

The Ohio State University's Plan to Implement Recommendations from the NAM Report on Taking Action Against Clinician Burnout

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THE OHIO STATE UNIVERSITY



Taking Action Against Clinician Burnout

A Systems Approach to
Professional Well-Being



**CALL
TO
ACTION**

The OSU Wellness TEAM Strives to Achieve our Vision of the Healthiest University in the World

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



One University Health & Wellness Council

CULTURE AND ENVIRONMENT OF WELLNESS

ONE UNIVERSITY HEALTH & WELLNESS COUNCIL

Chair:

VP for Health Promotion & Chief Wellness Officer

Co-Chairs:

Senior Vice President, Talent, Culture and Human Resources

Vice President for Student Life

Members:

Director, Wellness and Health Coaching, OSU Health Plan, Inc.

Director, Your Plan for Health

Director of Health Promotion

Director of Student Wellness

Academic Leader (Dean, Vice Provost)

Chair of University Staff Advisory Committee

Advanced Analytics Consultant, OSU Health Plan, Inc.

Wexner Medical Center Representatives

Assistant VP, Brand & Marketing, University Communications

Your Plan 4 Health Representative

Director, Ohio State Employee Assistance Program

President, Council of Graduate Students

Wellness
Alignment
Sub-council

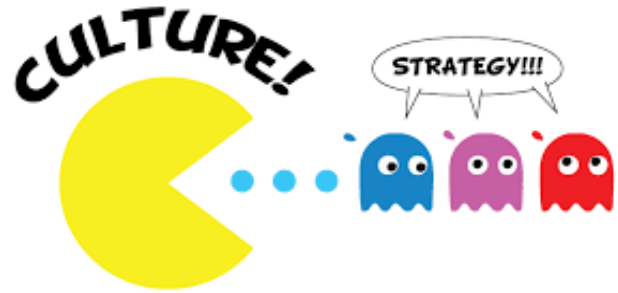
Student
Wellness
Collaborative

University
Faculty and
Staff Wellness
Sub-council

Research and
Outcomes
Sub-council

Medical Center
Sub-council

Recommendation #1: Create Positive Work Environments



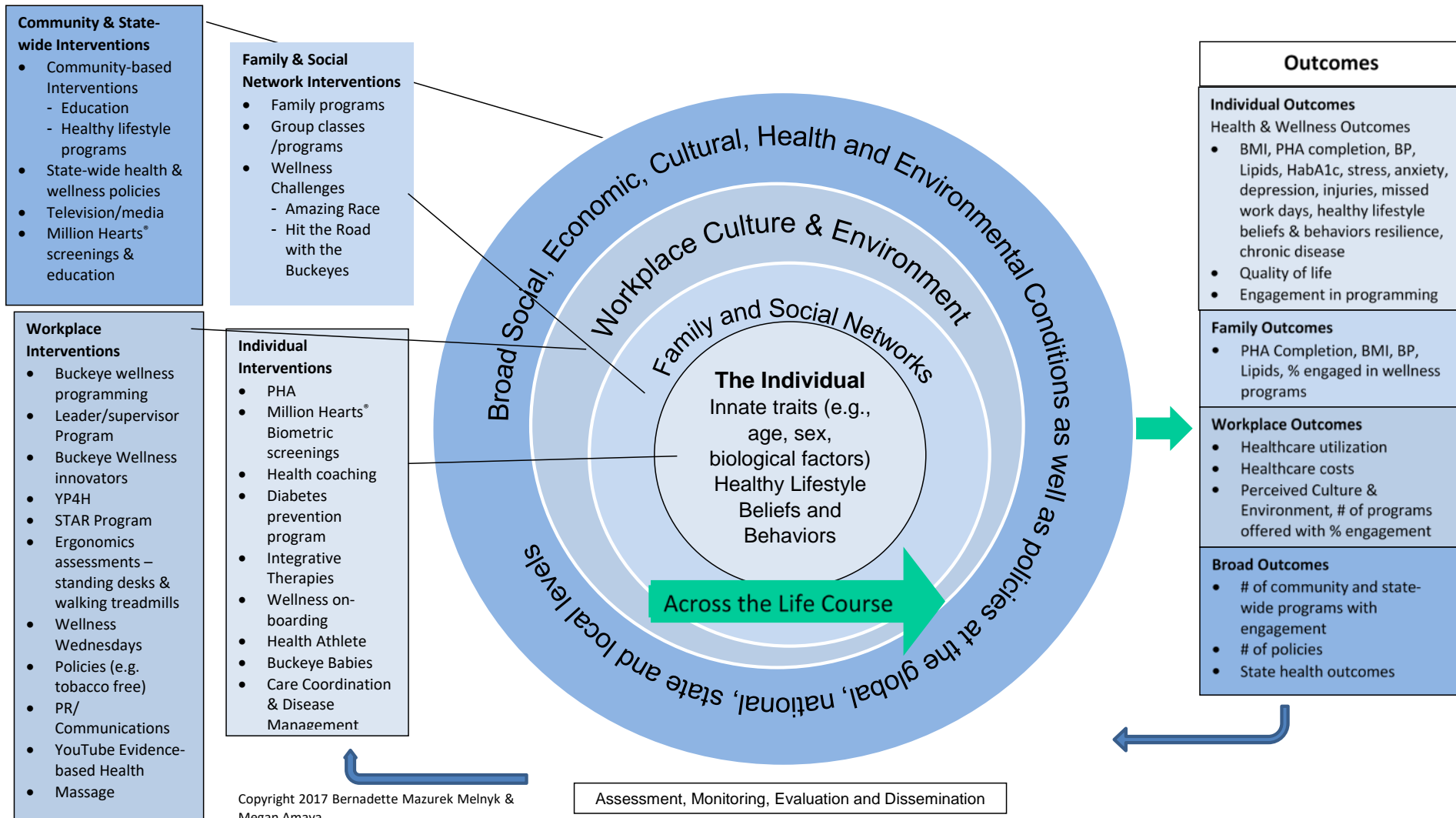
ORGANIZATIONAL CULTURE

- ➔ Individuals and Small Groups
- ➔ Supervisors/Managers
- ➔ Top Leaders
- ➔ The System

