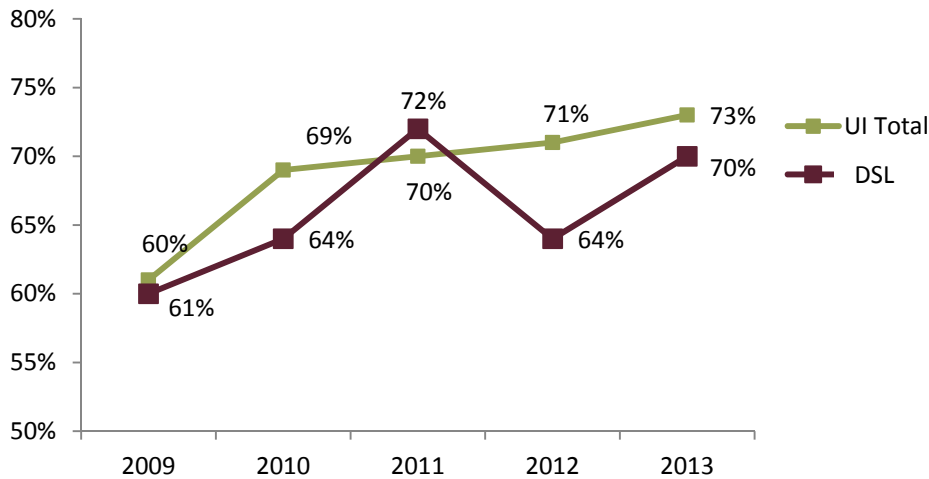


This report summarizes your Organizational Unit's Personal Health Assessment (PHA) data for 2013, providing a snapshot of overall health compared to the University of Iowa. Trended data for your Organizational Unit highlights areas of change over the past five years in specific health behaviors. Recommended actions for 2014 specific to your area are included at the end of this report.

Figure 1: Personal Health Assessment (PHA) Utilization

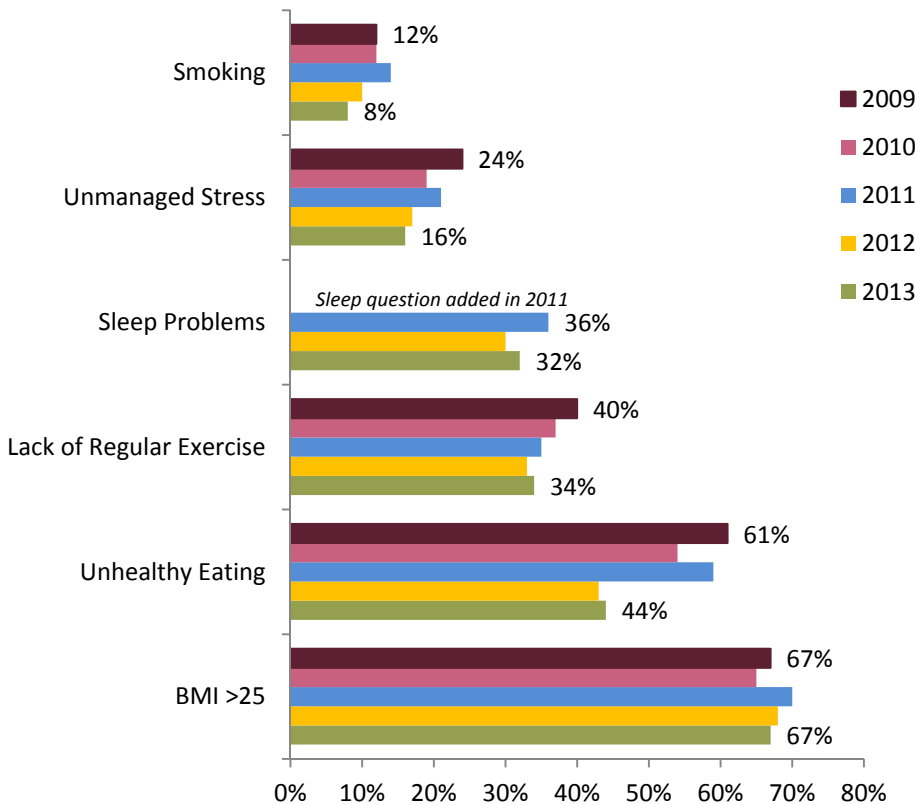


In 2013, the participation breakdown by Job Classification is:

- 87% - Professional & Scientific
- 57% - Merit
- 58% - Merit Supervisory Exempt
- SEIU\*
- Faculty\*

\*Not reporting SEIU or Faculty participation as there are fewer than 10 individuals.

