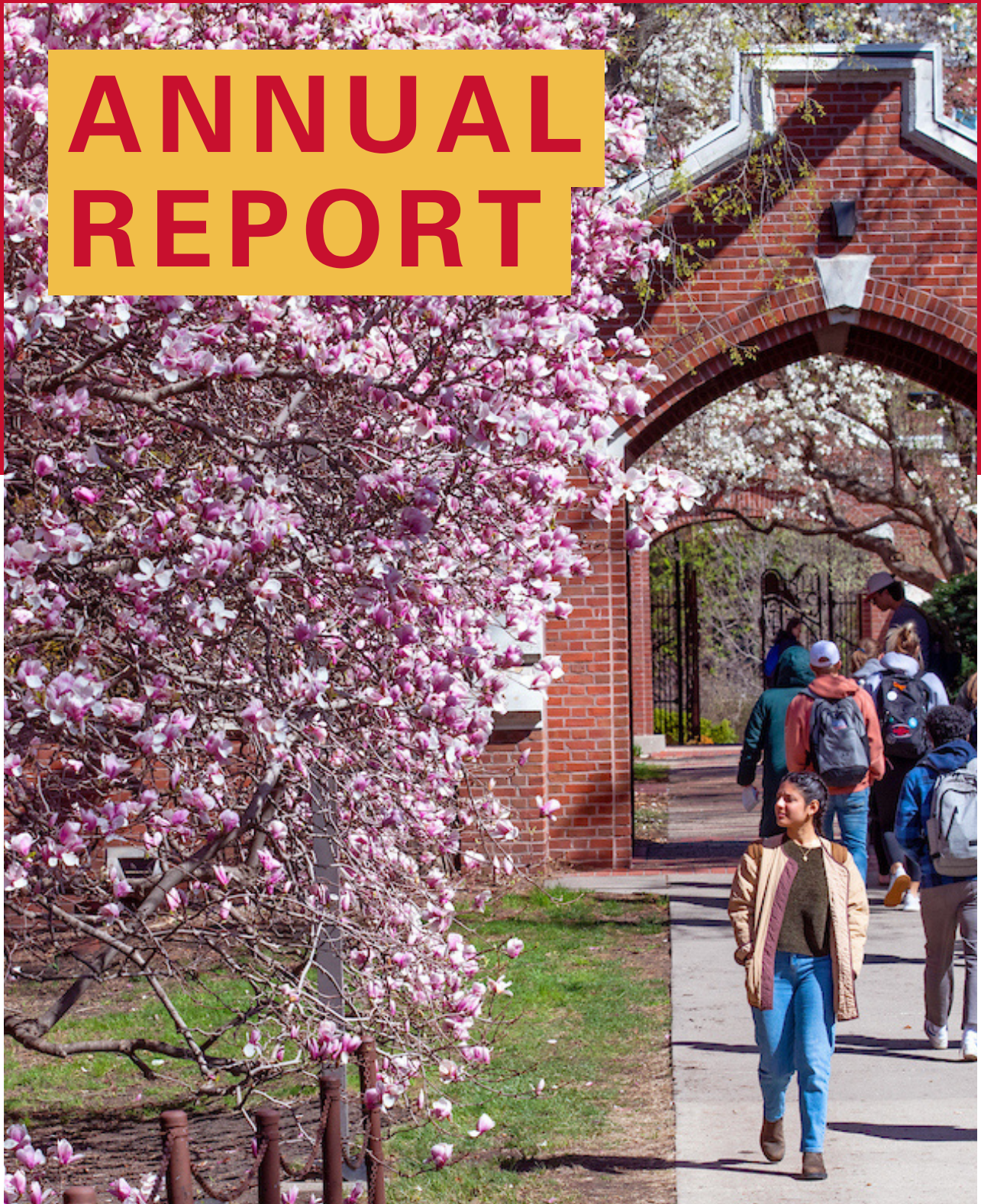


# ANNUAL REPORT



"[ISU WellBeing has] created such a wealth of wonderful resources and there's so much opportunity for employees to be well, think well, and live well. Even being at ISU almost 10 years, I love when I can attend a presentation and learn new things." - Iowa State employee

