

Wellness Activity: Share your strategies related to the three following questions:

- What strategy do you use to manage your work/life balance?
- How do you manage your time and energy throughout the day?
- What helps you thrive in life in the workplace?

In-Person Attendees

- Use the large sticky pads around the room.
- Place one suggestion on single sticky note.

Virtual

- Use the following QR code or link to share your strategies:
- [Go.osu.edu/wellness-activity-sohw](https://go.osu.edu/wellness-activity-sohw)





**Welcome to the
2024 OSU State of Health and Wellness
in Buckeye Nation**



THE OHIO STATE UNIVERSITY

OFFICE OF THE CHIEF WELLNESS OFFICER



Bernadette Melnyk, PhD, APRN-CNP, FAAN, FNAP, FAAN
Vice President for Health Promotion
Chief Wellness Officer



THE OHIO STATE UNIVERSITY

OFFICE OF THE CHIEF WELLNESS OFFICER

Take and Give a Dose of **Vitamin G** Every Day!

Evidence-based Effects of Gratitude



Improved Mood

Improved Heart Health

Improved Blood Pressure

Improved Sleep

Increased Optimism



Ohio State's Wellness Vision and Mission

2019-2024 Health and Wellness Strategic Plan

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

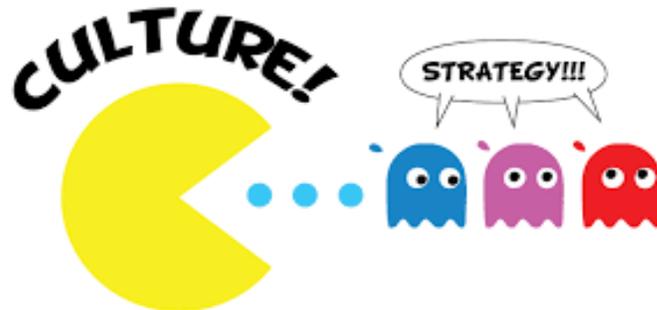
See wellness.osu.edu for our current strategic plan

***Our New 5-year strategic plan is currently in process*



What is Known From Recent National Studies

- Burnout in the post-pandemic workforce is between 40 and 60% in most studies
- Burnout is strongly associated with depression and clinical anxiety and strongly related to turnover
- Mattering to an organization matters and is associated with less burnout, depression and anxiety
- If people perceive their workplace culture as supportive of their well-being, they have better mental and physical health outcomes



Work Stress Impacts Personal Lives Significantly

Work stress takes a toll on 7 out of 10 employees

Employees indicated level of agreement to following statements

■ AGREE ■ DISAGREE



Work-related stress has negatively affected my physical health



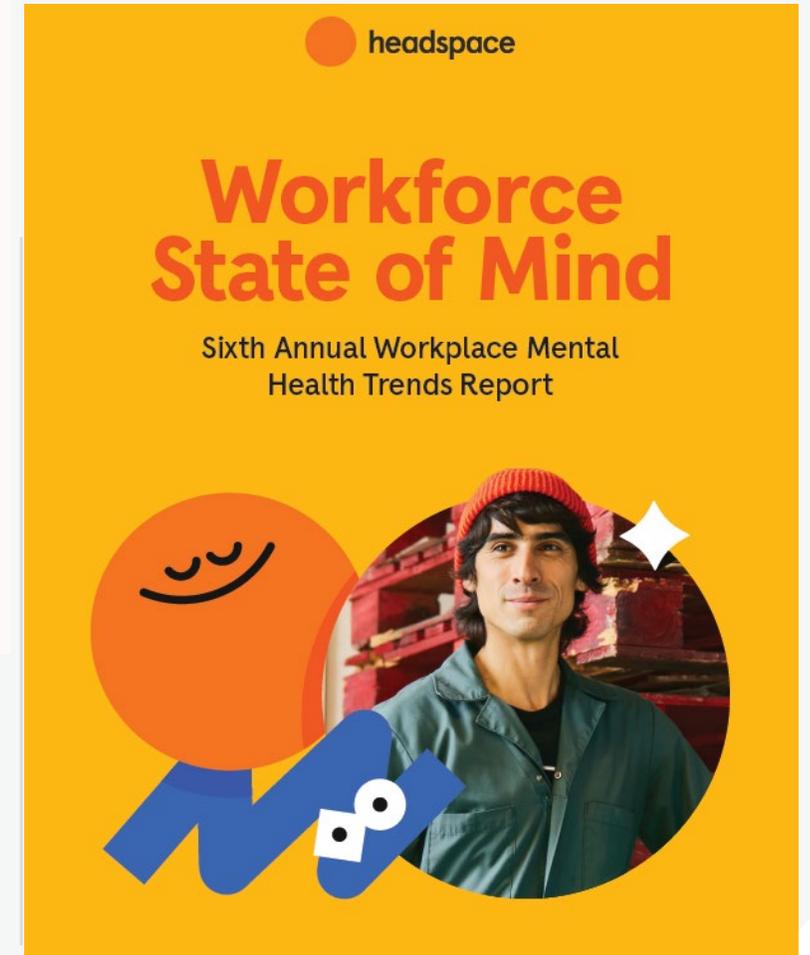
Work-related stress has caused me to gain weight



Work-related stress has caused a personal relationship to end (break-ups, divorce, etc.)

46% of healthcare workers report high or extreme stress

37% of employees say work related stress has contributed to serious mental health challenges, such as substance use or suicidal ideation



Managers Play a Critical Role in Fostering Healthy Workplaces

In the past year, how has your manager negatively impacted your emotional and mental health?

43% Lack of understanding of life outside work

43% Treated team members unequally

41% Lack of respect for working hours boundaries

40% Set an unsustainable workload

39% Enabled a toxic work environment

3% My manager hasn't negatively impacted my mental health

In the past year, how has your manager positively impacted your emotional and mental health?

57% Been flexible with schedules or projects to accommodate personal issues

51% Provided mentorship for a professional issue

48% Helped me navigate my benefits to get help

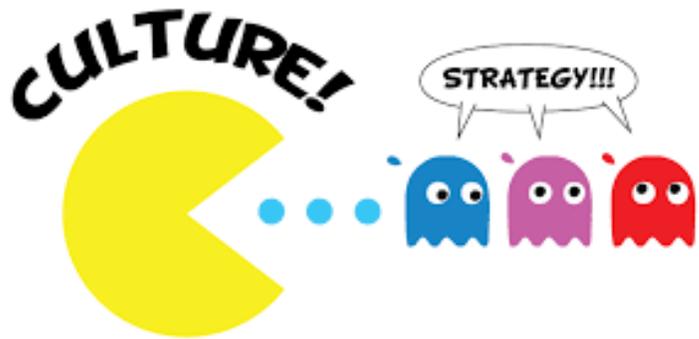
47% Created moments of fun for the team

46% Encouraged my career ambitions

1% My manager hasn't positively impacted my mental health

Our Multi-Component Evidence-based Approach with a Focus on Culture and Measurement of Outcomes

It is Critical to Fix System Issues Known to Cause Burnout and Other Adverse Outcomes



ORGANIZATIONAL CULTURE

- Individuals and Small Groups
- Faculty/Supervisors/Managers
- Top Leaders
- The System

ORGANIZATIONAL CULTURE



Our University-Wide Wellness TEAM

Together, Everyone Achieves More

Office of the Chief Wellness Officer/Buckeye Wellness and
the Faculty/Staff Buckeye Wellness Innovators

