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UI Wellness
A UNIT OF UI HUMAN RESOURCES
When you start a conversation with someone you haven’t seen in a while, do you often say “What’s New?” I do. What about when someone asks you the same question? How do you respond? I find myself saying “Nothing much” when that is rarely the case. There is almost always something new or different. It might be as simple as “I tried this new, great restaurant” or as significant as “My child just graduated high school!”

Has anything changed lately in your life? If it has or you have a transition or change looming, this edition of the liveWELL newsletter is geared to you. As a part of our efforts to focus on Building Resilience, dealing with change in a positive and productive manner is a very important skill.

Aside from talking about change, we hope the Walking Scavenger Hunt (Page 10) will inspire you to get outside on some gorgeous summer days to visit campus landmarks, artwork, and admire our beautiful campus.

As you know, we love to feature inspiring UI employees and work groups who do things to positively impact well-being. If you have a story to share, please let us know at livewell@uiowa.edu. We’d love to feature them in an upcoming edition of liveWELL!

Yours in health,

Megan Hammes, MS, MCHES
Manager, UI Wellness
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.
With advances in technology and media, it sometimes feels like rapid and constant change is purely a sign of the times. But even without smart phones, TVs and airplanes, the ancient Greek philosophers shared profound wisdom about change.

Heraclitus noted “The only thing that is constant is change.” Change is all around us all the time it seems - in our jobs, technology, relationships, processes, daily routines and personal lives. Big changes or multiple changes happening at the same time can be very overwhelming. Sometimes clinging to ‘old ways’ seems like the only way to make things feel stable and familiar.
William Bridges, change expert and author of “Managing Transitions” talks about three stages of understanding and processing change. Bridges calls these stages:

1) Ending Zone
2) Neutral Zone
3) New Beginning

The Ending Zone is triggered by realizing change is coming. In this stage we may feel a sense of loss, denial, shock, anger or sadness. Giving ourselves permission to grieve the loss, time to adjust to the change and a safe place to explore our feelings is especially important. Talking with a loved one, friend or coworker about our feelings might be helpful.

The Neutral Zone begins when old ways of doing things start to disappear. Having one foot in the old and one foot in the new can be confusing and stressful. We may notice feeling anxiety, skepticism, fear, impatience or frustration. Trying new behaviors, setting short-term goals, and teaming up with others who are going through the same change can help.

The New Beginning is the final stage which may creep up on us without us really being aware of it. We may begin to see our lives and ourselves differently. We may experience a greater sense of confidence, belonging, enthusiasm and hopefulness. Celebrating successes, make physical changes to our environment that support the new way and being patient with others who may still be in the ending or neutral zone are important actions to take while we’re in this stage.

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Everyone handles change differently. Understanding our feelings, sharing challenges with trusted friends and colleagues and finding the bright spot in the new way can help us along the rocky road of change.

If we are tempted to look back, we should remember the wisdom of the Greek philosophers. In the words of Socrates, “The secret of change is to focus all of your energy not on fighting the old, but on building the new.” Working together to build something new can be exciting opportunity, if we’re willing to embrace it.

**3 STAGES OF UNDERSTANDING CHANGE**

**ENDING ZONE**
- Denial
- Shock
- Anger
- Fear
- Sadness

**NEUTRAL ZONE**
- Anxiety
- Skepticism
- Fear
- Impatience
- Frustration

**NEW BEGINNING**
- Confidence
- Belonging
- Enthusiasm
- Hopefulness
- Celebration

8 TIPS FOR HANDLING CHANGE

1. Try to accept that change is a fact of life. Don’t deny it or run and hide.
2. Stay connected—it’s easier to change with the support of others.
3. Ask questions to make sure you understand what’s changing and what’s not.
4. Self reflect. Notice how you are feeling. Make time to relax.
5. Embrace the opportunity to learn something new.
6. Try to maintain a positive attitude even if you are struggling.
7. Set goals to help you feel more in control during the change. Celebrate when you achieve those goals.
8. Look for ways to help others cope with change.

