

OFFICE OF THE CHIEF WELLNESS OFFICER

State of Health and Wellness in Buckeye Nation

Rejuvenate and Renew

September 27, 2021
#HealthyBuckeyes2021

Bernadette Mazurek Melnyk, PhD, APRN-CNP, EBP-C, FAANP, FNAP, FAAN
Vice President for Health Promotion, University Chief Wellness Officer
Dean and Helene Fuld Health Trust Professor of Evidence-based Practice, College of Nursing
Executive Director, the Helene Fuld Health Trust National Institute for Evidence-based Practice
Professor of Pediatrics and Psychiatry, College of Medicine

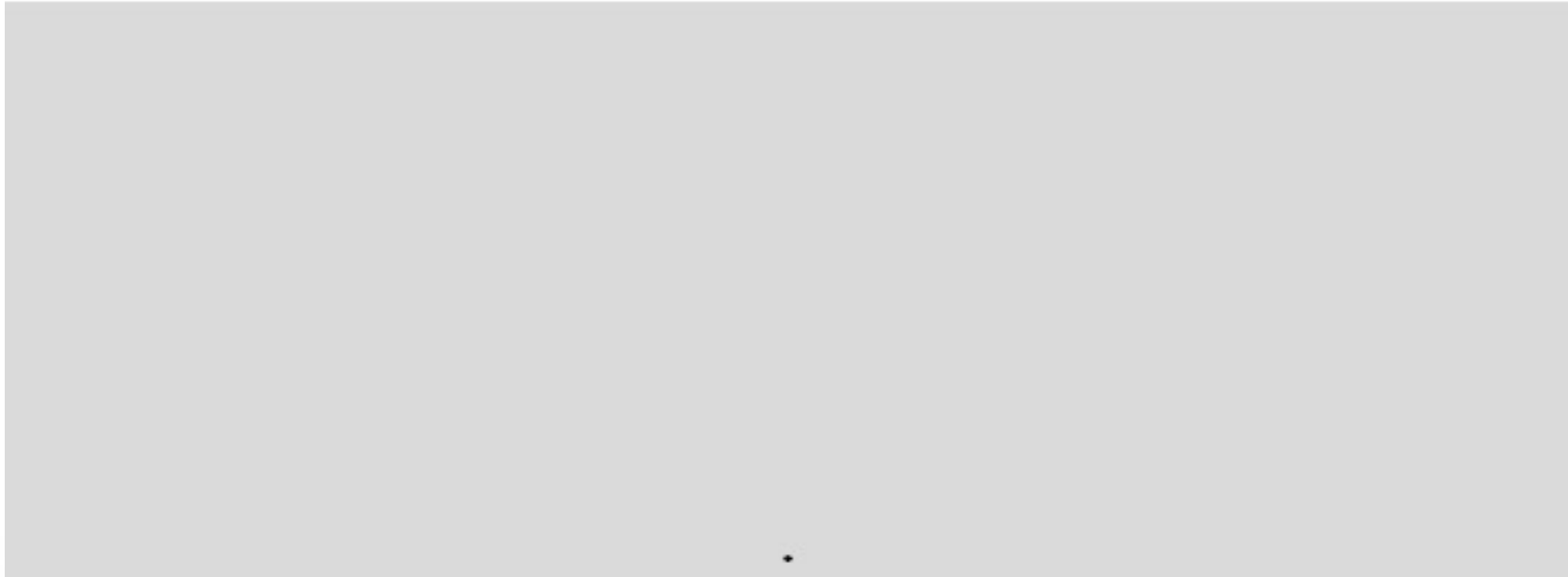


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**To stay alert and decrease our cardiac risk,
let's stand during much of our state of health and wellness today**



Sync your breathing with this



Deep Breathing: See go.osu.edu/justbreathe



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Gratitude and Appreciation for our University-Wide Wellness TEAM

Together, **Everyone Achieves More**

Office of the Chief Wellness Officer/Buckeye Wellness

Buckeye Wellness Innovators

One University Health & Wellness Council and Sub-Councils

HR/Your Plan for Health/Employee Assistance Program

The OSU Health Plan

Gabbe Wexner Medical Center Wellness Program

Student Life

Student Wellness

University Staff Advisory Council



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Gratitude and Appreciation for our 2021 One University Health and Wellness Council

- Chair Bernadette Melnyk
- Co-Chair Shawnte' Elbert
- Co-Chair Angie Trunzo
- Zia Ahmed
- Laura Assenheimer
- Megan Amaya
- Jennifer Beard
- Abigail Berk
- Amanda Blake
- Lisa Christian
- Pam Doseck
- Abby Flanagan
- Rashmi Ganith
- Abby Grief
- Steven Loborec
- Blake Marble
- Nicole McCoy
- Laxmi Mehta
- Stefanie Morrow
- Tasneem Motiwala
- Micky Sharma
- Tracy Stuck
- Laura Stehura
- Beth Steinberg
- Beth Snoke
- Melissa Walters



A Dose of Vitamin G for Gratitude

A Special Thank You to all our
Clinicians and Healthcare Workers



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A Character-Building Long Pandemic

- It has almost been 19 months since COVID began to dominate our lives here in the U.S.
- Everyday routines changed & some of us may still be living in a state of hypervigilance
- Even as our lives begin to have some semblance of normalcy, we still may struggle to let joy back in

OUR PANDEMIC YEAR—A COVID-19 TIMELINE

On March 11, the WHO declared COVID-19 a pandemic. Here is a look back at a year in disruption.

