

## OVERVIEW

### 1. **Why is SMU offering the Healthy Outcomes Program?**

SMU is offering to all faculty and staff enrolled in the SMU Medical Plan, this new Healthy Outcomes Program that rewards behaviors that lead to improved health. The program is designed to encourage employees to be accountable for their personal health status by being aware of any health risk factors and taking action to improve their health - or maintain areas of good health.

A key pillar of this program is a FREE preventive health screening provided by Catapult or your personal physician. The biometric results obtained from this screening will serve as your baseline results and will help define your goals for the Healthy Outcomes Program.

### 2. **Who is eligible to participate in the Healthy Outcomes Program?**

Faculty & staff enrolled in an SMU medical plan on January 1, 2016 are eligible to participate and earn up to a \$500 Healthy Outcomes Award.

### 3. **Am I required to participate?**

This is a voluntary program SMU is offering to faculty/staff; no one is required to participate.

### 4. **Is my spouse eligible to participate?**

At this time, only faculty and staff are eligible to participate.

## REQUIREMENTS

### 1. **What is the goal of participating in the Healthy Outcomes Program?**

Depending on the results from your Baseline Screening, you will be asked to maintain areas of good health and/or improve identified health risk factors (those that are outside of normal range) during the Achievement Period.

### 2. **What is required of me if I participate in the Healthy Outcomes Program?**

By successfully completing 3 steps you can earn up to a \$500 Healthy Outcomes Award:

#### 1. **Baseline Screening: March 7, 2016 - March 24, 2016**

Complete an initial preventive health checkup in March 2016, your Baseline Screening, with Catapult or your physician.

**NOTE:** If you use your physician, only blood results performed between March 1, 2016 and March 31, 2016 will count towards the Baseline Screening requirement of the Healthy Outcomes Awards Program. Similar date parameters will exist for the Results Screening. Complete the PCP Provider Form and Commitment Form and send to Catapult no later than April 15, 2016. For more information see page 6 for the forms, mailing address and/or fax information.

**2. Achievement Period: March 2016 – March 2017**

Your goal will be to maintain health risk factors in normal range and/or move any health risk factors identified to be out-of-range during your Baseline Screening to normal range during your 2017 Results Screening.

**3. Results Screening: March 2017**

Complete a second preventive health checkup in March 2017, your Results Screening, with Catapult or your physician.

**Qualification for Healthy Outcomes Award (Up to \$500):**

- Each health risk factor that is in normal range (for lab values see table on page 7) during the Achievement Period will result in a portion of the \$500 award being earned:

- Maintain Blood Pressure = \$50
- Maintain HDL Cholesterol = \$50
- Maintain Triglycerides = \$50
- Maintain Abdominal Circumference = \$150  
*Measurement is taken directly above the hip bone*
- Maintain HA1c (Glucose)\* = \$200

*\*A hemoglobin A1c (HA1c) will be checked on all screening participants. Participants will obtain the award for the Results Screening with an HA1c less than 5.7 OR fasting glucose values less than 100.*

Each health risk factor that you move from out-of-range to normal range (for lab values see table on page 7) during the Achievement Period will result in a portion of the \$500 award being earned:

Increase HDL Cholesterol = \$50

Lower Blood Pressure = \$50

Lower Triglycerides = \$50

Reduce Abdominal Circumference = \$150  
*Measurement is taken directly above hip bone*

Maintain HA1c (Glucose)\* = \$200

*\*A hemoglobin A1c (HA1c) will be checked on all screening participants. Participants will obtain the award for the Results Screening with an HA1c less than 5.7 OR fasting glucose value less than 100.*

The reason fasting blood glucose and abdominal circumference have a higher dollar value associated with them is because the more out-of-range these risk factors are, the higher the likelihood of developing a chronic condition (like diabetes) or having a catastrophic event (like a heart attack or stroke) by 700%!



**4. What if my health risk factors are all in the normal range at my Baseline Screening?**

Your goal will be to maintain your good health during the Achievement Period! If your health risk factors are all still in the normal range at your Results Screening, then you will qualify for the full Healthy Outcomes Award.

You will not qualify for the dollar award associated with any health risk factors that move from normal range during your Baseline Screening to out-of-range during your Results Screening. For example, you will not get the \$50 award associated with Blood Pressure if your value moved to “out-of-range” during your Results Screening, but you would qualify for the remaining \$450 award associated with the other 4 health risk factors you kept in the normal range.

**5. If I don't have a specific health condition but have some health risk factors identified, is there a resource available to help me?**

SMU's onsite health coach is available to help you make healthier lifestyle choices including healthy eating, physical activity, and stress management. To schedule an appointment, email [wellpower@smu.edu](mailto:wellpower@smu.edu) with 2-3 options of preferred times on Wednesdays and Thursdays and the Health Coach will contact you to confirm a face-to-face or phone appointment.