Questions about change at work?
Contact Organizational Change Administrators Sue Sager, susan-sager@uiowa.edu or Rachel Napoli, rachel-napoli@uiowa.edu.
Resilience can be defined as the ability to effectively respond to challenges and move forward in a positive way. Today more than ever resilience is a skill that is needed in the workplace. Highly resilient people cope well with adversity and learn valuable lessons from challenging experiences.

**ON-SITE SKILL-BUILDING WORKSHOPS (45-60 MINUTES EACH) THAT FOCUS ON:**

- Happiness and Optimism
- Emotional Awareness
- Self-Care and Staying Healthy
- Problem Solving and Communication

**SCHEDULE AN ON-SITE WORKSHOP**

Choose from one or all of the skill-building workshops. Consult with us to determine what workshop might be best for your group.

If you have questions or would like to schedule a workshop for your department or unit contact Health & Productivity/Organizational Effectiveness at livewell@uiowa.edu or 319-353-2973. Our resilience website -hr.uiowa.edu/livewell/resilience- includes information on Individual and Group Health coaching focused on Resilience, Employee Assistance Program Counseling Services, and short videos from our staff.
I began working for the University in October 2014. For years, I had been a caregiver to several family members, including my late father. I was the coexecutor of his estate and took on a lot of challenging responsibilities in a short period of time. Due to the stress and time-consuming nature of this, my personal goals and needs went by the wayside. Having started this new position and being in a place in my life where I was finally able to address my personal concerns, I set out to address some health and wellness goals and had the pleasure of being introduced to Megan Hammes with the liveWELL Program. She helped to identify my goals and helped me create a plan of action. I have always been an active person, but during college when I became a caregiver, I put myself second and lost my good habits. I set out to regain this part of myself and began trying new classes at the Campus Recreation and Wellness Center. I decided that my goal this year would be to finally run a 5k. A simple task for most, but I can honestly say that while being in handfuls of activities in my youth I never had any reason to run more than a mile, and the thought of running 3.1 miles seemed daunting. I started off by trying gentle yoga, Zumba, and an assortment of classes taught by fitness instructor, Denise, that I fell in love with. Megan provided me an opportunity to have someone to check in with on my goals and help me hold myself accountable which I truly appreciated and needed. In addition, I established a good routine of taking Denise’s classes on Monday, Wednesday, and Friday which helped to build my physical endurance. In addition to increasing fitness levels, Denise’s classes have an incredible following, so I had the comradery of my fellow class participants. After building this fitness base, I began looking into and trying some walk-to-run programs I found online. With Megan’s encouragement, I gained the confidence to register for and complete my first 5k, the College of Medicine’s Doc Dash! I had told Megan...
that my goal was to complete it in 45 minutes, going into it with the mindset that the only person I was competing against was myself. I was happy to relay back to her that not only did I crush that goal at 35:50, but that I had subsequently signed up for more races! Not only do I now have my 4th 5k under my belt but I have been able to cut my time down by at least a minute each subsequent race and am really having fun with it. Over Memorial Day I completed my first 10k with the support and encouragement of a good friend, running the Bolder Boulder in Boulder, CO. I continue to look for more races to challenge myself with and am so appreciative to the Wellness team for helping me gain the confidence to realize my goals. I may never consider myself a runner, but I have found the determination to continue fighting for my personal health objectives and now feel confident that I have the resources to do so!

CONGRATULATIONS, ASHLEY!

If you are a faculty or staff member who was inspired by Ashley’s story and are seeking support and assistance for making a life-changing health improvement in the near future, consider working for free with a liveWELL Health Coach.

Visit the very robust group exercise class schedule for on-campus fitness opportunities at recserv.uiowa.edu/groupex. Learn more at hr.uiowa.edu/liveWELL or call 319-353-2973 to schedule.
The liveWELL 2015 Walking Scavenger Hunt is a self-paced walking program inspired by landmarks around the University of Iowa campus. At each destination, you will find a related bonus code to enter online in My Health and Wellness on Employee Self-Service. For every bonus code you enter, you will receive 50 liveWELL points to put towards prizes in the wellness store. Earn up to 450 points! No registration necessary.

