



# University of Pittsburgh

*Office of Human Resources  
Benefits Department*

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March 31, 2017

Dr. Karen A. Hacker, Director  
Allegheny County Health Department  
542 Fourth Avenue  
Pittsburgh, PA 15219

Dear Dr. Hacker:

The University of Pittsburgh is committed to partnering with *Live Well Allegheny* by becoming a Live Well Workplace. Our mission is to provide support, opportunities, resources, and information that facilitates the practice of healthy lifestyles. We are working to encourage individuals to develop their strengths and position themselves for a healthier, happier and more successful life. The goals of the Live Well Workplace align with our goals of creating a campus culture that cultivates health and well-being for our faculty and staff.

The areas in which the University of Pittsburgh plans to continue to support the campaign goals include the following four aspects of wellness:

## **Buildings, Facilities, Workplace Environment**

We provide a supportive physical and social work environment that is conducive to healthy habits and behavior. The buildings have well-lit safe stairwells, water fountains, bike racks outside of buildings and maps that show 1-2-3 mile walking routes on the Oakland campus. Other ways we intend to keep growing the wellness culture is to work towards becoming a smoke-free campus, improving the current exercise facilities for faculty and staff, adding additional physical activity opportunities, and re-designing the food offerings on campus.

In April 2016, the University of Pittsburgh opened its onsite *MyHealth@Work* Health and Wellness Center. The Center is located within walking distance from most buildings on the Oakland campus. The 2,000 square foot space is staffed by UPMC providers, including a certified registered nurse practitioner, registered nurse, medical assistant, and part-time onsite health coach with oversight from a practicing physician. The Center treats a variety of acute health conditions including sinus infections, cough and colds, blood pressure screenings, fever, and vaccinations. With UPMC Health Plan's Prescription for Wellness, physicians write a prescription for a UPMC Health Plan lifestyle or condition management health coaching program. Members are ten times more likely to successfully complete their program when referred by their physician than when they self-refer or are referred by UPMC Health Plan. The Center is open Monday through Friday and is a free service exclusively for University of Pittsburgh faculty and staff regardless of insurance coverage.

On behalf of the CUPA-HR Eastern Region Board of Directors, the University's Benefits Department was selected to receive the Eastern Region Fred C. Ford Award for its UPMC *MyHealth@Work* Health and Wellness Center. The department will be recognized at the Higher Ed Symposium on April 30 through May 2, 2017, in Buffalo, New York. The contribution is in the form of a creative or innovative idea reflecting ingenuity and understanding of human resources.

Recently, the University of Pittsburgh Faculty established the Healthy Lifestyle Institute, a new umbrella organization aimed at improving community health and wellness and providing resources by integrating the University's related research endeavors. The institute will examine how biological factors like genetics influence lifestyle behaviors, and how those factors impact chronic diseases and negative health outcomes. The organization will create new initiatives to enhance research capacity by installing centers and programs within various schools and new technologies into University laboratories, and will collaborate with nonprofit organizations and public schools throughout southwestern Pennsylvania.

### **Policy Integration**

The University offers, through UPMC Health Plan, comprehensive health insurance benefits, including vision and dental benefits from other vendors. Some of the additional covered benefits include our Faculty/Staff Assistance Program such as *LifeSolutions* (mental and emotional well-being, along with work/life balance resources), TIAA (financial well-being), and MetLife (disability coverage). The University of Pittsburgh committed to no-cost preventive services long before it became a requirement under the Affordable Care Act (ACA) and offers incentives for participation in health improvement activities such as getting a biometric screening, completing an online health risk assessment, and getting a preventative physical exam.

### **Health Education, Screenings, and Prevention**

The University partners with UPMC Health Plan to provide a quality wellness program. Some of the activities and initiatives include the completion of an online health risk assessment questionnaire, annual onsite biometric screenings, and regular lunch and learns for various wellness topics. Two programs offered include *MyHealth Weigh to Wellness Weight Management Group*, which is an 8-week program where participants meet weekly to develop skills for better managing their weight, and *MyHealth Home Run for Health*, which is a 9-inning physical activity campaign. Free health coaching is available for five lifestyle programs (weight management, nutrition, tobacco cessation, physical activity, and stress management). For individuals with a health condition, UPMC offers condition management health coaching programs.

As part of our on-going communication strategy, we provide educational resources to employees via printed materials, direct mail, electronic correspondence, posters, and social media. Through UPMC Health Plan, we also promote a monthly health and wellness topic. Faculty and staff members are routinely reminded about the importance of regular check-ups, physical examinations, and health screenings. Onsite flu shots are provided to over 2,000 faculty and staff on an annual basis.

### **Leadership Commitment and Employee Ownership**

The support of senior leadership was demonstrated by the Chancellor speaking about the importance of wellness at our Health and Wellness Center ribbon cutting ceremony event as well as his personal comments at other faculty and staff programs. Leadership also recently supported the hiring of two new staff positions.

Ashley Boykin joined the Benefits Department in January 2017, in the newly developed role of Wellness Specialist for the University of Pittsburgh. While Ashley will continue to be an employee of UPMC, she is physically located on campus in the Benefits Department. This enables Ashley to experience the culture firsthand and make recommendations related to future wellness initiatives. Ashley will assist with the long-term wellness strategy, creating a University-wide wellness committee, and coordinating programs and activities. She will also assist with the promotion and support of established University programs, such as BE FIT PITT, which was created and is



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managed by the University's Department of Health and Physical Activity, which currently oversees physical activity and health programming for faculty and staff.

Taelor Vetica started her role as a part-time Onsite Health Coach for the University in January 2017, in which she will be a resource to support the University's faculty and staff by providing advice and coaching. Taelor will provide one-on-one coaching sessions on Tuesdays and Wednesdays at the UPMC MyHealth@Work Health and Wellness Center on the topics of physical activity, nutrition, weight management, smoking cessation, and stress management. As the wellness programs expand, this will likely become a full-time position.

A survey is currently under development to better understand faculty and staff members' wellness needs and interests. To facilitate with engaging faculty and staff members in wellness activities and programming, a BeWell email account has been created to obtain suggestions and feedback. We are in the process of creating a Wellness Committee and identifying Wellness Champions.

The University of Pittsburgh looks forward to supporting the *Live Well Allegheny* campaign and welcomes the opportunity to discuss a press release. We have an upcoming event to celebrate the one-year anniversary of our Health and Wellness Center on April 19, 2017. We are hopeful that this event can be coordinated with a *Live Well Allegheny* press release for the University of Pittsburgh.

Sincerely,

A handwritten signature in blue ink that reads "John R. Kozar". The signature is written in a cursive style with a large initial "J".

John R. Kozar  
Assistant Vice Chancellor  
Human Resources