**6. If I have metabolic syndrome or diabetes and I choose to participate in Naturally Slim, how do I get started?**

Naturally Slim Healthy Lifestyles is a 10-week online program. In order to participate, you need to complete an online application at [www.naturallyslim.com/SMU](http://www.naturallyslim.com/SMU) no later than March 31, 2016. Once your application is reviewed and approved, you will receive an acceptance email from Naturally Slim. Your acceptance email will include instructions for you to get started.

**7. If I have another health condition and I choose to participate in a BCBS condition management program, how do I get started?**

These Blue Care Connection Programs are offered at no cost to faculty/staff and their covered family members who participate in SMU's Medical Plan.

The BCBS Condition Management programs provide access to telephonic health coaching with licensed nurses trained to support you in managing a specific condition (like asthma, CAD/ COPD, diabetes, pregnancy or tobacco cessation). To start your recommended coaching program, call BCBS at (866) 412-8795 to connect directly to the Blue Care Connection Program to refer yourself into the program.

**AWARD**

**1. What if I don't complete these steps by the designated deadlines?**

If you do not complete all steps by their designated deadlines, you will not qualify for the Healthy Outcomes Award.

**2. If I qualify for all or a portion of the Award, when will I receive the payment from SMU?**

SMU will distribute the Award after proof of completion is received. Due to the Health Information Protection & Privacy Act (HIPAA) – the federal health information privacy law - no individually-identifiable data is ever shared with SMU. No one at SMU will ever see your personal health information; SMU will only be notified that you met the criteria to receive the Award.



**3. If I qualify for all or a portion of the Award, how will I be paid?**

The Award will be distributed via payroll. Per IRS regulations, SMU must treat the Award as a taxable event; therefore, taxes are withheld from any Award amount you receive

**IMPORTANT:** The Award will not be payable if you are no longer on payroll at the time the Award is processed.

**COMMITMENT FORM**

**1. What is the purpose of the Commitment Form?**

The Commitment Form will be provided by Catapult when you go for your onsite Baseline Screening. The purpose of the Commitment Form is to clearly outline the steps required to qualify for a Healthy Outcomes Award.

**2. What do I do with the Commitment Form?**

Complete, sign, and return the Commitment Form during your Baseline Screening. If you do not sign and return the form to Catapult by March 31, 2016, you will not be eligible for a Healthy Outcomes Award. If needed, you may fax the form to: 877-885-9904.

**3. Where do I get a Commitment Form if I didn't turn it in at the screening?**

Email Catapult at [support@catapulthealth.com](mailto:support@catapulthealth.com) and request a copy of the form. Let Catapult know you completed an onsite health screening and need a copy of the Commitment Form. If you wish to use your own physician for the checkup, refer to the instructions in question 6 under the heading "Preventive Health Screening."

**PREVENTIVE HEALTH SCREENING**

**1. Who is Catapult and what is their affiliation with SMU?**

Catapult is an independent healthcare provider. SMU contracts with Catapult to provide onsite preventive health screenings to faculty/staff.

**2. What is the cost for the Catapult preventive health screening?**

There is no out-of-pocket cost for faculty/staff that participate in the preventive health screening conducted by Catapult. SMU will pay the full cost.

**3. What is a Catapult preventive health screening?**

This screening, similar to what you might receive at your physician's office, is designed to identify issues that may affect your health and help you get them under control before they become serious. Your blood test involves only a tiny finger prick. Catapult uses a small device (similar to what people with diabetes use daily) to get a couple drops of blood. One prick, and that's all they need! After visiting with a technician, you'll meet privately with a licensed nurse practitioner, trained to make this a positive and comfortable experience for you.



4. **What will happen at the Catapult preventive health screening?**

The health screening takes about 35 minutes. Here's what you can expect:

**A. You will conduct a 20-minute screening with a health technician.**

Lab-accurate finger prick blood test that measures biometric values including glucose, triglycerides, and cholesterol; and your blood pressure, height, weight, and abdominal circumference are measured. Your personal health history information is entered into a touch screen tablet PC that the Nurse Practitioner will review with you during your 10-minute private consultation.

**B. You will be escorted to a private consult room; you are allowed to eat and drink before your private consultation.**

**C. You will conduct a private 10-minute consultation with the Nurse Practitioner via Catapult's new interactive videoconferencing platform.**

You will review your Personal Health Report and develop a Personal Action Plan, in addition to reviewing a list of programs SMU makes available to help you improve identified health risk factors. Your Personal Health Report, Action Plan and a new audio summary of your visit will be uploaded to Catapult's new Patient Portal for easy access.

