

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



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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



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In God We Trust, Everyone Else Must Bring Data to the Table

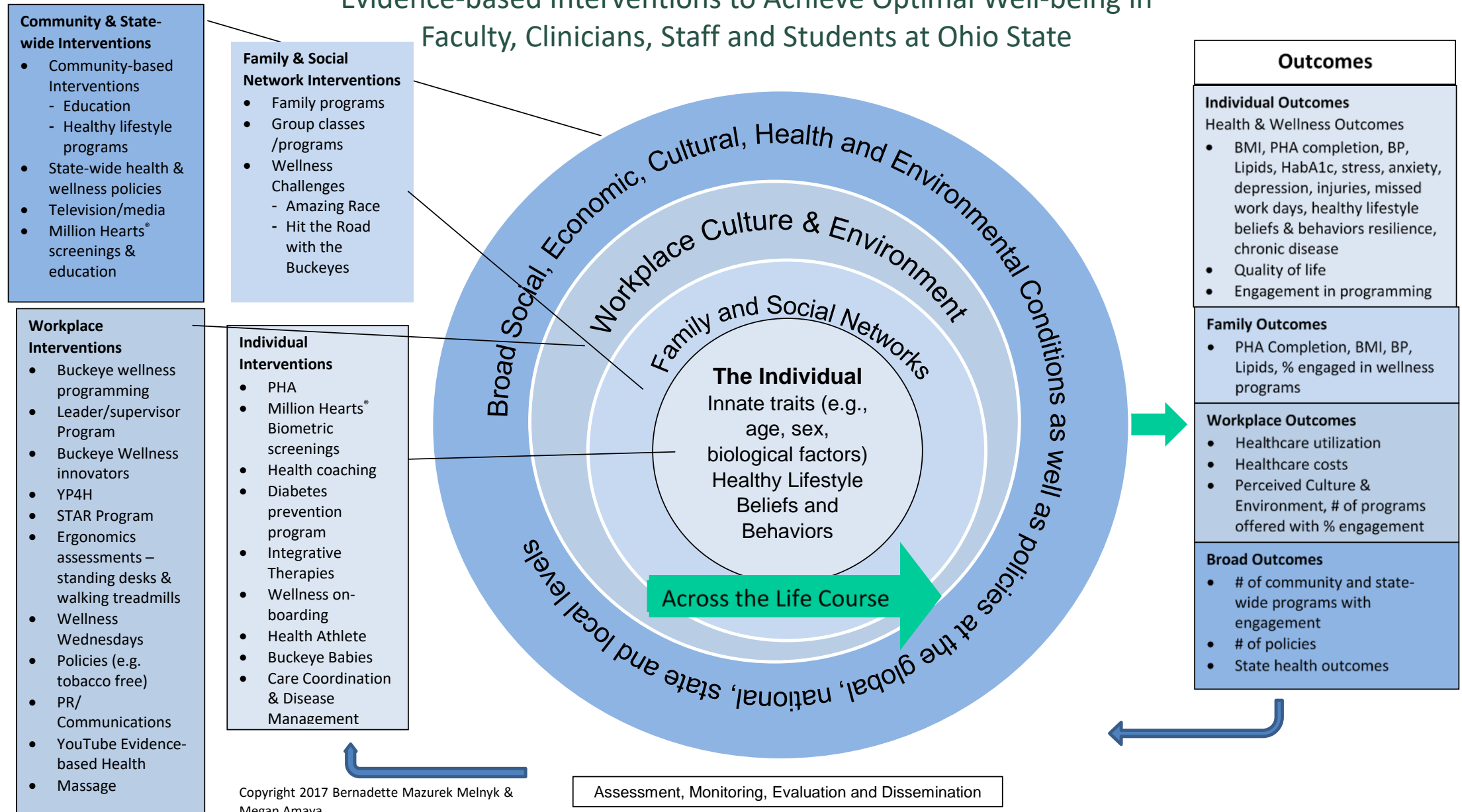


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The Social-Ecological Framework and Life-Course Perspective Guide

Evidence-based Interventions to Achieve Optimal Well-being in Faculty, Clinicians, Staff and Students at Ohio State



The OSU Wellness TEAM

Together **E**veryone **A**chieves **M**ore
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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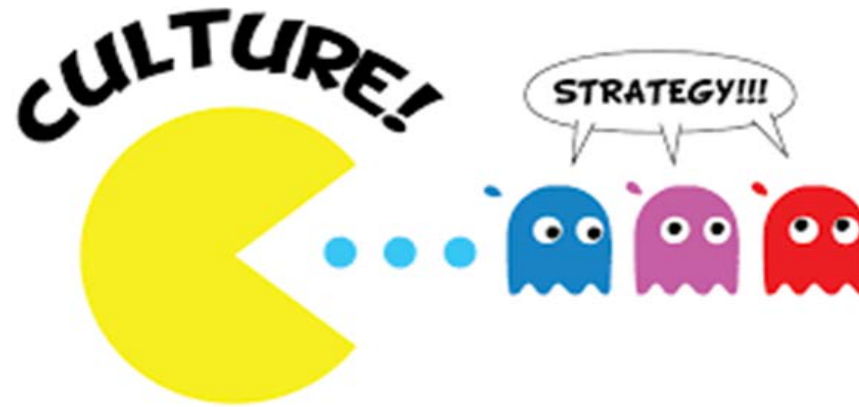
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The Strategy Must be Multi-Component



