

Wellness Program

www.wellness.umn.edu

UNIVERSITY OF MINNESOTA
Driven to Discover SM

About the Wellness Program

The University of Minnesota is committed to being a workplace where employee wellness and overall wellbeing are a priority, and all employees have the support they need to be well. For this program year we're increasing the amount you can save on your UPlan rates, enhancing the way you earn and manage your points, and making it easier for you to be healthy. A healthy lifestyle is not just about what you do today for results tomorrow, it's also about what you can do to feel better today. No matter your wellness goal, whether it's to lose weight, reduce stress, manage a chronic condition, or maintain your health, the Wellness Program offers a way for you to achieve that goal and be rewarded for it.

Increased Savings

For the 2014-2015 program year, which runs from October 1, 2014, through August 31, 2015, you can save \$400 or \$600 on your annual UPlan rates, depending on your tier of coverage. UPlan members enrolled in **Employee-only** or **Employee and Children** coverage who earn at least 400 wellness points will save \$400 on their 2016 annual rates, while members enrolled in **Employee and Spouse with or without Children** coverage who earn at least 600 points will save \$600 on their 2016 annual rates.

More Points For You

To correspond with the increased cost savings you can achieve, we've increased

the points you earn with many of the wellness programs, including the wellness assessment, biometric screening, and many of the health coaching programs. We've also expanded the ways you can earn points. For example, under the Wellness My Way category, you now can earn points for both your own personal wellness activities and by taking University-sponsored wellness courses. See page 3 of this brochure for a complete list of programs and points.

More Points For Your Spouse

If your spouse is covered by the UPlan, he or she can earn points but is not required to do so. This year we've increased the amount of points your spouse can earn to 200 points for your joint points balance.

A Better Online Experience

We listened when you told us you wanted a better online experience so StayWell Online has launched a new website to make it easier to access your online profile, take the wellness assessment, and view your wellness points balance.

Starting on October 1, 2014, UPlan employee members will be able to access their StayWell Online profiles using their University Internet ID and password through single sign-on. Covered spouses or dependents, even if they are University employees, will still need to maintain their own created username and password. However, unlike in previous years, dependents will not need to renew their password more than once a year.

UPlan members enrolled in **Employee-only** or **Employee and Children** coverage who earn at least **400 wellness points** will earn a **\$400 annual rate reduction** in 2016.

UPlan members enrolled in **Employee and Spouse with or without Children** coverage who earn at least **600 wellness points** will earn a **\$600 annual rate reduction** in 2016.

Program Categories

Because we know that wellness has a different meaning to everyone, we offer many types of programs to reward employees for focusing on their health. To make navigating your own path to wellness easier, this year we've organized the wellness programs into categories. We recommend that you start earning points by taking the wellness assessment and participating in a biometric health screening. From there you can choose from any programs that interest you. It's important to emphasize that you do not need to participate in a wellness program from each category to earn your points goal.



| Category | Program | Wellness Points | Enroll By | Complete By |
|-------------------------------|---|-----------------|------------------|------------------|
| Get Started | Wellness Assessment | 150** | Open | March 31, 2015 |
| | Biometric Health Screening | 150** | Open | August 31, 2015 |
| Coaching and Support | NextSteps Condition Management Telephone Coaching | 250** | May 31, 2015 | August, 31, 2015 |
| | NextSteps Lifestyle Management Telephone Coaching | 200** | May 31, 2015 | August, 31, 2015 |
| | Face-to-Face Coaching | 200** | April 30, 2015 | August 31, 2015 |
| | Tobacco Cessation Program | 200** | May 31, 2015 | August 31, 2015 |
| | Medication Therapy Management | 100 | Open | August 31, 2015 |
| | Specialty Therapy Management | 100 | Open | August 31, 2015 |
| Manage Your Health | Weight Watchers on Campus* | 150 | May 15, 2015 | August 31, 2015 |
| | Create Your Weight* | 150 | May 15, 2015 | August 31, 2015 |
| | Healthy Pregnancy | 100** | Open | August 31, 2015 |
| | Online Healthy Living Programs | 50 | June 30, 2015 | August 31, 2015 |
| Be Active | Bike Commuter | 75/125** | May 31, 2015 | August 31, 2015 |
| | Fit Choices* | 75/125 | February 1, 2015 | July 31, 2015 |
| | Step It Up | 50 | June 30, 2015 | August 31, 2015 |
| Wellness My Way | Self-Directed Wellness Activity | 50 | Open | August 31, 2015 |
| | University-Sponsored Wellness Course | 50 | Open | August 31, 2015 |
| Pledge Your Commitment | Annual Flu Shot Pledge | 25 | Open | August 31, 2015 |
| | Non-Tobacco User Pledge | 25 | Open | August 31, 2015 |

