Building Healthy Work Environments in Academic and Practice Settings: The Ultimate “Giving Back to Move Forward”
1. Discuss issues that are important to consider when addressing an “illness” culture to a “wellness” culture.

2. Describe specific wellness strategies that promote individuals’ motivation and organizations’ movement to a wellness culture.
Promoting Health and Wellness in Academic Settings
Bernadette Mazurek Melnyk, PhD, RN, CPNP/PMHNP, FAANP, FAAN
Associate Vice President for Health Promotion, University Chief Wellness Officer
Dean and Professor, College of Nursing
Professor of Pediatrics & Psychiatry, College of Medicine

Promoting a Healthy Work Environment in the Clinical Setting
Jacalyn Buck, PhD, RN, NE-BC
Administrator HS Nursing Quality, Research, Education, EBP
Clinical Assistant Professor, OSU College of Nursing

Off the Sidelines and into the Game:
The Nurse Athlete and Self Care
David P. Hrabe, PhD, RN
Executive Director, Academic Innovations and Partnerships
Associate Professor of Clinical Nursing, OSU College of Nursing
Promoting Health and Wellness in Academic Settings

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Associate Vice President for Health Promotion, University Chief Wellness Officer
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Professor of Pediatrics & Psychiatry, College of Medicine
Wellness

- The optimal state of living well, regardless of an individual’s spectrum of health
- Encompasses physical, intellectual, mental, emotional, social, occupational, financial, environmental and spiritual well-being
Behaviors are the number 1 killer of Americans, due to smoking, overeating, lack of physical activity, alcohol and drug use, non-adherence to medications and suicidal gestures.

Overweight and obesity will soon surpass tobacco as the number one cause of preventable death and disease in the United States; 42% of Americans will be obese by 2030 (CDC, 2012); 1 out of 3 Americans will have diabetes by 2050.

One out of 2 Americans have a chronic disease.

One out of 4 Americans have multiple chronic conditions.
What Does The Evidence Tell Us?
People Across the U.S. Today are Stressed & Depressed!

One out of 4 individuals have a mental health problem, yet less than 25% receive treatment.

Depression and stress are poor predictors of health and wellness outcomes.
Based on Evidence
What Do We Know?

People who have the following behaviors have 66% less diabetes, 45% less heart disease; 45% less back pain, 93% less depression, and 74% less stress

• **Physical activity** - 30 minutes 5 days per week
• **Healthy eating** - 5 fruits and vegetables per day
• **No smoking**
• **Alcohol in moderation** - 1 drink per day for women, 2 drinks per day for men
Every day, we make behavioral choices that influence our health and wellness outcomes.
WE HAVE A HUMAN ENERGY CRISIS
Research has Supported the Relationship between Wellness and Productivity
Why is OSU Investing in Wellness?

- Because we care about our Buckeye family
- For every dollar invested in worksite wellness, there is a return of more than $4.00 in reduced healthcare costs, higher engagement, improved productivity and lower absenteeism

Since early 2012, we have been building a cross-university comprehensive & integrative framework: The One University Health & Wellness Council

**Vision:** To be the healthiest university and community on the globe

**Mission:** We exist to facilitate the highest levels of wellness for faculty, staff and students across the university and community
In God We Trust,
Everyone Else Must Bring Data!
The Ohio State University

The Social-Ecological Framework and Life-Course Perspective Guide, Evidence-based Interventions to Achieve the Vision of Ohio State as the Healthiest University on the Globe

Individual Interventions
- PHA
- Biometric screening
- Health coaching
- Integrative Therapies
- Wellness on-boarding
- Health Athlete

Family & Social Network Interventions
- Family programs
- Group classes/programs
- Wellness Challenges - Spring Training - Hit the Road with the Buckeyes

Workplace Interventions
- Buckeye wellness
- Wellness innovators
- Leaders Program
- STAR Program
- Ergonomics assessments
- Wellness frameworks
- Wellness Wednesdays
- Policies (e.g., tobacco free)
- PR/Communications
- YouTube
- Evidence-based Health
- Massage

