

NASA HEALTH PROMOTION AND WELLNESS COMMITTEE

Minutes for: June 12, 2008

Attendance: "X" means present (either Webex or ViTS room)

ARC	<input type="checkbox"/>	HQ	<input checked="" type="checkbox"/>	DFRC	<input checked="" type="checkbox"/>
JPL	<input checked="" type="checkbox"/>	DYN	<input checked="" type="checkbox"/>	GSFC	<input type="checkbox"/>
JSC	<input checked="" type="checkbox"/>	KSC	<input checked="" type="checkbox"/>	MSFC	<input checked="" type="checkbox"/>
GRC	<input checked="" type="checkbox"/>	SSC	<input checked="" type="checkbox"/>	WFF	<input checked="" type="checkbox"/>
NSSC X LRC	<input checked="" type="checkbox"/>	MAF	<input type="checkbox"/>	WSTF	<input type="checkbox"/>

Welcome

Nancy Eckhardt

Today's guest speakers are from Mayo Clinic:

- Arlene Guindon, Director Healthcare Analytics and Outcomes Reporting
- Kurt Hobbs, Health Management Strategy Consultant

Center speaker for Wellness Walk to commemorate NASA's 50 years: Jennifer Blok, from Johnson Space Center, gave a five minute presentation on her proposal for a 5K Wellness Walk at all the NASA Centers on September 5th 2008, to commemorate NASA's 50th anniversary. The proposed registration cost is \$15.00 in advance which includes a shirt, timing, and prizes. Centers should contact Jennifer Blok for information, suggestions, and other feedback at Jennifer.blok-1@nasa.gov.

The Work Limitation Questionnaire (WLQ) results for the *Mayo Clinic EmbodyHealth* Health Risk Assessment (HRA) 2007 Campaign were reviewed by Arlene Guindon. The Campaign period spanned from January 25, 2007 through February 8, 2008. The WLQ included eight questions, developed by Tufts University, which were designed to measure the degree to which health problems interfere with the performance of job tasks and estimated productivity loss.

- The population assessed in this analysis includes NASA civil service and contract employees, totaling 1,705, all of whom had completed the HRA and the WLQ that accompanied it.

Scoring Methodology

- % Productivity Loss (PL) is an estimate of work loss due to health-related issues.
- %PL is unique to each company. It is calculated based on the WLQ results and the risk profile of the organization.
- Cost associated with productivity loss is calculated using the HRA respondents' average annual salary. For this report the average annual salary used was \$98,480. This data was obtained from the NASA people website.
- The WLQ questions are classified into four dimensions. Each dimension measures the impact of health impairment and productivity according to the nature of that dimension. Each dimension is a drain on productivity and contributes to the overall % PL. The four dimensions are: 1) time, 2) physical, 3) interpersonal, 4) output demands.
- The output dimension is weight slightly less than the other three dimensions. The reason is the "coarseness" of the set of Output questions. They are not as powerful or refined in detecting impact on productivity.

Key Findings

- NASA's productivity loss due to health impairment was comparable with national averages (2.3% compared to 1.8%) These losses are associated with an estimated \$3.0M per year.
- The worse the health impairment, the more the health burden and associated productivity loss for NASA.
- Emotional health risks significantly impact productivity loss across the NASA. Those **at risk** for Emotional Health are approximately three times more costly than those not at risk.
- Also evident, is the productivity loss associated with those **at risk** for Nutrition. 83% percent of the population is at risk and the associated productivity costs are 36% higher than those not at risk.
- Approximately 30% of those with chronic conditions were diagnosed with allergies. Individuals with allergies have an associated productivity loss of \$2,020 per employee. Bottom-line: It's not allergies alone that impact productivity.

Recommendations

- Continued focus on increasing HRA participation (creative incentives, detailed communication strategy, “champions” at each Center, leadership support, etc). Increased HRA participation in 2008 will help to define the impact of health-related risks and chronic conditions on your workforce.
- Opportunity exists to enhance the NASA’s health-related productivity experience through:
 - Managing lifestyle-related risks such as nutrition, emotional health, and safety. A first step in this management is to understand the drivers of these risks and encourage participation in interventions that can help employees address their needs. Consider a company-wide online campaign such as My Stress Solution.
 - Examining the impact that poor nutritional behaviors have on your workforce’s productivity reveals that those **at risk** in Nutrition represented 83% of the population. The productivity cost associated with these individuals was 36% higher than those at Strength. Given the prevalence of this risk factor within your population, this area has significant business relevance for your organization .
 - The prevalence of certain Medical (Cholesterol and Triglycerides) risks appear to be a bit lower than expected within your population. Approximately 25% of HRA completers did not know their risks. Consider optimizing the health of your population through supporting individual’s understanding of their own biometrics.

Kurt Hobbs reviewed the Mayo Clinic registrations, site visits, and completed Health Risk Assessments by the NASA population for 2007 and 2008 year to date.

The 2007 Mayo EmbodyHealth Campaign spanned from January 25, 2007 through February 8, 2008. The 2008 Mayo EmbodyHealth Campaign spans from February 20, 2008 through January 30, 2009. Below are some of the key points presented:

EmbodyHealth Engagement

- 4,602 individuals have registered on *NASAHealthierYou.com* since launch in 2007.
- *NASAHealthierYou.com* experienced 20,179 visits in 2007 and 17,672 visits YTD 2008.

Health Risk Assessment (HRA)

- In 2007, 1,705 participants completed the HRA.
- YTD 2008, 1,611 participants have completed the HRA.
- In 2007, 47% of participants were classified as high risk (5+ risk factors) compared to 49% YTD 2008.

Population Metrics for HRA

Metric	2008 HRA (YTD)	2007 HRA
Participation	1,611	1,705
Civil Servants	44%	78%
Contractors	54%	19%
Spouse/Other	2%	3%
Male	49%	52%
Female	51%	48%
Age 40-49	32%	36%
Age 50+	43%	37%

HRA Participation by Center

Location	2008 (YTD)	2007
ARC	106	90
DFRC	44	22
GRC	71	130
GSFC	128	200
HQ	71	98
JPL	3	2
JSC	345	147
KSC	301	284
LRC	168	147
MAF	0	3
MSFC	217	215
NSSC	13	15
SSC	106	315
WFF	23	29
WSTF	15	8

Kurt summarized the Medical Risk factors and Lifestyle Risk factors in a graph.

At the conclusion of the presentation, the Centers were encouraged to continue promoting the HRA. Mayo has a toolkit that provides additional ideas on how to help promote and market the HRA located at:

http://ohp.nasa.gov/disciplines/hpromo/mayo_toolkit/index.html

The Center's were also encouraged to register for the OH Conference in Baltimore, Maryland July 7th – 11th 2008, if they had not already done so. Kurt Hobbs will present the WLQ data from the 2007 campaign at the annual conference in Baltimore.

Future ViTs

- Thursday 09/11/2008 11:00 AM - 12:00 PM
- Thursday 12/11/2008 11:00 AM - 12:00 PM

Meeting adjourned at 12:00 noon.

Respectfully submitted,

Nancy Eckhardt

06/12/2008