

The Ohio State University (OSU) is home to the Wexner Medical Center and seven health sciences colleges, the largest health sciences campus in the country, and is fully committed to clinician wellbeing. At OSU, we have developed a unique comprehensive and integrated structure for wellness. Strategic leadership for health and wellness is provided by the One University Health and Wellness Council, comprised of leaders across OSU who have responsibility for various aspects of health and wellness for faculty, staff and students, including representation from our medical center.

The University's 2016-2019 wellness strategic plan is based on best evidence from rigorous research that indicates a multicomponent intervention strategy is necessary to optimize health and wellness outcomes for all. The socio-ecological framework is used to drive implementation of evidence-based interventions directed at the individual, social and family network, workplace, and policy levels. Wellness initiatives for clinicians not only focus on assisting them with healthy lifestyle behavior change through health coaching, wellness programming and benefit design, but also include a major emphasis on building a wellness culture that makes healthy choices the social norm. Leaders at OSU role model and support wellness. A major grass roots initiative, the Buckeye Wellness Innovators, comprised of nearly 500 faculty and staff across the University including clinicians from our medical center, facilitate a culture of wellbeing in their colleges and clinical units. Wellness policies (e.g., tobacco free; flexible work schedule) are in place and important in promoting healthy behaviors. Our interventions are driven by our own population's data, collected through an annual personalized health assessment and biometric screen as well as healthcare claims.

Two of OSU's 2016-2019 wellness strategic plan goals include:

- 1) Enrich the wellness component of OSU's culture and environment that supports the nine dimensions of wellness for faculty, staff, and students, and
- 2) Engage in evidence-based practices and continuous quality improvement to facilitate sustained healthy lifestyle behaviors to ultimately reduce the burden of chronic conditions while providing measurable outcomes and demonstrating value.

Our clinicians have the opportunity to participate in multiple wellness programs, including the STAR (Stress, Trauma, And Resilience) program, (b) Your Plan for Health, (c) a cognitive-behavioral skills building program called #mindstrong, (d) mindfulness programming, and (e) an energy management program, "health athlete," based on the Human Performance Institute's Corporate Athlete Program.

As a result of accelerating our wellness initiatives over the past 5 years, we have seen improvements in cardiovascular population health by seven percent and are in a negative healthcare spend.

We hosted the first national summits on Building Healthy Academic Communities and founded the National Consortium for Building Healthy Academic Communities (see www.healthyacademics.org) with 15 other Universities for which OSU serves as its administrative home. We also are conducting collaborative cutting-edge research on wellness

interventions that will not only benefit our population, but others throughout the nation. On September 27-28, 2018, we will host a National Summit on Promoting Wellbeing and Resilience in Healthcare Providers, which is being planned by all seven of OSU's health sciences colleges.