IN THIS ISSUE

MANAGING THE BLURRY BOUNDARIES BETWEEN WORK AND HOME

A RECIPE FOR WELLNESS SUCCESS

The University of Iowa
UI Wellness
A UNIT OF UI HUMAN RESOURCES
Happy New Year! For University faculty and staff in 50% or greater, regular positions, it’s time to take your liveWELL Personal Health Assessment again. liveWELL continues to offer an up to $65 incentive for taking the PHA every calendar year. In addition, the PHA allows you to be eligible for the free Health Coach service, the Recreation Membership Incentive Program, as well as various Online Lifestyle Management Programs on topics like Stress, Weight Management, Nutrition, and Exercise.

In 2012, over 11,600 faculty and staff participated in the PHA, which is 71% of the eligible population. The University has made great strides in terms of getting healthier over the years. Check out our 2012 Annual Report which highlights positive impacts on the campus, as well as individuals, at www.uiowa.edu/livewell!

Yours in good health,

Megan Hammes
Manager, UI Wellness/Human Resources
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.
Managing the Blurry Boundaries between Work and Home

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With all the advancements in technology, the lines between work and home become less and less clear. The reality for many of us is that our professional lives are blurring into our personal lives. We not only think about our jobs during our “personal” time, but our easy 24/7 access to email tempts us to engage in work during off hours, including weekends and vacations. The ability to work whenever we choose can have benefits; we can follow up on details, communicate quicker and easier, and keep important projects moving when needed.

However, being “on” all the time can lead to feelings of being overwhelmed, and can actually reduce our productivity. Proactively re-establishing boundaries between work and our personal lives can help us regain a sense of control and predictability, and also recharge our batteries. The work-home balance distinction of the past, when we worked hard and then went home with clear distinctions between roles, may not reflect our current circumstance. More recently, several authors have encouraged us to think in terms of work-life integration or career-life blend, instead of work-life balance. The question is: what would that look like?

I recently had a conversation with Susan Johnson MD, a UI faculty member, and local expert in time management and organization. Susan suggested that our work is part of our life, and for most people, work plays a major role in creating a meaningful life. Thus, the goal is not to artificially separate “work” and “life,” but rather to figure out a way to incorporate all our activities into a unified whole, creating a life in which we can thrive.

Although most of us feel as if we have too much to do, that is not the cause of our stress. “There are always more things to do. Stress results when you are trying to do more than one thing at a time, when you are constantly thinking (and worrying) about all the things that need to be done, and when you don’t have a clear idea of your goals.” It is the process of actively rehearsing the list in your head that is the stressor.

...the goal is not to artificially separate “work” and “life,” but rather to figure out a way to incorporate all our activities into a unified whole, creating a life in which we can thrive.

Susan Johnson, MD
University Ombudsperson
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During our conversation we identified four key strategies that have the potential to help us manage more effectively:

**STRATEGY ONE:**
Focus on one thing at a time. Thinking about more than one thing or multi-tasking, results in irritability and increased stress. If you are at your child’s birthday party and you’re thinking about all the calls you need to return, then you are not fully present in the moment. And if you are not fully present, you rob yourself of the enjoyment. By focusing on the now, we reclaim our sense of self-direction, and the ability to influence our lives.

**STRATEGY TWO:**
Compartmentalize. By identifying the time in advance when you are going to check your email, for example, after dinner from 7:00-7:15 only, you are not allowing those thoughts to interrupt you later in the evening when you are relaxing.

**STRATEGY THREE:**
Identify time when you are not connected to work. While acknowledging that we value what we do professionally, having time when we are not connected is essential. Constant connection leads to overstimulation and multi-tasking; which leads to irritability and anxiety and reduces our enjoyment.

**STRATEGY FOUR:**
Make a conscious decision about what you are not going to do. Susan recommends that you identify 3 buckets of “to do’s”: high, medium and low priority. If it is a LOW priority, then just move it off your list. She also suggests that if you must do a task (job requirement, compliance or routine maintenance that needs to be done), then it deserves to be identified as a priority.

Most of us have clearly defined goals at work. We know what we want to accomplish and when. Fewer of us have such clear goals and priorities for our personal lives. And when we allow our personal lives to be underdeveloped and we default to accommodating work demands, we increase the probability that we will neglect to prioritize our personal life and respond only when in crisis. Ultimately, if our goal is to live fully in all aspects of our lives, it is important to appreciate the need to develop clear goals and prioritize our personal lives as well.
Upcoming Classes to help you be at the top of your game personally and professionally.

Register via MyTraining in Employee Self-Service.

