



Wellness Warriors 2017 Program Overview



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Introduction

Welcome!

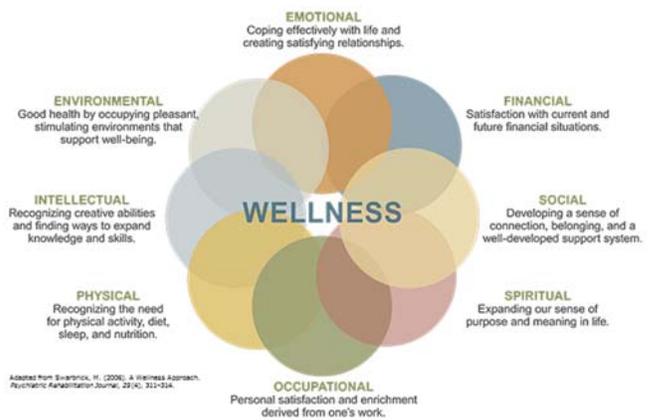
Thank you for your interest in the 2017 Wellness Warriors program! We value our participants as we strive to create a culture of wellness here at the university. This packet of information provides an outline of the resources available to the 2017 Wellness Warriors.

Our program theme is “Employee Engagement-The Total You”. We believe that wellness is multifaceted and to be a successful worksite wellness program we should address every aspect of wellness for our most important component - YOU. To do so, we will provide the tools and resources for you to create a personalized wellness plan. The 2017 program starts in January, 2017 and ends December 31, 2017.

Mission Statement

The purpose of the Wellness Warriors Program is to improve the quality of life and the health status for the employees of Wayne State University. This will be accomplished by providing educational programs, services, and tools that assists individuals in accomplishing their wellness goals. Our program strives to help individuals be able to do what they want, when they want, how they want.

In addition, we will provide quality and accessible health information and initiatives that encourage participants to pro-actively address healthy lifestyle decisions and contribute to the development of a culture of wellness at Wayne State University.



Why Worksite Wellness?

Worksite wellness success is determined by two groups: the providers of the wellness program and the people who utilize it. The Wellness Warriors program is here to focus on you: the employee. We want to get you involved, help you identify and move towards your personal health and well-being goals and celebrate your successes. We're here to create a culture of wellness at WSU, and in doing so, supporting a healthier YOU.

Enrollment

The Wellness Warriors Program is **FREE** for subsidized benefit-eligible WSU employees and is designed to offer each participant tools and resources to create a personalized wellness plan. The program offers support, education and excitement to keep you focused on total personal wellbeing!

During our enrollment period (October 11-November 11, 2016):

