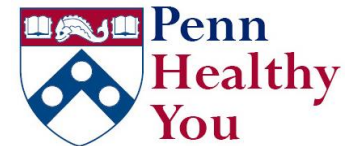


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# PENN HEALTHY YOU RESOURCES UNIVERSITY OF PENNSYLVANIA

## DEPARTMENT OF RADIOLOGY WELLNESS COMMITTEE

FEBRUARY 29, 2024



# WELCOME!

## **Chris Hyson, M.Ed.**

Manager, HR Wellness Programs

Benefits Team, Division of Human Resources

25+ years experience in higher education wellness, including 10 years at Penn

Email: [chyson@upenn.edu](mailto:chyson@upenn.edu)

# UNIVERSITY OF PENNSYLVANIA EMPLOYEE WELLNESS RESOURCES

Penn Healthy You Resources

*Be in the Know* Wellness Campaign, 2023-2024 and  
Virgin Pulse Wellness Platform

Quick Overview:  
Additional Employee Health and Well-Being Benefits

# THANK YOU!

- Today's invitation and this opportunity to share wellness resources – it is greatly appreciated.
- More importantly, your Wellness Committee's dedicated efforts to support Penn's most valuable asset ~ our incredibly talented, dedicated, and hard-working employees.
- Today's world of work and well-being:
  - **Employees are struggling with multiple health and well-being issues** – overwhelm/burnout, financial concerns, career concerns (meaningful work/connected to mission), care-taking responsibilities, socially disconnected, physical health issues (prevention/chronic disease management/aging), and much more.
  - **Lack of resources to be proactive towards their health** – including adequate activity, nutritious foods, quality sleep, emotional well-being strategies and support, annual check-ups and screenings, treatment and management of chronic diseases, age-related health issues, etc.
  - ***Employers have the opportunity to provide an array of wellness/well-being tools, programs, policies, and resources to help employees feel supported, valued, and empowered to actively engage in their health – plus build an organizational culture of wellness.***



# PENN HEALTHY YOU RESOURCES

**Provides health and well-being support to benefits-eligible Faculty, Staff, and Postdoctoral Researchers and Fellows eligible for the Penn Postdoc Benefits Plan, including:**

- ***Be in the Know* wellness campaign and Virgin Pulse online platform.**
- Individualized nutrition counseling appointments with Registered Dietitians from Ramp Health.
- Fitness center discounts, including HR-Campus Recreation special promotion and regional YMCA options.
- Financial wellness educational workshops, sponsored by MetLife, PNC Bank, and TIAA.
- Additional wellness events and activities, including Monthly Wellness Walks, group fitness classes, Virgin Pulse wellness workshops and live platform demos, live cooking demonstrations, and more!
- **Learn more: <https://www.hr.upenn.edu/pennhealthyyou>. Search upcoming wellness events – including a wide variety of events supporting work-life balance, family needs, and mental health!**

# BE IN THE KNOW, 2023-2024: CAMPAIGN OVERVIEW

- Penn's annual wellness campaign for benefits-eligible Faculty, Staff, and Postdoctoral Researchers and Fellows eligible for the Penn Postdoc Benefits Plan.
  - *Primary goal: Inspire and motivate employees to prioritize their health and overall well-being through wellness programs, resources, and rewards.*
- Campaign year dates: July 1, 2023 – June 30, 2024.
- One gateway activity before you can begin earning rewards: **BIOMETRIC SCREENING.**
- Complete qualifying activities that best support your health = earn points and “Pulse Cash” rewards, up to \$300 + special recognition as a *Be in the Know* VIP.
- Participation is voluntary and Penn never sees individual results (only aggregate data for population health.)
- Full details available at [www.hr.upenn.edu/beintheknow](http://www.hr.upenn.edu/beintheknow).



