



*Employee Wellness*

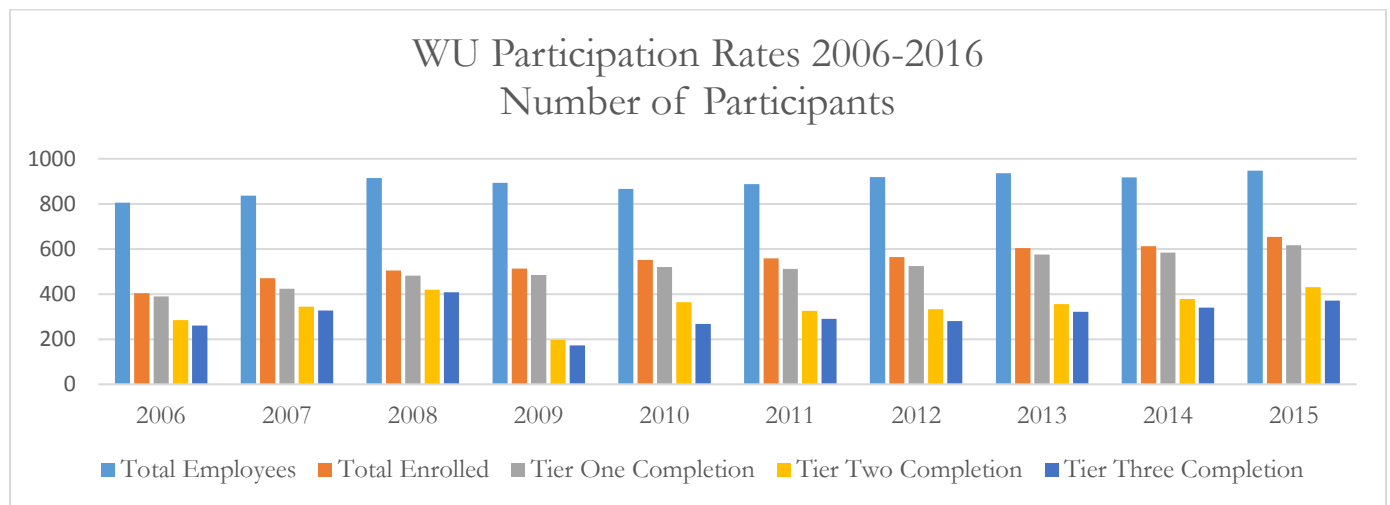
# 10 Year Report

Fall 2006 – Spring 2016

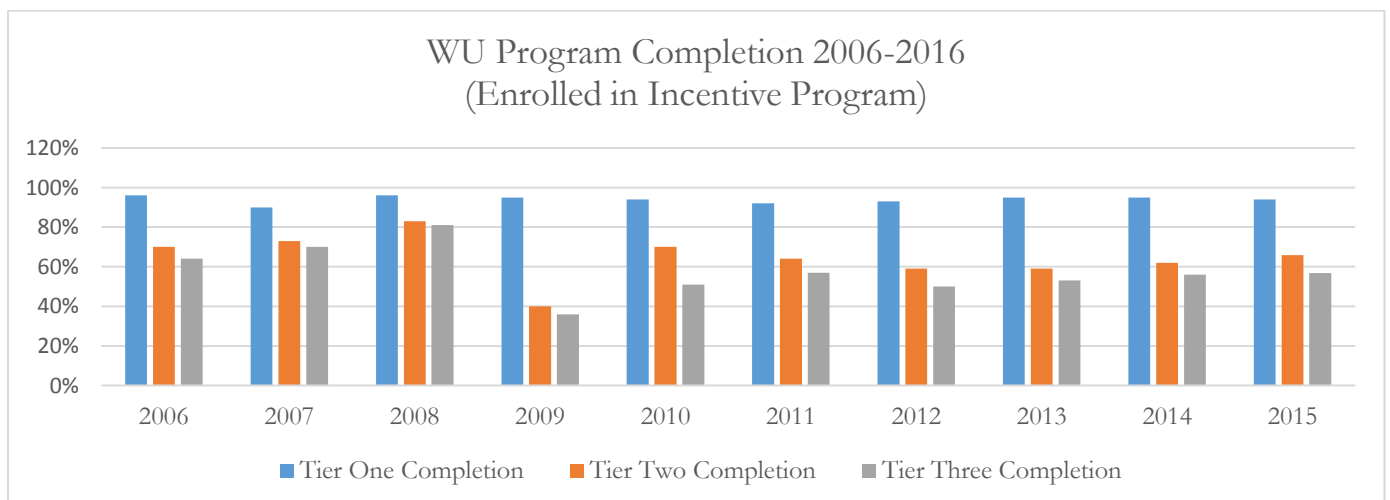
Washburn's Employee Wellness Program was launched in the fall of 2006. Ten years later the program continues to flourish, with approximately 69% of Washburn University, Washburn Institute of Technology, and Washburn University Foundation benefits-eligible employees participating in the program. Washburn is continuously aiming to fulfill the program's mission: promoting a culture of wellness by facilitating a supportive environment that encourages university faculty and staff to initiate and maintain behaviors that enhance their total health.

