

liveWELL

WINTER 2017 VOLUME 13 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
335-2975 • E119 CRWC

Erin Litton

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

Carla Melby-Oetken

Health Coach
carla-melby@uiowa.edu
335-2975 • 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



Forecasters who study workforce trends, expect the pace of changes in organizations to continue to be fast. Organizational structures are changing with an emphasis on collaboration and teams; technology solutions continue to be embedded into long-standing work processes; and ever-changing political, policy, and regulatory guidelines keep many employees

on their toes with a need to change course at any given moment. In light of this, University Human Resources looks to respond proactively with a focus on addressing these workforce needs. In anticipation of ongoing demands of our faculty and staff, this liveWELL newsletter edition guides and directs you to existing resources that support you in being your best at work, at home, and everywhere in between.

Joan M. Troester, MBA, CEBS, SPHR
Assistant Vice President of Benefits, Health and Productivity
University Human Resources

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Gallup Well-Being Index

Per Gallup, “thriving” is linked to fewer health problems and sick days, less worry and stress, and more happiness and interest than counterparts. Managers in the “thriving” category are two times more likely to be engaged at work and feel they have the opportunity to do what they do best every day.

68% of UI Faculty and Staff are “Thriving”*

*Source: 2016 Personal Health Assessment data

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LIVE HEALTHY IOWA
10-WEEK WELLNESS
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.

WORK, LIFE AND WELL-BEING

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

Boundaries between the office and home life are often blurred. No longer do we work a tidy, predictable schedule. Rather our work filters into our life and vice versa. Now more than ever, it's important to recognize how the ebb and flow of this type of integration places demands to be your best self no matter what situation you find yourself in.

Within our fast-paced and rapidly changing work environments, innovations and technology have allowed us to work from just about anywhere. While this type of flexibility creates extraordinary opportunity, it may also lead to putting ourselves, our connections, personal health, and well-being low on the priority list.

In an effort to address these issues, the Health and Productivity Units of University Human Resources (UI Employee Assistance Program, Family Services, and UI Wellness) will focus this year on promoting the concept of "Work, Life and Well-being.....being your best in the office, at home, and everywhere in between."

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

PERSONAL SUSTAINABILITY

ADAPTABILITY

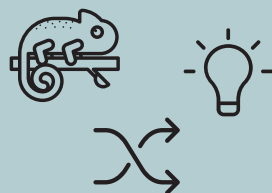
PHYSICAL HEALTH

EMOTIONAL WELL-BEING

PERSONAL SUSTAINABILITY is having the endurance to meet the demands that are required of you on a daily basis. After all, life is a marathon, not a sprint! Personal Sustainability includes things like **setting boundaries** personally and professionally whenever possible. Knowing your **purpose** and living by a **personal value system** or **internal compass** can help you decipher what gets a “yes,” a “no,” or a “not now.” Additionally, positive **relationships** can help ground us and provide a little boost right when we think we can’t take any more.



ADAPTABILITY means that we **anticipate, respond, and adapt** to life’s curveballs. This is a skill of resilient individuals and one that you can learn and develop over time. The most rigid person can learn to appreciate multiple perspectives to enhance overall ability to grow and even lead.



PHYSICAL HEALTH is paramount in being able to execute on a daily basis all of the things on your to-do list. If you’re not feeling well, you’re not working well or able to enjoy the things in life that you appreciate the most. There are habits that promote good physical health such as proper nutrition, sleep, exercise, not smoking that also help prevent long-term health problems.



EMOTIONAL WELL-BEING may be the cornerstone of our entire “Work, Life and Well-Being” theme. How can you be your best if your frame of mind undermines your efforts? Tools to optimize our mental and emotional state include managing stress, practicing gratitude and optimism, learning coping, communication, and problem solving skills, and also exhibiting emotional intelligence.



Over the course of the year, you will see this theme carried through in the quarterly **liveWELL** newsletter, skill-building videos, and 30 minute targeted workshops while tying in the services we already offer in these areas.

University Human Resources offers services to support you in each area:



PERSONAL SUSTAINABILITY

SHUTi sleep improvement program hr.uiowa.edu/ueap/sleep
Resilience Workshops (The Purpose of Purpose, Resilient Leader)
hr.uiowa.edu/livewell/resilience
Health Coach Service hr.uiowa.edu/livewell/health-coach-service

ADAPTABILITY



Flexible Work Arrangement (FWA) consultations
hr.uiowa.edu/family-services/flexible-work-options
Resilience Workshops (Problem-Solving and Communication)
hr.uiowa.edu/livewell/resilience
Powerful Tools for Caregivers
hr.uiowa.edu/family-services/elder-caregiving-resources



PHYSICAL HEALTH

Personal Health Assessment (Employee Self-Service)
1:1 Health Coaching hr.uiowa.edu/livewell/health-coach-service
Group Health Coaching Series
Resilience Workshops (Self-Care and Staying Healthy)
hr.uiowa.edu/livewell/resilience
Campus Recreation/Fitness Membership
hr.uiowa.edu/livewell/recreation-membership-incentive-program

