

# Integrated Health

A newsletter connecting faculty and staff to their health care

Office of HUMAN RESOURCES



ISSUE 2 • MARCH 2005

EDUCATE

MOTIVATE

PARTICIPATE

**you make the difference!**

## Why **2** Open Enrollments in 2005?

#1

APRIL 2005

Open Enrollment Period	Benefit Changes Effective	Benefit Plan Period
April 1 – 30, 2005	July 1, 2005	July 1, 2005 – December 31, 2005
Autumn quarter 2005	January 1, 2006	January 1, 2006 – December 31, 2006

*These Open Enrollment periods will apply to medical, dental, vision, and Flexible Spending Accounts.*

**In an effort** to allow faculty and staff to make better-informed decisions about their benefits due to changes to the effective date for salary increases, Ohio State will be moving the benefits plan year from a fiscal (July to June) plan year to a calendar (January to December) plan year in 2006.

One main reason for this timing change is a result of the university changing the effective date of compensation increases to October. With the move to the new benefit plan year, faculty and staff will know the amount of their compensation for the coming year before they need to make decisions about their benefit elections.

As part of the transition from the old benefit plan year to the new one, which will become effective on January 1, 2006, Ohio State will hold two Open Enrollments in 2005.

The **first Open Enrollment period** will occur in April with enrollment changes effective July through December 2005. This will be a short, interim plan period to adjust to the start of the new calendar plan year in January 2006. A **second Open Enrollment period** will be held during autumn quarter 2005 with enrollment changes made during this period to be effective January through December 2006.

Having two Open Enrollments in one year may seem challenging. However, it is the best method to move all faculty and staff smoothly through the transition to a calendar plan year. After the transition, Open Enrollment will occur once annually during autumn quarter to allow faculty and staff to elect benefits for the following plan year.

*(continued on page 4)*

#2

AUTUMN 2005

*The Richard M. Ross Heart Hospital at the OSU Medical Center is the only heart hospital with an innovative patient-focused care model that brings care to the patient rather than taking the patient to the care. This is possible because each private room is equipped to treat all levels of care.*

“I firmly believe that the future of health care requires focusing on people rather than diseases.”

## A Message From Fred Sanfilippo



Dear Ohio State faculty, staff, and dependents,

Some people wonder about the connections between the OSU Medical Center and the university. My own belief is that the cutting edge of medicine is driven by medical centers that are based in research universities. The commitment to academic excellence and the quest for discovery are two very natural links that provide the foundation for a university-based medical center. Therefore, in partnership with the Office of Human Resources, we are in an ideal position to discover and implement novel ways to improve health care delivery for participants in Ohio State’s health care plans.

Working together, we are asking how to better deliver the highest quality health care for our faculty and staff and their dependents in an affordable manner. I firmly believe that the future of health care requires focusing on people rather than diseases; we must personalize health care. To accomplish this significant goal, we have been developing sophisticated information and communication systems that quantify an individual’s unique genetic, behavioral, and environmental characteristics. This will allow us to focus more effectively on prevention and early detection of disease, as well as to better determine the best treatment for the unique circumstances of each individual. The result will be an improved level of health for all who participate in the university’s health care plans.

I have no doubt we will be successful by harnessing the collective knowledge, expertise, and inquisitiveness of faculty and staff across the Ohio State campus. This is a high priority for the medical center as a reflection of our three-part mission of research, education, and patient care, and also because we wear three hats in this process: provider, employer, and purchaser. Teamwork between the university and medical center in this endeavor to promote wellness and provide affordable, personalized, high-quality health care is a win-win for all of us.

Sincerely,

Fred Sanfilippo, MD, PhD  
Senior Vice President and Executive Dean for  
Health Sciences  
Dean, College of Medicine and Public Health  
CEO, OSU Medical Center

**BEST**  
U.S. News & World Report  
recognized 145 of 182 of  
Central Ohio physicians  
at the OSU Medical Center as  
“America’s Best Doctors.”

## Do Your

**As you read** in the first edition of *Integrated Health*, significant efforts must be made to keep the cost of health care affordable for both the university and faculty and staff. We must understand that our individual health care decisions have a direct impact on the overall cost of our health plans. **By taking charge of our own health management, we can also improve our overall productivity and enhance our quality of life.**

Getting healthy might seem like the clear choice, but it’s a question that employers and employees across the county are struggling to address. In a recent national survey, individuals were asked if they would be willing to take more financial responsibility—spend more of their own money on health care—or take responsibility for lifestyle changes so they could reduce costs by needing less care. In that survey, 37% of respondents said that they would be willing to pay more, and 48% chose the option of making lifestyle changes. It would

OSU Medical Center programs recognized as being among the best in the country are cancer, gynecology, hormonal, kidney disease, neurology/neurosurgery, respiratory, rehabilitation, urology, and ears, nose, and throat.

