

## *WMC Retrospective Research Findings and Early Insights*

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I'm doing this introduction in part because it's an expansion of the Connections Field Test that I just discussed, and so I hope you remember some of the information I shared - at least the design. Since Diane Dietz has been working more with the data sets that we retrieved from our work site and our MCO, she is much more knowledgeable on that subject, so I will be turning this presentation over to her very shortly.

I want to emphasize at the outset that these are extremely preliminary findings. We debated about even using the term "findings" for this presentation, because it is very much a work in progress. We've retrieved data from our work site and from our MCO, and have begun to analyze it. We are going to be talking about what those data look like at first glance.

The purposes of our retrospective study are a bit different from those of most of the other grantees, I believe, because the retrospective study is a follow-up of the Connections Field Test that we did in '96 and '97. We're assessing the impact of the health promotion program, stress management, and healthy eating programs, both supermodel group and control group, on-the-job performance and medical claims. That's the eventual goal. A more limited goal at the present time is to determine the types of data that we are able to access and analyze, and to determine the major data issues well into the prospective study.

With respect to the study design, it is a retrospective study of the 287 employees who went through the Stress Management and Healthy Eating health promotion programs in '96 and '97. Participation in the programs was voluntary. Employees chose one of two programs to join. After joining, they were randomly assigned to a particular health condition, and they received information pertaining to health promotion only, or health promotion plus substance abuse prevention. So this assignment created four study groups: Stress Management only, Stress Management with Substance Abuse Prevention, Healthy Eating only, and Healthy Eating with Substance Abuse Prevention materials. The intervention consisted of three 45-

minute sessions. The Stress Management program was conducted in the last quarter of '96, and Healthy Eating the first quarter of '97.

At this point, I'll turn the presentation over to Diane.