

Goal



Continue to build on the successful benefits and participation which the Missouri State University employee wellness program has established.

Employee Wellness Committee

- Dr. Dee Siscoe
- Dr. Muegge
- Dr. Reed Olsen
- Dr. Helen Reid
- Dr. Melinda Novik
- Dr. Michael Leibert
- Julie Dubinsky
- Ed Choate
- Debbie Donnellan
- Amy Schuldt
- Cyndi Barnett
- Alysa Collins
- Jerilyn Reed
- Brad Hamman
- Michel Bampoe
- Sheila Bowen

Personalized Wellness Program

- **Encourages Disease Management**
 - Indirectly and Health Care Costs
- **Expands Wellness Progress**
 - Courses and Activities
 - Year Around Participation
 - Assessment
 - Self Improvement
 - Expands Satisfaction
 - Decreases Cost



- **This program would make the biometrics lab elective and efficient, so employees can choose this if it is useful to their personal health and wellness.**
- **National statistics demonstrate that very few people start smoking after age 25. For the 90+% of our employees who do not smoke, offer other health and wellness electives.**



U.S. Preventive Services Task Force 2013 recommendations:

- **Lipid Panel** Routine screening every 5 years beginning at age 20. More frequent testing of those at risk for cardiovascular disease.
- **Fasting Blood Glucose** For high-risk patients screenings should start at age 45 at three-year intervals. Earlier screening may be indicated based on individual risk factors.

Numbers for how many people took the HRA and answered the mandatory question that MSU created on tobacco usage between 2011 and 2013.

	2011	2012	2013	
# of HRA's taken	1827	1799	1923	
Answered with A	1741 (95%)	1719 (96%)	1832 (95%)	
Answered with B	40 (2%)	37 (2%)	34 (2%)	
Answered with C	46 (3%)	39 (2%)	53 (3%)	

1.Regarding Tobacco Use:

A. I have not used tobacco for 90 days or longer.

B I currently use tobacco but will begin a tobacco cessation program by the end of this calendar year.

C I currently use tobacco but choose not to complete a tobacco cessation program.

I understand this response doesn't allow me to receive the \$10.00 monthly insurance premium incentive and I will need to pay this amount monthly in the following plan year.

New Program provides a Decrease in Cost to Health Plan

\$ 72,765 (1485 biometrics)

19,000 (HRA tool, staff, phlebotomists, flyers, supplies)

91,765

Total Costs for 2013 Biometric/HRA project

Costs of Program for 2014

- Estimate 2684 employees + spouses on the plan do the HRA in 2014. (If IT can support spouses via M-number)
- **\$11,100.00** for the HRA tool (Wellsource)
- **\$5525.00** with Taylor Health absorbing the cost of the biometrics with an estimate of half of employees participating and additional spouses who are interested in having biometrics done.

Personalized Wellness Program for 2014

- Each employee could choose up to 3 wellness activities from any of the choices listed below. Successful completion of these would enable the employee to save on each item, up to \$30/month or \$360 for the year on your 2015 health insurance premiums. HRA with tobacco question is a \$10 item. Additional items worth \$10 savings each, up to \$30.
- Activities may be accomplished over the course of the year with documentation self reported via the HRA tool. Most of the options are at no cost to the employee. For the options with costs involved, most are covered by the non-credit fee waiver.

Benefits of the New Program

- Following national trend for personalized wellness
- Allows the employee to choose things that matter to them
- Gives the employees the course of the year to accomplish activities
- Increase employee satisfaction with this benefit
- Decreases cost to health plan
- Collaboration of University Departments (PT, S&H, Dietetics, Foster Rec, Employee Well)
- Increase ownership of wellness to the individual and multiple University partners

Assessment - *examples*

- 1. Elect a no cost biometric screening by Taylor Health to include a lipid profile (cholesterol, LDL, HDL and triglycerides), glucose, blood pressure, heart rate, height, weight and BMI**
- 2. Complete the health risk assessment (HRA) used at MSU**
- 3. Complete a wellness exam with a physician, physician's assistant or nurse practitioner**

- 4. Obtain a hearing assessment.**
This service is offered through MSU's Speech-Language and Hearing clinic
- 5. Obtain a fitness assessment.** This service is offered through Foster Recreation and through the Kinesiology Department on campus
- 6. Obtain a flexibility and range of motion assessment.** This service is offered through the Physical Therapy Department on campus



Self Improvement - *examples*

7. Participate in a *Successfully Navigating the Health Care Maze* program to control your costs
8. Participate in any MSU employee wellness sponsored program, including various health forums, Mindfulness/Meditation, Couch- to-5K, healthy eating programs, Zumba, Bearfit class, CORE Financial, yoga and others



9. Participate in fitness programs of your choice. 5K's, run on your own, gym memberships, Crossfit, Jazzercise, etc.



Disease Management - *examples*

10. Participate in a Weight Watchers program
11. Participate in the MSU employee wellness sponsored Complete Health Improvement Program (CHIP)
12. Participate in the Diabetic Education Program or meet with the Taylor Health diabetic educator





- 13.** Meet with a dietitian for nutrition counseling
- 14.** Participate in a tobacco cessation program

Example - Traditional Focus

- Had annual physical with your doctor
- Physical included biometrics
- Do the HRA and identify previous two items.

Save \$30/month on health premiums in 2015

Example – Individualized Plan

- Run 10-20 miles on my own each week.
- Belong to a fitness center
- Do the HRA and identify previous two items.

Save \$30/month on health premiums in 2015

Example - **Disease Management**

- **Met with Diabetes Educator at Taylor Health**
- **Participated in the CHIP program in 2014**
- **Do the HRA and identify previous two items**

Save \$30/month on health premiums in 2015

Example – **Assessment Focus**

- **Hearing Test at MSU's Speech and Hearing Dept.**
- **Physical Therapy Assessment**
- **Do the HRA and identify previous two items**

Save \$30/month on health premiums in 2015

Example - **Self-Improvement**

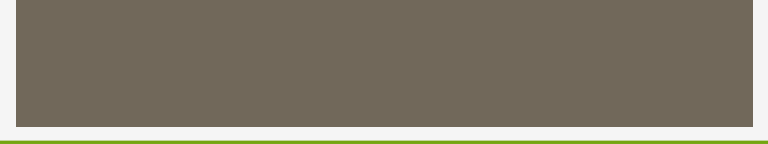
- Participate in *Successfully Navigating the Health Care Maze* program.
- Take the CORE Financial Wellness Program in 2014.
- Do the HRA and identify previous two items

Save \$30/month on health premiums in 2015

Future Goal: Emerging Technology-Digital Wellness Platform @ MSU

The goal is to provide faculty/staff/students with an online technology platform experience, and Wellness with the ability to track participation, create health challenges for participants, and offer incentives based on completion of these challenges within the tool.

The platform would include possible modules on nutrition, fitness, stress management, tobacco cessation, goal setting, health education, meditation, and positive messaging. E-mailing capability and mobile applications would be among added features, and it would have a robust reporting mechanism with the ability to be scalable and interface with future Health Risk Assessment (HRA) tools.



1. Customizable – Branding & Links to Your Providers/Vendors
2. Health Risk Assessment
3. Health & Wellness Content & Workshops (based on Risk)
4. Individuals can Track Personal Health Metrics
5. Track Progress Towards Financial Incentives
6. Design & Manage Employee Health Challenges
7. Social Networking
8. Mobile Access
9. Aggregate Reporting & Trends