# *BE IN THE KNOW, 2023-2024:* VIRGIN PULSE WELLNESS PLATFORM OVERVIEW

- **Virgin Pulse: Penn's wellness platform partner since 2020.**
- Administer *Be in the Know*, track your progress, manage reward's program, and provide online wellness programs and content.
- Access Penn's platform at <https://join.virginpulse.com/penn>.
  - Use Pennkey and password, with one-time quick registration required.
  - After registration, download the "Virgin Pulse" mobile app.
- ***Be in the Know Rewards Program:*** Earn up to \$300 Pulse Cash each campaign year!
  - Rewards are redeemed on the platform – choose from gift cards, wellness items, and charitable donations.
  - Unspent rewards will automatically roll over into the next campaign year.
  - ***Earned rewards are considered taxable income by law, so payroll taxes need to be processed on them.*** (Taxes are processed quarterly through paychecks as they are earned. Impacted participants will receive email alerts.)



## ***BE IN THE KNOW, 2023-2024:***

# **BIOMETRIC SCREENINGS ~ OVERVIEW + ON-CAMPUS DATES**

- **Since *Be in the Know* launched in 2012, a biometric screening has been a priority action item.**
  - Provides a snapshot of your health and can indicate if further evaluation is needed.
  - Measures: blood pressure, glucose, + various cholesterol values (including total and HDL cholesterol.)
- **For the current year (July 1, 2023 – June 30, 2024):**
  - ***Earn your first \$50 Pulse Cash reward – and open the door for additional \$250 in rewards!***
  - Four (4) options to earn screening credit – all are no-cost and easy to complete.
- **Featured option ~ On-campus biometric screenings, provided by Health Advocate.**
  - Benefits: Free, fast, convenient, and results are processed with their trained staff.
  - ***Next on-campus screenings: April 2 – 3, Houston Hall, Bodek Lounge (watch for announcements!)***



# ***BE IN THE KNOW, 2023-2024:*** **BIOMETRIC SCREENINGS ~ ADDITIONAL OPTIONS**

- Three (3) additional options to earn biometric screening credit:
  - **Submit results from healthcare provider to Health Advocate:** [Consent to Release Results.](#)
  - **Two options available through Virgin Pulse:**
    - Go to “Programs” tab, [Biometric Screening Options, 2023-2024](#) (click “START NOW”.)
    - **LabCorp’s Voucher Program:** Download screening script, schedule/complete appointment at a participating LabCorp.
    - **Home Test Kits:** Kit mailed to your home, complete as directed, mail back your completed kit.
- ***For all screening options: Credit is automatically reported to Virgin Pulse (no additional action is needed); please allow 2-3 weeks for credit to appear.***

# BE IN THE KNOW, 2023-2024: EARN WITH “STEPS FOR SUCCESS”

- **Be in the Know primary goal:** Inspire and motivate Penn employees to prioritize their health and overall well-being through wellness programs, resources, and rewards.
- **To earn points and Pulse Cash rewards:**
  - Complete any qualifying activities that best support your wellness goals and interests.
  - Earn points for completions – watch your points total increase.
  - Your goal = reach the next points threshold to earn your next “Pulse Cash” reward.
  - *Be sure to complete a biometric screening, which is required to earn rewards.*



# BE IN THE KNOW, 2023-2024: EARN WITH THE “WAYS TO EARN” LIST!

- **90+ activities to earn points towards rewards:** Access the full list [online](#) or use our QR code:
- **Examples from the current WTE list:**
  - **Health Check/Surveys:** Online health assessment w/ feedback + recommendations (+ 1000 points!)
  - **Preventative Health Activities:** Vaccines and various health screenings
  - **Penn Wellness Activities:** HR events, nutrition counseling, Penn’s Comprehensive Smoking Treatment Program, etc.
  - **Virgin Pulse Online Activities:**
    - **RethinkCare Programs:** Video sessions/courses for mental health + emotional well-being (go to “Programs” tab)
    - **Challenges:** Personal, Monthly Healthy Habit Challenges, and Quarterly Penn Challenges (go to “Social” tab)
    - **Health Coaching:** Telephonic coaching with a professional (schedule on the platform) (go to “Health” tab)
    - **Variety of Journeys®, Daily Cards, and Healthy Habit Trackers:** Learn about well-being topics and track progress
    - **General Activities:** Set interests/well-being goals, invite “friends”, first-time activities





