

UI Wellness

PHYSICAL • EMOTIONAL • INTELLECTUAL • SOCIAL • SPIRITUAL • OCCUPATIONAL • ENVIRONMENTAL

ANNUAL REPORT

FYE June 30, 2007

UI Wellness - a partnership of Organizational Effectiveness (Human Resources),
University Employee Health Clinic (UIHC) and
the Division of Recreational Services (VP for Student Services)

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I. Introduction

UI Wellness is the staff and faculty wellness program at the University of Iowa. The three main partners in UI Wellness are Organizational Effectiveness (UI Human Resources), the Division of Recreational Services (VP for Student Services), and the University Employee Health Clinic (UIHC).

UI Wellness provides health promotion services for staff and faculty to enhance the health of the organization and its employees. Programs include initiatives based at the worksite related to current UI health care utilization trends and health risk assessment data. These health promotion efforts are comprised of awareness and education activities, behavior and lifestyle change programs, and the creation of supportive environments. The vision for UI Wellness is to be a premier comprehensive health promotion program within an academic environment.

What are the Benefits to the Organization?

Worksite health promotion is an investment in human capital. Healthier employees yield bottom-line results for all organizations. The University of Iowa has identified a strategic goal to strengthen the University's intellectual and community vitality through promoting the health and well-being of all members of the University community. UI Wellness benefits include:

- Improved employee health
- Improved performance
- Control of health care utilization and subsequent costs
- Decreased absenteeism
- Retention and recruitment of employees

II. Strategic Plan & Programming

Goal 1. Provide employees opportunities to maintain and enhance their overall health and wellness. Through these efforts, we assist in the improvement of recruitment and retention of quality staff and faculty.

Organizational measure:

| | | <u>04/05</u> | <u>05/06</u> | <u>06/07</u> |
|--------------------|-----------------------------|--------------|--------------|--------------|
| UI Turnover | Faculty | 3.09% | 2.61% | 8.8% |
| | Professional and Scientific | 8.77% | 6.75% | 8.4% |
| | Merit Staff | 8.37% | 7.06% | 7.4% |

Source: IMFO, July 2007
(Permanent positions only)

Strategies and Measures: Education and Awareness Programs

| Service | FY 05/06 | FY 06/07 | REMARKS |
|--|---|---|---|
| Volunteer Wellness Ambassador Program | 132 ambassadors | 132 ambassadors | Network serves as liaisons between department and UI Wellness to assist in promotion of services. |
| UI Health Fairs | Participants - 3000 Blood pressures – 350 Cholesterol - 350 Body composition - 300 Units of blood collected - 33 Bone density– 146 Flu vaccines – not available due to supply delay | Participants - 3000 Blood pressure 200 Cholesterol - 310 Body comp - 225 Units of blood collected 32 units Bone density– 150 Blood Glucose 250 Pulmonary Function Testing (new) - 15 Flu vaccines – 708 | University of Iowa Community Credit Union was major sponsor. Additions included: <i>American Heart Association, UI Food & Nutrition Services, Iowa Department of Public Health, Lighten Up Iowa, WSUI 'Talk of Iowa' live broadcast.</i> Theme: “Five to Nine from Nine to Five” to promote fruit and vegetable intake. |
| UI Wellness Worksite Consult | 21 consults | 38 Total Consults 572 Participants • 8 ergonomic evals • 10 medical self care (292 participants) | Topics include WorkLife Balance, Healthy Meal Planning, Medical Self-Care, Active Office series, and Ergonomic Evals. Changing name to Wellness Seminars in FY 07-08. |
| Neck & Shoulder Massage | 1399 participants 25 locations | 1003 participants, 14 locations, 6 LMT providers | Will continue to promote as a fee for service. |
| National Employee Health and Fitness Day | n/a | 450 participants Fitness Loft 191 Fitness East 185 Cycling Class 12 Aerobics 30 Communications Center 35 | Free fitness classes and water bottles in partnership with Rec Services. Promoted Iowa City/Coralville Bike to Work Week throughout week. |

