

# **Building Healthy Academic Communities National Summit: Fighting a Growing Epidemic on Campus that is Gobbling up your Funds.**

Presented by:

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## Agenda

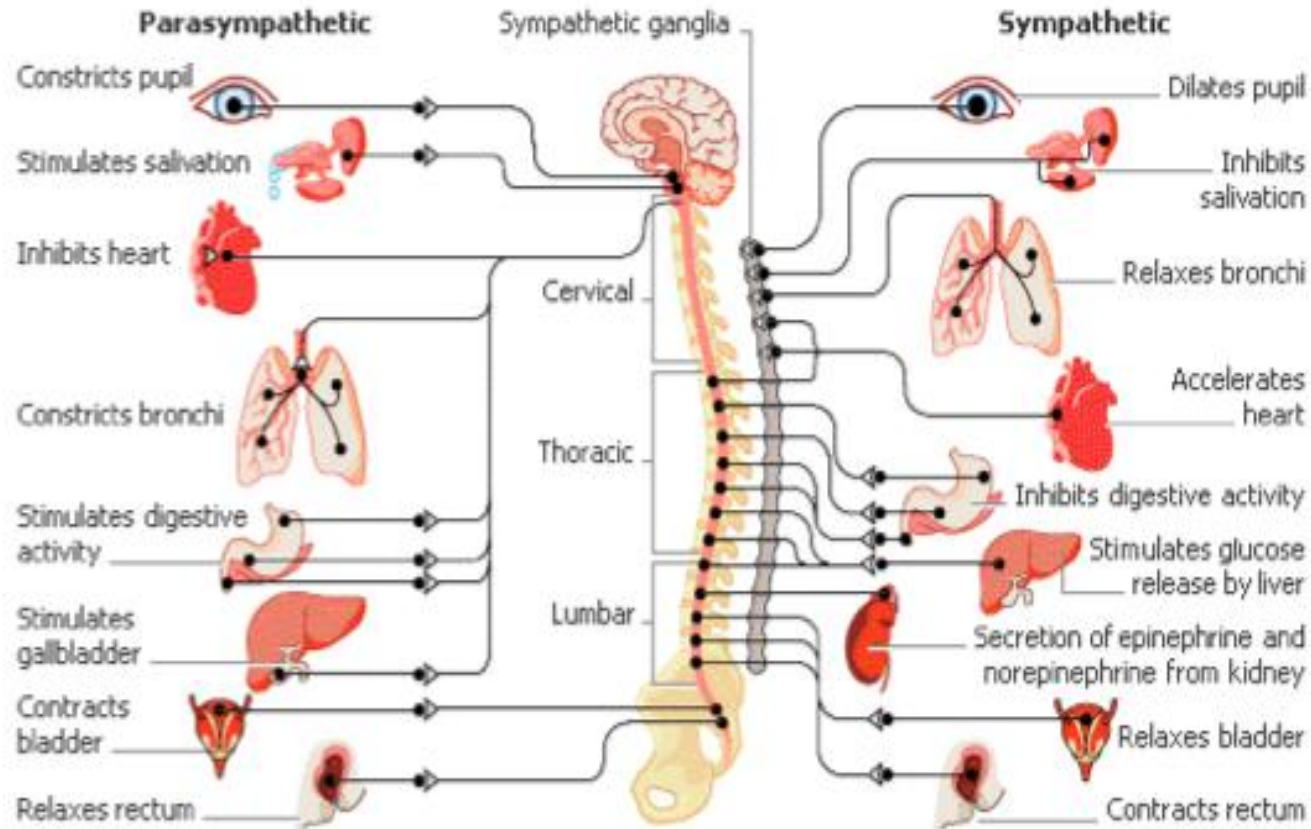
- » Why focus on stress?
- » Review the process to make health a priority
- » Review aggregate metrics from IMPACT Solutions EAP data, compiled from 21 of their colleges and universities, evaluating the prevalence of stress in higher education across Ohio
- » Share OSU's stress data on healthcare claims.
- » Highlight strategies that work



## Stress: Neither a joke or something we just deal with

- » Stress appears to be on the increase
  - 2001 to 2010, decade of Super Stress
- » Creates a predictable series of biological responses within the body
- » Affects all the organ systems
- » Prolonged and/or extremely high levels begin to create symptoms that individuals seek treatment for
- » Goal is not to eliminate stress, but to help build skill sets that allow individuals to respond differently

# Stress on the Body



## Why Stress Management?

- » Stressors and the impact of stress are not going away
- » Reducing the impact of stress is more realistic than reducing the actual stressors within a workplace
- » There are multiple ways to reduce the impact and even reverse the effects of stress
- » Simple trainings can teach individuals and groups to manage their own stress
- » More involved trainings can help even highly stressed individuals and groups reverse impacts of stress
- » By reducing the impact of stress, workplaces are both more productive and more healthy



## Can't rely on health plan benefits/providers

- » Medical providers are symptom focused
  - Insomnia, anxiety, depression, somatic complaints all treated with medications and expensive tests to rule out medical conditions
  - Medications prescribed have side effects
- » Mental health providers are diagnosis focused
  - Have to have diagnosis to bill, so severe stress will be treated as mental disorder
- » These two strategies increase costs, don't address stress
- » Stress management strategies, once trained, are self-managed
  - Include mindfulness, yoga, meditation, deep breathing, progressive relaxation, massage, Tai Chi, exercise, social activities, hobbies