### My Actions >

Track my Healthy Habits  
★ +10 Points



Make time to get active today >

Set my Interests  
★ +100 Points



Create a personal challenge  
★ +100 Points



### On-Campus Biometric Screening Registrations are OPEN!

Announcement • Sep 26, 2023

Schedule your free, fast, and convenient on-campus biometric screening appointment to learn critical health values, and earn your first \$50 Pulse Cash reward for *Be in the Know 2023-2024!*

View the complete Fall 2023 [biometric screening schedule](#) and register using the [Penn-Health Advocate portal](#).

A biometric screening not only supports your health and rewards you with \$50 in Pulse Cash, it also unlocks the opportunity to earn up to \$300 total in Pulse Cash for the 2023-



< 1 / 3 >

### Stats >



0 Steps  
Daily goal: 12000 steps



0 hr Sleep  
Daily goal: 7 hrs



0 Active Minutes  
Daily goal: 30 min

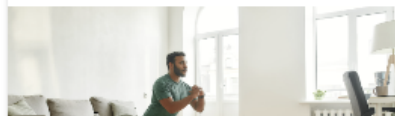
### Healthy Habits >



Keep tracking your habits. Get closer to your goals. Repeat!

Track Your Habits

### Journeys >



### Challenges >

#### Gratitude Journal

Completed on November 19  
Healthy Habit Challenge



You have 2 days to upload your activity.

