

Otterbein University

Digital Commons @ Otterbein

Masters Theses/Capstone Projects

Student Research & Creative Work

Summer 6-15-2021

HR Wellness Programs at OhioHealth Wellness Department

Yuanze Ma

Otterbein University, yuanze.ma@otterbein.edu

Follow this and additional works at: https://digitalcommons.otterbein.edu/stu_master



Part of the [Community Health and Preventive Medicine Commons](#), [Higher Education Commons](#), and the [Quality Improvement Commons](#)

Recommended Citation

Ma, Yuanze, "HR Wellness Programs at OhioHealth Wellness Department" (2021). *Masters Theses/Capstone Projects*. 94.

https://digitalcommons.otterbein.edu/stu_master/94

This Project is brought to you for free and open access by the Student Research & Creative Work at Digital Commons @ Otterbein. It has been accepted for inclusion in Masters Theses/Capstone Projects by an authorized administrator of Digital Commons @ Otterbein. For more information, please contact digitalcommons07@otterbein.edu.

HR Wellness Programs At OhioHealth Wellness Department

Yuanze Ma

Introduction

Department vision

OhioHealth HR wellness department is centered to help OhioHealth employees to monitor and maintain their health. OhioHealth continues a strong focus on providing wellness and prevention programs and services in the workplace to improve associate health and well-being, and productivity. Healthy associates deliver better care to our patients! Research suggests that social influences — family, friends, coworkers — can greatly affect health behavior. A wellness champion network allows us to leverage the power of social influence to encourage healthy behaviors in our associates. Champion networks build grassroots, peer support for well-being initiatives. They are crucial to how OhioHealth well-being program and resource information is communicated to associates—and the level of acceptance the programs receive.

Site supervisor:

Molly Zwelling
Certified Holistic Health Coach
Wellness Consultant | Benefits & Wellness

Goals

1. Learning and practicing related clinical skills, develop work based thinking method.
2. Gain clinical knowledge of workplace wellness programs, and expanding knowledge on program's implementation and improvement.
3. Analyze existing programs and challenge me with innovation.
4. Learning how wellness program practice during a special environment (epidemic).
5. Learning and gain leadership skill through the process.
6. Expanding vision and formulating future career plans.

Experiences

Main Theme of My Internship Role:

Helping the wellness programs resume after a long pause from the Covid-19 epidemic was our team's primary focus. Overall, we create four quarters goals for each of our programs and collect data from them and analyze them at the beginning of the next quarter. Following are the wellness programs I have been involved in.

Wellness Champion Program:

I have attended every weekly wellness champion meeting, which helps me getting feedback from each department wellness champion. The wellness champions are the wellness leader in each department, and they help advocate, promote and assist with wellness programs. They will give feedback about people's overall participate rate and thought on the wellness programs at the weekly meeting. Sometimes they will help people ask questions and allow us to adjust the wellness programs.

Cafe Well:

This program is a dedicated place for associates to focus on their total well-being and get physical, emotional, and financial support. Participate in CaféWell to earn points, and associates can get the rewards. When associates register for CaféWell, they will get personalized support to eat better, exercise, reduce stress, and look their best. Create a personalized wellness plan that's right for them based on their health goals. All benefits-eligible associates are eligible to join CaféWell, and it is the new integrative way for our wellness programs.

Yellow Bird:

Healthy eating is a part of a well-balanced life, leading to an improved overall sense of well-being. OhioHealth has been partnered with Yellowbird Foodshed to offer fresh and locally grown produce and meat to associates. Now Yellowbird is back with a more convenient delivery method and more discounts for our associates. The program will be available to all associates from May through November 2021.

Social Determinants of Health Program Research and Planning:

Our health is affected by different factors, and they are all determinants of people's health. Food, Transportation, House, and language factors have their own influence, and they are also controllable by our impersonal forces. The goal of doing SDH research is to make assumptions and plans for the future wellness program. We could utilize many actions to form a wellness program that covers each factor that causes harm. In detail:

- Food: Food pantry or food drop off-plan, and Local food garden and local farm connection (yellowbird)
- Transportation: Connect with Uber and offer discounts and free rides.
- Housing: Affordable housing options and Bank Co-sign system. Rental discount.
- Language: Translation service and free ESL class.

Activities

- Daily assignments: Research on Social Determinants of Health
- Wellness Champion meetings once every two weeks
- Wellness department goal planning meeting
- Wellness Screening Program planning
- YellowBird program connect
- Well-Being Collaborative Workgroup meeting
- WW Program Monthly Meeting with 2020 Annual Review
- Business Unit/Care Site Liaisons - Wellbeing Collaborative Workgroup Chat
- WW as a RA for Wellness Screening Program
- Program 2021 planning

Discussion

Positive:

- I have learned the wellness program implementation and helped with several programs design and operations.
- I have gained leadership skills from involving in meeting discussions.
- I have experienced virtual worksite communication methods and have gained knowledge of virtual wellness program operations.

Negative:

- Due to the Covid-19, many wellness programs were paused.
- low amount of tasks cause me unable to complete my hours at that site. follow up with my own research on the nurse role in the wellness program.