5. **Do I need to fast before my Catapult preventive health screening?**

***Yes! It is important to remember to fast. By fasting (avoiding any food or drink, except water, for 8 hours) you ensure you will receive accurate readings during your appointment. Please be sure to drink plenty of water and take your medications as prescribed. Catapult will send you an email and text message reminder the afternoon before your appointment.***

6. **Where do I go to complete my Catapult preventive health screening?**

The screenings will be offered at Expressway Tower, Hughes-Trigg Student Center, and Karcher Auditorium. In addition, screenings will be offered one day at our Plano campus.

7. **When are the Catapult preventive health screenings being offered and how do I sign up?**

Appointments for the screenings are available between March 7 and March 24, 2016.

Visit Catapult's website at: [www.timeconfirm.com/smu](http://www.timeconfirm.com/smu)

Within minutes of making your appointment, you should receive a confirmation email with a calendar appointment attached to the email. In addition, you will receive a text message and email reminder the day before your appointment.

**8. What if I am out of town when the Catapult screenings are being offered on campus?**

**A. Request a PCP Provider Form and Commitment Form from Catapult.**

Email Catapult at [support@catapulthealth.com](mailto:support@catapulthealth.com) to request these forms. Include the following information in your email

- Full Name
- Physical address (no P.O. Boxes, please)
- Work Phone
- Mobile Phone

**B. Complete Your Catapult Questionnaire**

If you email Catapult, the Coordinator will reply to your e-mail via secure message with the Catapult Questionnaire, PCP Provider Form and the Commitment Form. Please take a few minutes to complete the Health Questionnaire.

**C. Take or Send the PCP Provider Form to Your Primary Care Provider**

Make sure your physician completes the entire form and returns it to you. Send to Catapult no later than April 15, 2016.

**D. Return the completed Health Questionnaire, Commitment Form, and PCP Provider Form to Catapult Via Email, Fax or Mail - April 15, 2016**

- **Email:** Reply to the secure e-mail message
- **Fax:** 877-885-9904
- **Mail:** Catapult  
Attn: PCP Provider Form Option – SMU  
8144 Walnut Hill Lane, Suite 1120  
Dallas, TX 75082

**E. Receive Your Personal Health Report**

**9. Can I just visit my own physician and get these tests done?**

SMU understands that some faculty/staff may have had these blood tests completed in the last 12 months through a personal physician. However, only blood tests performed between March 1, 2016 and March 31, 2016 will count towards the Baseline Screening requirement of the Healthy Outcomes Program. Complete the PCP Provider Form and Commitment Form and send to Catapult no later than April 15, 2016.

See question 8 above for instructions on visiting your own physician for the screening.



**10. What lab values will be measured during the screening?**

Your screening will include a blood test that provides you with a summary of your overall health status. Here’s what the different tests measure and what health risks they can identify:

Risk Factor	“Normal” Range	Measures...	Can Identify...
<b>HDL Cholesterol</b>	>50 = Women >40 = Men	High-density lipoproteins in the blood, which carry cholesterol away from the arteries and toward the liver	Heart attack and stroke
<b>Triglycerides</b>	</ = 150	Levels of fat in the blood	Heart disease, risk for stroke
<b>Blood Pressure</b>	</ = 120/80	Pressure of the blood in the circulatory system	Hypertension
<b>Abdominal Circumference</b>	<40” = Men <35” = Women	Amount of abdominal fat NOTE: <i>Measurement is taken directly above the hip bone</i>	Type 2 Diabetes, and heart disease
<b>Fasting Blood Glucose</b>	< 100	Levels of sugar in the blood	Diabetes or pre-diabetes

**11. Why are these specific blood factors so important?**

We’ve all heard that healthy eating, healthy weight management, and physical activity can help prevent heart disease, stroke, diabetes, and many cancers. But the precursors to these conditions – collectively known as “Metabolic Syndrome” – are a silent epidemic that affects an estimated one in four adult Americans. And, most of us don’t even know if we are at risk.

However, not all risk factors are created equal. The two most critical health risk factors of the 5 Metabolic Syndrome risk factors are fasting blood glucose and abdominal circumference. The reason these two are so important is that the more out-of-range these risk factors are, the higher the likelihood of developing a chronic condition (like diabetes) or having a catastrophic event (like a heart attack or stroke) by 700%!

- A fasting blood glucose level of 100 to 125 mg/dL means you have impaired fasting glucose, a type of pre-diabetes (this increases your risk of developing type 2 diabetes), and a level of 126 mg/dL and higher usually means you have diabetes.
- Excessive abdominal fat may be serious because it places you at greater risk for developing obesity-related conditions, such as Type 2 Diabetes, high blood pressure, and coronary artery disease.