<table>
<thead>
<tr>
<th>Course</th>
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<th>Room</th>
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<td>How to Get Your Work Done</td>
<td>March 26, 2013</td>
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<td>Email in the Workplace</td>
<td>May 1, 2013</td>
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For Confidential Energy and Performance Support, contact Faculty and Staff Services/EAP at 335-2085 or email: EAPhelp@uiowa.edu.
Spotlight on Success:
Sarah Hansen
Blending a busy work schedule, family activities, caring for elderly family members and a little “me” time was a challenge Sarah Hansen faced as she focused on establishing healthy professional and personal boundaries. In 2009, Sarah made a transition from Associate Director for Education, Student Health to serve as Director, Assessment and Strategic Initiatives in the Vice President for Student Life’s office. Recently, she was promoted to Assistant Vice President for Student Life Assessment and Strategic Initiatives. In her efforts to improve her overall well-being, Sarah designated a couple of nights a week to family time and didn’t check her email until after her children were in bed each evening. Additionally, she shared her goals with a colleague who kept her accountable. She even took advantage of her mobile phone contract renewal to choose a simpler, lower-tech phone which allowed her to be more present with her family, rather than always checking messages. Sarah says the most positive impact of making the changes has been in her ability to “really be where I am....fully present at work when I am there, and fully present with my family or myself when I am outside of work.”

Three strategies to a blended life that work well for Sarah:

• Designate specific time for family/personal activities
• Check messages and work related items after family / personal time
• Share your goals with a family member, friend or colleague who will keep you accountable

Sarah worked with Health Coach Nicole Studt in 2012.

Is it time to refocus your vision? Want to make a fresh start? A Health Coach is ready to help you.

You can meet one-on-one (in person, via Skype®, Microsoft Lync, or by phone) with a Health Coach between 7:30 a.m. and 7:30 p.m. Monday through Friday at the Campus Recreation and Wellness Center or the University Employee Health Clinic (UIHC). Call 319-353-2973 or email livewell@uiowa.edu to sign up to visit with a Health Coach.
Planning exercise and healthy choices into our work day and personal life can bridge the gap between gym sessions and grocery store visits. Think of your day as a whole and look for opportunities. For example, if you have a meeting across campus, choose to walk briskly instead of driving or busing. If you have an evening activity, can you move before, during, or after the event for 15 minutes? Bring a few pieces of fruit to work to partner with a quick lunch or dinner after work.

Reflecting on your daily efforts allows for celebration and opportunities for improvement. Adding minutes of activity each day or week can inspire you to take the time to work out more formally when it is available. Tracking food choices allows you to budget calories and be confident in the choices you are making or when to choose something different next time.

A good support system may include a walking buddy, someone who will eat healthy at lunch with you, or someone who notices the efforts you are making. Whatever the support, identifying someone to encourage a healthy lifestyle contributes to long term success.
Accountability keeps you on track. Knowing that others care about your efforts makes everything seem far more important. Accountability can come in many forms; a weekly meeting, a social platform, or a text message/email.

Flexibility is imperative to success. No two days are the same and often unexpected things arise. Creativity counts when seeking ways to build more activity into a busy day.

Most important, kindness of self enables long term success. Wellness is not perfection and perfection is not wellness. See the bumps in the road as learning opportunities, “Next time I can do this better.”

This recipe is not magic, but sometimes guidance can help when preparing this dish, so think about signing up for Live Healthy Iowa (LHI).

The Live Healthy Iowa 10 Week Challenge starts on January 28th. You and your team of 2-10 people will cumulatively acquire minutes of activity and weight loss. You can support your team members by encouraging their participation and hold them accountable by seeing how often they are submitting their minutes of activity. Because LHI can go where you go, you can count all minutes of activity at home, work, and everywhere in between. UI Wellness will reimburse your participation fee of $15 if you submit data 8 of the 10 weeks.

For more information visit: www.uiowa.edu/hr/wellness/livehealthy.
The Personal Health Assessment is a way for you to check up each year on your health habits and is also a tool to measure health status and changes University-wide. When you participate, you contribute to each year’s University snapshot, making this image clearer and a more accurate reflection of what we’re doing well and what we need to focus on. Since the liveWELL program now has more than five complete years under its belt, here are some outcomes that you may be interested in knowing:

**A majority of faculty and staff are engaged in the Personal Health Assessment**

Over 71% of faculty and staff participate on an annual basis in the Personal Health Assessment and over 82% in the past three years.

**Cost avoidance and savings estimated at $2M annually as a result of health risk reduction and lowered absenteeism.**

Over a three year period, high risk participants used approximately 19 more hours of sick leave as compared to low risk participants. The percentage of high risk participants has decreased over the past 3 years.

