



Recent C. Everett Koop National Health Award Winners - Challenges and Best Practices

Jesse Gavin, MA, Baylor College of Medicine

David Hines, Metro Nashville Public Schools

David Ballard, PsyD, MBA, HERO | GhostNote Consulting | The Health Project

Rebecca Kelly, PhD, RDN, CEO, Element Health, Inc. | The Health Project

Ron Goetzel, PhD, Johns Hopkins University | The Health Project



November 16, 2023

The Health Project

MISSION, VISION, PURPOSE

Mission

Define, promote, and increase the adoption of organizational health and well-being practices that translate into measurable operational impact.

Vision

Promote evidence-based health, and well-being practices that demonstrate how a high performing healthy workforce drives organizations, communities, and nations to thrive.

Purpose

Identify and advance strategies that amplify the value of workforce and community health and well-being.

Current Leadership



**Ron Goetzel,
PhD**

President & CEO

Johns Hopkins Institute
for Health and Productivity
Studies



**K. Andrew
Crighton, MD**

Chair

Chief Executive Officer,
Crighton Consulting
Formerly with Prudential



**James Wiehl
JD**

Secretary & Treasurer

Partner
BakerHostetler



**Rebecca Kelly,
PhD, RDN**

Incoming Chair

CEO, Element Health, Inc.
Formerly with The University
of Alabama and American
Cast Iron Pipe Co.

Koop Award Eligibility

To be recognized, a program must:

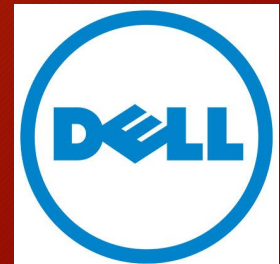
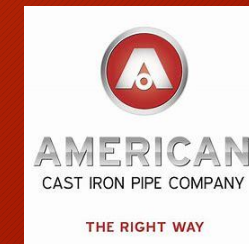
- Employ comprehensive and evidence-based strategies designed to improve the health and well-being of the entire population and across the health continuum.
- Have been in place for a minimum of three years.
- Be well-integrated into the organization's infrastructure and yield significant improvement in population health and noteworthy business results.

Eligibility & Evaluation

- The application must answer these questions:
 - What was done?
 - Did it work?
 - Was it worth it?
- Judging is weighted heavily (60%) on documenting health and business **results**.

Past Winners

- American Cast Iron Pipe
- Baylor College of Medicine
- Boise Idaho School System
- BP America
- Dell Technologies
- Denso
- Ericsson
- Johnson & Johnson
- Prudential
- Quest Diagnostics
- University of Michigan



The Health Project

www.thehealthproject.com

The
HEALTH
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C. Everett Koop NATIONAL HEALTH AWARDS

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Featured Programs & Leaders



Baylor College of Medicine & THP
Board Members | HERO Forum, 2023



Metro Nashville Public Schools & THP
Board Members | HERO Forum 2023

Baylor
College of
Medicine®



JESSE GAVIN
Well-Being Director
Baylor College of Medicine

2019 Winner
2023 Honorable Mention

2019, 2020 and 2023 Honorable Mention

DAVID HINES

Executive Director of Employee Benefits
Metro Nashville Public Schools



BCM Well-Being

The Five Branches of Well-Being

BCM Well-Being, Baylor College of Medicine's award winning employee and student wellness initiative, is your partner in your professional and personal well-being journey.

The growth that we seek to inspire among our colleagues at Baylor is envisioned in the Five Branches of Well-Being.



The crown of the tree is comprised of the Five Branches of Well-Being: Healthy Body, Mind, Environment, Finances, and Community.



The three colors of leaves represent the three areas within the Well-Being program. All five branches are enhanced by BeWell, BCM LIFE, and the Well-Being Center.



The tree's core is balanced between the crown and the root system, signifying the balance between your work at Baylor and your personal Well-Being.



The foundation of the trunk forms at three points, representing Baylor's three mission areas: Healthcare, Research, and Education.



The tree's five largest roots represent Baylor's five Core Values: Respect, Integrity, Innovation, Teamwork, and Excellence.



The root system of the tree is a nod to our deep roots in Texas and in Houston, as the intellectual heart of the Texas Medical Center.



