

liveWELL

WINTER 2016 VOLUME 12 ISSUE 1

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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
UI Human Resources.*

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In 2016, the **liveWELL** newsletter will be returning to digital format with limited copies being printed. If you really need to hold your copy, then request one by contacting us at livewell@uiowa.edu or 319-353-2973!

2016 is going to be an exciting year for **liveWELL** as April will mark our 10-year

anniversary! Can you believe it? What a journey it has been to see campus embrace programs and services offered through **liveWELL** like the online Personal Health Assessment survey which had 4,814 people participate back in 2006 and then just wrapped up 2015 with 12,684 faculty and staff completing their survey. Similarly, in 2006, Health Coaching was offered in-person out of an office at the Communications Center and in 2015, people can participate in three campus locations, via phone, email and even Skype! We look forward to sharing some fun throwbacks via social media, so be sure to follow us on Facebook and Twitter!

In closing, as we look forward to this year, we anticipate 2016 being another year of exciting changes for campus. As we know, change can also bring uncertainty about the future, so we have called in change management experts on campus to share with us some words of wisdom and encouragement to kick off our 2016 newsletter series which will again focus on Building Resilience @ Iowa.

Wishing you a Happy and Healthy 2016,

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

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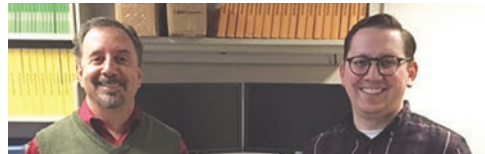
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liveWELL @ UI

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.

BUILDING RESILIENCE @ IOWA:

*What's the BIG deal about
amBIGuity?*

As the UI community begins 2016, it is a perfect time to consider the many turns the coming year may have in store, and to think about how we might handle the challenges that come our way. But what if we don't know what lies ahead? Perhaps we expect challenges, but don't know exactly what they'll look like or when they are coming. Those unknowns create ambiguity - a sense of uncertainty that can feel uncomfortable and even stressful. liveWELL asked UI Change Consultants Rachel Napoli and Sue Sager for their take on what's the BIG deal about ambiguity.



By Rachel Napoli & Sue Sager

Change Consultants,
University of Iowa

Where does ambiguity come from?

Ambiguity – a sense of uncertainty – is often the result of circumstances that impact us but are outside our immediate control. When we feel unable to influence the outcome of a situation, relationship or goal and we are unsure where things are headed, ambiguity emerges.

What does it feel like?

When things are ambiguous, we may find ourselves setting goals on shifting sand and operating in ways we're unfamiliar with. This can feel uncomfortable and even threatening, especially if we find the behaviors that helped us be successful until now don't work so well in our new situation.

How long does ambiguity last?

Some experiences of ambiguity can be pretty short, like getting used to driving a new car. Others can be quite prolonged if the changes causing the ambiguity are complex, such as the progression of a serious illness, breakdown of a relationship or significant changes to a work environment. Complex changes tend to evolve over time, with new information and nuances emerging continuously. Experiencing multiple changes simultaneously or concurrently is even more stressful, and the cumulative impact can lead to burnout.

What is UI doing to address ambiguity on campus?

There will always be some ambiguity in our working lives as faculty and staff of the University of Iowa, as we respond to the changing needs of our students and our community. However, our goal as Change Consultants is to reduce ambiguity by working with leaders to enable change to go as swiftly and smoothly as possible. Strong two-way communication is a critical component so we look for ways to maximize this. Making sure employees have the appropriate knowledge and skills when changing the way they work is also important. Reinforcing and recognizing successful change is also critical, so we don't revert back to the "old way."

How can people tell how well they're able to handle ambiguity?

We recommend trying this quiz, adapted from *'Intolerance of Uncertainty Scale - Short Form'*; Carleton, Norton, & Asmundson, 2007.

TAKE THE QUIZ!

Circle the number based on how much you agree with each statement, then add the circled numbers together to get your ambiguity tolerance score.