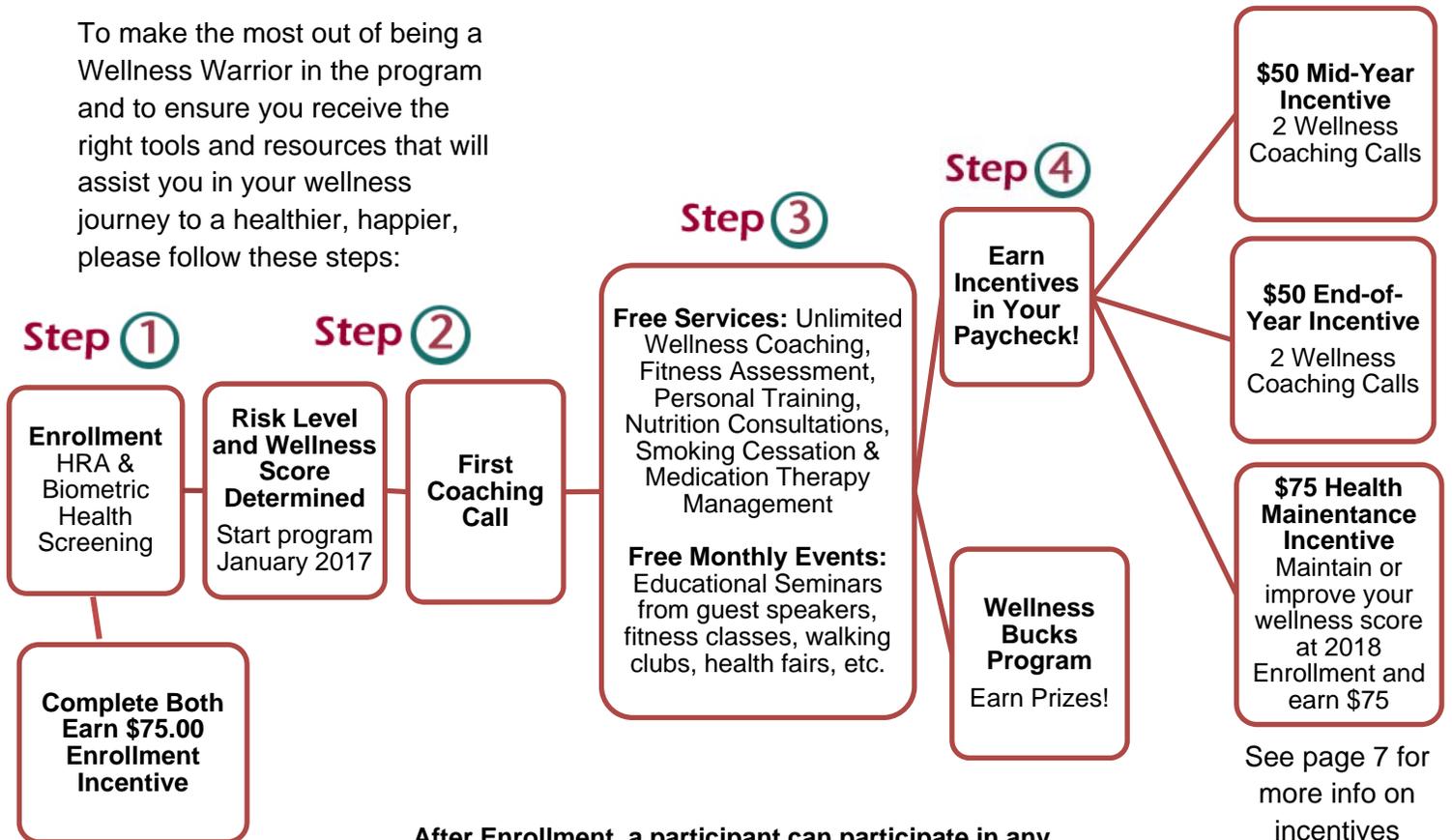
STEP 1: Sign up for an enrollment health screening appointment on [Academica's](#) Trainings, Seminars, Workshops (TSW). Chose location of choice, then scroll to date and time of choice.

STEP 2: Prior to attending your enrollment health screening appointment, complete the [Health Risk Assessment](#) Click 'Take Your HRA' (Please note: **2017 HRA opens October 6, 2016**)

STEP 3: Attend your enrollment health screening appointment! Don't forget to fast! Bring **TWO** copies (one for you and one for the pharmacy team) of this consent form: <http://wellness.wayne.edu/pdfs/enrollment-consent-form.pdf>

What Comes Next

To make the most out of being a Wellness Warrior in the program and to ensure you receive the right tools and resources that will assist you in your wellness journey to a healthier, happier, please follow these steps:



After Enrollment, a participant can participate in any of the following activities, in any order, at any time during the year:

Free Services & Events

The services in this section are **free** to all Wellness Warriors. See 'Free Services' on page 5 - 6 for more info or visit: <http://wellness.wayne.edu/free-services.php>

Earn Incentives

Wellness Warriors have the chance to earn \$250! Participants must meet criteria to be incentive-eligible. See 'Incentives' on page 7 or visit here: <http://wellness.wayne.edu/incentives.php>

Wellness Bucks Program

The Wellness Bucks Program is a way to track your activities and earn "Wellness Bucks" each month that can be redeemed for great prizes! Tracking activities is reported monthly, online via our Hap iStrive portal. For more information see 'Wellness Bucks Program' on page 8 or visit: <http://wellness.wayne.edu/bucks.php>

Please note: Your enrollment Biometric Health Screening and HRA data is confidential. It will never be provided to WSU Human Resources, your insurance or your supervisor. WSU Human Resources receives aggregate data, meaning data that summarizes WSU as a whole, not with individual results. Your health data is held in compliance with HIPAA, the laws governing personal health information.

Free Services

Wellness Warriors receive many free services after enrollment to assist them in accomplishing their wellness goals. Starting in January of each year, enrolled participants are free to take part in our Wellness Warrior events held monthly, the Wellness Bucks Program (see page 8), and the following free services, based on risk level. These services are provided by WSU's very own Mort Harris Recreation and Fitness Center, the University Pharmacy, Ulliance, and Strategic Wellness.