Well-Being Programs and Initiatives

Five Branches of Well-being	Examples of Baylor College of Medicine Resources	
All	<ul style="list-style-type: none"> • BCM BeWell Program/ Wellness Portal <ul style="list-style-type: none"> • Interactive Challenges • Online and Telephonic Condition Management Programs 	<ul style="list-style-type: none"> • BCM Life Student Program/ Wellness Portal • Employee & Family Care Clinic and Health Coaching (P) <ul style="list-style-type: none"> • Biometric Screenings • Health Coaching
Healthy Body	 <ul style="list-style-type: none"> • Educational Seminars/ DocTalks (P) • Gym Discount • Mother's Aid Stations • Ergonomic Consultations (M) • Telemedicine (M) (UHC and Internal) • Blood Pressure Kiosks • Weight Watchers 	<ul style="list-style-type: none"> • Healthy Vending Machines • Walking Trails • Onsite BCM Well-Being Center (Gym) • Maternity Support Program (P) • Weight Management Programs (WW and Real Appeal) (P) • MDLIVE – Virtual Visits • Hello Heart
Healthy Mind	 <ul style="list-style-type: none"> • Employee Assistance Program (M) • Healthy Mind Presentations • Integrity Hotline (M) • Diversity and Inclusion Programs (P) • Student and House Staff Mental Health Service (M) • BCM Telehealth Resources by ALC • Faithful Paws • Tuition Reimbursement (M) 	<ul style="list-style-type: none"> • Leadership/ Management Training (M) • Bright Horizons College Coach (M) • Onsite Employee Ombudsman (M) • Title IX Coordinator (M) • Bright Horizons Back-up Care (M) • Well-Being Index (P) • Book Clubs • Learning Management System (M)
Healthy Environment	 <ul style="list-style-type: none"> • Recycling Programs (P) • Commute to Work Benefits (M) 	<ul style="list-style-type: none"> • Volunteer Days Off (M) • Refillable Water Stations (M)
Healthy Finances	 <ul style="list-style-type: none"> • Financial Wellness Days / Mon\$yTalk Seminars (P) • Financial 1:1 Appointments (P) • Competitive Retirement Plans (M) • The Business of Financial Wellness 	<ul style="list-style-type: none"> • Personal Finance Coach through AYCO (P) • Pre- retirement Training (M) • HSA Contributions (M)
Healthy Community	 <ul style="list-style-type: none"> • BCM BeWell Events/ Wellness Fair • Charity Challenge/ Reason2Race • Diversity, Equity, and Inclusion Resources • Volunteer Opportunities • Interest Groups on Teams • High Five Recognition Program 	<ul style="list-style-type: none"> • BCM Well-Being <u>StairWELLS</u> • Recognition Programs (M) • Community Events • Recognition and Appreciation Programs • Well-Being CHAMPS and Ambassadors • Years of Service Awards

(P) – Partner Program, offer incentive through well-being initiative for participation

(M) – Marketing only, no incentive offered for participation



- For employee population only (BCM BeWell)



- For student population only (BCM LIFE)

Short and Long-Term Incentive Strategy

Short-Term

Participants earn points throughout the year for participating in various well-being related items. These points equate to Vitality Bucks which can be used in real-time in the Vitality Mall.

Fandango	Charity
Devices	Amazon
REI	Apparel (Nike, UA)
Apple	Hotels.com
Marketplace (Additional resources and services)	

Long-Term

Participants earn points in the current year to achieve a medical premium reduction the following year.



Our next speaker...