One University Health & Wellness Council

Human Resources and Your Plan for Health

The OSU Health Plan/Employee Assistance Program

Gabbe Wexner Medical Center Wellness Program

Office of Student Life and the Student Wellness Center

University Staff Advisory Committee

University Communications

Advancement and Planning



One University Health and Wellness Council Members

Chair

Bernadette Melnyk

Co-Chairs

Pam Doseck

Ryan Lovell

Members

Zia Ahmed

Megan Amaya

Laura Assenheimer

Jennifer Beard

Arrianna Galligher

Rashmi Ganith

Andrew Jordan

Nicol Holman

Jodie Leister

Andre Love

Laxmi Mehta

Stefanie Morrow

Tasneem Motiwala

Micky Sharma

Deborah Pond

Taylor Schwein

Tracy Stuck

Melissa Walters

Re'Nesha Weston





2023 Population Health Trend Data The Ohio State University



THE OHIO STATE UNIVERSITY

OFFICE OF THE CHIEF WELLNESS OFFICER

Our PHA and Biometric Screening Participation are Critical for Tracking Outcomes



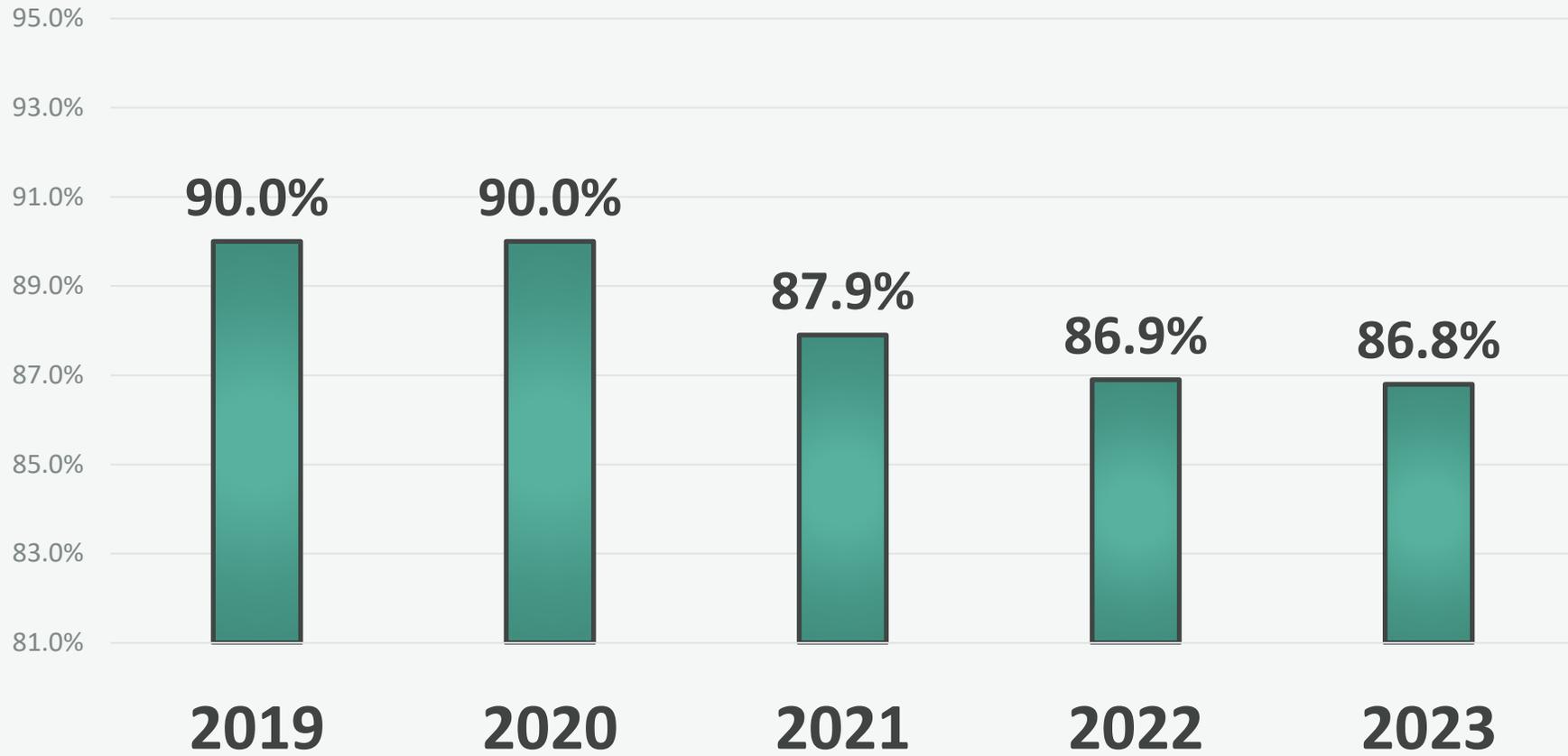
Your Plan for Health | PHA & Biometric Screening Participation

	Health Assessment (PHA)	Verified Screenings
2023	21,714	24,744
2022	21,875	23,335
2021	19,951	20,443
2020	23,027	12,359*
2019	22,483	19,356
2018	22,675	17,445

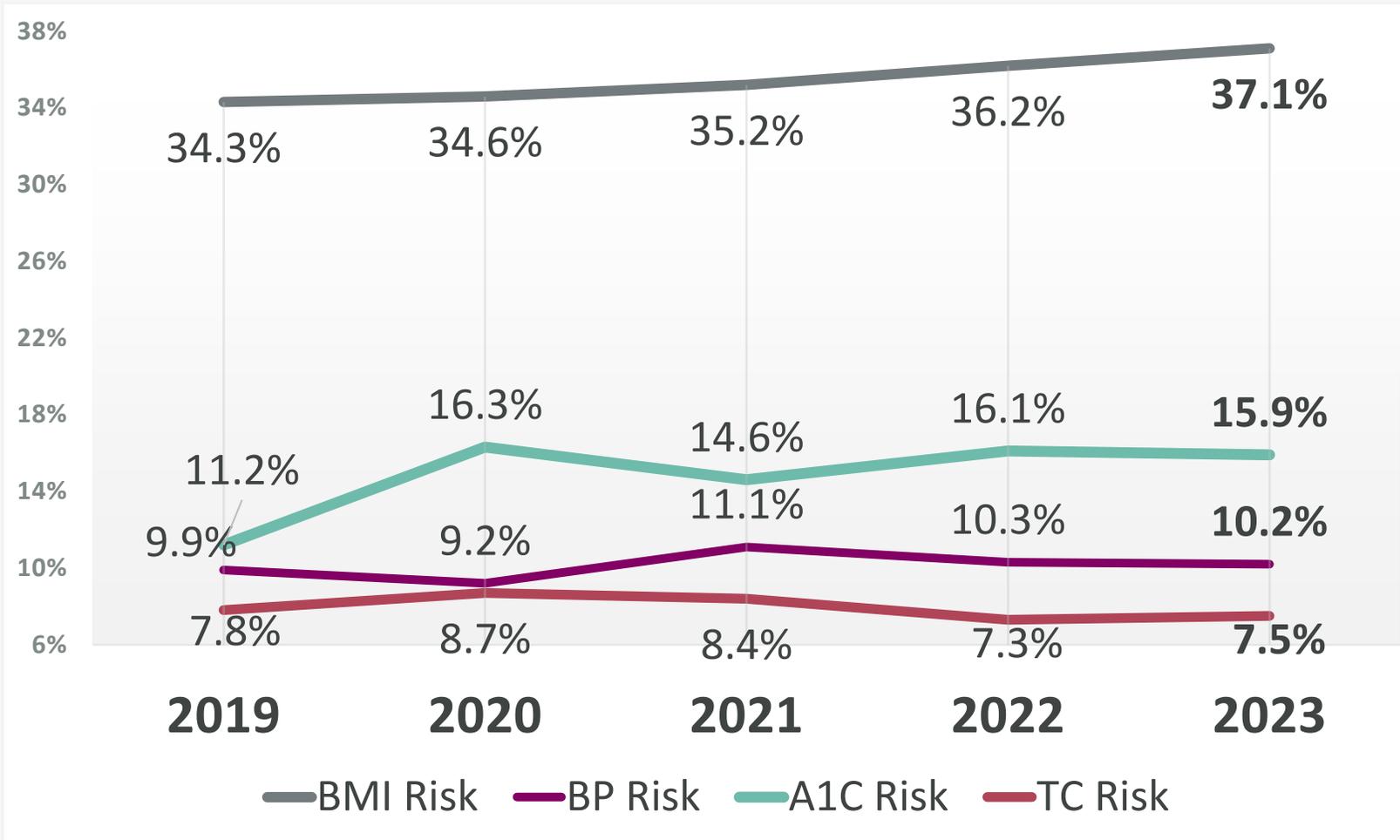
*Pandemic adjustments to the incentive earning requirements and access issues decreased verified screening data and reporting for 2020.

