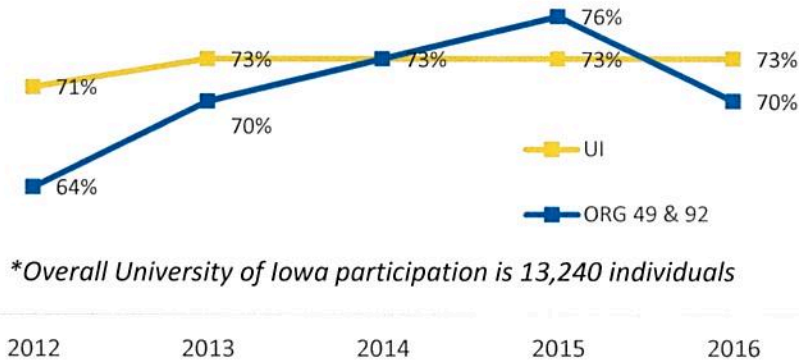


This report provides information from the Personal Health Assessment (PHA) survey tool as a way to compare your organizational unit to the rest of the University of Iowa as well as provide trends for Orgs 49 and 92.

Figure 1: Personal Health Assessment Participation Trend



*Overall University of Iowa participation is 13,240 individuals

In 2016, 395 individuals from Orgs 49 and 92 participated in the PHA. The participation breakdown by job classification is:

89% Professional & Scientific

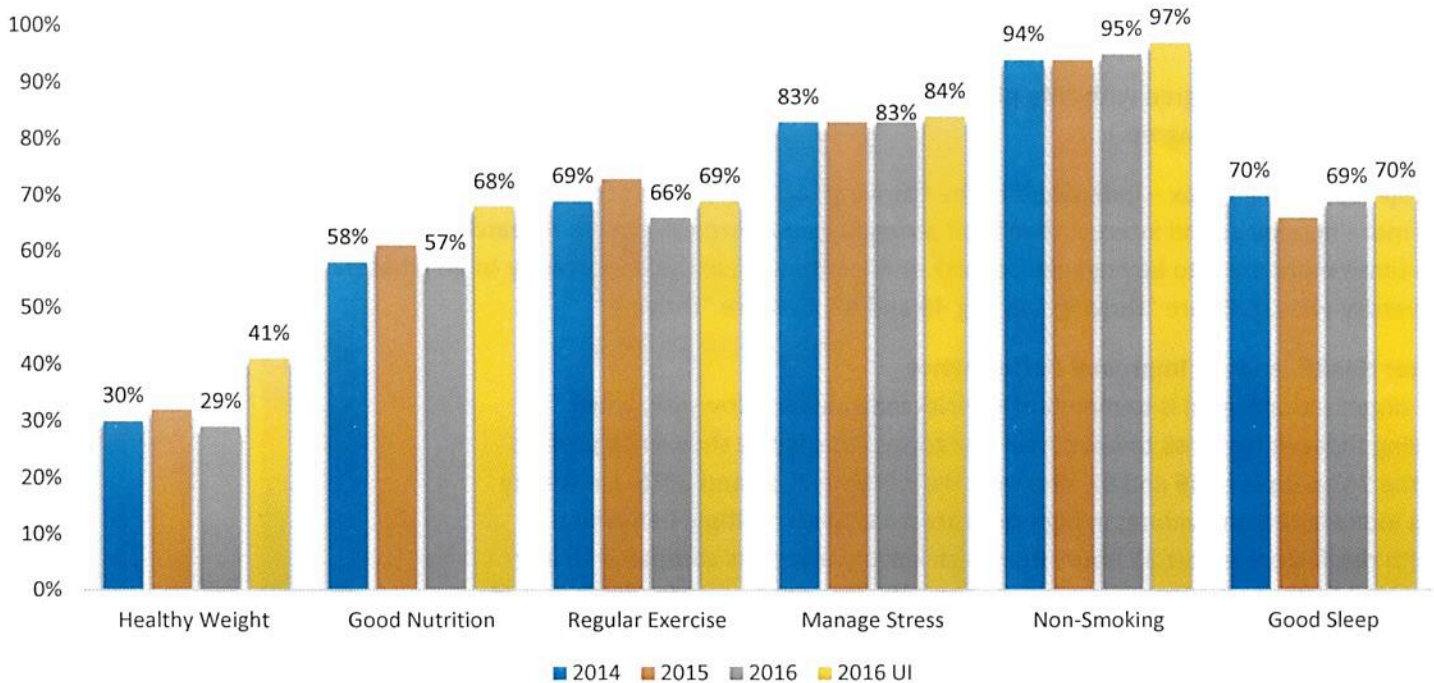
85% Merit Supervisory Exempt

49% Merit

N/A Faculty and SEIU*

*Job Classifications with fewer than 10 participants are not reported.

