



# liveWELL

SPRING 2018 VOLUME 14 ISSUE 2

## IN THIS ISSUE

UI HEALTH AND WELL-BEING • HEALTH COACH  
SPOTLIGHT: CARLA MELBY • GROUP HEALTH  
COACHING • TOP TEN REASONS TO MEET WITH A  
TIAA FINANCIAL CONSULTANT • WELLNESS HEROES •  
HEALTHY HABITS: LEADING BY EXAMPLE

**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, UI Wellness  
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

**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



Spring is a time of renewal when the earth re-awakens after a long rest. It is also often a time when we think of our own renewal. For me, when the first warm days occur, spring means preparing my garden for a long summer. I look at what worked last year and what didn't and try to reflect on the year ahead. And, although part of this process involves hard work, it almost

always pays off with a fragrant reward. But once I am ready and motivated to get to work, I want all the tools that I need at hand or handy. Working at the University of Iowa is much like a well-stocked garden center. It has everything you need to build your career and achieve overall well-being. I am thrilled to be writing to you for this issue of the **liveWELL** newsletter as we are highlighting the many services, resources, and people who make this a great place to work. Inside, you will see how our programs are specifically designed to "Be there when you need us." You will also read a lovely story about one of our coaches and hear about our local leaders who are making our local culture as rich as the new spring soil.

We hope you will find something here that inspires you.

Leading Locally, One Step at a Time

Maggie Moore, MSW, LISW  
Director, UIEAP

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**Human  
Resources**

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

# IN THIS ISSUE

4

UI HEALTH AND  
WELL-BEING:  
WE ARE HERE  
WHEN YOU NEED US



6

HEALTH COACH  
SPOTLIGHT:  
CARLA MELBY



8

GROUP HEALTH  
COACHING +  
HEALTHY RECIPES



10

TOP TEN REASONS  
TO MEET WITH A  
TIAA FINANCIAL  
CONSULTANT



12

WELLNESS HEROES



14

HEALTHY HABITS:  
LEADING BY  
EXAMPLE



## liveWELL @ UI

At the University of Iowa, we aspire to fully incorporate health and well-being 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.



# UI HEALTH AND WELL-BEING:

## *We are here when you need us*

Do you ever think to yourself, “I really need to find more time for myself or ways to cope with the stress of work and life differently?” Is the answer, often: “I’m swamped,” or “I don’t have any time?” When we are juggling priorities like work and caring for others, we often put our own well-being on the back burner. Or maybe you are ready to address these issues but think, “How do I begin?” Being a faculty or staff member at the University of Iowa affords an abundance of opportunities for support in working towards your personal goals, whatever they may be. Whereas we cannot cook a delicious meal for you or practice your daily gratitude, we strive to make our health and well-being services accessible for when you are ready or able to participate.

Knowing how valuable your time is, we want to share with you the following programs, available through the Health and Well-Being units of University Human Resources that are free and accessible. We aim to provide you support where and when you need it.

**Health Coaching** | Health coaching can provide support in changing or improving your health-related goals. Both one-on-one and group health coaching is available during day and evening hours at a variety of locations across campus, including the Campus Recreation and Wellness Center and University of Iowa Hospitals and Clinics. On-site health coaching is growing in popularity, especially in busy healthcare units. **liveWELL** provides a health coach to hold “office hours” at your department at designated times to provide shortened consultations. Visit [hr.uiowa.edu/livewell/health-coach-service](https://hr.uiowa.edu/livewell/health-coach-service) for information about how to set up an appointment with a health coach or how you can request a health coach to come to you!

**UI Employee Assistance Program** | The UI Employee Assistance Program (UIEAP) is a confidential resource to assist employees and their immediate family members/significant others who are interested in finding ways to enhance their emotional well-being, or find immediate help with personal concerns or acute life stressors. UIEAP also provides services in a variety of locations across campus, with evening hours one day a week. Visit [hr.uiowa.edu/uieap](http://hr.uiowa.edu/uieap) to learn more. Make an appointment at 335-2085 or [eaphelp@uiowa.edu](mailto:eaphelp@uiowa.edu).

**Resilience @ U Iowa** | 2018 marks the fourth year the Health and Productivity units of University Human Resources have responded to campus needs with proactive training and skill building on dealing with change and challenges via the Building Resilience @ U Iowa initiative. No matter what your favorite program format is, we have options for you!