Community & State-wide Interventions
- Community-based Interventions - Education - Healthy lifestyle programs
- State-wide health & wellness policies
- Television/media
- Million Hearts faith-based initiatives

Outcomes

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

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

Workplace Outcomes
- Healthcare utilization
- Healthcare costs
- Perceived Culture & Ecosystem, # 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)
ECOSYSTEM AND CULTURE OF WELLNESS

ONE UNIVERSITY HEALTH & WELLNESS COUNCIL
Co-Chairs:
Associate VP for Health Promotion & Chief Wellness Officer
VP for Care Coordination & Health Promotion, Wexner Medical Center
VP for Talent, Culture, and Human Resources
Members:
VP for Student Life
CEO, OSU Health Plan, Inc.
Director of Health Promotion
Academic Leader (Dean, Vice Provost)
Faculty Representative
Staff Representative
Student Representative
Chief Innovation Officer, Wexner Medical Center*
VP, Technology Commercialization*
Senior VP, University Communications*

Marketing, PR, and Communications Sub-council
Student Health & Wellness Sub-council
Innovation, Technology Commercialization and Business Sub-council
University Faculty and Staff Health & Wellness Sub-council
Medical Center Health & Wellness Sub-council
Outcomes Evaluation and Research Sub-council
Your Plan for Health Sub-council

* Denotes Advisory Position
Our Execution Tactics are Engaging, Evidence-based and Fun

• Data driven
• Metrics Monitor
  Health and Wellness Survey; PHA, Biometric Screenings
• Outcomes monitoring, rapid quality improvement
• Easy access and tracking of individual and team challenges with our new PHA
• Buckeye Wellness Tips/Packs/You Tube
• Wellness Wednesdays
• High-performance Health Plan Design
• Leaders Wellness Program
Some of our 215 Wellness Innovators
Other Strategies Being Implemented to Build a Wellness Culture at Ohio State

- Treadmills for faculty & staff to have wellness walks
- Ball chairs
- Outdoor and indoor wellness walks
- Wellness throughout the curriculum
- Standing meetings
- Chair massages
- Dance/aerobic classes
- Competitions, such as the Healthy Buckeye Video Contest, the Wellness Amazing Race, and Hit the Road with the Buckeyes
We Improve Wellness with our Health Athlete Course

- Expands capacity for peak performance and energy management under stress without compromising health and happiness
- Expands capacity to make personal change
# YP4H Personal Health Assessment Data

<table>
<thead>
<tr>
<th>Category</th>
<th>2010 Findings</th>
<th>2011 Findings</th>
<th>2012 Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>BMI Indicating Obesity</td>
<td>27.1%</td>
<td>27%</td>
<td>27.3%</td>
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<tr>
<td>BMI 25 – 30</td>
<td>31.6%</td>
<td>31%</td>
<td>31.1%</td>
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<tr>
<td>Derived Emotional Health Risk</td>
<td>16%</td>
<td>15%</td>
<td>14.7%</td>
</tr>
<tr>
<td>Total Cholesterol &gt; 200</td>
<td>24.4%</td>
<td>25%</td>
<td>21.2%</td>
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<tr>
<td>Low HDL (good cholesterol)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Males &lt;40</td>
<td>49.6%</td>
<td>48.2%</td>
<td>42.5%</td>
</tr>
<tr>
<td>Females &lt;50</td>
<td>42.8%</td>
<td>41.9%</td>
<td>37.8%</td>
</tr>
<tr>
<td>Triglyceride Levels of ≥150</td>
<td>22%</td>
<td>21%</td>
<td>18%</td>
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</table>
### Relationships among Wellness Culture, Healthy Lifestyle Beliefs, and Healthy Behaviors

