A Comprehensive Approach to Health & Wellness in Academic Communities with *Hot Off the Press* Findings

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University Chief Wellness Officer
Dean and Professor, College of Nursing
Professor of Pediatrics & Psychiatry, College of Medicine
The Ohio State University
Where in the World is Matt video will go here
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
What Does The Evidence Tell Us?
Faculty, Staff and Students are Stressed & Depressed!

One out of 4 Americans, including children and college students have a mental health disorder. Depression and stress are poor predictors of health, wellness and academic outcomes.
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/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 diseases.
Research has Supported the Relationship between Wellness and Productivity
2012 Ohio State Wellness Survey

Sample Demographics

Number of respondents = 3959
72% were females; 18% were faculty
80% were white
79% completed college
59% were married

Special thanks to Dr. Laura Szalacha for Rapid Data Analysis!
Ohio State’s Wellness Culture & Support of Health & Wellness

A new measure with a 5 point Likert-type response

- Sample items:
  - Do you believe the leaders at Ohio State are actively engaged in promoting and role-modeling health and wellness?
  - To what extent do you agree with the statement, "I have a substantially higher overall well-being because of Ohio State."

Factor Analyses supported a single Dimension (Eigenvalue = 5.97, 64% variance, items loaded at .66 or higher); Cronbach’s α = .91
<table>
<thead>
<tr>
<th>Question</th>
<th>Min</th>
<th>Max</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you believe Ohio State has a vested interest in your health and personal wellness?</td>
<td>1</td>
<td>5</td>
<td>4.09</td>
</tr>
<tr>
<td>Do you believe Ohio State has a culture and environment that promotes health and wellness for its faculty, staff, and students?</td>
<td>1</td>
<td>5</td>
<td>3.68</td>
</tr>
<tr>
<td>Do you believe the leaders at Ohio State are actively engaged in promoting and role-modeling health and wellness?</td>
<td>1</td>
<td>5</td>
<td>3.53</td>
</tr>
<tr>
<td>Do you think health and wellness programs are readily available to you at Ohio State?</td>
<td>1</td>
<td>5</td>
<td>3.67</td>
</tr>
<tr>
<td>Do you think that the communications you receive about wellness programs, activities, and services are clear?</td>
<td>1</td>
<td>5</td>
<td>3.76</td>
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<tr>
<td>Do you think that it is important for Ohio State to promote health and wellness for faculty, staff, and students?</td>
<td>1</td>
<td>5</td>
<td>4.66</td>
</tr>
<tr>
<td>Individual Items</td>
<td>Min</td>
<td>Max</td>
<td>Mean</td>
</tr>
<tr>
<td>---------------------------------------------------------------------------------</td>
<td>-----</td>
<td>-----</td>
<td>------</td>
</tr>
<tr>
<td>Have you found it easy to engage in health and wellness programs and activities at Ohio State?</td>
<td>1</td>
<td>5</td>
<td>3.11</td>
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<tr>
<td>How satisfied are you with the current wellness programs and services offered at Ohio State?</td>
<td>1</td>
<td>5</td>
<td>3.34</td>
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<tr>
<td>To what degree does your unit/college support your participation in health and wellness activities and events?</td>
<td>1</td>
<td>5</td>
<td>3.04</td>
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<tr>
<td>To what extent do you believe Ohio State cares about your health and personal wellness?</td>
<td>1</td>
<td>5</td>
<td>3.67</td>
</tr>
<tr>
<td>To what extent do you agree with the statement, &quot;I have a substantially higher overall well-being because of Ohio State&quot;?</td>
<td>1</td>
<td>5</td>
<td>2.87</td>
</tr>
<tr>
<td>Wellness Culture</td>
<td>Faculty</td>
<td>N</td>
<td>Mean</td>
</tr>
<tr>
<td>------------------</td>
<td>---------</td>
<td>-----</td>
<td>--------</td>
</tr>
<tr>
<td>Wellness Staff</td>
<td>2783</td>
<td>39.51</td>
<td>8.24</td>
</tr>
<tr>
<td>Wellness Faculty</td>
<td>728</td>
<td>38.89</td>
<td>8.82</td>
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</table>

There was no significant difference in the reported perceptions of OSU’s Wellness Culture (Range 10 – 55) and its support of health and wellness between faculty and staff.
Faculty reported significantly higher healthy lifestyle beliefs than did staff ($t = 2.69, p = <.01$). Possible range on the scale is 16 to 80.