- Group Health Coaching series - Resilience 101
- Skill-building videos on 15 resilience topics at [hr.uiowa.edu/livewell/resilience](http://hr.uiowa.edu/livewell/resilience)
- Mindfulness-Based Stress Reduction Referrals and tuition assistance for the 8-week course
- Departmental trainings, including The Resilient Leader

*"Carla was an excellent health coach. She had a wealth of information about how those of us in the resilience group could bounce back more quickly from life's struggles. I looked forward to the sessions. I will use the resilience tools that Carla provided for the rest of my life, and I've passed on her tips and resources to loved ones!"*

**Caregiving Guidance** | Whether you are currently caring for an aging loved one (near or far) or anticipate this role in your near future, there is a level of unease that comes with it. Family Services works with two community organizations to provide one-on-one and group resources to help answer your questions and provide support as you take on this important, yet stressful, role.

- **One-on-one guidance** - Speak privately to an elder care specialist regarding your elder caregiving responsibilities and learn about community resources that are available to you. Appointments are on-campus twice a month or via telephone during flexible times.
- **Caregiving courses and workshops** - nationally-recognized courses on caregiving topics, such as the *Finances of Caregiving* and *Powerful Tools for Caregivers* are offered throughout the year on east and west campus.

**Financial Well-Being** | According to [consumerfinance.gov](http://consumerfinance.gov), financial well-being can be defined as "a state of being wherein a person can fully meet current and ongoing financial obligations, can feel secure in their financial future, and is able to make choices that allow enjoyment of life." Visit [hr.uiowa.edu/livewell/financial-well-being](http://hr.uiowa.edu/livewell/financial-well-being) for a menu of financial well-being resources, including classes and on-demand webinars, information about the Voluntary Retirement Savings Program (VRSP), and free, one-on-one consultations with a financial consultant. See article: *Top 10 Reasons to Meet with a TIAA Financial Consultant on pg 10-11!*

## HEALTH COACH SPOTLIGHT:

# Carla Melby



For anyone who has worked with UI Wellness Health Coach Carla Melby, they will most likely report having been challenged with a task in curiosity. **"I think it is extremely important for my clients to become curious about themselves,"** says Carla. "You can do this by noticing your self-talk and by getting in the habit of asking yourself questions like, what do I really need right now, and what is the most important thing I need to do to take care of myself today?" Carla's clients often note that she makes them feel accepted, inspired and free to find their own way to overcome the obstacles holding them back. She emphasizes the importance of being kind and patient with yourself while working on making meaningful changes. "It's not about trying to be perfect, but making a conscious effort to make healthy choices and deciding which are most important to you right now. Once you have that solid base established, you can continue to ask yourself, what is important at this point? What is the next step? What will it take to make that happen?"

Sometimes cultural expectations, negativity, and pressure make people feel they are never good enough, successful enough, rich enough, etc. Carla believes that we can choose to be content and to appreciate what we have and what is truly important to us. Through health coaching, Carla guides clients as they ask themselves these questions and helps them to align their actions with those values. **"Perfection is not the goal. NO ONE is perfect! I want everyone I work with to feel good about every step along the way. Appreciate the journey!"**

We all face unexpected challenges and losses. In 2016, Carla had to suddenly confront a diagnosis of ovarian cancer. She believes that these moments often provide us with hidden gifts and opportunities for learning and growth. "For me, gratitude was my saving grace. **Cancer helped adjust my focus and reminded me to not take so much for granted. Today, I am cancer-free and draw from my experiences to help others."**

“ Ask yourself questions like, ‘What do I really need right now?’ and ‘What is the most important thing I can do to take care of myself today?’ Then be sure to follow through. **Even small moments of self-care can make a big difference.** ”



## *Carla's tips for living a resilient life:*

Savor and find pleasure in the things you do well.  
It adds meaning to your life.

Do your best to align your actions and day to day choices  
with your values and what's most important to you.

Be kind and patient with yourself.

Realize that change is a process and might come with  
some unexpected twists and turns along the way.

Tell yourself positive and encouraging things like,  
“With the right determination and mindset,  
I can make this happen.”

## GROUP HEALTH COACHING

# TRAIN *your* BRAIN

- Understand what impacts brain fatigue
- Explore strategies to improve focus and memory
- Identify techniques for a calmer mind



### SECTION 1

#### WEST CAMPUS | TUESDAYS | 12:10 PM-12:50 PM

UIHC, POMERANTZ FAMILY PAVILION, MELROSE ROOM 3

May 1, May 8, May 15, May 22

### SECTION 2

#### EAST CAMPUS | WEDNESDAYS | 12:10 PM-12:50 PM

UNIVERSITY CAPITOL CENTRE (APRIL 25 IN UCC 2840; MAY 2, 9, 16 IN EXEC. BOARD ROOM)

