

liveWELL

WINTER 2018 VOLUME 14 ISSUE 1



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UI Wellness

A UNIT OF UI HUMAN RESOURCES

 THE UNIVERSITY OF IOWA®

UI Wellness *staff*

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

Megan Hammes

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

Ilona Lichty

Health Coach
ilona-lichty@uiowa.edu
467-0192 • E119 CRWC

Erin Litton

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

Carla Melby-Oetken

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

Mariah Ruyle

Health Coach
mariah-ruyle@uiowa.edu

Jean O'Donovan

Secretary
jean-odonovan@uiowa.edu
353-2973 • E119 CRWC

Liz Heffner

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

Diana Kremzar

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



Happy New Year! I am delighted to bring to you the first **liveWELL** newsletter of 2018. This year feature articles and services will focus on the theme of “Leading Locally.”

What does this mean? We already know that having a work culture that supports your personal priorities and overall wellbeing will help you do your best work.

But you are probably wondering, “How can I influence my work environment?” Our first issue features an article with tips to help you model self-care behaviors that can contribute to a culture of wellbeing in your department or unit, as well as a reminder of the resources available through the Health & Productivity Unit of University HR-**liveWELL**, Family Services and UI Employee Assistance Program. We are here to help you be your best self at work, at home and everywhere in between.

A handwritten signature in black ink that reads "Diana Kremzar". The signature is fluid and cursive.

Diana Kremzar, MPH, CHES
Manager, UI Family Services

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Human Resources provides leadership in shaping an inclusive culture that drives excellence and innovation by supporting talent, engagement, and the employee work experience.

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LIVE HEALTHY IOWA
10-WEEK CHALLENGE



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.



Have you ever noticed that all across the University of Iowa there is some astonishing work being done? You probably have—did you know that you’re a part of it? How amazing is that? Need we look any farther than the success of “The Wave” that occurred at our very own Kinnick Stadium and Stead Family Children’s Hospital this past fall and then found its way to nearly every sports station and social media feed in the United States to feel our heart swell with pride for our great institution?

However, in the day-to-day routine—some may even call it a “grind”—it can be easy to get lost in the big picture of what our beloved institution is all about. Your daily tasks may include workflow, updating spreadsheets, scheduling meetings, grading quizzes, sprinting to the finish line of a grant deadline, and the list goes on. It can be difficult to stay connected to the grander mission (Teaching, Research, Patient Care, and Service, in case you need a reminder) when we are in the weeds of the day-to-day.

That’s why in 2018, the **liveWELL** newsletter is going to focus on the local culture of where you work and how it’s fueling YOU—the local leader—to thrive, not merely survive. The leadership we speak of is not positional or hierarchical; the leadership we’ll be discussing is about leading by example with your behaviors and attitude. We know that good health and well-being, good performance at work, and overall work satisfaction and engagement go hand in hand. Research shows that employees who report high well-being in their lives (optimal physical and emotional health, happiness, and strong purpose) also:

 **Enjoy**
their work more

Are more likely to **recommend**
their company as a
great place to work 

Are more **loyal**
to their teams
& more productive 

 **FOREVER
A HAWKEYE**
Are less likely to
leave their company



LOCAL CULTURE

PRACTICE FLEXIBILITY

Recently, we have been hearing more and more about workplace flexibility, and, no, we're not talking about exercise guidelines and stretching. This is the kind of flexibility that is being demanded by a new generation of talent. So, if allowing a new dad to jet out of the office early because his child is ill will build goodwill, trust, and discretionary effort and productivity toward the end of the week or when his child is better, why not do it? There's no ribbon for him or you, by forcing him to be stuck in the office worrying about his tot.

Almost half of all professionals have left a job, or considered leaving because it lacked flexibility. We want to manage our work/life balance, making flexible hours, vacation time, and the local culture extremely important. We need to tune into this because happy, healthy employees with lower stress levels are considerably more productive. As a caution, most of us need to be mindful of personal boundaries; in a survey from the American Psychological Association, over 50 percent of U.S. workers said they regularly check their email before work, after work and on weekends. So, finding a balance between work and life that is customized to each individual is an important aspect of flexibility.