ORGANIZATIONAL CULTURE

The Social-Ecological Framework and Life-Course Perspective Guide

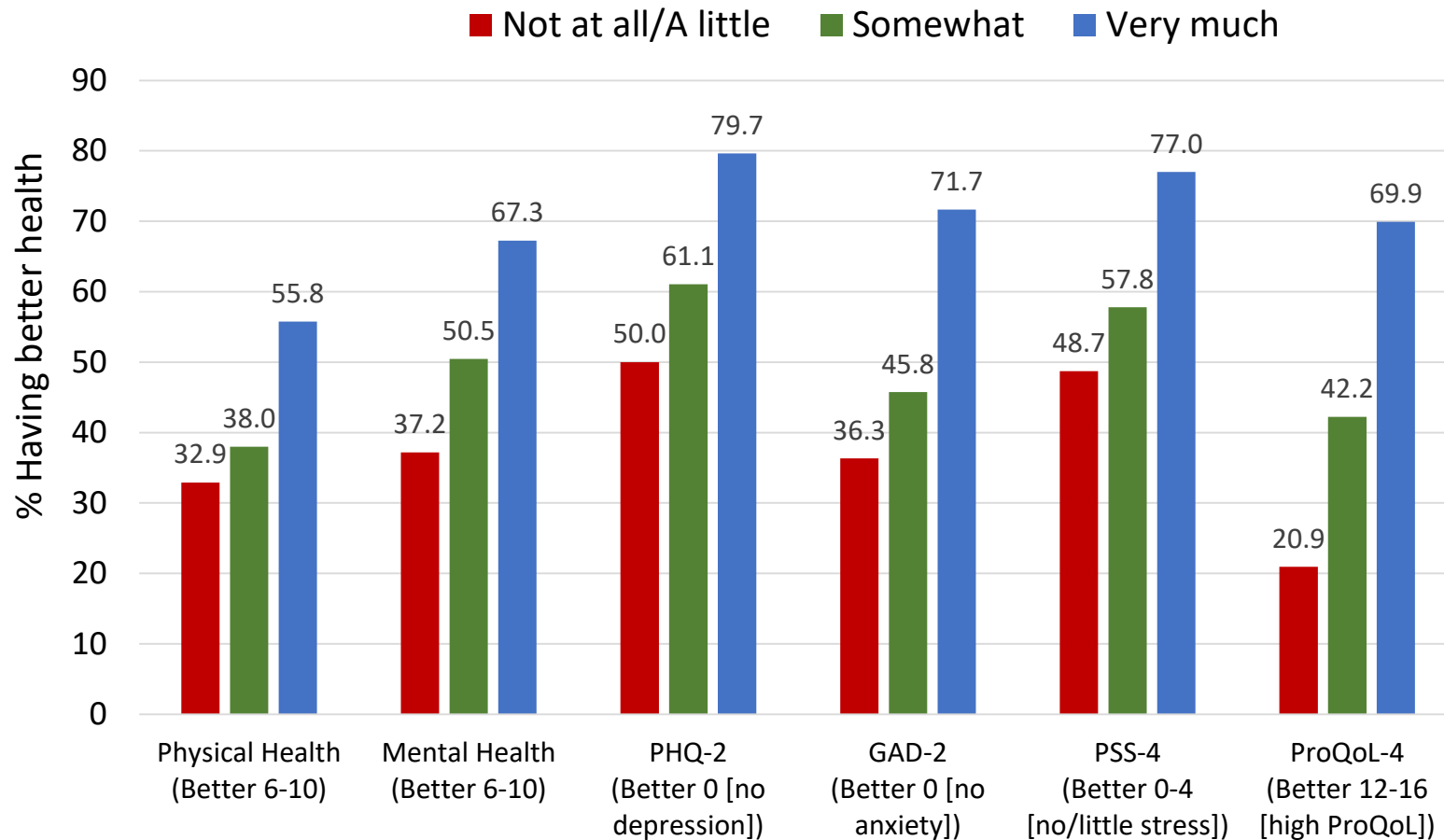
Evidence-based Interventions to Achieve Optimal Well-being at Ohio State



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)

Percent of Critical Care Nurses Having Better Health by *Perceived Support of Worksite Wellness*

New Data from 771 Practicing Critical Care Nurses Across the U.S.



Faculty, Clinician & Staff Buckeye Wellness Innovators

A Force in the Grass Roots Boosting Our Wellness Culture

Total Number: Nearly 700

Planned Expansion to 1000
in the Next Two Years



