

THE VALUE OF FACULTY AND STAFF HEALTH & WELL-BEING

Well-being at the University of Iowa is a process focused on life-long learning that promotes and sustains optimal health, personal connectedness, meaningful experiences, and a purposeful life.

When faculty and staff have a high sense of well-being, they are better able to bring their best and authentic self to work and serve the mission of the University of Iowa. University Human Resources champions a collaborative and integrated service model for campus, leveraging campus and community partners. This model complements our Total Rewards opportunities and has evolved over the years to stay abreast with industry best-in-class practices.

VALUE ON INVESTMENT

Cost Savings

- UI offers an internal Employee Assistance Program. Annual cost savings as compared to an external service delivery model is between \$150,00-\$200,000.
- UI offers chronic condition prevention programs. The CDC's Diabetes Prevention Program estimates a year-over-year net savings of \$20-\$35k with each annual program cycle offered. A digital platform (via partnership with Wondr Health) estimates a \$260k cost savings (2.16 ROI) since implementing on campus in 2020.
- Healthy employees use less sick leave (25 hrs/year compared to 61 hrs/year for unhealthy/high risk) The cost avoidance of keeping healthy people healthy due to sick absences alone is estimated at just \$4.73M annually.³
- An External Review (2019) identified efficiencies and funding reallocations to support campus engagement and chronic condition prevention programs while saving \$500k annually.

OUR GOALS

Support the **whole-person well-being** of UI faculty and staff.



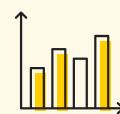
Create and support a culture where individuals can **do their best work and thrive**.



Provide comprehensive services along the health continuum addressing both low risk (healthy) and higher risk employees.



Use data to drive decision making, evaluate outcomes, and help inform the overall people strategy.



Health Outcomes

The annual Personal Health Assessment (PHA) survey provides data to inform decision-making around policy, programs, and supports. 10,048 (51%) employees participated in the 2020 annual PHA survey. Internal studies are conducted to monitor population health behavior and attitude trends of employees.

- Since 2010, significant ($p<.0001$) population improvements have been made in Smoking, Exercise, Stress, and Sleep behaviors.¹
- Cohort (N=8,624) changes from 2015-2017 show significant, negative changes in healthy weight (BMI 30+).²

Faculty/Staff Program Engagement and Satisfaction

In FY21, there were 28,080 total participants in various programs and services offered, representing 11,628 unique faculty and staff. A vast majority of participants indicate a high level of satisfaction with the services provided.

SUPPORTING UI'S SUCCESS

Programs offered address the whole person, are voluntary, and are provided in a number of formats for accessibility to campus. Annual reports highlight University-level, evidence-based outcomes balanced with impactful, personal narratives from employees who have experienced invaluable health and quality-of-life outcomes credited to their participation and engagement in programs. The connection to professional success through personal health improvement is frequently highlighted.

- [FY20 Health and Productivity Annual Report: Supporting Campus Through a Crisis and Beyond](#)
- [liveWELL 2020 Annual Report: Unique Year – Same Mission](#)
- [FY21 Health and Productivity Annual Report: Inclusive and Responsive Support for Employees](#)

NATIONAL LEADERSHIP, SCHOLARSHIP & RECOGNITION

Since the fully integrated campus approach launched in 2006, multiple best-in-class awards, publications, and acknowledgements have been received.

Blue Zones Certified, Healthy Iowa Award, and C Everett Koop National Health Award Honorable Mention (2015);
Platinum Fit Friendly/American Heart and Health Champion Award/American Diabetes Association (2016);
Bronze American Heart Association Workplace Health Achievement (2017);
CEO Cancer Gold Standard Accreditation (2018);
National Wellness Challenge 1st Place Winner for "My Healthy LIFE Challenge" sponsored by National Consortium for Building Healthier Academic Communities (2019)

¹ Internal analysis for 2010 anchor year (N=11,033 PHAs) and 2017 (N=13,801 PHAs). Chi-square test using PHA data.

² Internal analysis for cohort changes – same 8,624 employees who took PHA in 2015 and 2017. McNemar p-value and GEE using PHA data.

³ UI Absenteeism and Health Risk Data (Internal Study 2018-2020). 6,300 fac/staff who took PHA every year 2018-2020. Median sick for high risk is 60.8 hr/yr x average hourly rate of \$38.42 = \$2,336/yr. Median sick for Low Risk is 25 hrs/year x average hourly rate of \$44.54 = \$1,114/yr. \$5.0M is calculated Cost Avoidance by Keeping Low Risk at Low Risk and not moving to High Risk.

FY21 Health and Well-Being Program Satisfaction



SUPPORT FOR THE WHOLE PERSON: MOVING FORWARD WITH PURPOSE

Areas of focus for the upcoming year:



Mental Health & Well-Being



Work and Life Integration

i.e. Flexibility and Caregiving Responsibilities



Financial Well-Being

The [UI College of Public Health Healthier Workforce Center of the Midwest](#) conducted a four-part, year-long study from May 2020 to April 2021 with UI Employees. Findings support our focus on these areas for our faculty and staff. These areas are intertwined and integral to a whole-person approach and a healthy campus culture, and they are vital for a future ready workforce. The University of Iowa employee well-being services will be highly focused on these areas both from an individual-level perspective but also a systems and culture perspective.

→ HR.UIOWA.EDU/EMPLOYEE-WELL-BEING