PROGRAMS AND SERVICES AVAILABLE TO SUPPORT YOUR LOCAL CULTURE

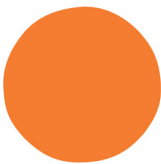
FROM THE HEALTH AND PRODUCTIVITY UNITS OF UNIVERSITY HUMAN RESOURCES

- **Health Coaching** (individual, group and on-site)
- **Flexible Workplace consultations** (individual and department)
- **One-on-One Counseling Services**
- **Wellness Grants**
- **Elder Caregiving consultations**
- **SHUTi sleep program**
- **Wellness Ambassadors**

ANYONE CAN LEAD LOCALLY: MODEL & ENCOURAGE SELF-CARE BEHAVIORS

You may not be the supervisor, but the way you care for yourself, has a ripple effect. Some very practical examples of modeling self-care include:

- walking meetings
- walking breaks
- healthy snacking, lunch packing or dining
- respecting and honoring personal priorities and those of your co-workers
- expressing gratitude
- powering down during certain times to delineate good work and life balance
- add a mindful practice to your day
- check out these mindfulness apps:
 - Headspace
 - Calm
 - Breathe
 - Simple Habit



Healthy Living Center *Recipes*

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

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

2 Select “Continue to PHA and Healthy Living Center.” Recipes are under the “Health” tab.

Mandarin Stir-Fry Beef

Ingredients Serves four

- 8 oz. beef top sirloin or top round steak, cut into bite-sized strips
- juice from 1 to 2 tangerines (1/4 cup)
- 2 tbsp. Hoisin or oyster sauce
- 1 tbsp. lite soy sauce
- 2 cloves garlic, minced
- 1/2 cup low sodium chicken or beef broth
- 1 1/2 cup broccoli flowerets
- 1/3 cup sliced green onion
- 4 cups sliced Chinese or Napa cabbage
- 1 can (8 oz.) sliced water chestnuts, drained
- 1 tangerine, peeled, segmented
- Hot cooked rice



Directions

Remove any excess fat from steak strips; place in shallow nonmetal dish. In small bowl, stir together tangerine juice, Hoisin sauce, soy sauce, and garlic. Pour mixture over meat; toss to coat. Cover and chill 30 minutes to several hours. Drain meat, reserving marinade.

In a wok or large skillet over high heat, place 3 tablespoons of broth. Stir-fry broccoli three minutes. Remove from wok. Add more broth if needed; stir-fry onion and cabbage for two minutes. Remove from wok. Add more broth if needed; stir-fry water chestnuts and tangerine for one minute.

Add meat and cooked vegetables back to wok, along with reserved marinade. Toss well; cover and heat until meat is cooked. Serve with hot rice.

Each serving provides about 370 calories, 6 g total fat, 2 g saturated fat, 35 mg cholesterol, 280 mg sodium, 55 g total carbohydrate, 7 g dietary fiber, 8 g sugars, 24 g protein.



UPCOMING GROUP HEALTH COACHING

RESILIENCE 101

- Learn to manage stress by sprinkling small self-care techniques throughout your day.
- Strengthen your ability to adapt to change and bounce back from challenges more quickly.
- Build optimism, gratitude and self-reliance

SECTION 1

WEDNESDAYS | 12:00 PM-12:50 PM

UNIVERSITY CAPITOL CENTRE, EXECUTIVE BOARD ROOM

February 28, March 7, March 21, March 28

SECTION 2

FRIDAYS | 12:00 PM-12:50 PM

UIHC, ATRIUM CONFERENCE ROOMS A & B

March 2, March 9, March 23, March 30

SECTION 3

TUESDAYS | 12:00 PM-12:50 PM

HEALTHCARE SUPPORT SERVICES BUILDING (HSSB)

February 27, March 6, March 20, March 27

CONTACT US TO REGISTER BY FEBRUARY 23

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

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



JUGGLING IT ALL:

Health Coaching for Busy Families

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

SECTION 1

MONDAYS | 12:00 PM-12:50 PM

MED LABS, ROOM 2114

March 28, April 2, April 9, April 16

SECTION 2

THURSDAYS | 12:00 PM-12:50 PM

CRWC, 1ST FLOOR WELLNESS SERVICES CONFERENCE ROOM

March 29, April 5, April 12, April 19

SECTION 3

FRIDAYS | 12:00 PM-12:50 PM

HEALTHCARE SUPPORT SERVICES BUILDING (HSSB)

March 30, April 6, April 13, April 20

Desk Cycles



OFFICE OF THE REGISTRAR WELLNESS GRANT

Sedentary work is no stranger to a lot of us on campus. We know that the benefits of keeping active during the workday include increases in productivity, energy, and engagement of faculty and staff. However, with cold Iowa winters and ongoing work demands keeping us at our workstations, we need creative ways to get our heart rates up while we work away.

