

Adventure2 Spotlight: **Annie Keller**

In each edition of our ENGAGE newsletter, we include a testimonial from a participant in the Adventure2 employee well-being program.

This issue, we asked Annie Keller, an Account Clerk for Facilities, Planning and Management (FP&M), for her thoughts on what Adventure2 has meant to her. Annie is a Wellbeing Champion and reached the top level of Adventure2 last year by accumulating 5,000 points.



In general, what are your thoughts on Adventure2 and the ISU WellBeing program?

I think the whole program is fantastic and I'm so glad ISU has it. I've worked for other companies that said they were interested in employee well-being, but their actions didn't back it up. Here at ISU, the work that the ISU WellBeing team does and everything the program has to offer shows they really do care and are interested in our well-being as a whole – not just how good we are as employees.

What do you get out of being a part of Adventure2? What do you most enjoy about it?

Being active in Adventure2 gives me a way to track my activities as well as think about things like my financial well-being. What I enjoy the most about the program is earning points. Not necessarily for the prizes, but I like to see how many points I can get.

How would you describe your role as a Wellbeing Champion? What do you like most about it?

My main role is getting the word out to my unit (FP&M) about everything the program has to offer, and I like taking a part in that.

How has Adventure2 impacted you in your work and personal lives?

Work-wise, Adventure2 has gotten me more involved with what ISU has to offer. In my personal life, I'm more conscious about my lifestyle as well as tracking the things I do, like mindfulness or working out, and noticing how it affects me and my life.

Do you have any special memories that stand out from your participation in the program?

One of my favorite memories is a wall sit challenge. We had a team of people in the conference room doing it all together, and we were all encouraging each other to go a little longer.

Would you recommend participating in Adventure2 to other employees? Why?

Yes! You can learn so many things, stay on track for healthy living, gather financial tips and attend meetings with a nutritionist, all while having fun and earning points toward various prizes. What's not to like?

Flash Challenge: Squats!

March 22-April 8

Adventure2 has a squat flash challenge wrapping up this week! Nineteen teams from around campus worked together to collectively reach 1,000 squats in five days. As of this newsletter's release date, 17 of 19 teams have reached their goal and earned the 50 Adventure2 points.

Flash challenges are displayed under the Featured Activities section in [Adventure2](#). If you weren't able to participate this time, keep your eyes peeled for more opportunities as they post every 4-6 weeks.

Thank you to everyone who participated in this flash challenge. We love seeing campus units work together and have fun with the challenges!



Leader Board:

1st: UHR Red
(2,185 total squats)

2nd: 4-H
(2,036 total squats)

3rd: Admissions (2,020
total squats)

Adventure2 By the Numbers

The following dashboard summary are numbers pulled from the Adventure2 program from September 2020-April 1, 2021:

- **2,751** ISU employees registered (**40%** of eligible population)
- **746** annual well-being assessments completed (**27%** of registered users)
- **4.4 out of 5.0** user satisfaction score
- **Over 150** different activities for health and well-being have been accessed since September 2020



The data represents the activity and participation in Adventure2 for the current year. For the 2021 Adventure2 year and with the support of our Wellbeing Champions network, it is our hope to continue to improve these numbers through August 2021, the end of the Adventure2 year.

We need you! Your active participation is critical to move the needle and encourage well-being throughout Iowa State University. Ultimately, we'd like to see 45 percent of our total eligible population registered by the end of August, increase the completed Well-being Assessments to at least 50 percent and improve our user satisfaction score to 4.3 overall (which we are currently above) as we continue to receive feedback throughout the year.

To join the program today, click [here](#) and select Sign In.

Drug-Free Workplace Course

Wednesday, May 12 from 10 am.-noon

Of the 20.4 million adults classified with substance dependence or abuse, 12.3 million (60.4 percent) were employed full-time. Alcohol and other substance use disorders cost U.S. organizations billions of dollars each year in lost productivity, higher absenteeism and higher rates of turnover. Participants will learn to recognize the warning signs associated with substance use disorders and identify effective interventions. This workshop is intended to fulfill the training requirement under Iowa Code 730.5 for supervisors in organizations conducting drug testing.

Course Objectives:

- Provide the knowledge and skills needed for supervisors to fulfill their role in maintaining a drug-free workplace
- Understand the extent and impact of alcohol and drug abuse in the workplace
- Identify signs and symptoms of drug and alcohol use disorders
- Learn how to determine if there is Reasonable Suspicion
- Identify a four-step approach for supervisors to follow to create and maintain a drug-free workplace
- Learn to recognize and avoid enabling behaviors

To register for the course, log in to [Learn@ISU](#), click Schedule and locate the Drug-Free Workplace course on May 12. Once you've selected the course, you will find a Register button. Spots are limited, so register today!

The Phenomenon of Silent Parenting

Silent Parenting is when employees, usually women, keep their role as a parent a non-visible part of their personality in order to prove that nothing has changed since they had children. Silent Parenting is rooted in the fear of seeming unreliable or uncommitted to their jobs.



"Mothers, especially, are more likely than fathers to worry their work performance is being negatively impacted and/or judged due to their now-visible parenting and caregiving duties, the bulk of which still falls to women in their households." (Noll Wilson, 2021.)

