

Jessica J. Grossmeier, PhD, MPH

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PROFESSIONAL EXPERIENCE

Health Enhancement Research Organization

August 2014 – Present Vice President, Research

Verity Analytics

January 2015 – Present CEO

StayWell Health Management

May 2012 – June 2014 Vice President, Research
Nov. 2007 – April 2012 Director, Research
Nov. 2006 – Oct. 2007 Senior Research Manager
Sept. 2005 – Oct. 2006 Research Manager
Aug. 2004 – Aug. 2005 Senior Research Associate
July 2001 – July 2004 Research Associate

University of Phoenix, College of Health and Human Sciences

June 2004 – Aug. 2005 Online Faculty

University of Minnesota, School of Public Health

Jan. 2000 – Aug. 2001 Research Assistant
Sept. 1999 – Dec. 1999 Teacher's Assistant

Splett and Associates

Summer 2000 Evaluation internship

Park Nicollet HealthSource

Jan. 1998 – Aug. 1999 Project Coordinator, 3M Companies
Nov. 1996 – Dec. 1997 Project Specialist, 3M Companies
Feb. 1995 – June 1997 Fitness Specialist, UAW-Ford Twin Cities Assembly Plant Wellness Center
Sept. 1994 – Dec. 1994 Worksite Health Promotion Internship

EDUCATION

Ph.D., Public Health, Walden University, Minneapolis, MN
Master of Public Health, Community Health, University of Minnesota, Minneapolis, MN
Bachelor of Science, Physical Education, University of Wisconsin, Eau Claire, WI

Professional Boards and Committees

Current

- Integrated Business Institute, Member
- Wellness Councils of America, Faculty, 2015 to present
- Women Business Leaders of the U.S. Health Care Industry Foundation (WBL), Foundation Associate, 2012 to present

Past

- City Health Works, Expert Advisory Board Member, 2012 to 2015
- Health Enhancement Research Organization (HERO)
 - HERO Best Practices Scorecard Committee, 2007 to 2014
 - Vice-Chair, Research Studies Sub-committee, 2010 to 2014
- International Association of Worksite Health Promotion, Member, 2016
- National Association for Professional Women, Member, Jan 2015 to June 2016
- National Business Group on Health (NBGH)
 - Institute for Workforce Wellbeing Board Member, Feb. 2012 to June 2014
- Population Health Alliance (PHA), formerly Care Continuum Alliance (CCA), Data Advisory Board, 2010 to 2012
- National Wellness Institute, Member, 2016
- Northland-American College of Sports Medicine, Worksite Health Promotion, 2007
 - Membership Committee Co-chair, 2007
- Institute for Health and Productivity Management
 - Advisory Board Member, 2005-2007
- University of Minnesota
 - Advisory Board Member 2004-2005
 - School of Public Health Mentorship Program Mentor, 2003-2005
- Minnesota Evaluators Association
 - Professional Meeting Coordinator, 2004
- Minnesota Association for Worksite Health Promotion
 - State Conference Chair, 2000
 - Advisory Board Member, 1998-2000
- American Heart Association
 - Heart At Work Conference Co-Chair, 1999
- Society for Public Health Education/Association for Worksite Health Promotion
 - Conference Co-Chair, 1998

PUBLICATIONS

Grossmeier J. From return on investment to value on investment of workplace health promotion programs. *American Journal of Health Promotion*. 2016; 30(7):574-575.

Grossmeier J. 6 ways putting health first helps businesses climb higher. *Future of Business and Tech-Media Planet*. September 2016.

Grossmeier J. Linking workplace health promotion best practices and organizational financial performance: Tracking market performance of companies with highest scores on the HERO Scorecard. *Journal of Occupational and Environmental Medicine*. 2016;58(1):16-23. Available at: http://journals.lww.com/joem/Fulltext/2016/01000/Linking_Workplace_Health_Promotion_Best_Practices.4.aspx

Grossmeier J. Communicating the value of your wellness program. *WELCOA Expert Interview*. December 2015.

Grossmeier J. Evaluating wellness programs: Measuring the right things. *Benefits Magazine*. 2015;52(9):38-42.