<table>
<thead>
<tr>
<th></th>
<th>Healthy Behaviors</th>
<th>Healthy Lifestyle Beliefs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthy Lifestyle Beliefs</td>
<td>.680 p&lt;.001</td>
<td></td>
</tr>
<tr>
<td>Wellness Culture</td>
<td>.207 p&lt;.001</td>
<td>.326 p&lt;.001</td>
</tr>
</tbody>
</table>
Wellness Firsts for OSU

- The first University with a Chief Wellness Officer
- The first University to partner with the Million Hearts Campaign (CDC/CMS Innovation Center)
- The first University in the U.S. to be accredited by U.S. Healthiest
THE INAUGURAL
Building Healthy Academic Communities National Summit
AND THE LAUNCH OF THE
National Consortium for Building Healthy Academic Communities

Executive Summary

April 22-24, 2013
The Ohio State University

www.healthyacademics.org
Ohio State Total Health & Wellness
at University Hospital East

The Ohio State University College of Nursing is pleased to offer a nurse practitioner-led comprehensive primary care practice at University Hospital East.

Ohio State Total Health & Wellness offers an interprofessional team approach to integrated physical and mental health care for people across the life span.

The care team includes:

- **Family nurse practitioners (FNPs)** to assess your current state of health, provide evidence-based management of health conditions, and assist you in reaching optimal wellness

- **Psychiatric mental health nurse practitioners and mental health counselors** to help you with anxiety, depression and other mental health issues

- **Pharmacists** to review and answer questions you might have about your medicines

- **Dietitians** to help you learn about your diet and how to eat and cook to improve your health

- **Social workers** to help with financial issues and community support

- **Nursing and other health science students** who will be learning about you and your community’s health needs and providing education and skills building so that you can reach optimal health and wellness

University Hospital East
12th floor Tower, Suite 1203
1492 East Broad Street
Columbus, OH 43205

Monday, Tuesday, Thursday, and Friday: 8 am–5 pm
Wednesday: 8 am–12 pm

Phone: (614) 685-9994
Fax: (614) 685-9993
Website: www.nursing.osu.edu/thw
Our Clinic Delivers Evidence-based Integrated Mental and Physical Healthcare and Promotes Wellness with an Interprofessional Team
COPE (Creating Opportunities for Personal Empowerment)

A 7-Session Manualized Cognitive-Behavioral Skills Building Intervention Designed for Delivery in Multiple Formats:
1:1 in-person sessions; Group sessions; and On-line self-paced program
CBT Consists of Cognitive Restructuring, Problem Solving and Behavioral change

The thinking/feeling/behaving triangle and the ABCs are emphasized in COPE
Today, *Make Just 1 Change* for Your and Your Family’s Wellness

- Decide to take the stairs instead of the elevator
- Drink water instead of a sugared beverage
- Hold 50 minute meetings instead of 60 minutes, and use the 10 minutes for a recovery break
- Read 10 minutes in a positive book every morning
- Take 5 slow deep breaths when stressed
- Sit less, stand more
- Laugh more
“... because we’ve always done it that way."
Skeptics say “That will happen when pigs fly”
Wellness innovators say that “Pigs can fly!”
Contact Information

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Promoting a Healthy Work Environment in the Clinical Setting

Jocalyn Buck, PhD, RN, NE-BC
Administrator HS Nursing Quality, Research, Education, EBP
Clinical Assistant Professor, OSU College of Nursing
Focus on Wellness in the US

- Shift our health system from one that focuses on treating the sick to one that focuses on keeping people healthy
Focus on Wellness in Nursing

- AACN Standards for Establishing and Sustaining Healthy Work Environments
- Skilled communication
- True collaboration
- Effective decision making
- Appropriate staffing
- Meaningful recognition
- Authentic leadership
Nurse Work Environment

- Increased patient acuity
- 12-hour shifts
- Poor communication
  - lateral violence, bullying
- Poor nurse-nurse relationships
- Stress
- Burnout

Schwartz & Bolton, 2012
Weaver, Leahy, Sublett & Lanig, 2013
New Imperative: Health and Wellness

• 2011
  – Dr. Bernadette Melnyk
    • - New Dean of the College of Nursing
    – Leads the University’s Health and Wellness Council
    – Integrate wellness activities for students, staff and faculty.
    – University goal
      • - to become the healthiest campus in the world.