**ISU WELLBEING**  
**FY 2023**

# OUR MISSION

ISU WellBeing will create the conditions in which well-being and healthy lifestyles can thrive in our every day! Caring for our community is our number one priority, and over the past year, we have continued to prioritize the well-being and engagement of our employees at work and home. Our focus throughout the year was to work toward a thriving culture, where all have the capacity to think well, live well, and feel well every day. It was important to look at how we work and live, and not view well-being as something we just do in addition to work.

## NEW MINDFULNESS PROGRAMMING

### MINDFULNESS @ WORK

#### PILOT PROGRAM

We knew practicing mindfulness and building resiliency were key to making a difference in the way we work. The Mindfulness @ Work pilot program was designed for management to learn about mindfulness and how it can increase productivity, resilience, and engagement in the workplace. Modules included resilience, enhancing productivity, efficiency and innovation, empathy and compassion, and best practices for work.

#### DEPARTMENT RETREATS

After the initial pilot, follow-up department retreats for managers were requested on burnout and mindfulness. Several presentations were developed and provided for departments on self-care, burnout, and creating supportive work environments. These workshops were well received with over 380 employees attending throughout the year. Employees not only learned to identify signs and symptoms of burnout, but also to rethink how a work environment that supports mental health and self-care would look, feel, and function.

#### DEPARTMENT RETREAT PARTICIPATION

**380**

total participants

**100%**

would recommend this training

**4.6/5**

overall satisfaction score

#### PILOT PARTICIPATION

**100%**  
would recommend this training

**9.1/10**

★★★★★★★★★  
overall satisfaction score

“A couple take-aways for me are mindfulness, not multitasking. (I may be doing too much.) Learning to close your eyes, breathing, being aware of myself, and setting goals for myself and my team about wellness.”  
- Iowa State employee

### HEALTH AND WELLNESS SYMPOSIUM

The first annual Health and Wellness Symposium for Iowa State employees was held on February 3, 2023. The free symposium highlighted resources available to faculty, staff, and students, allowed employees to take part in skill training, and shared best practices. ISU WellBeing provided several breakout sessions to a total of 150 employees. These sessions included:

- Mindfulness @ Work: An introduction and skill building session on mindfulness practices that improve well-being and enhance the work environment.
- Supporting Colleagues: Through Surviving to Thriving: A discussion on supporting self and colleagues through difficult times.
- Reimagining Well-being: Taking a fresh look at the factors that impact well-being during the workday and shifting perspective on what workplace well-being can be.

**352** total participants

**211** employees registered

# PROGRAMS AND SERVICES

## AM I HUNGRY? MINDFUL EATING PROGRAM

The Am I Hungry? Mindful Eating Program continues to be a foundational program for ISU WellBeing that focuses on four main concepts: how we think about eating, how we nourish our bodies, how we live each day, and how we eat or don't eat once we determine if we are hungry. Three sessions were offered over the course of the year and a waiting list has been formed for next year.

“It (Am I Hungry?) has helped me become more self-aware and understand that there is another option rather than dieting. I have gained understanding that I'm in control of my choices with what I put in my body and that I don't have to deprive myself of food I love (in moderation) or go hungry (deprive).”  
- Iowa State employee

### AM I HUNGRY? PARTICIPATION

**370+** participants since 2018

**8.9/10** satisfaction rating

**97%**  
would recommend this workshop

**93%**  
learned tools and skills to eat mindfully

### ADDITIONAL AM I HUNGRY? EVENTS AND RESOURCES

Former Am I Hungry? participants were invited to four follow-up networking events and received a twice-monthly newsletter with refresher content from the workshop. The newsletters have an open rate of around 30 percent and continue to be an effective educational tool and relationship building opportunity.