Wellness Events: Engage in monthly programming to increase your knowledge base and wellness toolbox with resources to help you in your journey to a happier, healthier you! Each month as a 2016 Wellness Warriors participant you have the opportunity to attend various events on new and interesting health topics; in addition to fitness classes. For our calendar: <http://wellness.wayne.edu/events.php>

Wellness Coaching: Wellness Coaches provided by Ulliance are experienced in helping others change behavior to achieve a healthier lifestyle. They are highly trained professionals with degrees in the behavioral sciences and health related fields. They also have additional training in the wellness arena. This training includes:

- Developing wellness action plans
- Working knowledge of The Readiness for Change coaching model
- Developing strategies for overcoming obstacles to adapting a healthier lifestyle
- Understanding the various types of biometric screening results
- Identifying motivators to healthy lifestyles
- Knowledge of Health Risk Assessments
- For more info, see page 7 or visit <http://wellness.wayne.edu/wellness-coaching.php>

To schedule Wellness Coaching and learn your risk level after January 15, 2017, call Ulliance at 888-699-3554.

Nutrition Consultations: Lifestyle Nutrition and Your Individual Plan Your nutritional consultation is provided by the owner of Strategic Wellness, LLC, Debra Cavender, RDN. During your individual consultation you will learn a science-based model of lifestyle nutrition and how it can be a road map for your personal health plan. You will focus on understanding the fundamental factors that influence your experience with health and wellness. Understand the natural way of taking charge of your health, regain optimal energy, lower cholesterol, manage blood sugar, control blood pressure, lose weight, optimize digestion, and enhance the immune system. Strategies on how to apply nutrition, movement, laboratory results, and other lifestyle modifications will also be discussed. This session will be individualized, so you can initiate an effective health and nutrition plan into action.

To schedule a Nutrition Consultation, make an appointment via Training, Seminars, Workshops in [Academica](#).

Fitness Assessment: This service is rendered at the Mort Harris Recreation and Fitness Center and takes place before any personal training program starts. A fitness assessment is an individualized health/fitness appraisal of your current health & fitness status through a variety of physical fitness tests. The purpose of the fitness assessment is to help the MHRFC personal training staff prepare an individualized workout during your personal training sessions. Each assessment includes a review of your current health history and measurements of:

- resting blood pressure
- height/weight
- body composition (body fat %)
- cardio respiratory endurance (aerobic fitness)
- upper body strength
- abdominal strength
- trunk flexibility

To schedule a Fitness Assessment, complete the online interest form at <http://rfc.wayne.edu/trainer.php>. Please be sure to check the Wellness Warrior box.

Personal Training: This service is rendered at the Mort Harris Recreation and Fitness Center (MHRFC). An experienced certified personal trainer is a key part to the formula of success for a workout. A MHRFC certified personal trainer will design a client-specific program for you and educate you on proper exercise form to increase the effectiveness of your workout. A personal trainer increases your level of motivation and accountability for your workout. To schedule a Personal Training session, complete the online interest form at <http://rfc.wayne.edu/trainer.php>. Please be sure to check the Wellness Warrior box.

Medication Therapy Management: This service is rendered at University Pharmacy. Medication Therapy Management (MTM) is a group of services designed to improve health and wellbeing, as well as optimize your medication use. The main goals of the consultations are to:

- Strive to ensure you are on the proper medications for your medical condition(s)
- Reduce or eliminate any unnecessary or ineffective medication use
- Eliminate and manage all drug interactions, including over-the-counter medications and supplements
- Reduce, if possible, any medication or health-related costs

To schedule a Medication Therapy Management appointment call the University Pharmacy at 313-831-2008.

Smoking Cessation: This service is rendered at the University Pharmacy. Because smoking is the most preventable cause of premature death in the United States, the Wellness Warriors Program is supportive of all smokers who elect to join a smoking cessation session. Over a few sessions, certified smoking cessation pharmacists will discuss the many aspects of quitting, including the different types of products that can increase your chances of quitting.

To schedule Smoking Cessation call the University Pharmacy at 313-831-2008.

50% Off Mort Harris Recreation and Fitness Center To take advantage of this discount, simply sign up for a 12-month membership (first time members only) at the Mort Harris RFC front desk. This discount works out to be \$5 per paycheck. You may pay for your 12-month membership in full or use payroll deduct (\$5 per pay). This discount applies to spouses as well, but you may not use the payroll deduct option for your spouse.