	NOT CHARACTERISTIC OF ME	SOMEWHAT CHARACTERISTIC OF ME	VERY CHARACTERISTIC OF ME
Not having all the information I need frustrates me.	1	2	3
Uncertainty keeps me from living life to the full.	1	2	3
A small unforeseen event can spoil everything, even with the best of planning.	1	2	3
I always want to know what the future has in store.	1	2	3
I should be able to organize everything in advance.	1	2	3

5-8

You go with the flow in most situations, and are sometimes energized by last minute changes of plan or not knowing exactly what's ahead of you. Keep doing what you're doing, and look for opportunities to help those around you through uncertain times.

9-12

You prefer to know the plan but are pretty good at going with the flow when things change. Consider the suggestions on the next page to further boost your effectiveness with ambiguity.

13-15

You struggle with ambiguity and may be a chronic worrier. Not having all the details frustrates and can even debilitate you. Check out the suggestions on the next page to empower yourself in uncertain situations.

FIVE STRATEGIES

for boosting personal ambiguity tolerance

CONNECT

Talk to others who have gone through, or are going through, similar circumstances. Find someone who'll listen and help you look realistically at your situation.

NOTICE YOUR FEELINGS

Ambiguity, especially if prolonged, can take its toll on you emotionally. You may feel stressed, overwhelmed, numb, apathetic, confused, cynical, sad or angry. Spend time doing activities you enjoy and find relaxing. Exercise regularly, get enough sleep, eat a healthful diet and limit alcohol consumption. Try meditation or other spiritual practices. Talking with a counselor* or health coach** may help you find ways to take care of yourself and handle difficult emotions.

BE REALISTIC

Avoid wasting energy trying to 'fix' things that are beyond your control. When negative emotions start to take over, try applying the principles of Acceptance and Commitment Therapy, or ACT:

Accept your reactions and be present • Choose a valued direction • Take action

GET OUT OF YOUR COMFORT ZONE

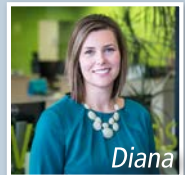
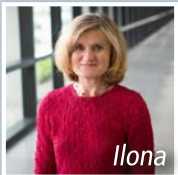
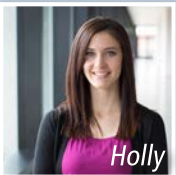
Do something bold and different. Travel somewhere new, volunteer, or do something different on your lunch break. Sign up for a training program. Use online learning. Try a myquickcoach video. These types of activities will put you in the transition mindset as well as building your confidence and resilience.

FIND OPPORTUNITIES

Be proactive, and try to anticipate potential scenarios and outcomes. Look for possibilities that emerge from ambiguity and act on them. Ask yourself "What doors are opening? How can I make something extraordinary out of this?" Perhaps a success story is waiting to happen, with you in the center of it!

*UI Employee Assistance Program offers free, confidential short-term counseling to faculty, staff and their families. EAP professionals can meet with you at the University Services Building, UI Hospitals and Clinics, Campus Recreation and Wellness Center, or at an off-campus location in Iowa City. Connect by emailing eaphelp@uiowa.edu or calling 319-335-2085.

Connect with a FREE, **live WELL Health Coach by emailing livewell@uiowa.edu or calling 319-353-2973. You can meet with any of these well-trained experts at the Campus Recreation and Wellness Center, UI Hospitals and Clinics or Iowa River Landing (for IRL staff) or we're happy to meet with you over the phone or Skype.



10-WEEK CHALLENGE

JANUARY 25-APRIL 1, 2016

The Live Healthy Iowa (LHI) **10-Week Wellness Challenge** is a simple and affordable program encouraging Iowans to make healthy choices. Over the course of 10 weeks, teams of 2-10 people take part in a friendly competition tracking activity minutes and/or weight loss.

To start, form a team of 2-10 co-workers and nominate a Team Captain. Register at Live Healthy Iowa. Enter Group Registration ID **LHIUIOWA**.

Registration cost is \$20 per person.

GET REIMBURSED!

liveWELL will refund \$20 to UI employees (in 50% or greater, regular positions) who submit data into the LHI website **ALL ten weeks** during the program.

liveWELL will refund \$10 to UI employees (in 50% or greater, regular positions) who submit data into the LHI website **eight or nine of the ten weeks** during the program.

This reimbursement is not available for volunteers, student employees or temporary staff.

When team captains are registering, enter "**LHIUIOWA**" as the Registration ID to be counted as a University's team.