• 2012
  – Health and Wellness Council created for the medical center
  – Led by senior leaders in the organization
Health and Wellness Council

• Mission
  Create a culture and environment that improves the health and well-being of the OSUWMC employees’ lives.

• Goals
  Develop preventive and educational programs
  Programs should enhance physical and psychological health and well-being
  Involve employee participation
  Coordinate activities with OSU health and wellness council
OSUWMC Wellness Teams

- Health and Wellness Council
- Cancer Prevention
- Fitness
- Nutrition
- Stress, Burnout
- & Resilience
Your Plan for Health

HIT THE ROAD IS BACK!

Join us for our exciting fall challenge that runs Sept. 30 – Nov. 29. Get your team ready to walk, have fun, and win great prizes!

Click here to learn more about Hit the Road.

HIT THE ROAD WITH THE Buckeyes
MAKE YOUR MARK EVERY MILE
Integrative Health and Wellness

• A multidisciplinary clinic
• The clinic offers integrative care from multidisciplinary team
• Provide nearly 30,000 visits annually
• Expanded operations in 2011
Buckeye Wellness Innovators

- Medical Center faculty and staff
- Role of the innovator
  - Facilitate an innovative culture and environment of wellness in the medical center
  - Champion university-wide wellness initiatives
  - Advance the One University health and wellness strategic plan
  - 2 to 3 hours of wellness activities per month
Wellness Walks
Lunch and Learn

Ohio State's Wexner Medical Center Health and Wellness Initiative Presents

BACK HEALTH LUNCH AND LEARN

Join William Marais, Ph.D. director, Spine Research Institute, for the next Health and Wellness Initiative program and learn about the biomechanics related to back health and back injuries.

Friday, January 25
Noon-1:30 p.m.
Ross Heart Hospital Auditorium

An educational health expo featuring exhibits and giveaways will be available prior to the lunch and learn for employees to collect resources and information related to back health and injuries.

Back Health Expo
Outside the Ross Auditorium
11 a.m.-2:30 p.m.
Healthy refreshments will be available.

Please register at onesource.osu.edu/sites/Audience/SharedServices/Pages/LunchAndLearn.aspx

OSU Health Plans Health Promotion Specialists will be in the Ross Auditorium from 11:00 a.m. to 1:30 p.m. to do onsite biometric health screenings. Remember, if you have had a physical within the past year, you can use those values to complete your Personal Health Assessment (PHA) at yourplanforhealth.com.

Registration is now open online for this date. In order to register for your screening, go to yourplanforhealth.com.

Ohio State's Wexner Medical Center Health and Wellness Initiative Presents

SPRING INTO FITNESS

Now is the time to get fit. Join your Medical Center coworkers and learn how to live healthy and keep exercising fun. On Friday, April 26 attend the next Health Expo and Lunch and Learn program.

11:30 a.m. – 2:30 p.m.
Outside the Ross Auditorium
Health and Fitness Expo featuring health and fitness exhibits and hands-on activities.

Noon – 1:30 p.m.
Ross Auditorium
FEATURED SPEAKERS AND PANEL DISCUSSION
Hear from health and fitness experts and have a chance to “ask the experts” during a panel discussion.

- Thomas Ryan, MD, Director, Ohio State's Heart and Vascular Center
- Larry Lawless, Vice President, Health Sciences Administration and Health Promotion
- Tom Bost, MD, Division Sports Medicine Research
- Morgan Amaya, PhD, Director, Health Promotion and Wellness, College of Nursing

Healthy refreshments will be available.

Please register at onesource.osu.edu/sites/Audience/SharedServices/Pages/LunchAndLearn.aspx

Ohio State’s Health Plan Health Promotion Specialists will be available to do onsite biometric health screenings from 11 a.m. – 1:30 p.m.

