



Building Healthy Work Environments in Academic and Practice Settings: The Ultimate "Giving Back to Move Forward"







- Discuss issues that are important to consider when addressing an "illness" culture to a "wellness" culture.
- 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

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

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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





Current State of Health in the U.S.

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

-Weldon, 2011, Harvard Business Review



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

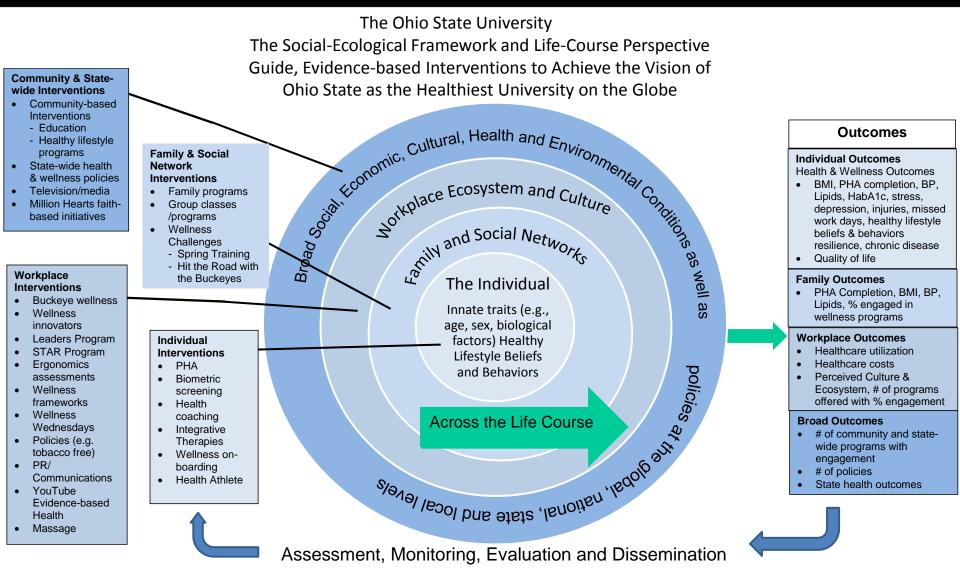
Vision: To be the healthiest university and community on the globe

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!



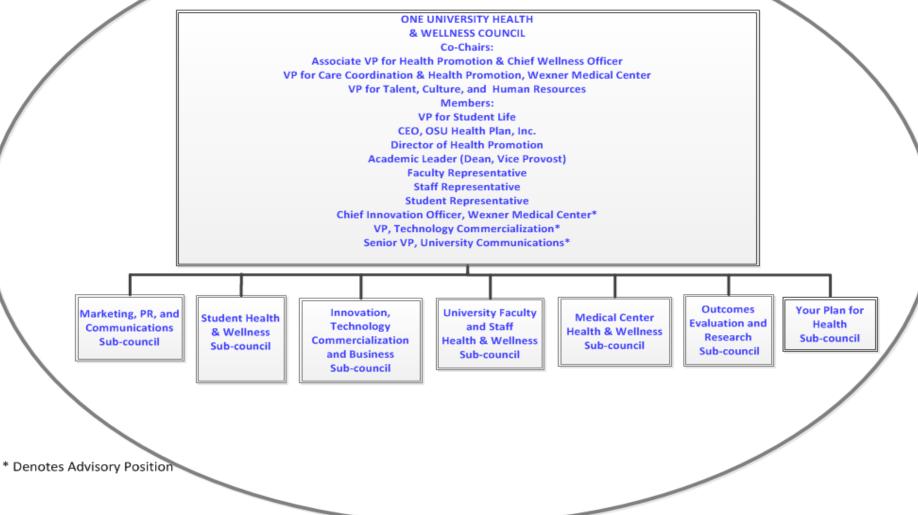


Adapted from: Model to Achieve Healthy People 2020 overarching goals Source: Secretary's Advisory Committee on Health Promotion and Disease Prevention Objectives for 2020 (2008, p. 7)



One University Health & Wellness Council

ECOSYSTEM AND CULTURE OF WELLNESS





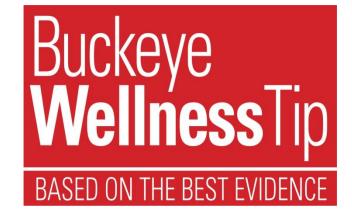
Our Execution Tactics are Engaging, Evidence-based and Fun

- 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

Category	2010 Findings	2011 Findings	2012 Findings
BMI Indicating Obesity	27.1%	27%	27.3%
BMI 25 – 30	31.6%	31%	31.1%
Derived Emotional Health Risk	16%	15%	14.7%
Total Cholesterol > 200	24.4%	25%	21.2%
Low HDL (good cholesterol) Cholesterol levels Males <40 Females <50	49.6% 42.8%	48.2% 41.9%	42.5% 37.8%
Triglyceride Levels of ≥150	22%	21%	18%