WIN one of three annual Campus Recreation Membership (Valued at $348 each) for participating! Three randomly selected faculty and staff members who enter all nine of the bonus codes associated with the Walking Scavenger Hunt will win a single 1-year membership to the campus recreation facilities including the Campus Recreation and Wellness Center, Field House, Hawkeye Tennis and Rec Complex, Fitness East, and the Recreation Building. The membership includes access to indoor tracks, group exercise classes, indoor lap-swimming and the leisure pool, hot tub, and steam room at the CRWC!
**WEST CAMPUS**

**#4 Kinnick Stadium**
825 Stadium Dr.

*BONUS CODE QUESTION:* “…give me the courage and ability to conduct myself in every situation that my country, my family and my friends will be proud of me” is an excerpt from what?

________________________(Five letter word)

**#6 Art Building West**
141 N. Riverside Dr. (southwest side)

*BONUS CODE QUESTION:* What is the Silver man sitting over?

________________________(four letter word)

**#8 Bowen Science Building**
51 Newton Road

*BONUS CODE QUESTION:* What year was Orb in Cradle created?

________________________________________

**#9 West Campus Transportation Center**
840 Evashevski Dr. (art located up the stairs)

*BONUS CODE QUESTION:* What year was the artist Susan Chrysler White born?

________________________________________

**EAST CAMPUS**

**#1 A Plowman Sings**
corner of Iowa Ave. & S. Linn St.

*BONUS CODE QUESTION:* Complete the last line of the poem, “My heart’s a ________ for a crop of song!”

_________________________

**#2 Balance**
E. Washington & Dubuque St.

*pedestrian mall*

*BONUS CODE QUESTION:* Who Created this piece?

_________________________(last name only)

**#3 Yotopia Frozen Yogurt Wall Mural**
132 S. Clinton St.

*BONUS CODE QUESTION:* What is the name of the cow (on bell)?

________________________ (first name only)

**#5 Old Capitol Museum**
21 N. Clinton St.

Hours: Tues, Wed, Fri, Sat 10am-5pm
Thurs 10am-8pm & Sun 1pm-5pm

*BONUS CODE QUESTION:* Which room is this portrait of George Washington located?

____________________________ Court Room

**#7 Chemistry Building**
251 N. Capitol St.

*BONUS CODE QUESTION:* What type of matches are in the phosphorus (element #15) box?

_________________________ (one word)

hr.uiowa.edu/livewell/walking-scavenger-hunt
20 MINUTES AFTER QUITTING
Your heart rate and blood pressure drop.
(Effect of smoking on arterial stiffness and pulse pressure amplification, Mahmud A, Feely J. Hypertension.2003:41:183)

12 HOURS AFTER QUITTING
The carbon monoxide level in your blood drops to normal.

2 WEEKS TO 3 MONTHS AFTER QUITTING
Your circulation improves and your lung function increases.

1 TO 9 MONTHS AFTER QUITTING
Coughing and shortness of breath decrease; cilia (tiny hair-like structures that move mucus out of the lungs) start to regain normal function in the lungs, increasing the ability to handle mucus, clean the lungs, and reduce the risk of infection.

1 YEAR AFTER QUITTING
The excess risk of coronary heart disease is half that of a continuing smoker’s.
TOBACCO CESSATION
EDUCATION AND RESOURCES

Tobacco use is a challenging behavior to change, but the health benefits of quitting are numerous. Individuals who use tobacco and wish to quit may need some additional help and support. The following resources are available to students, faculty, and staff.

FOR STUDENTS
Student Health & Wellness offers a variety of resources to help students quit tobacco use. Free one-on-one consultations are available for students to receive information on quit aids, overcoming barriers, behavior modification, and relapse. Physicians are also available to discuss medications and provide prescriptions. For more information, visit studenthealth.uiowa.edu/wellness/tobacco-use.

FOR FACULTY AND STAFF
liveWELL offers a free one-on-one Health Coach service to assist in tobacco cessation and other lifestyle improvement areas. When working in conjunction with a health coach, UI employees can receive reimbursement for receipts totaling up to $500 for Nicotine Replacement Therapy or other smoking cessation medications. For more information, visit hr.uiowa.edu/livewell.