<table>
<thead>
<tr>
<th>Healthy Lifestyle Beliefs</th>
<th>Staff</th>
<th>N</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>728</td>
<td>64.27</td>
<td>8.40</td>
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</table>

<table>
<thead>
<tr>
<th>Healthy Lifestyle Behaviors</th>
<th>Staff</th>
<th>N</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>726</td>
<td>61.37</td>
<td>9.59</td>
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</table>

Faculty reported significantly higher healthy lifestyle behaviors than did staff ($t = 6.50, p = <.01$). Possible range on the scale is 16 to 80.
## 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>
Most Used Wellness Programs

- Your Plan for Health Web Portal: 62%
- Flu Shots: 55%
- Free Biometric Screenings: 48%
- Fitness/physical activity programs: 35%
- Rally for Wellness Health Fair: 22%
- Educational Webinars: 18%
- Massage Therapy: 14%
- On-site health clinic: 13%
Most Important Wellness Programs

- Fitness/physical activity programs 66%
- Your Plan for Health Web Portal 31%
- Flu shots 30%
- Free biometric screenings 24%
- Massage therapy 14%
- On-site health clinic 12%
- Nutrition counseling 10%
- Weight management programs 10%
- Employee assistance programs 10%
The Social-Ecological Framework and Life-Course Perspective Guide Evidence-based Interventions to Achieve Positive Outcomes at The Ohio State University

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

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
## YP4H Personal Health Assessment Data

<table>
<thead>
<tr>
<th>Category</th>
<th>2010 Findings</th>
<th>2011 Findings</th>
<th>2012 Findings</th>
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</thead>
<tbody>
<tr>
<td>BMI Indicating Obesity</td>
<td>27.1%</td>
<td>27%</td>
<td>27.3%</td>
</tr>
<tr>
<td>BMI 25 – 30</td>
<td>31.6%</td>
<td>31%</td>
<td>31.1%</td>
</tr>
<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>
</tr>
<tr>
<td>Low HDL (good cholesterol)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cholesterol levels</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>
2013 BHAC Summit Wellness Survey

Sample Demographics

Number of respondents = 126
67% were from large 4 year institutions
23% Faculty; 30% Staff
30% Administrators
17% Health Promotion Professionals
40% reported an on-campus employee health center
<table>
<thead>
<tr>
<th>Individual Items</th>
<th>Min</th>
<th>Max</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you believe your institution has a vested interest in your health and personal wellness?</td>
<td>1</td>
<td>5</td>
<td>3.88</td>
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<tr>
<td>Do you believe your institution has a culture and environment that promotes health and wellness for its faculty, staff, and students?</td>
<td>1</td>
<td>5</td>
<td>3.48</td>
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<tr>
<td>Do you believe the leaders at your institution are actively engaged in promoting and role-modeling health and wellness?</td>
<td>1</td>
<td>5</td>
<td>3.32</td>
</tr>
<tr>
<td>Do you think health and wellness programs are readily available to you at Ohio State?</td>
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<td>5</td>
<td>3.65</td>
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<tr>
<td>Do you think that the communications you receive about wellness programs, activities, and services are clear?</td>
<td>1</td>
<td>5</td>
<td>3.69</td>
</tr>
<tr>
<td>Do you think that it is important for your institution to promote health and wellness for faculty, staff, and students?</td>
<td>1</td>
<td>5</td>
<td>4.81</td>
</tr>
<tr>
<td>Individual Items</td>
<td>Min</td>
<td>Max</td>
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</tr>
<tr>
<td>--------------------------------------------------------------------------------</td>
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<td>-----</td>
<td>------</td>
</tr>
<tr>
<td>Have you found it easy to engage in health and wellness programs and activities at your institution?</td>
<td>1</td>
<td>5</td>
<td>3.45</td>
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<tr>
<td>How satisfied are you with the current wellness programs and services offered at your institution?</td>
<td>1</td>
<td>5</td>
<td>3.36</td>
</tr>
<tr>
<td>To what degree does your unit/college support your participation in health and wellness activities and events?</td>
<td>1</td>
<td>5</td>
<td>3.79</td>
</tr>
<tr>
<td>To what extent do you believe your institution cares about your health and personal wellness?</td>
<td>1</td>
<td>5</td>
<td>3.69</td>
</tr>
<tr>
<td>To what extent do you agree with the statement, &quot;I have a substantially higher overall well-being because of my institution&quot;?</td>
<td>1</td>
<td>5</td>
<td>2.87</td>
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</table>
## Healthy Lifestyle Beliefs and Behaviors

