Healthy IU

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Healthy IU

Vision: To be the healthiest university in America

Mission Statement

Recognizing that employees perform their best when they are healthy and that optimal employee performance is necessary for Indiana University to be the pre-eminent institution of higher education in Indiana, the health engagement program exists to empower, educate and provide necessary tools for healthy living for the university wide campus community with specific focus on benefit eligible employees and their covered family members.
Values:

Our values are in concert with Indiana University’s Principles of Excellence. We value:

• Respect for the uniqueness of each individual and campus
• Quality through evidenced based programs and processes
• Positive and supportive programs that address the whole person with compassion
• Transparency in program design, delivery and evaluation
• Innovative approaches that engage in creative, formative research
• Individual accountability
• Data driven decision making by way of clinical and financial information
• Collaboration and wise use of resources to eliminate duplication
• Environments and systems that support and encourage positive lifestyle choices
• Utilization of IU campus community resources and expertise to enhance our community and foster integrative healthy learning for all
Determinates of Health

Source: IFTF and Center for Disease Control and Prevention, Health and Healthcare 2010, January 2000
The road to success is always under construction.
Institute of Medicine Comprehensive Approach for Preventing Obesity

- Communities
- Worksites
- Health Care
- Schools and Child Care
- Home
- Demographic Factors (e.g., age, sex, SES, race/ethnicity)
- Psychosocial Factors
- Gene-Environment Interactions
- Other Factors

- Government
- Public Health
- Health Care
- Agriculture
- Education
- Media
- Land Use
- Transportation
- Communities
- Foundations
- Industry
  - Food
  - Beverage
  - Retail
  - Leisure and Recreation
  - Entertainment
Background

High cost claims at IU

• Musculoskeletal
• Cancer
• Pregnancy
• Cardiovascular
• Infections
• Respiratory Disorders

Chronic disease by volume

• Hypertension
• Diabetes
• Osteoarthritis
• Asthma

Mercer Report for the Blue Ribbon Committee on Health, 2008
Healthy IU Objectives

To support positive lifestyle choices that impact employees health and well-being through:

• Raising Awareness
• Supporting Skill Building
• Creating an environment where the healthy choice is the easy choice
Methods for delivery in a complex system

Individual
- Benefit eligible employees will be offered voluntary health screenings with feedback, resource information and incentive

Department/Campus
- Healthy Change funding will support wellness initiatives at the grass roots level utilizing internal resources where appropriate. A special emphasis will be on awareness and linking employees to resources within the campus that meet their needs

University Wide
- Healthy IU will ensure programs are available that address the impact of positive lifestyles with key health issues in addition to promoting primary prevention. (hypertension, diabetes, arthritis, asthma)

Environment and Culture
- Healthy IU will work within the campus to support and facilitate where needed a culture where the healthy choice is the easy choice.

External Community
- Healthy IU will work with campus wellness committees and key constituents to ensure our employees are aware of community resources that pertain to employee health and well-being.
Healthy Change Fund

Funds for wellness initiatives at the local (departmental or campus) level are available to:

• Provide awareness and education on health and well-being topics
• Highlight the rich resources available to IU employees on campus and in the community
• Assist in creating an environment where the healthy choice is the easy choice

This process was selected to:

• Provide resources and decision making at the local level
• Encourage peer and mid-management support
• Deliver products/services that meet the specific needs of employees where they work
Overview

• The application process will be rolled out to 52 departments and campuses over 4 months (March – June, 2012) to provide individualized customer service and a manageable work load
• This will be an annual funding process
• The annual funding formula is $100 \times \# \text{ of benefit eligible employees (at the time of request)}$
• Employees shared between departments???? Need help here
Overview continued

- To create cohesive teams, we encourage large departments or regional campuses to be grouped in teams of 8 to 120.
- We are asking fiscal officers to guide the grouping process based on location, working relationships and cost centers.
- Groups may work together and combine funding for larger products or share services.
- Products/services requested will be purchased from the Healthy IU budget.
Overview continued

• Funds are intended to be one element of a overall department wellness focus
• Healthy Change funds are one element in a university wide multifaceted initiative
• Educational classes need to follow HR policies http://hr.iu.edu/policies/appointed/training.html
• For tax and delivery purposes we recommend the following products services (departments may request other options)
### Healthy Change Fund Suggestions
- Self monitoring Blood Pressure Machine
- Water Refill Fountains
- Walkable work station
- Lactation support (space/equipment/information)
- Showers
- Bike Lockers
- Refrigerator
- StairWELL improvement for increased walking
- Equipment/furniture recommended via ergonomic assessment
- Microwave

### Resources Available on Your Campus
- Tai Chi for People with Arthritis
- Diabetes Prevention Program
- Mindfulness Based Stress Management
- Tobacco Cessation-HR
- Health Coaching-HR
- Flu shots - Health Centers/HR
- Ask an RD
- Eye exam - via benefit
- Healthy IU Inter-Campus Competitions

**"Ready to Ride": (R2R) Winter Bicycle and Fitness Program**

- Yoga

**Registration Form**

- National Institute for Fitness and Sport
- Department of Intramural & Recreational Sports

### Fee for Service and Delivered at Your Department (not w/Healthy Change funds)
- Yoga
- Pilates
- Weight Watchers at Work

### It’s Your Choice
- Your every day choices have the greatest impact on your health. Knowing and understanding your health numbers is important in helping you make choices that meet your needs.

- We don’t want to know your numbers - but we do want to make it easy for you to know and understand your health numbers.

- Employees are encouraged to attain screening via their primary care physician or through options on campus via Healthy IU. There will be no cost for the voluntary screening on campus. When seeking screening through your primary care physician, be sure to request a preventive/wellness visit so there will be no co-pay or deductible and you receive the full benefit.

- We know screenings save lives and sometimes provide the kick start employees need to embrace a healthier lifestyle.

- Whether you choose to receive your screening on campus or through your primary care physician the program is voluntary and by completing the screening benefit eligible employees will receive a $100 Healthy IU incentive.

- This program will begin FY 2012-2013. Detail on how you can participate will be forthcoming.
How do we get started?

• Healthy IU will schedule a meeting with the HR liaison, fiscal officer and ??????

• Healthy IU will bring tools to assist in creating a wellness plan including:
  • Program overview
  • Employee interest survey with recruitment of Healthy IU team leaders
  • Sample letter to employees for “key personnel” to solicit survey input
  • Wellness plan template/request for product/service
What we’re asking fiscal officers to do:

• Guide the grouping process based on location, working relationships and cost centers
• Ensure the Healthy IU fund request form is completed and submitted to Healthy IU
• Support Healthy IU by providing feedback for continuous quality improvement
Additional information:

Health Data and Economic Resources:

County Health Ranking:  
http://www.countyhealthrankings.org/indiana

Workplace Wellness Programs Can Generate Savings  
• http://dash.harvard.edu/handle/1/5345879

Behavior Change Model: