Creighton University Organizational Health Report

State of Wellness: The Goods, the Bads & What’s Next for Creighton

Presented by:
Dawn Obermiller, MA

Date: May 8, 2014
2012-13 Wellness Program Overview

- 2012-13 Enrollment, Engagement, Completion

Comparison Data

2013 Risk Data

Summary & Opportunities
Wellness Program Overview
Creighton Wellness Goal

Individual

• Knowledge, attitudes & beliefs
• Skill building
• Behavior change
• Social Support

Organization

• Create a supportive environment
• Provide access & opportunity
• Reduce barriers

Culture of Health

• Not just cope with disease, health & well being
• Build a **thriving, flourishing, high performing, sustainable workforce**!
Enrollment & Participation Statistics 2010-2014
Participation Review – Past Three Years

Enrollment

- Those that earned 7,000 pts by June 30 earned $5 BONUS in the rewards store

Engagement

- Those that earned 10,000 pts by Aug. 31 earned $10 BONUS in the rewards store

Completion

Source: SimplyWell Online Reports as of 12.19.13.
<table>
<thead>
<tr>
<th>Year</th>
<th>Employee Participants</th>
<th>Men</th>
<th>Women</th>
<th>Participation Rate</th>
<th>Incentive</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-11</td>
<td>1505 (546 CCAP, 959 PPO &amp; Waived)</td>
<td>33.4%</td>
<td>66.6%</td>
<td>49.9% (n=3020)</td>
<td>CCAP = $750/$1000 PPO I &amp; II = HS + $40 prize Incentive Store Added</td>
</tr>
<tr>
<td>2011-12</td>
<td>1611 (576 CCAP, 1035 PPO &amp; Waived)</td>
<td>34.2%</td>
<td>65.8%</td>
<td>53% (n=3044)</td>
<td>PPO I &amp; II= $150 CCAP= $750/$1000 Waived = HS</td>
</tr>
<tr>
<td>2012-13</td>
<td>1428 (465 CCAP, 963 PPO &amp; Waived)</td>
<td>42.8%</td>
<td>57.2%</td>
<td>60% (n=2384)</td>
<td>PPO I &amp; II= $250 CCAP= $750/$1000 Waived = HS</td>
</tr>
<tr>
<td>2013-14</td>
<td>1757 (493 CCAP, 1133 PPO &amp; 135 Waived)</td>
<td>45%</td>
<td>55%</td>
<td>78% (n=1757)</td>
<td>PPO I &amp; II= Wellness Rate (discount 30%) CCAP= $500/$750 + discounted premium Waived = HS</td>
</tr>
</tbody>
</table>

Source: SimplyWell Group Summary & Executive Summary 12.19.13
Enrollment by Department

SimplyWell Department Participation %

Source: SimplyWell Group Summary & Executive Summary 12.19.13
Comparative Risk Data

2009 v 2013 (5 year)
2012 v 2013 (1 year)
Moderate Health Risk Trending - 1 yr

2012-2013
N= 1032

1 in 4 Americans have heart disease

Source: SimplyWell Summary Report as of 12.19.13
High Health Risk Trending - 1yr

2012-13 vs 2013-14
N=1032

- Glucose 126+
- Total Cholesterol 240+
- HDL <40
- LDL 160+
- Triglycerides 200+
- Blood Pressure 140/90+

Source: SimplyWell Summary Report as of 12.19.13
Moderate Health Risk Trending - 5yr

2008-2013
N=351

Source: SimplyWell Summary Report as of 12.10.12
High Health Risk Trending - 5yr

2009-2013
N=351

Source: SimplyWell Summary Report as of 12.19.13
Comparison Risk of Repeat Participants - BMI  n=351

Each unit increase in BMI is associated with higher healthcare costs and increased likelihood of having claims for most major diagnostic codes and for diabetes and heart disease.