Grossmeier J, Hudsmith N. Exploring the Value Proposition for Workforce Health: Business Leader Attitudes About the Role of Health as a Driver of Productivity and Performance. *American Journal of Health Promotion*. 2015;29(6):TAHP2-TAHP5. Available at: <http://www.ajhpcontents.com/toc/hepr/29/6>

Niebuhr S, **Grossmeier J.** Is It Time for a Broader Approach? Recasting the Value of “Employee Health” with a Focus on Workforce Capability. *American Journal of Health Promotion*. 2015;29(6):TAHP6-TAHP9. Available at: <http://www.ajhpcontents.com/toc/hepr/29/6>

Flynn J, **Grossmeier J.** Key requirement for the future: Broadening our perspective. *American Journal of Health Promotion*. 2015;29(6):TAHP10-TAHP12. Available at: <http://www.ajhpcontents.com/toc/hepr/29/6>

Bastable J, **Grossmeier J.** Could Wearables Be the Answer? More Than Half of Employees Using Wearable Devices Stick with their Wellness Programs. *Leaders Edge*. June 2015:13-14.

Grossmeier J, Hudsmith N. Get the Boss on Board for Better Employee Health. *Healthcare Consumerism Solutions*. June 2015;41-42. Available at: http://www.theihcc.com/en/communities/population_health_and_wellness/get-the-boss-on-board-for-better-employee-health_iaef9jca.html

Grossmeier J, Mangen DJ, Terry PE, Haglund-Howieson L. Health risk change as a predictor of productivity change. *Journal of Occupational and Environmental Medicine*. 2015;57(4):347-354. Available at: http://journals.lww.com/joem/Fulltext/2015/04000/Health_Risk_Change_as_a_Predictor_of_Productivity.1.aspx

Whitsel LP, Benowitz N, Bhatnagar A, et al. Guidance to employers on integrating e-cigarettes/electronic nicotine delivery systems into tobacco worksite policy. *Journal of Occupational and Environmental Medicine*. 2015;57(3):334-343. Available at: http://journals.lww.com/joem/Fulltext/2015/03000/Guidance_to_Employers_on_Integrating.15.aspx

Grossmeier J, Terry PE, Anderson DR. Broadening the metrics used to evaluate corporate wellness programs: The case for understanding the value of investment [book chapter]. In: R. Burke and A. Richardsen. *Corporate Wellness Programs*. Edward Elgar Publishing Ltd: Northampton, MA Available at: <http://www.elgaronline.com/view/9781783471690.xml>

Goetzel RZ, Henke RM, Tabrizi M, Pelletier KR, Loeppke R, Ballard DW, **Grossmeier J,** Anderson DR, Yach D, Kelly RK, McCalister T, Serxner S, Selecky C, Shallenberger LG, Fries JF, Baase C, Isaac F, Crighton KA, Wald P, Shurney D. Do workplace health promotion (wellness) programs work? *Journal of Occupational and Environmental Medicine*. 2014; 56(9):927-934.

Grossmeier J and Terry PE. The measurement conundrum. *American Journal of Health Promotion*. 2014; 29(1):TAHP10-TAHP12.

Connor M, Framer EM, Umland B, Anderson D, Alexander G, Brennan M, Flynn J, **Grossmeier J,** Hamlin B, Juster IA, Kaplan GD, Long A, Nelson CF, Palma-Davis L, Palmer R, Srivastava P, Veroff D, Noyce J, Moseley K, Damsker M. Program measurement and evaluation guide: Core metrics for employee health management. *American Journal of Health Promotion*. 2014; 28(4):TAHP2-TAHP10.

Grossmeier J. HERO Scorecard: Wellness champion networks associated with higher participation rates and behavior change. *HERO on Health* [newsletter]. February 2014, p 4.

Goetzel R, Henke RM, Benevent R, Tabrizi M, Kent K, Smith K, Chung RE, **Grossmeier J,** Mason S, Gold D, Noeldner S, Anderson DR. The predictive validity of the HERO Scorecard in determining

future healthcare cost and risk trends. *Journal of Occupational and Environmental Medicine*. 2014; 56(2):136-144.

Grossmeier J, Seaverson ELD, Mangen DJ, Wright S, Dalal K, Phalen C, Gold DB. Impact of a comprehensive population health management program on health care costs. *Journal of Occupational and Environmental Medicine*. 2013; 55(6):634-643.

Grossmeier J, Flynn JP, Noeldner SP, Gold D. The Health Enhancement Research Organization (HERO) Scorecard. *American Journal of Health Promotion*. 2013; 27(5):TAHP4-TAHP5.