View Details

< 1 / 5 >

### My Programs >

# VIRGIN PULSE PLATFORM: DESKTOP + MOBILE APP VIEWS



Welcome Chris



Rewards >

24,180 / 50,000



### My Actions

Make time to get active today >

Set my Interests  
★ +100 Points >

View more actions



Healthy Ha...  
Track 1 habit >



Daily Cards >

### Stats >



Home



Health



Programs

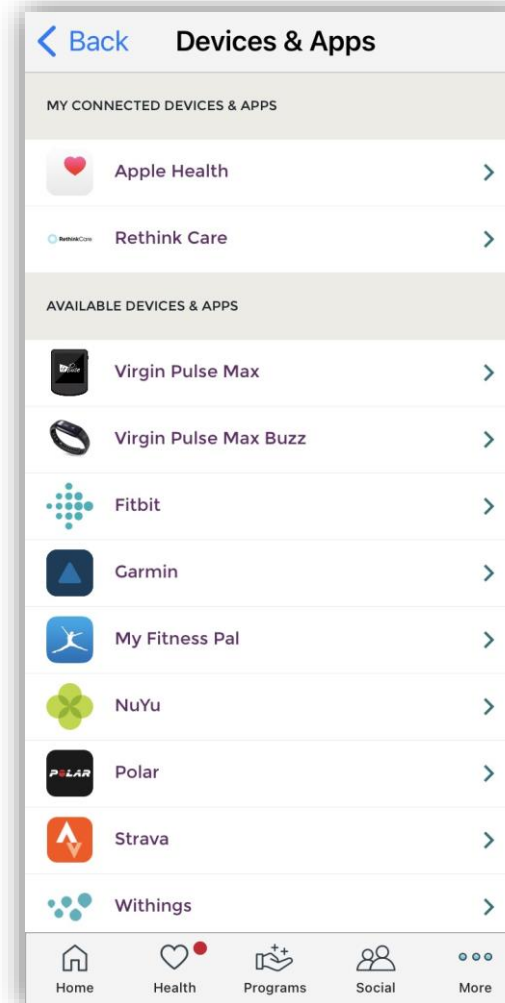
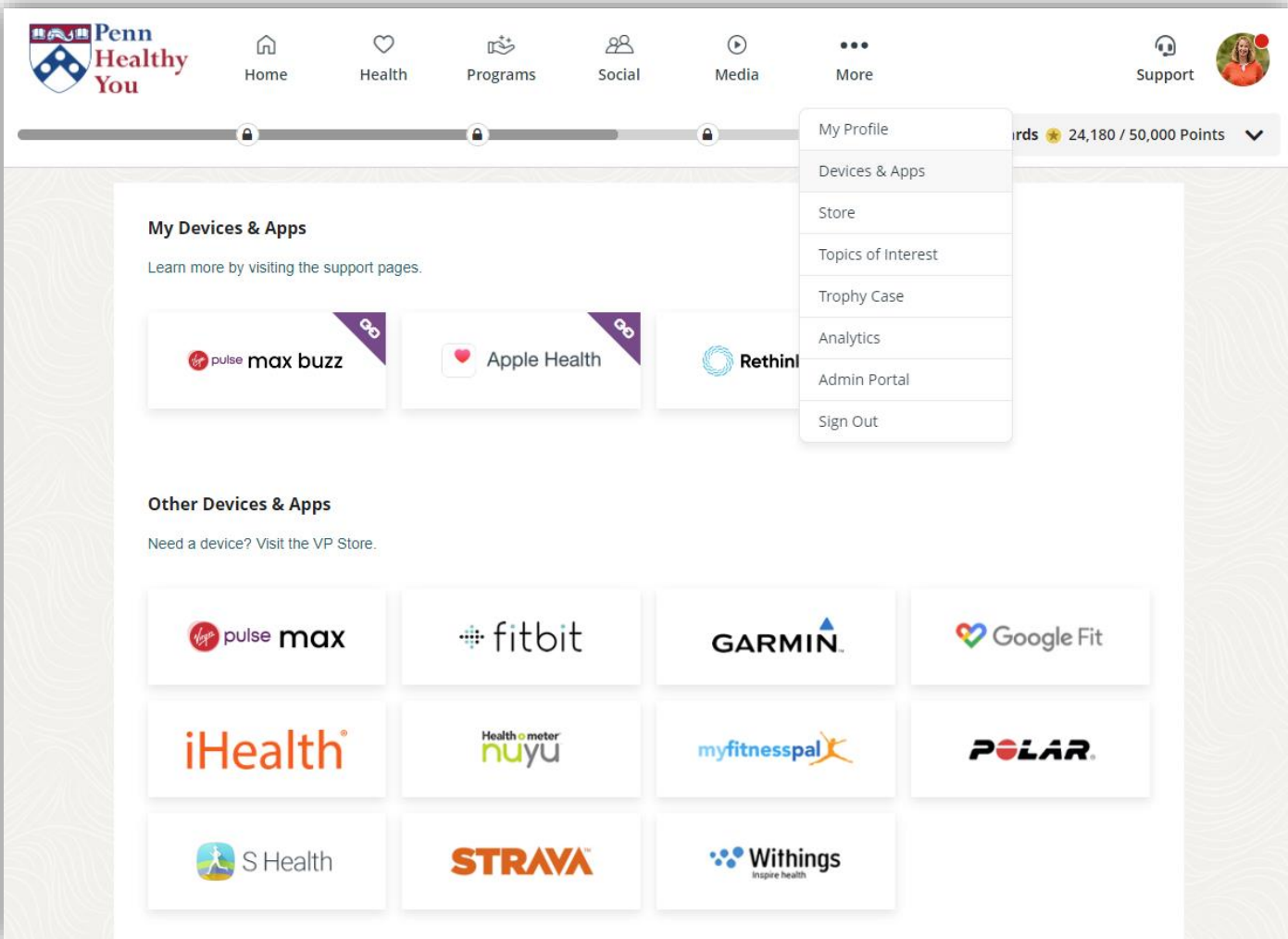