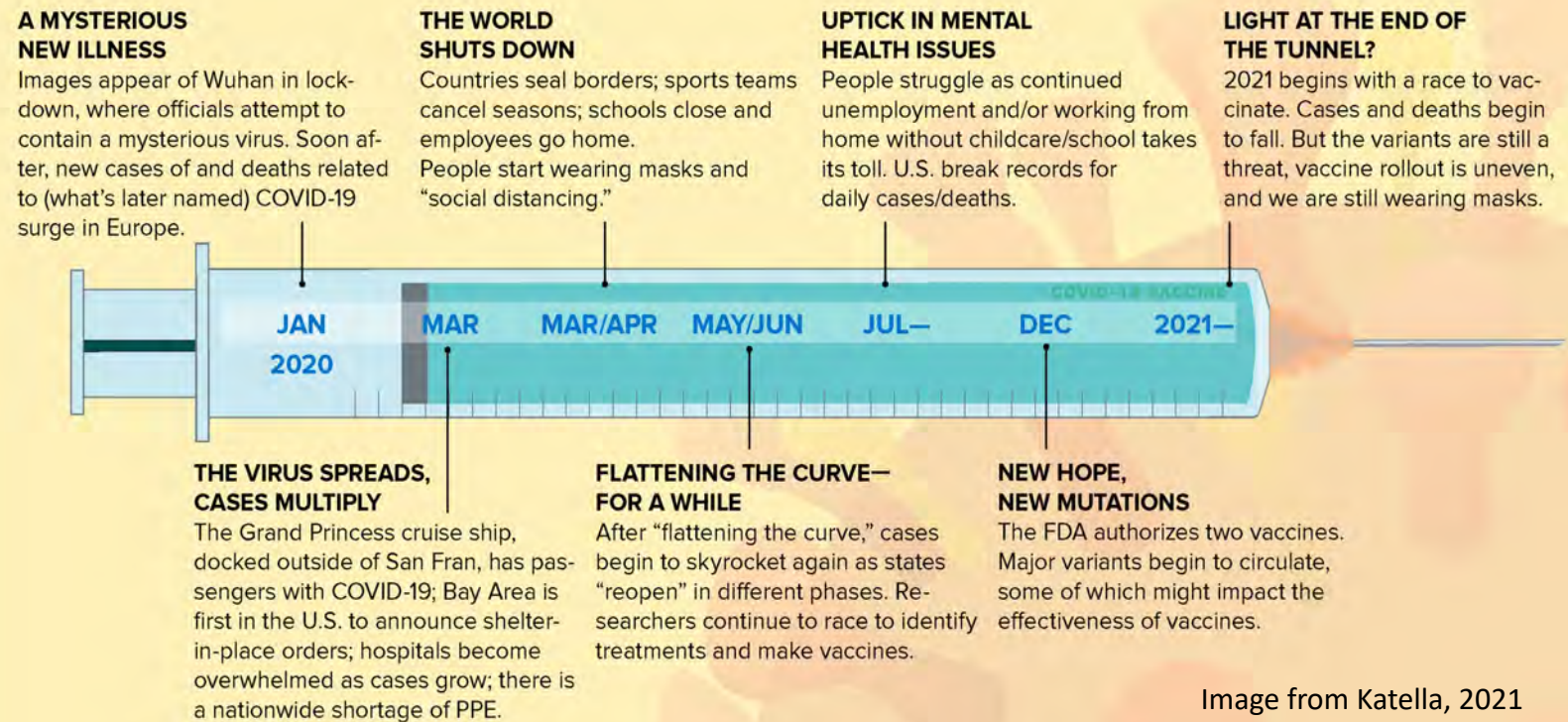


Image from Katella, 2021

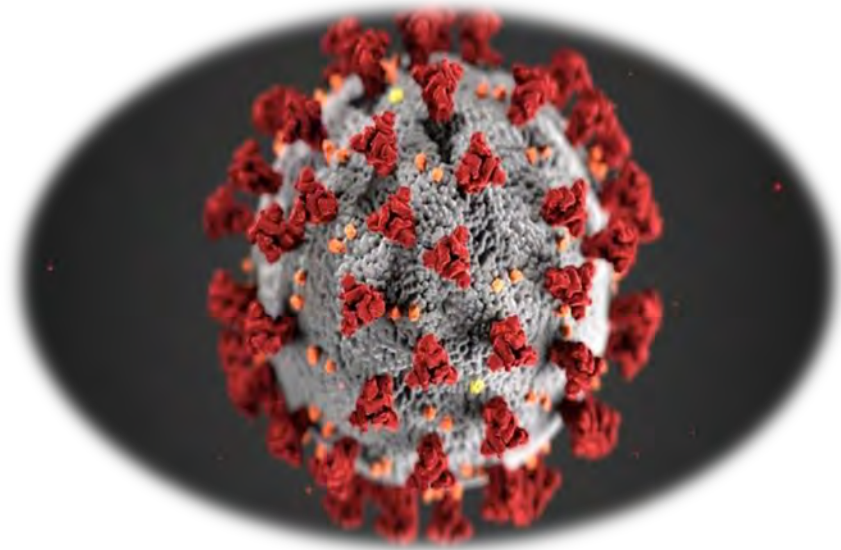


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COVID-19 is Triggering Mental Health Problems and Unhealthy Lifestyle Behaviors

You are Not Alone!

- Feelings of **despair**
- Fear for **loved ones**
- Decreases in **job security**
- Increases in **loneliness**
- Mindset switch from “**thriving**” to “**survival**”
- **Zoom fatigue** and **burnout**
- **Increases in alcohol use**
- **Unhealthy eating patterns**



- Feelings of **hopelessness**
- Increases in **anxiety**
- Decreases in **financial security**
- **Social withdrawal**
- **Sleep disturbances**
- Declines in **Physical Activity**

Feeling Blah During the Pandemic: It's Called Languishing

Mental health ***exists on spectrum*** of depression to flourishing

Languishing ***exists in the middle*** of this spectrum and comes with a sense of stagnation and emptiness – **you aren't depressed, but you aren't thriving**

If not addressed, chronic languishing can develop into depression or anxiety

Grant, 2021



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Too Much Stress, Anxiety or Depressive Symptoms Can Interfere with Your Functioning

This is the point where you need some help.

Do not hesitate to ask for it!