Terry PE, **Grossmeier J**, Mangen DJ, Gingerich SB. Analyzing best practices in employee health management: How age, gender and program components relate to employee engagement and health outcomes. *Journal of Occupational and Environmental Medicine*. 2013; 55(4):378-392.

Grossmeier J. The Influence of worksite and employee variables on employee engagement in telephonic health coaching programs: A retrospective multivariate analysis. *American Journal of Health Promotion*. 2013;27(3):e69.

Grossmeier J, Dalal K. Energy company generates better health for employees. *IAWHP's Worksite Health International*. 2013; 4(1):3-5.

Merrill RM, Aldana SG, Pope JE, Anderson DR, Coberley CR, **Grossmeier J**, Whitmer RW. Self-rated job performance and absenteeism according to employee engagement, health behaviors, and physical health. *Journal of Occupational and Environmental Medicine*. 2013;55(1):10-18.

Nyce S, **Grossmeier J**, Anderson DR, Terry PE, Kelly B. Health care costs associated with health risk migration. *Journal of Occupational and Environmental Medicine*. 2012;54(11):1364-1373.

Grossmeier J. Understanding employer use of biometric health screening services. *2012 HERO on Health*. May 2012. Available at www.the-hero.org.

Grossmeier J, Terry PE, Anderson DR, Wright S. Financial impact of population health management programs: Reevaluating the literature. *Population Health Management*. 2012; 15(3):129-134.

Grossmeier J. Understanding employer use of biometric health screening services. HERO Scorecard Annual Report 2012. Edina, MN: Health Enhancement Research Organization. Available at www.the-hero.org

Terry PE, Seaverson ELD, **Grossmeier J**, Anderson DR. Effectiveness of a worksite telephone-based weight management program. *American Journal of Health Promotion*. 2011;25(3), 186-189.

Grossmeier J, Terry PE, Cipriotti A, Burtaine JE. Best practices in evaluating worksite health promotion programs. *American Journal of Health Promotion*. 2010;24(3), TAHP 1-9,iii.

Seaverson ELD, **Grossmeier J**, Miller TM, Anderson DR. The role of incentive design, communications strategy, and worksite culture on health assessment participation. *American Journal of Health Promotion*. 2009;23(5), 343-352.

Grossmeier J, Palma-Davis L, Sabin M, Crighton KA. Benchmarking and best practices in worksite health promotion (Chapter 12). In: Pronk NP (ED). *ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies*, 2nd Ed. 2009; Champaign, IL: Human Kinetics Press.

Riedel JE, **Grossmeier J**, Haglund-Howieson L, Buraglio C, Anderson DR, Terry PE. Use of a normal impairment factor to gauge avoidable productivity loss due to poor health. *Journal of Occupational and Environmental Medicine*. 2009;51(3),283-295.

Anderson DR, **Grossmeier J**, Seaverson ELD, Snyder D. The role of financial incentives in driving employee engagement in health management. *ACSM Health & Fitness Journal*. 2008;12(4),18-22.

Terry P, Seaverson ELD, **Grossmeier J**, Anderson DR. Association between nine quality components and superior worksite health management program results. *Journal of Occupational and Environmental Medicine*. 2008;50(6), 633-641.

Eischen B, Gold D, **Grossmeier J**. Fairview Alive – An integrated strategy for enhancing the health and well-being of employees. *Journal of Workplace Behavioral Health*. 2005;20,263-279.

Hickle A, Forster J, Lazovich D, Allwood P, Remba N, **Grossmeier J**, Sorensen G. Sanitarians' work with indoor-tanning businesses: Findings from interviews in two major metropolitan areas. *Journal of Environmental Health*. 2005;67(8),30-36,54.

Gold D. and **Grossmeier J**. Using an HRA as an evaluation tool. *Wellness Management*. 2005;20(3), 1-5.

Grossmeier J. Evaluation skills for wellness professionals, Part 4: Evaluating and reporting survey results. *Wellness Management*. 2005;20(3),5-9.

Grossmeier J. Evaluation skills for wellness professionals, Part 3: Getting good response rates. *Wellness Management*. 2004;20(2),1-3.

Grossmeier J. Evaluation skills for wellness professionals, Part 2: Writing effective surveys. *Wellness Management*. 2004;20(1),1-3.

Serxner SA, Gold DB, **Grossmeier J**, Anderson DR. The relationship between health promotion program participation and medical expense: A dose response. *Journal of Occupational and Environmental Medicine*. 2003;45(11),1196-1200.

