



Local foods festival

Adventure2 celebration



# 2017-2019 REPORT: **BUILDING A FOUNDATION OF CARE**

ISU WellBeing  
University Human Resources



Cyday Friday Walk



Cyday Friday Walk

*"I LOVE this program! It's great to have a supportive system to promote healthy living. I've met so many people across campus that I would never have connected with otherwise. Thank you!  
-ISU employee*

# CREATING A COMMUNITY OF BELONGING,

## BELONGING

We are creating a community of BELONGING. Through ISU WellBeing, employees can connect with others, learn from mutual experiences and share strategies that support and care for their personal and professional experience at Iowa State University.

### BRINGING OUR BEST EVERY DAY.

### —ADVENTURE2—

Launched in 2017 as a whole-person well-being and engagement program to support living your best life, **Adventure2** quickly became ISU WellBeing's #1 resource for fun, connection and community. This annual incentive-based program allows employees to progress through four levels (Leap Boldly, Dare Greatly, Live Well and Soar Confidently) and earn recognition for their commitment to overall well-being. See the chart below for level achievement numbers.

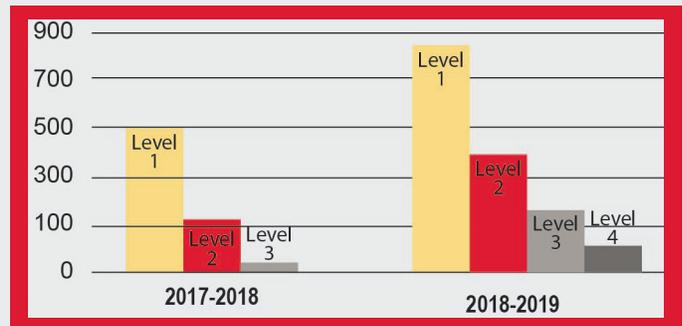
#### ADVENTURE2 ENROLLMENT NUMBERS

**1,250** in September 2017

**2,000** in August 2018

**2,500** in August 2019

#### ADVENTURE2 EMPLOYEE ACHIEVEMENTS



### MAKING HEALTHY CHOICES EASY AND FUN.

The annual **Cyday Friday Walk**, a one-mile walk around campus, has encouraged employees to get out and enjoy the beautiful ISU campus every fall. The walk launched in the fall of 2016 and has continued to spark enthusiasm for walking on campus and supported connecting with others at the university, with over 200 people attending the event in 2019.

The **Friday Walk and Talks**, one-mile walks every Friday, were established at the request of employees as a regular, organized walk to connect and be active together. The walks throughout the fall, spring, and summer continue to see increases in total participation every year.

#### ANNUAL WALKING EVENTS PARTICIPATION



*"This was a great program to be a part of my first year at ISU. It has helped me to take care of myself while working full-time for the first time in five years. I've also learned about ISU and gotten to know other people."*  
- Adventure2 participant



## LEARNING

We are providing LEARNING opportunities for a journey of self-discovery. ISU WellBeing focuses on growth and development by increasing self-awareness and care through creative partnerships, exploration of personal experiences, and sharing of innovative practices.

### ENHANCING THE EMPLOYEE EXPERIENCE.

The trainings and workshops offered from 2017-2019 covered a variety of topics, including

- Resiliency
- Mindfulness
- Adapting to change
- Team building
- Emotional intelligence
- Creating sustainable work environments
- Personal goal setting

From 2017-2019:

**88%** INCREASE IN NUMBER OF WORKSHOPS OFFERED

**32%** INCREASE IN WORKSHOP PARTICIPATION

# LEARNING, AND RESOURCING

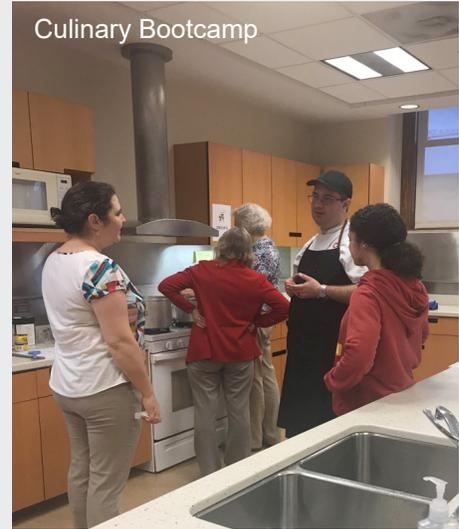
## ADOPTING SELF-CARE THROUGH JOYFUL EATING.