Registration is now open online for this date - go to yourplanforhealth.com.
Nursing Health & Wellness Initiatives
Mindfulness Stress Reduction

• Feasibility and efficacy on behavioral and biological markers of an innovative mindfulness-based stress reduction intervention in the Surgical Intensive Care

• Mindfulness-based stress reduction intervention in Neonatal Intensive Care Unit
Nurse Manager Wellness Retreats

Relax  Rejuvenate  Renew
Plan for the Day

Welcome
Mindfulness and Light Yoga

Replenishing Break – Theraband Stretches

“Improving our Meeting Culture: The Health Risks of Excessive Sitting” Presentation by Dr. Arup Kanodia

Wellness Survey
Lunch

Wellness Stations
1 – Reiki
2 – Massage
3 – Sound Energy
4 – Aromatherapy
5 – Healthy Eating and Sleeping
6 – Down Time

Final Thoughts
Innovation Unit

- Meditation room painted lavender
- Unit posters detailing a quiet, calm
- Art teachers visited from
  - College Art Prep Academy
- Urban Zen clinical students
- Quiet at night innovations
Other Nursing Initiatives

• **Director** of Nursing Health & Wellness
  - .5 FTE

• Basic Hatha weekly yoga classes for nurses

• Urban Zen Integrative Therapies (UZIT) for nursing staff offered weekly on patient care units

• Biometric Health Screenings/PHA completion on units with OSU Health Plan staff

• Level 1 Reiki training for staff nurses
Future Goals

• Continue to develop innovative new ways to improve the health and well-being of staff, faculty, and students

• Evaluate outcomes
Contact Information

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Off the Sidelines and into the Game: The Nurse Athlete and Self Care

David P. Hrabe, PhD, RN
Executive Director, Academic Innovations and Partnerships
Associate Professor of Clinical Nursing, OSU College of Nursing
Full Engagement requires you to be...

- spiritually: aligned
- mentally: focused
- emotionally: connected
- physically: energized
Nurse Athlete: Energy Management

Ultimate Mission
Training Mission
Facing the truth
Old Story
New Story
Supporting Rituals
Accountability Tools
Nurse Athlete: Becoming More Conscious r/t Health Issues
We want you to be more engaged with your own health!
Nurse Athlete: Nutrition

- Strategic Eating
- Eat Light, Eat Often
- Want vs Need Foods
- Strategic Snacking
- Portion Distortion
Nurse Athlete: Movement

- Strategic Movement
- Strategic Recovery
- Fatigue Countermeasures
Nurse Athlete: Format

- 4 hour, 1 day, 2 day and 2.5 day format
- Interactive
- Strategic Movement
- Workout Sessions
- Meals and snacks that follow guidelines
New Grad Study: 2012-2014

- Following new grads for 2 years
- Biometric and psychosocial measures
- Baseline, 1 month (online PSM only), 6 months, 1 year and 2 years
- 61 participants
New Grad Study: 2012-2014

- Following new grads for 2 years
- Biometric (lipid profile, HbA1c, wt, BF%)
- Psychosocial measures (lifestyle beliefs and behaviors, healthy work environment, stress, job satisfaction, depression, anxiety, resilience)
- Baseline, 1 month (online PSM only), 6 months, 1 year and 2 years
- 61 participants
New Grad Study: 6 month results

- Overall picture of health maintenance
- Significant change:
  - Lower depression (-0.14 points; p = 0.009)
  - Lower weight (avg -2.8 lbs; p = 0.02)
  - Lower BMI (-0.57 points; p = 0.001)
  - Body Fat % (-1.61 points; p = <0.001)
  - Waist Circumference (+2.75 inches; p = .02)
Many Thanks

- Laura Szalacha, PhD
- Loraine Sinnott, PhD
- Jan Gatto, MS, MPS, RN

Stay tuned.....
Contact Information

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