

# Twenty-Four Month Follow-up Survey

Subject ID: \_\_\_\_\_

Date of Interview: \_\_\_\_\_

Completion time in minutes: \_\_\_\_\_

Thank you for signing on to complete this survey! This survey will update us on your perspectives on depression in your workforce. All your answers will be kept completely confidential. Remember that this survey is not a test of your knowledge. If you do not know the exact answer to the question, we encourage you to give us your educated guess. However, if you do not feel comfortable giving us your educated guess, you can skip the question.

This survey takes about 30 minutes on average to complete.

If you cannot complete the survey in one sitting:

1. Click the “exit” button on the last page you complete.
2. Keep the email we sent you with the survey URL and your ID number.

When you are ready to resume the survey:

3. Log onto the website and enter your ID number.
4. Choose whether you want to resume the survey from where you left off or start back at the beginning to review your responses.

If you have any difficulty, please contact Kristen Berg at 303-922-0939 (9am-5pm MT) or at [dmw@cbghealth.org](mailto:dmw@cbghealth.org)

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## I. Depression in Your Organization

*By depression, we mean an extended episode of depressed mood often accompanied by difficulties in concentration and constructively communicating with others.*

1. Organizations can experience difficulties when an employee develops a health problem. What is your impression of how often your organization experiences the following difficulties when an employee develops depression?

Please select a response for each item (a) through (d).

	never	sometimes	often	almost always	don't know
a. depressed employee unable to meet responsibilities at work over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. depressed employee unable to meet responsibilities at work over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. friction develops between depressed employee and his/her coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. treatment costs contribute to increased health premiums the next year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. A family can also experience difficulties when an employee develops a health problem. What is your impression of how often a family experiences the following difficulties when an employee in your organization develops depression?

Please select a response for each item (a) through (d).

	never	sometimes	often	almost always	don't know
a. depressed employee unable to meet responsibilities at home over the short term (the first 6 weeks).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. depressed employee unable to meet responsibilities at home over the long term (the first 6 months).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. friction develops between depressed employee and his/her family/friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. treatment costs not covered by insurance contribute to financial strain in family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## II. Health Benefit Decision-Making in Your Organization

The second set of questions asks about efforts that organizations make to help employees with depression.

*Organizations can purchase depression products to help employees with depression. By depression product, we mean a depression disease management program to assure all employees with depression have the opportunity to get high quality care for the condition by confidentially providing education, monitoring and clinician feedback. By depression product, we do not mean a disease management program for chronic illness that advertises it provides care management for depression to the physically ill employees it serves.*

3. During the past 12 months, did your organization undertake any activities regarding depression products?

*By activities, we mean*

- (a) internal discussions about depression products OR  
(b) external discussions about depression products with vendors OR  
(c) organizational decisions to purchase/not purchase a depression product.*

- Yes  
 No **(skip to paragraph before Q13)**  
 Don't know **(skip to paragraph before Q13)**

4. In the past 12 months, did your organization have internal discussions about depression products?

*By internal discussion, we mean you had an email exchange, telephone call, in-person meeting, or a group meeting with other employees of your organization only.*

- Yes  
 No (skip to Q8)  
 Don't know (skip to Q8)

5. What influence did you have in discussions of the following topics?

	topic was not discussed	topic was discussed; I had no influence	topic was discussed; I had some influence	topic was discussed; I had significant influence	don't know
a. need for depression product	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. benefits of depression product	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. financial cost of depression product	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. complexity of getting a depression product implemented	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. comparison of different depression products	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. maintaining employee confidentiality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. What kinds of arguments were made in support of purchasing a depression product?

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7. What kinds of arguments were made against purchasing a depression product?

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8. In the past 12 months, did your organization have external discussions about depression products with a vendor?

*By external discussion, we mean one employee in your organization had an email exchange, telephone call, in-person meeting, or group meeting with a vendor, with or without other employees of your organization. Please do not include any local business coalition meetings*

- Yes
- No **(skip to Q12)**
- Don't know **(skip to Q12)**

9. What influence did you have in external discussions of the following topics?

	topic was not discussed	topic was discussed; I had no influence	topic was discussed; I had some influence	topic was discussed; I had significant influence	don't know
a. components of depression product	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. financial cost of depression product	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. expected outcomes of depression product	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. expected employee participation rates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. complexity in getting a depression product implemented	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. comparison of depression products	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. maintaining participating employee confidentiality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. Did you discuss topics besides depression products with this vendor?

