

Before navigating all the way to your PHA, you will see this screen, which is the Healthy Living Center.



At the top of the screen, you will notice the “Financial” tab which will connect you with hundreds of resources to help you maintain good finances and plan for the future.

Healthy Living Center Financial Education sections include:

- Home Improvement & Mortgage
- Investing Basics
- Estate & Retirement Planning
- Family & Personal Budgeting
- Debt & Overspending

Worksheets and Calculators are available for:

- Will Preparation
- Monthly Budget
- Creating a Budget
- Mortgage Calculators
- Savings Calculators
- Investment Goal Calculator

ANTI-INFLAMMATORY EATING *for Optimal Health*

HEALTH COACH SERIES

Inflammation has become a hot topic recently, but do you really understand how it works? Are you eager to learn ways to help reduce inflammation? **liveWELL** Health Coach Ilona Lichty invites you to participate in an upcoming coaching series focused on the topic of anti-inflammatory eating. This informational series is designed to help you discover ways to change your diet and lifestyle in ways that support health and longevity. Learn how specific foods contribute to the inflammatory process and how healthy eating and other healthy lifestyle habits can help reduce inflammation.



ILONA LICHTY

SECTION 1

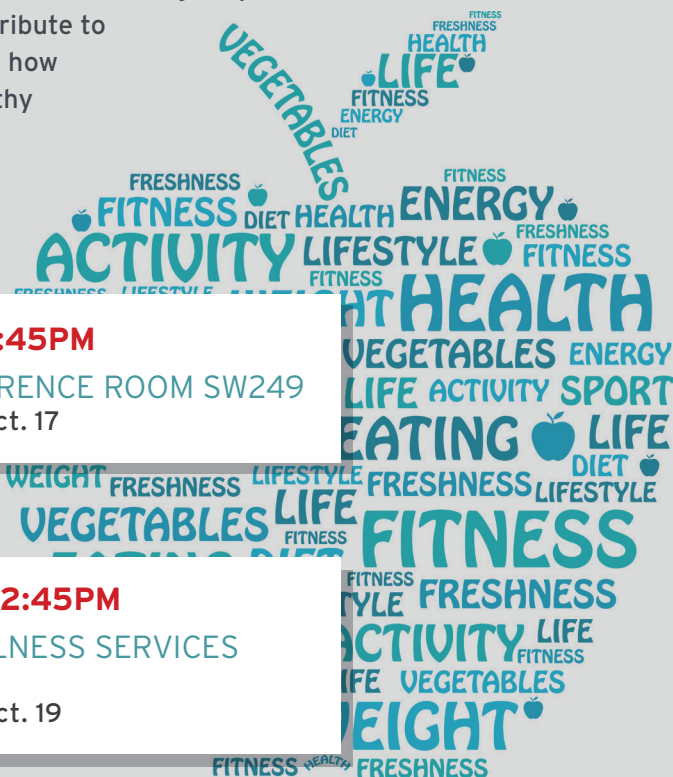
TUESDAYS | NOON-12:45PM

UIHC, DEGOWIN CONFERENCE ROOM SW249
Sept. 26, Oct. 3, Oct. 10, Oct. 17

SECTION 2

THURSDAYS | NOON-12:45PM

CRWC, 1ST FLOOR WELLNESS SERVICES
CONFERENCE ROOM
Sept. 28, Oct. 5, Oct. 12, Oct. 19



TO SIGN UP, CONTACT US AT _____

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

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

GROUP HEALTH COACH SERIES FOR PARENTS

Juggling It All

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**, and we can also provide them to your building or department.

Overwhelmed by the to-do list at work and home? Struggling to find time for any health-related goals? Join others who have a full schedule as we explore options to expand our definition of health and increase our toolbox for well-being.

- Vision - What can you do with your time?
- Anything is better than nothing - identify quick wins for wellness
- Fitness and Nutrition on-the-go
- Long-term planning for success



ERIN LITTON



DIANA KREMZAR

SECTION 1

MONDAYS | 12:10-12:50PM

CRWC, 1ST FLOOR WELLNESS SERVICES
CONFERENCE ROOM

Sept. 11, Sept. 25, Oct. 9, Oct. 23

SECTION 2

THURSDAYS | 12:10-12:50PM

WEST CAMPUS, MED LABS, ROOM 2114

Sept. 14, Sept. 28, Oct. 12, Oct. 26

TO SIGN UP, CONTACT US AT _____

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

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

WELLNESS HEROES

Wellness Heroes is a program to recognize faculty and staff members who are practicing healthy behaviors that are inspiring to others in the workplace. To acknowledge their efforts, a Wellness Hero will be awarded a certificate and a prize. **liveWELL** hopes to have our pages filled with Wellness Heroes in each newsletter!

