

2024 ANNUAL REPORT



Cy leads hundreds of participants through campus during the 2024 CyDay Friday walk.

ISU WELLBEING FY 2024

“The program is so well rounded! It keeps me on track with my drive to eat healthier and be more active. I am also able to be more present for both the employees I serve and my family.”
-Iowa State employee

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.

MINDFULNESS PROGRAMMING

MINDFUL@WORK

ENHANCED PROGRAMMING

The awareness and impact of mental and emotional health in the workplace continues to be a primary focus for our ISU community. After piloting several mindfulness options the previous year, it was clear there was a need to build mindfulness skills and resilience to support our faculty and staff in not only bringing their best self to work but in supporting self and others, including students on a daily basis. **We built upon the foundation of the Mid-Morning Mindfulness and Am I Hungry? Mindful Eating programs and added new Mindful@Work sessions.**

MID-MORNING MINDFULNESS

Our twice-weekly Mid-Morning Mindfulness (MMM) sessions continue to be among our most popular programs. More than 2,200 employees participated in the 80 sessions, an average of 28 employees per session. **That was an increase of 17% over the previous year.** These 15-minute virtual sessions give employees a short respite from the daily grind, as well as an opportunity to practice mindfulness in the workplace. Led by a certified mindfulness instructor, participants practice various methods of mindfulness, with the goal of bringing calm, peace, focus, and balance to their day.

AM I HUNGRY? MINDFUL EATING

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. This program is designed to break the eat-repent-repeat eating cycle and build mindful eating skills, a powerful tool for living a healthy life. Three sessions were offered over the course of the year, along with one introductory session. **With 45 new participants this year, the program has now successfully served more than 400 employees since 2018.**

97%

would recommend this training

93%

said it had a positive effect on their well-being

8.75/10

satisfaction rating from participants

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.**



"Mental health and well-being are important topics in today's world. Having the awareness of my own and that in others, as well as ways to approach or cope, are instrumental in my interactions with others both at home and in the workplace."

-ISU Employee

"I have learned several calming techniques for when I am in a tense or anxiety-inducing situation."

-Mid-Morning Mindfulness participant

"The program gave me many practical, ready-to-use tools that I feel impacted my well-being more and more with each session. The information presented was easy to implement into my life right away."

-Am I Hungry participant



OTHER PROGRAMS AND SERVICES

MORE MINDFUL@WORK SESSIONS

With a continued focus on mindfulness, resilience and burnout, ISU WellBeing expanded the Mindful@Work series throughout 2023-24. The Mindful@Work Basics class offered an introduction to mindfulness, while an Advanced skill-building series focused on improved mental health and resiliency. Modules included resilience, enhancing productivity, efficiency and innovation, empathy and compassion, and best practices for work. Of the more than 125 participants, **100% recommended the series, with an overall satisfaction rating of 9.6/10.**



"The workshop improved my well-being because it demonstrated a cultural shift toward self-care, and that helped to decrease my work stress and cultivate work enjoyment. I look forward to incorporating the helpful suggestions into my work to support daily well-being."

-Mindful@Work participant

"Sometimes you have to get kicked in the pants to make any change. The well-being efforts at ISU for faculty and staff are amazing. I am definitely more relaxed than before."

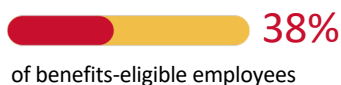
-Mindful@Work participant



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 ISU employees. This year's Iowa State Employee Flu Vaccine Clinic was held October 7-18 in State Gym on campus. This two-week clinic provides a convenient and efficient opportunity for eligible employees to receive the the flu vaccine for free. In all, more than 4,400 ISU employees were vaccinated throughout the 2023-24 fiscal year, representing **62% of all benefits-eligible employees**. Flu vaccination coverage among adults 18 years and older was 44.9% nationally, according to the Centers for Disease Control and Prevention (CDC).

2,667 shots provided at the clinic



4,459 total vaccinations



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.

- Employee registration continued to increase to more than 3,550.
- 1,390 employees completed level one in the program. This was the first year in which employees reaching level one exceeded 1,300.
- Completion across all four levels continued to increase at each level compared to the prior programming year.
- User satisfaction in the program remained at or above a 4.5 on a 5.0 scale.
- Employee turnover among those registered in Adventure2 is 32% less than those not registered.
- Through Adventure2, employees were able to access three additional portals based on their specific interests and needs: Rethink Care Parenting Success portal, Enrich Financial Well-being portal, and the Therapy Assistance Online (TAO) portal.