Social



More

# VIRGIN PULSE: CONNECTING A DEVICE GO TO “MORE” TAB – THEN “DEVICES & APPS”



# VIRGIN PULSE: REWARDS PAGE

**Penn Healthy You**

Home Health Programs Social Media More

Support

Rewards 25,080 / 50,000 Points

## REWARDS

How to Earn My Earnings Spend [REDEEM A VOUCHER](#)

**217 days left to earn rewards**

You have 25080 Points

Level	Points	Reward
Level 1	5000 Points	\$50 Pulse Cash
Level 2	15000 Points	\$75 Pulse Cash
Level 3	30000 Points	\$125 Pulse Cash
Level 4	50000 Points	VIP Recognition

**Redeem Now**

Total Balance  
**\$600**  
Pulse Cash to Spend

**Reward Progress**

Pulse Cash  
Maximum reward: \$300

**\$0 Earned**  
**\$125 Completed but locked**

**Priority Completion Required**

**What's in it for you:**

- Be in the Know with Penn's annual wellness campaign!
- Earn up to \$300 in "Pulse Cash", July 1, 2023 - June 30, 2024.
- Complete the Biometric Screening for your first \$50.
- Earn up to \$250 for the Health Check + Bonus Actions.
- Enjoy rewards (applicable taxes processed in paychecks).

**REASONABLE ALTERNATIVE:**  
Not sure if you can fully participate

**Don't forget your priorities!**  
Complete all **PRIORITY** Actions to unlock level rewards. (You can still earn points towards your level progress.)

View: **All Rewards** Action Rewards Level Rewards

**PRIORITY**

**Be in the Know - Biometric Screening**

# VIRGIN PULSE: REWARDS PAGE

- Scroll to “PARTICIPATION” to upload completion for these WTE activities.
- Click on the link under “ACTION”.
- Complete pop-up “attestation form” – check box to verify completion and submit. Virgin Pulse and Penn reserve the right to audit submissions.

The screenshot shows the Virgin Pulse mobile app interface. At the top, there is a navigation bar with icons for Home, Health, Programs, Social, Media, and More. On the right, there is a Support icon and a user profile picture. Below the navigation bar, there is a progress bar with four lock icons and a Rewards section showing 25,080 / 50,000 Points. The main content area is titled "PARTICIPATION" and contains a table with the following columns: INTERVAL, ACTION, PROGRESS, and POINTS. The table lists various health and wellness activities with their respective completion status and point values.

INTERVAL	ACTION	PROGRESS	POINTS
PROGRAM	Complete a Flu Vaccine	<input checked="" type="checkbox"/>	200
	Receive a Bi-Annual Dental Cleaning/Exam	<input type="checkbox"/> 0 / 2	0 / 400
	Receive an Annual Eye Exam	<input checked="" type="checkbox"/>	200
	Receive an Annual Dermatology Skin Exam	<input type="checkbox"/>	200
	Receive a Dexascan/Bone Density Screening	<input checked="" type="checkbox"/>	200
	Receive an Annual Gynecological Exam	<input type="checkbox"/>	200
	Receive any Age-Appropriate Adult Vaccine	<input checked="" type="checkbox"/>	200
	Biometric Screening Family Participant Bonus	<input type="checkbox"/>	250
	Complete a Nutrition Counseling Session with Other Qualifying Providers	<input type="checkbox"/> 0 / 6	0 / 1500
	Participate in a Registered Community Physical Activity Event	<input type="checkbox"/> 0 / 2	0 / 600
	Receive an Adult Well Visit/Annual Physical	<input type="checkbox"/>	400
	Receive a Mammogram	<input checked="" type="checkbox"/>	600
	Bike to Work (complete 40 days, up to 3x per year)	<input type="checkbox"/> 0 / 3	0 / 2250
	Receive a Colorectal Cancer Screening/Colonoscopy	<input type="checkbox"/>	1000
	Participate in the Penn Comprehensive Smoking Treatment Program	<input type="checkbox"/>	1500

Below the Participation section, the word "SLEEP" is visible, indicating the start of another section.