Contact our Employee Assistance Program (800) 678-6265 or
Your Primary Care Provider



Return to Campus Survey

High levels of anxiety and depression were observed in the August 2020 Return to Campus Survey. Thus, an additional survey was conducted in April 2021 to assess changes in student, faculty, and staff results overtime and to determine their continued:

- readiness to return to campus;
- safety needs;
- stressors and mental health outcomes; and
- wellness needs, including Ohio State online health and wellness programming

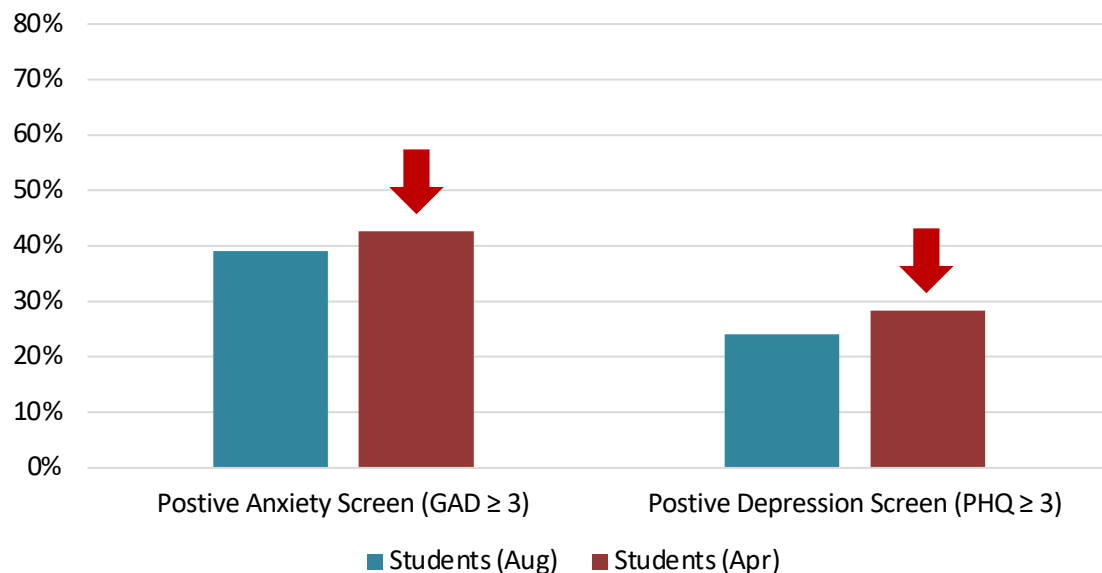


Methods

- The same random sample that was contacted for the August 2020 survey was invited to participate in the April 2021 survey
- Participants were contacted via their university email
- Emails were sent to 14,459 students, 6,000 faculty, and 6,000 staff
- The survey opened on April 15th and closed on May 10th
- A few updates were made to the April 2021 survey, including:
 - Two questions about COVID-19 vaccination
 - One question to assess what services and programs were used over the past 12 months

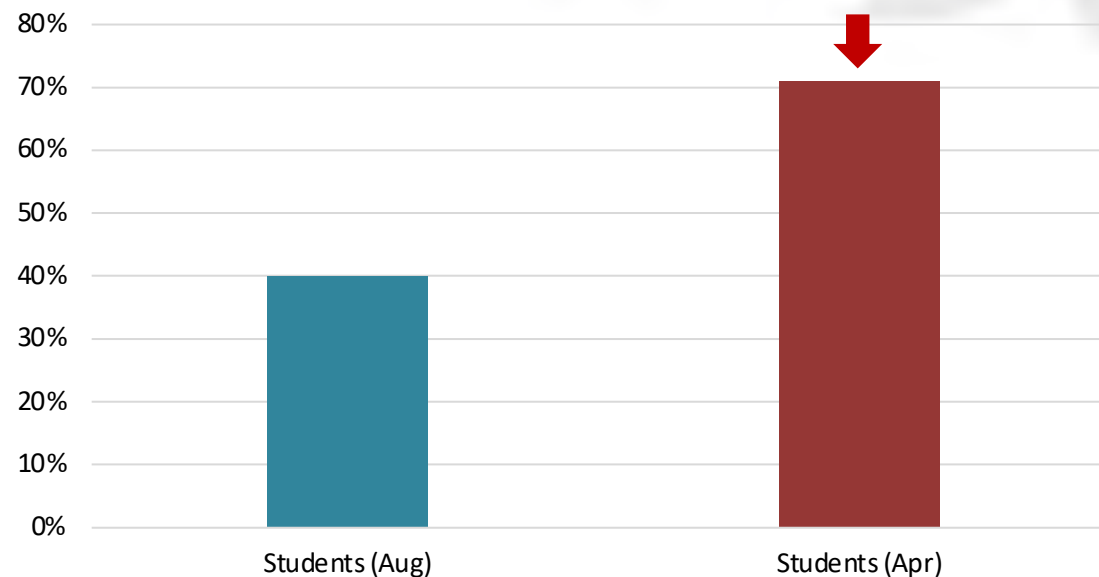


Anxiety and Depression in Students by Month



- In August, 39% screened positive for anxiety and 24.1% screened positive for **depression**.
- Graduate students had the highest prevalence of anxiety and regional students had highest prevalence of depression when compared to other academic levels.
- In April, 42.6% screened positive for **anxiety** and 28.3% screened positive for **depressive symptoms**.
- Regional students had the highest prevalence of anxiety and depressive symptoms when compared to other academic levels.

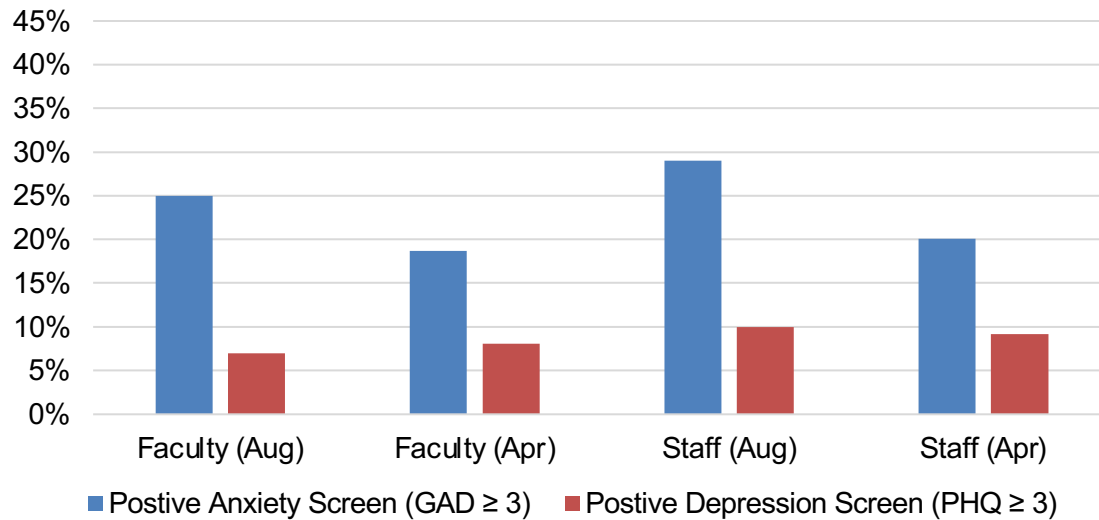
Percent of Students with Burnout by Month