## MID-MORNING MINDFULNESS

Another successful year of Mid-Morning Mindfulness (MMM), our twice-weekly opportunity for employees to step away from work and practice mindfulness, is in the books. MMM sessions are held Tuesday and Thursday mornings from 10-10:15 a.m. and have an average of 24 participants per session.

### 2023 PARTICIPATION

**1,894**  
participants

**147**  
registered

**80**  
sessions

“MMM forced me to take a short mental break during a busy day. I felt relaxed and refreshed after each session, making me more effective at my job the rest of the day. I've used the techniques during periods of stress to recover and refocus. I give the program five stars!”  
- Iowa State employee

## FLU SHOT CLINIC

With prevention always at the top of the priority list, ISU WellBeing and Occupational Medicine partnered once again to bring the flu shot clinic to Iowa State employees. The 2023 Iowa State Employee Flu Vaccine Clinic was held October 9-20 in State Gym on campus. This two-week service provides a convenient and efficient opportunity for eligible employees to receive the the flu vaccine for free.

**2,749** shots provided at the clinic

**4,400** total vaccinated

**40%**  
of benefits-eligible employees

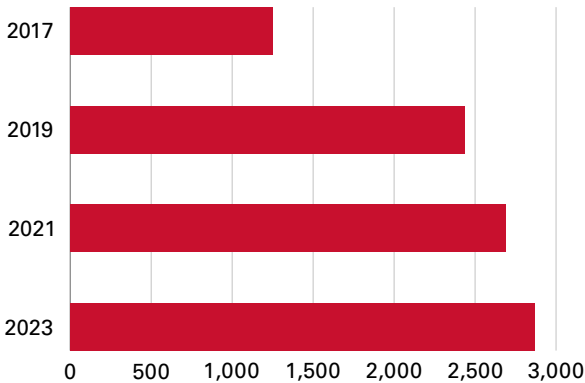
**65%**  
of benefits-eligible employees

# ADVENTURE2

Adventure2, the University’s online well-being and engagement portal, launched in fall 2017 and continues to support the health and well-being of those participating in the program. It was an exciting year in Adventure2 as we experienced increases in all aspects of the program and launched a new parenting solutions portal in January 2023 to build on the resources available to our Iowa State families.

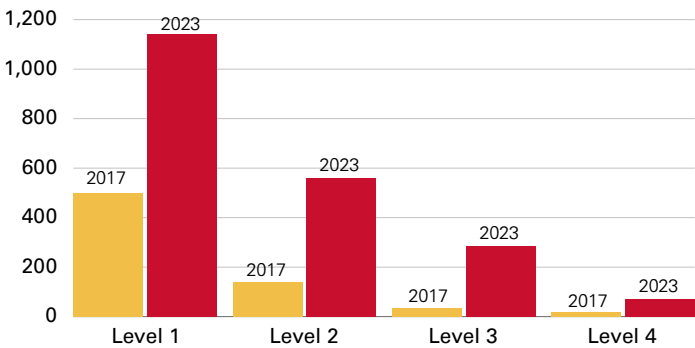
## ENROLLMENT NUMBERS

Employee registration continued to increase to over 2,800 with over 1,200 employees returning monthly to the app and activities.



## LEVEL COMPLETION

Completion across all four levels more than doubled compared to the completion rates of the baseline year (2017-2018). Over 1,100 employees completed level one in the program. This was the first year over 1,000 employees reached the first level.