Goal 2. Improve productivity through a decrease in absenteeism.

| | | | | |
|---------------------------------|---------------------------------|--------------|--------------|--------------|
| Organizational measure: | | <u>04/05</u> | <u>05/06</u> | <u>06/07</u> |
| Average use of sick time | Professional & Scientific staff | 7.75 days | 7.38 days | 7.17 |
| | Merit Staff | 11 days | 10.25 days | 10.44 |

Source: IMFO, (all codes of sick leave included)

Flu Vaccinations

During the fall of 2006, flu vaccinations were provided to faculty and staff with appointments of 50% or greater. The UI Health Fair kicked off the multi-site vaccination campaign with 708 participating.

Return on investment

| | # vaccines | Net savings | Utilization |
|-------|---|-------------|--|
| 03/04 | UIHC 6066 UI <u>2251</u> Total 8317 | \$697,297 | 64% <i>13,000 Eligible</i> |
| 04/05 | UIHC 2744 UI <u>268</u> Total 3012 | \$252,526 | 23% * flu vaccine shortage <i>13,000 Eligible</i> |
| 05/06 | UIHC 6593 UI <u>2859</u> 9452 | \$792,455 | 73% <i>13,000 Eligible</i> |
| 06/07 | UIHC 4263 UI <u>5310</u> 9573 | \$802,600 | 59.7% <i>16,035 Eligible</i> |

A worksite influenza immunization program. Impact on lost work days, health care utilization, and health care spending. Dille, JH American Association of Occupational Health Nurses, 1999 Jul;47(7):301-9 **Based on per vaccine savings of \$83.84.**

Goal 3. Control health care utilization and subsequent costs through improvements in lifestyle practices, a reduction in risk factors and improvements in self-care practices.

Organizational Measure:

Top Five Areas of Health Care Utilization

1. Bones/muscles/ligaments
2. Benign/cancerous tumors
3. Heart/vessels
4. Nerves/ears/eyes
5. Obstetrical

Strategies and Measures: Behavior Change Programs

| Service | FY 05/06 | FY 06/07 | REMARKS |
|---|--|--|--|
| Well On Our Way | 1325 registered 694 participants 52% utilization | 1511 registered 790 participants 52% utilization | 90% report that WOOW contributes to a greater satisfaction with working at UI. 98% would recommend the program to a co-worker. 78% report WOOW helps improve or maintain behaviors that contribute to better health. WOOW upgrade underway in June-September 2007 – upgrade to storefront concept. |
| Weight Watchers Worksite program | 287 participants (July 05 through June 06) | 213 participants (July 06 through April 07) | Numbers do not reflect unique users rather total number enrolled in three 13-week series from July through April 07. Average weight loss for each session is 7.3 lbs. Total weight loss 1552 pounds. Classes are offered over noon hour and early morning on East and West campus. |
| Smoking Cessation Counseling provided by UEHC | 11 participants 7 smoke-free at 3 months post-quit date | 20 participants; 17 smoke-free as of June 30, 2007. | Will continue to monitor utilization and long-term compliance. |

| | | | |
|-----------------------|--|------------------------------------|--|
| Health 4 the Holidays | 374 registered 203 (54%) successfully completed | Did not offer | 4-week, self-directed online program focused on the “maintain don’t gain” concept around the holiday season. 95% of participants report that the program helped them to maintain healthy habits around the holidays. |
| Winter Games 2006 | 526 registered 387 (74%) successfully completed | Did not offer | 6-week program where participants logged minutes of physical activity taking them on an “Olympic torch relay” through Italy. <i>“I lost 7 pounds since the beginning of December. I contribute it a lot to these programs because I kept my log form with me at all times and it reminded me to exercise and eat healthier.”</i> |
| Turkey Trot | Did not offer | 540 registered 63% completed | 341 successfully completed 4-week program to track minutes of activity. Program ran from Thanksgiving through Christmas holiday. 99% said Turkey Trot helped them maintain or improve healthy habits over the holidays. |
| Colorful Choices | Did not offer | 380 registrants, 100% completed | 6-week program to encourage increase in fruit and vegetable intake. <i>“I plan to continue this program with my family. Recording my fruits and veggies was simple and a great reminder.”</i> |