* Programs with fees that you pay up front but are partially or totally reimbursable by the University after successful completion

** Increased point value for the 2014-2015 program year

Although you are not required to do so, we recommend that you start earning points by first taking the wellness assessment on the StayWell Online site and setting up an appointment for a biometric health screening shortly thereafter. By beginning with these two programs, you will not only earn a significant number of wellness points, you'll also learn more about your baseline health metrics.

Wellness Assessment

Points: 150 (More Points!)

The wellness assessment is a confidential questionnaire administered by StayWell Online that assesses the status of your health. The assessment takes 10-15 minutes to complete, and employees may take it on work time. The assessment provides immediate, personalized feedback about your risks for developing a serious medical condition or disease, and it offers suggestions for what wellness issues to focus on. You and/or your covered spouse can each earn 150 wellness points when you complete the assessment by March 31, 2015. The wellness assessment is available for all employees and spouses over age 18 covered by the UPlan.

Biometric Health Screenings

Points: 150 (More Points!)

Gain a better understanding of your individual health metrics such as cholesterol levels, blood pressure, and BMI by participating in a free biometric health screening. Free screenings are available through Boynton Health Service on all campuses. You may also schedule a screening at a QuickCare clinic on the Duluth campus or at your own health care provider's clinic. You and/or your covered spouse can each earn 150 wellness points when you complete the assessment by August 31, 2015. If you choose to schedule a screening at your health care clinic, you must submit a form to StayWell filled out by your physician and returned before August 31, 2015.



"I lost 100 pounds in the past year with the help of a **face-to-face health coach. I enrolled in the program after realizing that my participation was free and that I could earn wellness points at the same time. The program has really helped me on my journey toward a healthy weight."**

-Echo Martin,
Department of Horticultural Science

NextSteps Condition Management Telephone Coaching

Points: 250 (More Points!)

Being healthy can be challenging, but managing a chronic condition often requires an extra commitment on your part. Get the support you need to manage diabetes, asthma, lung or heart disease by working with a health professional from StayWell over the phone. If you qualify, you'll receive an invitation in the mail. Eligible participants who enroll no later than May 31, 2015, and complete a minimum of three phone calls by August 31, 2015, will earn 250 wellness points.

NextSteps Lifestyle Management Telephone Coaching

Points: 200 (More Points!)

A health coach can provide unbiased information to help you develop a personalized plan to change behavior and help you set realistic fitness and nutrition goals for yourself. A health coach from StayWell is available by telephone for all UPlan members and their covered spouses. Eligible participants who enroll no later than May 31, 2015, and complete a minimum of three phone calls by August 31, 2015, will earn 200 wellness points.

Face-to-Face Health Coaching

Points: 200 (More Points!)

If you prefer to work with a health coach in person, face-to-face coaching is available on the Twin Cities, Duluth, and Morris campuses. Because the focus of the health coaches varies depending on your location, you will need to decide if in-person coaching is appropriate for you. Face-to-face health coaching is available only by appointment and typically lasts 15-30 minutes. Beginning in the 2014-2015 program year, if you enroll in the program by April 30, 2015, and complete three coaching sessions by August 31, 2015, you will earn 200 wellness points.

