Evidence-based Wellness Strategies to Enhance Career Success

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To stay alert today, let’s give all of our speakers active applause before and after they speak.
From a Small Coal Mining Town to Buckeye Nation: My Story
What Will the Last 10 Years of
Wellness

• The optimal state of living well, regardless of an individual’s spectrum of health
• Encompasses 9 dimensions: physical, intellectual, mental, emotional, social, occupational, financial, environmental and spiritual well-being
Ohio State’s Wellness Vision and Mission

*It All Starts with a Dream!*

**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
Our 2016-2019 Health and Wellness Strategic Plan Goals

• Enrich a wellness culture and environment that supports the nine dimensions of wellness for students, faculty, and staff.
• Engage in evidence-based practices and continuous quality improvement to facilitate sustained healthy lifestyle behaviors to ultimately reduce the prevalence of chronic conditions while providing measurable outcomes and demonstrating value.
• Communicate simply and effectively, moving towards a goal of having one voice and one brand for faculty, staff and student wellness.
• Gain local, state-wide, and national/international recognition for our wellness initiatives through the sharing of best practices to impact change, locally to globally.
Considering all Causes of Morbidity and Mortality, Behaviors are the #1 Killer of Americans
What Does The Evidence Tell Us?

Americans are Stressed & Depressed!

One out of 4 individuals have a mental health problem. Depression and stress are poor predictors of health and wellness outcomes.
Contributors to Premature Death

- Behavioral Patterns: 40%
- Genetic Predisposition: 30%
- Environmental Exposure: 5%
- Social Circumstances: 15%
- Health Care: 10%
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Environmental Exposure: 5%
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Every day, we make behavioral choices that influence our 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

Getting 7 hours of sleep and regularly engaging in stress reduction will result in even greater reductions in chronic disease.
Not the Size of Alcoholic Beverages in Vegas!
Percent of adults who engage in the 5 leading health behaviors that can reduce the risk of chronic disease. Nearly 83% of health-care spending could be cut if more people employed:

- Not Smoking
- Exercising regularly
- Avoiding alcohol or drinking in moderation
- Maintaining a healthy body weight
- Getting sufficient sleep - at least 7 hours per night

- CDC, 2016
New Year's Resolutions for 2009

2013

1. Lose weight again
2. Get fit next year
3. Give up alcohol
4. Stand up to boss
5. Be nicer to my wife
6. Sort out junk in shed

2012

2011

2010

2009

more
The Individual

Innate traits (e.g., age, sex, biological factors) Healthy Lifestyle Beliefs and Behaviors

Across the Life Course

Broad Social, Economic, Cultural, Health and Environmental Conditions as well as policies at the global, national, state and local levels

Family and Social Networks

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

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)
The OSU Wellness TEAM
Together, Everyone Achieves More

HR/Your Plan for Health
The OSU Health Plan
Buckeye Wellness and Buckeye Wellness Innovators
Student Life
One University Health & Wellness Council and Sub-Councils
What Works Based on the Best Evidence

• Comprehensive well designed health promotion programs that are built on a **culture and environment of health and wellness** that support individual efforts at changing lifelong health habits by putting in place policies, programs, benefits, management, and environmental practices that intentionally motivate and sustain health improvement

• Leader and middle manager role modeling and support

• Grass roots wellness initiatives that build a culture of wellness (e.g., wellness ambassadors/innovators)

• Visual triggers at decision points

• Cultures that make healthy choices the default choices

• Incentives can stimulate short-term positive outcomes, but not long-term behavior change
Examples of Culture & Environmental Supports

- PHA completion assistance
- Faculty & Staff Fitness Program
- RPAC & Rec Sports
- Healthy vending options
- Healthy food options in the dining halls
- Tobacco free university
- Lactation rooms
- Bike racks & bike rental program
- Wellness Innovators
- On-site Weight Watchers
- Webinar formats for educational programming
- Chair messages
Amazing Race Winners

TEAM MRCA

Anyssa Armstead
Sonali Sharma
Molly Myers
Renata Weaver

TEAM UNFINISHED BUSINESS

Tim Graham
Elon Simms
William Wang
Ryan Wilhelm
Senior Leadership Walks the Talk
President Michael Drake with our Rivals Challenge Trophy
*We Beat that School Up North!*
Some of our 500 Awesome Faculty and Staff Buckeye Wellness Innovators!

*Become a Faculty BWI*
The Health Athlete Workshop for Leaders, Faculty, Staff and Students

- Expands capacity for peak performance under stress without compromising health and happiness
- Expands capacity to make personal change
Wellness & Benefits Alignment

100% PCP Coverage
Care Coordination/Case Management
Health Risk Appraisal
24/7 Nurse Line
Biometric Health Screenings
Annual Flu Immunizations
Alternative Wellness Therapies
Weight Watchers Subsidy
Buckeye Baby Program
Health Coaching
Educational Programming
Wellness Activities & Events
Wellness Web Portal
Health and Wellness Policies

Family and Medical Leave
Flexible Work
Workplace and Family and Relationship Violence
Tobacco Free Ohio State
Drug Free Workplace
The Inaugural National Summit on Promoting Well-being and Resilience in Healthcare Providers

Sept. 26-28, 2018

The Ohio State University’s seven health sciences colleges and the College of Social Work are proud to present the first national summit series to address the state of mental and physical well-being among healthcare providers and health professions students.
Ohio State is the Administrative Home for the National Consortium for Building Healthy Academic Communities

The 4th National Summit - May 1 and May 2, 2019

See www.healthyacademics.org
Today, Make a Commitment to Making One Healthy Behavior Change for You and Your Family’s Well-being
Let’s Dream, Discover and Deliver the Healthiest University in the World Together

Final Motivational Words: Let’s Just “Do it!”
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