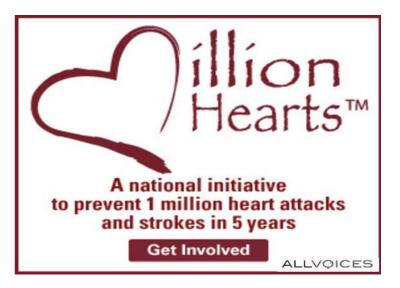
Relationships among Wellness Culture, Healthy Lifestyle Beliefs, and Healthy Behaviors

Healthy	Healthy Lifestyle
Behaviors	Beliefs
.680	
p<.001	
.207	.326
p<.001	p<.001
	Behaviors .680 p<.001 .207

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

Ohio State Total Health & Wellness

at University Hospital East

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





In collaboration with



Vexner Medical Center

Welcome to Ohio State Total Health & Wellness at University Hospital East

HEALTH In collaboration wit



Wexner Medical Center

Our Clinic Delivers Evidence-based Integrated Mental and Physical Healthcare and Promotes Wellness with an Interprofessional Team





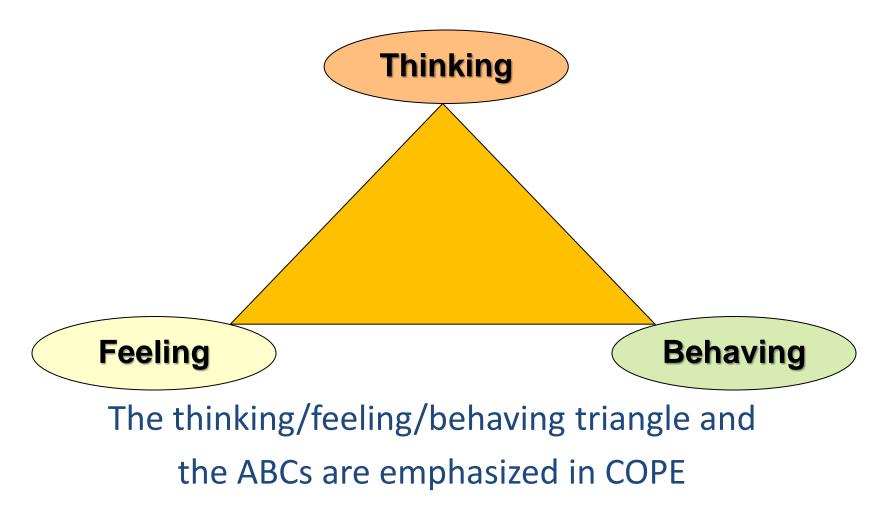
COPE (Creating Opportunities for Personal Empowerment)

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



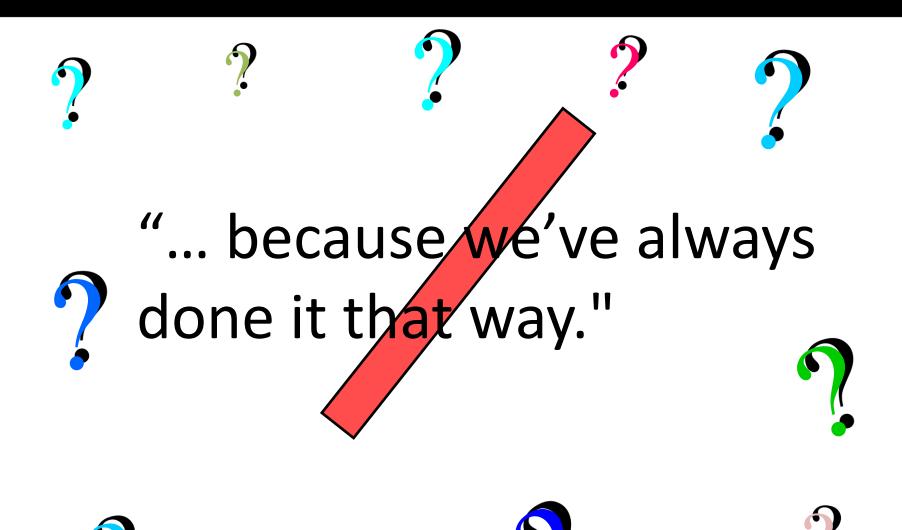
Created by Bernadette Mazurek Metryk, PriD, RN, CPNP/PMHNP, FAAN spyright. Please do not duplicate or use without permission from the author. CBT Consists of Cognitive Restructuring, Problem Solving and Behavioral change



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





Skeptics say "That will happen when pigs fly" Wellness innovators say that "Pigs can fly!"





