

THE VALUE OF EMPLOYEE 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 selves to work. They're better equipped to build a culture of belonging, connection, and respect.

University Human Resources champions a collaborative and integrated service model, leveraging campus and community partners. Our model evolves as we continually evaluate the changing needs of our faculty and staff, our campus strategic priorities, and industry best-in-class practices.

VALUE ON INVESTMENT

Cost Savings

- Iowa offers an internal Employee Assistance Program. Cost savings as compared to an external service delivery model is between **\$150,00-200,000 annually**.
- Iowa offers chronic condition prevention programs. The CDC's Diabetes Prevention Program offers savings with each annual program cycle. We estimate a 2.16:1 ROI for the Wondr Health digital platform since its 2020 implementation.
- Healthy employees use less sick leave (40 hrs/year compared to 67.5 hrs/year for unhealthy/high risk). The cost avoidance of keeping people healthy and reducing sick absences alone is *very conservatively* estimated at **\$3M every year**.¹
- In 2020, **liveWELL** reallocated incentive funding to support campus engagement in well-being efforts and chronic condition programs while saving **\$500,000 annually**.

OUR GOALS

Support the whole-person well-being of Iowa's faculty and staff members



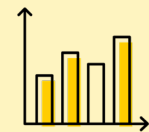
Create and support a culture where individual employees can do their best work and thrive



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 overall people strategy



Health Measurement

The Personal Health Assessment (PHA) survey had 9,278 users in 2022 (47% participation).

Goal: Increase participation in the PHA to 60%.

Key performance indicators for faculty/staff health and well-being include:

- 55%** reported thriving²
- 81%** reported that their physical work environments provide opportunities to make healthy choices
- 87%** reported their supervisors support health and well-being

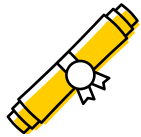
→ hr.uiowa.edu/employee-well-being

SUPPORTING IOWA'S SUCCESS

In FY22, there were 17,944 total participants in programs and services offered from the University Human Resources units of Employee Assistance Program, Family Services, and **liveWELL**. This represents 11,864 unique faculty and staff.



99% reported that their identities were included and respected during participation



94% reported that they gained knowledge or learned a new skill

NATIONAL LEADERSHIP, SCHOLARSHIP & RECOGNITION

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

- 2015: Blue Zones Certified, Healthy Iowa Award, and C. Everett Koop National Health Award (Honorable Mention)
- 2016: Platinum Fit Friendly/American Heart and Health Champion Award/American Diabetes Association
- 2018: CEO Cancer Gold Standard Accreditation
- 2019: National Wellness Challenge 1st Place Winner – National Consortium for Building Healthier Academic Communities
- 2023: Healthy Iowa Award

Memberships

- Health Enhancement Research Organization (HERO)
- United States Health Promoting Campus Network (USHPCN)
- Building Healthier Academic Communities (BHAC)

ADVANCING IOWA'S STRATEGIC PLAN

Programs offered address the whole person, are voluntary, and are provided in variety of formats for accessibility to campus. Annual reports highlight 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 and satisfaction through personal health improvement is frequently highlighted.

- [liveWELL 2022 Annual Report](#)
- [FY22 Health and Well-Being Annual Report: Campus Impact and Future-Focus](#)

WELL-BEING & MENTAL HEALTH CAMPUS COLLABORATIVE

Campus-wide work is underway to execute on a specific objective to “embed well-being and mental health into all aspects of campus culture to better support students, faculty, and staff.”³ The Well-Being and Mental Health Campus Collaborative (WBMHC) has been charged with the following:

- Set yearly strategic priorities to embed well-being and mental health into all aspects of campus.
- Lead collaboration to elevate and expand research, enhance partnerships, and identify gaps.
- Ensuring well-being and mental health strategies are inclusive and culturally responsive.
- Develop key performance indicators and assess progress
- Continue subcommittee work in these areas:
 - **Physical Activity and Nutrition**
 - **Built and Natural Environment**
 - **Substance Use**
 - **Mental Health and Resilience**
 - **Connections, Inclusion, and Purpose**
 - **Collaborative Leadership and Framework**

¹ Internal absenteeism and health risk study based on 3,423 fac/staff who took PHA every year for 2020-2022. Median sick leave for high risk is 67.5 hr/yr x average hourly rate of \$43.42 = \$2,930. Median sick leave for low risk is 40 x average hourly rate of \$49.97 = \$1,999. \$3M is calculated savings for keeping low-risk employees at low risk keeping low risk at low risk. Savings also are realized when people get healthier and move out of high risk. Estimates are based upon participants only and if generalized to entire campus would yield over \$6M savings.

² Percent thriving from 2022 UI Personal Health Assessment survey. Those in “thriving” category report fewer health problems, fewer sick days, less worry, stress, anger, and sadness, and more happiness, enjoyment, interest, and respect. [Understanding How Gallup Uses the Cantril Scale](#) (gallup.com)

³ [University of Iowa Strategic Plan 2022-2027](#) (strategicplan.uiowa.edu)