

THE HERO EMPLOYEE HEALTH MANAGEMENT (EHM) BEST PRACTICES SCORECARD[®]

IN COLLABORATION WITH MERCER

Scorecard Version 4 Contributors

Scorecard Version 4 Core Team Members

These core team members worked on the Scorecard Version 4 throughout the entire project:

- Jerry Noyce, President and CEO, HERO (HERO Executive Sponsor)
- Steven P. Noeldner, PhD, Mercer (Mercer Executive Sponsor)
- Beth Umland, Mercer (Project Leader)
- Mimi Tun, Mercer (Project Manager)
- Annemarie Harte, Mercer (Technical Liaison)
- David Anderson, PhD, StayWell
- Jennifer Flynn, MS, Mayo Clinic
- Jessica Grossmeier, PhD, MPH, StayWell

The core team members also served as team leaders and members of sub-committees.

Scorecard Version 4 Outcomes Committee

The Outcomes Committee leveraged the output of a joint project undertaken by HERO and the CCA to provide guidance on measuring the performance of employee health management programs to guide Outcomes questions in Version 4. The following industry experts were invited to and provided input to align the Outcomes questions for Version 4:

- Michael Conner, DrPH, Alere
- K. Andrew Crighton, MD, Prudential Financial
- Edward Frammer, PhD, HealthFitness
- Dan Gold, PhD, Mercer
- Kurt Hobbs, Mayo Clinic
- Kristin Jenkins, University of Michigan
- David Schweppe, MPH, CPHIMS, Kaiser Permanente
- Seth Serxner, PhD, MPH, Optum

Scorecard Version 4 Scoring Committee

- Jessica Grossmeier, PhD, MPH, StayWell (Co-chair)
- Dan Gold, PhD, Mercer (Co-chair)
- All the Version 4 Core Team
- LaVaughn Palma-Davis, MA, University of Michigan
- Seth Serxner, PhD, MPH, Optum

Scorecard Version 4 Additional Key Contributors and Resources

Usability Group

HERO Scorecard Preferred Providers played a key role in development of the HERO Scorecard 4.0, in addition to ongoing use, promotion and feedback of the Scorecard. The Preferred Providers made up the Usability Group to provide feedback as requested, raise issues to address and test the Scorecard. Pat Rohner, MBA, HERO, lead the Usability group and acted as the liaison to the Core Team.

Preferred Providers involved in the Usability Group were:

- Joseph Dabbs, MBA, Healthyroads, Inc.
- Tia Echeverria, Alere
- Kurt Hobbs, MA, Mayo Clinic
- Melissa Gilkerson StayWell
- Mary Jane Osmick ,PhD, Healthyroads, Inc.
- Rick Punzo, Kaiser Permanente
- Beth Reynolds, Alere,
- Michael Severson, Providence Health Care
- Lindsey Vogt, CAPITAL BLUE CROSS

Additional resources

The Core team also sought feedback from a broad panel of industry practitioners. We are thankful for additional feedback received from

- Michael Brennan, MS, MBA, Boeing
- Edward Frammer, PhD, HealthFitness
- Vicki George, Kaiser Permanente
- John Harris, MEd, Performance pH
- Missy Jaeger, WebMD
- Gordan Kaplan, PhD, Alere
- Andy Long, PhD, Health to You
- LaVaughn Palma-Davis, MA, University of Michigan
- David Schweppe, MPH, CPHIMS, Kaiser Permanente

In addition to industry research, the team also relied on the recent studies using the HERO Scorecard including “The Predictive Validity of the HERO Scorecard in Determining Future Health Care Cost and Risk Trends” led by Ron Goetzel, PhD, Truven Health Analytics and the HERO Scorecard Quarterly Benchmark Report commentaries to inform the content and scoring.