A foundational component of maintaining healthy lifestyles is nutrition and joyful eating. ISU WellBeing brought together a team of registered dietitians, counselors and other health professionals across the university to create and explore new practices that embraced mindful eating, body satisfaction and self-care. The efforts of this team resulted in two new programs, Culinary Boot Camp and Health For Every Body.

**150** EMPLOYEES PARTICIPATED IN THESE INAUGURAL SESSIONS

*"The best class I've taken (Health for Every Body). I learned many new ideas and processes that helped guide me to caring for all of me instead of just losing weight, trying to achieve the perfect body and accept judgments from others that were harmful. I now accept I am an awesome person. Love how far I've come using it, and look forward to letting my inner self out."*

-ISU employee



## RESOURCING

We are RESOURCING our services by engaging the ISU community. ISU WellBeing builds upon our pool of internal and external resources that companion our employees from hire to retire by providing strategies, support systems and technical expertise promoting self-care.

## CHAMPIONING ISU.

### THE FLU SHOT CLINIC

Through a partnership with Ames Lab and Occupational Medicine staff, the flu shot clinic has become one of ISU WellBeing's most popular services. Annually, over 3,000 employees get vaccinated on campus. This onsite clinic provides a safe, efficient, and quality prevention service every fall to protect the health and well-being of our ISU community.

**3,069 employees** utilized the clinic in 2014.

By 2018, that number increased to **3,219 employees.**

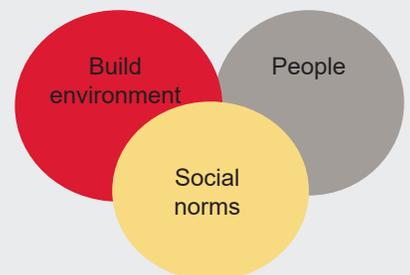
In 2018, **66%** of employees received a flu shot either through the on-site clinic or ISU medical plan.

### STAYING CHARGED THROUGH CHANGE

Prior to the Workday go-live, ISU WellBeing and ISU's EAP vendor partnered to provide Staying Charged Through Change sessions. Fifteen sessions were offered over the spring and summer of 2019.

### UWLA

The University Well-being Leadership Alliance (UWLA) was established in 2018 as an internal resource for cultivating the interconnectedness of key stakeholders in the university and mobilizing the strategic direction for well-being at Iowa State University through ongoing communication, innovation and collaboration. During this initial year, the UWLA finalized their charter and identified five key strategic items for 2020: Mental Health Resources and Response Team, Wellness Tool Kit, Injury Prevention, Competitive Hiring and UWLA website.



### AMES ALLIANCE

This community alliance is a collaboration with Mary Greeley Medical Center, McFarland Clinic and City of Ames. Through these partnerships, ISU enhanced Employee Assistance Program services and communications and created a community population health data report for ISU.

# ...ENGAGING ISU AND

## 2019 ISU ADVENTURE2 PROGRAM: WELL-BEING & ENGAGEMENT IMPACT ANALYSIS

### OVERALL PROGRAM SUCCESS METRICS

**2,430**

ISU EMPLOYEES  
REGISTERED (36% OF  
TOTAL POPULATION)

**69%**

OF REGISTERED  
USERS  
PARTICIPATED IN  
THE PROGRAM

**4.2**

OUT OF 5  
USER  
SATISFACTION  
SCORE

**980**

WELL-BEING  
ASSESSMENTS  
COMPLETED (40%  
OF REGISTERED  
USERS)

**3x**

LESS TURNOVER IN  
EMPLOYEES  
REGISTERED IN THE  
PROGRAM VS. NON-  
REGISTERED

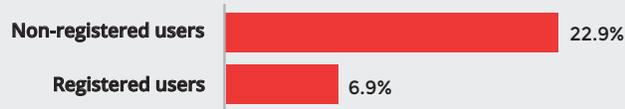
### WELL-BEING RISK STATUS CHANGES

	RISK DIMENSION	*% CHANGE YEAR OVER YEAR
HEALTH	Nutrition	+2.77%
	Sleep	+2.17%
	Self-Care	+1.64%
	Exercise & Fitness	+1.49%
WELL-BEING	Energy Level	+2.08%
	Resilience	+1.49%
	Managing Stress & Anxiety	+1.27%
	Work-Life Balance	-0.01%
PRODUCTIVITY	Job Satisfaction	+1.05%
	Work Growth	-0.77%
	Sense of Team	-0.92%
	Resources & Support	-0.97%

\*The changes above indicate the % difference in the average score from the prior year. A positive change indicates improvement in that dimension of risk.