- **Overweight BMI 25+**
  - 2009: 29%
  - 2010: 23%
  - 2011: 27%
  - 2012: 27%
  - 2013: 25%

- **Obese BMI 30+**
  - 2009: 39%
  - 2010: 41%
  - 2011: 39%
  - 2012: 41%
  - 2013: 39%

**$73 Billion**

Annual cost of obesity among full time employees

Source: SimplyWell Repeat Risk Summary Report as of 12.19.13
2013 Risk Data
## Top Health Risks For All Participants

<table>
<thead>
<tr>
<th>Type of Risk</th>
<th>2013 % of Participants with Risk (s) n= 1757</th>
<th>2012 % of Participants with Risk(s) n=1428</th>
<th>2011 % of Participants with Risk(s) n=1611</th>
<th>2010 % of Participants with Risk(s) n=1505</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weight Management</td>
<td>65%</td>
<td>62%</td>
<td>62%</td>
<td>61%</td>
</tr>
<tr>
<td>Improving Fitness</td>
<td>60%</td>
<td>57%</td>
<td>58%</td>
<td>57%</td>
</tr>
<tr>
<td>Managing Cholesterol Levels</td>
<td>44%</td>
<td>43%</td>
<td>40%</td>
<td>48%</td>
</tr>
<tr>
<td>Cancer Risk Reduction</td>
<td>41%</td>
<td>39%</td>
<td>39%</td>
<td>40%</td>
</tr>
<tr>
<td>Coronary Risk Reduction</td>
<td>40%</td>
<td>40%</td>
<td>40%</td>
<td>47%</td>
</tr>
<tr>
<td>Better Nutrition</td>
<td>33%</td>
<td>32%</td>
<td>35%</td>
<td>33%</td>
</tr>
<tr>
<td>Managing Stress</td>
<td>11%</td>
<td>12%</td>
<td>13%</td>
<td>12%</td>
</tr>
<tr>
<td>Managing High Blood Pressure</td>
<td>8%</td>
<td>10%</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>Alcohol Management</td>
<td>6%</td>
<td>6%</td>
<td>7%</td>
<td>7%</td>
</tr>
<tr>
<td>Quit Smoking</td>
<td>5%</td>
<td>4%</td>
<td>5%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Source: SimplyWell Group Summary & Executive Summary 12.20.13
Ideal/ Normal Risks from Current Health Screening Data

<table>
<thead>
<tr>
<th>Health Measure</th>
<th>2012 %</th>
<th>2013 %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blood Pressure &lt;119/79</td>
<td>47%</td>
<td>53%</td>
</tr>
<tr>
<td>Total Cholesterol &lt;200</td>
<td>61%</td>
<td>62%</td>
</tr>
<tr>
<td>LDL &lt;130</td>
<td>70%</td>
<td>71%</td>
</tr>
<tr>
<td>HDL &gt;50</td>
<td>55%</td>
<td>55%</td>
</tr>
<tr>
<td>Triglycerides &lt;150</td>
<td>77%</td>
<td>76%</td>
</tr>
<tr>
<td>Glucose &lt;100</td>
<td>81%</td>
<td>85%</td>
</tr>
</tbody>
</table>

Source: SimplyWell Group Summary & Executive Summary 12.20.13
Moderate Risks from Current Health Screening Data

Source: SimplyWell Group Summary & Executive Summary 12.20.13
High Risks from Current Health Screening Data

Source: SimplyWell Group Summary & Executive Summary 12.20.13
Body Mass Index

**Men**
- Desired <25: 28%
- Overweight 25-29: 30%
- Obese 30+: 42%

**Women**
- Desired <25: 31%
- Overweight 25-29: 38%
- Obese 30+: 31%

Employees with BMI >27 have an average prescription drug cost of $714 vs those with lower BMI whose average is $472.

**Nebraska**
65% Overweight & Obese BRFSS 2012

2012 M= 67% & F=59%
Researchers who reviewed past studies found that heavy people who didn't have high blood pressure or diabetes, had more heart attacks and strokes over time than healthy normal-weight people. (That runs contrary to the results of some recent shorter-term reports, which suggested people could be obese but heart-healthy.)

Obesity researcher Dr. James O. Hill said, “It made perfect sense to say there might be a group that have extra body fat but aren't necessarily at risk. I think what this study says is, they are. It's just the risk may be lower (than among obese people who also have other problems) and it might take a little longer to see it.”
Within Guidelines
At Risk Lifestyle
Physical Metrics

The overall wellness rating gives a comprehensive score based on the sum of the different major wellness factors.