Grossmeier J. Evaluation skills for wellness professionals, Part 1: Choosing an evaluation method. *Wellness Management*. 2003;19(4),10-12.

Grossmeier J, Serxner SA. Impact of a mail-based intervention on individuals diagnosed with chronic conditions [abstract]. *American Journal of Health Promotion*. 2002;16(6),363.

BLOGS

Grossmeier J. *The time is now: Measuring the impact of wellness programs on productivity*. Alere Health Blog. November 9, 2015.

PRESENTATIONS

Grossmeier J, Kraft H, Noeldner S. *Tracking Workplace Health and Well-being Best Practices Outside of the United States*. HERO Forum, Atlanta, GA, September 28, 2016

Grossmeier J, Lang J, Martin J, Matson Koffman D. *Tailoring Evidence-Based Practices to Fit Your Organization's Culture*. HERO Forum, Atlanta, GA, September 27, 2016

Grossmeier J. *Key Drivers of Sustainability for Workplace Wellness*. National Wellness Conference, St. Paul, MN, June 27, 2016

Grossmeier J. *Your Business Case for Linking Wellness to the Bottom Line*. Fitbit Captivate, San Francisco, CA, June 8, 2016

Grossmeier J. *Wellness Program Evaluation Best Practices*. WELCOA Certification Course. May 2016.

Grossmeier J. *Linking Health Management Best Practices and Organizational Financial Performance*. Art and Science of Health Promotion Conference, Orlando, FL, April 29, 2016

Grossmeier J, O'Donnell M, Goetzel RZ, Nelson R. *Program Evaluation: Research or Decision Support? Numbers or Stories? ROI or ROAR?* Art and Science of Health Promotion Conference, Orlando, FL, April 27, 2016

Grossmeier J. *Workplace Wellness: Demonstrating ROI and VOI*, Fitbit Webinar, April 20, 2016

Grossmeier J. *The Total Value of Your Wellness Investment.* WELCOA Webinar, March 9, 2016

Grossmeier J. *The Value of Wellness.* California Institute of Integral Studies [guest lecture], San Francisco, CA, March 8, 2016

Grossmeier J. *Making Meaningful Use of Data from Wearable Devices,* American Heart Association Workplace Wellness Forum, Des Peres, MO, February 9, 2016

Grossmeier J. *Data: Benchmarking Your Program Outcomes,* Webinar, Work@Health, January 13, 2016

Grossmeier J, Terry P, Goetzel RZ, Lang J, Pratt CA. *Effectiveness Outcomes, and Value of Workplace Health Programs,* Panel Moderator, AHA Scientific Sessions 2015, Orlando, FL, November 10, 2015

Bruington J, **Grossmeier J,** Serra S. *Linking Health Risks to Absenteeism and Health Plan Performance,* Panel breakout session, NBGH National Conference on Health, Productivity, and Human Capital, Boston, MA, October 6, 2015

Terry P, Niebuhr S, **Grossmeier J.** *Is It Time for a Broader Value Proposition?* Webinar, American Journal of Health Promotion, July 28, 2015

Bastable J, **Grossmeier J,** Greenberg A. *Wearables in Wellness: How Employers are Incorporating Wearable Fitness Tracking Devices into the Workplace,* Webinar, Health Enhancement Research Organization, July 14, 2015

Curtis J, Fabius R, **Grossmeier J,** Hudsmith N, Hansen S. *Health and Wellness: The Best Kept Secret for Corporate Performance,* Plenary Session, IHC Forum, Atlanta, June 25, 2015

Grossmeier J. *The Value Proposition for Workplace Wellness,* National Wellness Conference, Worksite Academy, Minneapolis, MN, June 15, 2015

Hunnicut D, **Grossmeier J,** Alles W. *The Future of Wellness,* panel discussion, Stanford Health Promotion Network Summit V, Palo Alto, CA, May 28, 2015

Grossmeier J. *Emerging Trends and Best Practices in Workplace Health Promotion,* plenary session, Mississippi Business Group on Health, Jackson, MS, May 19, 2015

Grossmeier J. *The Value of Workforce Health and Well-being,* Keynote, Mississippi Business Group on Health, Jackson, MS, May 19, 2015

Grossmeier J, Hudsmith N. *Connecting the Dots: What Business Leaders Think about Employee Health, Productivity, and Performance,* Webinar, March 18, 2015