Tobacco Cessation

Points: 200 (More Points!)

By participating in the Tobacco Cessation program, you will see a decrease in blood

pressure, realize improvements in circulation and lung function, and lower your risk for heart attack. The free program is offered by Medica and provides the support you need to kick the habit for good. The program offers up to five sessions with a Quit Coach, a personalized quit plan, and a supply of nicotine replacement products (if medically appropriate). You may also work with a tobacco cessation coach at Boynton Health Service or through StayWell. When you enroll no later than May 31, 2015, and complete at least three telephone coaching sessions by August 31, 2015, you will earn 200 wellness points.

Medication Therapy Management

Points: 100

Medication Therapy Management (MTM) is a service offered to UPlan members and their covered dependents who take four or more medications, or have a referral from their health care provider. The program consists of face-to-face meetings with a specially trained pharmacist who can help you improve the quality and effectiveness of your medication therapy program. Those who complete three sessions with an MTM pharmacist by August 31, 2015, will earn 100 wellness points.

Specialty Therapy Management

Points: 100

UPlan members who need specialty medications to manage more complicated medical conditions are eligible to enroll in the Specialty Medication Management program offered by Fairview Specialty Pharmacy. The program applies to members using specialty medications for multiple sclerosis, rheumatoid arthritis, hepatitis C, psoriasis/psoriatic arthritis, Crohn's disease, or cystic fibrosis. You will receive support and education about how to take specialty medications safely to get the most benefit from them. You will learn how to reduce side effects, know when to contact your physician if there is a problem, and find help paying for your specialty medications. Those who complete three coaching sessions with a nurse by August 31, 2015, will earn 100 wellness points.

Weight Watchers on Campus

Points: 150

The Weight Watchers on Campus program offers motivational support for weight loss and maintenance in a group setting and is available on all campuses. UPlan members and/or their covered spouses who attend 14 meetings over a four-month period before August 31, 2015, will earn 150 wellness points and can have their registration fees fully reimbursed by the University. Members and covered spouses can be reimbursed three times in one calendar year for this program, up to a lifetime maximum of six combined reimbursements for Weight Watchers on Campus and Create Your Weight.

Create Your Weight

Points: 150

Create Your Weight focuses on behavior modification for living a healthy lifestyle. To personalize your results, the program includes a measurement of your individual rate of metabolism. The program is offered on the Twin Cities campus through the University of Minnesota Medical Center Fairview. Those who attend at least 9 out of 11 classes will be fully reimbursed for the program and receive 150 wellness points. Members and their covered spouses can be reimbursed once a calendar year for this program, up to a lifetime maximum of six combined reimbursements for Create Your Weight and Weight Watchers on Campus.

Healthy Pregnancy

Points: 100 (More Points!)

As an expectant mother, you can take advantage of the free Healthy Pregnancy program from Medica to help you stay well and feel good throughout your pregnancy and after your newborn arrives. Upon completion of three coaching calls—two while pregnant and one after the birth of your baby—you will earn 100 wellness points in the program year that your last coaching call occurs. You must complete your last coaching call by August 31, 2015, for the

wellness points to count for the 2014-2015 program year. The Healthy Pregnancy program is open to UPlan members and their covered spouses.

Online Healthy Living Programs

Points: 50

The suite of Healthy Living online programs is designed to help you discover ways to change your health habits. The self-paced, six-week programs offer interactive tools and information on topics such as weight loss, healthy aging, managing diabetes, and many more. Although you are welcome to take as many Healthy Living courses as you would like, UPlan members and/or their covered spouses who complete at least one of the programs will receive a maximum of 50 wellness points for the program year.



“Weight Watchers on Campus has changed my life. The reimbursement benefit motivated me to start in February with two colleagues. I’ve since lost 25 pounds and have embraced a healthy lifestyle.”

–Sarah Howard,
*School of Journalism
& Mass Communication*



Chuck Tomlinson,
Department of Chemistry

Be Active

Bicycle Commuter Program

Points: 75 or 125 (More Points!)

