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UI Wellness
A UNIT OF UI HUMAN RESOURCES
Most of you have probably finished filing your 2013 taxes and may be enjoying a nice refund! While this edition of the quarterly liveWELL newsletter contains a lot of great information, the first few pages are focused on finances. “Financial Fitness” is an important part of our overall well-being. Worry over short-term money stressors or long-term financial concerns can impact our health including mood, sleep, relationships, etc… Therefore, we want to showcase some resources and services available to you to ‘exercise’ your financial well-being!

Our colleagues at TIAA-CREF have developed a month-long financial IQ challenge. It will run the entire month of April, but it’s not too late to participate and get entered for a chance to win one of three iPads – all of which will go to UI faculty and staff members!

Another featured program is the Voluntary Retirement Savings Program (VRSP); this is a great way to save funds for retirement and is featured on page 6. The Benefits Office has streamlined a process in Employee Self-Service to make changing or starting contributions very simple.

As always, please feel free to provide us with feedback via our social media channels:

- www.facebook.com/UIowaLiveWELL
- @UIowaLiveWELL on Twitter

or email us at livewell@uiowa.edu

Happy Spring!

Joni Troester, MBA, CEBS, SPHR
Director, Human Resource Services
Organizational Effectiveness/Health and Productivity
liveWELL @ UI

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.
What’s Your FINANCIAL IQ?

Test your financial know-how and you could win one of three iPads! We’ve teamed up with TIAA-CREF to bring you the What’s Your Financial IQ Challenge in 2014.

During the entire month of April, our daily interactive quiz challenges your financial knowledge in a fun, thought-provoking way—covering a range of useful money-related topics from loans and investing to everyday savings, retirement and taxes. The What’s Your Financial IQ Challenge is at the forefront of the increasingly popular social gamification trend, where players are rewarded for competing, scoring and, most importantly, learning.

Studies suggest that financial education improves people’s financial decision making skills – the more financially knowledgeable - the more likely you are to be in control of your finances¹. These studies would confirm many financial analysts’ claims that financial literacy is critical to retirement security. With retirement readiness and financial security being one of our key priorities as an employer – we encourage you to engage in the upcoming challenge.

¹Debt Literacy, Financial Expertise, and Overindebtedness: Just the Facts by Annamaria Lusardi (Dartmouth College and NBER) and Peter Tufano (Harvard Business School) http://www.finrafoundation.org/web/groups/foundation/@foundation/documents/foundation/p122329.pdf
HERE’S HOW IT WORKS

Each day, five new questions are added to the Challenge. Every time you play, you are automatically entered for a chance to win one of three iPads. The more you play, the better your chances of winning – so sign on every day! All responses are confidential; see terms and conditions for full details.

Ready to test your financial savvy and learn something new each time you play?

Take the challenge at www.wyfiq.org/q/uofiowa

Good luck!

Please note: The IRS considers prizes given as cash equivalents, which will be included in the employee’s taxable income. The cash value of the iPad will be reported to the Payroll Office and taxed accordingly. The tax adjustment will be reflected in the next month’s paycheck.
FINANCIAL FITNESS: Making your money go Far

ANOTHER WAY TO SAVE: VOLUNTARY RETIREMENT SAVINGS PROGRAM

The Voluntary Retirement Savings Program (VSRP) is available for employees to make additional contributions to a retirement plan. The VRSP allows you to save additional money for retirement, conveniently and automatically with payroll deduction.

Did you know you can start, stop, or change your contribution using the Employee Self-Service website?

- No need to type in all of your demographic data into a form every time you want to make an adjustment to your contribution
- There are no forms to print and then mail (or scan in and then email)
- The application will also show you a history of what you have contributed.

Simply log into Employee Self Service and access “Voluntary Retirement Savings Program” under “Benefits” to use the online option: https://hris.uiowa.edu/portal/
FINANCIAL EDUCATION CLASSES

UI Benefits and UI Learning and Development offer faculty and staff the opportunity to attend Financial Education classes. These classes are offered at noon and at 5:00 p.m. and focus on saving for retirement and financial topics that are applicable to our daily life. A list of classes is available at http://hr.uiowa.edu/benefits/financial-education-classes

APRIL CLASSES INCLUDE:
Budgeting During Life’s Stages, Women Focus on Estate Planning, and Overview of Wills, Trusts, and more.

MAY CLASSES INCLUDE:
Estate Planning in Iowa, Iowa’s College Planning Options, and How to Navigate Today’s Markets.

OTHER FINANCIAL FITNESS & FINANCIAL PLANNING RESOURCES:

TIAA-CREF CORALVILLE OFFICE
327 Second St., Suite 350
Coralville, IA  52241
Phone: (319) 356-8000
Toll free (866) 842-2977

The TIAA-CREF office in Coralville offers services available to you in relation to retirement savings and personal financial planning. If you have TIAA-CREF for your regular retirement plan, you may request release time from work to schedule a visit to the TIAA-CREF Office in Coralville during normal business hours. You will be limited to one appointment per calendar year without using vacation, for a maximum of two hours.