Facilities Management Wellness Program

UI Facilities Management (FM) and UI Wellness have been collaborating since 1999. FM supports a Wellness Coordinator position at .25 FTE. Beginning July 1, 2007, support of this position will move to .10 FTE. Full Health Screenings are offered on a biannual basis to FM employees. Over the years, the screenings have resulted in the early detection of many serious health indicators: elevated blood glucose, high blood cholesterol, high blood pressure, and others. Program emphasis focused on the relationship of health and work-related illness/injury.

| STRATEGY | FY 04/05 | FY 05/06 | FY 06/07 | REMARKS |
|-------------------------------------|-------------------|------------------------------------|------------------------------------|--|
| Warm Up at Work pre-work Stretching | 39 participants | 45 (121 introduced to the program) | 45 (121 introduced to the program) | 88% of participants report feeling more flexible; 79% report feeling more prepared to do their job; 91% would recommend program to others. |
| Health Screenings | 181 | Every other year screening | 147 | Improvements in health risk areas of high blood pressure, tobacco use, physical activity, and stress. |
| Blood Pressure Screenings | 97 (April - June) | 137 | 140 (est) | BP Screenings held monthly at USB and as requested by other groups. Number reflects total readings. |
| Quarterly Wellness Feature | 676 (two topics) | 1299 (four topics) | 1110 (four topics) | Topics included Heart Health, Stress Management, Physical Activity recommendations & guidelines, Back Safety. |
| Flu Vaccines | Unknown | 183 | 320 (51% eligible) | Nearly \$15,000 cost-savings related to sick-days and medical costs. Special vaccination event held for second-shift FM employees. |



liveWELL is a comprehensive wellness initiative for eligible faculty and staff administered by UI Wellness and UI Benefits. liveWELL is a collaborative effort from all levels of the University with the overall goal of enhancing the health and well-being of UI faculty and staff demonstrating a return on investment for the organization. The model used is an integrative approach to population health calling upon input and assistance from the following entities: UI Wellness, UI Benefits, College of Nursing, College of Medicine, College of Public Health, College of Liberal Arts and Sciences, College of Pharmacy, College of Dentistry, UI Health Plans, and University of Iowa Hospitals and Clinics.

liveWELL was developed over an 18-month time period in conjunction with the partners noted above. The program was successfully launched April 6, 2006, with the activation of an on-line health risk assessment (HRA). Individuals who indicated health risks and a demonstrated readiness to change as part of the HRA are provided the option to work 1:1 with a Health Coach to develop a tailored health improvement plan, and/or be referred to other appropriate services.

liveWELL operates on a calendar-year schedule for data-analysis and marketing purposes; outcomes reported are from program launch through December 31, 2006.

Health Risk Assessment (HRA) Aggregate Summary Data

HRA Utilization/Demographics:

- 4812 participants (49% of eligible population)
- 70% Female (as compared to 62% for UI)
 - 30% Male (as compared to 38% for UI)
 - Average Age – 42.3 years (as compared to 44.75 years for UI)

Prevalence of Chronic Conditions (Top 3)

- Migraines – 16%
- Chronic Back Problems – 13%
- Arthritis – 13%

Prevalence of Behavioral Risk Factors -Top 3

- Unhealthy Eating – 57%
- Low Fruit and Vegetable Intake – 49%
- Lack of Regular Exercise – 44%

Prevalence of Multiple Behavioral Risk Factors

- Two Risk Factors – 26%
- Three Risk Factors – 20%
- Four+ Risk Factors – 11%

Health Screening

- Cholesterol: Last 5 Years 84%
- Blood Pressure: Last 2 Years 97%
- Diabetes: Last 3 Years 71%
- Colorectal Screening Test 68%
- Mammogram in Past Year 78%

Immunizations

- Flu Shot 66%
- Hepatitis B Vaccination 56%
- Tetanus 79%

Health Coach Service Summary Data

The Health Coach Service had 231 clients successfully complete the program during 2006, and 87 were still actively engaged with their respective health coach at the end of the year.

