



Announcing: The 2012 Edington Next Practice Awards

We are pleased to open the application submission process for the 2012 Edington Next Practice Awards co-sponsored by Edington Associates, CBIZ, and the University of Michigan Health Management Research Center. This award recognizes organizations that are actively engaged in the pursuit of a healthy, high-performing workplace and workforce. Achieving success in this pursuit requires strategic, systematic, systemic – *and* – sustainable strategies based upon five core pillars:

1. Senior Leadership
2. Operational Leadership
3. Self-Leadership
4. Recognition and Rewards
5. Quality Assurance

The 2012 Edington Next Practice Awards will be granted for each of the five core pillars and bestowed on the finalist recipients at:

The 31st Annual Wellness in the Workplace Conference
Presented by the University of Michigan Health Management Research Center
March 14-15, 2012, Sheraton, Ann Arbor, Michigan
[Click here for conference information](#)

Application Process: The successful achievement and maintenance of a healthy, high-performing workplace requires a comprehensive approach; thus, applicants are asked to complete a short, online survey assessing progress across all of the five pillars. Organizations meeting a ‘pre-qualification’ threshold will be invited to complete the Edington Next Practice Award application.

1. Completion of the following online survey proving progress/pursuit across all five pillars. Click on this survey link to be taken directly to the survey: EdingtonNextPracticeSurvey@cbiz.com
2. Upon pre-qualification, applicants will be invited to submit a short description of their outstanding, unique or innovative “next practice”, including organizational resources dedicated to the initiative, participation and engagement rates, related outcomes and supporting visual program materials.
3. The application period will run through **February 10, 2012**. Applications will be evaluated by February 20, 2012 upon which award recipients will be notified.



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Evaluation and Judging: In addition to **Dee Edington**, Ph.D., Founder and Chairman, Edington Associates, LLC, submissions will be reviewed by an independent team of expert judges in the field, including: **Judd Allen**, Ph.D., President of the Human Resources Institute, LLC; **Jack Bastable**, Executive Consultant, Wellbeing Leadership and Innovation, CBIZ; **Joel Bender**, MD, Ph.D., FACOEM, Global Medical Director, U.S. Preventive Medicine; **John Burke**, President of Burke Consulting; **Wayne Burton**, MD, Global Corporate Medical Director, American Express; **Angela Camilleri**, MPH, MA, Chief Innovation Officer, Edington Associates, LLC; **Lee Dukes**, President, Principal Wellness Company; **Tom Golaszewski**, Ed.D., MS, Professor Emeritus, Department of Health Science, SUNY at Brockport; **Jennifer Pitts**, Co-Founder and Chief Strategy Officer, Edington Associates, LLC; **Neal Sofian**, MSPH, Director of Member Engagement, Premera Blue Cross; and **Louis Yen**, Ph.D., Interim Director, University of Michigan Health Management Research Center.

Thank you for your interest and dedication to improving the health and wellbeing of your workplace and workforce.

About the cosponsors: CBIZ (NYSE: CBZ) provides a wide range of business services, products and solutions that help our clients grow and succeed by better managing their finances and employees. We are one of the nation's leading: Accounting Providers; Employee Benefits Specialists; Property & Casualty Agencies; Valuation firms; Medical Management practice firms; and Retirement Plan service providers. CBIZ Wellness Solutions, the most comprehensive health and wellness program on the market today, is helping employers restrain soaring costs and boost productivity.

Edington Associates works with organizations to develop healthy and high performing work places and people for the 21st century. The Edington system helps employers become Champion Companies through research, experiences and solutions that build supportive leadership and healthy work environments, design and leverage effective health management programs and create timely and actionable plans to build a sustaining culture that we would even like our children to work in.

UM-Health Management Research Center (UM-HMRC) is a world-wide leader in studying how health choices influence total health and productivity, quality of life, vitality and health care economics throughout a lifetime. We believe in keeping healthy people healthy. And we are engaged in moving the "standard" from cost of healthcare and treating disease, to the total value of health and managing health status.