IPERS
For employees who participate in the IPERS program, more information is available at:
• www.ipers.org
• 800-622-3849

liveWELL HEALTHY LIVING CENTER
From Self-Service, navigate to the liveWELL section and click on “My Health and Wellness.” In your My Health and Wellness Portal, go to either the Personal Health Assessment or Personal Wellness Modules Tab - you will be directed to the Healthy Living Center. Financial topics range from retirement planning to investing to saving for college. Find a number of great resources here - a new, FREE offering from liveWELL in 2014!
“The first wealth is health.”

- Ralph Waldo Emerson

FACULTY AND STAFF SERVICES/EMPLOYEE ASSISTANCE PROGRAM

The Faculty Staff Services/Employee Assistance Program (EAP) provides confidential counseling and referral services to faculty, staff and their families to promote emotional well-being, engagement and productivity among members of the UI community. EAP offers confidential counseling and support for a variety of concerns to include financial stress. Whether an individual has monthly budget problems or longer-term financial concerns, EAP can provide support, coping strategies and information about available resources. EAP can also offer access to one free financial counseling appointment at a local financial counseling service which has helped many address ongoing financial distress.

Confidential counseling through the EAP is available to University of Iowa faculty and staff who have a regular, full or part-time (50% or greater) appointment, and their families. Eligible faculty and staff may schedule up to four free sessions per year.

To schedule an appointment, contact EAP by phone at 319-335-2085 or email at eaphelp@uiowa.edu
My Fitness Pal is a free food and exercise tracker that can provide you with a personalized profile customized to your unique health goals. The vast food database contains detailed nutritional information for over 3 million items.* Your daily & weekly nutritional breakdown will show the percentage of carbohydrates, fat and protein you are consuming. Within the mobile app a bar code scanner allows you to scan bar codes of the foods you’re eating so you can enter them into your tracker. The nutritional information will be tracked for the items you’ve scanned. The tracker remembers foods you frequently track and you can save favorite meals as well as recipes within the system.

In addition to tracking daily food consumption you can also log your exercise with My Fitness Pal, as well as your progress towards your goals. Discussion forums and the ability to connect with friends using My Fitness Pal provide support and encouragement.

My Fitness Pal connects with other health related applications such as FitBit, Expresso Exercise, MapMyFitness and many more.

READY TO GET STARTED?
You can create an account online at www.myfitnesspal.com or download the free app for iPhone, iPads Android, Blackberry and Windows phones.

*Per www.myfitnesspal.com
There are nine common ingredients that the people living in the Blue Zones® communities share, which all contribute to their well-being. These nine powerful but simple lifestyle behaviors are termed the Power 9® Principles.

They are:

1. Move Naturally
2. Know Your Purpose
3. Down Shift (slow down daily, rest, take vacation)
4. 80% Rule (stop eating when you’re 80% full)
5. Plant Slant
6. Wine @ 5
7. Right Tribe
8. Community
9. Loved Ones First

SIGN UP, PLEDGE, AND TAKE ACTION UNIVERSITY OF IOWA!

A lot is happening in Iowa and in the Iowa City area to help transform our community into a model for living according to the Blue Zones Power 9® Principles. As the largest employer in the Iowa City community, the University of Iowa is seeking out a Blue Zones Worksite Designation, and we need your help!

OUR GOAL

In order to become a Blue Zones Designated Worksite, the University of Iowa needs to collect a minimum of 4,000 Personal Pledges indicating that 25% of our workforce is dedicated to enhancing their well-being thereby improving the health of our community.
It all started when a team of researchers and scientists set out on a quest to uncover the secret to leading a longer, healthier, happier life. They discovered five places in the world, called Blue Zones® areas, where people enjoy active lives with less illness well into their golden years.

HOW YOU CAN HELP INDIVIDUALLY

1. Complete your profile at www.bluezonesproject.com

2. Pledge to complete at least one “Action Item” and then complete it to get credit.

3. Check the “I have an organization code” box and use our code: uiowa.

The Personal Pledge is a list of small steps you can take in your daily life to provide lasting benefits for physical and emotional health. Rather than selecting something that you already do, we encourage you to stretch yourself to achieve even greater well-being!

HOW YOUR WORK DEPARTMENT CAN HELP

liveWELL staff and interns are available to come to your department to provide an overview of Iowa City’s Blue Zones Project in Spring 2014. Please allow 30 minutes for a presentation. A presentation will include:

• Blue Zones overview
• Power 9 Principles overview
• Opportunity to complete Personal Pledge
• ‘Healthy Activity’ such as: stretching exercises, healthy potluck, icebreaker to build social connections, walking group, etc.

Regularly scheduled staff meetings or “learn over lunch” formats work best for these presentations. We encourage the department to supply a healthy lunch or potluck as a part of the Blue Zones presentation.