DAVID HINES
Metro Nashville Public Schools



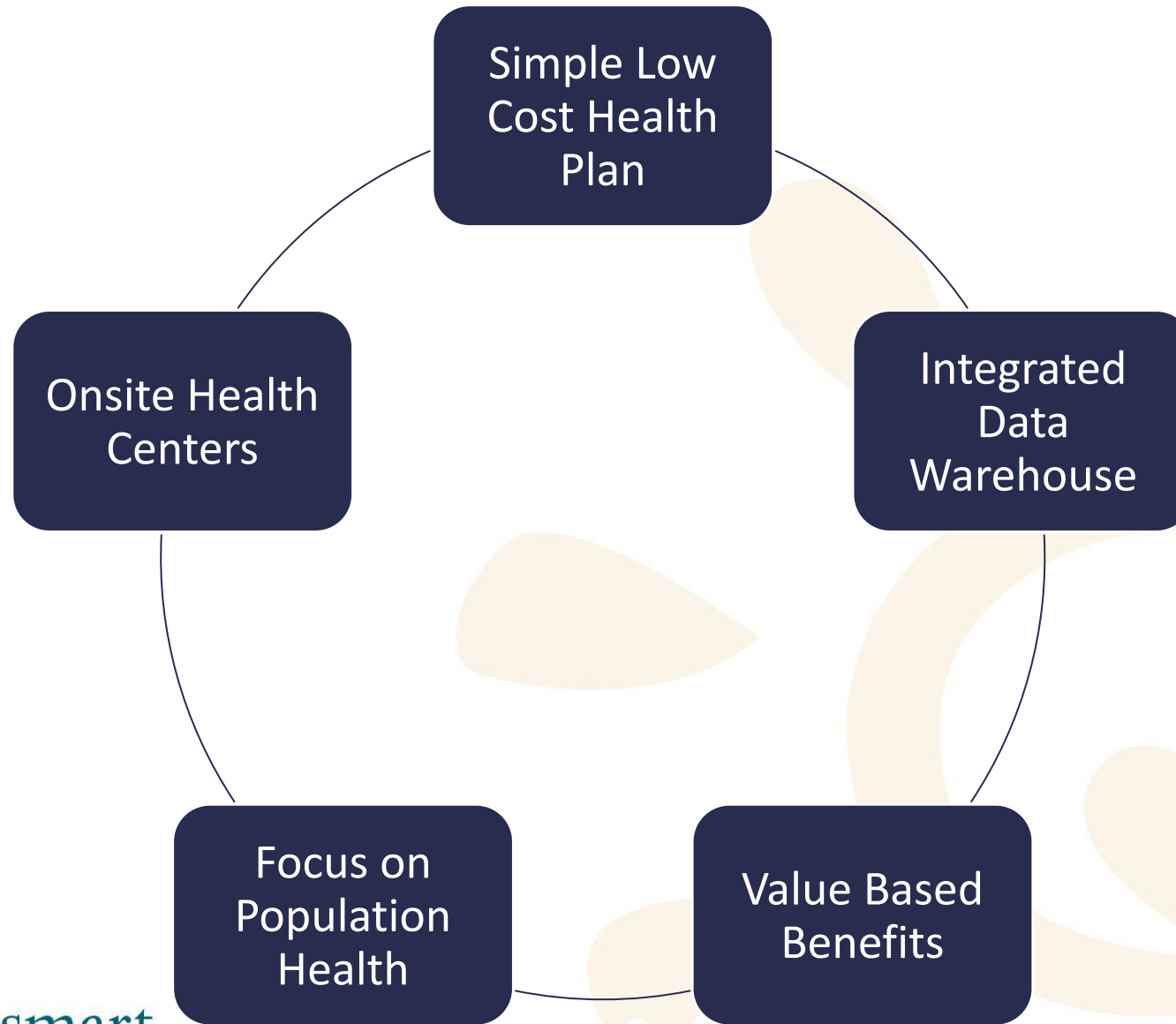
Metro Nashville Public Schools

41st largest district
(88,000 students)

Teacher's health plan
(9,200 active and retired teachers)

Support staff covered by Metro Nashville
Government
(4,000 active employees)

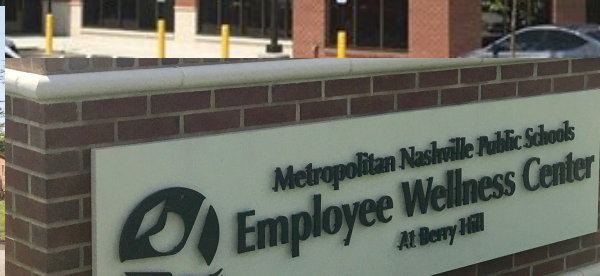
*With a core belief that healthy
employees are better employees*



MNPS Classroom Portable Repurposed to Health Clinics



MNPS Employee Healthcare Centers



Case Study

**“The program helped me refocus, recalibrate.”
“I think any man should look into this program. I don’t care if you’re only 20 years old.”**

**Men’s Health
Challenge**

Nutrition

Fitness



Case Study

“I have my joy back...You don’t realize how crabby carrying extra weight can make you.”