## How did OSU make stress into a priority

- » Started with vision to focus on health, not disease treatment:
- » World Health Organization Preamble (1946)
  - ▶ Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.
  - ▶ 1998 Incentive based pilot to support change towards healthy behaviors
  - ▶ 1999-2006, infrastructure assembly
  - ▶ 2006- Kick off OSU Your Plan 4 Health
  - ▶ 2007-2011, phase 1, member engagement
  - ▶ 2012 to present, phase 2, provider engagement



## How does the EAP fit in

- » EAPs support rapid access to BH professionals
- » EAPs provide in the moment support for multiple stressful issues
  - ▶ Mental health, substance abuse and relationship issues
  - ▶ Work and family conflicts, financial issues, legal issues, eldercare, childcare and much more
  - ▶ Triage so those with BH get BH services, those with stress get stress management
- » EAPs positioned to effectively address stress





## To provide maximum effect, OSU's EAP expanded

- » Internal EAP 1986-2011
- » Examined advantages of internal and external EAPs 2008-2010
- » Decided to try to blend both models to maximize advantages and minimize disadvantages
- » Maintain internal because of immediate availability and significant understanding of unique OSU policies and processes
- » Augment with external to cover all of Ohio and add specialty EAP services to mix
- » Overlap OSU HP network and IMPACT Solutions Network so clients would have continuity of care



## Why is IMPACT Solutions the perfect partner

- » Specializes in academic clients
  - 21 colleges and universities in Ohio
  - Doesn't treat tenure and seniority the same
- » Full range of service
- » Understands and cooperates in full spectrum of measurement
  - Formed a Higher Education Board of Advisors
  - Data reporting to OSU Data Warehouse



## Aggregate EAP data from IMPACT Solution's 21 colleges and universities in Ohio

Prevalence of Stress	PRIMARY	SECONDARY	TOTAL
2011	8.33%	25.60%	33.93%
2012	10.24%	41.06%	51.30%
<b>Increase</b>	<b>1.91%</b>	<b>15.46%</b>	<b>17.37%</b>



## OSU EAP, clients with stress

- » 2008 through 2011
  - Clients seeking EAP services with stress as primary issue increased 100% in 4 years
- » FY 12 with IMPACT as a Partner
  - Clients seeking EAP services with stress as primary or secondary issue up 160% over 2011 UFSAP

EAP clients with Stress	FY 08	FY 09	FY 10	FY 11	FY 12
Primary issue	74	80	112	149	163
secondary issue					227

# PHA cost risk

Risk Factor	Per Person Excess Health Care Spend	Number of Participants			2011 Total Excess Health Care Spend
		2009	2010	2011	
Depression	\$2,080	1,544	2,016	2,550	\$5,304,000
Stress	\$1,282	4,707	6,337	7,970	<b>\$10,217,540</b>
High Blood Sugar	\$1,029	436	720	857	\$881,853
Obese	\$617	2,537	3,648	4,683	\$2,889,411
Tobacco Use	\$399	473	635	838	\$334,362
High Blood Pressure	\$349	108	175	145	\$50,605
Cardiovascular Exercise	\$302	861	1,041	1,260	\$380,520

The 2011 “Excess Spend” in the OSU Health Plan for Stress alone is estimated by Web MD algorithms to about equal to the other 6 modifiable conditions combined!



## Does Stress really cost that much?

### » Facts on Stress Costs at OSU

- ▶ 20,392 PHA participants (1/11-11/11)
  - 20% (3,820) had very high levels of reported stress
  - Average cost per member 29% higher than average
  - PMPY 'very high' stress           \$6,598
  - PMPY Plan Avg                    \$5,112
  - Difference                         \$1,486 (x3,820)= \$5,676,520

» Stress costs for only 11 mo PHA is over five million

» 2012 rates of very high unchanged



## OSU Strategic Plan

- » Make stress a priority
- » EAP is main focal point for care and education
- » 2013 Pilot of a YP4H “stress benefit”
  - Apply to approved programs
  - Rebate benefit of member paid upfront costs
  - If successful, add to 2014 benefits
- » Use a tool that measures only stress
  - PHQ9 and GAD 7 are sensitive to stress
  - Brief Inventory of Perceived Stress (BIPS)



## Organizational Checklist

Address the Stress Epidemic on your campus by:

- » Make the decision to address stress as a key priority for your organization
- » Review your EAP Utilization reports and other organizational metrics regularly to determine prevalence and contributing factors associated with stress.
- » Consult with your EAP to identify resources (internal campus & external) to address the issues identified. Include proactive and reactive approaches based on need.
- » Find opportunities to leverage and share best practices among other institutions of higher education.
- » Commit to a specific strategy. Create a long-term plan of action (in conjunction with your EAP & other campus resources).
- » Provide reinforcements to encourage participation and acknowledge success.
- » Review progress on a regular basis.





## Key Points to Remember:

- » Not all stress is bad
- » Ignoring chronic stress won't work!
- » Impossible to make stress go away
- » More effective to do a combination
  - Immediate stress support for those in crisis
  - Stress hardening training for the organization
- » Incorporate the EAP and other organizational strategies to address stress

## Questions? Call Us...

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