- Yes
- No (skip to Q12)
- Don't know (skip to Q12)

11. What other topics did you discuss with this vendor? How influential were you in these discussions?

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12. During the past 12 months, did your organization make any of the following decisions about depression products? Please check all that apply.

- did not make any decisions about a depression product
- decided not to purchase depression product in the foreseeable future
- decided the disease management program we currently purchase is a robust depression product
- decided to continue exploring the purchase of a depression product
- decided to purchase a depression product **(skip to paragraph before Q14)**
- issued a request for proposal (RFP) or request for information (RFI) for a depression product **(skip to paragraph before Q14)**
- completed contract with vendor for a depression product **(skip to paragraph before Q14)**
- other (please specify) \_\_\_\_\_
- don't know

*Your organization has not purchased a depression product. Imagine that two years from now, your organization decided to purchase a depression product.*

13. Can you describe the changes that must have occurred for your organization to make that decision?

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*Imagine your organization decided to purchase a depression product. The program costs your organization \$800/year for each participating employee. You know two other companies who told you that the product was worthwhile.*

*These questions ask you about your expectations regarding this product. We understand that most respondents will not have an exact answer to these questions, but we encourage you to give us your educated guess.*

14. If your organization purchased this product, would you expect the program to:  
Please select a response for each item (a) through (h).

	no help	little help	moderate help	considerable help	great deal of help	don't know
a. help depressed employee meet responsibilities at work over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. help depressed employee meet responsibilities at work over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. help prevent friction between depressed employee and his/her coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. help reduce treatment costs that contribute to increased health premiums the next year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. help depressed employee meet responsibilities at home over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. help depressed employee meet responsibilities at home over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. help prevent friction between depressed employee and his/her family/friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. help reduce treatment costs not covered by insurance that contribute to financial strain in family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. Managers often face the following issues when an organization considers a new health program. How would you rate the program described above?  
Please select a response for item (a) through (d).

	much worse than programs our organization has recently undertaken	worse than programs our organization has recently undertaken	better than programs our organization has recently undertaken	much better than programs our organization has recently undertaken	don't know
a. your ability to convince your organization to adopt this program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. the financial cost of this program to your organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. the complexity of getting this program started	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. the likelihood that employees who need the program would actually benefit by it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*A second way that organizations help depressed employees is by monitoring HEDIS scores to review the quality of care their employees receive for the condition. HEDIS, an acronym for Healthcare Effectiveness Data and Information Set, is a widely used set of performance measures in the health care industry.*

*HEDIS scores are used by employers to evaluate the performance of health plans or physician networks for a wide range of health issues, including depression. HEDIS scores for depression in virtually all plans/networks need substantial improvement.*

*Plans/networks that have calculated their HEDIS scores often provide them to the National Committee for Quality Assurance (NCQA) and to employers. Plans/networks that have not calculated their HEDIS scores can do so by analyzing administrative databases.*

*The following questions refer to your organization's most subscribed health plan or network.*

16. In the past 12 months, did your most subscribed health plan/network provide your organization its HEDIS scores for depression?
- yes
  - no, they have not released their HEDIS scores to us (skip to Q29)
  - no, they don't calculate their HEDIS scores (skip to Q40)
  - don't know (skip to Q29)

*The HEDIS score for depression has two components: acute treatment and continuation treatment. The acute treatment component of the HEDIS scores for depression is the proportion of depressed patients who remain on a course of antidepressants for at least 12 weeks. HEDIS scores range from 0 to 100.*

17. What is this plan/network's HEDIS score for acute treatment?

\_\_\_\_\_ (limit range from 0 to 100)

Don't know

18. During the past 12 months, did your organization undertake any activities regarding the quality of depression treatment in your most subscribed plan/network?

*By activities, we mean*

*(a) internal discussions about plan/network's quality of depression treatment OR*

*(b) external discussions about quality of depression treatment with plan/network representative OR*

*(c) organizational decisions affecting the treatment depressed employees receive.*

Yes

No **(skip to paragraph before Q28)**

Don't know **(skip to paragraph before Q28)**

19. In the past 12 months, did your organization have any internal discussion about the quality of depression treatment in your most subscribed plan/network?