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthy Lifestyle Beliefs</td>
<td>65.42</td>
<td>9.62</td>
</tr>
<tr>
<td>Healthy Lifestyle Behaviors</td>
<td>63.33</td>
<td>8.89</td>
</tr>
</tbody>
</table>

The highest reported healthy lifestyle behaviors were:
- Choosing water instead of a sugared beverage
- Regularly eating broiled or baked foods instead of fried foods

The lowest reported healthy lifestyle behaviors reported were:
- Exercising with my friends or family members
- Eating at least 5 servings of fresh fruits and vegetables every day
## Relationships among Wellness Culture, Healthy Lifestyle Beliefs and Healthy Lifestyle Behaviors

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</tr>
</thead>
<tbody>
<tr>
<td>Healthy Lifestyle Beliefs</td>
<td>.648</td>
<td></td>
</tr>
<tr>
<td>Wellness Culture</td>
<td>.281</td>
<td>.131</td>
</tr>
<tr>
<td></td>
<td>p&lt;.01</td>
<td>p=NS</td>
</tr>
</tbody>
</table>
There were no significant differences on perceived wellness culture, healthy lifestyle beliefs and healthy lifestyle behaviors based on:

- Age
- Institutional role
- Size of institution

62% of respondents said that their institutions offer a personalized health assessment. Only 17.6% of respondents reported that their institutions have a wellness scorecard.
Presence of Institutional Policies that Support Health and Wellness

- No smoking/tobacco – 71.4%
- Seat belt use in company vehicles – 40%
- Lactation – 52%
- Work leave/flex time – 63.5%
- Drug free workplace – 81%

64% of respondents reported that their institution tracks faculty/staff health status or health outcome metrics.
Health Screenings Offered to Employees at Institution

- Vision screening – 17%
- Hearing screening – 19%
- Blood pressure screening – 64%
- Cholesterol screening – 60%
- Prostate test (PSA) – 17%
- Pap smear – 14.3%
- Mammography – 23%
- Colorectal cancer screening – 10%
- Blood sugar/diabetes test – 46%
Greatest Barrier that Prevents Participation in Health and Wellness Activities at Your Institution

• Lack of time
• Inadequate communication about available activities
• Organizational culture/lack of support
• Limited access to facilities and inconvenient times to engage in activities
• Heavy Workload
The One Thing that Would Help You the Most to Participate in Health and Wellness Activities at Your Institution

- Flex time or policy
- Convenience of wellness activities
- More offerings/variety/menu of options
- Decreased work load, work hours
- Incentives
- Better communication about activities/events
- Leadership buy-in
Top Reasons for Attending the Summit

- Wellness education - 76%
- Sharing of best practices - 63%
- Wellness innovation - 60%
- Networking – 52%

83% of respondents reported interest in participating in the Building Healthy Academic Communities National Consortium
Activities of Most Interest in Being Provided by the National Consortium

• Evidence-based practices & benchmarking data - 76.2%
• Networking & collaborating with academic leaders - 71.4%
• Access to data sets generated by the consortium - 64.3%
• Setting national standards for academic wellness - 60%
• The good news: we have good opportunity for improvement!
• Our efforts must be evidence-based and outcomes must be closely monitored with rapid quality improvement strategies
• It is critical for leaders to role model and support wellness for their faculty and/or staff
• Building a supportive culture and ecosystem of wellness is critical for sustainability in addition to working with individuals on behavior change
• We need to make it easy and fun for people to engage in wellness activities across the institution and diffuse wellness into the units
• We must persist through the “character-builders” for the vision to come to fruition
In God We Trust,
Everyone Else Must
Bring Data!
Today, let’s all commit to 

**Making Just 1 Healthy Lifestyle Change**

- 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”
Our BHAC Consortium will say “Pigs can fly!”
What can we do together in the next 3-5 years to improve population health if we know we can not fail?

Nothing happens unless first a dream; and executing with persistence through the character-builders will bring the dream to fruition.
Hoyt Video will go here