Virtual Nutrition

**Physical Therapy
Department**

**Telehealth
Counseling**



Panel Discussion & Q/A



**Please Place your Questions
in the Q&A Section.**

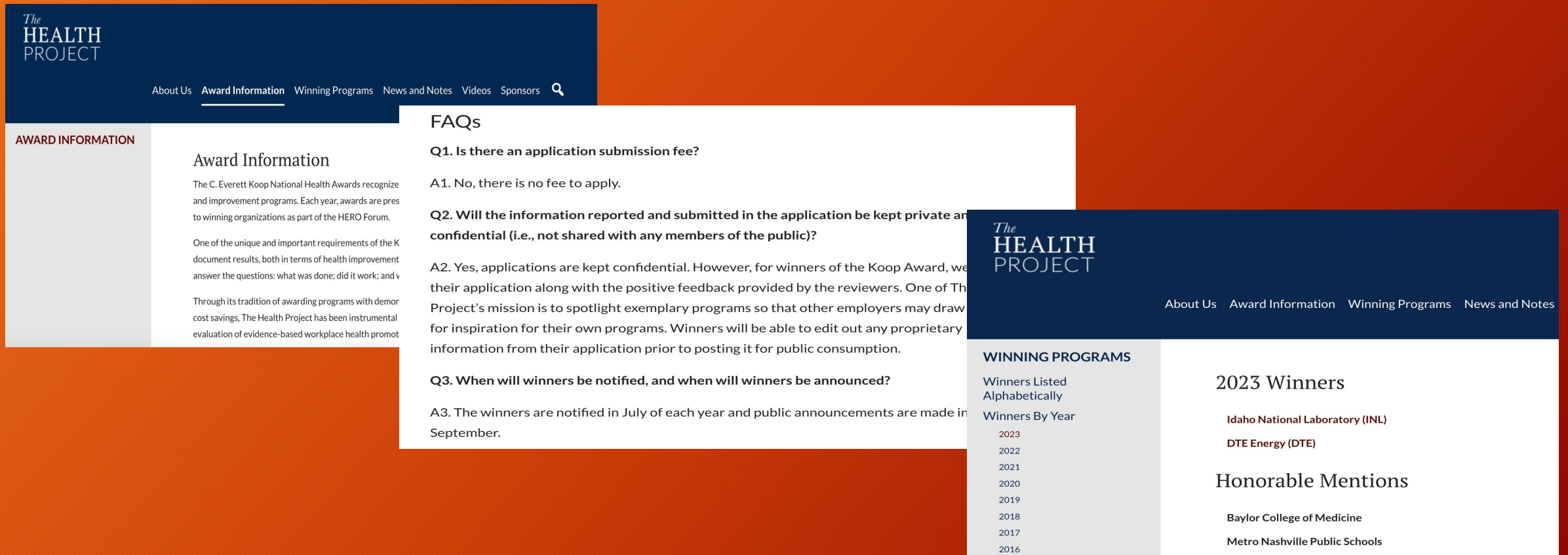
Panel Discussion & Q/A



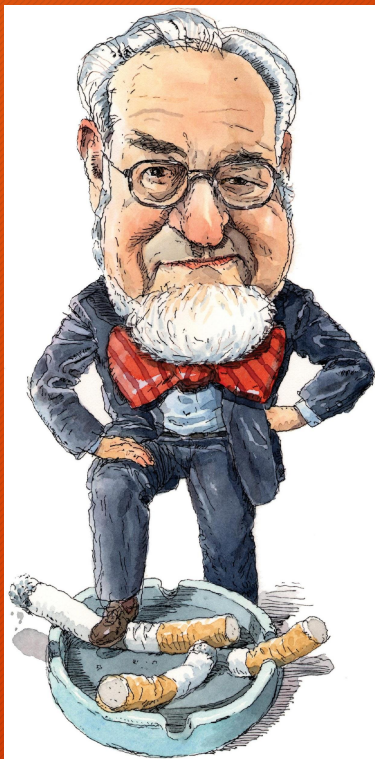
JESSE GAVIN
Baylor College of Medicine



DAVID HINES
Metro Nashville Public Schools



Thank You | www.thehealthproject.com



Case Study

“There’s no cost for all these services — Bobbi, the Wellness Center, the fitness associates — which can add up to several hundred dollars a month for somebody to do it on their own.”

Health
Coaching

Primary
Care

Fitness
Center

