New Faculty Orientation
August 16, 2017 • #OSUNFO
Bernadette Melnyk
Chief Wellness Officer
Dean, College of Nursing
Evidence-based Wellness Strategies to Enhance Career Success

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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.
What Will the Last 10 Years of YOUR Life Look Like?
Contributors to Premature Death

- Behavioral Patterns: 40%
- Genetic Predisposition: 30%
- Social Circumstances: 15%
- Health Care: 10%
- Environmental Exposure: 5%
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
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
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
Examples of Culture & Environment Supports

- 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 Rivals Challenge, Wellness Amazing Races, & Faculty/Staff Dodge ball competitions
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
New Wellness Challenge
Buckeyes Band Together for Wellness
Ohio State is the Administrative Home for the National Consortium for Building Healthy Academic Communities

See www.healthyacademics.org
The #1 Excuse for Not Engaging in Physical Activity is Time
Today, *Make Just 1 Change* for Your and Your Family’s Wellness

- Decide to take the stairs instead of the elevator
- Hold 50 minute meetings instead of 60 minutes, and use the 10 minutes for a recovery break
- Read 5 to 10 minutes in a positive book every morning
- Take 5 slow deep breaths when stressed
- Drink water instead of a sugared beverage
- Laugh more
- Sit less, stand more
Contact Information

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