Employee Wellness at ISU
Sally Barclay, MS RD  LD
Background

Sally Barclay - Registered Dietitian and Certified Health Coach
Half-time (50%) 12 month position

• BS from ISU in Distributed Studies (Zoology, Psychology, Child Development)
• MS from Purdue University, Nutrition
• Dietetic Internship, University of Kentucky
• Health/Wellness Coach certification through WellCoaches

Registered Dietitian for over 30 years
Overview

• Summary of Current Program Options
  – Nutrition Clinic
  – Exercise Clinic
  – Recreation Services

• Service Learning Partnership (Wellness Works)

• Vision
Nutrition Clinic

- Goal is to promote and encourage a healthy lifestyle in ISU employees that will enhance health and work performance
- Began in January 2003
- Position funding provided through ISU Benefits
- Offers nutrition counseling/health coaching and other programming
- Works in conjunction with other resources on campus: Exercise Clinic, Rec Services
- Service learning opportunities for students
Nutrition Clinic Services

- Nutrition Assessment
- Diet Analysis
- Nutrition Counseling/Health Coaching
- Mindful Eating techniques
- Presentations on campus on various health/nutrition topics
- Newsletters (twice monthly) to email list (1000 employees)
- Body weights/BMI, BP readings, % body fat,
- Heart Reach mobile lab
- Coordinator for Blue Zones, Live Healthy Iowa
- Annual Dodge Diabetes Walk (November)
- National Employee Health and Fitness Day (May)
Live Healthy Iowa

- State-wide, team-based, wellness challenge, track minutes of activity and/or weight loss
- ISU has participated since 2003
- Varying ISU participation numbers—higher when Benefits has contributed to registration cost ($20/person for 100 day challenge)

2012- 175 participants
2011-668 participants, 1859 pounds lost, over 39874 hours of activity
Why is behavior change so difficult?

Spiral model of the stages of change
Creating a collaborative environment that facilitates a wellness vision and goals and plan of action

Utilizes behavior change theories: Transtheoretical Model by Prochaska (Stages of Change), Motivational Interviewing, Decisional balance

More listening than talking, more asking than telling
Health/Wellness Coaching

- Not advising clients on how to solve problems but guiding them to finding strategies that move them forward toward their goals
- Build on strengths and what is working
- Connecting health to what is most valued
- Research shows coaching can assist high risk individuals in making behavior changes to lower risk status
Benefits of Health Coaching

- Low risk employees save $350/year compared to $153 saved when employee moves from higher risk to lower risk

**Key to offer support services to all employees and not just target higher risk employees**

- Health coaching helps promote self-management, personal accountability and better compliance and adherence to evidence-based interventions
Studies on Health Coaching

Coaching assists with risk migration-moving high risk participants to lower risk

- 66% exercise
- 53% weight
- 50% stress
- 64% smoking
- 67% high cholesterol

J Am Pharm Assoc 2008;48(2): 181-190

Health coaching and other programming contributed to reduction of 10 health risks including

- 43% drop in HBP
- 31% drop in FBS
- 25% drop in high risk stress

Population Health Mgmt 2010; 13(5):275-284
2011 ISU Benefits Survey

• 46% of respondents admitted that their current body weight is higher than it should be!

• How can we help these employees?
  – Continue offering individual nutrition counseling and health coaching
  – Offer on-line interactive group class with wellness goals, weekly weigh ins, food and activity journal
On-line Lifestyle Change class

- Model is NC program “Eat Smart, Move More, Weight Less” results show 5+% weight loss and drop in blood pressure in participants
- Engage larger numbers, more convenient format
- 10-12 week class
- Classes in real time on Adobe Connect—discussion and participation
- Offer classes early AM before work, noon hour, and evening-active
On-line Lifestyle Change class

- Minimal/subsidized cost to employees - refund of most of cost given to those who complete program
- Focus on healthier eating strategies and sustainable healthy lifestyle habits - mindful eating and physical activity
- Strategies for behavior change is focus — not just education
To provide safe and effective exercise programs that are specific to each participant's needs. In so doing, we can assist each participant in reducing his/her risk for chronic disease (such as heart disease, diabetes, and obesity) while improving his/her quality of life.

To join the clinic all new participants must complete the process listed below:

• Perform a fitness assessment that quantifies fitness level*
• Develop an exercise prescription outlining what and how each person needs to exercise
• Implement of exercise prescription in one of our classes, under the careful supervision of our exercise leaders.

The Exercise Clinic also provides a number of other services to non-participants
• Fitness Assessment
• Exercise Class
• Well-Mile Incentive Program
• Complete Blood Profile
• Cardiovascular Disease Risk Factor Profile
• Massage Therapy
ISU Recreation Services
Opened a newly renovated State Gym and a 94,000 square foot addition January 9, 2012

Mission Statement
To create an environment through exceptional recreation facilities, programs, and services where Recreation Services can inspire, educate, and empower students and members of the ISU community to cultivate lifestyles to enhance health and wellness.