Incentives

Incentive 1: Enrollment Incentive: \$75

Must complete online HRA
Must complete biometric health screening
Must be enrolled in the program prior to October 1, 2017

Incentive 2: Mid-Year Incentive (January 1 - June 30): \$50

Must complete two (2) Wellness Coaching Sessions (see below for details) with Ulliance
Must be enrolled in the program prior to April 1st

Incentive 3: End of Year Incentive (July 1 – December 31): \$50

Must complete two (2) Wellness Coaching Sessions (see below for details) with Ulliance
Must be enrolled in the program prior to October 1st

Incentive 4: Health Maintenance Incentive: \$75

Must have participated in the Annual 2017 (10/11/2016-11/11/2016) and 2018 (dates yet to be determined) Enrollment process in order to receive the 2017 Health Maintenance Incentive.
If your 2017 Enrollment Wellness Score is equal to or better than your 2018 Enrollment Wellness Score, you will receive this incentive after 2018 enrollment.

For more info, visit: <http://wellness.wayne.edu/incentives.php>

Wellness Coaching (See Incentive 2 and 3 Requirements)

Wellness Coaches provided by Ulliance are experienced in helping others change behavior to achieve a healthier lifestyle. They are highly trained professionals with degrees in the behavioral sciences and health related fields. They also have additional training in the wellness arena. This training includes:

- Developing wellness action plans
- Working knowledge of The Readiness for Change coaching model
- Developing strategies for overcoming obstacles to adapting a healthier lifestyle
- Understanding the various types of biometric screening results
- Identifying motivators to healthy lifestyles
- Knowledge of HRA's.

Wellness Coaching sessions are comprised of two types:

1. Initial Coaching Session - Review and assessment – 15 to 45 minutes
 - Review client's Health Risk Appraisal (HRA) and inform client of risk level
 - Develop wellness vision and goals
 - Identify motivators, obstacles and strategies
 - Determine client's Stages of Readiness for Change (pre-contemplation, contemplation, preparation, action, maintenance)
 - Establish progress indicators
2. Ongoing Coaching Sessions – 10 to 30 minutes
 - Review progress toward vision and goals
 - Identify obstacles
 - Develop strategies around obstacles and for long-term health maintenance
 - Provide support to participants for achieving wellness goals

Please note: All programming and services start 1/2017. Wellness Warriors can schedule a Wellness Coaching Session at the screening or by calling Ulliance. For all Wellness Warriors who don't call Ulliance, Ulliance Wellness Coaches will make only three (3) outreach attempts to schedule the Initial Coaching Session.

Wellness Bucks Program

- The monthly “Wellness Bucks Tally Sheet” are completed online, via the HAP iStrive portal. Click here to log-in: <https://www.hap.org/istriveworksite/>
- Monthly Wellness Bucks Tally Sheets must be submitted via the portal no later than the end of Friday of the second FULL week of the next month to be accepted.
- Participants can start the Wellness Bucks Program at any time by submitting Wellness Bucks Tally Sheets by the specified deadlines.
- Participants will accumulate Wellness Bucks for various wellness related activities, including exercise hours, event attendance, annual physical completion and more.
- Wellness Bucks can be accumulated throughout the year (submitted monthly), but will not be allowed to transfer or be carried over to the following year's program. The total number of Wellness Bucks earned at any given time can be viewed by logging into the HAP iStrive portal and clicking “Wellness Bucks”.
- Participant must complete the Initial Coaching Session with their Ulliance Wellness Coach in order to redeem Wellness Bucks earned on their monthly Wellness Bucks Tally Sheets.
- Participants may redeem a prize at any time during the year to "cash in" their Wellness Bucks.
- Prizes must be redeemed via the HAP iStrive portal. If a piece of clothing is redeemed (jacket, tee shirt, etc), an email should be sent to wellness@wayne.edu indicating the size wanted. Wellness Warrior Administration will send an authorization email with instructions on how to pick up the redeemed prize.
- Use it or lose it by February 16, 2018. 2017 Wellness Bucks prizes must be received by the participant by February 16, 2018. The 2017 Wellness Bucks Program ENDS on February 16, 2018 and prizes, including personal training sessions, not received nor picked up by this deadline will be forfeited. Personal training sessions must take place on or before February 16, 2018.
- Supplies are limited, including personal training sessions.
- If an employee terminates employment with the university for any reason, participation in the Wellness Bucks Program and Wellness Warriors Program automatically ends.
- For more information on the Wellness Bucks Program, please visit: <http://wellness.wayne.edu/bucks.php>

Frequently Asked Questions

Q: Who can participate?

Any subsidized benefits-eligible WSU employee can participate. This includes all benefits-eligible employees even if they elect cash in-lieu of medical insurance or have otherwise opted out of WSU medical plans. Enrollment is on a first-come, first-served basis. This excludes stipend recipients., technicians, student assistants and other non-subsidized

Q: Do I have access to the Mort Harris Recreation and Fitness Center for free?

