

# Vanderbilt University Medical Center: Wellness Program Evaluation

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## INTRODUCTION

Wellness programs have been shown to decrease nurse burnout and compassion fatigue, but are they being utilized by employees? An Oct 2021 VUMC wellness survey identified that staff are not using current wellness resources offered by VUMC. An Oct 2022 REDCap survey was conducted to evaluate the wellness program resource access and barriers to usage at VUMC adult ambulatory clinics.

## TOPIC

- The project team will be exploring strategies to support staff wellness including access to resources, barriers to use, and future program improvements.

## PROBLEM

- Employees at VUMC adult ambulatory units are not utilizing wellness resources available to them at VUMC.

## AIM

- To understand why VUMC adult ambulatory staff are not utilizing wellness resources. At least three common themes related to why employees are not using wellness program resources will be identified.

## OBJECTIVES

- Collaborate with social workers, nurse leaders, and nurses for input on programs offered, accessibility, and barriers to usage
- Educate VUMC nurses on wellness resources available and improvements on nurse wellbeing
- Implement RedCap survey to all adult ambulatory unit employees
- Complete a follow-up focus group session to assess wellness barriers and usage

## METHODS

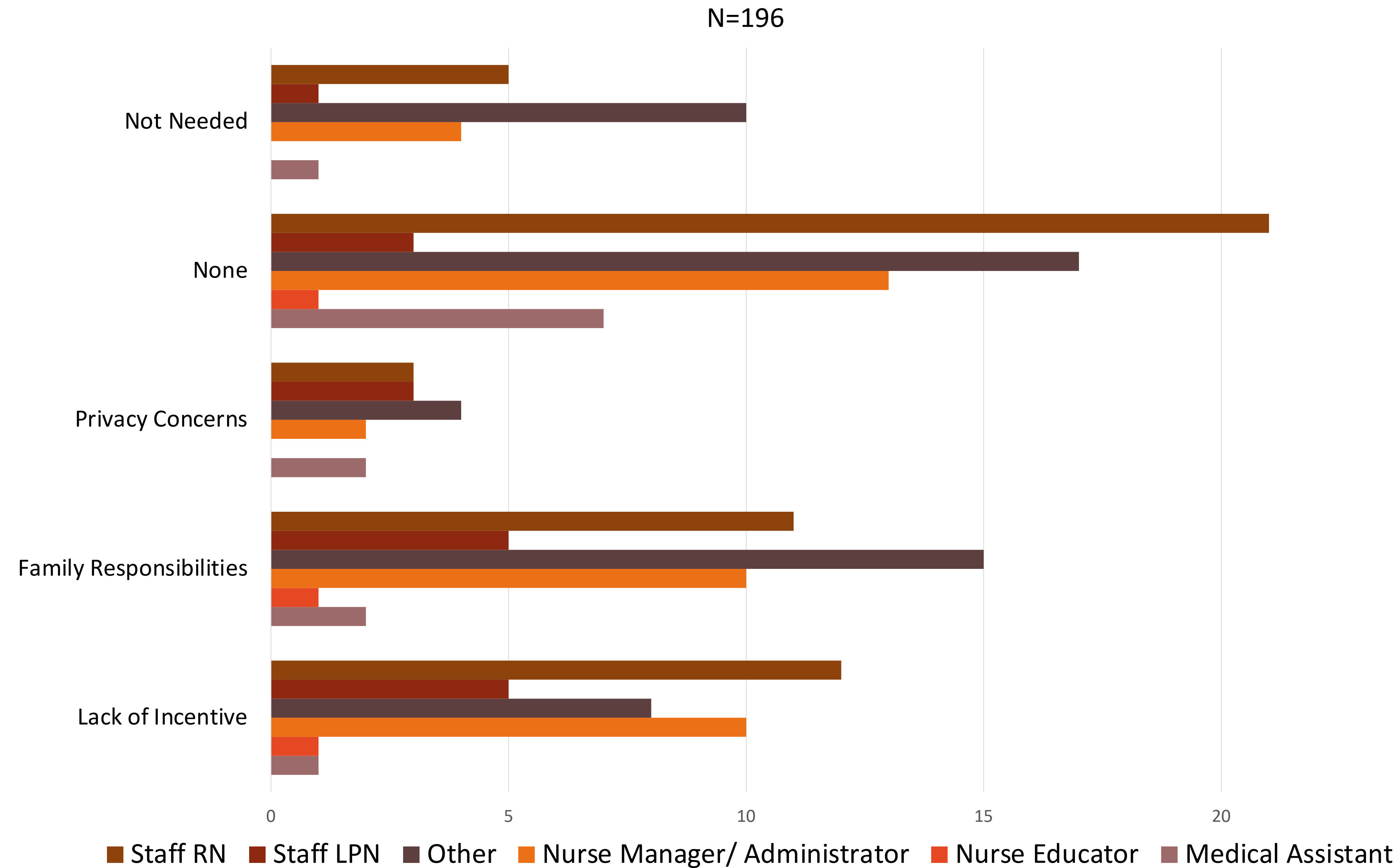
- The project methods used was the Plan-Do-Study-Act cycle to evaluate the wellness program usage at VUMC.
- Plan:** Education about wellness resources offered at VUMC
- Do:** Qualitative and quantitative data collection
- Study:** Review data and analyze recurring themes
- Act:** Provide survey results to stakeholder/staff and provide recommendations based on employee feedback