April 25, May 2, May 9, May 16

### SECTION 3

#### RESEARCH PARK CAMPUS | THURSDAYS | 12:10 PM-12:50 PM

HEALTHCARE SUPPORT SERVICES BUILDING (HSSB), LOWER LEVEL TRAINING ROOM

April 26, May 3, May 10, May 17

## *Anti-Inflammatory* EATING FOR OPTIMAL HEALTH

- Find out how anti-inflammatory eating can make a difference in your health with our staff registered dietitian
- Discover how to incorporate lifestyle choices that will reduce chronic inflammation

### SECTION 1

#### RESEARCH PARK CAMPUS | MONDAYS | 12:00-12:45 PM

HEALTHCARE SUPPORT SERVICES BUILDING (HSSB) TRAINING ROOM

May 14, May 21, June 4, June 11

### SECTION 2

#### WEST CAMPUS | TUESDAYS | 12:00 PM-12:45 PM

UIHC, KOONTZ CONFERENCE ROOM

May 15, May 22, June 5, June 12

# Healthy Living Center *Recipes*

## *Reminder:*

Take your 2018 Personal Health Assessment.

*On your way to the Healthy Living Center, check in to see the date of your last PHA. If you haven't taken it yet in 2018, be sure to complete the 10-minute survey for your annual \$45 incentive! Go to your Employee Self-Service website and select "Personal Health Assessment."*

## Black Bean Tortilla Casserole

### Ingredients *Serves four*

- 1 cup frozen chopped bell pepper, thawed and drained
- 1 cup frozen chopped onion, thawed and drained
- 1 can [15 to 16 ounces] no-salt-added black beans, rinsed and drained
- 1 can [14 1/2 ounces] no-salt-added diced tomatoes, undrained
- 1/2 cup salsa or picante sauce
- Vegetable oil spray
- 8 6-inch corn tortillas
- 1 cup shredded light Mexican mixed cheese blend or Monterey Jack cheese
- 1/8 tsp. (heaping) crushed red pepper flakes
- 1/4 cup snipped fresh cilantro

### Directions

Preheat the oven to 400°F.

In a large bowl, stir together the bell pepper, onion, beans, undrained tomatoes, and salsa.

Spray a 9-inch square pan with vegetable oil spray. Spoon 1 cup bell pepper mixture into the pan. Arrange 4 tortillas in the pan, overlapping as necessary. Spoon half the remaining sauce over the tortillas. Top with 1/2 cup cheese. Repeat.

Lightly spray a sheet of aluminum foil with vegetable oil spray. Cover the pan with foil, lightly sprayed side down to prevent the cheese from sticking.

Bake for 30 minutes. Remove the foil. Bake for five minutes more, or until hot and bubbly. Sprinkle with red pepper flakes and cilantro. Cut into four squares.

*Each serving contains about 272 calories, 5.5 g of fat, 10 mg cholesterol, 406 mg sodium, 41 g carbohydrate, 8 g fiber, and 17 g protein.*



# FINANCIAL WELL-BEING

## TOP TEN REASONS

### *to Meet with a TIAA Financial Consultant*

TIAA Financial Consultants are available to help you create a plan for saving and investing in order to generate income when you retire. All it takes is one hour to know: 1) are you saving enough, 2) are your assets invested appropriately, and 3) are you on track to retire when and how you want? Here are 10 more reasons to consider meeting with a TIAA financial consultant.

#### **1. BOOST YOUR CONFIDENCE**

Whether you're just starting to save or nearing retirement, knowing where you stand can help boost your confidence in meeting your goals

#### **2. IT'S ONLY ONE HOUR**

People spend more time choosing a restaurant than they do planning for retirement.\*

#### **3. CONSULTANTS ARE THERE TO HELP**

If you think you haven't saved enough or aren't sure where to begin that's all the more reason to meet with someone whose sole job is to help you!

#### **4. YOUR ACCOUNT BALANCE DOESN'T MATTER**

Any employee or active participant is welcome to work with a TIAA financial consultant and receive one-on-one retirement plan advice based on the plan's investment options and related services

#### **5. ADVICE IS OBJECTIVE**

Using an advice methodology based on models by Morningstar Investment Management, LLC., an independent third-party, TIAA consultants can tell you which retirement plan investment options to select based on your goals, risk tolerance, current savings and other factors.

#### **6. CONSULTANTS ARE LOCAL**

All six TIAA financial consultants live and work in the Iowa City area.