- In August, 40% of all students screened positive for burnout
- In April, burnout increased to 71%

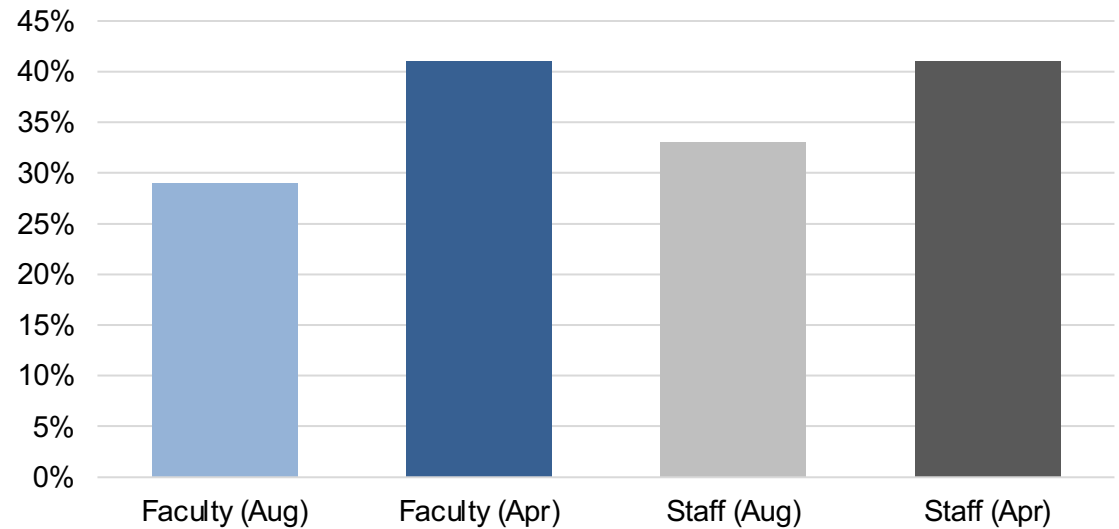


Anxiety and Depression in Faculty and Staff by Month



- Rates of anxiety in faculty and staff have **decreased** since August 2020
- Rates of **depression in staff have slightly decreased** since August 2020, but **remain slightly increased for faculty**

Percent of Faculty and Staff with Burnout by Month



- **41%** of faculty and staff screened positive for burnout in April 2021
- Rates of burnout in faculty and staff have **steadily increased** since August 2020



Coping Strategies Associated with Higher Levels of Anxiety, Depressive Symptoms, and Burnout

Among *faculty* and *staff*, these coping strategies were associated with **higher levels of** anxiety, depressive symptoms, and burnout:

- Increased the use of tobacco/vaping products
- Increased the use of alcohol
- Session with a mental health counselor
- Session with a health and wellness coach
- Eating more or increased consumption of unhealthy food



Coping Strategies Associated with Less Anxiety, Depressive Symptoms and Burnout





- Connecting with family/friends was associated with **less** anxiety in **faculty**
- Coping mechanisms associated with **less** depressive symptoms and burnout in staff:
 - Connecting with friends/family
 - Volunteering
 - Engaging in a spiritual practice
 - Increased physical activity
- No associations were present for coping mechanisms and less anxiety in **staff**
- No associations were present for coping mechanisms and less depressive symptoms or burnout in **faculty**



Your Plan for Health PHA & Biometric Screening Participation

Health Assessment (PHA)

Verified Screenings

| | | | | |
|------|---|--------|---|--------|
| 2020 |  | 23,027 |  | 15,668 |
| 2019 | | 22,483 | | 26,684 |
| 2018 | | 22,675 | | 21,682 |
| 2017 | | 24,225 | | 20,432 |
| 2016 | | 24,915 | | 20,768 |
| 2015 | | 26,199 | | 19,224 |

