Using a Wellness Team as Beginning Strategy for Building Wellness Culture at an Academic Institution

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Objectives

• Discuss outcomes of a faculty and staff wellness innovator grassroots strategy for enhancing a wellness culture across a Midwest U.S. public university.

• Discuss specific intervention strategies of wellness innovators.

• Highlight implications for practice and future research.
Buckeye Wellness Innovator
Buckeye Wellness Innovators
Roles & Responsibilities

• University and medical center faculty and staff who have a special interest in facilitating an innovative culture and environment of wellness in their college, unit, or department

• Champion university-wide wellness initiatives in their departments and advance the One University Health and Wellness strategic plan

• Communicate health and wellness activities with their colleagues

• Encourage and motivate

• Participate, plan and conduct wellness activities in their units

• Serve as a liaison in sharing the strategic plan with faculty and staff

• Have fun!
Demographics

• Total Number:
  – 279 University
  – 210 Medical Center

• Units Represented
  – 52 Academic
  – 100 University
  – 5 Regional
  – 11 Extension

• Faculty/Staff
  – 10 Faculty
  – 279 Staff

• Males/Females
  – 45 Males
  – 244 Females
Wellness Strategies

• Strategic Plan
• Healthy eating, active living and emotional well-being
• Monthly wellness calendar
• Social-ecological model
• 9 dimensions of wellness
• Your Plan for Health
• Know your Numbers
On-Boarding & Communications

• Innovator Orientation
  – 3 times/year
  – Average: 53
  – Content: Overview, YP4H, EAP, OSU Health Plan

• Luncheon
  – 2 times/year
  – Average: 98
  – Content: Wellness Updates & Initiatives, Fun!

• Webinars
  – Quarterly
  – Average: 53, 101
  – Content: Wellness Updates & Initiatives

• BWI Newsletter
  – Monthly
  – Average Opens: 39%
  – Content: Wellness Updates & Initiatives

• Facebook page
  – All sorts of stuff!
  – Average Posts/Month: @ 100
Department Activities

• Strategy Session
• Targeted Challenges
• Blitz events
• Biometric screening requests
• Chair massage requests
• Monthly wellness calendar
• Health Athlete
  – 95 Innovators
• Know your Numbers
• 9 dimensions of wellness
2015/16 Buckeye Wellness Innovator Award Recipients

- Shannon Davis, Wexner Medical Center
- Emily Chase, Wexner Medical Center
- Lisa Peter, Student Academic Services
- Susie O’Brien, Advancement
- Emily Sandvik, Technology Commercialization Office
- Emily Keeler, College of Pharmacy
- Brittany Miller, John Glenn College of Public Affairs
- Heather Spiask, College of Dentistry
## Promoting Topics

<table>
<thead>
<tr>
<th>Topic</th>
<th>Score</th>
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<tbody>
<tr>
<td>Health Eating</td>
<td>80</td>
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<tr>
<td>Active Living</td>
<td>77</td>
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<tr>
<td>Emotional Well-being</td>
<td>47</td>
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<tr>
<td>Weight Loss</td>
<td>28</td>
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<tr>
<td>Social wellness</td>
<td>26</td>
</tr>
<tr>
<td>Environmental wellness</td>
<td>25</td>
</tr>
<tr>
<td>Energy Management</td>
<td>23</td>
</tr>
<tr>
<td>Financial wellness, spiritual wellness, occupational wellness, creative wellness, cognitive wellness, sleep hygiene, hydration, back health</td>
<td>&lt;20</td>
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</tbody>
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THE OHIO STATE UNIVERSITY
## Planning Activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>Code</th>
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<tbody>
<tr>
<td>Biometric Screening</td>
<td>56</td>
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<tr>
<td>Chair Massages</td>
<td>43</td>
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<tr>
<td>Healthier Potluck</td>
<td>41</td>
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<tr>
<td>Wellness Walks</td>
<td>39</td>
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<tr>
<td>Wellness Presentation</td>
<td>36</td>
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<tr>
<td>YP4H department challenge</td>
<td>35</td>
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<tr>
<td>Fitness Class</td>
<td>20</td>
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<tr>
<td>Taste Testing, Weight Watchers, EAP presentations, Health coaching</td>
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</table>
Communication Methods

<table>
<thead>
<tr>
<th>Method</th>
<th>Count</th>
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<tbody>
<tr>
<td>Email</td>
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<tr>
<td>Word of Mouth</td>
<td>54</td>
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<tr>
<td>Flier</td>
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<tr>
<td>F/S Meeting Announcement</td>
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<tr>
<td>Bulletin Board</td>
<td>27</td>
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<tr>
<td>Department Newsletter</td>
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<tr>
<td>Social media, huddle meetings</td>
<td>3, 1</td>
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</tbody>
</table>
Biggest Barriers

- Time
- Lack of colleague participation
- Financial
- Leader/Manager Support
- Motivation
- Lack of physical space/environment