Plan to Further Strengthen Individual Clinicians' Mediating Factors with Evidence-based Interventions

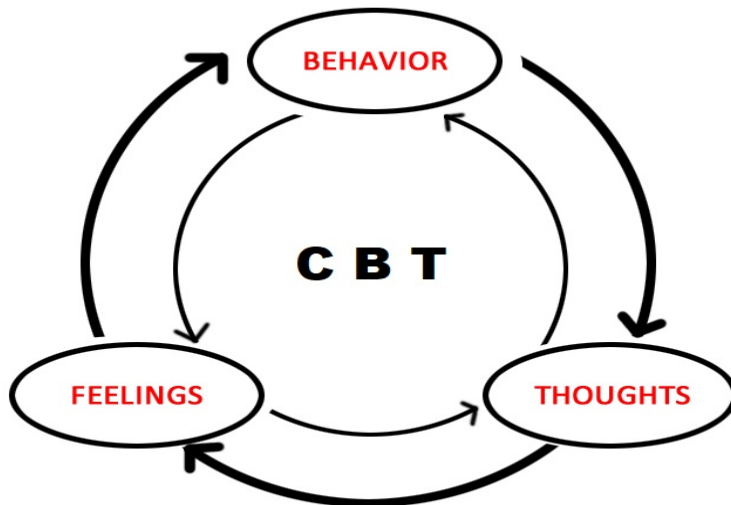
Recommendation 1B: Job Resources



Mindfulness in Motion



Gratitude



Expansion of Our “Just Breathe” Initiative



Recommendation 1C: Routinely Measure and Monitor Health and Productivity Index Score

- The Health and Productivity index for the current year is **21% lower** than total The Ohio State University and benchmark.
- The main contributor to the score in 2018 is **Depression** (21% prevalence)
- **Depression** is the primary risk factor that is higher than total The Ohio State University and **Alcohol Use** is the primary risk factor that is lower.