## Employee Wellness Program Tier Participation

| WU Employee Wellness Participation Rates 2006-2016 |      |      |      |      |      |      |      |      |      |      |
|--|------|------|------|------|------|------|------|------|------|------|
|  | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
| <b>Total Employees</b>                             | 805  | 837  | 915  | 894  | 867  | 887  | 919  | 936  | 918  | 947  |
| <b>Total Enrolled</b>                              | 404  | 470  | 504  | 513  | 551  | 558  | 564  | 604  | 612  | 653  |
| <b>Tier One Completion</b>                         | 389  | 424  | 482  | 485  | 520  | 512  | 525  | 575  | 584  | 617  |
| <b>Tier Two Completion</b>                         | 284  | 344  | 419  | 196  | 364  | 326  | 333  | 356  | 378  | 430  |
| <b>Tier Three Completion</b>                       | 260  | 327  | 408  | 173  | 267  | 290  | 280  | 321  | 340  | 371  |



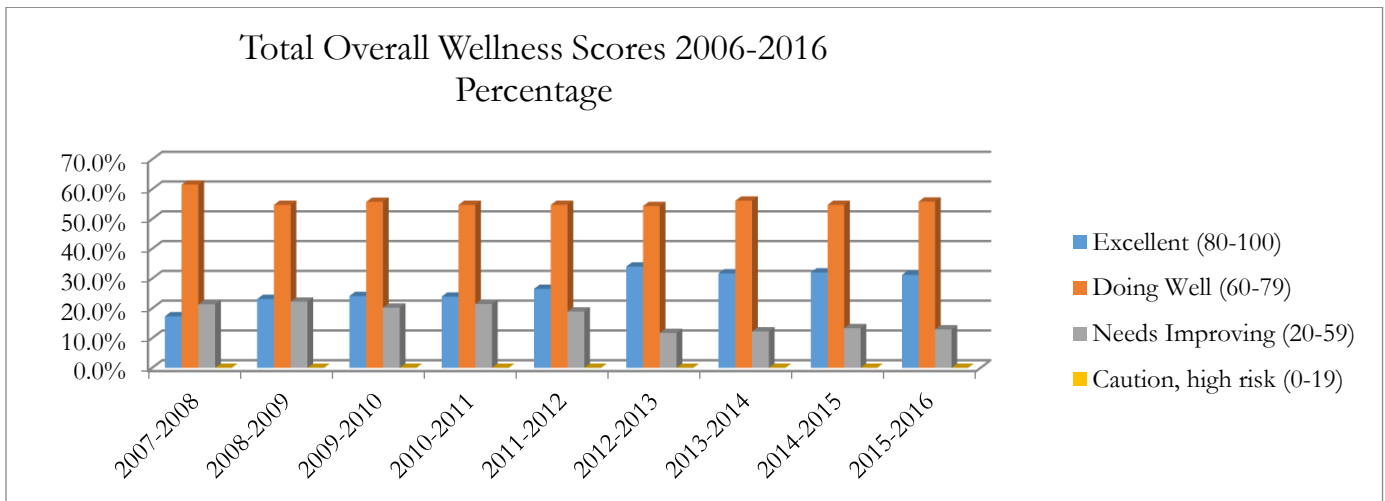
| WU Employee Wellness Program Completion 2006-2016 |      |      |      |      |      |      |      |      |      |      |
|---|------|------|------|------|------|------|------|------|------|------|
|   | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
| <b>Tier One Completion</b>                        | 96%  | 90%  | 96%  | 95%  | 94%  | 92%  | 93%  | 95%  | 95%  | 94%  |
| <b>Tier Two Completion</b>                        | 70%  | 73%  | 83%  | 40%  | 70%  | 64%  | 59%  | 59%  | 62%  | 66%  |
| <b>Tier Three Completion</b>                      | 64%  | 70%  | 81%  | 36%  | 51%  | 57%  | 50%  | 53%  | 56%  | 57%  |