Perception of Health

Percent Reported Excellent or Good Health



High Risk Health Outcomes Trend



High Risk Only

HPI Risk Criteria

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

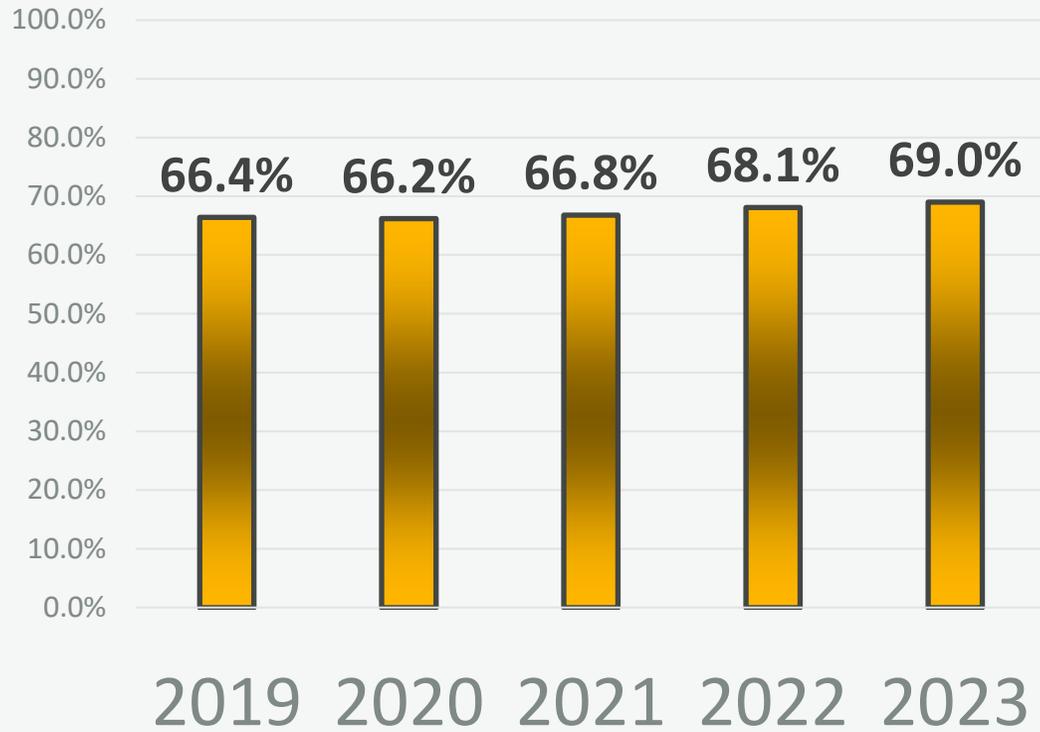
- Verified biometrics only
- 2020 anomaly due to pandemic (N in chart below) requirements eased.

Completion Year	Count of PersonId
2019	18511
2020	11821
2021	19309
2022	21892
2023	24744

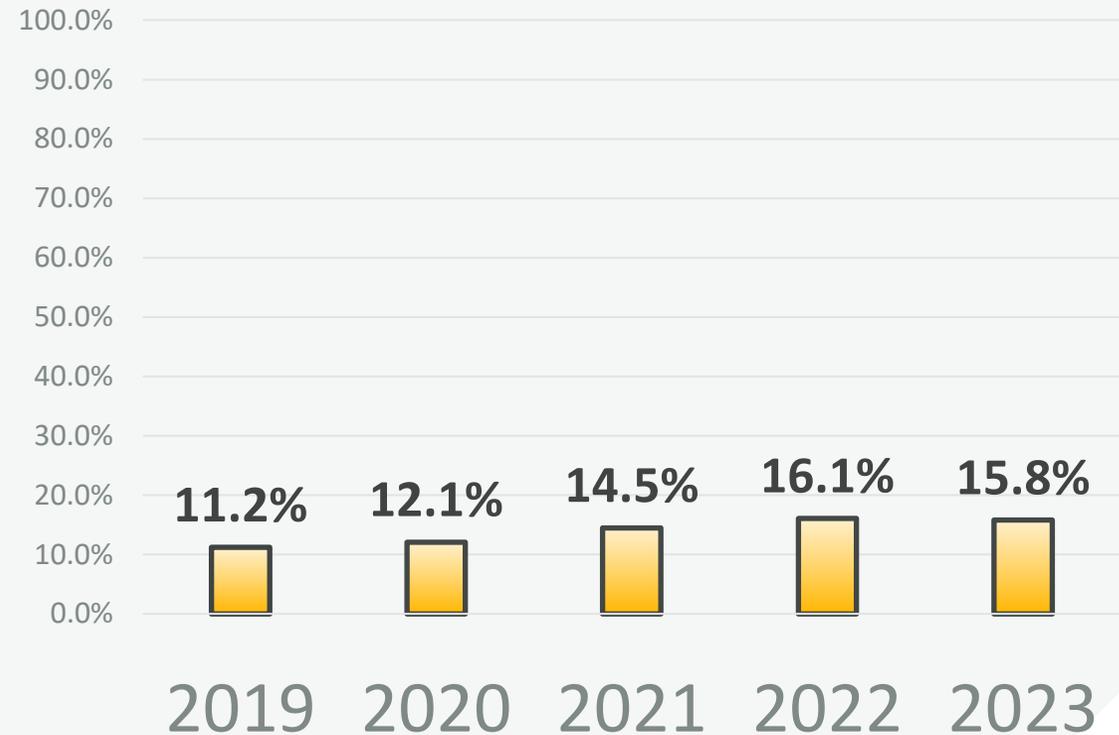
Weight & Diabetes Risk Trend

Biometric Status	Value(s)
A1c-Normal	<5.7
A1c-Prediabetes	5.7-6.4
A1c-Diabetes	>= 6.5
BMI-Underweight/Normal	<=25
BMI-Overweight	25.1-29.9
BMI-Obese	>=30

