President’s Council

March 7, 2017
Phase 1: Engage the ISU Community (April 2014 – December 2015)

- **Completed Inventory of ISU**
  - Health Care Claims, Surveys and Campus Conversations

- **Connected and Integrated with Partners**
  - Internal UHR
  - Campus groups – Live Green, ISU Dining, College Human Sciences, ISU Extension and Outreach, etc.
  - Community – MGMC, McFarland, Healthiest Ames
  - Other – Health vendors, BHAC

- **Provided Well-being Services & Collaborations**
  - Local Food Festival
  - Healthiest State Walk
  - Flu Vaccinations
  - Workshops and trainings

- **Created ISU WellBeing Action Plan**
ISU WellBeing Action Plan

Move from Wellness to Well-being

- Six elements of well-being
- Guiding Principles
  - Create conditions in which well-being thrives.
  - Build an environment that makes healthy choices an easy choice.
  - Support people from a “whole is greater than the sum of its parts” philosophy.
  - Recognize the importance and value of all elements of well-being.
  - Develop human capacity for growth and development.
ISU WellBeing Action Plan

Five strategic priorities

1. **Improve the health status** of our employees
2. Enable employees to **adopt and maintain** healthy lifestyle choices
3. Create a **safe and supportive environment** that makes healthy choices easy
4. Educate and empower our employees to **effectively manage and utilize the health care system**
5. **Foster an inclusive and engaging culture** of well-being that enables employees to bring their best self to work and life every day
Phase 2: Enhance our Programs and Services (July 2015 – December 2016)

1. Supported Current Well-being Services
   - Flu Shots, Healthiest State Walk and Local Foods Festival

2. Launched Benefits & Wellness Communications
   - ISU WellBeing Website (February 2016) - Programs, services and resources
   - Annual Program Calendar (FY 2016, 2017)
     - Workshops in Learm@ISU
     - Benefits, EAP, L&D, Financial webinars/programs, Well-being programs and services

3. Hosted Healthiest State Conference at ISU (May 2016)

4. Supported Internal Services
   - Professional and Scientific Council (February)
   - Departmental Retreats and Development
Phase 3: Expand The Opportunities
July 2016 – December 2018

- **Provide Annual Workshops** – stress, energy management, healthy work environments

- **Develop chronic condition support programs**
  - Community Partnership (MGMC, McFarland Clinic, City of Ames and ISU) to address chronic health conditions (diabetes, depression, and hypertension)
  - Create Health Care Consumerism campaign and training.

- **Launch ISU WellBeing portal**
Key services of a well-being portal

1. Individualized programming (tools, resources, and tracking)
2. Access to programming (online and mobile access for all employees regardless of location)
3. Community building (teaming environments/social connection)
4. Evaluation tool
   - Programmatic tracking and data
   - Aggregate data and reports
   - Survey options (organizational, cultural, etc.)
5. Integration opportunities (Benefits, EAP, other vendors, etc.)
Portal Process

1. RFP – posted October 2016
2. 15 proposals received – November 2016
3. Final 3 selected for campus presentations
   - Review team: IT, P&S, Faculty, Live Green, Student Wellness, and UHR
4. Vendor selection and contract negotiations
5. Implementation Planning
6. Anticipated launch Fall 2017
Phase 3: Expand The Opportunities
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- Launch ISU WellBeing portal

- Create HAES® nutrition initiatives and support

- Continue Collaboration with Employee Wellbeing and Student Wellness

- Establish a Campus-Wide Wellbeing Partner Forum
Potential WellBeing Forum Partners

- Environmental Health and Safety
- Facilities Planning and Management
  - Live Green
- Office of Diversity and Inclusion
- ISU Dining
- Student Wellness
- Other Student Affairs
  - ISU Rec Services
  - Department of Residence
  - Student Health
  - Student Counseling
- ISU Extension and Outreach
- College of Human Sciences
  - Exercise Clinic
  - Nutrition Counseling
  - Financial Counseling Clinic
  - Human Development (life-span and mental wellbeing)
- College of Liberal Arts and Sciences
  - Network Counseling Clinic
- University Human Resources
  - Learning and Development
  - ISU Child Care and Family Services
  - Benefits, Retirement, EAP
Phase 4: Evolve the Culture (July 2018 – December 2019)

**Potential Metrics**

1. Program Value
   - Participation
   - Program Evaluations
   - Employee Satisfaction/ Interest Survey

2. Health Outcomes
   - Health Care Claims Costs

3. Culture of Wellbeing
   - Wellbeing/Culture Survey
Going Forward...

- Continued support and encouragement for wellbeing on campus.
- Representation and participation in WellBeing Partner Forum
- Feedback (needs, wants, assistance, and concerns)
ISU WellBeing
University Human Resources

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Questions?