Connor M, Flynn J, **Grossmeier J,** Juster IA, Kaplan GD, Long A, Nelson CF, Palma-Davis L, Palmer R. *Comparing Apples to Apples: How to Use the HERO-PHA Core Metrics Guide,* Population Health Alliance, Webinar, March 5, 2015

Grossmeier J. *Demonstrating the Value of Investing in Workforce Health,* St. Louis Area Business Health Coalition, Webinar, February 26, 2015

Grossmeier J, Bastable J. *HERO Wearable Tracking Device Survey Preliminary Findings,* HERO Think Tank, February 10, 2015

Grossmeier J, Hudsmith N. *HERO HPP Business Leader Survey Final Report,* HERO Think Tank, February 10, 2015

Connor M, **Grossmeier J,** Flynn J. *Pathway to Business Results: Incorporating Performance and Employee Engagement into the Value Proposition for Workforce Well-Being,* Population Health Alliance Forum 2014, Scottsdale, AZ, December 10, 2014

Groppel J, **Grossmeier J,** Hudsmith N. *C-Suite Perception Matters: Why Health Hasn't Caught on in Corporate America,* Health Enhancement Research Organization, San Diego, September 2014

Eisenberger R, Shanock L, **Grossmeier J**. *Perceived Organizational Support (POS) and Worksite Wellness*. American Journal of Health Promotion [webinar], September 2014.

Grossmeier J, Noeldner S, Noyce J. *HERO EHM Best Practice Scorecard: Version 4.0 – The Next Generation* [webinar], Health Enhancement Research Organization, July 2014

Grossmeier J, Burton W. *Broadening the Value Proposition: Linking Employee Health to Business Results and Shareholder Value*. National Business Group on Health-Institute for Workforce Well-being Leadership Summit, Washington, D.C., June 2014

Goetzel RZ, **Grossmeier J**, Ozminkowski R. *Wellness Critics: Key Takeaways for Employers*. National Business Group on Health [webinar], November 2013

Grossmeier J, Katzoff A, Houghtby C. *The Power of Social Connection: Leveraging Wellness Champion Networks to Drive Results*. Health Enhancement Research Organization 2013 Forum, Orlando, FL, September 2013

Goetzel RZ, Sakallaris BR, **Grossmeier J**, Marlo KO. *What is a 'Reasonably Designed' Wellness Program?* American Journal of Health Promotion [webinar], May 2013

Grossmeier J, Copas J. *The Power of Social Connection: Leveraging Wellness Champion Networks to Drive Results*. National Business Group on Health-Institute for Workforce Well-being Leadership Summit, Washington D.C., May 2013

Grossmeier J, Nyman J. *Putting It All Together: Measuring Your Program's Success*. Corporate Wellness Congress, Las Vegas, April 2013

Grossmeier J, Marchi K, Mrozinski L. *Innovation at Work: Strengthening Corporate Communications to Increase Wellness Program Engagement*. Corporate Wellness Congress, Las Vegas, April 2013

Grossmeier J, Nyce Steven. *A Stronger Business Case for Prevention: A Multi-employer Study of the Health Care Cost Impact Associated with Health Risk Change*. Art and Science of Health Promotion Conference, Hilton Head, March 2013

Grossmeier J. *Re-evaluating Expectations for Financial Impact of Population Health Management Programs*. Care Continuum Alliance Forum12, Atlanta, October 22, 2012

Grossmeier J. *New Research: Relationship Between Change in Health Risks and Change in Health Care Costs*. National Business Group on Health-Institute for Workforce Well-being Board Meeting, Washington, D.C., October 10, 2012.

Grossmeier J. *Innovation at Work: A Fresh Approach to Communications to Sustain Engagement*. Health Enhancement Research Organization Forum 2012, Minneapolis, October 2, 2102

Grossmeier J. *Interventions: One Size Does Not Fit All*. Wellness Council of Wisconsin Worksite Wellness Conference, Milwaukee, September 26, 2012

Dalal K, **Grossmeier J**. *How to Combine HERO Scorecard Best Practices with Emerging Innovations to Drive Best-in-Class Results*. Health Enhancement Research Organization Forum, Scottsdale, September 13 and 14, 2011

Noeldner S, **Grossmeier J**. *HERO Best Practices Scorecard Overview*. Pacific Business Group on Health, Health Improvement Webinar, May 24, 2011

Grossmeier J, Terry P. *Worksite and Employee Predictors of Engagement in Health Coaching Programs: A Multivariate Analysis Using the HERO Scorecard*. Art and Science of Health Promotion Conference, Colorado Springs, March 25, 2011