**BEST**

# Part...Be Active...Stay Healthy!

appear the other 15% are just hoping that the problem will go away on its own.

At first glance, you might think it's good news that almost half of the people surveyed say they are willing to make the changes they need to be healthy. But, as you know, filling in a survey questionnaire is only the beginning. As the old saying goes, "Talk is cheap." Who doesn't agree that being active, feeling better, and looking better are worthy goals? On the other hand, how many of us are willing to take on a lifetime of healthy eating and regular exercise to get where we need to be?

So, what can any one individual do in the face of a national crisis? **Instead of looking at the big picture, maybe it's best to start small—to focus on what each of us can do to get and stay healthy.** If the changes you need to make in order to get healthy seem like an impossible task, begin now to incorporate one or two small changes that can add up to impressive results over time. It all comes down to

the choices we make every day, so take the first step.

## **Stepping Up Your Exercise**

If a journey of a million miles begins with one single step, the journey to better health can begin the same way. One popular way to make yourself more aware and increase your level of activity is to wear a pedometer. A pedometer is a simple, inexpensive tool that records the steps you take each day.

**Approximately 2,000 steps throughout the day (depending on your size and stride) add up to a mile walked.**

Experts recommend that we set a goal of walking five miles, or 10,000 steps, a day, but even adding one mile to your routine will make a difference over time. Walking a mile burns approximately 100 calories— and that's 100 calories you can add to your diet if you are already at your ideal weight or 100 calories burned to help you achieve the desired weight loss over time.

You do the math. Walking 10,000 additional steps per day burns an extra 500 calories per day. Burning 500 extra calories a day over a week would result in an extra 3,500 calories burned, and that just happens to be the

number of calories in a pound. So walking 10,000 steps a day might just be the tool you need to achieve a healthy rate of weight loss, which doctors agree is approximately one to two pounds per week.

***If you don't have the time or energy to burn the additional 500 calories a day, you can use a combination of calorie reduction and exercise to shed that pound a week. Burn an extra 300 calories a day through exercise and reduce your calorie intake by 200 calories, and you will achieve that same one-pound-a-week weight loss.***



***You can learn more about ways to jump-start your walking program at any of the following websites:***

<http://www.aarp.org/health-active/walking/Articles/a2003-03-07-walking.html>

<http://www.thewalkingsite.com/faq.html>

<http://www.pbs.org/americaswalking>

***When starting any new exercise program, be sure to consult with your doctor to see if you need to take any special precautions.***

The Ohio State University  
Office of Human Resources  
Archer House  
2130 Neil Avenue  
Columbus, OH 43210-1156

85921.060624.61890.0405.HCIC



## Wellness Philosophy

### Healthy Action Steps

#### 1. Take ownership for your well-being.

*Become an advocate for your health and that of your family members. Focus on these top four good habits: exercise, eat a balanced diet, limit alcohol, and quit smoking.*

#### 2. Practice prevention.

*Schedule annual checkups with the physicians you routinely see for minor ailments and become an established patient with a physician if you have not already. This promotes early identification of potential chronic conditions that, if managed early, can be controlled. Also, watch your weight. Obesity is now considered to be the number one health problem among Americans. Practice prevention by wearing your seat belt when you're in the car and sunscreen when you're outside.*

#### 3. Know your health risks.

*Ask your physician about participating in a health-risk assessment. If your physician is unfamiliar with this type of health testing, contact the OSU Faculty and Staff Wellness Program, where you can participate free of charge in such an assessment. Your results can be forwarded to your physician to enable you to discuss the results and any necessary treatment plan. Visit <http://www.osumhcs.com/wellness> for more information.*

#### 4. Become involved in your care and treatment.

*Talk to your physician. Let him or her know about all the medications you're taking, even over-the-counter medicines and herbal remedies. Follow your doctor's advice and answer your doctor's questions completely and truthfully.*

## 2 Open Enrollments

Continued from page 1

Because benefits plan years most commonly occur on a calendar year basis, changing Ohio State's plan year to a calendar year should enable faculty and staff to more easily coordinate their benefit elections with other health plans available to them (i.e., to coordinate with a spouse/partner's open enrollment period). It will also allow the Office of Human Resources additional time to study the benefit recommendations submitted by the Faculty Compensation and Benefits Committee (FCBC) and University Staff Advisory Committee (USAC) before a benefits plan design has to be finalized for the following plan year. In addition, a calendar year-based plan year will make it easier for faculty and staff who participate in the Dependent Care Flexible Spending Account as it will follow the IRS tax year.

The Office of Human Resources (OHR) will be distributing several communication items to ensure that university faculty and staff understand the critical information they will need to know for each upcoming Open Enrollment period. Visit <http://hr.osu.edu> for more information.