This is the exact thought that UI staff in the Office of Registrar had when they submitted a Wellness Grant in October 2017 to purchase two under-the-desk stationary bicycles, called DeskCycles, to be available for check out for use as desired. “We see our staff adopting more healthy practices, and the DeskCycles are a way for our office to support those efforts,” said Julie Fell, Executive Associate Registrar. Wellness Grants, a program offered through **liveWELL**, provide grant funds directly to departments for activities that promote physical activity and emotional health and well-being to make practicing healthy habits in the workplace easier, which in turn supports a culture of health on campus.

Within the first month of purchasing the DeskCycles, staff were already seeing benefits. “It has been a great alternative to merely standing and sitting, and allows staff to move without needing to leave their workstations,” said Sara Sullivan, Registrar Services Coordinator and wellness ambassador.



“ This has been a wonderful process for us! We had an idea, and **liveWELL** helped make it a reality. It is amazing that we have a program that empowers us to remember that our health is important and one small choice can have a huge result.”

–Becky Keogh,
Registrar Services Coordinator

For full details on the Wellness Grants program, visit:
hr.uiowa.edu/livewell/wellness-grants



Winter FIRE SAFETY Tips

The winter or colder months of our year have more home fires than any other times of the year. Here are some winter fire safety tips to make this winter and future winters or cold months safer in your homes:

- **Always have working smoke alarms** in your homes, and if you have natural/ LPG gas powered appliances, have **working carbon monoxide alarms** too. Test the alarms monthly, and check the date on the ones you currently have. Replace any alarm if it is 10 or more years old.
- **Watch what you cook** and keep your cooking area clear of obstacles, including other persons and small children.
- **Keep a clear space around burning candles.** 2 in every 5 home fires during the winter months are caused by unattended burning candles.
- **Blow out any candles** when you leave the house, and before going to bed.
- **Use space heaters safely.** Select a space heater that is UL listed and has a “tip over” safety feature. Keep a clear space around space heaters. Never power a space heater with an electrical extension cord.

You can find out more fire safety related information year round at:

www.nfpa.org/Public-Education

www.usfa.fema.gov/prevention/outreach/

WELLNESS HEROES

UI Faculty/Staff featured in *IowaNOW* in 2017



DEONE PEDERSEN

TIPPIE COLLEGE OF BUSINESS ADMINISTRATION

After a trip to Croatia involving challenging hiking through rough terrain, Deone Pedersen realized how much she truly enjoyed long walks. Since then, with the advice of her health coach Erin Litton, Pedersen bought a pedometer and started incorporating walking into her days including walking 2.5 miles to work most days!

Along with seeing physical changes, Pedersen found that walking has become a great stress reliever, stating it has become her “meditation time.”

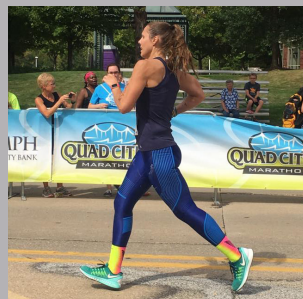
“I really enjoy watching the numbers go up on my pedometer; it never leaves my wrist.”

SARA SULLIVAN

OFFICE OF THE REGISTRAR

After feeling frustrated with her weight and activity level, Sara decided to take advantage of her University benefits and met with a health coach. Four years later she has shed 85 pounds and has run a marathon!

“She [Carla, my coach] wasn’t there to do it for me; she was there to help me see that I could do it myself. And she was right. I didn’t think I could until Carla showed me that I was much stronger than I thought I was.”



IGNACIO ALVAREZ

COLLEGE OF LIBERAL ARTS & SCIENCES

Ignacio Alvarez began working with his UI Wellness coach to maintain a healthier lifestyle. Seven months in, he feels younger, has more energy, and knows he’s setting a good example for his daughter.

“My visits with my health coach were about accountability. Every visit helped me revisit my original goals...and revived my motivation to follow through.”



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.



STEPHANIE PRESCHEL ACADEMIC SUPPORT & RETENTION

Stephanie credits the Mindfulness-based Stress Reduction course for giving her the best techniques to deal with chaotic times.

“People told me it was life-changing, yet they each had a different takeaway on what was most meaningful to them.”