Any faculty or staff member can nominate any other faculty or staff member. For more information or to nominate your Wellness Hero, visit hr.uiowa.edu/livewell/wellness-heroes.



JEAN HEGLAND
UIHC-HEALTH CARE INFORMATICS SYSTEM
NOMINATED BY LYNDDE LEITZEN

Jean is my Wellness Hero. Her constant positive attitude, encouragement, and support cannot be matched. She is an amazing Wellness Ambassador for our building, and inspires others every day by leading a great example of wellness. She is sought out often for advice to support co-workers' personal wellness journeys. She provides wellness tips, and goes out of her way to encourage and celebrate all wellness victories with them! She encourages us to lead better, positive, and healthier lifestyles. I am, and will always be forever grateful to her.

All nominated Heroes receive a Wellness Mug and Certificate celebrating their award!



Is STANDING the answer?

by Marcus Seaton, MS, PT, CEAS-III
Program Manager, Workers' Compensation
and UI Ergonomics



In the past few years, sit-to-stand workstations have received an abundance of publicity. Maybe not surprisingly, the first mainstream wave of this publicity came from the manufactures of sit-to-stand furniture. Catch phrases like: "sitting is the new smoking" and "sitting is killing you" are used to draw attention to, and in support of, the use of sit-to-stand workstations for computer users. While having a sit-to-stand workstation may make it easier to change position, and be more mobile throughout the workday, there are many other ways incorporate movement into your day. One way can be as simple as following a **20-20-20** rule:



Stand every **20 minutes** for **20 seconds** and look **20 feet** away from your monitors.

Recent research by Dr. Lucas Carr, Assistant Professor in Health and Human Physiology, suggests that workers who have sit-to-stand workstations may stand for about 60 minutes more during the day than workers in more traditional computer work environments. What this means is, even with the use of sit-to-stand workstations, the majority of a computer users workday still requires sitting.

So, more important than the ability to stand and perform computer work, is how supportive, safe, and comfortable your base posture is. Base posture in this case being sitting.

The UI Ergonomics Program has developed a myquickcoach video to help employees set up their computer workstations to provide the safest and most comfortable environment. <http://smartbyt.es/981KJ>

Additional information on Ergonomics can be found on the UI Ergonomics Program website. hr.uiowa.edu/ergonomics

POWERFUL TOOLS *for Caregivers*

Are you caring for an elder relative or friend or anticipate doing so in the future? Practicing self-care is extremely important for adult caregivers not only to thrive in their own life, but also to be able to provide the best care possible for their loved one. With that said, this can be difficult. This summer UI Family Services is collaborating with Iowa State Extension and Outreach to offer the caregiving course, **Powerful Tools for Caregivers** at no cost to UI faculty and staff. Powerful Tools for Caregivers (PTC) is a series of classes designed to empower family caregivers of older adults to take better care of themselves. The tools learned in the six-week series benefit caregivers by:

- **helping them reduce stress**
- **improve care giving confidence**
- **establish balance in their lives**
- **communicate their needs**
- **make tough decisions**
- **locate helpful resources**

TUESDAYS | 3:30-5:00PM

CAMPUS RECREATION & WELLNESS CENTER

Aug. 1, Aug. 8, Aug. 15, Aug. 22, Aug. 29, Sept. 5

Register by emailing familyservices@uiowa.edu. *Space is limited.*

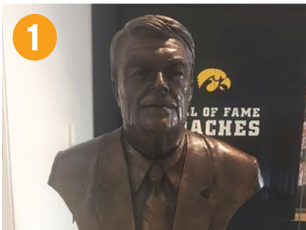
Family Services also offers free, one-on-one Elder Care appointment with a Geriatric Social Worker. Faculty and staff can speak privately regarding their unique elder care responsibilities.