HPI Score
of 52

Critical Drivers Contributing to Your Score of 52

Score Detractors



Depression (21% higher than
total University)
High Stress
Physical Inactivity



Positive Contributions

Alcohol Use Lower
Hypertension Lower

MINDBODYSTRONG (An 8-session cognitive-behavioral skills building program) for New Nurse Residents at Ohio State's Wexner Medical Center: A Randomized Controlled Trial

Journal of Nursing Administration, 2019



Recommendation 2: Create Positive Learning Environments

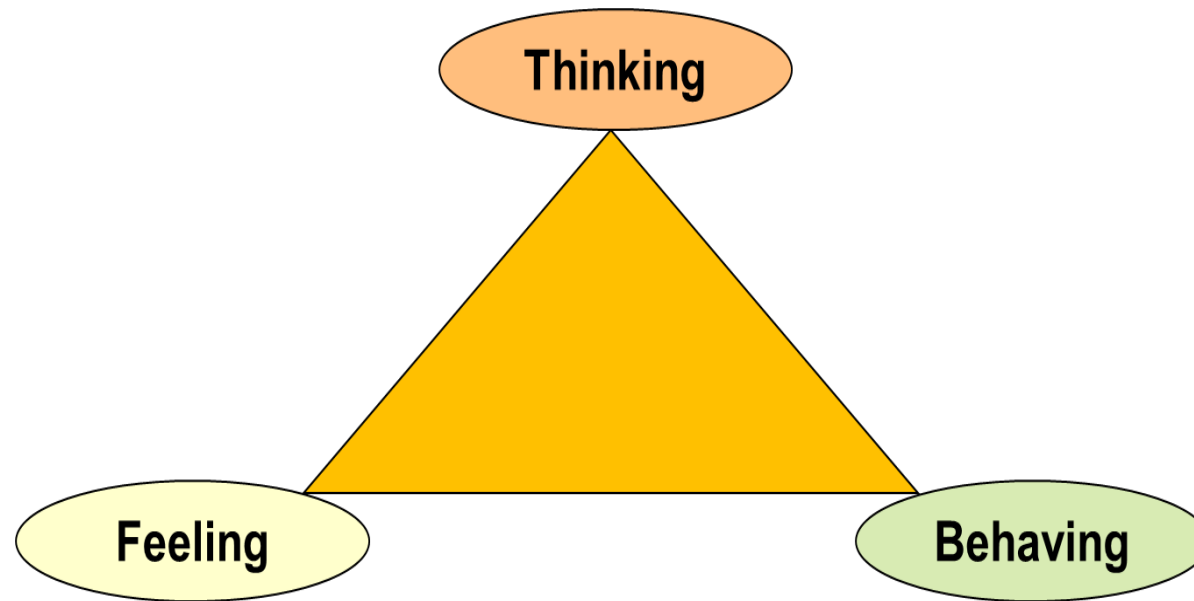
2 A & B: Support Professional Well-being; Assess & Monitor Outcomes



- Wellness Onboarding Program for Health Sciences Students
- Health and Wellness Coaching/Faculty Success Coaching
- Regular Tracking of Outcomes
- Directors of Academic Wellness Programming

Expansion of MINDSTRONG to Learners (Also known as COPE in the literature)

Consists of cognitive restructuring, problem solving and behavioral change to help cope with and PREVENT burnout/depression/anxiety/suicide



