

CREATING VALUE *for the University of Iowa*

for the
INDIVIDUAL

Improved Health
Increased Energy
Higher Job Satisfaction
Increased Engagement

for the
ORGANIZATION

Improved Performance
Health Care Cost Containment
Culture of Well-Being
Return on Investment

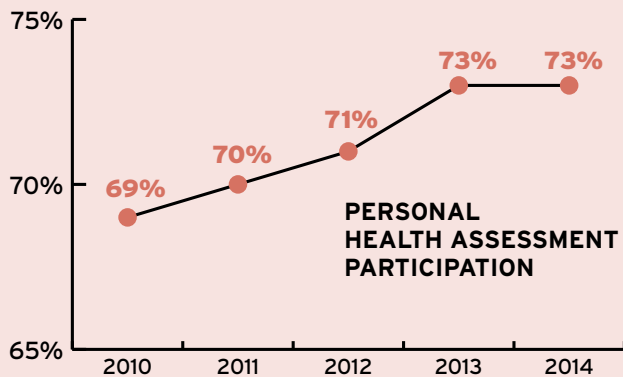
The liveWELL initiative creates value for the University of Iowa, both at the individual and organizational level.

Demonstrated improvements in population health, reductions in absenteeism and financial returns relative to health care cost management are positive institutional outcomes. Just as importantly, liveWELL makes a difference in people's lives. Health improvement efforts are built around individuals making positive changes in their everyday routines and sustaining these over time. These individual changes are reinforced through the University's commitment to a culture that supports health and well-being for the campus community.

Creating Value at UI

PARTICIPATION AND ENGAGEMENT

The Personal Health Assessment (PHA) is foundational to the liveWELL program. It measures individual health behaviors and trends, plus provides a tailored feedback report to participants. In 2014, 12,477 (73%) faculty and staff participated. Since 2012, over 80% have participated at least one time in the annual survey.



With over 17,000 faculty and staff at the University of Iowa, offering a variety of programs via multiple channels is necessary to achieve high participation rates and sustained engagement.

In 2014 we are pleased to report faculty and staff participation metrics for some of our programs:

- 3,120 utilized their online Personal Wellness Modules such as weight management and stress management.
- Over 2,600 utilized on-campus recreation facilities.
- 738 participated in the Health Coach Service offered in-person, via telephone, email, and Skype.

SATISFACTION

Year over year, Health Coach clients report high satisfaction with the personalized attention and support they receive through liveWELL.

98% rated the service as high quality. Each year over 95% of participants report improvements in health and higher satisfaction with the workplace overall.



“Value on Investment” (VOI) summarizes the many ways health and well-being programs demonstrate a positive Organizational Impact.

ORGANIZATIONAL SUPPORT

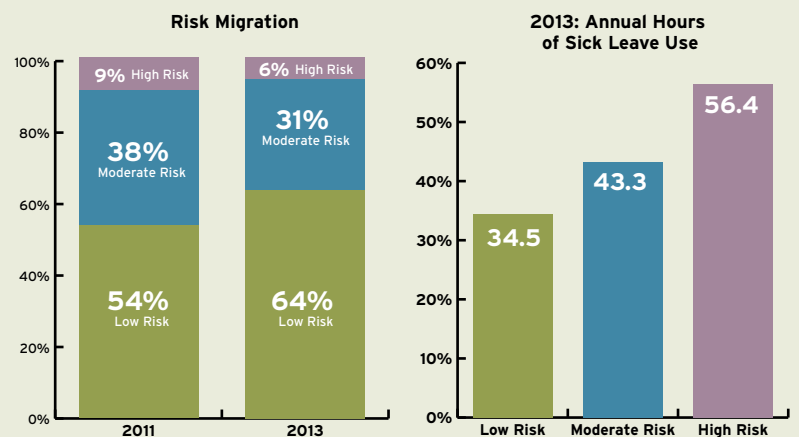
Leadership support across all levels of the organization, both formally as in the University’s Strategic Plan to “attract and support a healthy and engaged workforce,” and informally such as a Live Healthy Iowa team comprised of Vice Presidents, are critical to impactful outcomes.

Supervisors play a vital role in supporting health and well-being, creating a healthy culture within their unit.

When asked on the 2014 Personal Health Assessment if “My Supervisor supports health and wellness within my unit,” 84% of faculty and staff agreed with the statement.

PRODUCTIVITY AND PERFORMANCE

Population health improvement efforts continue to demonstrate a positive impact on the number of days staff members are away from work due to illness. University data for 2011 - 2013 show that individuals in high risk categories with multiple behavioral health risk factors use more sick leave as compared to lower risk individuals.



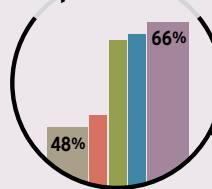
Individuals moving to lower risk categories result in an estimated annual cost savings and cost avoidance of up to \$3 Million.

