Case Study Summary

The National Academy of Medicine’s (NAM) clinician well-being case studies provide readers with tangible information to understand organizational initiatives across the country that address systemic factors contributing to clinician burnout. This case study is not a prescriptive roadmap. Rather, the NAM hopes that the case studies will serve as an idea-generating resource for leaders to take action to improve the well-being of clinicians, trainees, and students. Find additional case studies at nam.edu/clinicianwellbeing/case-studies.

Overview

For nearly a decade, The Ohio State University has fostered intentional and persistent initiatives to address and support the well-being of its medical, nursing, and health sciences students, trainees, and practicing clinicians.

This case study explores the central coordination and alignment of well-being initiatives across the university and focused examples within the College of Nursing, College of Medicine, Department of Emergency Medicine Residency Program, and the Wexner Medical Center. This summary provides a brief overview of policies and programs that support clinician well-being at Ohio State. To read the full case study, please visit nam.edu/clinicianwellbeing/case-studies.

Role of Leadership

Support from the highest levels of leadership is key to building a culture of well-being at Ohio State. The President of the University has made student, staff, and faculty well-being one of his three overarching presidential priorities and the University Chief Wellness Officer plays an active role in advancing academic and professional fulfillment and well-being for the entire Ohio State community. The Chief Wellness Officer speaks across the university on the importance of systematically prioritizing well-being and works closely with a team of experts to develop unit-specific “grassroots” initiatives that support well-being. The Office of the Chief Wellness Officer is instrumental in ensuring that well-being initiatives are rooted in evidence and that results are measured using data.
College of Nursing

- Prioritizes continuous learning, professional development, and well-being
- Promotes respect, diversity, positivity, civility, and wellness
- Provides evidence-based cognitive behavioral skills-building program for students

College of Medicine

- Provides mentorship to students on academic portfolio and wellness plan
- Minimizes stress and anxiety and encourages student collaboration with pass/fail evaluation
- Integrates well-being into student curriculum, allows for flexible scheduling, and provides on-site wellness resources
- Includes students in curriculum review, well-being program development, and extracurricular initiative planning

Emergency Medicine Residency Program

- Sustains well-being initiatives through $1 million endowment matched by $1 million in departmental funds
- Focuses on building a “home away from home” through planned social events that offer free babysitting for families
- Administers surveys to provide leadership with guidance on how to best serve the needs of residents

Wexner Medical Center

- Focuses on trauma recovery support
- Offers regularly scheduled Schwartz Rounds® to openly discuss issues in caring for patients and families
- Provides mindfulness training, wellness retreats, culinary medicine classes, and more through Gabbe Health and Wellness Initiative

Impact

- Cumulative productivity net savings of over $15 million from wellness programming across the university
- $3.65 ROI for every dollar invested in wellness
- Decreased anxiety, depression, stress, and suicidal intent among students, faculty, and staff
- Increased academic performance
- Increased levels of healthy lifestyle behaviors

At a Glance

College of Nursing
- Counselors
- Discussion boards
- Wellness extra credit
- Compassion fatigue prevention

College of Medicine
- Curriculum
- Pass/fail evaluation
- Mentorship
- Flexible scheduling
- Wellness resources

Emergency Medicine Residency Program
- Family inclusion
- Peer support
- Social events
- Incentives

Wexner Medical Center
- Trauma recovery
- Schwartz Rounds®
- Mindfulness course
- Well-being retreats

Read the full case study at nam.edu/clinicianwellbeing/case-studies