#### **7. INCLUDE OUTSIDE ASSETS**

You can include your spouse's savings for a more comprehensive review, or even bring your spouse/partner with you to the meeting. TIAA consultants can also incorporate additional assets outside of the retirement plan in their review

#### **8. RETIREMENT PLAN FOCUS**

TIAA consultants are familiar with the ins and outs of the University of Iowa Retirement Program, as well as IPERS, Social Security, retiree health care and other retirement-related issues.

## 9. CONVENIENT LOCATIONS

You can meet at work on the UI campus or meet at TIAA in the Iowa City (Coralville) office. To check availability, visit [TIAA.org/schedulenow](http://TIAA.org/schedulenow)

## 10. NO ADDITIONAL COST TO YOU

This service is included as a benefit of the retirement plan offered by University of Iowa. You pay no additional cost to meet with a TIAA financial consultant.

Pictured (*back row*): Richie Diaz, Chuck Freeman, Adam Reutzel, Mark Hagen; (*front row*): PJ Conlon, and Cindy Webb in the TIAA Coralville office.

All six consultants live and work in the Iowa City area and have been serving University of Iowa employees for 40 years combined.



\*2014 TIAA-CREF IRA survey

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# WELLNESS HEROES

Nominate a Wellness Hero: [hr.uiowa.edu/livewell/wellness-heroes](https://hr.uiowa.edu/livewell/wellness-heroes)

## **CAROLE KERN** CLAS ADMINISTRATION

NOMINATED BY EMILY HAWORTH

Carole inspires everyone in the office by always having a super-healthy lunch. She also brings in healthy snacks (like apples) to share with the rest of the office.



## **TED POTTER** LAW LIBRARY | NOMINATED BY JANEY PERSALL

Ted makes the staff of BLB healthier in the following ways:

1. Leader: He's currently the leader for the '18 Live Healthy Iowa Challenge and has been for other initiatives in past years.
2. Encouraging: In small ways he makes a big impact. He provides articles, suggestions and brings in speakers to help us modify our behaviors. His influence has the ability to affect people positively in individual ways.
3. Role Model: He models healthy behaviors like walking through the parking lot at lunch. You often see him with an apple in his hand.
4. Positive attitude. Always! We appreciate him!

## **DOMINIC HULL** DEPARTMENT OF CHEMISTRY

NOMINATED BY SHONDA MONETTE

Dom is the epitome of discipline. He has been such a motivation in our area to be financially and physically healthy. When he puts his mind to it, he gets results!

## **RACHEL CHARLOT** DEPARTMENT OF PEDIATRICS

NOMINATED BY SHAWNE WITTROCK

Rachel is always an inspiration throughout our office and encourages me and our co-workers to be more active and live healthier lives. Rachel models healthy choices when it comes to food and being active. Outside the office she is also a certified personal trainer and teaches multiple classes through a local gym. I have attended some of these classes, and she is always upbeat, positive and encouraging no matter what fitness level you are in! Rachel also teaches yoga sessions at a local summer camp for children with Autism Spectrum Disorder and their typically developing peers.

**CHERIE HANSEN-RIESKAMP** DEPT. OF ENGLISH GRADUATE PROGRAMS  
NOMINATED BY KRISTINA SWANSON

Cherie is an inspiration to her co-workers with her dedication to her fitness and overall health. She incorporates healthy lifestyle choices during her day. Some of these choices include walking during her lunch hour, attending fitness classes, taking the stairs instead of elevators, and bringing healthy lunch choices from home. She makes me want to try to incorporate some of her healthy lifestyle choices into my daily routine.

**KAREN DILLON** HEALTH PLANS OFFICE  
NOMINATED BY DIANNE WASSON

Karen organized the Care Management Services Office version of Live Healthy Iowa and created several traveling trophies to recognize individual lifestyle successes from the previous week: most steps, most exercise time, most water, most fruits and vegetables, and most hours of sleep. She also sends weekly e-mail links with lifestyle tips for ongoing inspiration. In addition, she encourages walking partners for mid-day breaks. I'd like to recognize her team spirit promoting a healthy lifestyle in a fun way.



**SHELBY HERIG** ITS  
NOMINATED BY LYDIA FINE

Shelby makes health and fitness a priority by waking up at 4:30am every weekday to exercise before her busy day begins. She squeezes in an hour-long workout and is at her desk before 8:00am every day, too. She is careful to eat adequate protein and not too much sugar or carbs, tracks her food and calories in an app, and recognizes when her body needs rest days. She also addresses when her body isn't working quite right, which a lot of eager exercisers don't do! She was recently in a boot for a procedure on her achilles tendon, but still went to the gym as much as possible without irritating it and delaying her recovery. These early morning workouts and diet changes are very visible to her coworkers, and Shelby is an evangelist for fitness among her coworkers both inside ITS and outside!