Figure 2: Health Snapshot for Division of Student Life from 2009 through 2013

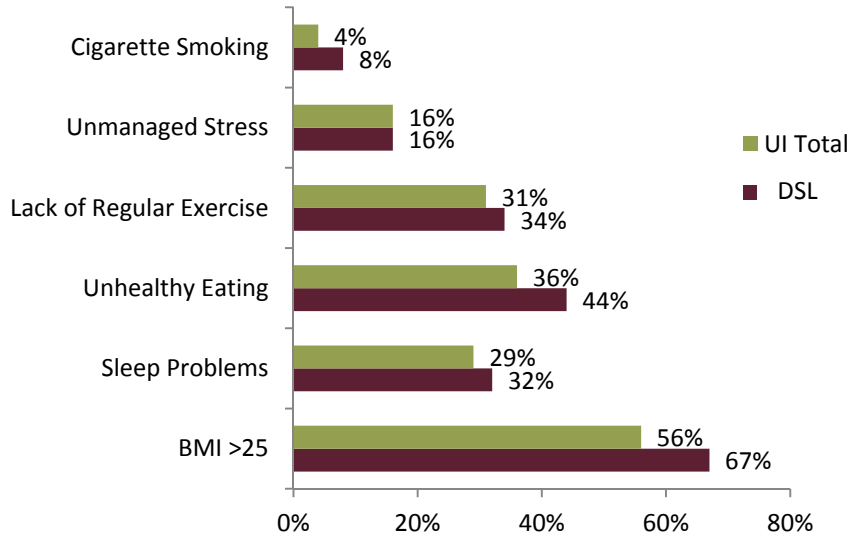


The Division of Student Life has made considerable improvements in the areas of smoking, stress, exercise and nutrition over the past three to five years.

Improving individual health behaviors positively impacts the organization in a number of ways. A key factor to supporting healthy behaviors is the ongoing engagement of faculty and staff through formal programs and informal social connections and peer support.

For this division, sleep remains an area of focus as they are slightly higher compared to UI. Additionally, emphasis on exercise and nutrition will positively impact BMI.

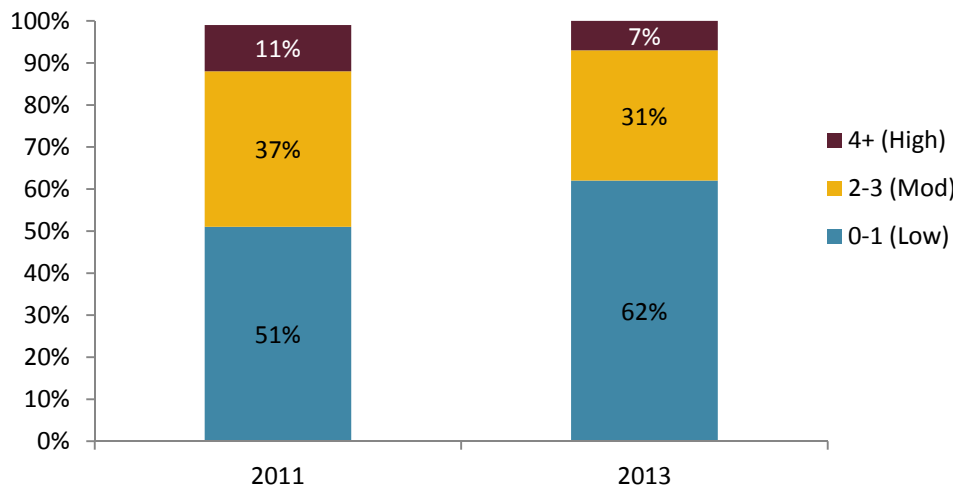
Figure 3: 2013 Health Snapshot for Division of Student Life and The University of Iowa



Using 2013 PHA data, the Division of Student Life (N=383) is compared to The University of Iowa (N= 12,189) on six health-related lifestyle areas. These behavioral risk factors contribute to the leading causes of chronic illness and disease. Orgs 49 and 92 faculty and staff are generally similar to the overall University population with the most notable differences in nutrition and Body Mass Index (BMI).

Figure 4: 2011-2013 Health Risk Profiles for Division of Student Life

Individuals with multiple behavioral risk factors have higher healthcare utilization and are among the most costly members of a workforce from a health and productivity standpoint. The organizational goal is to provide programming that maintains low-risk individuals at low-risk, while moving those individuals at high-risk to lower risk categories. This figure shows risk profiles for the 260 people in the Division of Student Life who took their PHA in 2011 and 2013.



University data indicate that individuals in high risk categories with multiple behavioral health risk factors report approximately 16-28 hours more sick leave per year as compared to lower risk individuals. Individuals moving to lower risk categories result in an estimated annual cost savings and cost avoidance of up to \$3.28 million for the institution.

### 2014 Recommendations for Division of Student Life

1. Encourage units to submit a Wellness Grant with emphasis on a health risk area
2. Offer Group Health Coach Service to faculty and staff within the division