*By internal discussion, we mean you had an email exchange, telephone call, in-person meeting or group meeting with other employees of your organization only.*

Yes

No **(skip to Q23)**

Don't know **(skip to Q23)**

20. What influence did you have in internal discussions of the following topics?

	topic was not discussed	topic was discussed; I had no influence	topic was discussed; I had some influence	topic was discussed; I had significant influence	don't know
a. need to encourage plan/network to improve HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. benefits of encouraging plan/network to improve HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. financial cost of encouraging plan/network to improve HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. complexity of encouraging plan/network to improve HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. need to request plan/network to provide feedback to physicians about their depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. need to offer newer antidepressants at no higher than Tier 2 copayment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. need to reduce copayment for mental health services to \$20 or 20%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. What kinds of arguments were made in support of encouraging your most subscribed plan/network to improve its HEDIS scores for depression?

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22. What kinds of arguments were made against encouraging your most subscribed plan/network to improve its HEDIS scores for depression?

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23. In the past 12 months, did your organization have external discussions with the health plan/network regarding the quality of its depression treatment?

*By external discussion, we mean one person in your organization had an email exchange, telephone call, in-person meeting, or group meeting with a representative of the plan/network, with or without other employees of your organization. Please do not include any local business coalition meetings.*

- Yes
- No **(skip to Q27)**
- Don't know **(skip to Q27)**

24. What influence did you have in external discussions of the following topics?

	topic was not discussed	topic was discussed; I had no influence	topic was discussed; I had some influence	topic was discussed; I had significant influence	don't know
a. your need for plan/network to improve its quality of depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. plan/network efforts to improve its quality of depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. plan/network providing feedback to physicians about their depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. plan/network offering newer antidepressants at no higher than Tier 2 copayment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. plan/network reducing copayment for mental health services to \$20 or 20%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. Did you discuss topics besides depression treatment quality with this plan/network representative?

- Yes
- No **(skip to Q27)**
- Don't know **(skip to Q27)**

26. What other topics did you discuss with this plan/network representative? How influential were you in these discussions?

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27. During the past 12 months, did your organization make any of the following decisions about depression treatment in your most subscribed plan/network? Please check all that apply.

- decided to encourage plan/network to improve its HEDIS scores for depression **(skip to paragraph before Q51)**
- decided to ask plan/network to provide feedback to physicians about their depression treatment
- decided to offer newer antidepressants at no higher than Tier 2 copayment
- decided to reduce copayment for mental health services to \$20 or 20%
- other (please specify) \_\_\_\_\_
- none of the above
- don't know

*Your organization has not recently encouraged your most subscribed plan/network to improve its HEDIS scores for depression. Imagine that two years from now, your organization decided to encourage this plan/network to improve its HEDIS scores for depression.*

28. Can you describe the changes that must have occurred for your organization to make that decision?

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Skip all subjects to paragraph before Q51 after completing Q28 even if no answer

29. During the past 12 months, did your organization undertake any activities regarding the quality of depression treatment in your most subscribed plan/network?

*By activities, we mean*

*(a) internal discussions about plan/network's quality of depression treatment OR*

*(b) external discussions about quality of depression treatment with plan/network representative OR*

*(c) organizational decisions affecting the treatment depressed employees receive.*

- Yes
- No **(skip to paragraph before Q39)**
- Don't know **(skip to paragraph before Q39)**

30. In the past 12 months, did your organization have any internal discussion about the quality depression treatment in your most subscribed plan/network?

*By internal discussion, we mean you had an email exchange, telephone call, in-person meeting, or group meeting with other employees of your organization only.*

- Yes
- No **(skip to Q34)**
- Don't know **(skip to Q34)**

31. What influence did you have in internal discussions of the following topics?

	topic was not discussed	topic was discussed; I had no influence	topic was discussed; I had some influence	topic was discussed; I had significant influence	don't know
a. need to communicate plan/network's HEDIS scores for depression to all relevant employees after plan/network releases them to us	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. need for your organization to review plan/network's HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. benefits to your organization of reviewing plan/network's HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. financial cost to your organization of getting plan/network to release its HEDIS scores for depression.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. complexity for your organization in getting plan/network to release its HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. need to request plan/network to provide feedback to physicians about their depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. need to offer newer antidepressants at no higher than Tier 2 copayment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. need to reduce copayment for mental health services to \$20 or 20%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. What kinds of arguments were made in support of encouraging your most subscribed plan/network to release its HEDIS scores for depression to relevant employees in your company?

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33. What kinds of arguments were made against encouraging your most subscribed plan/network to release its HEDIS scores for depression to relevant employees in your company?

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34. In the past 12 months, did your organization have external discussions with the plan/network regarding the quality of its depression treatment?

