



FY 2022

ISU WellBeing ANNUAL REPORT

"I have been in the U.S. for three and half years now. I have worked at good universities in the Midwest and on the East Coast previously. I have been working at ISU for six months now and I really love the ISU WellBeing program.

Most of the places I worked previously did not have these kinds of programs. I really thank and appreciate the ISU WellBeing team for trying to make our lives happy and healthy."
-ISU employee

ABOUT US

ISU WorkLife and WellBeing prioritizes the well-being and engagement of our employees. We continue to create the conditions in which well-being and healthy lifestyles can thrive in our everyday. Caring for our community is our number one priority. Over the past year, we have built on our foundation of care and compassion, and have worked toward a thriving culture where everyone can experience thinking well, living well, and feeling well in their work and life.

1

THINK WELL

A focus on mindfulness

2

LIVE WELL

A focus on lifestyle habits

3

FEEL WELL

A focus on emotional wellbeing

THINK WELL

These initiatives focus on ways to help our employees open and expand their thinking, particularly in difficult situations.

The Strolls for WellBeing at ISU

This initiative provides the opportunity to practice mindfulness, reduce stress, improve focus, and slow down during the workday. Four seasons of Strolls guidebooks were created with various themes and places to pause on campus.

- Fall: Awareness, Connection, and Transition
- Winter: Journey, Possibility, and Gratitude
- Spring: Joy, Forgiveness, and Trust
- Summer: Reflection, Fulfillment, and Freedom

675

STROLLS GUIDEBOOKS DISTRIBUTED

From September 2021-July 2022

Strolls is a joint effort with the Center for Excellence in Learning and Teaching (CELT) and was inspired by the Stroll for Well-Being and Healing Gardens Walk program at the Morikami Museum and Japanese Gardens in Florida.

Real Colors

Three workshops were provided throughout the year as department trainings, retreats, and team-building opportunities to 71 employees. This training is designed to help people better understand how they work, improve how they work with others, and improve communication and efficiency in teams.

100%

- of survey respondents said they
- **were more aware of the impact of temperaments on their team dynamics**
 - **had new tools to more effectively support their team at work**



Veterinary Medicine employees participating in the Real Colors training

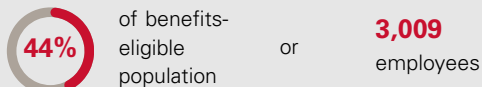
“We are so easily caught up in the work and stress of a day that it can be hard to break away, having these [Strolls] materials makes it easier to take a break and have a moment to refocus and re-energize.”
- Strolls for WellBeing participant

LIVE WELL

These initiatives serve as a way to improve lifestyle habits and promote healthy living among our community.

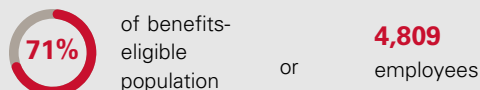
The 2021 Flu Clinic

The clinic was moved to State Gym in the fall of 2021. This allowed for easier access to the clinic and plenty of space to provide a clean, safe, and efficient process.



received their influenza vaccination at the clinic.

An additional 1,800 employees received the vaccine through the medical/pharmacy plan. This brought ISU to



vaccinated in 2021.

Our clinics and coverage exceed the national average of 49.4% of US adults getting a vaccine in 2021 (cdc.org).

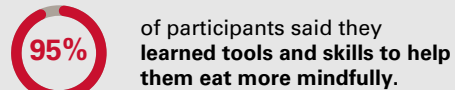


President Wintersteen receiving her influenza vaccine at the clinic

Am I Hungry?

The Am I Hungry? Mindful Eating program continues to be a foundational program for ISU WellBeing and a powerful tool for our community. Over the last year, there were four sessions offered and a total of 60 participants (20 per class).

Since its inception in 2019, over 307 employees have participated in this 8-week session. Employee impact and satisfaction continue to remain very favorable.