**12. Are the effects of Metabolic Syndrome widely accepted within the medical community?**

Yes, countless studies have shown the negative impact Metabolic Syndrome can have on an individual’s health. Many even believe Metabolic Syndrome is the strongest indicator of your future clinical risk, and thus reducing your number of risk factors is essential to improving your overall health status. Studies have shown the strong correlation between Metabolic Syndrome and over thirty conditions ranging from cardiovascular disease, depression, sleep apnea and diabetes.

- A study published in 2005 found that 46% of heart attack patients also met the criteria for



Metabolic Syndrome. Additionally, those with Metabolic Syndrome had more frequent histories of heart attack and higher cardiovascular risk, worse outcomes, and were more likely to be women. (Citation: Zeller M., Archives of Internal Medicine 2005: vol 165, pages 1192-1198.)

- A study published in 2008 found that patients with Metabolic Syndrome have a 75% higher risk of colon cancer than those without Metabolic Syndrome. (Citation: [Health Day](#), October 10, 2008)
- A study published in 2007 found that both men and women showed an increase prevalence of depression when Metabolic Syndrome was present. The higher the level of depression, the more Metabolic Syndrome risk factors were present. Those with higher numbers of Metabolic Syndrome risk factors are at a higher risk for depression. (Citation: Skiltona M R, Moulinbc P, Terrad J-L, Bonnetab F., *Biological Psychiatry* 2007: vol 62 (issue 11); pages 1251-1257.)

### **13. How do I know if I have Metabolic Syndrome?**

If you answer YES three or more times, then you have Metabolic Syndrome:

- **Blood pressure:** *Is yours 130/85 or higher?*
- **HDL (good) cholesterol:** *Is yours less than 40 mg/dl for men; less than 50 mg/dl for women?*
- **Triglycerides:** *Is yours 150 mg/dl or higher?*
- **Abdominal Circumference:** *Does your abdominal circumference measure 40" or more for men; 35" or more for women?*
- **Fasting blood glucose:** *Is yours 100 mg/dl or higher?*

### **14. How will I know what Metabolic Syndrome risk factors I need to improve?**

When you complete your Baseline Screening, you will meet with a Catapult Nurse Practitioner (NP). Your NP will let you know what Metabolic Syndrome risk factors are in "normal" or "healthy" range and which risk factors are outside of "normal" range and need to be improved. Your NP will give you documentation, along with your Personal Health Report, that you can take to your physician to begin a dialogue about what steps you need to take to start improving your health.

## **REASONABLE ALTERNATIVE TO HEALTHY OUTCOMES PROGRAM**

### **1. What if I cannot complete parts of the Healthy Outcomes Program due to a medical condition I have?**

If it is unreasonably difficult due to a medical condition for you to complete a preventive health checkup, or if it is medically inadvisable for you to attempt to achieve the standards for the Healthy Outcomes Program, please contact Catapult and they will work with you to develop another way to qualify for the Healthy Outcomes Award.

### **2. What if I'm pregnant?**

If you are pregnant at the Baseline or Results Screening, visit [www.timeconfirm.com/smu](http://www.timeconfirm.com/smu) to obtain the Medical Exemption Form to qualify for the Healthy Outcomes Award. Have your



physician complete the Medical Exemption Form by March 31, 2016 and return it to Catapult via fax or mail. *It is your responsibility to return the form, not your provider's responsibility.*

Return the completed Medical Exemption Form and Commitment Form to Catapult via Fax or Mail

- Fax: 877-885-9904
- Mail: Catapult  
Attn: PCP Provider Form Option - SMU  
8144 Walnut Hill Lane, Suite 1120  
Dallas, TX 75082

## GUARDING YOUR PRIVACY

1. **If I participate in the Healthy Outcomes Program will SMU have access to my personal health information?**

Due to the Health Information Protection & Privacy Act (HIPAA) – the federal health information privacy law - no individually-identifiable data is ever shared with SMU. No one at SMU will ever see your personal health information.

If you participate in the Healthy Outcomes Program, your name will be provided to SMU if you qualified for a Healthy Outcomes Award. However, SMU will not be notified if you volunteered to participate in the program but did not complete it successfully.

2. **Where can I learn more about how my personal health information is protected?**

You can review SMU's HIPAA Notice of Privacy Practices. This notice explains how SMU protects your personal health information. This notice is available online at:

<http://www.smu.edu/BusinessFinance/HR/BenefitsAndWellness/Wellness/ScreeningsHealthyOutcomesAwardsProgram>