FOR ALL CAMPUS VISITORS
QUITLINE IOWA – 1-800-QUIT-NOW (1-800-784-8669)
Free phone-based cessation counseling for all Iowans, available 24/7 except for Thanksgiving, Christmas, and Independence Day holidays.

5 YEARS AFTER QUITTING
Risk of cancer of the mouth, throat, esophagus, and bladder are cut in half. Cervical cancer risk falls to that of a non-smoker. Stroke risk can fall to that of a non-smoker after 2-5 years.

10 YEARS AFTER QUITTING
The risk of dying from lung cancer is about half that of a person who is still smoking. The risk of cancer of the larynx (voice box) and pancreas decreases.

15 YEARS AFTER QUITTING
The risk of coronary heart disease is that of a non-smoker’s.
(Tobacco Control: Reversal of Risk After Quitting Smoking, IARC Handbooks of Cancer Prevention, Vol. 11. 2007, p 11)
liveWELL offers opportunities to participate in workshops focused on topics that are of interest to you. These series of classes are offered as a part of our Group Health Coach Service throughout the year and we can also provide them to your building or department.

TOPICS INCLUDE:

ACTIVITY AND FITNESS

SUMMER SESSION REGISTRATION OPEN THROUGH JULY 15

- Learn about free resources for exercise
- Get tours of campus recreation facilities and equipment
- Workshops begin July 20

LEADER: ERIN LITTON, MA, CHES, ACSM-HFS

FOODS AS FUEL FOR OPTIMAL HEALTH

FALL SESSION REGISTRATION OPEN THROUGH SEPTEMBER 15

- Discover ways to reduce inflammation in the body that leads to chronic health conditions, low energy levels, and other negative side effects
- Learn ways to stay healthy with a nutrition and stress management focus with our staff Registered Dietician
- Workshops begin September 22

LEADER: ILONA LICHTY, MS, RDN, LD

Learn More about how to register at hr.uiowa.edu/livewell/group-health-coach-service
$500 MONTHLY WINNERS
Each month, two faculty or staff members are awarded $500 for completing their Personal Health Assessment within the calendar year.

THIS SPRING WE ASKED OUR WINNERS WHAT THEY DID WITH THEIR $500 WINNINGS, AND WHAT SUMMER ACTIVITIES THEY ARE LOOKING FORWARD TO DOING!

**LISA FORD**  
Environmental and Guest Services, UI Health Care  
“My favorite summer activities include going to events like BBQ & Blues, Arts Fest and other family-friendly festivals!”

**NICK NEDZA**  
Department of Nursing  
“I plan on using the $500 to go to Colorado in July with my fiancé to camp and hike around Rocky Mountain National Park. Around Iowa City in the summer I like to hike at the Res, golf and ride my bike.”

**LESLEE EIBEN**  
Pediatrics  
“I bought a pedometer and am walking outside. I enjoy working on increasing my steps each day.”

**ROSE KOLOWINSKI**  
Printing Services  
“I will retire June 30, 2015 so my check will be going into my travel fund. Two of my passions are travel and photography and my list of trips is getting longer all the time so I will be travelling frequently!”

**KYONG SONG**  
Iowa River Landing  
“I love to come to the Campus Recreation and Wellness Center to swim and then relax in the hot tub!”

Learn More about how to register at hr.uiowa.edu/livewell/group-health-coach-service
SHUTi SLEEP PROGRAM

SHUTi is a free, comprehensive online program that is now available to eligible UI Faculty and Staff.* Some benefits of SHUTi are:

• decreased severity of insomnia
• fewer nighttime awakenings
• improved sleep-efficiency
• feeling more rested and
• having more energy during the day.

Contact
Find out more by calling 335-2085 or emailing eaphelp@uiowa.edu. You can also get information about tips for better sleep at hr.uiowa.edu/eap/sleep.

Find liveWELL on Social Media
@UIowaLiveWELL

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.