

IOWA STATE UNIVERSITY

Office of the President

President's Council

March 7, 2017





ISU WellBeing

Overview

President's Council, March 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

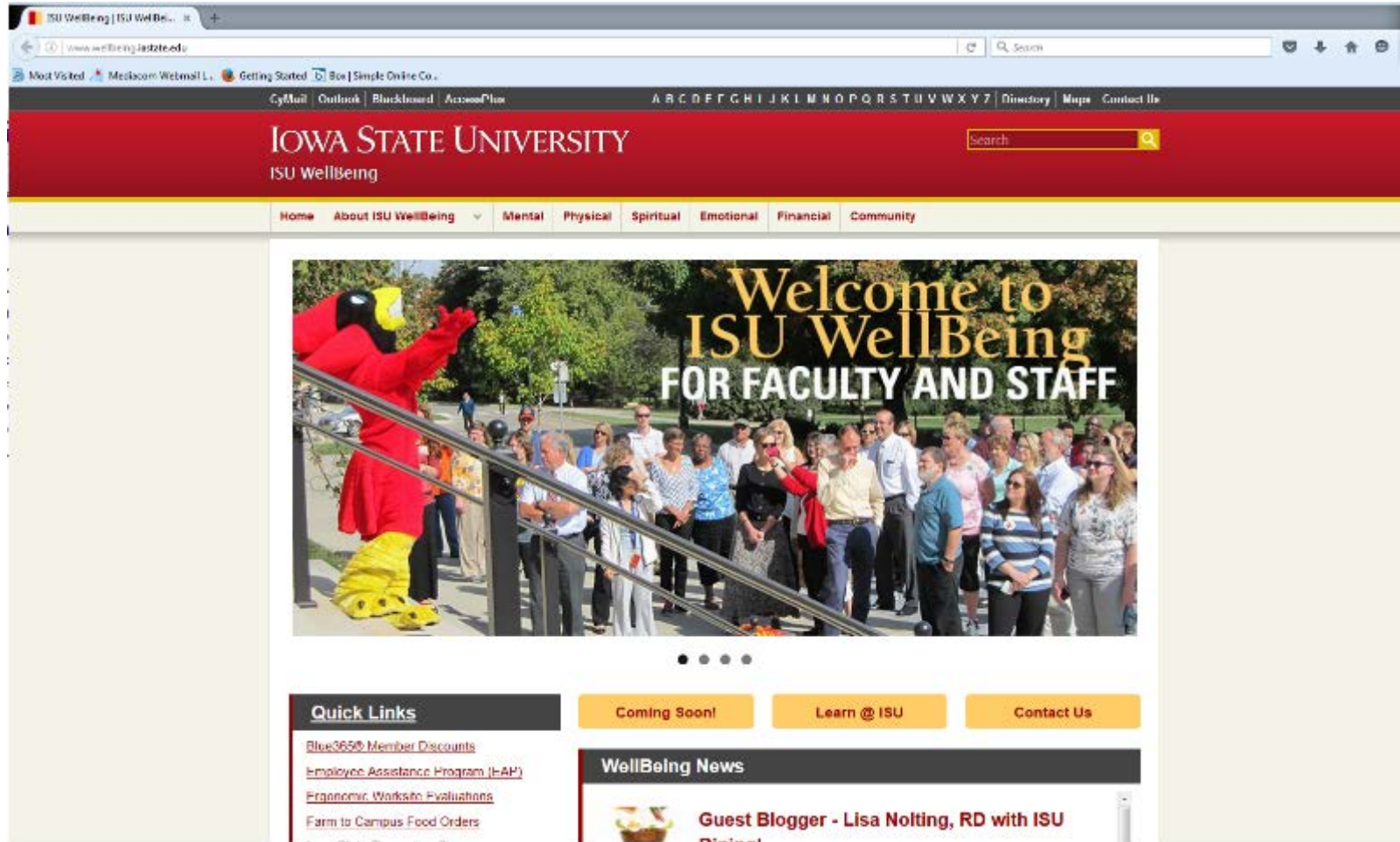
Phase 2:

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 Learn@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





www.wellbeing.iastate.edu

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





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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

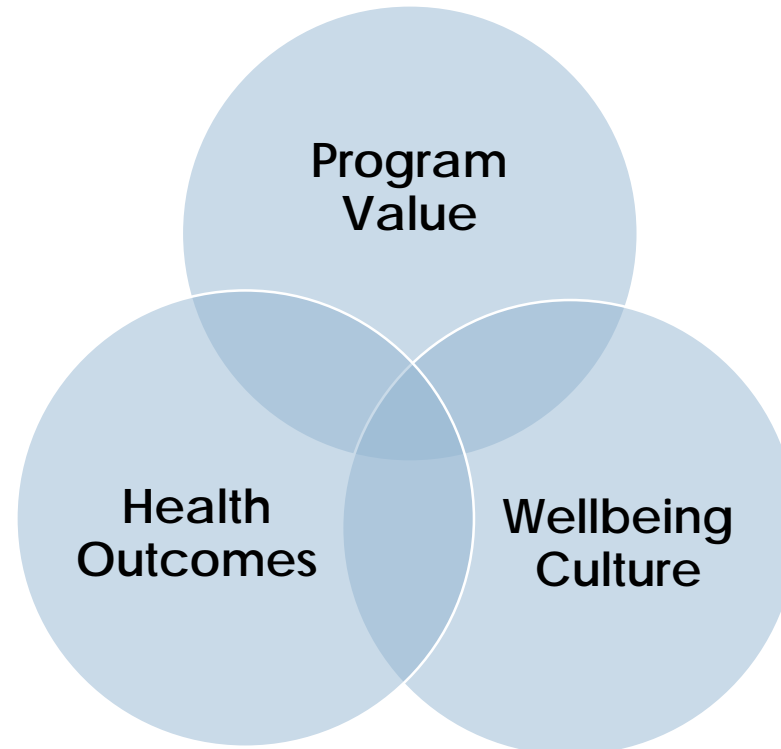
- Environmental Health and Safety
- Facilities Planning and Management
 - Live Green
- Office of Diversity and Inclusion
- ISU Dining
- Student Wellness
- Other Student Affairs
 - ISU Rec Services
 - Department of Residence
 - Student Health
 - Student Counseling
- ISU Extension and Outreach
- College 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

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Questions?