Source: SimplyWell Group Summary & Executive Summary 12.20.13

N=1757
### Healthy Living Habits

<table>
<thead>
<tr>
<th>2013</th>
<th>Healthy Living Habits</th>
</tr>
</thead>
<tbody>
<tr>
<td>28%</td>
<td>Less than 7-8 hours of sleep most nights</td>
</tr>
<tr>
<td>4%</td>
<td>Use tobacco</td>
</tr>
<tr>
<td>65%</td>
<td>Are overweight or obese</td>
</tr>
<tr>
<td>40%</td>
<td>Do not get recommended daily exercise</td>
</tr>
<tr>
<td>12%</td>
<td>Do not eat breakfast daily</td>
</tr>
<tr>
<td>7%</td>
<td>Snack frequently (3+/day)</td>
</tr>
<tr>
<td>5%</td>
<td>Report drinking in excess (3+ drinks)</td>
</tr>
<tr>
<td>30%</td>
<td>Do not eat recommended number of vegetables per day (5% do not eat recommended servings of fruit)</td>
</tr>
</tbody>
</table>
Organizational Wellness

1. Diabetes
2. CAD
3. Hypertension
4. Back Pain
5. Obesity
6. Cancer
7. Asthma

The vast majority of cases of chronic disease could be better prevented or delayed through helping individuals improve these risk and behaviors.

Organizations that target 3 major modifiable risk factors by changing individual behaviors can save an average of $700/employee/year in health care costs and productivity improvements.

Source: 2010 World Economic Forum
Health Score 2013
2013 Health Score Breakdown

Average Health Score
2011 - 84.5
2012 - 85.5
2013 - 84.7

Improved Health Score by 5 points:
2011 - 88
2012 - 261
2013 - 259

Source: SimplyWell Group Summary & Executive Summary 12.20.13
**Glucose & Weight**

**Diabetes Defense**

In a study looking at weight and diabetes, people who lost 10% of their body weight within 6 months of being diagnosed with pre-diabetes had an 85% lower risk of being diagnosed with diabetes over the next 3 years. Below is further breakdown of their findings:

- Lost 10 lbs = 85% risk reduction
- Lost 7-9 lbs = 66% risk reduction
- Lost 5-6 lbs = 54% risk reduction

1 in 10 Creighton employees are at risk for pre-diabetes!

**BMI Breakdown of Employees with Glucose of 117+**

- **Ideal/Desired** (<25):
  - 9%
- **Overweight (25-29)**:
  - 23%
- **Obese (30+)**:
  - 69%

Source: SimplyWell Group Summary & Executive Summary 1.7.14
Extra Questions
# Participation Preferences

<table>
<thead>
<tr>
<th></th>
<th>Nutrition</th>
<th>Physical Activity</th>
<th>Stress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Likely</td>
<td>42%</td>
<td>39%</td>
<td>54%</td>
</tr>
<tr>
<td>Somewhat Likely</td>
<td>35%</td>
<td>39%</td>
<td>34%</td>
</tr>
<tr>
<td>Very Likely</td>
<td>23%</td>
<td>22%</td>
<td>12%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Method</th>
<th>Nutrition</th>
<th>Physical Activity</th>
<th>Stress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual health coaching</td>
<td>13%</td>
<td>11%</td>
<td>11%</td>
</tr>
<tr>
<td>in person or via phone</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Online learning</td>
<td>62%</td>
<td>49%</td>
<td>64%</td>
</tr>
<tr>
<td>Onsite educational classes</td>
<td>26%</td>
<td>39%</td>
<td>25%</td>
</tr>
</tbody>
</table>
Over the past wellness year (September 2012 - August 2013) Creighton has offered numerous skill building challenges, healthy lifestyle classes, and guided exercise programs such as HealthyLife Weigh, CUTT Weight loss Challenge, Wake Up Workouts, and urbanXcursion. If you haven't participated in at least one of these offerings, why not?