When you bike to work, you can earn either 75 or 125 points, depending on how often you commute. If you ride your bike to work at least 50 times between September 1, 2014, and August 31, 2015, you will earn 75 wellness points. A new option for this program year is if you commute by bike more than 100 times during the same time period, you will earn 125 wellness points. To make sure your rides count toward your point balance, you must have an RFID (radio frequency identification) tag installed on your bike at a Campus Bike Center and bike past an RFID reader on your way to work. The deadline to enroll in the program and have an RFID tag installed on your bike is May 31, 2015.

Fit Choices

Points: 75 or 125

When you exercise at a participating fitness center at least eight times a month, you will receive up to a \$20 monthly reimbursement. If you exercise at least

eight times a month for six months during the program year, you can also earn 75 wellness points. If you exercise at least 12 times a month for six months, you will receive 125 wellness points. To participate in Fit Choices, you must enroll in the program at a participating fitness center by February 1, 2015, and complete the attendance requirements by July 31, 2015. Fit Choices will reimburse up to two individuals covered by the UPlan.

Step It Up!

Points: 50

The Step It Up! program is a fun way to measure and increase your daily physical activity. The six-week StayWell program gives you a free pedometer and makes it easy to track your activity online. You will need to track steps for six weeks. In addition to walking, many other forms of exercise like biking, swimming, and gardening can count. When you enroll in Step It Up! by June 30, 2015, and complete the program by August 31, 2015, you and/or your covered spouse can earn 50 wellness points.

For this program year, you can earn 50 points for a self-directed wellness activity as well as an additional 50 points for participating in a University-sponsored wellness course.

Self-Directed Wellness Activity

Points: 50

You can earn a maximum of 50 points per plan year by participating in a self-directed wellness activity. Unlike other wellness programs that report your completed activities to StayWell automatically, for this program you must log in to your StayWell profile to manually log your activity by August 31, 2015. Eligible activities include:

- **Race or Other Athletic Activity**
Complete an athletic event such as a 5K, 10K, or marathon.
- **Alternative Weight Management Program**
Participate or attend meetings for 14 weeks in a weight management program such as Seattle Sutton's, Jenny Craig, Weight Watchers Online or in your community.
- **Exercise at Home**
Exercise in your own home for a half hour at least twice a week for six months.
- **Fitness Class**
Participate in an hour-long fitness activity at least once a week for six months. Eligible activities include attending yoga class, exercising with a personal trainer, or joining a recreational basketball team.

University-Sponsored Wellness Course

Points: 50

The University offers five courses to UPlan members and their dependents that can help you build strength, reduce stress, and develop healthier behaviors. You can earn a maximum of 50 points per plan year by participating in a University-sponsored wellness course. When you complete any one of the courses for the first time, you will receive a one-time full or partial reimbursement of the program fees.

• **Healthy Foods, Healthy Lives:**

Cooking for Wellness (New!)

Healthy Foods, Healthy Lives is a seven-week course available on the St. Paul campus that will help you develop healthy cooking and eating strategies for years to come. The program uses hands-on demonstrations led by professional chefs to teach you new techniques to adapt your cooking to a healthier lifestyle. Four of the seven courses are taught in a cooking laboratory on the St. Paul campus, and the remaining sessions are self-directed at home. UPlan employee members who complete the course will earn 50 wellness points and will receive a reimbursement of \$200 toward the \$210 course fee.

• **Group Strength Express**

Group Strength Express is a program to build muscle strength offered through University Recreation & Wellness on the Twin Cities campus, and through the Sports and Health Center on the Duluth campus. The program offers two methods of exercise, circuit training or kettlebells, that users can choose from depending on their experience level. When you attend 13 of the 16 classes and complete the pre- and post-course fitness assessment, you will receive 50 wellness points and get the entire \$199 cost of the course returned to you. You do not need to be a member of the University fitness centers to participate in this class.