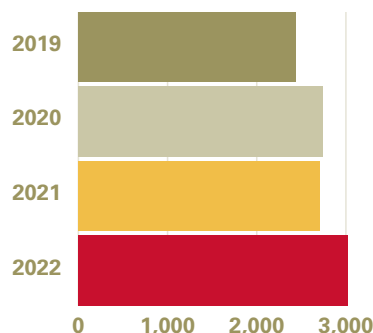


“I’m still thinking about what I learned and applying it! I think it has changed my relationship with food, for the better!”
- Am I Hungry? participant

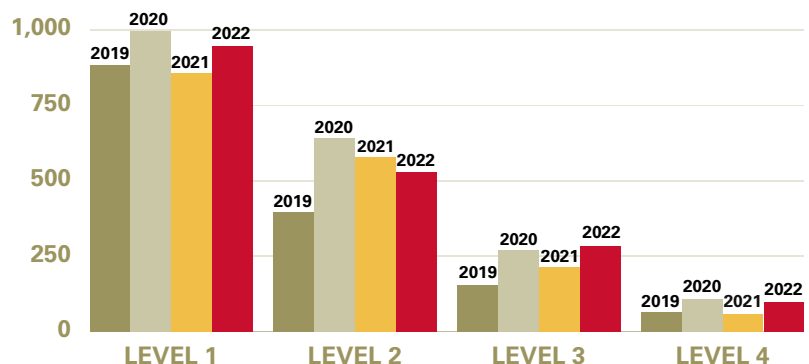
ADVENTURE2 OUTCOMES

Adventure2 is an online platform that provides employees with activities to encourage wellbeing in their every day at work and home. It is a yearlong incentive-based program and communication resource.

TOTAL ENROLLMENT



LEVEL ACHIEVEMENTS



FEEL WELL

These initiatives place a focus on our employees' emotional well-being and invite them to slow down.

Mid-Morning Mindfulness

This is an ongoing initiative led by an instructor every Tuesday and Thursday morning from 10-10:15 a.m. via Zoom. These sessions give employees the opportunity to slow down and practice mindfulness during their busy days.

80 SESSIONS PROVIDED
in the 2021-2022 academic year

2,165
TOTAL PARTICIPANTS

94% of survey respondents indicated **satisfied/very satisfied** with the series.

98% of survey respondents indicated that they believed the program had **positively impacted their wellbeing.**

“ When I find myself in a mind funk, these sessions really help me clear my mind and I have found I am able to figure out whatever was stumping me before. I sometimes even go back to the old recordings and listen to one if I am blocked during the day. It is so helpful! ”

-Mid-Morning Mindfulness participant

FEEL WELL
PROGRAMMING IMPACT

8.8%

INCREASE IN
EMOTIONAL
WELLBEING

Among at-risk Adventure2
users from the prior year

Meditation 301

This was a 10-week series facilitated by professor and Zen monk Dr. Douglas Gentile. With each 30-minute session, participants learned to build inner resources to work with others' distress as well as their own, so that we can be of benefit without getting burned out.

Dr. Gentile provided meditation techniques, teachings, and other resources focused on building trust in ourselves and in our ability to handle our experience.

70 TOTAL PARTICIPANTS

From September 2021-November 2021

98% of survey respondents believe this series will **impact their well-being.**

Burnout Presentations

These presentations were given in the early summer by Environmental Health and Safety (EH&S) and Facilities, Planning and Management (FPM) in partnership with ISU WellBeing. They piloted a series of workshops on burnout for their managers.

130 TOTAL PARTICIPANTS

92% of survey respondents **would recommend this training to others.**

90% of survey respondents **felt they better understood what burnout is and how it affects them.**

“ I have an increased awareness and also considerations and strategies for my team... I think that it's important to recognize and discuss burnout as a potential issue for employees/managers in the workplace.”

-Burnout Presentation participant

MEASURING OUR IMPACT

ISU ADVENTURE2 PROGRAM WELL-BEING AND ENGAGEMENT IMPACT ANALYSIS

SEPTEMBER 2021-JULY 2022

Not surprisingly, some numbers in the analysis below, particularly in the Well-being Risk Status Changes section, are trending to the negative. We believe this may be repercussions of the pandemic and the challenges our employees have faced. It is expected that these numbers will show a positive rebound in the years to come.