2015 LIVE HEALTHY IOWA RESULTS:
UNIVERSITY OF IOWA

Number of teams:
178

Total Participants:
1,076

Total Activity Time:
55,005 hours

Activity Time per Team:
316 hours

Total Pounds Changed:
2,153 lbs lost

Total % of Weight Change:
2.2% lost



<http://teamlivewell.blogspot.com>

Follow Team liveWELL Blog if you want additional pictures, team names, or quotes from participants.

FINANCIAL WELLNESS

Have a Savings Strategy

America Saves Week (February 22–27, 2016) was established to promote personal savings. Are you doing all you can to protect your financial well-being today and later in retirement? Consider key questions about your finances and check out these tips and tools to make saving part of your routine.

Do you have a savings strategy?

Saving regularly helps you work toward your goals. But how much should you be saving? Identify your goals and then set up a plan based on the following:

- The cost of your goal
- Your current spending
- Your timeline
- How much you can save

Do you have a savings cushion?

An emergency fund is the first step. It can help soften the impact of financial challenges you may not be expecting—such as an expensive car or home repairs or a job loss—without derailing all your finances. You'll need to be able to access emergency funds, so take a moment to decide where to stash emergency cash. You might consider a savings account, a money market account or a CD. You may have many financial goals; having three to six months' worth of living expenses set aside in an emergency fund should be one of them. It's better than dipping into your retirement savings or borrowing.

Are you saving enough for the retirement you envision?

One of your biggest savings challenges is retirement. If you're not sure you're saving enough and think retirement planning is complicated, help is available:

- **Begin or make changes to your Voluntary Retirement Savings Program (VRSP)** located under the Benefits section on your self-service web site.
- **Enroll in Financial Education classes on My Training** listed under Learning and Development of your self-service website.
- **Visit TIAA-CREF's Advice & Guidance Center.** It includes tips, tools and other online resources to learn more about saving for all your life stages, including retirement.
- **Talk to a TIAA-CREF Financial Consultant.** In person or by phone, you'll receive fund-level guidance to help you make informed choices about your retirement savings strategy, no matter how much or how little is in your account. This service is available as part of your retirement plan at no additional cost to you.

Commit to practicing good saving behaviors.

With the right strategies, you can begin saving toward a summer vacation... a new car... your kids' college educations... or investing in your retirement. During America Saves Week, commit to saving to pursue your goals and help protect your financial well-being for today and tomorrow. It's possible!

FINANCIAL PLANNING *for Caregivers*

Serving as a caregiver for aging relatives may stir up feelings of guilt as families struggle with what is best for the person in need and how it affects the rest of the family. Understanding your choices means knowing your current situation. The Finances of Caregiving, a course offered through Iowa State Extension and Outreach, will guide participants through finding and collecting that information. Materials and guidance will be provided to assist caregivers in protecting their assets and prepare for their retirement while providing care.

5-WEEK COURSE OUTLINE:

LESSON 1

Thursday, February 4 | 5:30-7PM CAMPUS REC. & WELLNESS CENTER

UNDERSTANDING YOUR STARTING POINT

- Completing personal worksheets

LESSON 2

Thursday, February 11 | 5:30-7PM ONLINE

WHY IT'S ESSENTIAL TO PLAN

- Wills, Living Wills
- Durable Power of Attorney for healthcare and other financial matters

LESSON 3

Thursday, February 18 | 5:30-7PM ONLINE

CAREGIVERS: DON'T FORGET TO PLAN FOR YOUR RETIREMENT

- Retirement Plans - ways to continue tax-deferred savings while caregiving

LESSON 4

Thursday, February 25 | 5:30-7PM ONLINE

PAYING FOR CARE

- Long-Term Care Insurance
- Veterans Benefits, Medicare, Medigap, and Medicaid

LESSON 5

Thursday, March 3 | 5:30-7PM CAMPUS REC. & WELLNESS CENTER

EFFECTIVE COMMUNICATION

- Taking Time and Planning Ahead

This course is offered at **NO COST** to UI faculty and staff.* Sign-up by emailing familyservices@uiowa.edu. For more information, visit hr.uiowa.edu/family-services/finances-caregiving.

*Participants are allowed to bring a friend or relative. Please indicate this during registration.