### RETENTION RATES

#### TURNOVER RATES BY REGISTRATION STATUS



### EMPLOYEE ENGAGEMENT & BURNOUT RISK

**ENGAGEMENT:** A deep connection and sense of purpose at work that creates extra energy and commitment.

**BURNOUT:** When people have been highly engaged for a long time, without the personal skills and organizational support to maintain their well-being

DESIGNATION	*ACTIVELY ENGAGED %	**BURNOUT RISK %
<i>Limeade (Book of Business)</i>	37.0%	5.1%
<b>Iowa State University</b>	25.8%	9.1%
<b>P&amp;S</b>	23%	8.6%
<b>Merit Employee Hourly &amp; Salary combined</b>	25.4%	7%
<b>9 &amp; 12 Month Faculty</b>	32.4%	10.8%
<b>Post Doctorate</b>	14.3%	9.3%

\* Actively Engaged is based on the Well-Being Assessment response to the question: "I am engaged in the work I do."

\*\* At risk for burnout is if a user indicates high engagement as well as high stress in the annual Well-Being Assessment.

The Well-being Risk Status and Engagement & Burnout data was pulled from annual Well-being Assessments completed by registered employees, n=980. The % change is the year over year change in average scores on a 1 -5 rating scale.

# IMPACTING LIVES!

ISU WellBeing is inspiring and humanizing the ISU experience. We know the people of Iowa State make that experience come alive with energy and enthusiasm. When we care for, value, serve and connect with our employees, they will provide the same level of care and service to our students.

On this journey, we will continue to CARE for ourselves, our colleagues, our families and our communities to promote personal well-being and professional fulfillment.

- We will demonstrate CARE through habits of Creativity, Awareness, Resilience and Engagement.
- We will create a safe and supportive environment in which well-being and health can thrive.
- And, we will foster an inclusive and engaging culture for all to bring their best self to work and life every day.

We are transforming the way we work, live and learn and we will continue to innovate, create and inspire our ISU experience for a better today and brighter tomorrow.

## ISU POPULATION HEALTH DATA (COMMUNITY ALLIANCE)

**78.9%**

of employees reported overall health as good or excellent.

**85.6%**

of employees rated their overall ability to manage their health as good or excellent.

**84.8%**

of female employees are current with their annual mammogram.

**76.4%**

of employees ages 50+ are current with their colorectal cancer screening.

*"This is an outstanding program and has really helped with building and maintaining good healthy habits and lifestyle. This program is like a partner in the healthy journey. It is easy to fall off the wagon sometimes and this program really helps with getting along the path. It's also about loving yourself along the way. "*

*-ISU employee*

*"Last fall (2019), Adventure2 would give 75 points if I scheduled/had my colonoscopy. I turned 50 in 2016...so had been putting it off. I had no family history or any "symptoms" that made me go any sooner - I just wanted the points to level up! Turns out, I had three polyps removed, two were malignant. I had surgery in December to remove my sigmoid colon and 14 lymph nodes. It was Stage I cancer, but I do not have to do any further chemo treatment at this time. ADVENTURE2 IS A LIFE SAVER!"*

*-Adventure2 participant*

## **ACKNOWLEDGMENTS**

We would like to extend our appreciation to all those who have supported ISU WellBeing, a unit of University Human Resources, throughout our foundational years. Your partnership, collaboration and encouragement have been critical to enhancing the well-being of our university, impacting the employee experience and cultivating an engaging and caring culture. We are grateful to the President's Office, University Human Resources, the Benefits department, Childcare & Family Services, the UHR Communications team, the University Benefits Committee and our Well-being Champions network for their continued support.