

Fast Facts About HEALTHY YOU

Working Together for Your Wellness

What is HEALTHY YOU?

In 1995, Brandeis University, along with 15 Boston area colleges and universities, formed The Boston Consortium (TBC). One of The Consortium's initiatives is to keep the health care of its member institutions affordable and accessible by helping employees and their families get and stay healthy.

This Health Management Initiative is called **HEALTHY YOU**.

HEALTHY YOU is a series of health management programs designed to help faculty, staff and postdoctoral fellows understand, improve and maintain their health. **Completely voluntary and totally confidential**, through these programs you can:

- Take a Personal Health Assessment (PHA) to learn about your health and any issues you may have. When you finish the assessment, you receive a Personal Wellness Report that you can share with your doctor so that, together, you can plan for a healthy future.
- Participate in lifestyle coaching to identify those long-term actions that will improve your health through the life choices you make by building skills that last a lifetime.
- Receive outreach and resources available to you through Tufts Health Plan. Their nurse case managers can help you take an active role in understanding and managing chronic conditions such as asthma, diabetes or heart disease.
- Have access to a variety of Tufts Health Plan-provided tools and education including websites, informational sessions and onsite events.

What is The Boston Consortium for Higher Education?

The Boston Consortium is a not-for-profit membership organization founded by the chief financial officers of Boston-area colleges and universities to help member institutions develop and implement innovative cost management and quality improvement ideas. A key challenge that the Consortium has undertaken is to learn more about health care costs and how best to control them.

How does HEALTHY YOU relate to health care costs?

The primary goals of the **HEALTHY YOU** initiative are to encourage employees and their families to live healthier lifestyles and, over time, to foster a campus-wide culture of health awareness. To the extent that this initiative ultimately results in a healthier workforce, a secondary outcome could be a positive impact on the rise of medical plan costs, which would benefit both employees, who pay a portion of the costs, and the University.

What is the Personal Health Assessment (PHA)?

A Personal Health Assessment (PHA) is a confidential online questionnaire that eligible employees complete to determine their current health status. The PHA was prepared by healthcare experts at Onlife Health (Tufts Health Plan is working with Onlife Health to administer and manage the health assessment) to help you identify your health risks for disease and also identify those healthy behaviors that you already have. Once you complete the PHA, you will receive a Personal Wellness Report which summarizes your health risk, identifies your strengths, and offers suggestions on areas you may want to work on. If any health risks are identified, you will have the option to be contacted by a health coach who can work with you to improve or maintain your health.

How can you guarantee that my private health information will be kept secure?

The Health Insurance Portability and Accountability Act (HIPAA) was passed by Congress in 1996 to protect your personal information from being inappropriately disclosed. All those who provide medical services such as hospitals and doctors and insurance companies and health plan employees have completed Health Insurance Portability and Accountability Act (HIPAA) training and are in compliance with HIPAA privacy guidelines. In addition, strict confidentiality and data security protocols are in place and adhered to by all healthcare employees.

I run three miles every-other-day, watch my weight and eat right—Why should I take the Personal Health Assessment (PHA)?

Everyone knows that lifestyle choices such as diet and exercise can have a major impact on your health. The PHA reviews all areas of life that can impact your health. You may discover risks that you had not realized. In addition, at the end of the PHA, you have access to many tools and resources that you may find fun and interesting.

Let's cut to the chase...I've heard that programs like HEALTHY YOU work for a year, but then people lose interest and go back to the same bad habits. How is this different?

HEALTHY YOU combines health self-knowledge through the PHA with wellness coaching to improve lifestyle habits. It is a long-term health management program that, through education, health events and one-on-one coaching, can measurably improve the health of all employees.

How can HEALTHY YOU benefit employees financially?

Brandeis University's costs for health care are a direct consequence of the medical claims incurred by plan participants, and employees help pay for those costs through their premium contributions. If, in the long run, there are fewer claims because employees are healthier, Brandeis University's costs will be lower, and the premium dollars the University will need to collect from employees will also be lower. A successful HEALTHY YOU initiative will be a win-win for all.

Okay, I understand that our health care costs ultimately reflect the claims of those who are insured. But I am just one person...Can I really have an impact?

Each step that you take to understand your health and get healthier has the potential to make a positive impact on your life and the life of our entire institution. The smallest action—taking the stairs instead of the elevator; eating carrot sticks instead of potato chips; completing your Personal Health Assessment—can lead to healthier habits for a lifetime. In addition, your actions and your example are *powerful* and can be the inspiration to help another person take that first important step. Working together, we can all be healthier physically, and maybe even fiscally.

How can I learn more about HEALTHY YOU?

You will be receiving a variety of communications over the coming year. The HEALTHY YOU brand will help you identify the information about the health management program available to you through Brandeis University. Watch for more information from the Office of Human Resources.