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.

VICKY S. POLLOCK | OPHTHALMOLOGY

NOMINATED BY JEAN O'DONOVAN:

Vicky Pollock has been a tremendous help to UI Wellness in scheduling conference rooms for weekly Weight Watchers At Work meetings. She always keeps us updated with room changes and is very thorough and thoughtful.

MYRNA D. GORDON | UIHC-NICU

NOMINATED BY BEVERLY HERMAN:

She has been eating healthy for over a year now and lost a large amount of weight. By her example and verbal encouragement, others have lost a significant amount of weight in the last six months following her same healthy choices!! I would say even those “not on the plan” are more aware of eating healthy. Myrna is a great encourager, team player and inspiration to us all.

JENNIFER A. BLAIR | COLLEGE OF BUSINESS

NOMINATED BY LESANNE B. FLIEHLER:

Jennifer has organized several series of yoga sessions in the Tippie College of Business. These yoga sessions are available to all Tippie College faculty and staff. Additionally, she makes sure the room is set up and furniture put back in place after the session.

ISANDRA MARTINEZ-MARRERO | CONT. EDUCATION DCE COURSES

NOMINATED BY JOANNA THOMPSON-YEZEK:

Isandra leads the health charge in our office by arranging for wellness programs in our building and trying for grants that get everyone up and moving, like our recent resistance band training. Isandra encourages us all to work on resilience, through additional wellness programs, de-stressing times, stand-up desk use, and just being available to talk and listen.

ALLISON L. ROCKWELL | COLLEGE OF LIBERAL ARTS & SCIENCES

NOMINATED BY SARALYN S. RICHARDSON:

Allison encourages me and others in the office to participate in exercise classes at CRWC. She is always encouraging and enthusiastic and her “you-can-do-it” attitude is contagious!



PETER C. DAMIANO | PUBLIC POLICY CENTER *(PICTURED)*

NOMINATED BY SARAH M. BANKS:

As Director of the Public Policy Center, Pete Damiano is in a key leadership role to set the tone for the culture and environment here in our workplace. Pete repeatedly goes above and beyond to support a healthy work environment. Most recently he supported the purchase of sit/stand stations for anyone who was interested. Pete “gets it” and understands that an investment in our team is an investment in the Center and the University as a whole. We have a happy and fully engaged group here, and Pete is key to nurturing this healthy work environment. He makes it easy to make healthy choices at work!

ALEX M. SUKALSKI | PUBLIC POLICY CENTER *(PICTURED)*

NOMINATED BY SARAH M. BANKS & PETE DAMIANO:

As you all experience regularly, Alex Sukalski does an outstanding job supporting our IT needs. Recently he independently took on what has turned out to be an evidence-based approach to our wellness by coordinating, and for most people installing, stand/sit desks for those who were interested at the PPC and ISRC.

BARBARA J. MUELLER | COLLEGE OF EDUCATION

NOMINATED BY ASHLEY RILA:

Barb continually helps push our office to be active and healthy! Barb started a walking and running club for students and staff at the UI REACH program. Not only that but she spreads the word and encourages everyone to participate in road races! In the few short months that I've been with the program, Barb has helped organize and ran two local road races and has gotten staff signed up for a half marathon in Iowa City in May!

UI Staff member Bridget Toomey works in Patient Financial Services as her day job, but she is also a certified yoga instructor and contributor to the *Healthcare Business Monthly* publication! She was nominated as a Wellness Hero by Susan Weinberg.

A graphic badge with a red and orange gradient background, shaped like a shield with a pointed top and bottom. The word "Wellness" is written in a yellow, cursive font at the top. Below it, the words "SUPER HERO" are written in a white, outlined, sans-serif font. The badge is set against a background of blue and white rays emanating from the top.

Wellness SUPER HERO

BRIDGET TOOMEY
Patient Financial Services

WELLNESS APPS THAT HELP YOU REGAIN FOCUS

by Bridget Toomey, CPC, CPB, RYT-200

Article was originally published in AAPC's *Healthcare Business Monthly* magazine, October, 2015.

Do you get so busy at work that hours pass before you realize you haven't taken a break? This sort of work habit is actually counterproductive. To stay focused and prevent stress-related injuries, it's important to get up and move around every so often. If you're someone who needs a reminder to take care of yourself, there are many affordable wellness and fitness apps out there that can help you.