Moderate & High Risk BMI



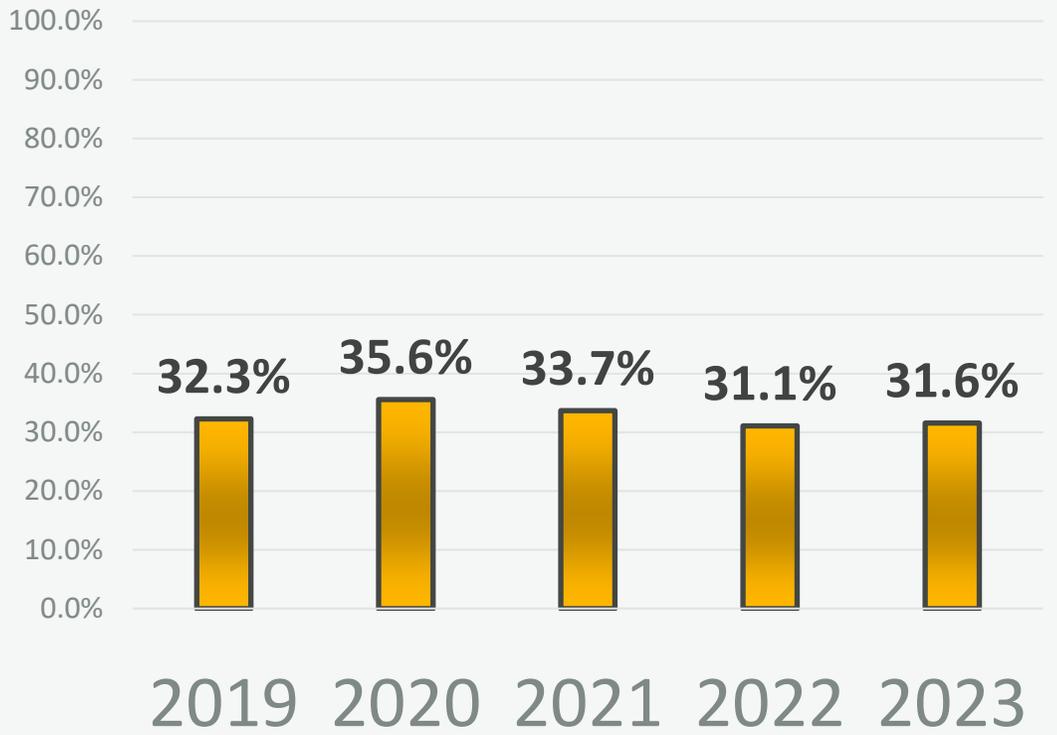
Moderate & High Risk A1C



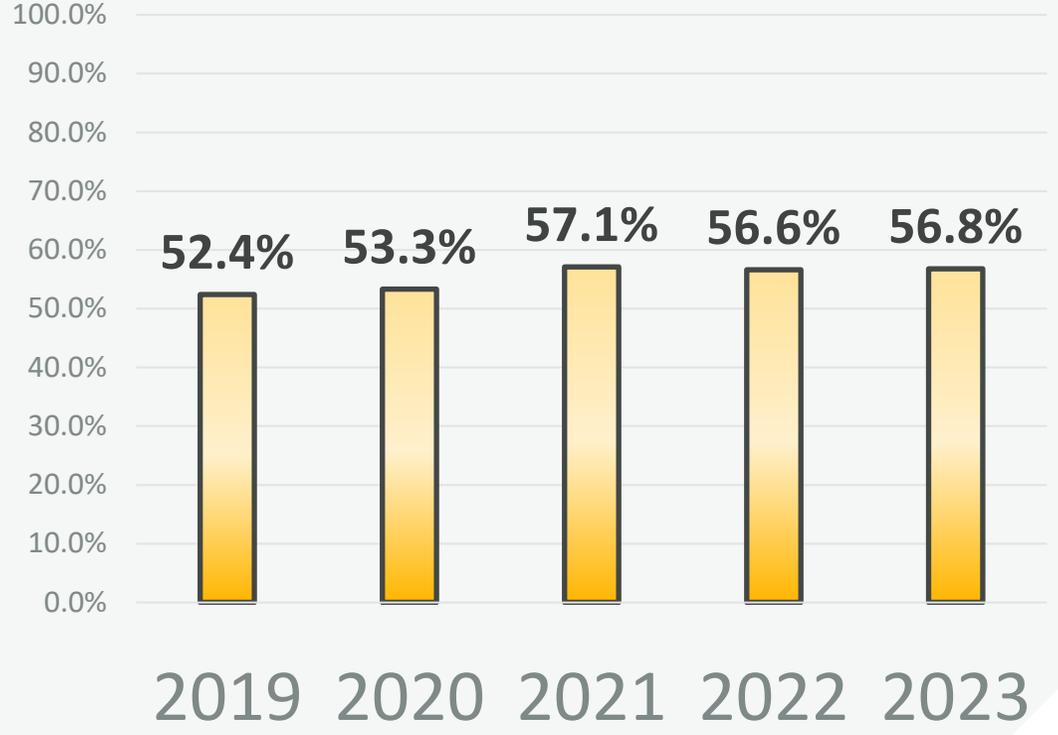
BP-Normal	SBP<120 & DBP<80
BP-Prehypertension	SBP:120-139 OR DBP:80-89
BP-Hypertension	SBP>=140 OR DBP >=90