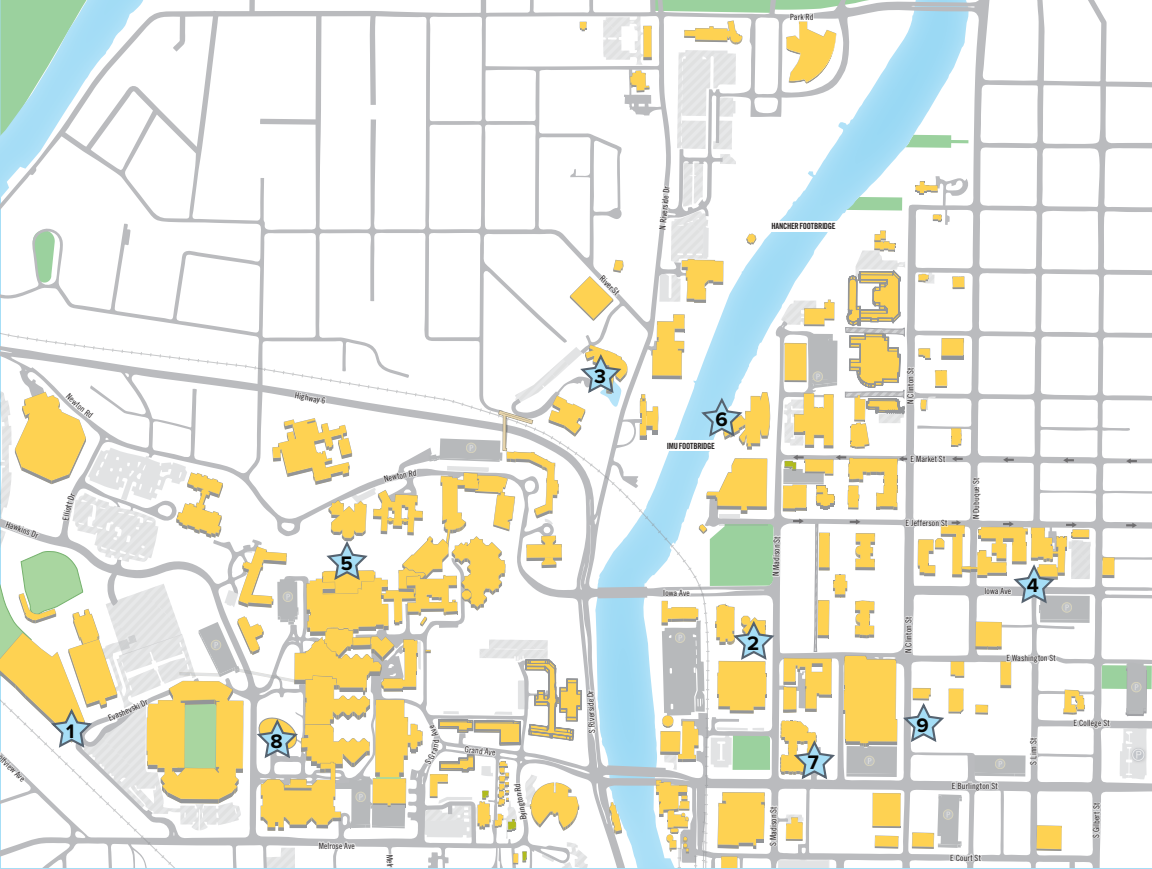
Visit hr.uiowa.edu/family-services/elder-caregiving-appointments for locations, dates, and times.

liveWELL

WALKING SCAVENGER HUNT

The **liveWELL 2017 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.





WEST CAMPUS

#1 Hayden Fry - Hansen Football Performance Center

BONUS CODE QUESTION: What year did Hayden Fry begin his position as the Hawkeye Head Football Coach? _____

#3 The Guardians - Visual Arts Building

BONUS CODE QUESTION: This artwork resembles two _____ making the pathway through UI.

#5 Folded Square D - Behind Boyd Tower

BONUS CODE QUESTION: How many letter D's are resembled in this artwork? _____

#8 Horse Sculpture - John & Mary Pappajohn Plaza, UI Stead Family Children's Hospital

BONUS CODE QUESTION: What material are these horses made of? _____

EAST CAMPUS

#2 lacto - Adler Journalism Building

BONUS CODE QUESTION: How many metal sheets were used to create lacto? _____

#4 Irving B. Weber - Outside Van Allen Hall

BONUS CODE QUESTION: What year was Irving B. Weber born? _____

#6 2-3-1-1 - Near the back of Iowa Advanced Technological Laboratories

BONUS CODE QUESTION: How many cubes does this artwork contain? _____

#7 Voyage - Outside the Lindquist Building

BONUS CODE QUESTION: To which building wing entrance of Lindquist is *Voyage* located closest? _____

#9 Jazz - Downtown Iowa City Ped Mall

BONUS CODE QUESTION: This sculpture was a part of the National Sculptors _____.

Hey Hawkeyes: Take your PHA!

By taking the online Personal Health Assessment (PHA) as a part of the liveWELL program, you will receive printable feedback report that includes information and resources in areas like stress management, exercise and nutrition.

Additionally, receive:

- **Up to \$65** on your next month's paycheck.
- Access to a **free Health Coach Service** where you can meet 5 times with a professional who will assist you with your wellness goals.
- Opportunity to receive the **Recreation Membership Incentive**, which is 50% off the regular faculty/staff rate. This provides access to four campus facilities, aquatics, and group fitness classes.

The PHA takes only 10 minutes to complete. Access your PHA at your Self-Service website.

The PHA is available to faculty and staff in 50% or greater, regular positions.



Find liveWELL on Social Media
@UIowaLiveWELL

My Health & Wellness Bonus Code:

BALANCE

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



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 liveWELL at 319-353-2973.