Office Yoga–Fitness AT Work app shows yoga poses that you can do right at your desk. These exercises are so simple, you don't need previous yoga experience. The app explains each pose with photos, text instructions, and audio and video instructions. There are two versions of this app for iOS users: Office Yoga–Fitness AT Work is \$1.99.

Office Yoga is an Android app featuring simple postures you can do at your desk, in the copy room, or out in the hallway, and it's free.

Relax: Stress & Anxiety Relief encourages you to focus on the connection between your breathing and your stress and anxiety. Stress can manifest in your body, so it's important to get it under control. The app guides your breathing, so you can close your eyes and relax. This app has a free Lite version, or you can purchase the full version for \$4.99 for iOS or \$3.99 for Android.

StretchClock is a browser add-on for Firefox. This application reminds you to take breaks and walks you through various stretching exercises.

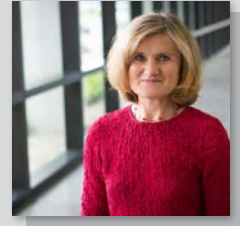
Gimme a Break! is a browser add-on for Google Chrome. It has a timer that allows you to schedule when you want to take breaks and for how long. A pop-up reminds you to take a break from your work to do some leisurely Internet surfing or to get up and leave your desk completely.

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 LOCATION

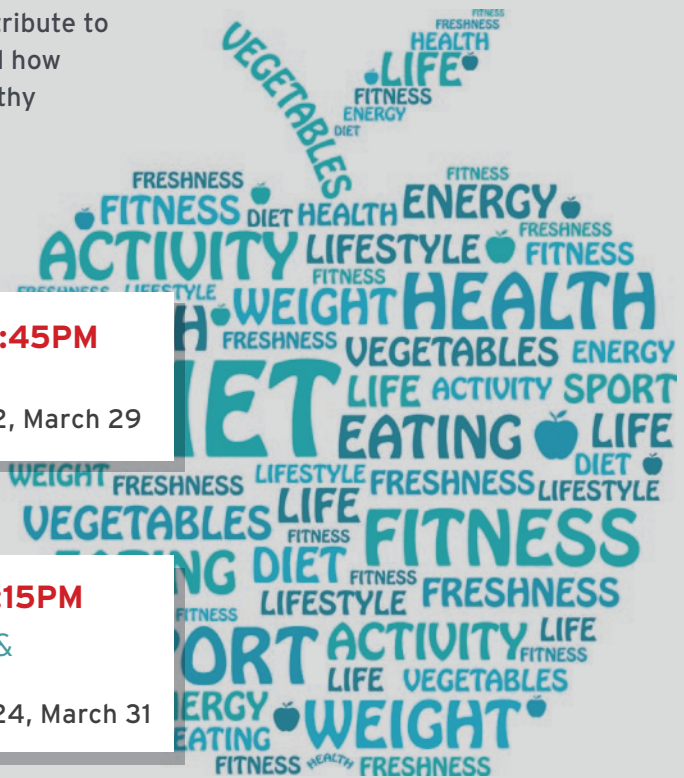
March 1, March 8, March 22, March 29

SECTION 2

THURSDAYS | 5:30-6:15PM

CAMPUS RECREATION &
WELLNESS CENTER

March 3, March 10, March 24, March 31



TO SIGN UP, CONTACT US AT

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

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

HAWKEYE CAMP!

ATTENTION PARENTS:

HAWKEYE CAMP IS BEING OFFERED
DURING SPRING BREAK

UI Family Services and Recreational Services are excited to offer **Hawkeye Camp**, exclusively for the school age (1st through 6th grade) children of UI faculty, staff and students during Spring Break 2016. Camp will be held at the Campus Recreation and Wellness Center, March 14-18, 2016 from 7:45am-4:15pm.

Scholarships are available to eligible UI families.

For more information, visit

hr.uiowa.edu/family-services/spring-break-camp

or contact family-services@uiowa.edu



Find *liveWELL* on Social Media
@UlowaLiveWELL

My Health & Wellness Bonus Code:

AMBIGUITY

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 UI Wellness at 319-353-2314.