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Edington Next Practice Award 2012 Judges

Overall:

- Dee Edington, Ph.D., Founder and Chairman, Edington Associates, LLC
- Jack Bastable, National Practice Leader Employee Health and Productivity, CBIZ Benefits & Insurance Services, Inc.

Pillar I: Senior Leadership

- Joel R. Bender, MD, PhD, FACOEM, Global Medical Director, U.S Preventive Medicine
- Wayne N. Burton, MD, Global Corporate Medical Director, American Express

Pillar II: Operations Leadership

- Judd Allen, Ph.D., President of the Human Resources Institute, LLC
- Thomas Golaszewski, Ed.D., M.S., Professor Emeritus, Department of Health Science, SUNY at Brockport

Pillar III: Self-Leadership

- John J. Burke, President of Burke Consulting
- Angela Camilleri, MPH, MA, Chief Innovation Officer, Edington Associates, LLC

Pillar IV: Recognition of Positive Actions

- Lee Dukes, President, Principal Wellness Company
- Neal Sofian, MSPH, Director of Member Engagement, Premera Blue Cross

Pillar V: Quality Assurance

- Louis Yen, Ph.D., Interim Director, University of Michigan Health Management Research Center
- Jennifer Pitts Ph.D., Co-Founder and Chief Strategy Officer, Edington Associates, LLC

See next page for background and qualifications of our judges.



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Judd Allen, Ph.D.

President of the Human Resources Institute, LLC

Human Resources Institute is a research, publishing and consulting firm that focuses on the creation of supportive cultural environments. Dr. Allen earned his Ph.D. in Community Psychology from New York University. He serves on the editorial board of the *American Journal of Health Promotion* and is a member of the Board of Directors of the National Wellness Institute.

Dr. Allen was a Senior Research Analyst at Memorial Sloan-Kettering Cancer Center and served on the Vermont Governor’s Council for Physical Fitness and Sports. He has assisted several hundred government, business and community settings to bring about lasting and positive culture change. He has authored more than 50 books, journal articles, training manuals and software titles. His most recent books are *A Family Guide to Wellness*, *Kitchen Table Talks for Wellness*, *Bringing Wellness Home*, *Wellness Leadership* and *Healthy Habits, Helpful Friends*.

Joel R. Bender, MD, PhD, FACOEM

Global Medical Director, U.S Preventive Medicine

Dr. Joel Bender’s career-long advocacy for effective disease prevention and health promotion at work and at home has benefited citizens across the United States and throughout other regions of the globe. Prior to joining U.S. Preventive Medicine as Global Medical Director, Dr. Bender served as Corporate Director of Global Health Services for the General Motors Corporation where his health promotion and awareness activities touched more than 1 million GM employees and their family members.


Dr. Bender’s range and depth of performance in health care, occupational and environmental medicine is extensive. It includes having been an active member of the Advisory Committee for the Director of the Centers for Disease Control and Prevention and past Executive Director of the American Occupational and Environmental Medicine Association. In addition to authoring or co-authoring more than 30 technical papers, he is a recipient of the C. Everett Koop Award, The US Department of Health and Human Services Award for Health Promotion and Wellness, The 2000 Kehoe Award of Merit and The 2004 President’s Award from The American College of Occupational and Environmental Medicine.

John J. Burke

President of Burke Consulting

John Burke is the President of Burke Consulting, an international consulting practice providing business development and strategic positioning services for vendors of EAP, work/life, and general and behavioral health services. Currently John serves as the Strategy Advisor to Empathia located in





Waukesha, Wisconsin. Along with the provision of business strategy services, John is involved in merger and acquisitions activity and the development of strategic business relationships. Additionally, John is a founder and director of Connect Assist, Inc. based in Cardiff, Wales. Over his career, John has worked in the public sector, been a business owner, served on the senior management team of a large managed behavioral healthcare company, and been an independent consultant. He is a frequent speaker at conferences and events, he has been published in many professional journals, he has been a member of numerous national employer and healthcare committees, and he has served in leadership capacities with several professional associations.