• **Heart Rate Express**

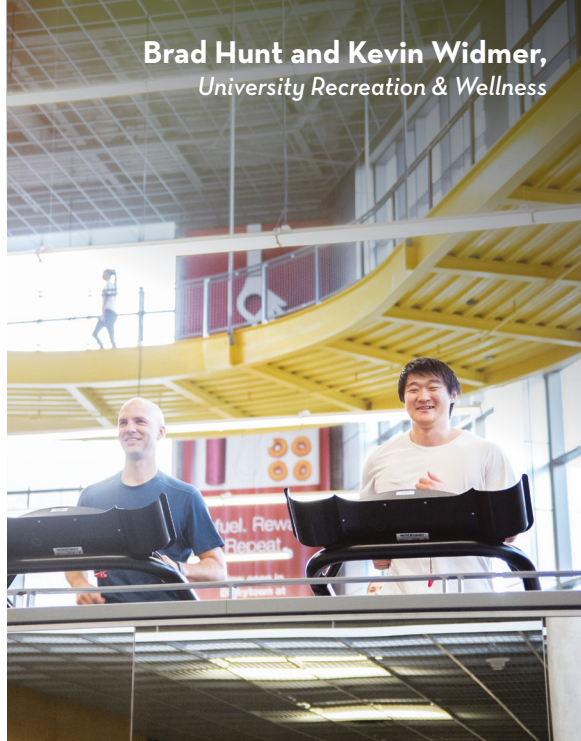
Heart Rate Express is a program to improve cardiovascular health offered through University Recreation & Wellness on the Twin Cities campus. The program involves a mix of cardiovascular training and flexibility and core-strengthening exercises. When you attend 13 of the 16 classes and complete the pre- and post-course fitness assessment, you will receive 50 wellness points and get the entire \$199 cost of the course returned to you. You do not need to be a member of the University fitness centers to participate in this class.

- **Mindfulness-Based Stress Reduction Program**

Learn mindfulness techniques to better manage stress, pain, illness, and the demanding challenges of everyday life in this eight-week course offered through the Center for Spirituality & Healing. Those who attend at least six of the eight classes, and a day-long retreat, will receive a reimbursement of \$200 toward the program fee and 50 wellness points. The course fee of \$350 or more may be required to be paid up front, depending on location.

- **Mindfulness in Motion**

Mindfulness in Motion is a research-based program offered through the Center for Spirituality & Healing to build resilience and reduce daily stress. Participants will learn awareness principles that are foundational for mindfulness and its many benefits. The eight weekly sessions emphasize relaxation with soft background music as well as a discussion about mindful awareness of cognitive habits. Upon completion of seven of the eight sessions as well as the pre- and post-evaluation, participants will receive a full reimbursement of the \$200 program fee and 50 wellness points.



Note: Only UPlan employee members are eligible for the course fee reimbursements. UPlan dependents, even if they are University employees, are not eligible for course fee reimbursements. For any University-sponsored course, you must first pay the course fee up front, and you will be reimbursed accordingly upon successful completion of the course attendance requirements.

How Do I Get Reimbursed for Program Fees?

Many of the wellness program descriptions mention fees. To participate in those programs, you must pay those fees up front, but you can be reimbursed at least a portion of those fees upon successful completion of the program. Every program has rules and guidelines as to who can be reimbursed, the amount that can be reimbursed, and how often you can be reimbursed; refer to the individual program descriptions for more information. All of the programs without an upfront fee are fully paid for by the University.

To receive your fee reimbursement, you must set up an account with the Office of Human Resources at z.umn.edu/reimburse. To register an account, you will need the seven-digit U of M employee ID number of the UPlan member and your bank's routing and account numbers. After setting up your account and successfully meeting all of the attendance requirements of your program, please allow six to eight weeks for the fee reimbursement to be deposited in your account.