2,999

ISU employees registered (43% of total population)

38%

of registered users participated in the program

4.6

out of 5 user satisfaction score

888

Well-Being Assessments completed (30% of registered users)

2x

less turnover in employees registered in the program vs. non-registered

Well-being Risk Status Changes

	Risk Dimension	% Change YOY
Health	Nutrition	-0.20%
	Sleep	-0.42%
	Self-Care	+1.34%
	Exercise & Fitness	-1.04%
Well-being	Energy Level	-0.70%
	Resilience	-0.22%
	Managing Stress & Anxiety	+0.81%
	Work-Life Balance	-2.72%
Productivity	Job Satisfaction	-0.29%
	Work Growth	-2.10%
	Sense of Team	-1.41%
	Resources & Support	-1.19%

Employee Engagement and 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 %
Limeade BoB	35.7%	6.2%
Iowa State University	26.1%	11.2%
P & S	25.6%	11.0%
Merit Employee Hourly & Salary	19.9%	8.3%
9 & 12 Month Faculty	41.8%	14.9%
Post Doctorate	31.6%	31.6%

* 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.

Retention Rates

Turnover Rates by Registration Status

Non-Registered Users  **7.4%**

Registered Users  **3.7%**

POPULATION HEALTH MANAGEMENT DATA

Using data from the Ames Alliance* and university health claims, ISU WellBeing is able to be more strategic in addressing and impacting the health of ISU's employees.

From the data, we know there has been a shift in employees' overall health rating. This is reflected in a 1.8% decrease in ratings of excellent/good health and increase in ratings of health as average (0.6%) or fair/poor (1.2%). However, employees' overall rating of their ability to manage their health stayed consistent with 85%, indicating good/excellent ability.

These measures are consistent with other data outcomes and in alignment nationally. Overall, the health outcomes indicate a need for continued focus on all dimensions of health and wellbeing as well as continued support in navigating the health care system.

In addition, the percentage of employees diagnosed with depression continues to trend slightly upward over the last three years. This aligns with ISU's health care costs and identifies the need for continued mental health services.

ISU WellBeing acknowledges this shift in depression diagnoses and will continue to provide mental and emotional health programming and resources that support the resiliency of our ISU community.

As expected, the percentage of employees completing preventive screenings rebounded in 2022. ISU WellBeing continues to promote preventive screenings through Adventure2 as a foundational self-care practice.

All of these focus areas are part of a comprehensive approach to supporting our employees' health and well-being.

*The Ames Alliance is a community partnership between ISU, Mary Greeley Medical Center, McFarland Clinic, and City of Ames

DATA ITEM	BASELINE: 2018	AUG '21	AUG '22
*Overall health rating of Excellent or Good	78.8%	78.2%	76.4%
*Overall health rating of Fair or Poor	5.2%	5.1%	6.3%
Overall rating of Excellent or Good in ability to manage health	83.9%	85.9%	85.5%
Percent diagnosed with Depression (Mild/Mod/Sev)	9.0%	10.6%	10.9%
Cancer Screening: Women, age 51-74 Current Mammogram	83.4%	79.6%	82.1%
Cancer Screening: Employees, age 51-74 Current Colorectal Screening	75.4%	75.3%	75.0%

MOVING FORWARD

Think. Live. Feel Well!

As we move into the next year, ISU WellBeing will continue to bring our mission to life by creating conditions in which well-being and healthy lifestyles can thrive in our everyday. We couple that with our number one priority of caring for our ISU community.

The direction is clear.

- We will build on the mindfulness foundation we have established and extend that more into our working communities.
- We will work with employees, managers, and leaders in supporting one another in our everyday.

It is essential that we move toward wellbeing becoming a part of how we work and live, not just something we do outside of work.

ISU WellBeing will continue to work toward a thriving culture, where all have the capacity to think well, live well, and feel well, every day, at work and at home.

ACKNOWLEDGEMENTS

We would like to extend our appreciation to all those who supported ISU WellBeing, a unit of University Human Resources, throughout an eventful 2021-2022. Your partnership, collaboration, and encouragement have been critical to our mission of connecting our community through care.

We are grateful to the following units for their continued support:

- The President's Office
- University Human Resources
- UHR Benefits team
- Child Care & Family Services
- UHR Communications team
- Employee Benefits Advisory Committee
- Well-being Champions network
- Center for Excellence in Learning and Teaching

It has been proven repeatedly over the past year that we are stronger when we work together.



ISU WorkLife and WellBeing team at the 2022 CyDay Friday event