To schedule a Blue Zones presentation at your department or request paper pledge forms contact Erin Litton via email (erin-litton@uiowa.edu) or at 319-353-2974.

Join the movement today to build a better, brighter future! www.bluezonesproject.com
**liveWELL** is focused on building and sustaining a healthy campus culture, supporting individual well-being and improved organizational performance through an integrative approach to health management. Weaving health and wellness into the daily routine at the University provides a foundation for this healthy culture. Key to the success of this initiative is the on-going engagement of campus community members through formal programs as well as informal social connections and peer support. Some highlights from the past year include:

### Enhanced engagement strategies
- Launch of social media platform
- Mobile application integration
- Introduction of a tailored web health portal

### Focused efforts to support a healthy campus culture
- UChoose campus nutrition campaign expands to University Dining Services
- Wellness Ambassador network demonstrates 24% increase
- Wellness Grants program supports health and well-being at the local level

### Continued improvement demonstrated in individual health behaviors over a five-year period
- Nutrition - 19% improvement
- Physical Activity - 6% improvement
- Smoking - 4% improvement
- Stress - 4% improvement

### Fewer faculty and staff with multiple high risk health behaviors
- 32% migration of faculty and staff from high risk categories (4+ risk factors) to lower risk categories for 2011-2013

### Cost avoidance/savings estimated at up to $3.28M annually as a result of health risk reduction and lowered absenteeism
- Over a three-year period, high risk participants used approximately 16-28 hours more of sick leave as compared to lower risk participants
- Individuals moving to a lower risk category contribute to organizational and individual cost savings. Positive health improvements have also contributed to a 0% increase in health insurance premiums for a second consecutive year

To read more about the programs and services that led to these outcomes, view the full report at hr.uiowa.edu/livewell/news
HOW CAN YOU HELP CONTRIBUTE TO A HEALTHY CAMPUS CULTURE?

Continue to participate in the annual Personal Health Assessment survey like over 12,000 UI Faculty and Staff did in 2013. It’s as easy as A-B-C!

Assessment
Complete the Personal Health Assessment (accessed through Employee Self-Service) to help identify any specific health issues you may face now or in the future.

Benefit
Up to $65 on your next month’s paycheck, chance to win a $500 drawing (2 winners every month), free Online Personal Wellness Modules.

Coach
Depending on your results, you may qualify to meet with a Health Coach who works with you to understand your challenges and helps you develop a personal health improvement plan.

Learn more at hr.uiowa.edu/livewell
Call today (319) 353-2973 for an appointment.
Each month, two UI Faculty or Staff members are awarded $500 for taking their Personal Health Assessment within the calendar year. Have you taken your PHA in 2014?* You receive up to $65 for completing the survey, as well as a chance to win $500!

We asked our recent winners:

“What did you do with your $500 Winnings? OR what Springtime activity are you most looking forward to?”

Olga Miakotina, Biology/College of Liberal Arts & Sciences

“My husband and I are still deciding what to do with the $500, but I enjoy yoga and swimming year-round!”

Mary Duerlinger, Department of Nursing

“I’m looking forward to running this spring and enjoy doing 5k runs like Doc Dash!”

Mark Holbrook, Biology/College of Liberal Arts & Sciences

“With my $500, I plan on spending some on fun stuff, saving some and donating some. In spring I like to garden and to walk outside more with my pets.”

*The PHA is available to UI Faculty and Staff in 50% or greater, regular positions. Find your PHA at the Self-Service website.
Alyssa Mattson, University Hygienic Lab

Megan Hammes, Manager of UI Wellness, presents Alyssa with her check at the State Hygienic Laboratory on a freezing cold day in February! Daydreaming of springtime activities was a very welcome thought back then!

Alyssa says, “My entire family is looking forward to warmer weather and longer days so we can finally incorporate outdoor activities back into our routine after such a long, cold winter! We love to take advantage of all the bike paths, nature trails, and parks around the area and try to get out and spend time as a family as often as possible. We are also excited to start this year’s garden at the North Liberty community gardens. It’s a great activity for the family and a nice opportunity to meet our neighbors.”

Maureen Nicholson, Department of Nursing/PICU

“I look forward to running outside. I signed up for a Chicago half-marathon in April.”

Joe Andrus, Maintenance and Engineering/UIHC

“I look forward to getting back on my bike and riding to work.”
Congratulations to all of our Live Healthy Iowa teams who participated in the 10-week challenge that ended in early April!

The University of Iowa had over 1,000 participants. Look for some outcomes to be posted shortly at the “Team LiveWELL Blog” for the 2014 Live Healthy Iowa Challenge: http://teamlivewell.blogspot.com/

Find liveWELL on Social Media
@UIowaLiveWELL

Healthy Iowa Award Winner
Gold-Level Well Workplace
Fit Friendly Company

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.

The University of Iowa

Human Resources
liveWELL program
E119 CRWC, Iowa City, IA 52242
phone 319-353-2973
livewell@uiowa.edu
13-2261