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

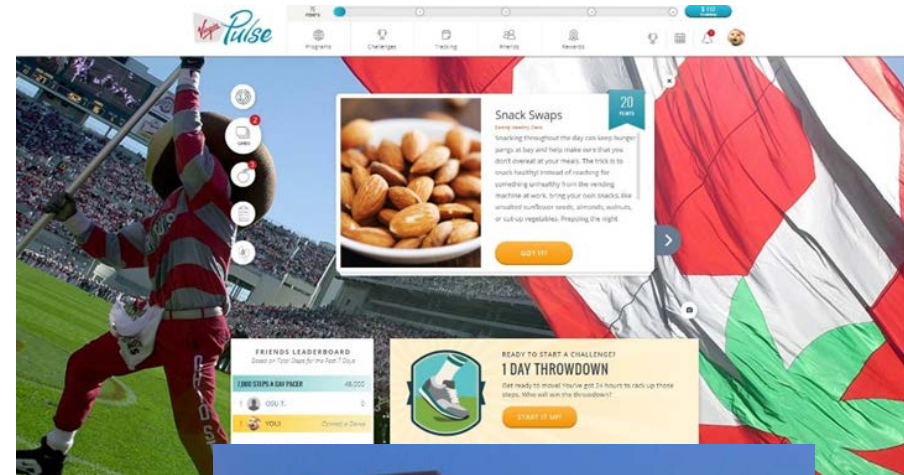


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A Menu of Options Within a Wellness Culture is Key

- 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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50 years NATIONAL
ACADEMY
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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

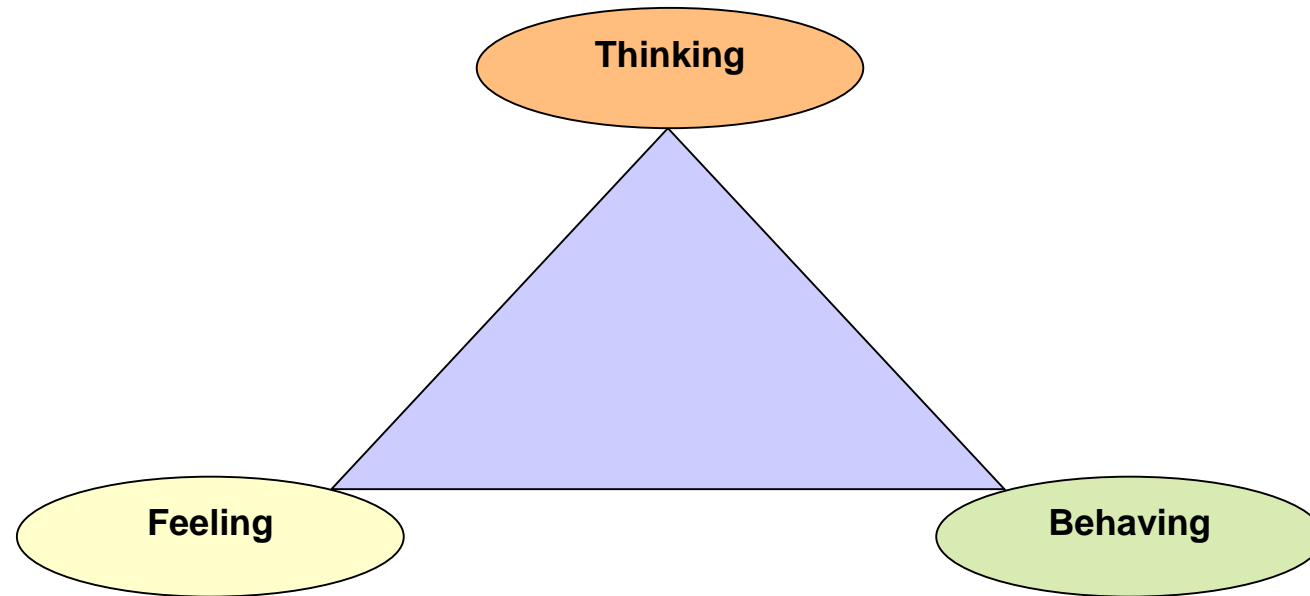
In Partnership with the Human Performance Institute

- 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



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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



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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.



Every 5 points of the index can be associated with:

- ~3% lower **medical** costs
- ~0.4 fewer **absenteeism** days per employee
- ~0.7 fewer **presenteeism** days per employee

- 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

1: Goetzel RZ, Henke RM, Benevent R, Tabrizi MJ, Kent KB, Smith KJ, Roemer EC, Grossmeier J, Mason ST, Gold DB, Noeldner SP, Anderson DR. **The predictive validity of the HERO Scorecard in determining future health care cost and risk, trends.** *J Occup Environ Med.* 2014 Feb



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



VOI

Financial Indicators

Financial Indicators

**Three years of negative
healthcare trend**

Employee Morale

Reduced Turnover

**Cumulative productivity
savings last year:
\$15,424,829**

Health Risk Reduction

**Reduced Sick or Disability
Days**



Higher Productivity at Work

Increased Quality of Life

**Improved Patient
Satisfaction**



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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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