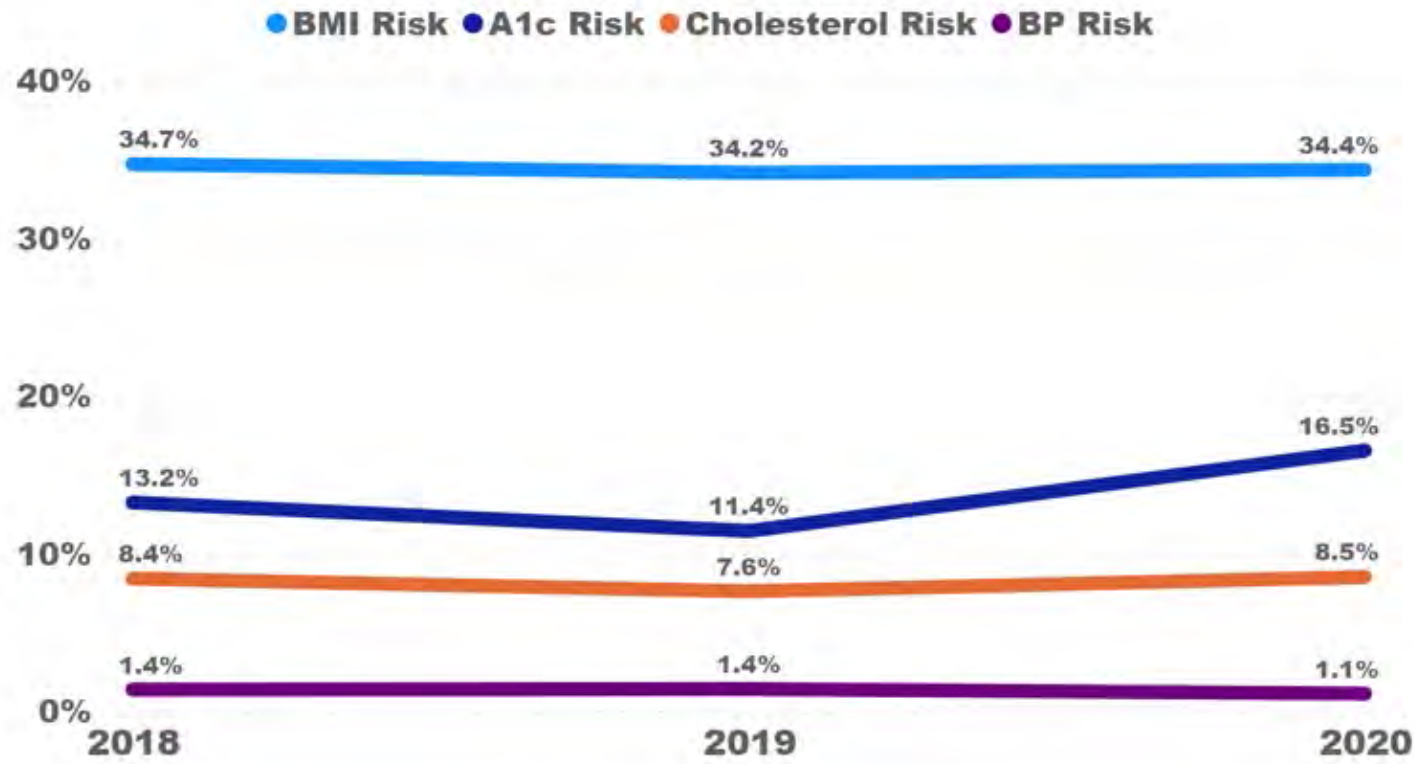
medical enrolled employees only



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OSU Trend for Modifiable Risk Factors Impacting Health & Productivity

Biometric Health Screening (Verified)



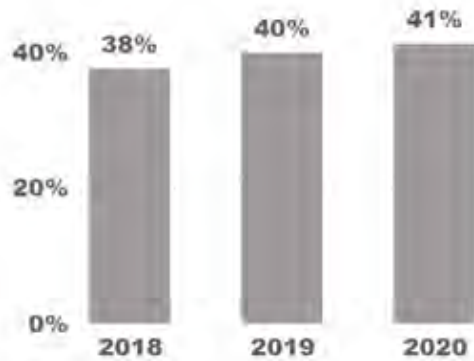
HPI Risk Criteria

- BMI ≥ 30
- SBP ≥ 160 and/or DBP ≥ 100
- A1c ≥ 5.7
- Cholesterol ≥ 240

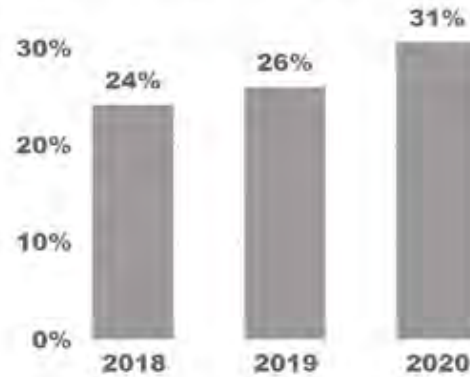
OSU Trends for Modifiable Risk Factors Impacting Health & Productivity

Personal Health & Wellbeing Assessment (Self-reported)

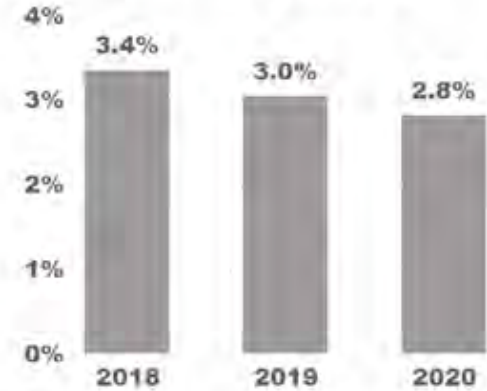
Inactivity Risk



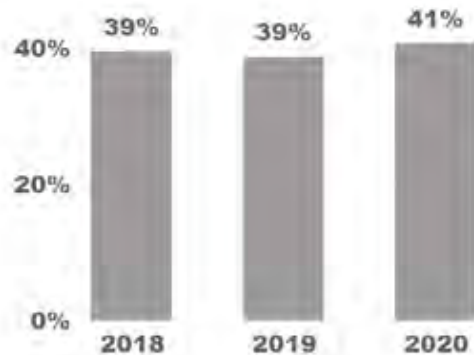
Anxiety/Worry Risk



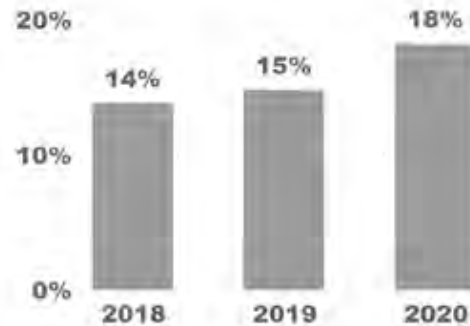
Smoking Risk



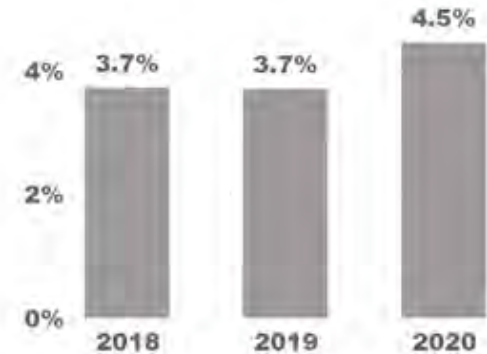
Nutrition Risk



Depression Risk

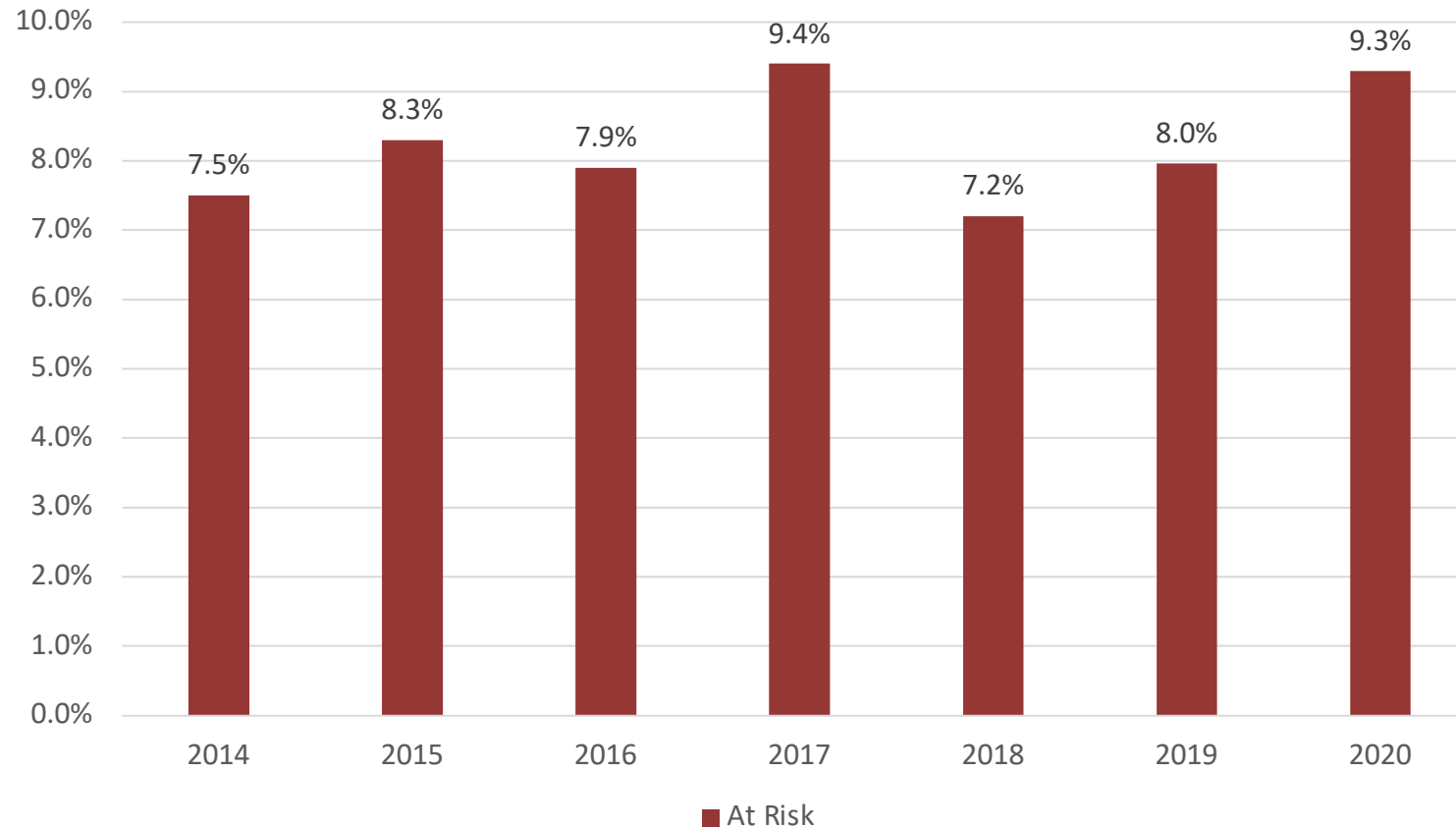


Alcohol Risk



Percent of OSU faculty and staff with elevated levels of anxiety

Self-Reported Anxiety



Stress In Ohio State Faculty and Staff

2019

7.96% Report elevated levels of *general anxiety*

9.3% Often or continually have feelings of *stress at home*

18.6% Often or continually have feelings of *stress at work*

47.5% Moderate to severe stress over *finances*

32% Say that stress impaired their *ability to function* at work or within their circle of friends

2020

9.3% Report elevated levels of *general anxiety*

9.3% Often or continually have feelings of *stress at home*

21.1% Often or continually have feelings of *stress at work*

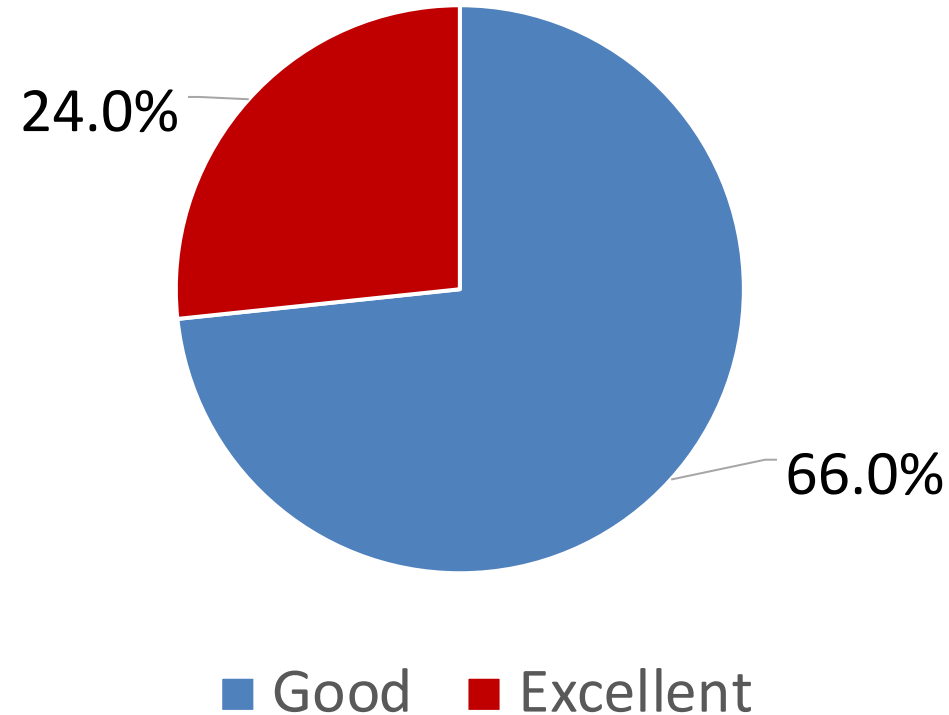
43% Moderate to severe stress over *finances*