**Reduction in Health Behavior Risks 2008-2012**

<table>
<thead>
<tr>
<th>Year</th>
<th>BMI &gt; 25</th>
<th>Unhealthy Eating</th>
<th>Physical Inactivity</th>
<th>Unmanaged Stress</th>
<th>Smoking</th>
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<td>60%</td>
<td>50%</td>
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<td>10%</td>
</tr>
<tr>
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<td>40%</td>
<td>30%</td>
<td>20%</td>
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</tr>
<tr>
<td>2011</td>
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<td>20%</td>
<td>10%</td>
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<td>0%</td>
</tr>
<tr>
<td>2012</td>
<td>20%</td>
<td>10%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
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**Health care costs and utilization lower for faculty and staff engaged in the PHA**

Participants averaged approximately $200 lower health care cost per year due to lower utilization trends and reduced illness.

**The PHA reveals health improvements over the past 5 years in the areas of Smoking, Stress, Exercise, Nutrition, and Weight.**
$500 Monthly Winners

Each month, two lucky PHA-takers win $500 just because they took their PHA within the calendar year.

Do you make New Year's Resolutions and, if so, do you have one for 2013?

Bill Leggett, Guest Services, UI Health Care
“It has been over 20 years since I set a New Year’s Resolution to never set a New Year’s Resolution again! My family took at train trip to New York in November and we stayed at the Waldorf Astoria and watched the Rockefeller Christmas tree lighting; the trip of a lifetime!”

I always make New Year’s Resolutions. For me, it’s a good time to look at how I can improve the quality of my life. After attending an ACT workshop recently, my main goal is to clarify my values and take action to move forward towards these values.

Arda Lucas, Orthopaedics-UI Sports Medicine
How are you going to spend your $500?

Julee Bormet, Epidemiology, College of Public Health
“I feel so blessed to work for an employer that offers (and subsidizes!) so many ways for us to improve our health! I have been working with my fantastic Health Coach Erin Litton, who introduced me to the personal training program at the amazing Campus Rec and Wellness Center. I will use this incentive to purchase small-group personal training sessions for myself, my friend who is quitting smoking, and my friend who wants to lower her cholesterol.”

Katherine Carolan, Surgery
“Getting this prize on my birthday was a wonderful way to start my 50th year!! No, I can’t do everything I could when I was 25, but it’s a wonderful reinforcement that living well means being as healthy and active as possible at whatever age you are. Some of the money is going toward snorkeling equipment for a vacation we have coming up to Moorea in January. I’m also using some of it to frame a new piece of art for my workout room at home.”

Aside from a chance to win $500, there are a number of benefits to taking the confidential PHA:

- Receive a tailored feedback report and access to Online Lifestyle Management Programs that you can use any time on topics like healthy eating, weight management, stress management, or depression prevention.
- Be eligible to receive the Recreation Membership Incentive where The University will pay for 50% of your annual membership (which includes group exercise classes) to the five campus facilities.

Access your PHA at your Self-Service website (https://hris.uiowa.edu).
Program Spotlight

Indoor Triathlon

at Campus Recreation and Wellness Center

Sunday, February 10 at 9:00 a.m.

If you can exercise for 30 minutes, you can compete in the Indoor Triathlon that features a 10 minute swim, 10 minute bike, and 10 minute run. Competition is based upon distance traveled. There are a variety of categories and age groups, and ALL FITNESS LEVELS are invited and encouraged to participate.

Individual Competition: $35*
Team Competition: $80*

*Registration includes a long-sleeved performance shirt, prizes, and giveaways.
More information at http://recserv.uiowa.edu/Apps/

Lifestyles Weight Management Group

The Lifestyles Adult Weight Management Program is ten weeks and designed to develop skills for sustainable weight management. It is offered Wednesdays, February 6-April 17 from 6-7 p.m. at the Campus Recreation and Wellness Center. The program is FREE for faculty/staff who are working with a Health Coach through the liveWELL program.
If you are interested in learning more about, call 353-2973 or email livewell@uiowa.edu.

• Classes and Group discussions focused on nutrition habits, grocery shopping, meal planning, and the emotional aspects of eating.
• Optional, free use of technology applications to help track progress
• Structured Physical Activity time to introduce a variety of exercise and equipment in the CRWC
• Classes Led by registered dietitian and exercise specialist

Visit: www.uiowa.edu/hr/wellness for details
Attention Parents!
Hawkeye Kids Camp is a spring break day camp for school age (5 – 12 years) children of UI employees and students (5 year olds must be in kindergarten).

Camp will be held at the UI Field House, March 18 – 22, 2013 from 7:15 a.m. – 5:30 p.m. Scholarships are available for eligible UI families. For information and an application, visit http://www.uiowa.edu/hr/famserv/index.html or contact Nicole Studt at familyservices@uiowa.edu or 335-1371.

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.