Frequently Asked Questions
Health Risk Assessment

What is a health risk assessment (HRA)?
It’s a health screen, performed at your work site, and a report that provides you with the results of the health screen including information about your health risks (high blood pressure, high cholesterol, high glucose, etc.), so that you are in a better position to prevent future problems and/or get treatment for existing problems early on.

Even if I get a physical exam every year, why should I participate?
- It’s free to you – Lawrence University pays for your screening. If you were to have the same services done in a physician’s office, it could cost more than $200.
- It’s convenient. Screenings are held on campus. In addition, by bringing your HRA results to your physician’s office, it will save you and your physician time when you have your physical exam since your doctor will already have this important information.
- It’s confidential. No personal test results go to your employer. Your employer receives and will share with you an aggregate report.
- You have the opportunity to meet with a Healics health examiner who will personally review your results with you. In addition, your personal, confidential report will include a history of results from any past HRA’s that you have participated in so you will be able to compare your current results with previous results.
- If you are on the Lawrence health plan, you (and your spouse/domestic partner, if applicable), will each receive a $50/month health premium credit. That’s a total savings of $600 (or max. of $1,200) per year.

What is involved?
1. You complete a questionnaire and lab consent form in advance.
2. You participate in a work site health screen - an examiner takes physical measurements for blood pressure, height, weight, wrist, and waist and hip size. The examiner will take a blood sample from a vein in your arm. The blood sample is tested by a lab for:
   - Total cholesterol, HDL and LDL - fats found in the blood
   - Triglycerides – fatty substances found in the blood
   - Glucose - sugar found in the blood
   - Nicotine - present in the blood of tobacco users or those routinely exposed to second-hand smoke
   - Various liver function tests - the liver filters harmful substances from the blood (such as alcohol).
3. Your completed questionnaire and blood sample results are sent to Healics. The data is entered into the Healics computer system. Individual reports are printed and mailed to your home.
4. To help you interpret your health risk report so that you fully understand your results, you have the option of participating in a confidential, in-person meeting in Hurvis Center with a Healics consultant on October 26, 27, or 28, or calling a Healics consultant on or before October 30, at toll-free at 800-432-5427 anytime between 8 am – 4:30 pm, Monday – Friday.
5. Healics provides your employer with an aggregate group report (the employer does not receive your individual HRA report) that indicates your company’s overall health risks (such as high cholesterol) and employee interests. This enables your employer to offer programs that work to improve the health of the entire company.

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How do I know I can trust Healics to keep my information confidential? 
Healics has 20+ years of demonstrated reliability. HIPAA (Health Insurance Portability and Accountability Act), a government enacted set of laws, mandates that personal health information be kept confidential unless you give written permission for this information to be shared. As required by HIPAA, Healics is in compliance with these laws.

Do I need to participate in the report delivery (either in-person or via telephone with Healics), in order to receive the health insurance premium credit? 
No, you do not need to do this, however, we highly encourage you to choose one of these options to ensure that you fully understand your results.

Am I eligible for the health premium discount and is my spouse/domestic partner required to participate? 
This program is voluntary for both you and your spouse/domestic partner. All employees and spouses/domestic partners on the LU health plan who participate in the HRA screening will each receive a health insurance premium credit of $50/month ($600/year; max. $1,200/year).
- If you are currently receiving this credit, you (and your spouse/domestic partner, if applicable), must participate in the HRA in order to continue receiving this credit. If you do not participate in the HRA, your current health insurance premium credit will end on the December 4th payroll.
- If you are currently NOT receiving this credit, you (and your spouse/domestic partner, if applicable), must participate in the HRA in order to begin receiving this credit on the December 4th payroll.

Should I still participate if I am pregnant? 
Since some of your results may be altered due to your pregnancy, you may decide not to participate at this time. If you are a faculty or staff member on the Lawrence health plan and you choose not to participate, please notify Patty Leiker or Erin Punzenberger in Human Resources and they will ensure that you receive the discounted health insurance premium.

How do I prepare for the health screen? 
- Complete an online questionnaire and register online for your HRA screening appointment. Instructions are available on the Human Resources web-site. You will be required to login (case sensitive).
- Print, complete and sign a lab consent form (available on the Human Resources web-site), and bring it with you to the screening.
- Fast for 8-12 hours - no food or drink other than water.
- Drink plenty of water before your screening so your body isn’t dehydrated.
- Don’t exercise vigorously before your screening. Sweating will reduce the water content in your blood and can make the blood draw more difficult.
- Continue to take any medications that your doctor has prescribed, especially insulin. Let the examiner know about those medications.
- Don’t drink alcohol for at least 24 hours. Alcohol dehydrates the blood and can make the blood draw more difficult.
- Avoid caffeine and smoking for at least 30 minutes prior to your screening.
- Wear shoes that are easy to remove.
- Wear a shirt that is short-sleeved, sleeveless or easy to roll up over the elbow.
- Avoid wearing pleats or anything that bunches at the waist or hips.

What if I am on prescription medication? 
Continue taking your prescription medications so that your test results reflect this medical treatment. Most medications do not affect test results. It is especially important that you continue to take insulin if you are on that medication.

What should I bring with me to the HRA screening? 
You need to bring the completed and signed laboratory consent form.

Who will be notified of my results? 
Only you (unless you have authorized in writing the release of your results to anyone else).

Who do I contact if I have any additional questions? 
Contact Erin Punzenberger, erin.e.punzenberger@lawrence.edu, or call (920) 832-6543, or Patty Leiker, patty.leiker@lawrence.edu, or call (920) 832-6543, in Human Resources.