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

Bernadette Mazurek Melnyk, PhD, RN, APRN-CNP, EBP-C, FAANP, FNAP, FAAN
Vice President for Health Promotion
University Chief Wellness Officer
Dean and Professor, College of Nursing
Professor of Pediatrics and Psychiatry, College of Medicine
Executive Director, Helene Fuld Health Trust National Institute for Evidence-based Practice
Problem → Solution
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
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

CBT

BEHAVIOR

FEELINGS

THOUGHTS

I am grateful for

BREATHE DEEPLY
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.
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

Bernadette Mazurek Melnyk
614-292-4844
melnyk.15@osu.edu
Follow me on Twitter @bernmelnyk