Since completing the course, she enjoys sitting meditation and walking mindfully.

MARGEE MILLER UNIVERSITY OF IOWA LIBRARIES

Margee Miller first visited **liveWELL** in 2011 to discuss fitness goals and stress reduction ideas that lead to her participation in the eight-week Mindfulness-Based Stress Reduction course.

Personal fitness and sports didn't hold much interest for Miller until she received cancer treatment in 2015 when she realized how important it could be. Since then, Miller had a Health Coach Booster meeting to discuss physical fitness ideas with health coach Erin Litton, who then directed Miller to Recreational Services personal trainer Alex Schawbe.

“He guided, encouraged, and steadily challenged me every step along the way. By believing that I could do all he had designed for our sessions, he helped me believe in myself.”



CHRIS JONES COLLEGE OF ENGINEERING

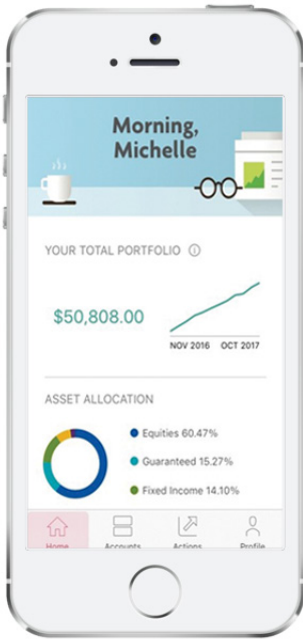
Interested in reducing or eliminating his blood pressure medication, Chris Jones enlisted the help of **liveWELL** coach Ilona Lichy and together they identified dietary changes to make to help reach this goal.

Jones' main goals were to reduce sugar intake on most days and eat more vegetables. Four months later, with his doctor's support, he has reduced his dosage of blood pressure medication.

FINANCIAL WELL-BEING

MANAGING YOUR \$\$ FROM YOUR PHONE

Are you running from one thing to the next and feeling like you have no time? Now when you're on the go you can take retirement planning with you! The TIAA mobile app gives you quick and easy access to your retirement accounts anytime on your Apple® or Android™ device.



The app features touch ID/fingerprint authentication, and you can use the TIAA app to:

- View your total portfolio balance
- See balances pre-login using Peek View
- Track investment/fund performance
- Transfer funds among investment options
- Receive pending transaction reminders
- Retrieve secure messages and notifications about account activity
- Manage your communication preferences
- Change your address
- View outside assets
- Upload documents and share files
- Contact a TIAA financial consultant

Also from the TIAA app you can link to TIAA Personal Portfolio. This online professional investing service helps you create a mid- to long-term goal, such as saving for a down payment on a new home, dreaming of an epic bucket-list trip, or planning ahead for retirement. Based on your objectives, preferences and risk tolerance, TIAA will manage your mix of investments to help you achieve your goals. A minimum investment and additional fees apply.



ACCESS TO YOUR RETIREMENT ACCOUNT AT YOUR CONVENIENCE

The TIAA mobile apps are available from the Google Play or Apple's App Store. Download the app today!



GET MOVING GET HEALTHY

10-WEEK WELLNESS CHALLENGE



JANUARY 22-MARCH 30, 2018

Over the course of 10 weeks, teams (2-10 people) track activity minutes and/or weight loss through the Live Healthy Iowa website. This simple and affordable challenge provides Iowans an opportunity to improve their health while engaging in fun, friendly competition.

Participants receive: Challenge t-shirt (adult small - 4XL), personal online dashboard with the ability to sync Fitbit devices and Under Armour app, one-year magazine subscription, and weekly motivational messages. **Cost: \$22 per participant.**

For more information visit:

hr.uiowa.edu/livewell/live-healthy-iowa

What's new for 2018?

- New dashboard design
- Ability to sync with Fitbit devices and the Under Armour app
- Ability for captains to lead multiple teams



Register with the University of Iowa Group ID:

LHIUIOWA

SPRING BREAK CAMP

ATTENTION PARENTS:

UI Recreational Services will again offer additional spaces at their popular **Goshawk Spring Break Camp** during Spring Break 2018. UI faculty, staff and students with school age children (1st through 6th grade) are encouraged to register. Camp will be held at the Campus Recreation and Wellness Center, March 12-16, 2018 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
@UIowaLiveWELL

My Health & Wellness Bonus Code:

WAVE 2018

Submit Bonus Code in Self-Service at 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.