The thinking/feeling/behaving triangle

Recommendation 5: Provide Support to Clinicians and Learners

Reduce Stigma & Eliminate Barriers

- Embedded mental health counselors in our health sciences colleges



THE OHIO STATE UNIVERSITY

WEXNER MEDICAL CENTER

STAR

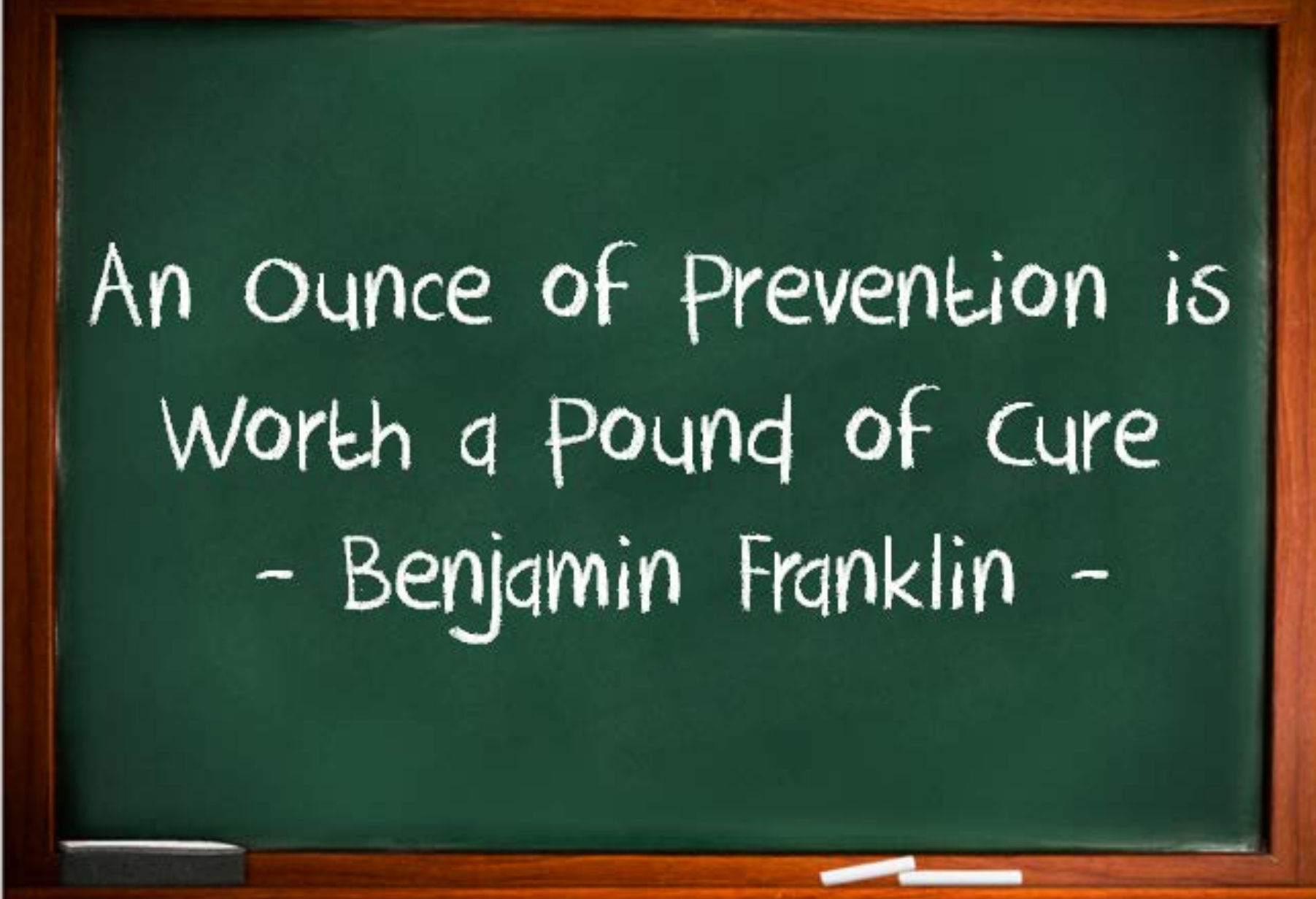
STRESS,
TRAUMA AND
RESILIENCE

Reclaim your sense of safety. We help trauma survivors heal.

Recommendation 6: Invest in Research

Ohio State has just allocated funds for a call for proposals that align with our 2019 to 2024 wellness strategic plan, which also support the NAM recommendation for research

- The testing of interventions that improve health and well-being among faculty, staff and/or students in the priority areas of mental health, diabetes and obesity
- Support the scaling of evidence-based programs that address depression and/or anxiety



An Ounce of Prevention is
Worth a Pound of Cure
- Benjamin Franklin -

Contact Information

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