

Fast Facts About HEALTHY YOU

Working Together for Your Wellness

What is HEALTHY YOU?

In 1995, Wellesley College, 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 and staff understand, improve and maintain their health. ***Completely voluntary and totally confidential***, through these programs you can:

- Take a personal Health Questionnaire (HQ) to learn about your health and any issues you may have. You receive a personal 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 to help you take an active role in understanding and managing chronic conditions such as asthma, diabetes or chronic obstructive pulmonary disease.
- Have access to a variety of Harvard Pilgrim Health Care-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 TBC has undertaken is to learn more about health care costs and how best to control them.

How is TBC working to manage costs?

The health care costs of TBC's membership institutions are in excess of \$430 million annually, and there is no sign of these costs going down. This represents a significant financial burden to faculty and staff and their employer institutions. In 2006, TBC embarked on a collaborative exploration to determine what steps members could take to improve the health of faculty and staff and reduce the use of increasingly costly health services. The result of this exploration is an important new initiative called **HEALTHY YOU**.

What is the personal Health Questionnaire (HQ)?

The HQ is a confidential questionnaire prepared by healthcare experts at Harvard Pilgrim Health Care to help you identify a potential health risk early and receive proper care before it becomes an "issue." The questionnaire includes basic questions about your health history and your lifestyle and some specifically addressing health issues for men and for women individually. A personal report with the results of the HQ is provided to you and the Harvard Pilgrim nurses—your employer will not receive this confidential information.



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 HQ?

Everyone knows that lifestyle choices such as diet and exercise can have a major impact on your health, and therefore, your medical costs. But one of the biggest threats to your health can be something you don't know. The first step to better health is a clear understanding of your personal health status. The HQ is your opportunity to take this important first step.

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 HQ with wellness coaching to improve lifestyle habits and disease management to help those who suffer with serious chronic disease. 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 are my health benefits paid?

Our health benefits are fully insured. This means that Harvard Pilgrim pays the doctor bills and other claims, using premiums collected from participants in our health plan. Harvard Pilgrim calculates the required premium the college pays to cover the anticipated cost of the claims as well as administrative costs for processing the claims, managing the provider networks and providing care management programs. By maintaining an active and healthy lifestyle, you can have a positive impact on the costs of our health plan.

Okay, I understand that Wellesley's health care costs are a product of the claims of those who are insured. But I am just one person...I can't really have an impact on our costs, can I?

Each step that you take to understand your health and get healthier can have positive results 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 be healthier both physically and 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 Wellesley College. Watch for more information on email and on the following College web site at <http://web.wellesley.edu/web/Dept/HR/healthyu.psml> and on the Harvard Pilgrim site, www.harvardpilgrim.org/wellesleycollege. You can also email to Healthyu@wellesley.edu.