## Employee Overall Wellness

The following data provides the aggregate wellness scores of all the employees completing an Employee Wellness Program health assessment. These scores take all risk factors, some of which include obesity, cholesterol, glucose, smoking, and stress levels into account.

| Total Overall Wellness 2006-2016 |       |       |       |       |       |       |       |       |       |        |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|                                  | 2006  | 2007  | 2008  | 2009  | 2010  | 2011  | 2012  | 2013  | 2014  | 2015   |
| <b>Excellent</b>                 | 17.5% | 17.3% | 23.1% | 24.1% | 23.9% | 26.5% | 34%   | 31.7% | 32.0% | 31.20% |
| <b>Doing Well</b>                | 54.6% | 61.5% | 54.7% | 55.7% | 54.7% | 54.7% | 54.3% | 56.1% | 54.7% | 55.8%  |
| <b>Needs Improving</b>           | 27.8% | 21.3% | 22.2% | 20.2% | 21.4% | 18.9% | 11.7% | 12.2% | 13.3% | 12.9%  |
| <b>Caution, high risk</b>        | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0      |

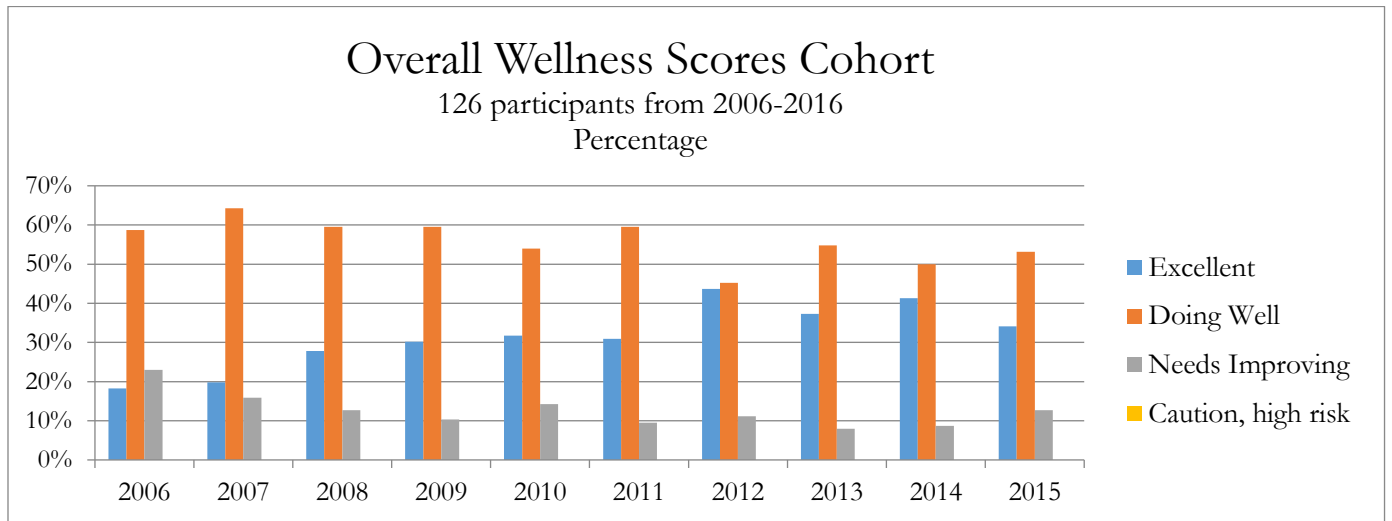


\*Through the Wellsource Inc. Wellsuite portal the EWP program is able to analyze multiple areas of wellness. The wellness scores are generated by combining multiple health factors. Wellness scores are grouped into four categories: Excellent: Wellness Score of 80-100; Good/ Doing Well: Wellness Score of 60-79; Fair/ Needs Improving: Wellness Score of 20-59; Poor/ Caution: Wellness Score of 0-19.