Wayne N. Burton, MD

Global Corporate Medical Director, American Express

Dr. Burton became Global Corporate Medical Director for American Express in 2009. Previously he was Corporate Medical Director for JPMorgan Chase for 27 years. He is Board Certified in Internal Medicine and is Adjunct Professor of Occupational and Environmental Medicine at the University of Illinois at Chicago and Associate Clinical Professor of Medicine at Northwestern University Medical School. He is a Fellow of the American College of Physicians, the American College of Occupational and Environmental Medicine and the Institute of Medicine (Chicago).

Dr. Burton is on the Editorial Boards of the Journal of Population Health and the Journal of Health and Productivity. In addition he is a member of the Board of Directors of the National Business Group on Health and is on several Advisory Boards. He is the recipient of several awards including the Jonas A Salk Leadership Award from the March of Dimes, Health Achievement Award and the Global Leadership in Corporate Health Award, among others. He has co-authored over 75 papers on various areas of employee health and productivity.

Angela Camilleri, MPH, MA

Chief Innovation Officer, Edington Associates, LLC

Angela has joined the Edington Associates team as our Chief Innovation Officer. Prior to joining Edington Associates, Angela served as Director of Program Planning at Pfizer Health Solutions, a wholly owned subsidiary of Pfizer, focusing on health promotion and chronic care management. In this position, she leveraged public health, research, and marketing strategies to develop health improvement and disease prevention programs and products for health plans, employers, government, retail pharmacies, and community health clinics.

Angela's earlier career included the development of clinical management software tools for conditions such as depression and diabetes, stemming from her work at the University of California Los Angeles' (UCLA) Neuropsychiatric Institute and at Value Health Sciences. She earned her Master of Public Health from UCLA, and her Master of Arts in Psychology from Pepperdine University.



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Lee Duker

President, Principal Wellness Company

As President of the Principal Wellness Company, a subsidiary of the Principal Financial Group, Lee Duker provides a business perspective to the delivery of effective wellness solutions. He is a former business owner of a publishing company and a health communications company, and a partner in a community-based health and fitness center.

He has provided consulting services for more than 850 employers, health plans, and federal and state agencies in the U.S., Canada, Great Britain, Mexico, and Germany. Lee is the former Senior Vice President of Wellness Solutions for WinningHabits, Matria Healthcare, and Alere; Director of the Campbell Soup Company Institute for Health and Fitness; and Associate Director of the Division of Behavioral Science at The Cooper Institute. He has served as the vice president of the National Association of Governors' Councils on Physical Fitness and Sports, and on the board of the Association for Worksite Health Promotion.

Dee Edington, Ph.D.

Founder and Chairman, Edington Associates, LLC

In addition to his role as the Founder and Chairman of Edington Associates, LLC, Dr. Edington is the Founder and Professor of the University of Michigan Health Management Research Center and was the Director of the Center until June 2011. He is a Professor in the School of Kinesiology at the University of Michigan and a Research Scientist in the School of Public Health. Trained in mathematics, kinesiology, and biochemistry, Dr. Edington received his B.S. and Ph.D. degrees from Michigan State University and completed his M.S. at Florida State University. He did post-doctoral work at the University of Toronto and taught at the University of Massachusetts before coming to Michigan in 1976.

Dr. Edington's research focuses on the precursors of disease and vitality. His interest is in the relationships between healthy lifestyles, vitality, and quality of life, as they benefit both individuals and organizations. He is specifically interested in how individual health management, worksite wellness activities, and programs within organizations impact health care cost containment, productivity, and human resource development. He is the author or co-author of over 800 articles, presentations, and several books, including: *The One Minute Manager Balances Work and Life*, *Integrating Employee Health: A Model Program for NASA*, *Employer Health Asset Management*, *Zero Trends: Health as a Serious Economic Strategy*.





Thomas Golaszewski, Ed.D., M.S.

