


Ohio State's Wellness Vision and Mission

It All Starts with an Exciting Aligned Team Dream!


Vision: To be the healthiest university and community on the globe
Mission: We exist to facilitate the highest levels of wellness for faculty, staff and students across the university and community


 THE OHIO STATE UNIVERSITY


Starting with a Dose of Vitamin G Positive Effects of Gratitude




Improved Mood




Improved Heart Health




Improved blood pressure



Increased Optimism



Improved Sleep



Improved blood pressure





The Terrible Toos (Adapted from Allo, 2009)

Too much stress, Too much work, Too many tasks, Too little time for self-care

400 physicians commit suicide each year, a rate more than **2X** that of the general population (JAMA & Resnik, 2016)

24% of ICU nurses tested positive for symptoms of post-traumatic stress disorder (Wessner et al., 2017)



Physician rates of depression remain alarmingly high at **39%** (Wessner et al., 2017)

23-31% Prevalence of emotional exhaustion among primary care nurses (Quinn-Thomas et al., 2016)

How can we protect the health of the people who protect our own?

National Academy of Medicine
 Action Collaborative on Clinician Well-Being and Resilience

Learn more at nam.edu/ClinicianWellBeing @theNAMedicine

The National Academy of Sciences | **CONSENSUS STUDY REPORT**

Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being

NATIONAL ACADEMY OF MEDICINE

Resources for Health Care Worker Well-Being: 6 Essential Elements

Advances Organizational Commitment

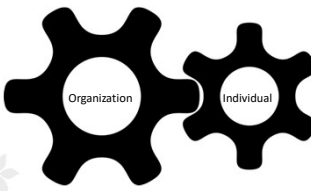
Strengthens Leadership Behaviors

Enhances Workplace Efficiency

Conducts Workplace Assessment

Enhances Policies & Practices


The Importance of System-Focused Intervention Strategies to Improve Population Health



- Effectiveness ↑ when individual and organizational interventions are combined.
- Organizational interventions manifest as work process of practice model changes
- Requires large-scale organizational changes and a commitment to resource reallocation

The Ohio State 2019-2024 Health and Wellness Strategic Plan Goals


1. Improve participation in evidence-based programming and interventions so that faculty, staff and students consistently engage in healthy behaviors and attain their highest level of well-being.
2. Implement evidence-based practices and continuous quality improvement in order to decrease the prevalence of chronic diseases, reduce population health risks, and demonstrate value of investment.
3. Strengthen the wellness culture and environment at Ohio State by empowering leaders and managers with wellness resources, strategy, and evidence to act upon so that Ohio State is recognized as a great place to work and learn.
4. Position Ohio State as a national/international leader in university wellness through innovating and sharing best practices.


2019-2024
Wellness Strategic Plan

Approved by the Board of Trustees on November 20, 2019
 Available at: <https://wellness.osu.edu/chief-wellness-officer/wellness-strategic-plan>


The OSU Wellness Team Strives to Achieve our Vision of the Healthiest University in the World

One University Health & Wellness Council and Sub-Councils
 The Office of the Chief Wellness Officer with
 Buckeye Wellness and Buckeye Wellness Innovators
 HR/Your Plan for Health
 The OSU Health Plan with Health Coaches and Case Managers
 Office of Student Life
 Faculty, Staff and Student Representation
 University Communications

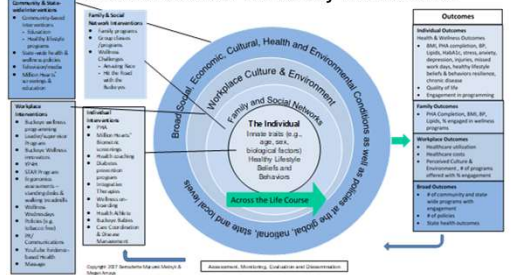


OSU Takes a Multi-Component Evidence-based Approach With a Focus on Culture and Measurement of Outcomes

System Issues Must be Fixed!