Cardiovascular Risk: TC & BP Trend

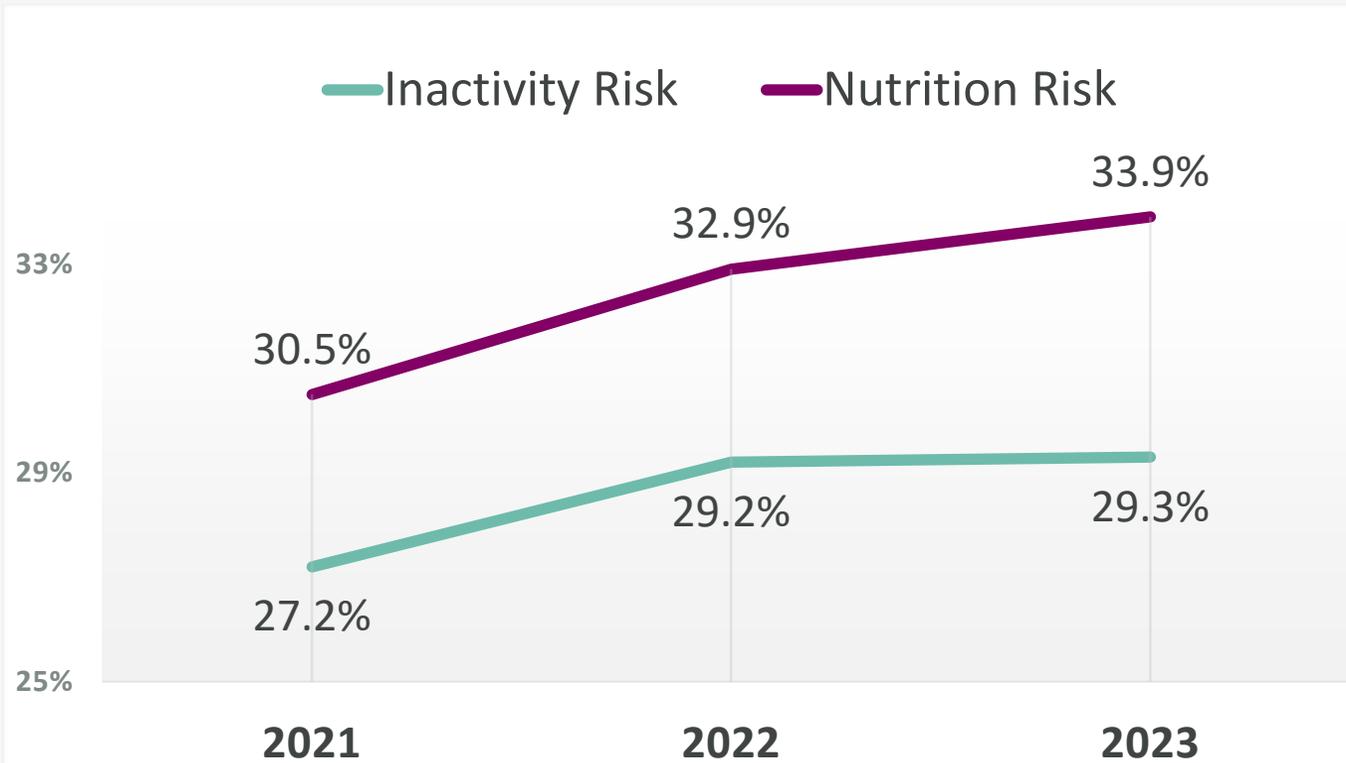
Moderate & High Total Cholesterol



Moderate & High Risk Blood Pressure



Physical Activity & Nutrition Risk



	2021	2022	2023
Active Days <3/week	46.3%	47.3%	47.5%
Active Minutes <150/week	73.1%	74.1%	74.0%
Inactivity Risk	27.2%	29.2%	29.3%
Nutrition Risk	30.5%	32.9%	33.9%

PHA Year	Count
2021	18799
2022	20480
2023	21714

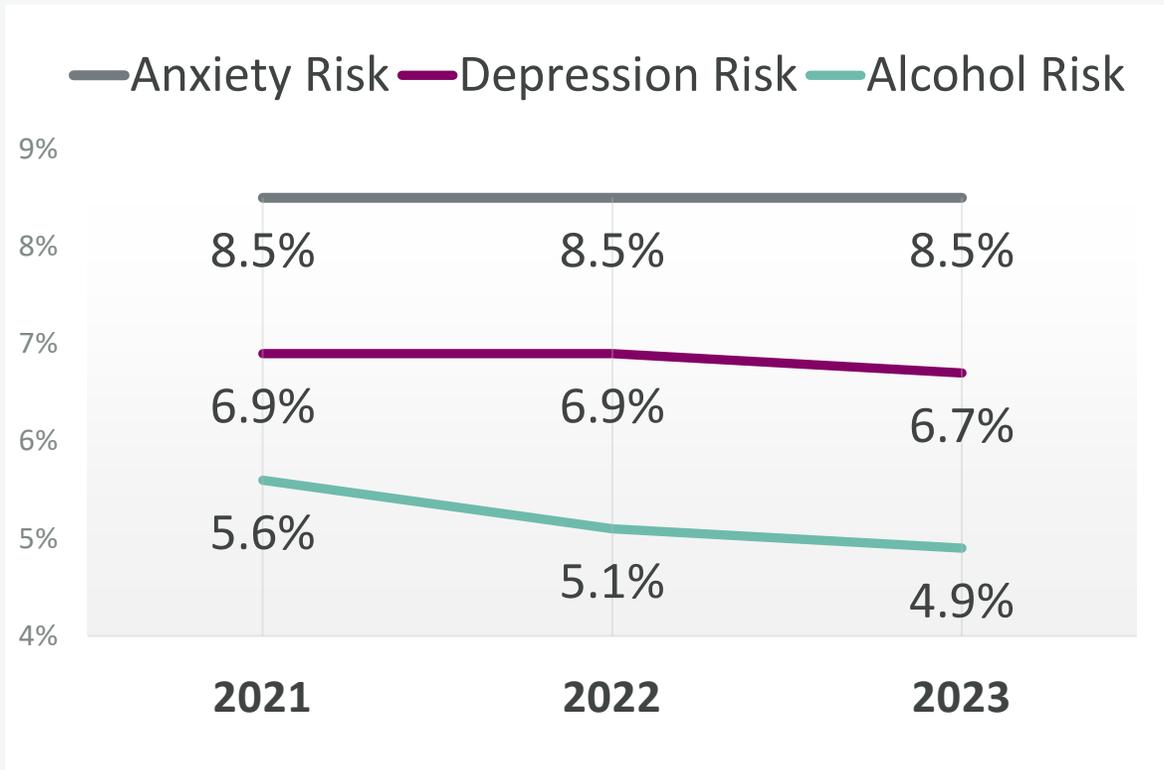
Active Days: Number of days of moderate exercise per week

Active Minutes: Number of minutes of moderate exercise per week

Inactivity Risk: Sum of the number of days of moderate, vigorous, and strength building exercises per week < 3 days **OR** Sum of the number of minutes of moderate exercise and twice the number of minutes of vigorous exercise per week < 150

Nutrition Risk: Sum of the servings of fruits and vegetables per day < 5

Mental Health & Well-being Risk



	2021	2022	2023
Anxiety Risk (GAD2)	8.5%	8.5%	8.5%
Depression Risk (PHQ2)	6.9%	6.9%	6.7%
Smoking Risk (Current)	2.6%	2.6%	2.5%
Daily Alcohol: Men > 2, Women > 1	23.9%	24.1%	23.4%
Weekly Alcohol: Men > 14, Women > 7	5.6%	5.1%	4.9%

Anxiety Risk: Score of ≥ 3 on following questions: Over the last two weeks, how often have you felt nervous, anxious, or on edge? Over the last two weeks, how often have you felt unable to stop or control worrying?

Depression Risk: Score of ≥ 3 on following questions: In the past two weeks, how often have you had little interest or pleasure in doing things? In the past two weeks, have you felt down, depressed or hopeless?