HEALTH IMPROVEMENT

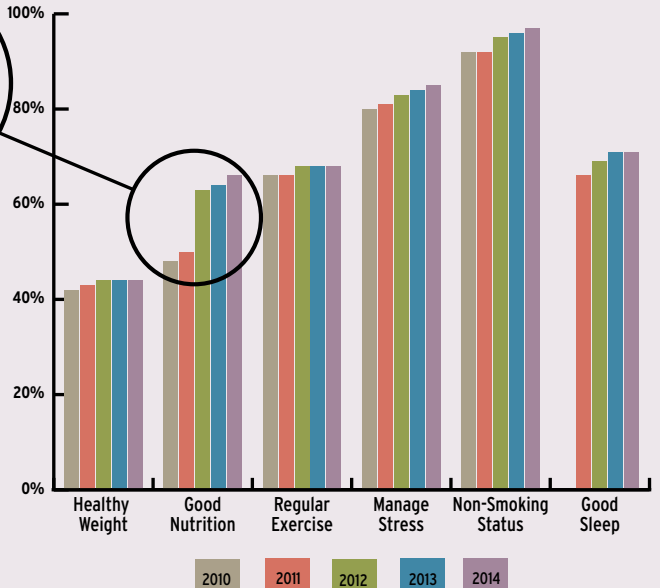
A five-year trend shows population health improvements across a number of health behavior areas. Each percentage increase represents hundreds of individuals making a conscious choice to improve their health. Good nutrition includes eating a diet that is high in fruits and vegetables, low in saturated and trans fats and is the appropriate amount of calories for one’s needs. Since 2010, faculty and staff have made great strides in this area.



Healthy Eating Improvements



Improvements in Health Behaviors 2010-2014



Financial Outcomes – Return on Investment

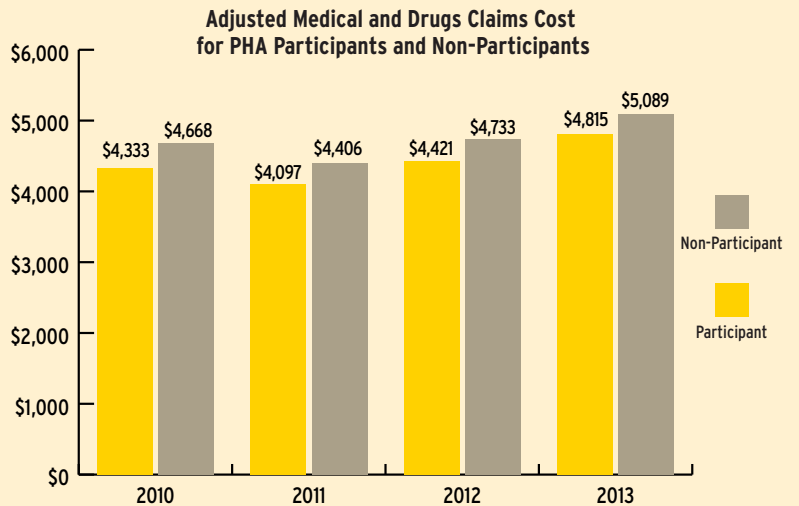
The **liveWELL** initiative continues to demonstrate positive financial returns for the University through sustained population health improvement efforts.

A study of employee members in the University's UI Choice Health Plan showed positive financial returns for those engaged in health and well-being services:

- Participants had lower adjusted average annual claim cost of \$307.50.
- Participants experienced a 7% lower health care trend overall from 2010 -2013.

Based on the study noted above, the liveWELL initiative yields an annual ROI of 2.37.*

HEALTH CARE COST SAVINGS



FINANCIAL IMPACT for the **INDIVIDUAL**

"My overall goal was to avoid being put on cholesterol-lowering medication. I started walking and being mindful of what I eat with assistance from my Health Coach. When I had my cholesterol rechecked, my numbers were normal. My doctor was very impressed that I did it on my own. I am now motivated to keep up these habits because I know they make a difference!"

Cathy Wilcox
Director of Operations,
Office of Student Financial Aid

Cathy fitting a walk into her busy schedule



FINANCIAL IMPACT for the **ORGANIZATION**

"I am very proud of the health and wellness services offered through University Human Resources. These programs have had a significant impact related to improved health and quality of life for our faculty and staff. Services have also contributed substantially to our health care cost containment efforts as demonstrated by a third consecutive year of zero percent health insurance premium increases."

Susan C. Buckley
Vice President for
Human Resources

*Study conducted by Truven Health Analytics Inc.

THANK YOU | Partnerships are vital to the success of **liveWELL**. We want to thank our partners for their support of our integrated approach to health and well-being. These include colleagues in University Human Resources, Recreational Services, and UI Health Care. A special thanks to the Integrated Health Management Advisory Group and Wellness Ambassadors.