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>I did participate</td>
<td>26%</td>
</tr>
<tr>
<td>I didn’t know about the programs.</td>
<td>12%</td>
</tr>
<tr>
<td>I don’t like group activities.</td>
<td>13%</td>
</tr>
<tr>
<td>Prefer to work individually.</td>
<td>19%</td>
</tr>
<tr>
<td>My health is excellent and I don’t need to participate.</td>
<td>10%</td>
</tr>
<tr>
<td>Cost prohibited me.</td>
<td>2%</td>
</tr>
<tr>
<td>The time overlapped with other things.</td>
<td>17%</td>
</tr>
</tbody>
</table>
Summary & Recommendations
Building a Thriving Workforce

Premature Sickness

Chronic Signs and Symptoms

Feeling Ok

High-Level Wellness

Self-Leader Thriving, Sustainable, Energetic, Well-being

Adapted from Edington Associates, 2012.
Optimal wellness makes it easier for individuals to do what is really important in their lives.

Job
Family
Community
Ambitions

“Wellness is the fuel for prosperity.”

Dr. James Hill
Anschutz Health and Wellness Center
WAKE UP WORKOUTS

It might have been cold outside, but that didn’t hold our employee back from getting in shape!

“The Wakeup Workout classes have been wonderful for me. I have never been a particularly active person and these classes really change not only my day, but my week. I wanted to thank you for offering this class. It is just great, and maybe the most effective program for me I have done since I have been at Creighton.”

~ Maureen Waldron
- Registered: 126 Completed: 63
- Total Weight Loss: 607.3 lbs
- Total % Weight Loss: 5%

Winners:
- Male– Lost 21%
- Female– Lost 15.4%
- Everyone who lost at least 5% of their starting weight won a t-shirt! (28 ee’s)

2 Year Comparison

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Pounds Lost Per Person</td>
<td>4.8 lbs</td>
<td>9.6 lbs</td>
</tr>
<tr>
<td># People that Lost 4-5% GOAL (2013- 4%, 2014- 5%)</td>
<td>12 people</td>
<td>28 people</td>
</tr>
</tbody>
</table>

When participants were asked how confident they were to maintain their weight loss for 6 months:
2013 55% were confident
2014 91% were confident

When asked how effective the weekly weigh-ins were to their success:
2013 73% said somewhat or very beneficial
2014 84% said somewhat or very beneficial
16 Week Program designed to give participants the tools they need to improve their Health Scores (from the SimplyWell health screenings).

- Participants must have a Health Score of 84 or below
- 4 Big Picture Presentations
- Weekly Drill In Sessions
- Weekly Emails

Registered: 13  Completed: 8
Total Weight Loss: 27lbs
*Health Score improvements will be measured in Sept.

Take the Stairs:
Creighton Climbs the Big East
March 2014
What’s next?

“Our goal is to create a supportive environment that makes the healthy choice, the easy choice.”

~Your Wellness Team, Dawn & Amber

- **Partner PAC** - May 5 – 23rd
- **Best Bites** - June 2 – 30th
- **Trek N’ Tone** - June 3 – July 29th
- **Corporate Cup Training Program** - June 3 – Sept. 10th
- **SHIFT Boot Camp** – mid July
- **SimplyWell Screenings** – September
- **Transforming Together Year 3** – Focus Resilience
Thank you!

Email questions or comments to:

dawnobermiller@creighton.edu

wellness@creighton.edu
Diabetes Marker
Hba1c
• What it is?
  – Blood test that gives information about someone’s average levels of blood glucose over the past 3 months.
  – Used to diagnose type 1 and type 2 diabetes (also key indicator of disease management)
  – It is reported in a percentage. The higher the percentage, the higher the blood glucose levels have been.

• Why its important
  – Reflects average blood sugar level for the past two to three months (instead of at a certain point in time)
  – It is a better reflection of how well diabetes management is working

Pre-diabetes Risk

At Creighton: 1 out of 10 employees have a glucose level in the pre-diabetic category (100-125).

“People who are already on the way to developing diabetes could significantly reduce their risk of having a heart attack or stroke by walking for just an extra 20 minutes a day for a year”.

British Medical Journal findings estimate that replacing 3 servings of juice per week with whole fruit would reduce diabetes risk 7%.

A large international study of people with a condition called impaired glucose tolerance (IGT) - a precursor to diabetes - found that taking an extra 2,000 steps a day over one year cut the risk of serious heart illness by 8 percent.
Number of Additional Workdays that Obese employees miss vs non-obese employees.

Per day is the estimated cost of those missed days.

3

$241

30% of Creighton Employees are Obese
= 1,572 days missed
= $378,852

Source: Gallup Healthways Poll 2013