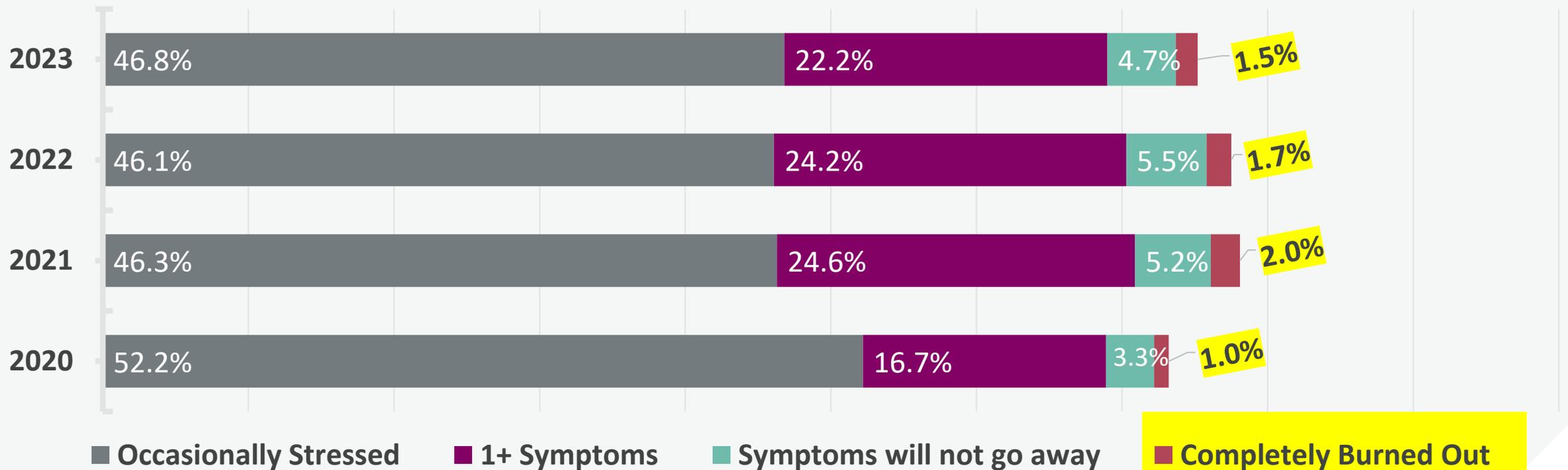
Smoking Risk: Current tobacco user

Daily Alcohol: On days I drink, I usually have this many drinks. **Weekly Alcohol:** Sum of the number of drinks per week

Burnout Risk Trend

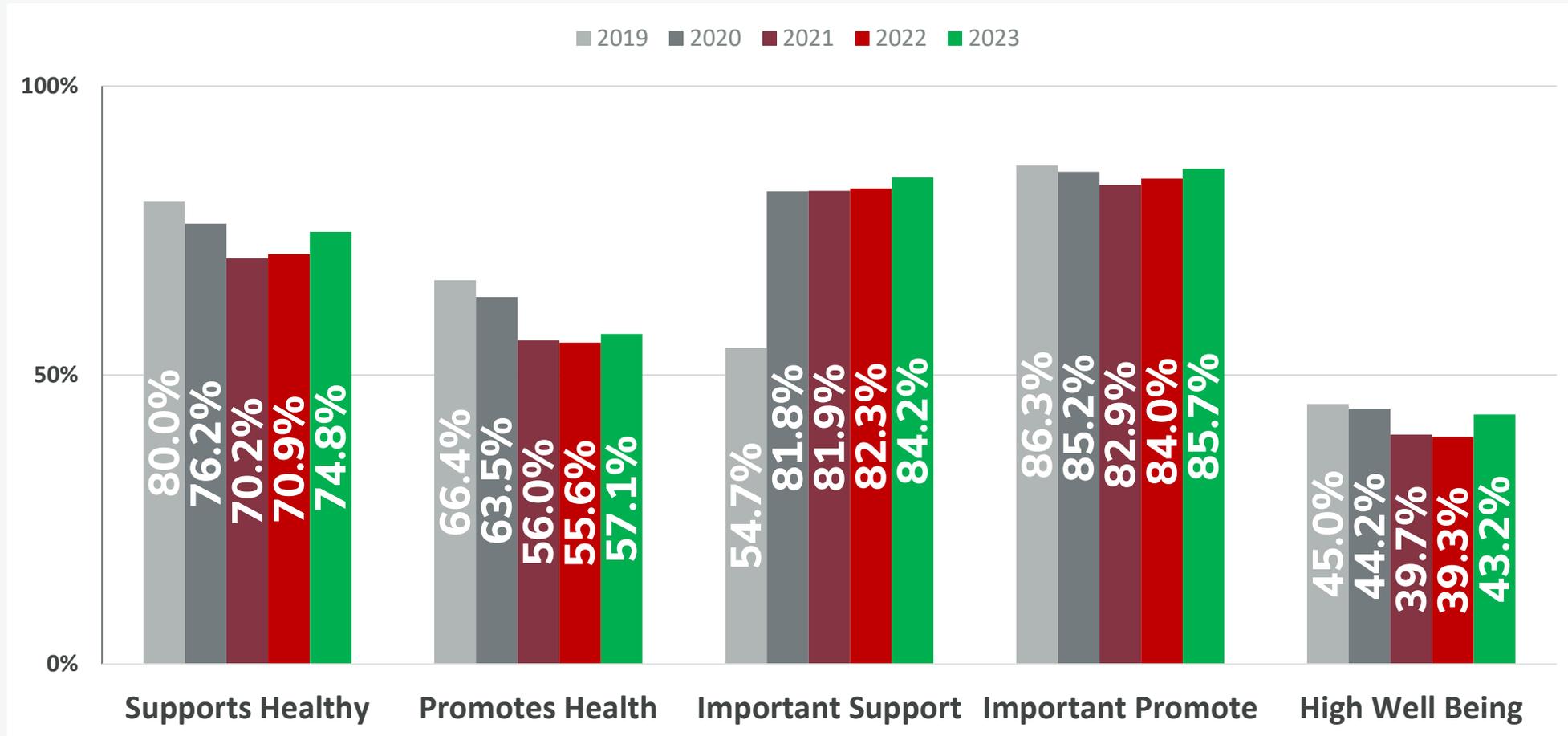
Overall, based on your definition of burnout, how would you rate your level of burnout?

Symptoms of burnout can include, anxiety, headaches, lack of sleep, fatigue, and an increasingly cynical outlook on life and work.