"Being in academia, there is a culture of overwork at the expense of health – but especially mental health. The Emotional pillar of Adventure2 helps remind me to take time to care for myself, and doing so is part of my overall success and well-being."

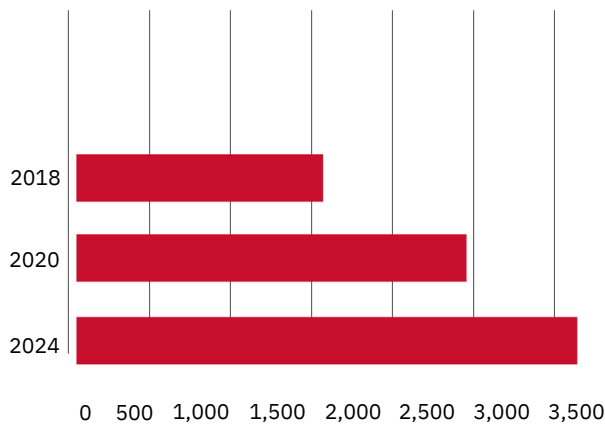
-Adventure2 participant

"I have participated in mindful eating, exercise challenges, financial learning, meditation, and many more. I am more centered and more in focus with what is important to me, and I am more healthy for taking care of me first."

-Adventure2 participant

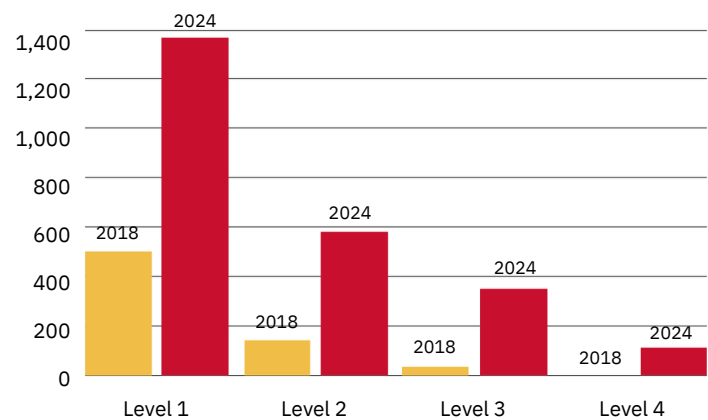
ENROLLMENT NUMBERS

Employee registration continued to increase to more than 3,500, with more than 1,200 employees returning monthly to the app and Adventure2 activities.



LEVEL COMPLETION

Completion across all four levels more than doubled from the baseline year of 2017-18. More than 1,300 employees completed level one in 2024, marking the first year that 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.



"Adventure2 is a great way to help me focus on small goals to lead to better health and well-being. I enjoy logging in and checking things off that I have completed. It makes me appreciate all the things I can do for myself and motivates me to keep at it."

-Adventure2 participant

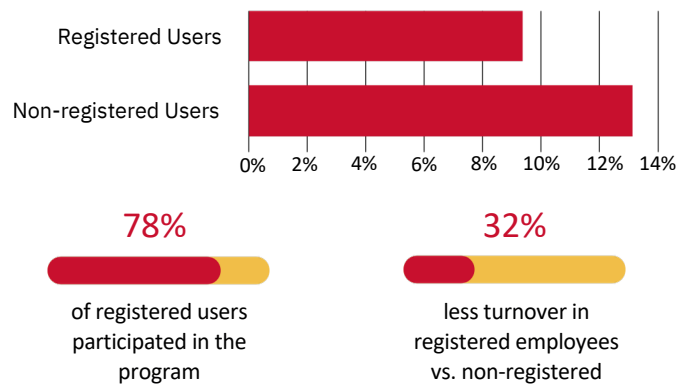
2023-2024 ADVENTURE2 IMPACT ANALYSIS DATA