*By external discussion, we mean one person in your organization had an email exchange, telephone call, in-person meeting, or group meeting with a representative of the plan/network, with or without other employees of your organization. Please do not include any local business coalition meetings.*

- Yes
- No **(skip to Q38)**
- Don't know **(skip to Q38)**

35. What influence did you have in external discussions of the following topics?

	topic was not discussed	topic was discussed; I had no influence	topic was discussed; I had some influence	topic was discussed; I had significant influence	don't know
a. your need for plan/network to release its HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. your need for plan/network to improve its quality of depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. plan/network efforts to improve quality of depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. plan/network providing feedback to physicians about their depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. plan/network offering newer antidepressants at no higher than Tier 2 copayment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. plan/network reducing copayment for mental health services to \$20 or 20%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

36. Did you discuss topics besides depression treatment quality with this plan/network representative?

- Yes
- No **(skip to Q38)**
- Don't know **(skip to Q38)**

37. What other topics did you discuss with this plan/network representative? How influential were you in these discussions?

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38. In the past 12 months, did your organization make any of the following decisions about depression treatment in your most subscribed plan/network? Please check all that apply.

- decided that plan/network's HEDIS scores for depression will be communicated to all relevant employees after plan/network releases them to us (skip to paragraph before Q51)
- decided to encourage plan/network to release its HEDIS scores for depression to us (skip to paragraph before Q51)
- decided to ask plan/network to provide feedback to physicians about their depression treatment
- decided to offer newer antidepressants at no higher than Tier 2 copayment
- decided to reduce copayment for mental health services to \$20 or 20%
- other (please specify) \_\_\_\_\_
- none of the above
- don't know

*Your organization has not recently encouraged your most subscribed plan/network to release its HEDIS scores for depression. Imagine that two years from now, your organization decided to encourage this plan/network to release its HEDIS scores for depression to relevant employees in your company.*

39. Can you describe the changes that must have occurred for your organization to make that decision?

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All subjects skip to paragraph before Q51 after completing Q39 even if no answer

40. During the past 12 months, did your organization undertake any activities regarding the quality of depression treatment in your most subscribed plan/network?

*By activities, we mean*

*(a) internal discussions about plan/network's quality of depression treatment OR*

*(b) external discussions about quality of depression treatment with plan/network representative OR*

*(c) organizational decisions affecting the treatment depressed employees receive.*

- Yes
- No **(skip to paragraph before Q50)**
- Don't know **(skip to paragraph before Q50)**

41. In the past 12 months, did your organization have any internal discussion about the quality of depression treatment in your most subscribed plan/network?

*By internal discussion, we mean you had an email exchange, telephone call, in-person meeting, or group meeting with other employees of your organization only.*

- Yes
- No **(skip to Q45)**
- Don't know **(skip to Q45)**

42. What influence did you have in internal discussions of the following topics?

	topic was not discussed	topic was discussed; I had no influence	topic was discussed; I had some influence	topic was discussed; I had significant influence	don't know
a. your need for the plan/network to calculate its HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. benefits to your organization for the plan/network to calculate its HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. financial cost to your organization of getting plan/network to calculate its HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. complexity for your organization in getting plan/network to calculate its HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. need to request plan/network to provide feedback to physicians about their depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. need to offer newer antidepressants at no higher than Tier 2 copayment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. need to reduce copayment for mental health services to \$20 or 20%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

43. What kinds of arguments were made in support of encouraging your most subscribed plan/network to calculate its HEDIS scores for depression?

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44. What kinds of arguments were made against encouraging your most subscribed plan/network to calculate its HEDIS scores for depression?

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45. In the past 12 months, did your organization have external discussions with the plan/network regarding the quality of its depression treatment?

*By external discussion, we mean one person in your organization had an email exchange, telephone call, in-person meeting, or group meeting with a representative of the plan/network, with or without other employees of your organization. Please do not include any local business coalition meetings.*

- Yes
- No **(skip to Q49)**
- Don't know **(skip to Q49)**

46. What influence did you have in external discussions of the following topics?

	topic was not discussed	topic was discussed; I had no influence	topic was discussed; I had some influence	topic was discussed; I had significant influence	don't know
a. your need for the plan/network to calculate its HEDIS scores	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a. your need for plan/network to calculate HEDIS scores for depression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. your need for plan/network to improve quality of depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. plan/network efforts to improve quality of depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. plan/network providing feedback to physicians about their depression treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. plan/network offering newer antidepressants at no higher than Tier 2 copayment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. plan/network reducing copayment for mental health services to \$20 or 20%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

47. Did you discuss topics besides depression treatment quality with this plan/network representative?

- Yes
- No **(skip to Q49)**
- Don't know **(skip to Q49)**

48. What other topics did you discuss with this plan/network representative? How influential were you in these discussions?