# IDEAS TO STEP INTO WELLNESS!

- **Jumpstart your health with Be in the Know 2023-2024 and Virgin Pulse wellness platform!**
  - Register on the platform (if new) and **download the mobile app.**
  - ***Complete a biometric screening to earn your first \$50 reward, plus up to an additional \$250 in rewards.***
  - **Complete the Health Check** to receive a snapshot of your overall health + areas of risk, and earn 1,000 points.
  - **Connect your device** to track daily steps/activity/sleep. (***\$24.99 Max Buzz device available in VP's Rewards Store.***)
  - **Participate in Virgin Pulse Challenges:** Personal Challenges (available year-round), Promoted Healthy Habit Challenges (offered monthly), and Penn Challenges (offered quarterly.)
    - **Upcoming: "Rest & Recharge" Penn Challenge in March + "30x30 Outdoor Challenge" April 1 – 30, in partnership with Penn Sustainability.**
- **Sign up for nutrition counseling with Ramp Health – or an upcoming HR wellness/work-life event!**
- **Attend May 2 meeting to learn Quality of Work resources, with Karen Kille, Manager, QOWL Programs.**
- ***PRIMARY GOAL ~ STAY ENGAGED IN YOUR HEALTH AND WELL-BEING: Practice self-care, focus on prevention and management when possible, and utilize available Penn benefits and resources.***



# ADDITIONAL PENN EMPLOYEE BENEFITS AND RESOURCES FOR OVERALL WELL-BEING

Take advantage of Penn's robust total rewards package, with these benefits and resources!

- Work-Life resources for quality of work-life, parenting and care-taking, and mental health (including MindWell.)
- Health, Life, and FSA: Comprehensive medical coverage for you and your family, including prescription drug; behavioral health benefits; dental, vision, and life insurance; and flex spending accounts.
  - Four (4) health insurance plans available through IBC and Aetna.
  - **Watch for Open Enrollment communications on the upcoming July 1, 2024 – June 30, 2025 benefits year!**
    - **Make your benefit selections: April 29 – May 10, 2024 (*Be sure to update your beneficiaries!*)**
    - **Attend Open Enrollment Fair: Tuesday, April 30, 10am – 2pm, Gimbel Gym/Pottruck Health & Fitness Center.**
- Saving for Retirement: Three (3) plans available with TIAA (basic, matching, and supplemental plans.)
- Tuition Benefits: For you, your spouse, and your children.

# FOR MORE INFORMATION AND ASSISTANCE

- **Penn Healthy You website:** <https://www.hr.upenn.edu/pennhealthyyou>
- ***Be in the Know* website:** [www.hr.upenn.edu/beintheknow](http://www.hr.upenn.edu/beintheknow)
- **Virgin Pulse wellness platform:** <https://join.virginpulse.com/penn>
  - **For assistance, contact Virgin Pulse Member Services team:**
    - **Live Chat:** Click “Support” button at top right side of any platform page (Mon-Fri, 2am-9pm ET)
    - **Call:** 1-855-920-2290 (Mon-Fri, 8am-9pm ET)
    - **VP Support page/search topics:** <https://support.virginpulse.com>
- **Wellness and Work-Life website:** <https://www.hr.upenn.edu/PennHR/wellness-worklife>
- **Benefits Solution Center, powered by Health Advocate:** 1-866-799-2329
- **PHY Team:** Chris Hyson ([chyson@upenn.edu](mailto:chyson@upenn.edu)) and Jen Struczynski ([jsalwach@upenn.edu](mailto:jsalwach@upenn.edu))

THANK YOU FROM THE PENN HEALTHY YOU TEAM!

*QUESTIONS?*