**SARA RIGGS** LIBRARY ADMINISTRATION  
NOMINATED BY CANDIDA PAGAN



Sara is a motivator for all staff at the UI Libraries to participate in health and wellness programs that contribute to a healthful lifestyle and a positive work environment. Sara sets a great example of incorporating healthy food, exercise, and stress-reduction activities into a productive work and life. Sara sets a great example of incorporating healthy food, exercise, and stress-reduction activities into a productive work and life.

# HEALTHY HABITS

## *Leading by Example*

As you may already know, our performance at work and our well-being go hand in hand. When we feel good, we have more energy, creativity, and focus. Sounds great, right? Many barriers can get in the way of practicing healthy habits in and out of the workplace, but these campus leaders are here to tell you why their personal well-being is so important to their success at work and fun tips that keep them consistent in practicing healthy behaviors.



**Stress management feels a little easier on the days I have a good workout. I may not find the fountain of youth to live longer, but I'm hoping regular exercise improves my quality of life for the years I'm here!**

Gary Barta, director of intercollegiate athletics



**I enjoy being active because it helps increase energy and focus. Zumba is my favorite cardio!**

Melissa Shivers, VP of student life



**Finding time to get to the gym while tackling a busy schedule can be challenging, so reserving time on the calendar, day or night, is key for me. If I don't schedule it, something will always get in the way—having excuses is a pattern I try to avoid. Personally, I like to hit the track or treadmill, then do some core work and end with some light weights. Having a limited time to squeeze in my workouts, I try to keep my heart rate up for the whole session. I feel best when I can work out four times a week, but when things are hectic, I still try to make it to the gym a couple times – just so that it doesn't hurt too much the next time!**

Rod Lehnertz, senior VP of finance and operations



**My favorite way to fit exercise into a full day is an early morning walk – usually between 5:00 and 6:00am; sometimes alone, sometimes with a friend. I love being outside in all kinds of weather and starting the day in such a peaceful yet invigorating way.**

Lynette Marshall, president/CEO of the UI Center for Advancement



**Staying active is critical to a sense of well-being and to achieve work/life balance. Being part of the 2018 Live Health Iowa 10-Week Challenge team and knowing that I have to document daily activities helps keep me motivated.**

Carroll Reasoner, VP for legal affairs and general counsel

Want to be a local leader in wellness? Check out ways you can promote a culture of health with the liveWELL Departmental Well-Being Checklist:

**[hr.uiowa.edu/livewell/news](http://hr.uiowa.edu/livewell/news)**

# Your Health Care, Your Choice

Cutting-edge research, world-class education, and advanced patient care—these are the hallmarks of an academic medical center.

As an employee of the university, you're uniquely close to a level of medical expertise that many people need to travel hours to get. And because UI Health Care is a Level 1 provider in the UIChoice health plan, UIChoice members get their best value when they choose to get their health care right here where they work.

UI Health Care's academic advantage includes:

- Nationally ranked specialists in cancer, orthopedics, pediatrics and more
- Complete women's health services, including normal and high-risk pregnancy care, infertility options, urogynecological services, and gynecologic cancer treatments
- A sleep disorders center that offers at-home sleep testing
- Pharmacies in several locations, with competitive prices, easy transfer of your prescriptions, direct mail delivery options, and 20 percent off over-the-counter medicines for UI employees

Even when you're away from work, you can visit UI QuickCare locations around the Iowa City area and UI Health Care clinics around the state. And UIeCare offers video appointments 24/7 on your mobile device or computer—free for UIChoice members.

Employees enjoy special appointment-related parking privileges when they visit UI Hospitals and Clinics during work hours.

**Learn more at [uihealthcare.org/uichoice](http://uihealthcare.org/uichoice).**  
**Or call 800-777-8442 and make an appointment.**

# Financial Well-Being *Webinar*

## **Tomorrow in Focus: *Saving for your Ideal Retirement***

On Tuesday, June 26 from 12:00-1:00pm, our local TIAA Financial Advisors will be presenting a webinar for UI Faculty & Staff discussing retirement saving and planning, the real benefit of time in regards to saving, and the essential features of retirement investments.

Register today at  
**[hr.uiowa.edu/livewell/financial-well-being](http://hr.uiowa.edu/livewell/financial-well-being)**  
or contact [familyservices@uiowa.edu](mailto:familyservices@uiowa.edu)  
with questions.



**Find liveWELL on Social Media**  
**@UIowaLiveWELL**

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**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](http://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](mailto: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.