EMOTIONAL WELL-BEING



EAP counseling hr.uiowa.edu/ueap/counseling
Resilience Workshops (Happiness and Optimism, Emotional Awareness, Positivity and Well-Being) hr.uiowa.edu/livewell/resilience
Mindfulness-Based Stress Reduction uihc.org/mindfulness-programs

The Health and Productivity Units of University Human Resources are:

UI Employee Assistance Program (UI EAP) hr.uiowa.edu/ueap

Family Services hr.uiowa.edu/family-services

UI Wellness hr.uiowa.edu/livewell

10
years
2006-2016

THE UNIVERSITY OF IOWA
liveWELL™

2016 REPORT

10 Years of Progress

+ **BETTER HEALTH**

10-year population health improvements

+ **IMPROVED PERFORMANCE**

Less sick leave and higher work satisfaction for employees with healthy habits

+ **VALUE TO THE UNIVERSITY OF IOWA**


Return-on-Investment through cost savings and cost avoidance

Coming Soon!

2016 liveWELL Annual Report



Follow us on social media for its release.



Lactation Room

A SUPPORTIVE WORK ENVIRONMENT: **Why We Embarked on the Wellness Grant for a Lactation Room in South Quadrangle**

By Sarah Banks, Human Resources Coordinator and Office Manager,
Public Policy Center and Wellness Ambassador

An expecting mother and staff member came to me to inquire about the lactation resources we had available. At the time of her request, the closest rooms were about a 10-minute walk from our building. Recalling my own experience a few years ago, of trying to balance the needs of your new bundle of joy with the responsibilities of work, travel time stuck out as a significant factor to striking a reasonable balance. As options were being discussed, we became very motivated to find a more convenient solution for the mothers in our unit, knowing that our solution would end up benefiting mothers in and around our building. With full support from our unit Director, we explored options of how to subsidize the cost of converting space available in an existing restroom, to a private lactation room, with the goal of having it up and running before she returned from leave.

During this entire process, we happened to be interviewing candidates for a search, and the question of available lactation facilities came up! This ended up being a major priority for our top candidate and we were able to take advantage of the opportunity to leverage our upcoming on-site space as a recruitment benefit and were able to secure an exceptional candidate to the unit.

The lactation room is up and running now, and with the support from the University Human Resources Wellness Grant program and consultation from Family Services, the room has become an appreciated perk of working with our unit and in this building.

"Federal regulations require that employees are provided the space and time needed to express breastmilk during the workday. At the University of Iowa, we not only follow this guideline, but we encourage best practices to offer new moms a supportive environment when returning to work. The University of Iowa is proud to have over 50 lactation rooms across campus and a policy requiring space to be included in any new construction or major renovation."

- Diana Kremzar, Manager, Family Services, University Human Resources

Wellness Grants Program

The Public Policy Center was awarded a Wellness Grant to help cover the costs of this project. Funding is available for departments (up to \$500) to do something wellness-related at the local level. The most popular requests in 2016 have been on-site massage therapy and retrofitting water fountains to include a water bottle filler. The application process to obtain Wellness Grant funding is simple. Learn more at hr.uiowa.edu/livewell/wellness-grants.

Supporting New Parents

The University of Iowa strives to provide an environment and culture that supports new parents, allowing them to be successful in their professional and personal lives. UI Family Services helps achieve this mission by offering:

- A comprehensive list of resources for new parents
hr.uiowa.edu/family-services/new-parent-resources
- On-campus lactation rooms, hospital-grade breast pump check-out and employee/supervisor consultations on lactation in the workplace
- Guidance on parental leave policies and best practices at
hr.uiowa.edu/fsds/parental-leave-resources
- Flexible Work Arrangement policy and consultations
- Referrals for assistance identifying child care options
- Mildly ill and Well back-up child care options



Healthy Campus Culture: 2016 University of Iowa Personal Health Assessment results

85% Agree - My Supervisor supports Health and Wellness within my unit

83% Agree - My Physical work environment supports health and wellness

COURSES FOR UI FACULTY & STAFF CARING FOR LOVED ONES

Are you caring for an elder relative or friend or anticipate doing so in the future? This winter, UI Family Services is partnering with Iowa State Extension and Outreach to offer two comprehensive caregiving courses, **Powerful Tools for Caregivers** and **The Finances of Caregiving** at no cost to UI faculty and staff. Register for one or both trainings by emailing familyservices@uiowa.edu. *Space is limited.*

POWERFUL TOOLS *for Caregivers*

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

Powerful Tools for Caregivers will be offered Monday evenings from 5:30-7:00pm at the University Capitol Centre (UCC).

- January 23
- January 30
- February 6
- February 13
- February 20
- March 6

FINANCES OF *Caregiving*

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 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. Topics covered in this course include:

- Understanding your starting point
- Why it is essential to plan (Wills, Living Wills, Durable Power of Attorney for healthcare and other financial matters)
 - Planning for your own retirement
- Paying for care (long-term care insurance, Veteran's benefits, Medicare, Medigap, and Medicaid)
- Communicating effectively while planning ahead

Finances of Caregiving is a course consisting of both in-person and online classes. Classes will be held on Wednesday evenings this spring from 5:30-7:00pm. In-person sessions will be held at the University Capitol Centre (UCC).