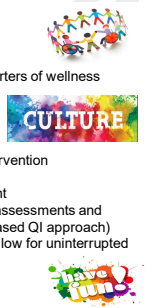
The Social-Ecological Framework and Life-Course Perspective Guide Evidence-based Interventions to Achieve the Vision of Ohio State as the Healthiest University on the Globe



Adapted from: Model to Achieve Healthy People 2020 overarching goals
 Source: Secretary's Advisory Committee on Health Promotion and Disease Prevention Objectives for 2020 (2008, p. 7)

OSU Tactics That Have Led to Positive Outcomes

- Creation of an exciting team vision and wellness strategic plan
- Appointment of a chief wellness officer with resources
- Fostering senior leaders' commitment and investment
- Offering a menu of evidence-based wellness programming/options
- Engaging supervisors, managers, faculty and staff as role models and supporters of wellness
- Cultivating and sustaining a culture of caring, wellness and connection
- Building resiliency/coping skills as a preventive measure
- **Fixing system issues** (e.g., work overload, understaffing)
- Including wellness in the onboarding of all new employees
- Screening routinely for well-being and mental health problems with early intervention
- Creation of the Buckeye Wellness Innovator grass roots initiative
- Clear frequent communications drawing on emotions to increase engagement
- Establishing metrics and diligently monitoring them (annual personal health assessments and biometric screens); using the evidence to improve outcomes (an evidence-based QI approach)
- Reducing times of meetings and blocking focused times on the calendar to allow for uninterrupted work
- Friendly competitions
- Making wellness easy, readily accessible and fun!



Buckeye Paws: A Great Stress Reliever for our Medical Center Clinicians and Staff

- "There is just something about a dog's presence that calms people, brightens their mood, and allows them time to decompress, even if only for a quick moment. When I get a surprise visit from Shiloh and Brienne it is the best part of my day! Thank you BUCKEYE PAWS!"
- "Today has been a very stressful day and then I saw Brienne and everything is okay again!"
- "Meeting Radar has been my favorite day at the Med Center. He can come to visit every day!"




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MINDBODYSTRONG (A Cognitive-Behavioral Skills Building Program) for Clinicians: A Randomized Controlled Trial

Journal of Nursing Administration, 2019
 Sampson, Melnyk & Hoying
Worldviews on Evidence-based Nursing, 2020
 Sampson, Melnyk & Hoying

6 Month Outcomes showed improvements in stress, anxiety, depression and job satisfaction




Placing a “Score” on Health & Productivity

- The Health & Productivity Index (HPI) is a methodology developed by Truven Health Analytics, an IBM Company, that allows the lifestyle risk profile of an employee population to be translated to an index between **0 and 100**.
- The index is developed using the relationship between each of 10 health risk factors and cost established in the HERO 2 study, including depression, blood glucose, BP, body weight, tobacco use, physical inactivity, stress, cholesterol, nutrition and eating habits, alcohol consumption
- The population determined to be 'at-risk' for each of the **10 risk factors** is determined based on faculty/staff responses on our Personal Health Assessment (PHA) and biometric screen.

-Goetzel et al., *Health Affairs*, 2012


Critical Drivers Contributing to Your Unit’s Score of 70

Score Detractors



High Stress
Depression

Positive Scoring



Obesity
Hypertension
Diabetes
Preventive Care

The Current Research to Practice Time Gap

- Now reduced to 15 years from 2000 when it was 17 years!
- The average time from publication to implementation of five cancer control EBPs (e.g., mammography, colorectal cancer screening)


-Kahn, Chambers & Neta, 2021

- It will only take a 150 more years to close the gap!
- The gap between what we know and what we do is lethal!*




Interventions to Improve Mental Health, Well-being, Physical Health and Lifestyle Behaviors in Physicians and Nurses: A Systematic Review

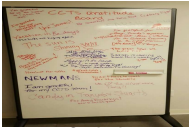
29 studies (2,708 participants)
Melnyk, Kelly, Stephens, et al., 2020, *American Journal of Health Promotion*



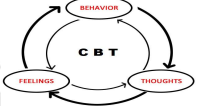
Mindfulness

What Works?






Gratitude




**Cognitive-Behavioral Therapy/
Skills Building**

In one minute, a 150 pound person burns approximately 10 calories walking up stairs, and only 12 calories riding an elevator.



Deep Breathing: See go.osu.edu/justbreathe

Sync your breathing with this



Self-Care and a Prevention Strategy is Necessary for Your Own Health and Well-being and Safe Great Care of Others



you can't pour from an empty cup

TAKE CARE OF YOURSELF FIRST



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