

Wellness Director Interview

Please complete the survey below.

Thank you!

Background

- 1) Hospital ID# _____
- 2) Rater ID# _____
- 3) Hospital Name _____
- 4) What is the title of the person being interviewed?
 - Wellness Director
 - Human Resources Director
 - Community Health Benefit administrator
 - CEO
 - Other
- 5) If Other above, please enter title here. _____
- 6) Is there a wellness program at this hospital?
 - Yes
 - No
 - Don't Know
- 7) What are the physical activity and nutrition/diet programs offered? (e.g. weight loss programs, classes offered/promoted, tracking PA through pedometers, etc) _____
- 8) Does the hospital offer wellness programs to spouses, significant others, or dependents?
 - Yes all
 - Yes some
 - No
 - I don't know
- 9) If yes above what is the fee structure? (fee structure, fee for service for all or for some) _____
- 10) Does the hospital offer wellness programs to community members?
 - Yes
 - No
 - Don't Know
- 11) If yes above what is the fee structure? _____
- 12) Is the wellness program administered by the hospital or a health plan (operational structure)?
 - administered by the hospital/system
 - administered by a health plan
 - don't know
 - other
- 13) If Other above, please describe by whom (operational structure). _____

Wellness Program Assessment

- 14) Does the hospital have a written policy statement supporting employee physical activity behaviors?
- Yes
 No
 Don't Know
- 15) Does the hospital have a written policy statement supporting employee diet behaviors?
- Yes
 No
 Don't Know
- 16) Which of the following wellness programs or benefits does your hospital offer to at least some employees? Please check all that apply.
- Health risk assessment
 Preventive screenings
 Flu shots or immunizations
 Stress management
 Disease prevention or management
 Healthy food options
 Weight loss programs
 Gym membership discounts
 On-site exercise facilities
 Smoking cessation
 Personal health coach
 Classes in nutrition or healthy eating
 Web-based resources for healthy living
 Tobacco free workplace
 24 hour nurse helpline
 EAP mental health services
 Wellness newsletter
 Biometric screening
 Safety programs
 Other
- 17) If Other above, please enter here. _____
- 18) Does the hospital provide exercise/physical activity specific messages to the general employee population on a regular basis?
- Yes
 No
 Don't Know
- 19) Does the hospital provide diet/nutrition specific messages to the general employee population on a regular basis?
- Yes
 No
 Don't Know
- 20) Does the hospital organize or sponsor a lunch time/after work walking club or similar (running, cycling, yoga, etc)
- Yes
 No
 Don't Know
- 21) Does the hospital organize or sponsor a lunch time/after work diet/nutrition class?
- Yes
 No
 Don't Know

- 22) Is there paid physical activity time?
- Yes
 No
 Don't Know
- 23) Is there paid diet/nutrition time?
- Yes
 No
 Don't Know
- 24) Does the hospital provide any type of incentives for engaging in physical activity? Such as financial or other positive incentive; gift cards, merchandise?
- Yes
 No
 Don't Know
- 25) Does the hospital provide any type of incentives for engaging in diet/nutrition activities?
- Yes
 No
 Don't Know
- 26) Does the hospital have any policies regarding the type of food offered during celebrations such as birthdays or holidays?
- Yes
 No
 Don't Know
- 27) Does the hospital provide opportunities for family engagement and family wellness activities (TV Turn Off Week, 5.2.1.0 Challenge, family cooking activities)
- Yes
 No
 Don't Know
- 28) Are employees provided health-promoting activities focused on skill development and lifestyle behavior change?
- Yes
 No
 Don't Know
- 29) Does the hospital have any policies that encourage and promote healthy non-food fundraising?
- Yes
 No
 Don't Know
- 30) Does the hospital prohibit all forms of advertising and promotion of less nutritious foods and beverages on their campus?
- Yes
 No
 Don't Know
- 31) Has the hospital successfully measured the return on investment (ROI) for your hospital health and wellness initiatives?
- Yes
 No but we have tried
 No we have not tried
 NA
 Don't Know
- 32) If no above, describe barriers

- 33) What is the current return on investment (ROI) of your health and wellness initiatives? For example, a return on investment of 2:1 means that for every dollar the hospital spends on wellness initiatives they save two dollars
- Less than 1:1
 - 1:1
 - Greater than or equal to 1:1 but less than 2:1
 - Greater than or equal to 2:1 but less than 3:1
 - Greater than or equal to 3:1
 - NA
 - Don't Know

34) When measuring wellness program impact, what program measures do you use? Select all that apply

- Number of employee wellness participants
- Number of employee wellness participants completed a HRA
- Number of employee wellness participants who exercise regularly
- Number employee wellness participants who achieve weight loss
- Number of employee wellness participants who eat healthy
- Rates of disability
- Rates of worker compensation claims
- Rates of absenteeism
- Employee retention rates
- Overall direct health care costs
- Health care costs for specific subgroups
- Other (see next item)

35) If Other above, please describe

On a scale of one to 10 with one representing an insignificant challenge and 10 representing an insurmountable barrier to program effectiveness, please rank each of the following challenges to offering any successful employee health and wellness program at your hospital.

	1	2	3	4	5	6	7	8	9	10
36) Motivating employees over extended time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37) Measuring program effectiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38) Obtaining employee health information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39) Communicating with employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40) Financial restraints or limitations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41) Creating a culture of health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42) If Other above, please indicate challenge										
43) Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>