- March 22 (*UCC*)
- March 29 (*online*)
- April 5 (*online*)
- April 12 (*online*)
- April 19 (*UCC*)



FINANCIAL WELL-BEING LEARN FROM YOUR DESKTOP

Understanding your financial outlook—both short and long term—is crucial to helping you achieve your goals. In partnership with TIAA, University Benefits offers Financial Education training free-of-charge to University employees.

TIAA is introducing live webinars through its interactive site called the Virtual Environment. The live events will give participants real world financial tips, tactics and techniques to help start, build, and maintain their retirement savings.

FEBRUARY 2017

Demystifying Life Insurance | February 4, 1-2pm

All About IRAs | February 14, 4-5pm

Social Security Planning | February 15, 1-2pm

Money at Work 1: Foundations of Investing | February, 4-5pm

The 411 on 529 Plans | February 16, 1-2pm

Managing Income and Debt | February 16, 4-5pm

Protect You, Your Family, and Your Money | February 28, 1-2pm

MARCH 2017

Dismantling Myths About Annuities | March 14, 1-2pm

**Healthy Numbers: Integrating Healthcare into
Your Retirement Plan** | March 14, 4-5pm

Estate Planning—Taxing Matters | March 15, 1-2pm

Charting Your Course: A Financial Guide for Women | March 15, 4-5pm

Paying Yourself: Income Options in Retirement | March 16, 1-2pm

Halfway There: A Retirement Checkpoint | March 16, 4-5pm

SECURE YOUR SPOT

Space at these webinars is on a first-come, first-serve basis. Employees can reserve their place at any of the webinars by visiting www.tiaa.org/ve.

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.



DR. MARY HAAS | FAMILY MEDICINE RESIDENT
DR. WHITNEY KAEFRING | FAMILY MEDICINE RESIDENCY TRAINING
NOMINATED BY DR. KATE THOMA, FAMILY MEDICINE:

Dr. Haas set a goal for our “community” to become a Blue Zones Work Site designation. As part of this process, she helped to put together a wellness committee that meets regularly to develop ways to incorporate the Blue Zones Power 9 into educational venues for her peers. Every 4 weeks there is a didactic, activity and bulletin board centered on a Blue Zones Power 9 theme. Residents that have agreed to participate are also tracking their activity and sleep. Dr. Haas helps in meal planning for large meetings to ensure that meals meet the Blue Zones recommendations.

Dr. Kaefring began working with our Wellness Committee prior to her official start date as a resident. Her enthusiasm, feedback, and innovative ideas have helped us to maintain forward momentum. She was instrumental in programing activity trackers for all of our residents. She has worked to prepare educational didactics and bulletin boards to help educate her peers on these important topics.

JUST FOR THE HEALTH OF IT!

10-WEEK WELLNESS CHALLENGE



JANUARY 23-MARCH 31, 2017

Live Healthy Iowa is back January 23 through March 31, 2017.

Get your co-workers, friends, and family together to form a team of 2-10 people and track your physical activity and/or weight loss over the 10-week program. Compete against teams across the state of Iowa and against teams at the University of Iowa (enter **LHIUIOWA** as your group ID to compete against University of Iowa teams).

For \$20 registration fee, all participants receive:

- Challenge T-Shirt
- Personal online dashboard
- One-year magazine subscription
- Ability to sync with Fitbit devices and the MapMyWalk app
- \$10 discount for statewide LHI 5K events
- Weekly motivational emails



How to register:

- 1 Form a team of 2-10 people
- 2 Log into www.livehealthyiowa.org and use **LHIUIOWA** as your Group ID.
- 3 Enter your teammates' names and emails. *(The team captain will pay \$20 for each participant.)*
- 4 Each teammate will receive an email to complete their registration.



Teams that use the **LHIUIOWA** group ID when registering will be recognized as a University of Iowa team and will have access to on campus promotions.

- Motivational presentations on various health topics
- Prizes and drawings

All participants registered by January 27, 2017, using the group ID **LHIUIOWA**, will be eligible to win a Fitbit from Live Healthy Iowa!



One winner will be selected from a random drawing of all eligible registrants.

UNIVERSITY OF IOWA LIVE HEALTHY IOWA 2016 RESULTS:

Number of teams:
228

Total Participants:
1,346

Total Activity Hours:
53,833

Total Weight Lost:
2,490 lbs

<http://teamlivewell.blogspot.com>

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

GOSHAWK CAMP!

ATTENTION PARENTS:

UI Family Services is excited to partner with Recreational Services to offer additional spaces at their widely popular **Goshawk Spring Break Camp**, exclusively for the school age (1st through 6th grade) children of UI faculty, staff and students during Spring Break 2017. Camp will be held at the Campus Recreation and Wellness Center, March 13-17, 2017 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:

ADAPTABILITY2017

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.