User satisfaction in the program remained at or above a 4.5 on a 5.0 scale. ★★★★★

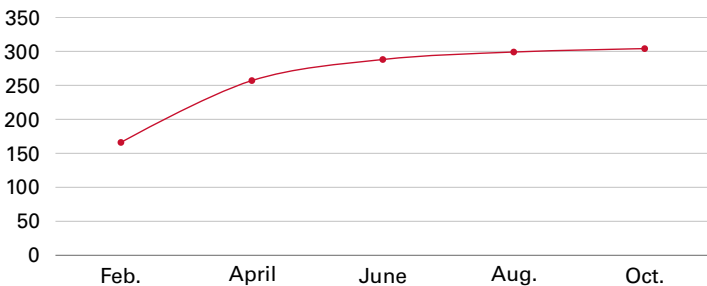
## PARENTING RESOURCES IN ADVENTURE2

The Parenting Success Solution portal by RethinkCare launched in January 2023. It is located in Adventure2 and gives employees 24/7 access to tools and resources, including parenting courses across a variety of topics, monthly webinars, parent discussion groups, and consultations with Board Certified Behavior Analysts (BCBAs). This resource experienced exceptional activity and growth in the first six months of inception with over 5,000 minutes of training utilized by over 300 employees.

### 2023 PARTICIPATION

**303** enrolled employees      **87%** active users      **5,256** total minutes trained

### USER GROWTH



“Thank you for helping me, along with others, gain knowledge about something many people can relate to but may be hesitant to share their struggles with. Going through these struggles alone can be scary and when other people are talking about it and trying to educate others about it, then I don’t feel alone.”  
- Iowa State parent

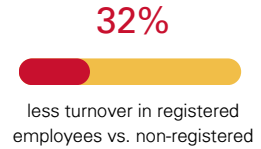
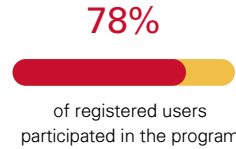
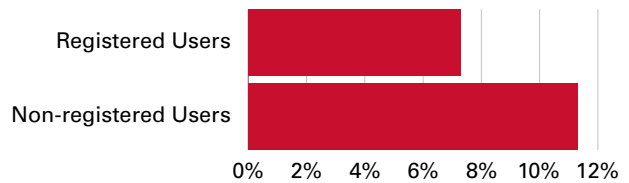
# 2022-2023 ADVENTURE2 IMPACT ANALYSIS DATA

The annual impact analysis is a dashboard look at the impact of the Adventure2 program, including program success measures, health, well-being, and productivity risk changes, as well as engagement, burnout, and turnover percentages across the registered population.

The Adventure2 program experienced increases in usage throughout the year. Not only were employees returning regularly to the portal but over 1,100 employees (20% increase) completed the Well-being Assessment (WBA), which drives customization of individual activities and provides aggregate data to determine well-being needs and risk status of the ISU population.

## RETENTION RATES

Turnover rates by registration status



## EMPLOYEE ENGAGEMENT AND BURNOUT RISK

According to the 2022 Gallup's State of Global Workplace report, annual employee engagement in the United States was at 32% of the workforce, and best-practice organization engagement levels were closer to 72%. Based on employees who completed the WBA, current levels of engagement at Iowa State are slightly lower than the U.S. rate. In those employees utilizing the Adventure2 program, overall engagement increased by 2% and improved from 1-5% in two employee job classifications. The burnout rates across the university decreased by 0.9% in those utilizing the programs and services in Adventure2. Burnout is defined as an employee with high engagement and high stress.

Designation	Actively Engaged	Burnout Risk
Limeade Book of Business	36.6%	7.4%
Iowa State University	28%	10.3%
P&S	26.5%	9.7%
Merit Employee Hourly and Salary	24.8%	10.3%
9 and 12 Month Faculty	41.6%	18.2%
Post Doctorate	31.6%	21.1%

## WELL-BEING RISK STATUS CHANGES

The WBA measures changes in health, well-being, and productivity-related risk across Iowa State employees from the prior year. Any increase in the risk dimensions indicates an improvement in that area. We continue to see improvements in self-ratings of health and well-being in the assessment, specifically in self-care and managing stress and anxiety. Given the challenges of the last few years, it is not surprising to see health, well-being, and productivity struggling to improve. Continued education, awareness, and resources will be key to moving the needle in these dimensions.