For any Wellness Warriors-specific programming (events, free personal training sessions, free fitness assessment) you will be able to enter the Mort Harris Recreation and Fitness Center (MHRFC) at no charge. Free access is provided to Wellness Warrior participants for Wellness Warrior events only. If you want to work out on a regular basis, however, you will need to purchase an employee membership to the MHRFC (\$10/month for NEW memberships for 2017 Wellness Warriors only). Many Wellness Warriors utilize their cash incentives to pay for their MHRFC memberships.

Q: What do I get for participating? What are the incentives?

Every 6 months you will receive a cash incentive if you complete the incentive eligibility criteria. See 'Incentives' on page 7 for the full incentive schedule. The Wellness Bucks Program also has a separate schedule of prizes called "Wellness Bucks," that you can use to purchase prizes such as free personal training sessions, free sweatshirts, and more! See the 'Wellness Bucks Program' on page 8 for more info. Earning prizes helps you keep up the momentum.

Q: What does an Ulliance Wellness Coaching session consist of to be incentive-eligible?

A successful coaching session is defined by engaging in a meaningful conversation with your coach about the following items: results of your Health Risk Appraisal (HRA), identification of risk factors, your readiness to change unhealthy habits, and your ability to sustain healthier ones; review of Wellness Warriors Incentive Eligibility Requirements and updates on program events; development of your wellness vision and goals; exploration of wellness goal accomplishments and obstacles; problem solving on road blocks to wellness vision and goal achievement; and follow through with recommended wellness research, reading, incorporating new wellness behaviors, and acceptance of wellness referrals.

Q: What if I am non-incentive-eligible during the first half of the year? Can I be incentive-eligible for the second half? Am I out of the program?

If you do not meet the criteria for one incentive, you can still earn the other incentives. You're never out of the program unless you tell us you'd like to stop participating.

Q: Is my Health Risk Assessment data confidential? Will the information get back to my supervisor or insurance carrier?

YES, your data is confidential. NO, your information will not get back to your supervisor or insurance carrier. Health information data will never be provided to Human Resources, your insurance or your supervisor. WSU Human Resources receives aggregate data, meaning data that summarizes WSU as a whole, not with individual results. Your health data is held in compliance with HIPAA, the laws governing personal health information.

For more Frequently Asked Questions, please visit <http://wellness.wayne.edu/faq.php>

Contact Us

Wellness Warriors

Benefits & Wellness
5700 Cass Avenue Suite 3638 A/AB.
Detroit, MI 48202
Phone: 313-577-3000

Fax: 313-577-0637
Email: wellness@wayne.edu
Website: <http://wellness.wayne.edu>

For program questions and concerns, incentive-eligibility inquiries, Wellness Bucks Tally Sheet support and any Wellness Warrior related questions please contact us at the above information.

Wellness Champions

Wellness Champions employees participating in the program who are here to answer questions you may have. Feel free to contact any of the champions. Visit this website for their contact information: <http://wellness.wayne.edu/partners.php>

Our Partners

Ulliance

Phone: (888) 699-3554
Website: <http://wsu.lifeadvisorwellness.com>



To schedule your required Ulliance Wellness Coaching Sessions, review your HRA and biometric health screening results or to talk about any personal, financial issues, career coaching, or general inquiries, call the above number.

Mort Harris Recreation and Fitness Center

5210 Gullen Mall
Detroit, MI 48202
Phone: (313) 577-2348
Fax (313) 577-5843
Email: campusrec@wayne.edu
Website: <http://rfc.wayne.edu/>



To schedule your free Fitness Assessment and Personal Training Sessions complete the online interest form at: <http://rfc.wayne.edu/trainer.php>. Please be sure to check the Wellness Warrior box.

University Pharmacy

5254 Anthony Wayne Drive
Detroit, MI 48202
Phone: (313) 831-2008
Fax: (313) 831-2122
Email: universityrx@wayne.edu
Website: <http://www.myuniversitypharmacy.com/>



To schedule free Medication Therapy Management, Diabetes Education or Smoking Cessation Sessions, call The University Pharmacy at (313) 831-2008.

Strategic Wellness

1900 S. Telegraph Road Suite 102
Bloomfield Hills, Michigan 48302
Email: wellness@wayne.edu
To schedule a Nutrition Consultation, log onto Training, Seminars, Workshops on [Academica](#).