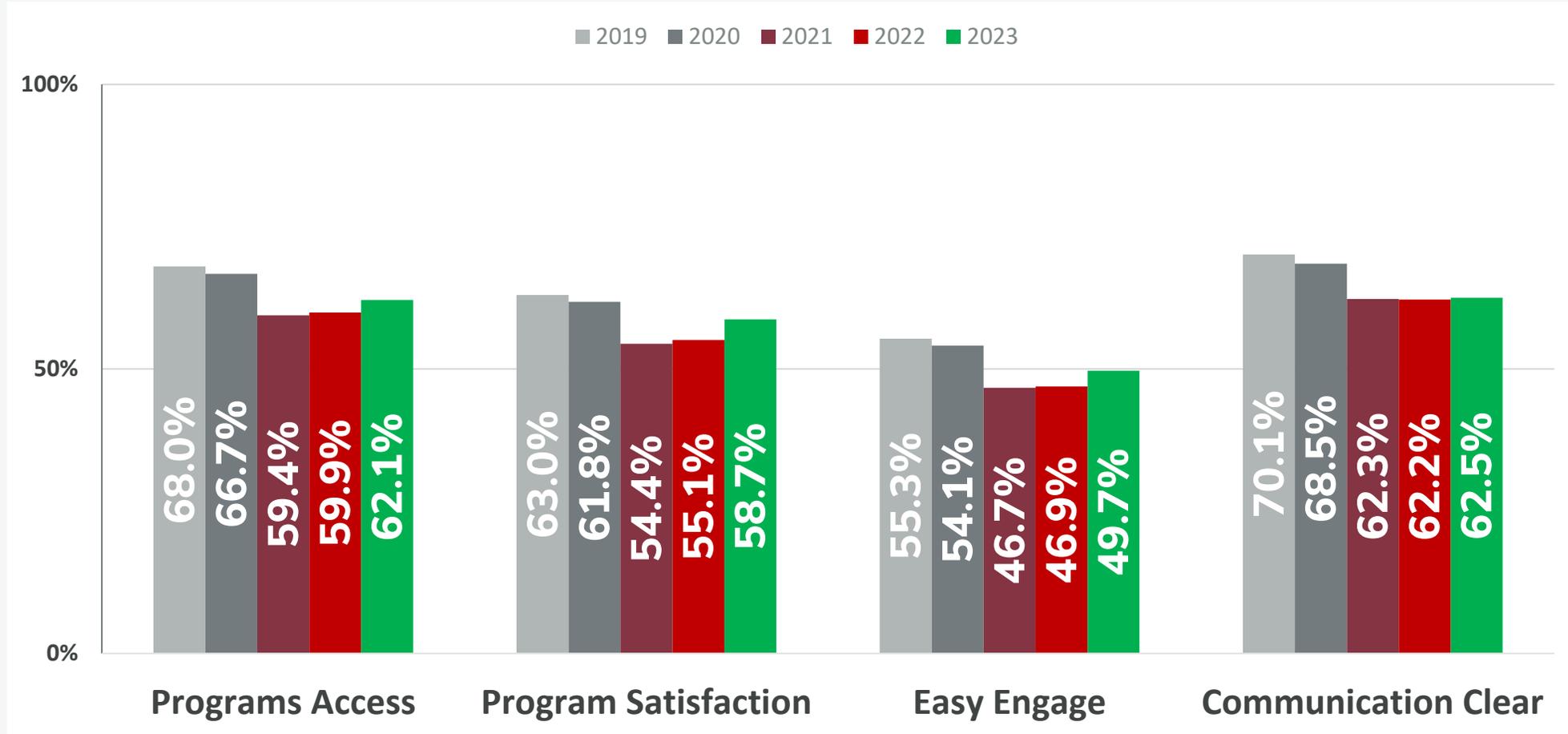


Culture and Perception Data

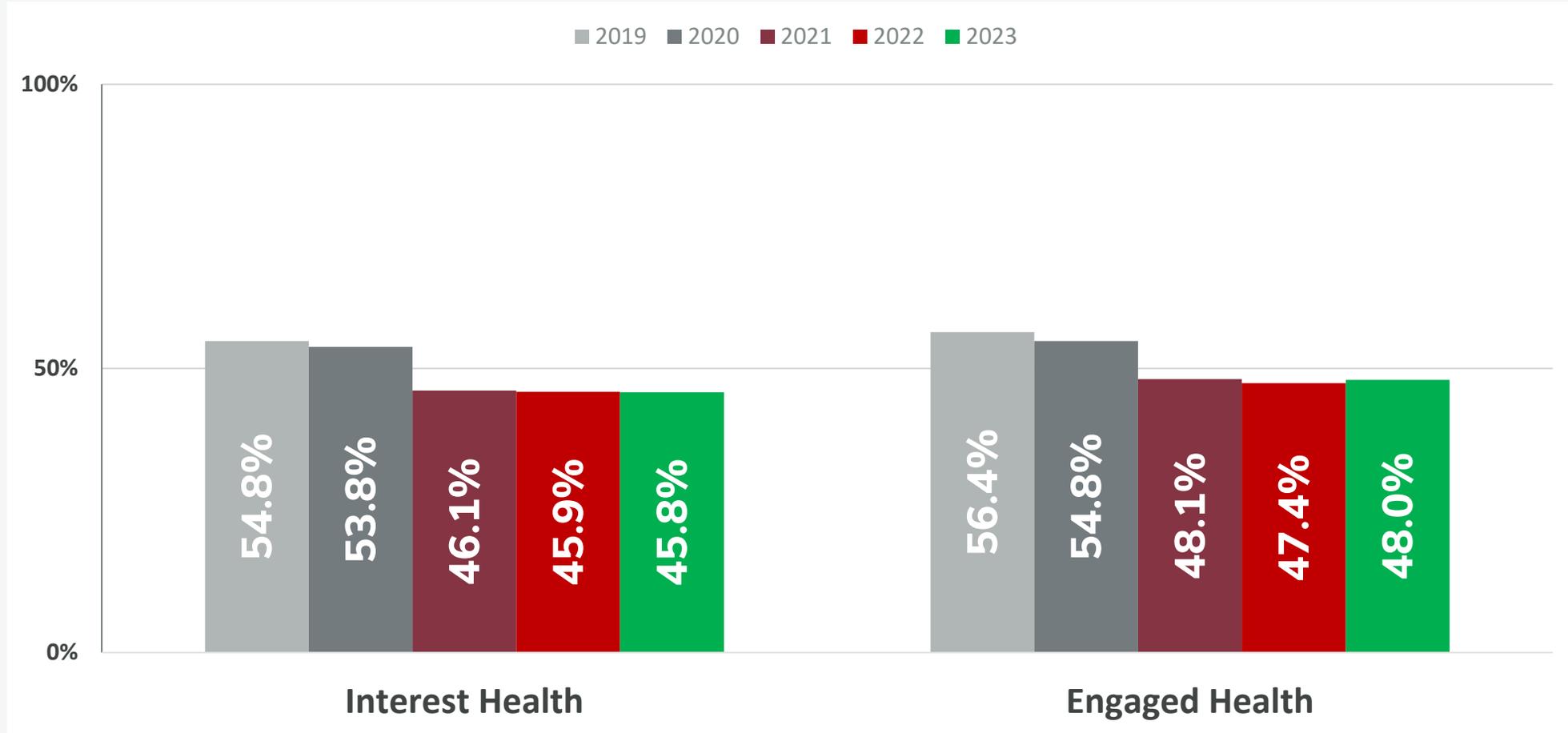
Culture Survey Trend | Support



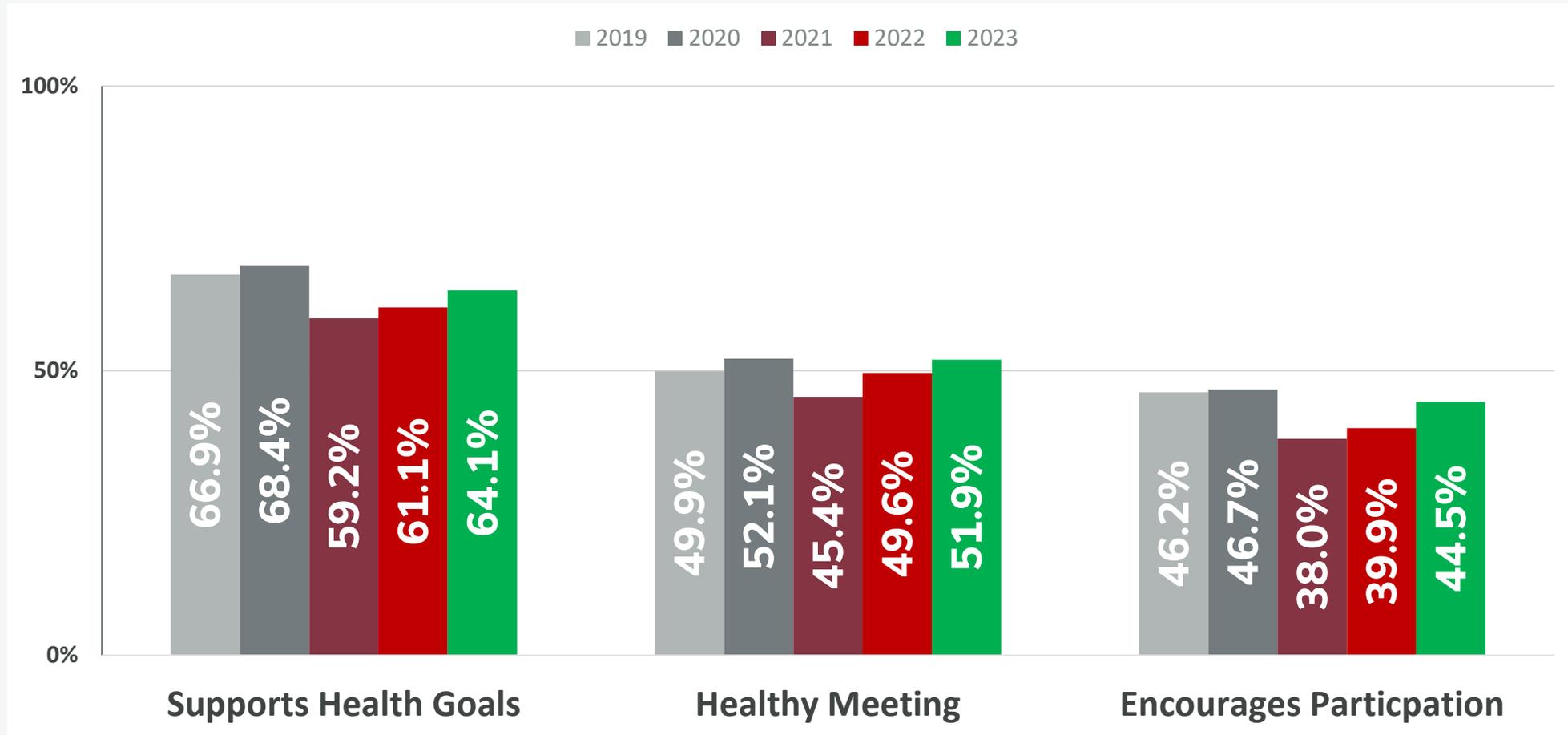
Culture Survey Trend | Access



Culture Survey Trend | Senior Leadership Support



Perception of Manager Support



Buckeye Wellness Innovator Data

Are you a BWI?

Yes

5%

Do you know your BWI?

Yes

22.4%

Do you participate in BWI activities?

Yes

15.8%

Our 700+ Faculty and Staff Buckeye Wellness Innovators

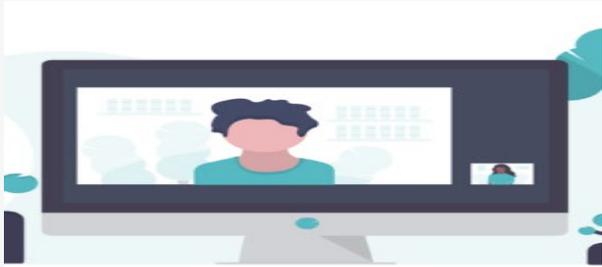
Our Force in the Grass Roots



Join our BWIs!
BWI Orientation
May 21, 2024
Registration now [open!](#)

Engage in Our Many Health and Well-being Resources

Health Coaches at Our Health Plan



Employee Assistance Program
Provides up to five
complimentary counseling
sessions

Office of the CWO/Buckeye Wellness

700 Faculty/Staff Buckeye Wellness Innovators
Health Athlete Energy Management Program
Virtual Connection and On-Line Learning Series
Fitness/Physical Activity Classes
Lunch-N-Learns
CWO Podcast; Silver Lining Series
5 to Thrive Workshop; Mental Health First Aide

College of Nursing
Virtual Evidence-based
MINDSTRONG CBT Program
Contact
MINDSTRONG@osu.edu

Resources for Staff and Managers

- [Guide for Investing in Your Health and Well-Being](#)
 - Provides tips for staff advocating for flexibility in order to better engage with wellness programming. The intent is to equip staff for conversations with their manager about incorporating wellness into their workday. Also provides sample activities for physical, mental, and career/intellectual wellness, and a list of campus wellness resources in one place.
- [Wellness Toolkit for Managers](#)
 - Geared toward managers and leaders. Links to articles demonstrating the value of supporting employee wellness, suggests ways to support employees on their wellness journey, and provides ideas for incorporating wellness into a team environment. The guide specifically references supporting employee mental health.



Faculty Toolkit

Strategies to Support Well-Being in Students

Faculty Toolkit

Strategies to Support Well-Being for Health Sciences Students



NWAA. (2023). Faculty Toolkit: Strategies to Support Well-Being for Health Sciences Students ©. All Rights Reserved.

Key Strategies to Create and Nurture a Culture of Wellness

Leadership "leads by example"
Top-level leaders, faculty and managers model and support healthy behaviors, relationships, interactions.
Faculty, students, staff, clinicians perceive that leadership cares about their wellness and that they matter.
Clear messages communicate the priority of well-being. Wellness is built into the strategic plan of the organization with specific measurable goals and the measurement of outcomes.
Opportunities for feedback invite collaboration and transparency.
Formally and informally recognize outstanding contributions to wellness by individuals and groups.
Create expectations for all to integrate self-care into their daily practices.
Comprehensive well-designed programs support individual wellness efforts