HEALTH		WELL-BEING		PRODUCTIVITY	
Risk dimension	% Change YOY	Risk dimension	% Change YOY	Risk dimension	% Change YOY
Nutrition	-0.07%	Energy	-0.01%	Job satisfaction	-0.02%
Sleep	-0.30%	Resilience	+0.03%	Work growth	-1.95%
Self-care	+1.19%	Managing stress/anxiety	+1.55%	Sense of team	-0.86%
Exercise/ Fitness	-0.78%	Work-life balance	-2.53%	Resources/support	-0.57%

# POPULATION HEALTH MANAGEMENT DATA

Using data from the Ames Alliance\* and University health claims, ISU WellBeing can be more strategic in addressing and impacting the health of Iowa State employees.

In reviewing the data regarding overall health, we see some shifts that are in alignment with what we would expect given the last few years. Employees' perception of overall health as excellent/good has declined slightly, with a 0.9% decrease since last year. However, employees' perception of health as fair/poor has rebounded by 0.9%. Employees' overall rating of their ability to manage their health decreased slightly, from 85.5% to 84.2%. Yet, the level is still higher than the baseline of 83.9% in 2018. We will continue to provide tools and resources to encourage healthy lifestyles and greater well-being over the next year.

With increased awareness across the nation, we know that mental health is a concern for all worksites. Iowa State is no different. This last year, those diagnosed with mild, moderate, or severe depression increased from 10.9% to 18.2%. This is double the baseline of 9.0% in 2018. ISU WellBeing will continue to prioritize the mental and emotional well-being of our employees and look to build on the mindfulness/resiliency programs and services, as well as explore and assess the impact of our work environment, employee engagement, and culture at Iowa State.

We continue to experience a steady increase (up 1.6% to 57.7% in 2023) in completion of annual preventive exams across our population. ISU WellBeing continues to promote preventive screenings through Adventure2 as a foundational self-care practice. With aligned benefits, Iowa State has experienced a 5.3% increase since 2018.

This dashboard of health care metrics continues to provide direction in creating a strategic and comprehensive approach to supporting our employees' health and well-being.

DATA ITEM	BASELINE 2018	AUG. 2021	AUG. 2022	AUG. 2023
<b>Overall health rating of Excellent or Good</b>	78.8%	78.2%	76.4%	75.5%
<b>Overall health rating of Fair or Poor</b>	5.2%	5.1%	6.3%	5.4%
<b>Overall rating of Excellent or Good in ability to manage health</b>	83.9%	85.9%	85.5%	84.2%
<b>Percent diagnosed with Depression (Mild/Mod/Sev)</b>	9.0%	10.6%	10.9%	18.2%
<b>Cancer Screening: Women, age 51-74 Current Mammogram</b>	83.4%	79.6%	82.1%	83.8%
<b>Cancer Screening: Employees, age 51-74 Current Colorectal Screening</b>	75.4%	75.3%	75.0%	75.9%
<b>Completed Annual Preventative Exam</b>	50.4%	51.2%	54.1%	55.7%

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

## MOVING FORWARD

As we move into 2024, 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 will couple that with our number one priority of caring for our Iowa State community.

Over the next year, we will

- Expand our mindfulness programming to build mindfulness into our work environments and develop practices that impact how we work every day
- Explore resources and services that can support those aspects of our well-being identified as a priority in our metrics, including mental health and financial well-being
- Evaluate the environmental, systemic, and cultural impacts on the well-being of our Iowa State community and create solutions to impact change.

## ACKNOWLEDGEMENTS

We would like to extend our appreciation to all those who supported ISU WellBeing, a unit of University Human Resources, throughout an eventful 2022-2023. Your partnership, collaboration, and encouragement have been critical to our mission.