Vision Statement
Recreation Services is committed to becoming a recognized leader in student-focused, innovative collegiate recreation. Our dedicated professional and student staff strive to positively transform lives by offering exceptional facilities, programs, and services.
Purchase of a Recreation Services Pass includes:

• Access to Lied Recreation Athletic Center, State Gym, & Beyer Facilities
• Access to 104 Group Fitness Classes
• Smart Start session, a 30 minute orientation to fitness equipment
• Access to climbing wall at State Gym and Lied Recreation Athletic Center
• Pass holder rates for Outdoor equipment rentals, trips, and workshops
• Access to Intramural and Sport Club programs

Additional fee based services available:

• Locker rentals with towel service
• Personal Training Services and Total Gym training
• Massage Therapy (coming in near future)
• For more information www.recservices.iastate.edu
State Gym and Beyer Hall

- Basketball, badminton, volleyball courts
- 2 aquatic facilities (lap swim, spa, vortex, 3 m. diving platform)
- 40 ft. rock climbing wall & 13 ft. bouldering wall
- 2 jogging/walking tracks
- 91 cardio pieces with cable T.V. and iPod connections
- 57 strength machines & free weights
- 5 racquetball courts, 2 squash courts
Lied Recreation Athletic Center

• 20 basketball, 4 volleyball, & 4 badminton courts
• 13 ft. bouldering wall
• 2 jogging/walking tracks
• Cardio & strength machines
• 8 racquetball, 3 wallabyball courts
• 50x60 yard artificial turf
• Men’s and women’s steam rooms
Service learning

Senior Dietetics students:

FSHN 466 – senior students get a volunteer employee without any health concerns to meet with 3 times per semester to assist them in meeting their nutrition/lifestyle goals

FSHN 480 – senior students do a health related presentation and often use employee groups as their audience
Service Learning

Kinesiology-Worksite Health Promotion Students (HS 380)

- Wednesday Wellness walks on campus
- Cooking demos
- Health Screenings-BMI, blood pressure, % body fat
- Fitness assessments
- Special events-Dance for the Health of It, Sustainable Eating Challenge, The Amazing Race, Free Employee Fitness classes (yoga, cycling, Zumba, Strength Training)
Health Screenings and Fitness Assessments

Health Screenings and Assessments for an in-depth understanding of your health.

On-site Health Screenings

*Health Screenings provide individualized information concerning*
- Ideal Body Weight
- Prognosis of coronary artery disease and/or other diseases
- Muscular Endurance

ACSM Fitness Assessments

*Assessments include accurate measurements of*
- Body Mass Index
- Body Composition
- Cardiorespiratory Fitness
- Muscular Fitness
Wellness Works:
Sample Activity Promotions

- Dodge Diabetes Walk
- ExerCYse is Medicine
- Pedometer Challenge
- Dance for the Health of It
- ISU Amazing Race
- Wednesday Wellness walks
Wellness Works:
Sample Nutrition Promotions

- Cooking Demos
- Table Tent Materials
- Recipe Booklets
- Sustainable Eating Challenge
- Healthy Recipe contests
Activity and Nutrition Promotion

Flash Mobs

Recipe Books

Live Healthy Iowa

Wellness Walks

IOWA STATE UNIVERSITY
Nutrition and Wellness Research Center
Vision for Programming

- Building on Current Programming
  - Expansion of Nutrition Clinic programming
  - Expansion of Exercise Clinic programming
  - Integration with Rec Services

- Involvement of Students (Service Learning)

- Evaluation of Programming – NWRC
  - Tracking of data in a confidential manner (IRB)
  - Evaluation of Health and Health Risks HRA
  - Tracking of Cost Savings (ROI)

- Providing Incentives for Participation
  - Reductions on Health Care Premiums
A survey was developed in collaboration with the Benefits office to evaluate employee interest in wellness programming.

Survey focused on assessing current use of programs/services as well as potential interest in new programs/services.

A total of 970 surveys were returned (response rate: 23-41%)
- 23% faculty
- 41% P&S
- 29% Merit
ISU Faculty Staff Survey – 2007 /2008

• Support for wellness programming (96.4%)
  – 53.1% strongly agreed
  – 41.3% somewhat agreed

• More than 96% indicated that they would support wellness programming aimed at reducing health care costs at ISU.

• A possible reduction in health insurance premiums (for participation) was the most favored incentive option
Faculty Staff Survey - Awareness

ISU Employees Knowledge/Usage of Health Services

- Nutrition Clinic
- Exercise Clinic
- EAP Program

- Have Heard Of
- Have Utilized
Health Care costs continue to rise rapidly—we need to take some action!

How can we boost well-being through a better work environment at ISU?

How can we support employees in making the necessary behavior changes toward wellness?

Next Step:

We need to assess our ISU population (HRA) and begin a targeted approach to reduce health risks and make sure to keep those in low risk category there

Offer lifestyle change program and individual health coaching for those with multiple health risks