

# ENGAGE NEWSLETTER

JANUARY/FEBRUARY 2024

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## EMPLOYEE SPOTLIGHT



LISA GOODMAN

Lisa Goodman joined the ISU WellBeing team on January 3 as an ISU WellBeing Specialist. She is an Iowa State graduate and comes to us with 25 years of experience in the health and wellness industry.

Her role consists of supporting the development of all aspects of the ISU WellBeing program, including Adventure2, Mid-Morning Mindfulness, Nutrition Counseling,

WellBeing Leaders network, Am I Hungry? Mindful Eating program, Employee Assistance Program (EAP), and data tracking.

“My role is to bring my knowledge and experience to the current ISU WellBeing team and work together to continue to build a culture that supports and engages employees in all areas of their well-being,” explained Lisa.

Due to her history in the wellness industry, Lisa brings an insightful perspective to the ISU WellBeing program. She explained that the current program is all-encompassing, which is ideal.

**“Wellness is not just exercise and broccoli,” said Lisa. “It’s multi-dimensional. There is social and emotional wellness, occupational wellness, environmental wellness, financial wellness. I have been at ISU for a short time, but we do have a well-rounded program that focuses on all aspects.”**

After being active in the Adventure2 program for one month, Lisa shared that she appreciates the wide variety of topics available. Personally, she enjoys the physical

supports me to be more mindful throughout the day so that I continue to build on my healthy habits.”

Lisa, a big proponent of the benefits of mindfulness, has also been participating in ISU WellBeing’s Mid-Morning Mindfulness sessions. She noted her appreciation to Iowa State for presenting a workplace that supports this program and hopes it continues to be integrated into the culture.

“Mid-Morning Mindfulness is a hidden gem for employees at ISU,” said Lisa. “It is so important to learn how to pause, breathe, redirect our thought patterns, practice gratitude, and learn self-compassion. This is what steers our overall health.”

Lisa is excited to support the ISU WellBeing team as they continue to cultivate and nurture the many dimensions of a well-rounded employee wellness program. She brings along new ideas and hopes to find innovative ways to positively impact employee engagement. She explained that the ultimate goal is to make Iowa State *the* best place to work, not just one of the best.

**“Reality is, we spend more waking hours at work than at home,” said Lisa. “You want employees to enjoy their work life and feel valued, heard, and**

health challenges. This is an area she wants to focus on, and she likes the healthy competition for herself.

"I am human, so it's easy to dive into my day and lose track of time," said Lisa. "The Adventure2 program keeps me engaged and

**that they matter. A valued employee is a healthier and more productive employee. And in turn, there is less sick leave, an increase in morale, and a huge decrease in employee turnover."**

**Are you interested in joining Lisa and other colleagues by participating in ISU WellBeing programming? Get started today by registering at the links below.**

Adventure2

Mid-Morning Mindfulness

## How RethinkCare is Impacting Parent Employees

In 2023, we launched the [RethinkCare Parenting Success Solution portal in Adventure2](#) as a way to reach out and provide supportive resources to parent employees. Balancing work and home life as a parent or caregiver is tricky, so it's critical that we continue to invest in this employee population as they navigate the ups and downs!

### What is RethinkCare?

The program gives families 24/7 access to resources that help you understand, teach, and better communicate with your child, including those with developmental and learning challenges. Resources include digital trainings, tips, articles, exercises, and free expert consultations with Board Certified Behavior Analysts (BCBAs).

**79%**

of participants state that their child's behavior and/or skills have improved due to resources offered by RethinkCare.

## RethinkCare Usage at Iowa State

We welcomed over **300 new participants** in the 2023 launch, with average user engagement numbers well over RethinkCare averages. This further proves the need in our community for parenting support, as well as RethinkCare's ability to be an accessible gap filler for parenting and behavioral health resources.



**309**

employees enrolled



**88%**

active users



**19.9**

activities completed per user

## How RethinkCare is Addressing Behavioral Health

**"My son was recently diagnosed with ADHD. I was given so much insight on what correct terms to use. I now feel more empowered on talking about it to others."**

Did you know that 1 in 6 children in the United States has at least one developmental disability? Top reported diagnoses by Iowa State RethinkCare users are ADHD, autism, and emotional disturbance.

Parents typically wait 6-18 months to access critical care for their child, but RethinkCare guarantees that a **Board Certified Behavior Analyst (BCBA) will be available to meet with you within 48 hours.** This comes at no cost.

A BCBA is a master's or doctoral-level professional with a specialized credential that signifies comprehensive knowledge and experience in the science of learning and behavior. They help design programs for individuals of all ages and abilities to learn new skills, address behaviors that may be problematic for the individual, and help them attain their goals.

Parents may want to schedule an appointment if they are struggling with tantrums, sibling rivalry, potty training, staying consistent with instructions, concerns about a possible diagnosis, understanding special education, collaborating effectively with their child's school, helping their child learn social, self-help, academic, and language skills, and much more.

RethinkCare is committed to filling the gap between lack of providers and the need for treatment. Outside of the program, access to a BCBA is scarce and primarily reserved for children who are eligible to receive services through their health insurance or private pay.

If you think a BCBA consultation could be beneficial for your family, visit the **Experts tab** in the RethinkCare portal to schedule a consultation today.

**99%**

of RethinkCare participants agree that their behavior expert was respectful and considerate of their cultural background and open to their perspective when giving suggestions and strategies.

**83%**

of RethinkCare participants state that support from RethinkCare helped them better address their child's needs.

## This Month at RethinkCare

On top of the activities found in the program and BCBA consultations, RethinkCare also offers a free parenting discussion group and webinar every month. Check out February's offerings below.



### February Parenting Discussion Groups | Managing Parent Guilt

This month's discussion group theme is all about managing the guilt that parents often feel when raising kids. Join a group with other parents to walk away with best practice tips, hear what is working, and network on navigating similar parenting challenges.

Preschoolers (2-5 years old)  
[Register now](#)

Available times:  
February 7 | 2 p.m.  
February 8 | 11 a.m.  
February 28 | 7:30 p.m.

Elementary (5-12 years old)  
[Register now](#)

Available times:  
February 13 | 9 a.m.  
February 14 | 2 p.m.  
February 15 | 1 p.m.

Teens (13-18)  
[Register now](#)

Available times:  
February 21 | 2 p.m.  
February 22 | 11 a.m.  
February 26 | 7:30 p.m.

## Webinar | Create Harmony with Different Parenting Styles

February 15 | 11 a.m.  
[Register now](#)

Parenting styles naturally vary from caregiver to caregiver, whether it's due to cultural reasons, personal experiences from childhood, or general societal pressures. Learn how through compromise and collaboration, you can ultimately determine how to best support and teach your child to maximize their long-term success.

View the full webinar schedule [here](#).

**“Thank you for helping me, along with others, to 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 employee and RethinkCare user**

## Not Yet Enrolled in RethinkCare?

Get started today by registering at the link below.

[RethinkCare Parenting Success Solution Portal](#)

## Upcoming Programming and Workshops

[Mid-Morning Mindfulness](#) | Tuesdays  
and Thursdays | 10-10:15 a.m.

[Time for a Financial Checkup](#) |  
February 8 | 12 p.m.

[Money Smart: Taking Control of Your \\$](#)  
| February 15 & 22 | 12 p.m.

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