31% Say that stress impaired their *ability to function* at work or within their circle of friends



90% of Our Employees Report Health is Good to Excellent

Self-Perceived Health of Employees





Culture of Health

| 2016 | 2017 | 2018 | 2019 | 2020 |
|------|------|------|------|------|
|------|------|------|------|------|

% of faculty and staff who believe OSU supports me in my efforts to achieve a healthy lifestyle

| | | | | |
|-----|-----|-----|-----|-----|
| 77% | 75% | 81% | 80% | 77% |
|-----|-----|-----|-----|-----|

% who think that it is important for Ohio State to promote health and wellness for faculty, staff and students?

| | | | | |
|-----|-----|-----|-----|-----|
| 88% | 84% | 85% | 85% | 82% |
|-----|-----|-----|-----|-----|

% of faculty and staff who believe OSU has a culture and environment that promotes health & wellness?

| | | | | |
|-----|-----|-----|-----|-----|
| 65% | 62% | 66% | 66% | 63% |
|-----|-----|-----|-----|-----|

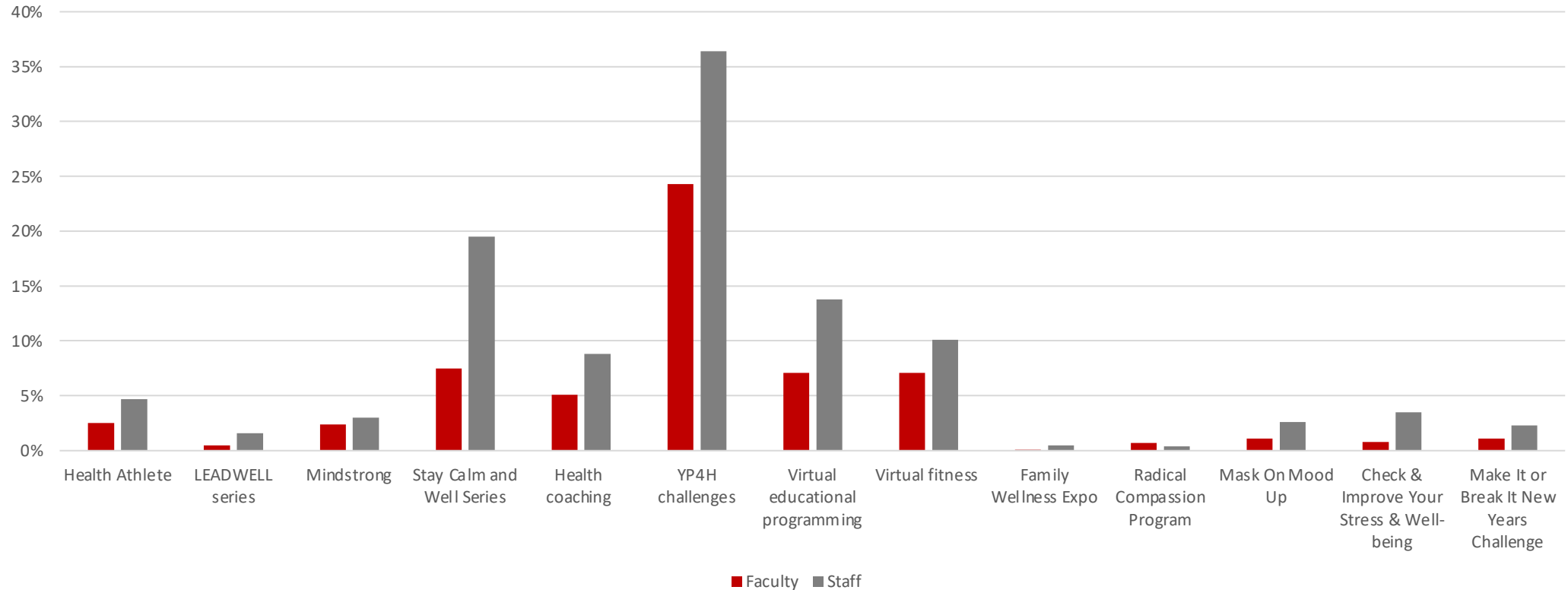


Lifestyle Behaviors

| Lifestyle Behaviors | 2020 |
|--|-------|
| Males who have 4 or more drinks on one occasion? | 24% |
| Females who have 3 or more drinks on one occasion? | 20% |
| 150 Minutes of moderate physical activity? | 31% |
| Servings of fruit per day? (1-2 servings) | 55% |
| Servings of veggies per day? (3 or more) | 58% |
| Percent that drink more than 64oz of water per day | 35% |
| Current Tobacco Users | 2.8% |
| Average Hours of Sleep | 7 hrs |



Types of Programs and Services Faculty and Staff Have Participated In Over the Past 12 Months



- Staff participated in programming and services more frequently than faculty
- For faculty and staff, the top 3 were Your Plan for Health Challenges (24%; 36%), the Stay Calm and Well Series (8%; 20%), and virtual education programming (7.1%; 13.8%)
- Virtual fitness classes also were selected by 7.1% of faculty