Professor Emeritus, Department of Health Science, SUNY at Brockport

Thomas Golaszewski, Ed.D., M.S., is an internationally recognized leader and researcher in the health sciences, with experience in a wide variety of environments, including public schools, universities, corporations, and health institutions. Primarily known for his work in corporate health promotion, Dr. Golaszewski was the principal investigator for the award-winning evaluation of *The Travelers' Taking Care Program*. He also served as a technical advisor to the Office of Disease Prevention and Health Promotion for *The 1992 National Survey of Worksite Health Promotion Activities*, and as a consultant to the Xerox Corporation Health Management Program, The HealthPartners Managed Care Company, The American Cancer Society, The New York State Department of Health, and the Buffalo City School District, among many others.

Currently he is Professor Emeritus in the Department of Health Science at the College at Brockport, the State University of New York (SUNY), formerly heading the undergraduate program in health care administration. Dr. Golaszewski, a graduate of SUNY Buffalo with degrees in physical education, health education and epidemiology, has authored over 200 articles, chapters, reports and presentations on such topics as worksite health promotion, program evaluation, professional development, and health policy innovation.

Jennifer Pitts, Ph.D.

Co-Founder and Chief Strategy Officer, Edington Associates, LLC

Dr. Pitts has more than 20 years of healthcare research and consulting experience in both academic and applied settings. Before joining Edington Associates, she spent 12 years with Pfizer Health Solutions Inc (PHS) as the Director of the Outcomes and Analytics unit. At PHS, she was involved with the design and evaluation of health improvement programs and community programs at the local, state, and federal levels across the United States as well as abroad.

Jennifer also previously held positions at UCLA's Division of General Internal Medicine and Health Services Research, Kaiser Permanente's Organization Effectiveness Division, and at Casa Colina Medical Rehabilitation Hospital in Pomona, California. Dr. Pitts has a doctorate in Social Psychology, a masters degree in Experimental Psychology, a bachelors degree in Behavioral Sciences, and held a two-year Agency for Healthcare Research and Quality (AHRQ) postdoctoral fellowship at UCLA's School of Medicine.



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Neal Sofian, MSPH

Director of Member Engagement, Premera Blue Cross

As Director of Member Engagement at Premera Blue Cross, Neal is responsible for the ongoing development of strategies and tactics to improve the health of Premera's members. Previously, he was the director of behavioral interventions for Resolution Health, a nationally recognized personal health guidance company. Sofian is the co-founder and CEO of the NewSof Group, a consulting and development company that combines the best mix of behavior and communications theory, to facilitate highly scalable change, learning, coaching, knowledge-sharing, and support.

Sofian's achievements include commercialization of the Free & Clear smoking cessation program, a pioneer and now the nationally recognized leader in telephone-based behavioral interventions. Sofian is a nationally known speaker and author on topics ranging from the future of health management to integrating technologies into behavioral interventions, building online and multi-modal intervention communities for behavior change and support, to integrating health management into corporate health strategies, population-based tobacco cessation strategies, to the role of humor as an organizational development tool. Sofian holds a master's degree in public health from the University of Missouri School of Medicine.

Louis Yen, Ph.D.

Interim Director, University of Michigan Health Management Research Center

Louis Yen is an Associate Research Scientist in the School of Kinesiology and a special consul to the Director of the Confucius Institute at the University of Michigan. As the leading analyst in the UM-HMRC, Dr. Yen has engaged in the development of the relational databases and research models for the Integrated Health Management System. This system, which is in use worldwide, has become an important tool for supporting decisions for organizational medical claim cost containment, productivity, and personal health management.

His research on the economic value of personal health and health management programs has been well recognized in both the United States and China. Currently, he is on the editorial boards for the American Journal of Health Behavior and the Chinese Journal of Health Management. Trained as an exercise scientist, Dr. Yen received his undergraduate and graduate training in Beijing Sports University. He completed both M.S. and Ph.D. degrees at the University of Michigan and has worked for the School of Kinesiology at Michigan since 1980.

