



The Ohio State University

Columbus, OH

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

“Leaders, faculty, and managers must ‘walk the talk’ and provide needed wellness resources and support for grassroots initiatives.”

Dr. Bernadette Melnyk,
Chief Wellness Officer

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

Strategic Visioning

The One University Health and Wellness Council provides strategic leadership for health and well-being initiatives at Ohio State. The Council comprises key leaders from across the university and representatives from faculty, staff, students, human resources, medical center, facilities, and communications. The Council is co-chaired by the Chief Wellness Officer; Senior Vice President for Talent, Culture, and Human Resources; and Senior Vice President for Student Life. The Council's social-ecological framework guides the development and implementation of evidence-based interventions directed at the individual, social and family network, workplace culture and environment, and policy makers.

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

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



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

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