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

The Adventure2 program experienced increases in usage throughout the year. Not only were employees returning regularly to the portal, but over 1,300 (37%) of registered employees completed the annual Well-being Assessment (WBA). This data 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 Gallup's State of Global Workplace report, annual employee engagement is the involvement and enthusiasm of employees in both their work and workplace. In 2023, annual employee engagement in the United States was at 33% of the workforce (up 1%). Global employee engagement was at 23%. Based on those employees completing the WBA, current levels of engagement at ISU are slightly lower than the U.S. rate (-5.6%). In those employees utilizing the Adventure2 program, overall engagement decreased slightly (-0.6%) this year. The burnout rates across the university also increased slightly (+0.5%) in those utilizing the programs and services in Adventure2. (Burnout is defined as an employee with high engagement and high stress.) Gallup's report indicated that 49% of employees experience negative emotions (stress) on a daily basis.

Designation	Actively Engaged	Burnout Risk
Limeade Book of Business (national)	35.0%	5.9%
Iowa State Employees (all)	27.4%	10.8%
P&S Employees	25.2%	11.1%
Merit Employees - Hourly and Salary	34.3%	7.8%
9- and 12-Month Faculty	37.5%	25.0%
Postdoctorates	50.0%	0.0%

WELL-BEING RISK STATUS CHANGES

The Well-being Assessment 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 nutrition and exercise, as well as managing stress and anxiety and work-life balance. This data aligns with other metrics and provides a more detailed picture of the areas impacted by our environment, both at work and home. 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	+1.03%	Energy	-0.77%	Job Satisfaction	-0.16%
Sleep	-0.64%	Resilience	+0.21%	Work Growth	-1.69%
Self-Care	+0.18%	Managing Stress/Anxiety	+0.47%	Sense of Team	-1.17%
Exercise/Fitness	+2.13%	Work-Life Balance	+0.60%	Resources/Support	-0.92%

POPULATION HEALTH MANAGEMENT DATA

DATA ITEM	BASELINE 2018	AUG 2021	AUG 2024
Overall Rating of Excellent or Good in Ability to Manage Health	83.9%	85.9%	83.6%
Percent Diagnosed with Depression	9.1%	10.6%	10.0%
Cancer Screening: Women aged 51-74 - Current Mammogram	83.4%	79.6%	83.6%
Cancer Screening: Employees aged 51-74 - Current Colorectal Screening	83.4%	79.6%	76.5%
Completed Annual Preventive Exam	50.4%	51.2%	55.5%

Using data from the Ames Alliance* and university health care claims, ISU WellBeing can be more strategic in addressing and impacting the health of Iowa State University employees. ISU WellBeing's priority of creating optimal conditions for well-being and providing a caring environment is reflected in our population data.

Supporting employees to better manage their health is critical to maintaining health over time. Employees' overall rating of their ability to manage their health remains above 80% (83.6%). We will continue to provide tools and resources to encourage healthy lifestyles and greater well-being over the next year.

As awareness about mental health has grown over the years, organizations are increasingly listing their employees' mental health as a top priority. ISU is no different. Over the past six years, the percentage of Iowa State employees with depression has continued to increase, reaching a high of 11.2% in 2022. By 2023, those diagnosed with mild, moderate, or severe depression began to decline (10.3%), falling slightly more to 10% by 2024. 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 to support and care for our employees.

ISU WellBeing continues to promote preventive screenings through Adventure2 as a foundational self-care practice. Aligning these activities with our health benefit plans, ISU has maintained excellent levels of participation in preventive services such as annual exams and colonoscopies.

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.

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

MOVING FORWARD

ISU WellBeing will continue to bring our mission to life by creating conditions in which well-being and healthy lifestyles can thrive in our every day. We will couple that with our No. 1 priority of caring for our Iowa State community.

Over the next year, we will impact the well-being of our ISU community by:

- Expanding our mindfulness programming to build mindfulness into our work environments and develop practices that reduce stress, enhance resiliency, and positively impact how we work every day.
- Exploring other resources and services that can support those aspects of our well-being identified as priorities in our metrics. These include mental health, financial well-being, and personal development.
- Evaluating and enhancing our employee well-being strategies by integrating adaptive capabilities, technical solutions, and relational skills to impact our culture and support change.

ACKNOWLEDGEMENTS

We extend our appreciation to all those who supported ISU WellBeing, a unit of University Human Resources, throughout an eventful 2023-24. Your partnership, collaboration, and encouragement have been critical to our mission and our ongoing successes. We appreciate your support!