Grossmeier J. *The Role of Incentives in Behavior Change Programs*. Health Enhancement Research Organization Think Tank, Atlanta, February 22, 2011

Palma-Davis L, **Grossmeier J**. *Building a Community of Health Where Both the Individual and the Organization Thrive*. Michigan CUPA-HR Conference, Ann Arbor, October 1-2, 2009

Berdinsky K, Smith L, **Grossmeier J**. *Alliance Data Best Practice Workshop*. Health Enhancement Research Organization Forum, Atlanta, September 22-23, 2009

Lewis S, **Grossmeier J**, Umland B. *Learning About and Using the HERO Scorecard V3*, Health Enhancement Research Organization Forum, Atlanta, September 22-23, 2009

Grossmeier J. *State of the Evidence: Best Practices for Participant Engagement in Worksite Health Promotion*. Midwest Worksite Health Promotion Conference, St. Paul, November 3, 2008

Anderson D, Lewis S, Crighton A, **Grossmeier J**. *EHM Benchmarking and Best Practices*. Health Enhancement Research Organization Forum, New Orleans, September 23-25, 2008

Fisher R, **Grossmeier J**. *Managing Health to Manage Costs: The State of the Evidence for Wellness*. International Society of Certified Employee Benefit Specialists-Richmond Chapter, Richmond, June 12, 2008

Grossmeier J, Seaverson ELD. *Best Practices in Health Promotion Program Evaluation*. Northland Chapter-American College of Sports Medicine, Worksite Health Promotion Group Forum, Minneapolis, February 20, 2008.

Anderson D, **Grossmeier J**. *How to Build Innovative Strategies to Drive High Participation Rates and Achieve Meaningful Health Behavior Change Across Your Entire Population: High-Risk, Low-Risk, and Everyone in Between*. World Research Group-Rewarding Healthy Behaviors for Health Plans & Employers, Las Vegas, January 22-24, 2008

Grossmeier J. *Research Update: Hot News, New Trends, and Best Practices in Worksite Health Promotion*, Midwest Worksite Health Promotion Conference, Saint Paul, October 25, 2007

Grossmeier J, Lewis S. *Introduction of Version Two of the HERO EHM Best Practice Scorecard*. Health Enhancement Research Organization Forum, New Orleans, October 1-3, 2007

Grossmeier J, Henry L. *Managing Health to Manage Costs*. Creating Cultures of Health: Strategies & Approaches to Managing Health Care Costs, Eau Claire, May 3, 2006

Grossmeier J. *Results of a Telephonic Health Care Utilization Intervention for High-Risk, High-Cost Employees*. ACSM Health and Fitness Summit, Orlando, April 11-14, 2006

Grossmeier J. *It's Time to Connect the Dots! Linking Outcomes and Expectations*. Midwest Worksite Health Promotion Conference, St. Paul, Nov. 2, 2005

Gold DB, **Grossmeier J**. *Evaluation Skills for Wellness Professionals* [pre-conference workshop]. National Wellness Conference, Stevens Point, July 12-16, 2004

Grossmeier J, Gold DB. *The Impact of a Mail-Based Intervention on Individuals Diagnosed with Chronic Conditions*. National Wellness Conference, Stevens Point, July 12-16, 2004

Gold D, **Grossmeier J**. *Health and Productivity Management: An Overview and Review of the Literature*. Midwest Worksite Health Promotion Conference, Bloomington, November 6, 2003

Grossmeier J. *Focus Groups 101*. National Wellness Conference, Stevens Point, July 14-17, 2003

Grossmeier J. *Survey Writing 101*. National Wellness Conference, Stevens Point, July 14-17, 2003

Lair L, Brink L, **Grossmeier J**, Kelley B, Gold D. *The Impact of a Total Health Management Initiative on Lost Days Due to Occupational Injury and Absenteeism* [poster presentation]. Art and Science of Health Promotion, Washington, February 17-21, 2003

Grossmeier J, Serxner SA. *Impact of Mail-based Intervention on Individuals Diagnosed with Chronic Conditions* [poster presentation]. Art and Science of Health Promotion, Lake Tahoe, February 25-March 1, 2002

Grossmeier J, Milligan W. *Success Stories: Self Management for Chronic Conditions* [panel presentation]. Association for Worksite Health Promotion—Minnesota Chapter, St. Paul, November 1, 2001