Pledge Your Commitment

Flu Shot Pledge

Points: 25

When you confirm that you were vaccinated against influenza within the past 12 months, you will earn 25 wellness points. The flu vaccine can be administered at an on-campus flu vaccination clinic, a retail convenience clinic, or at your physician's office. To earn the points, you must complete the pledge on your StayWell Online profile no later than August 31, 2015. The pledge is available to UPlan members and their covered spouses.

Non-Tobacco User Pledge

Points: 25

When you pledge that you have been 100% tobacco-free for a minimum of the six preceding months, you will earn 25 wellness points. To earn the points, you must complete the pledge on your StayWell Online profile no later than August 31, 2015. The pledge is available to UPlan members and their covered spouses.

"Our Dean's office staff was inspired by the Wellness Program to start our own initiative. We chose July for the launch of our Fit Month where our office intentionally planned health and wellness events and encouraged staff to participate. The success of our Fit Month has helped us launch a year-round program, and we have hopes to expand by making it a school-wide initiative."

Staff from the Dean's Office, School of Public Health



The Wellness Program sponsors additional resources that will help you find support and stay engaged with your own health.

OptumHealth 24/7 NurseLine

When you want help making decisions about your health or the health of a family member, consider a call to the nurse line. The nurse line offers immediate access to experienced registered nurses who can answer your health questions and provide support, 24 hours a day, 365 days a year. Connect with a nurse by calling the 24/7 NurseLine at 1-888-887-2593, or chat online at www.nurselinechat.com/umn.

OptumHealth Treatment Decision Support

OptumHealth Treatment Decision Support Service (TDS) provides one-on-one consultation that can ease the stress of sorting through information when faced with a new diagnosis for a medical condition, including back pain, knee and hip replacement, benign prostate disease, prostate cancer, breast cancer, certain uterine conditions, and angina. TDS helps give you the answers and resources you need to choose appropriate treatment. Connect with a TDS nurse by calling the 24/7 NurseLine at 1-888-887-2593.



Berries from Country Lane Farm,
U of M Farmers Market



Kua Cha,
U of M Farmers Market

Farmers Market

University of Minnesota Farmers Market offers the season's best in locally grown vegetables, berries, and flowers. Find nutritious, freshly picked produce just a short distance from where you work. The market is held on Wednesdays from July through October on the Church Street pedestrian mall on the Twin Cities campus, and from May through September on the Duluth campus at the Kirby Bus Hub.

Wellness Advocates

Wellness Advocates are University employees who serve their departments and units by distributing wellness program materials and information and promoting health campaigns and activities within the workplace. Find out more information about how to become a Wellness Advocate at z.umn.edu/wellnessadvocate.

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How To Begin Earning Points:

Step 1: Log on to z.umn.edu/staywell

Step 2: Enter your username and password if prompted. UPlan member employees who are already signed in using their internet ID and password will be automatically entered into their account through single sign-on. If needed, follow the links to reset your username or password.

If this is your first time accessing the site, click “Create My Account!” After entering your name, date of birth, and UPlan member’s employee ID number, the system will recognize you and ask you to verify your contact information.

Step 3: Once on your personal profile page, we recommend that you click the “Start your Wellness Assessment” button in the middle of the screen. The wellness assessment takes 10-15 minutes and is an easy way to get started and earn 150 points.

Step 4: Log on to z.umn.edu/biometric to set

up a biometric health screening with Boynton Health Service.

Step 5: At any time, you can access your StayWell Online profile page and click the “Programs & Progress” tab to find information about your points progress as well as how to participate in any of the wellness programs.

If you cannot access your StayWell Online profile, call their helpline at 866-341-1170. If you have questions, you can call 4-UOHR (612-624-8647 or 800-756-2363), or contact a University Wellness Program representative at well@umn.edu.

Note: You will automatically be credited points in your StayWell Online profile when you participate in and meet the attendance requirements of a wellness program. The only exception is if you decide to participate in a pledge or self-directed activity under the Wellness My Way category; in that case, you must manually log your participation in that activity with StayWell. Please allow up to eight weeks for your points to reflect in your online profile.