## Measures

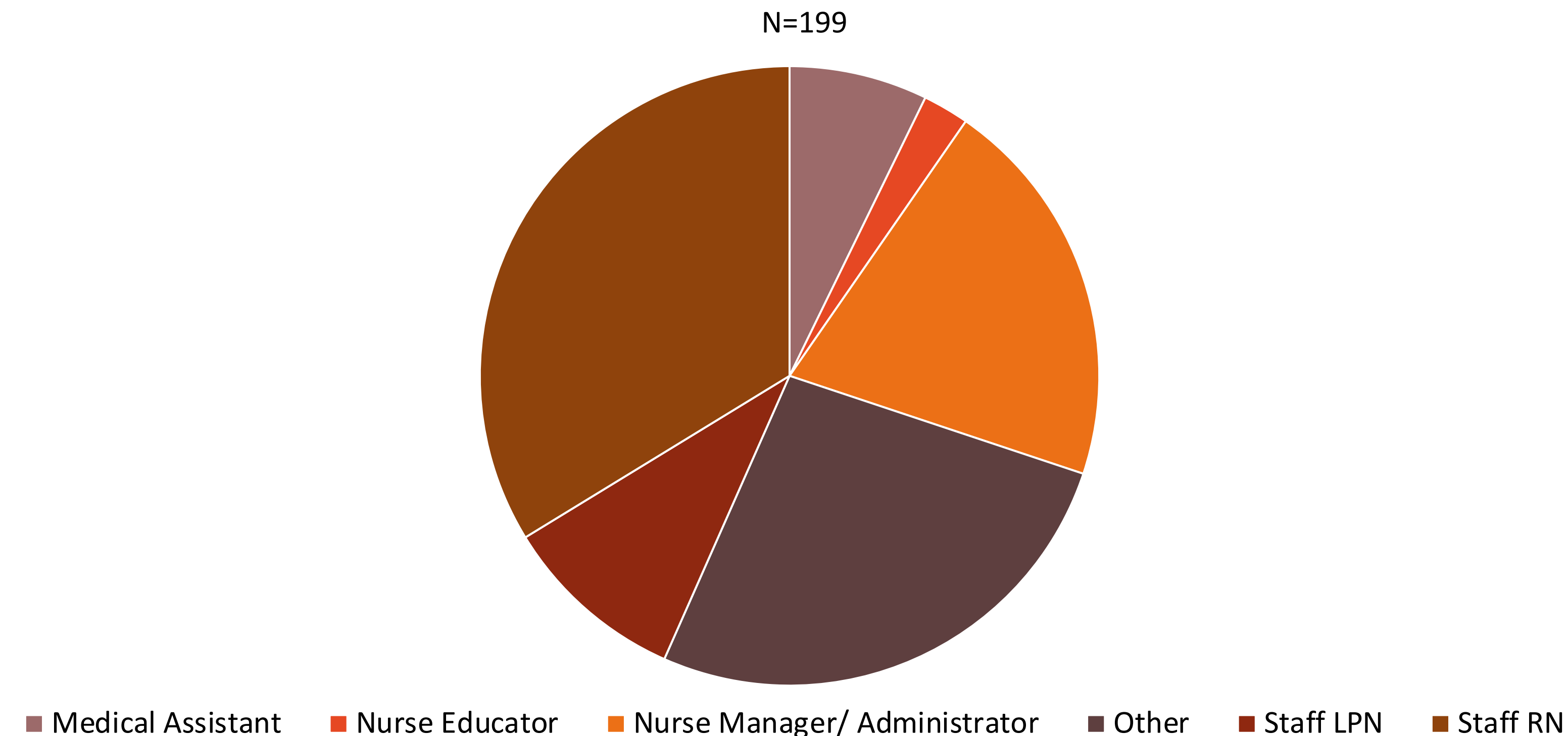
- At least three common themes will be identified and addressed to leadership for barriers to utilizing VUMC wellness resources and at least three ideas for improvement will be addressed.

**\*Despite the breakdown of barriers to utilization of wellness resources, all VUMC employee categories surveyed have used wellness resources over the last 12 months\***

What are your perceptions of barriers to utilizing wellness programs at VUMC?



Have you used any wellness program resources at VUMC over the last 12 months? (YES)



## RESULTS

202 VUMC employees responded to the REDCap survey from Oct 17, 2022- Oct 31, 2022. Six demographic questions were included in the survey. A follow-up virtual focus group session was conducted on Nov 15, 2022, with two VUMC staff.

### Time:

- No time allotted during the workday for wellness activities
- Having to take personal time off for wellness activities

### Awareness:

- Lack of knowledge of resources available
- Requesting more advertisement of resources from leadership

### Physical Resource not available at worksite

- Work location is not located at VUMC campus
- Work is remote at home location

### Focus Group Session

- Expanded Mental Health resources
- Gym membership discounts
- More direct manager support of wellness resources
- Offer wellness course for new leaders

## IMPLICATIONS FOR PRACTICE

### Limitations

- These findings are from one large medical center for adult ambulatory staff and future studies should be conducted to evaluate trends in wellness resource usage for all employees.

### Ideas for Improvement

- Enhancing awareness of wellness resources to staff by leadership and management
- Partnering with local gyms for discounts
- Educating and re-implementing involvement of Commodore Champions on units
- Allowing time for wellness participation during business hours
- Coordinating with supervisor for blocked schedule time to attend focus group sessions

## REFERENCES

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