## Employee Wellness Program Trends

The following data reflects wellness score trends for the participants who have completed an Employee Wellness health assessment in each of the first ten years of the program's existence.

| Overall Wellness Scores Cohort of participants 2006-2016 (Percent) |      |      |      |      |      |      |      |      |      |      |
|--|------|------|------|------|------|------|------|------|------|------|
|  | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
| <b>Excellent</b>   | 18%  | 20%  | 28%  | 30%  | 32%  | 31%  | 44%  | 37%  | 41%  | 34%  |
| <b>Doing Well</b>  | 59%  | 64%  | 60%  | 60%  | 54%  | 60%  | 45%  | 55%  | 50%  | 53%  |
| <b>Needs Improving</b>   | 23%  | 16%  | 13%  | 10%  | 14%  | 10%  | 11%  | 8%   | 9%   | 13%  |
| <b>Caution, high risk</b>  | 0%   | 0%   | 0%   | 0%   | 0%   | 0%   | 0%   | 0%   | 0%   | 0%   |



\* The 10 Year Cohort consists of 126 employees with an average age of 54 years of age. These employees have completed at least Tier 1 of the EWP since the inception of the EWP in 2006.

## Return on Investment (ROI)

Many organizations are very interested in calculating their ROI when it comes to employee wellness. The assumption is that we should be able to arrive at some numerical figure that illustrates what kind of “bang for our buck” we are getting. This chart illustrates why the EWP should be viewed as an investment rather than an expense.

| Return on Investment Estimates for the Washburn University Employee Wellness Program |                            |                   |                    |                      |                      |                     |                       |
|--|----------------------------|-------------------|--------------------|----------------------|----------------------|---------------------|-----------------------|
| Fiscal Year  | Actual Budget Expenditures | Incentives Paid   | Total              | ROI Estimated 1.49:1 | ROI Estimated 3.14:1 | ROI Estimated 4.3:1 | ROI Estimated 2.38:1* |
| 2007   | \$ 81,262                  | \$ 66,486         | \$ 147,748         | \$ 220,145           | \$ 463,929           | \$ 635,316          | \$ 351,640            |
| 2008   | \$ 77,822                  | \$ 80,401         | \$ 158,223         | \$ 235,752           | \$ 496,820           | \$ 680,359          | \$ 376,571            |
| 2009   | \$ 82,610                  | \$ 97,125         | \$ 179,735         | \$ 267,805           | \$ 564,368           | \$ 772,861          | \$ 427,769            |
| 2010   | \$ 84,946                  | \$ 84,575         | \$ 169,521         | \$ 252,586           | \$ 532,296           | \$ 728,940          | \$ 403,460            |
| 2011   | \$ 90,239                  | \$ 89,547         | \$ 179,786         | \$ 267,881           | \$ 564,528           | \$ 773,080          | \$ 427,891            |
| 2012   | \$ 94,243                  | \$ 87,843         | \$ 182,086         | \$ 271,308           | \$ 571,750           | \$ 782,970          | \$ 433,365            |
| 2013   | \$ 85,557                  | \$ 89,691         | \$ 175,248         | \$ 261,120           | \$ 550,279           | \$ 753,566          | \$ 417,090            |
| 2014   | \$ 97,218                  | \$ 99,099         | \$ 196,317         | \$ 292,512           | \$ 616,435           | \$ 844,163          | \$ 467,234            |
| 2015   | \$ 98,683                  | \$ 100,736        | \$ 199,419         | \$ 297,135           | \$ 626,176           | \$ 857,503          | \$ 474,618            |
| 2016   | \$ 99,053                  | \$ 111,859        | \$ 210,913         | \$ 314,260           | \$ 662,266           | \$ 906,924          | \$ 501,972            |
| <b>Totals</b>  | <b>\$ 891,634</b>          | <b>\$ 907,362</b> | <b>\$1,798,996</b> | <b>\$ 2,680,504</b>  | <b>\$ 5,648,847</b>  | <b>\$ 7,735,682</b> | <b>\$ 4,281,610</b>   |

*\*O'Donnell, M. P. (2015, January/February). What is the ROI for Workplace Health Promotion? It Really Does Depend, and That's the Point. American Journal of Health Promotion, 29(3).*

Washburn's ROI is estimated in the chart above. While it is important to note that this is an estimate, it is also important to note that the research also indicates it is nearly impossible for companies the size of Washburn to accurately obtain results. Factors such as the inability to establish control groups from either a functional or ethical standpoint contribute to the challenge.

ROI can include: increased employee morale, improved employee health, reduced health care costs/utilization, reduced accidents on the job, reduced absenteeism and increased productivity. Research also suggests there is a positive correlation between employee wellness programs and employee recruitment, retention, reputation and presentism.