COVID-19 has escalated this problem by throwing even more obstacles at working parents. [Sarah Noll Wilson](#), experienced talent and leadership development coach and professor, recently posted an article called The Phenomenon of Silent Parenting (and How Leaders Can Support Parents in the Workplace) that details the concept of Silent Parenting, long-term outlooks and tips for leaders in the workplace. [Click here](#) to read Noll Wilson's **article about this important topic.**

Click [here](#) for COVID-19 information and resources for children and families provided by ISU WorkLife. If you have any questions, please contact worklife@iastate.edu.

Recognizing our Wellbeing Champion Network

Wellbeing Champions are ISU employees sprinkled around campus who serve as inspirational voices for the university regarding employee health, well-being and work-life balance. Champions serve their campus unit by promoting ISU WellBeing opportunities and supporting their colleagues on their journey toward better well-being and engagement. They increase communication and program enthusiasm, improve program satisfaction and understand the pulse of their campus units.

Wellbeing Champions also have a strong voice in Adventure2 planning and decision making. Our champions have met with Limeade Senior Leadership to discuss the app and provide feedback on Adventure2 activities and communications. Wellbeing Champions will eventually have access to more permissions in the app than the average user possesses.

We are proud to have a strong team of champions who model enthusiasm for whole-person well-being, a desire to help fellow employees enhance their quality of life and positivity in the pursuit of it all.

Meet our Wellbeing Champion Network!



Annie Keller
Champion for Facilities,
Planning and Management
(FP&M)

Fun fact: One of Annie's pupils is bigger than the other.



Nora Hudson
Champion for Recreation
Services

Fun fact: Nora acted in two children's plays as an adult.



Anne Dombroski-Brokman
Champion for
Environmental Health and
Safety (EH&S)

Fun fact: Anne took up figure skating as an adult.



Ásrún Ýr Kristmundsdóttir
Champion for College of



Brian Vanderheyden
Champion for Division of



Christi Johnson-Bascomb
(left)

Agriculture and Life Sciences
(CALs) Admin Support Staff

Fun fact: Ásrún learned to read at age three and hasn't stopped since.



Keith Kutz
Champion for Office of
Sponsored Programs
Administration

Fun fact: Keith blows glass
as a hobby.

Student Affairs

Fun fact: Brian loves musical theater and going to shows.



Elizabeth Salton
Champion for Facilities,
Planning and Management
(FP&M) Planning Services

Fun fact: Elizabeth loves
karaoke.

Champion for Facilities,
Planning and Management
(FP&M)

Fun fact: Christi enjoys
cooking, baking and
barbecuing.



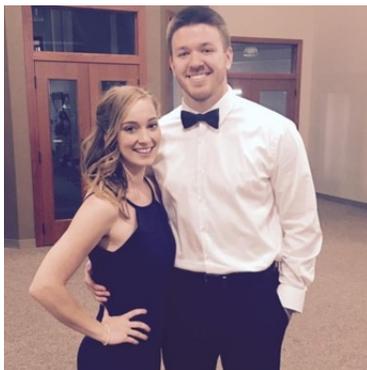
Katie Baber-Dillavou
Champion for Veterinary
Diagnostic Lab

Fun fact: Katie enjoys
gardening, knitting, yoga
and learning new hobbies.



Cris Broshar
Champion for University
Human Resources and ISU
parents/families

Fun fact: Cris' favorite hobby
is woodworking.



Lauren Schalinske
Champion for the Central
Office for Operations and
Finance and the Office of the
Treasurer

Fun fact: Lauren has four
pets.



Lindsey Wanderscheid
Champion for Utilities staff

Fun fact: Lindsey loves the
Iowa State Fair.



Melissa Warg

Champion for Facilities, Planning and Management
(FP&M)

Fun fact: Melissa loves cycling! She rode her first Century (a 100-mile ride) in 2018 and hopes to ride a second.

Wellbeing Champions not pictured:

Ruth Appleton,
Champion for University
Human Resources

Anne Kinzel,
Champion for Center for
Biorenewable Chemicals

Emily Paull,
Champion for Farm Food
and Enterprise Development

Joely Swenson,
Champion for Engineering
Career Services

Jodi Hilleman,
Champion for Finance
Delivery

Robyn Goldy,
Champion for Liberal Arts
and Sciences

Sharon Rink,
Champion for Reiman
Gardens

Adrienne Dickerson,
Champion for Printing
Services

Keri Guy,
Champion for University
Human Resources

Join the Wellbeing Champion Network!

Do you...

Love people?

Have a passion for well-being?

Model fiscal responsibility?

Exhibit organizational skills?

Perform effectively as a leader?

Gain the trust of others?

Execute plans?

Communicate well?

Think creatively?

Know how to have fun?

**Not see your area represented
above?**

If you identify with any of the traits on the left and are interested in getting more involved on campus, we invite you to consider joining our Wellbeing Champion network to support your campus unit! We are always looking for more folks to add to our growing team.

If you're interested, please contact worklife@iastate.edu. We can answer any questions you have about being a Wellbeing Champion and get you started with the network.

Important ISU WellBeing Dates

- May 8: **The Science of Parenting: Balancing Research & Reality** webinar, 10-11 a.m.

Registration for the following courses is available now via [Learn@ISU](#):

- April 13: **Behavior Based Interviewing**, 9 a.m. (Only a few spots left!)
- April 20: **Developing Resilience**, 9-11 a.m.
- May 5: **Food and Mood**, 10-11 a.m.



ENGAGE is an ISU WellBeing/University Human Resources publication. If you have comments, questions or suggestions for story ideas, please email wellbeing@iastate.edu.