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49. During the past 12 months, did your organization make any of the following decisions about depression treatment in your most subscribed plan/network? Please check all that apply.

- decided to encourage plan/network to calculate its HEDIS scores for depression (skip to paragraph before Q51)
- decided to ask plan/network to provide feedback to physicians about their depression
- decided to offer newer antidepressants at no higher than Tier 2 copayment
- decided to reduce copayment for mental health services to \$20 or 20%
- other (please specify) \_\_\_\_\_
- none
- don't know

*Your organization has not recently encouraged your most subscribed plan/network to calculate its HEDIS scores for depression. Imagine that two years from now, your organization decided to encourage this plan/network to calculate its HEDIS scores for depression.*

50. Can you describe the changes that must have occurred for your organization to make that decision?

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*Imagine that your supervisor assigned you an intern to work with your most subscribed plan/network to document increase in the proportion of depressed employees who complete a three month course of antidepressants once they begin them. You know two other companies who told you that they thought efforts in this area were worthwhile.*

*These questions ask you about your expectations regarding this initiative. We understand that respondents will not have an exact answer to these questions, but we encourage you to give us your educated guess.*

51. If your organization launched this initiative, you would expect the initiative to:  
Please select a response for each item (a) through (h).

	no help	little help	moderate help	considerable help	great deal of help	don't know
a. help depressed employee meet responsibilities at work over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. help depressed employee meet responsibilities at work over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. help prevent friction between depressed employee and his/her coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. help reduce treatment costs that contribute to increased health premiums the next year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. help depressed employee meet responsibilities at home over the short term (the first 6 weeks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. help depressed employee meet responsibilities at home over the long term (the first 6 months)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. help prevent friction between depressed employee and his/her family/friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. help reduce treatment costs not covered by insurance that contribute to financial strain in family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

52. Managers often face the following issues when an organization considers a new health initiative. How would you rate the initiative described above? Please select a response for items (a) through (d).

	much worse than initiatives our organization has recently undertaken	worse than initiatives our organization has recently undertaken	better than initiatives our organization has recently undertaken	much better than initiatives our organization has recently undertaken	don't know
a. your ability to convince your organization to undertake this initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. the financial cost of this initiative to your organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. the complexity of getting this initiative started	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. the likelihood that employees who need the initiative would actually benefit by it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

53. Please select the response that best reflects your opinion for each item (a) through (c).

	strongly agree	agree	disagree	strongly disagree	don't know
a. Our organization has sufficient financial resources to purchase additional health benefits next year.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. After paying for existing programs, our organization has no money left to purchase additional health benefits next year.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There are too many additional health benefits competing for too few dollars next year.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

54. How do you expect your organization's medical benefit costs to change next year?

- Increase by \_\_\_\_\_% increase (limit range from 0 to 99 and allow decimals)
- Stay the same
- Decrease by \_\_\_\_\_%
- don't know

### III. In Your Own Words

*In addition to studying your responses to these multiple choice questions, we want to hear from you in your own words about how health benefit decisions are made in your organization. Please provide detailed responses. We will read your every word!*

55. In your organization, what new health benefits/initiatives were given priority this year? Why?

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56. Some health benefits/initiatives have a positive return on investment to the organization, while others do not. During the past 12 months, to what degree did return on investment influence your decision-making about additional health benefits/initiatives?

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Congratulations for completing today's activities! In addition to receiving \$100 for completing this 24 month survey, you will also be sent a \$50 bonus if you were the individual who also completed the presentation surveys and the 12 month survey.

However, you deserve even greater congratulations for participating in the most comprehensive study of employers' depression health benefits ever undertaken. As underappreciated as many benefits managers are, your profession plays a key role in encouraging health plans to provide health care that works. We tip our hats to you each time the phrase "value-based purchasing" crosses your mind. In both the short and long term, the health of our families and of our health care system depends on the choices you help make.

If you would like a copy of the paper we develop from this study, please check here (box) Thank you once again. Please don't hesitate to contact us if you have questions or concerns by emailing [dmw@cbghealth.org](mailto:dmw@cbghealth.org)