Outcome data – Health Goal Areas:

| | Goal Met | Goal Partially Met | Goal Not Met |
|--------------------------|----------|--------------------|--------------|
| Improved energy/vitality | 14 (67%) | 4 (19%) | 3 (14%) |
| Exercise | 69 (54%) | 45 (35%) | 14 (11%) |
| Improved Nutrition | 40 (38%) | 40 (48%) | 3 (14%) |
| Smoking Cessation | 3 (50%) | 2 (33%) | 1 (17%) |
| Stress Management | 17 (55%) | 10 (32%) | 4 (13%) |
| Weight Loss | 42 (36%) | 47 (40%) | 29 (24%) |

Overall 86% of goals were met or partially met in the various areas. Note that one client may have more than one goal area.

Outcome data – Satisfaction:

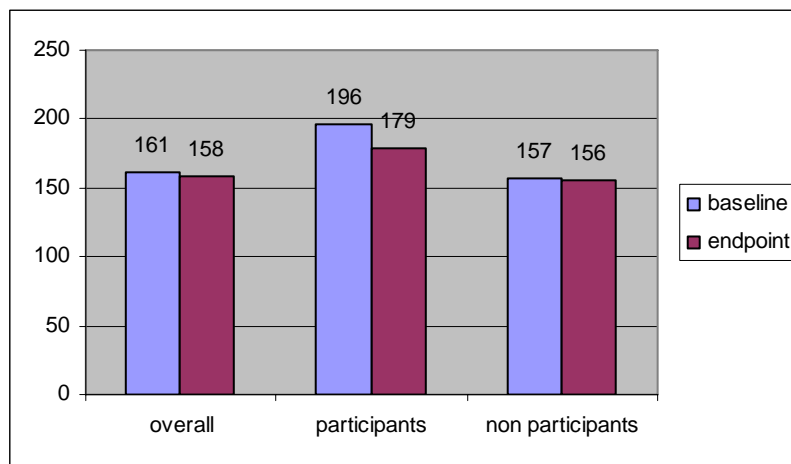
Satisfaction with the service was extremely high with 100% of clients indicating the service met or exceeded their expectations related to quality and effectiveness. Additionally, clients reported that the Health Coach Service improved their health (97% of clients), performance at work (86% of clients), and overall satisfaction with working at the University of Iowa (78% of clients).

“I achieved all my objectives while working with my Health Coach. I lost 15 pounds, lowered my cholesterol 37 points (it is now under 200 for the first time in several years), and I am keeping up with regular physical activity. My coach suggested flexibility and strength training exercises, which I am also doing regularly.” -60 year old, male UI Wellness Health Coach client

Outcome data - Health Status Survey:

An analysis of the SF-12 Health Status Survey was performed by Quality Metric Incorporated to look at predicted monthly medical expenditures and change in health status for individuals completing the Health Coach service versus those who did not participate. **Figure 1** shows that at baseline, Health Coach participants were predicted to spend about \$40 more on average compared to non participants (\$196 for participants vs. \$157 for non participants). The difference decreased to \$23 at endpoint (\$179 for participants vs. \$156 for non participants).

Figure 1: Predicted Monthly Medical Expenditure by Health Coaching Group (in \$)



III. Conclusion

UI Wellness represents the core values of the University of Iowa. Our opportunity for growth and positive change in work culture can lead to individuals who are healthier and a more productive workforce overall. UI Wellness programming demonstrates an approach that is inclusive and reflects us as a workplace of choice.

