Sustaining an Evidence-Based Comprehensive Framework for Wellness from Leadership to the Grass Roots for Maximum ROI and VOI

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Fast Facts about Ohio State

- Over 66,000 students
- 46,000+ faculty and staff
- 18 colleges & schools, including 7 health sciences colleges
- 5 regional campuses
- 7 hospitals
- 14 primary care practices
- Extension offices in all 88 counties in Ohio
- First university to appoint a chief wellness officer
- CEO Cancer Gold Standard
- Silver in HealthLead Accreditation
Ohio State’s Wellness Vision & Mission

The Healthiest University & Community on the Globe

We exist to optimize the highest levels of wellness for faculty, staff and students across the university and global community.
In God We Trust, Everyone Else Must Bring Data to the Table
The Social-Ecological Framework and Life-Course Perspective Guide Evidence-based Interventions to Achieve Optimal Well-being in Faculty, Clinicians, Staff and Students at Ohio State

**Community & State-wide Interventions**
- Community-based Interventions
  - Education
  - Healthy lifestyle programs
- State-wide health & wellness policies
- Television/media
- Million Hearts' screenings & education

**Individual Interventions**
- PHA
- Million Hearts’ Biometric screenings
- Health coaching
- Diabetes prevention program
- Integrative Therapies
- Wellness on-boarding
- Health Athlete
- Buckeye Babies
- Care Coordination & Disease Management

**Workplace Interventions**
- Buckeye wellness programming
- Leader/supervisor Program
- Buckeye Wellness innovators
- YP4H
- STAR Program
- Ergonomics assessments – standing desks & walking treadmills
- Wellness Wednesdays
- Policies (e.g. tobacco free)
- PR/Communications
- YouTube Evidence-based Health
- Massage

**Workplace Culture & Environment**

**Family and Social Networks**

**The Individual**
Innate traits (e.g., age, sex, biological factors)
Healthy Lifestyle Beliefs and Behaviors

**Outcomes**

**Individual Outcomes**
Health & Wellness Outcomes
- BMI, PHA completion, BP, Lipids, HabA1c, stress, anxiety, depression, injuries, missed work days, healthy lifestyle beliefs & behaviors, resilience, chronic disease
- Quality of life
- Engagement in programming

**Family Outcomes**
- PHA Completion, BMI, BP, Lipids, % engaged in wellness programs

**Workplace Outcomes**
- Healthcare utilization
- Healthcare costs
- Perceived Culture & Environment, # of programs offered with % engagement

**Broad Outcomes**
- # of community and state-wide programs with engagement
- # of policies
- State health outcomes

**Assessment, Monitoring, Evaluation and Dissemination**

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)
The OSU Wellness TEAM
Together Everyone Achieves More
A Comprehensive Integrated Approach to Wellness

One University Health & Wellness Council and Sub-Councils
HR/Your Plan for Health
The OSU Health Plan
The Office of the Chief Wellness Officer with
Buckeye Wellness and Buckeye Wellness Innovators
Student Life

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The Strategy Must be Multi-Component

- Individuals and Small Groups
- Supervisors/Managers
- Top Leaders
- The System
A Sustainable Culture of Wellness is a Must with Support from Leaders!

Individual interventions for clinicians, such as mindfulness and cognitive-behavioral skills building, work best when combined with system and culture level interventions.
A Menu of Options Within a Wellness Culture is Key

- PHA completion assistance
- Your Plan For Health
- Health coaching
- Faculty & Staff Fitness Program
- RPAC & Rec Sports
- Healthy vending options
- Healthy food options in the dining halls
- Tobacco free university
- Lactation rooms
- Bike racks & bike rental program
- Buckeye Wellness Innovators
- On-site Weight Watchers
- Webinar educational programming
- Treadmills & standing desks
- Competitions, such as Amazing Races, dodge ball, Hit the road with the Buckeyes
- Chair messages
- Wellness walks
- Health athlete program
- MINDSTRONG CBT skills building program
- STAR and Mindfulness in Motion

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Our Nearly 700 Faculty and Staff
Buckeye Wellness Innovators
A Force in the Grass Roots

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Health Athlete Energy Management Workshop
for OSU Leaders, Faculty, Clinicians and Staff

In Partnership with the Human Performance Institute

- Expands capacity for peak performance under stress without compromising health and happiness
- Expands capacity to make personal change
- Enhances sustainable energy in four dimensions
MINDSTRONG: An Evidence-based Manualized Cognitive Behavioral Skills Building Program for Students and Clinicians

The thinking/feeling/behaving triangle
Research Findings from a Body of 17 Studies

- The program decreases anxiety, stress, depressive symptoms and suicidal ideation; and improves healthy behaviors, job satisfaction and academic performance
Measuring Health and Productivity

• The Health & Productivity Index (HPI) is a methodology developed by IBM Watson Health that allows the lifestyle risk profile of an aggregate employee population to be translated to an index between 0 and 100.

• Developed using relationship between 10 health risk factors and cost impact on employee presenteeism, absenteeism and medical costs established in the HERO 2 study1

• Uses Personal Health & Well-being Assessment (PHA) responses, verified biometric screenings and claims data

• Score attributed to college/unit cuts – used to ignite wellness efforts, target special initiatives and create actions plans

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Critical Drivers Contributing to Your Unit’s Score

Score Detractors
- High Stress
- Depression

Positive Scoring
- Obesity
- Hypertension
- Diabetes
- Preventive Care

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Beyond ROI/Healthcare Expenditures to Value of Investment (VOI)

ROI
- Financial Indicators
- Three years of negative healthcare trend
- Cumulative productivity savings last year: $15,424,829

VOI
- Financial Indicators
- Employee Morale
- Reduced Turnover
- Health Risk Reduction
- Reduced Sick or Disability Days
- Higher Productivity at Work
- Increased Quality of Life
- Improved Patient Satisfaction
OSU College of Nursing Wellness Strategy

X Wellness Innovators
LIVE WELL Framework
Wellness is Integrated into the strategic plan
Exercise room in the building
Walking treadmills & standing desks throughout the building
Paid memberships to OSU faculty/staff fitness facility
Directors of academic wellness programming for graduate and baccalaureate students
MINDSTRONG CBT Skills Building Program
Health Athlete for faculty, staff and students
Buckeyes Band Together for Wellness for students
Regular circuit training and wellness walks
Healthy and standing meetings
Faculty wellness tool kit
Wellness goals on annual performance evaluations

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