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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



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



THE OHIO STATE UNIVERSITY





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



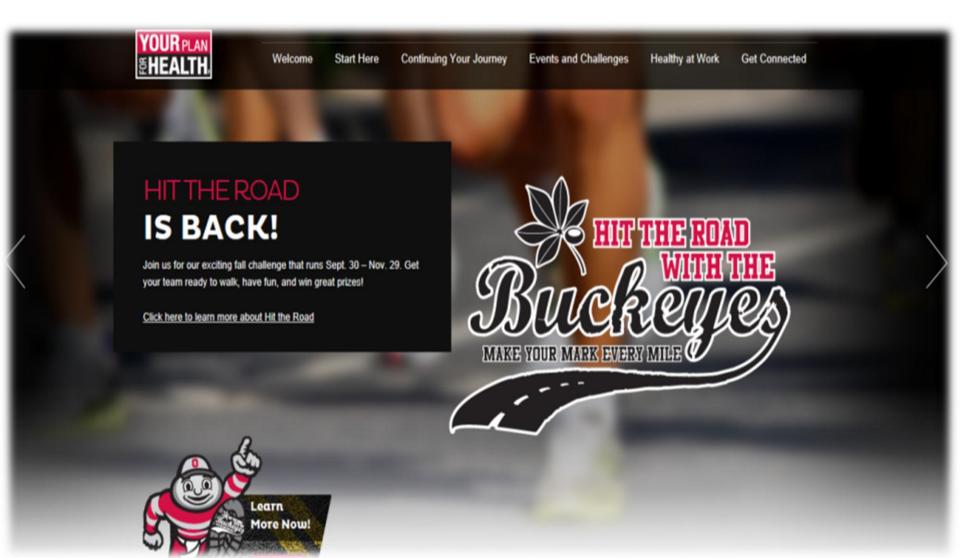


OSUWMC Wellness Teams

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



Your Plan for Health





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 Marras, 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.osumc.edu/sites/Audience/SharedServices/ Pages/LunchAndLeam.aspx

OSU Health Plan's 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 yourplandforhealth.com.

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

@ 2013 Washer Medical Center CORP20120200-10

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 co-workers 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. Presenters and panelists will include: - Thomas Ryan, MD, Director, Ohio State's Heart and Vascular Center - Larry Lewellen, Vice President, Health Sciences Administration and Health Promotion - Tom Best, MD, Director, Sports Medicine Research - Megan Amaya, PhD, Director, Health Promotion and Wellness, College of Nursing Healthy refreshments will be available.

Please register at onesource.osumc.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.

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Registration is now open for this date go to **yourplanforhealth.com**.

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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. <u>Anup Kanodia</u>

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



11 East Rhodes is an area designed for healing, serenity, health and wellness.

Please keep your conversations quiet, your phones switched to vibrate and disruptions to a minimum.



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



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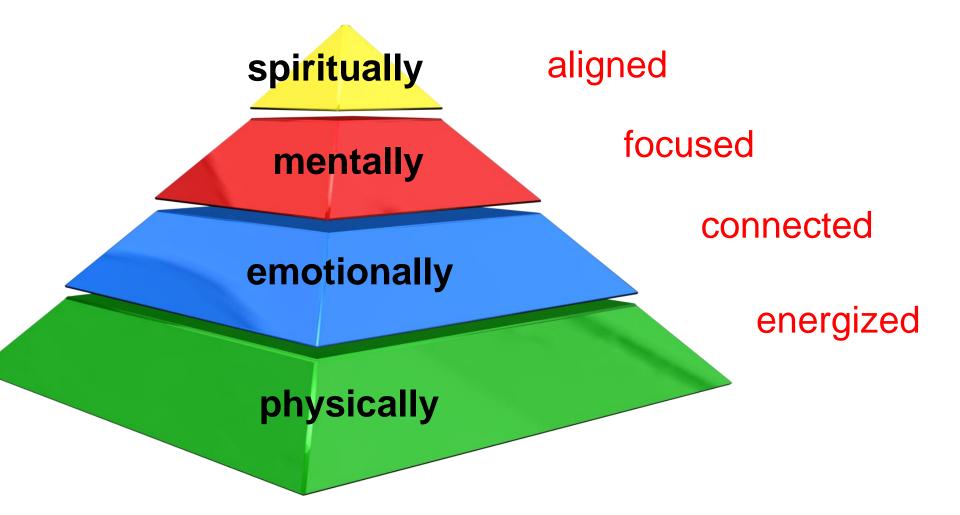
Off the Sidelines and into the Game: The Nurse Athlete and Self Care



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Full Engagement requires you to be...





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.....



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