Goals for 07/08:

- Expansion of the **liveWELL** program to all University staff with inclusion of Merit Staff on July 1, 2007.
- Expansion of Data Management and Integration capabilities using **liveWELL** Health Risk Assessment data, Health Coach data, Health Care data and absenteeism numbers.
- Expand on Campus Health Model and continue planning for new Campus Recreation and Wellness Center in collaboration with UI Recreational Services and Student Health Services – Health Iowa.
- Continue to build awareness and utilization of UI Wellness services through cross-marketing and consistent branding of services.
- Integration of services related to health, productivity, and leave management. Pilot Intervention in 2007-2008.

APPENDIX: ACKNOWLEDGEMENT OF STAFF AND PARTNERS

A. UI Wellness Staff

| | | | |
|----------------------------|--|------------|----------|
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C. Wellness Ambassadors 2006-2007

Thank you to the Wellness Ambassadors on campus who have made UI Wellness programming successful.

Kimberly Aggson, Beth Albaugh, Megan Allen, Chris Annicella, Susan Baker, Vicki Bellmore, Andrea Beloy, Bobbie Bevins, Molly Hatler Bradshaw, Debra Brandt, Patricia Britt, Jessica Bryant, Sandy Bryant, Joel Carl, Ronnie Chalupa, Angela Charsba, Inge Clancy, Rebecca Clark, Connie Clark-Yentsy, Debbie Comberd, Kaylene Cramford, Donna D'Ambrose, Melissa Dawson, Mary Dorst, Angella Don, Janet Duncan, Leeann Eddins, Tacia Edeker, Pam Emerson, Anita M. Fagerland, Kristi Finger, Amy Fletcher, Lesanne Fliebler, Lois Friday, Glenda Glasgow, Carolyn Goddard, Martha Gordon, Mary Grabe, Lois Gray, Victoria Green, Brenda Gritsch, Ray Haas, Kimberly Hammen, Michelle Hanks, Martin Happ, Joey Haug, Deb Hedinger, Cheryl Heery, Robert Helle, Valorie Hollan, Beth Houlaban, Ruth Hurlburt, Lisa Ingram, Karen Johnson, Kate Kasten, Sandy Kessler, Jane Kinney, Kathy Klein, Patricia Koffron, Kellie Kucera, Kim Kuennen, S. Christine Land, Karlyn Larson, Diana Lei, Carolyn Lewis, Kate Lewis, Rhonda Lewis, Erin Litton, Theresa Lower, Lora McKee, Tammy Mather, Lisa Milder, Judy Miller, Susan C. Miller, Suzanne Miller, Virginia (Ginny) Miller, Heather Mineart, Marge Mitchell, Julie Mock, Megan Moeller, Sherry Moffit, Deann Montchal, Jennifer Montgomery, Donna Muller, Davis Mumbengegwi, Kristi Murphy, Pam Myers, Miriam Nishy, Pat Nissley, Janet Parham-Walker, Cheryl Person, Janette Pettus, Melia Pieper-Marek, Patricia Ramstad, Laura Reed, Jennifer Robertson-Lacey, John Rutherford, Joyce Sanderson, Cheryl Sanyer, Denise Schieffer, Wanda Schwartz, Julie Sexton, Michelle Smith, Linda Spence, Laurie Stebral, Doreen Strabala, Lori Strommer Pace, Eileen Sullivan, John D. Swenning, Carolyn Tappan, Donna Taylor, Jennifer Tinnes, Virginia Travis, Joni Troester, Ellen Twinam, Michael Venzon, Tanya Villhauer, Eileen Vogel, Peggy Waters, Rhonda Weaver, Sue Weinberg, Chuck Weno, Mary White, Jacqueline Williams, Andy Winkelmann, Vicki Wittenberg, Ruth Wittkop, Ann Wolf, Al Young, Michelle Zilisch, Brenda Zobeck

Wellness Ambassador of the Year, 2007: *Lesanne Fliebler, Tippie College of Business*

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