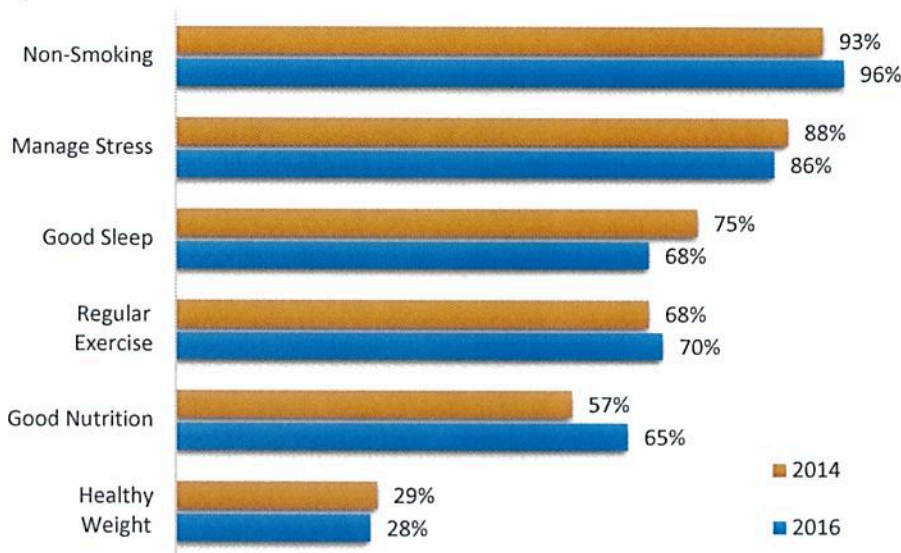
Figure 2: Three Year Health Trend snapshot compared to University of Iowa



Orgs 49 and 92 healthy behaviors are shown for the past three years and include a 2016 comparison to the University of Iowa. These healthy behaviors are shown to prevent chronic disease, improve health and quality of life, and lead to improved performance as well as engagement at work.

Areas of focus for Orgs 49 and 92 include healthy weight, nutrition, regular exercise, tobacco use, as well as sleep awareness as these are areas where Orgs 49 and 92 trails the overall University of Iowa data. See back page for tailored recommendations for your organizational unit.

Figure 3: Cohort comparison 2014 – 2016



The same 243 PHA participants from 2014 and 2016 are shown in Figure 3. Positive progress has been made in the areas of smoking, regular exercise and good nutrition.

Healthy Campus Culture

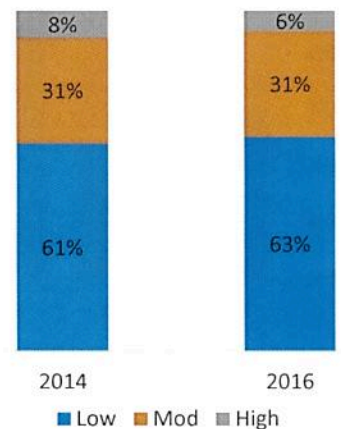
University-wide 85% agree with “My supervisor supports health and wellness within my unit.” In Org 49 and 92, 87% agree.

University-wide 83% agree with “My physical work environment provides opportunities for me to make healthy choices.” In Org 49 and 92, 85% agree.

Gallup Well-Being Index – Individuals in the “thriving” category report fewer health problems and sick days, less worry, and more happiness and interest than their struggling counterparts. Gallup research shows that thriving managers are two times more likely to be engaged at work and feel they have the opportunity to do what they do best every day. University-wide, 68% are “thriving.” In Org 49 and 92, 62% are “thriving.”

Better Health leads to Improved Performance

The organizational goal is to maintain low-risk individuals at low-risk, while moving those at high-risk to lower risk categories. This figure shows risk profiles for the 243 people in 49 and 92 who took their PHA in 2014 and 2016. University data indicate that individuals in high-risk categories with multiple behavioral health risk factors report 31 hours more sick leave per year as compared to low risk individuals. Individuals moving to lower risk categories result in an estimated potential annual cost savings and cost avoidance of an estimated \$3 million for the institution.



Recommendations

- Discuss UI and org-specific results in various forums as a way to continue to encourage participation and a culture that values health and well-being. Discuss specific strategies to communicate PHA participation.
- Tailored programming exists in focus areas of health weight, nutrition, exercise, stress (resilience) and sleep. Discuss opportunities for various departments to participate.
- Review wellness ambassadors and their roles and ability to influence at overall org level.