Ohio State’s Wellness Vision and Mission

**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

It All Starts with an Exciting Aligned Team Dream!

Starting with a Dose of Vitamin G

Positive Effects of Gratitude

- Improved Mood
- Increased Optimism
- Improved Sleep
- Improved Heart Health
- 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

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.

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)

- 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!

OSU Tactics That Have Led to Positive Outcomes

- 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 Shilo 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!"

- 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

What Works?
- Mindfulness
- Gratitude
- Cognitive-Behavioral Therapy/Skills Building
- Deep Breathing: See go.osu.edu/justbreathe

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

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