Culture of Caring Supervisor Support

My direct supervisor supports my health and well-being goals

Agree/Strongly Agrees

66% 2018

66% 2019

68% 2020

My direct supervisor encourages me to participate in the wellness program

Agree/Strongly Agrees

45% 2018

46% 2019

47% 2020

The meetings I attend offer a "healthy meeting" environment

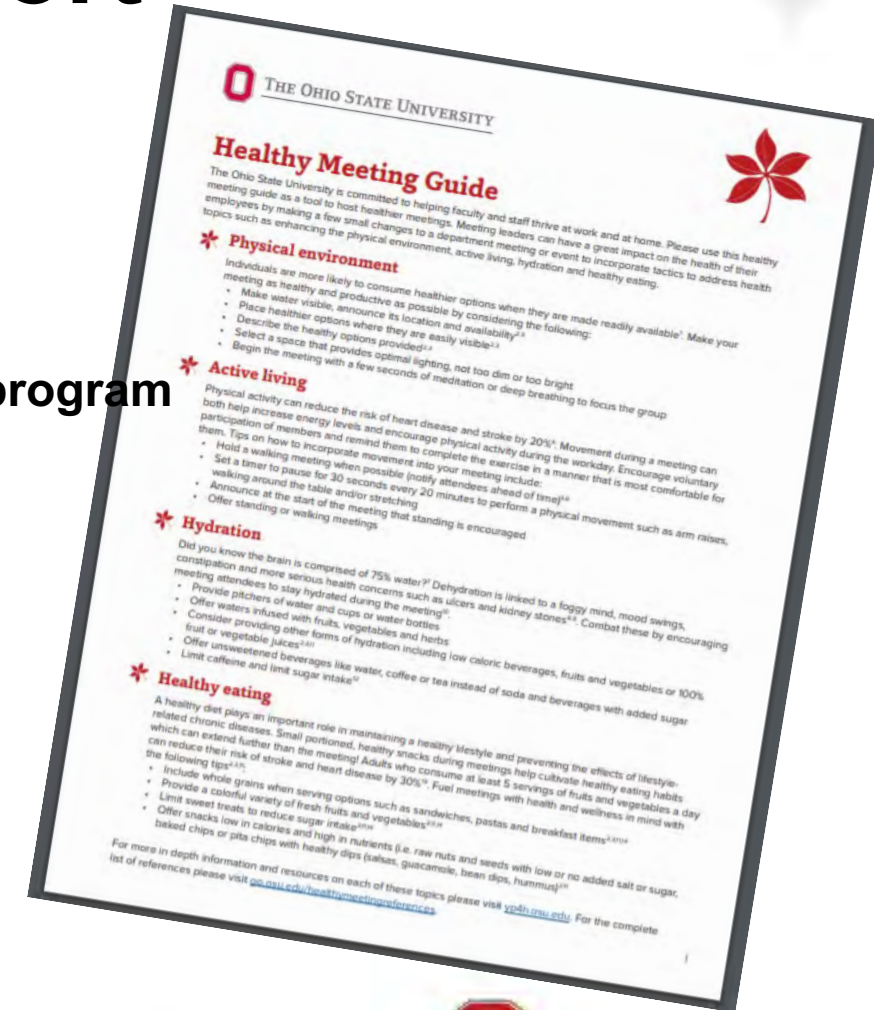
Agree/Strongly Agrees

47% 2018

49% 2019

52% 2020

Use our Healthy Meeting Toolkit: go.osu.edu/healthymeetings



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Our 650 Faculty and Staff

Buckeye Wellness Innovators

A Force in the Grass Roots



Your Plan for Health *powered by Virgin Pulse*

Free Programs & Incentives To Manage Your Stress Better

- **Whil:**
 - Mindfulness
 - Yoga
 - Emotional IQ
- **Sleep Guide**
- **Self Help Works**
 - Living Easy Program
- **Personal Health Coaching**
- **Group Health Coaching**
 - e.g. Relax To Recharge*
- **Track Healthy Stress Busting Habits**



Available at your finger tips
Download the App

yp4h.osu.edu/resources/reduce-stress/



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Ways to Renew and Find Joy in Everyday Life

Adapted from
Natale, 2020

1. Stay aligned with your dreams and passions
2. Create time for what you are passionate about
3. Look for meaning in everyday life
4. Take and give a dose of Vitamin G every day
5. Be mindful (not mind full) in the present moment
6. Be kind to yourself and others



7. Work on healing the past/forgiving
8. Choose authenticity/ be yourself
9. Pay forward (volunteer)
10. Connect with nature and family/friends
11. Laugh/have fun
12. Associate with positive people



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Great Reminders!



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Rejuvenate and Renew

Part V of the Stay Calm and Well Webinar Series

Learn strategies to help you achieve an optimal level of well-being and live your best life!



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6-week series launches September 29th

Wednesdays, 12:30-1:00 pm EST

Register today!

https://osu.zoom.us/webinar/register/WN_SknmiqSeSKmthKAEK7oyVw

*YP4H points available to those who complete 5/6 webinars

All previous webinars can be viewed by visiting:

<https://u.osu.edu/keepcalmcovid19/>



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5 To Thrive

A Workshop for Developing Leaders

Workshop Focus Areas:

1. Emotional & Social Intelligence (EQ): People Skills
2. Workforce Engagement and a Strengths-Based Focus on Working in Teams.
3. Team Development and Dynamics
4. Managing Stress and Maintaining Balance
5. Coaching and communicating in a confident and competent way.



Registration coming soon!

Please visit <http://u.osu.edu/5tothrive> for more information



Individual and Manager Wellness Toolkits

- **Toolkit for Self-care (for all employees):**

<https://wellness.osu.edu/health-wellness-resources/wellness-guides-faculty-staff>

- **Toolkit for managers to foster wellness in their department/unit:**

<https://wellness.osu.edu/health-and-wellness-resources/manager-wellness-toolkit>



Be kind.

Thanks for joining the Mask On/Mood Up Movement.

Wear this mask with Buckeye pride, and when you do:

1. Take three deep abdominal breaths when you put on your mask using the 5-7-8 method (Breathe in slowly counting to 5; hold your breath and count to 7; exhale slowly while counting to 8)
2. **Be kind to yourself** – say a positive self-affirmation 10 times (*e.g., I am strong; I am kind; I'm too blessed to be stressed*)
3. **Be kind to others** – name one person you are grateful for today—tell that person with specifics (*e.g., I am grateful for you because you let me vent when I am stressed*)

Learn more about how you can reduce your stress and improve your mood at wellness.osu.edu.



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OFFICE OF STUDENT LIFE



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Help to Build the Best Possible Wellness Culture for our Buckeye Family

*Remember,
Culture Eats Strategy!*



Buckeye Paws: A Great Stress Reliever for our Medical Center Clinicians and Staff

- “There is just something about a dog’s presence that calms people, brightens their mood, and allows them time to decompress, even if only for a quick moment. When I get a surprise visit from Shiloh and Brienne it is the best part of my day! Thank you BUCKEYE PAWS!”
- “Today has been a very stressful day and then I saw Brienne and everything is okay again!”
- “Meeting Radar has been my favorite day at the Med Center. He can come to visit every day!”



Buckeye Paws