Programs and benefits intentionally motivate and sustain support for improved well-being.
Policies and practices allow time and resources that support wellness and self-care.
Programs cultivate inclusion and a sense of belonging.
The mission, vision, values and strategic plan of the organization/system supports a wellness culture
Language related to wellness and well-being is positive, encouraging and inclusive.
A holistic approach to wellness and self-care is valued and celebrated.
Healthy choices are the default choices within the organization/system.
Connection and partnership are prioritized and celebrated
Relationship-building occurs through respect, authenticity and a sense of safety and trust.
Collaboration and team-building are encouraged.
Digital platforms encourage engagement; in-person and online environments maximize interaction.



Health & Wellness Briefs

Tactics for a better you!

With Host Dr. Bernadette Melnyk
*Vice President for Health Promotion &
Chief Wellness Officer at The Ohio State University*



Visit Health & Wellness Briefs Podcast:
<https://go.osu.edu/healthandwellnessbriefspodcast>



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 (Reduce the time of meetings down from 60 to 50 minutes so you will have more time for short recovery breaks; ***A decrease of meetings by 40% leads to an increase in productivity of 70%!***)
- **Healthy eating** - 5 fruits and vegetables per day
- **No smoking**
- **Alcohol in moderation** – no more than 1 drink per day for women and men if you drink alcohol

Getting 7 hours of sleep and regularly engaging in stress reduction will result in even greater reductions in chronic disease.



The Next 30 to 66 Days

- Which healthy lifestyle behavior will you commit to improving in the next 30 to 66 days?
- Inch by inch, it's a cinch; yard by yard, it's hard!







Student Health and Well-being at Ohio State

Dr. Melissa Shivers
Senior Vice President for
Student Life



THE OHIO STATE UNIVERSITY
OFFICE OF STUDENT LIFE





Ohio State Student Well-Being

Mental Health

34% of students report they have been diagnosed with anxiety

27% of students report they have been diagnosed with depression

49% of students report ever receiving mental health treatment

Loneliness

24% of students report they have difficulty creating and maintaining social relationships

53% of students score positive for loneliness

Alcohol and Other Drug Use

80% of students report using alcohol in their lifetime

45% of students report using cannabis in their lifetime

12% of students report misusing a prescription stimulant in their lifetime



Ohio State Student Well-Being

Physical Health

40,863 students have swiped into a university rec facility

80% of students rate their physical health as good to excellent

Wellness

88% of students rate their *ability to thrive* as good to excellent

12,201 students have attended a presentation or coaching appointment at the Student Wellness Center

Engagement and Belonging

79% of students report being involved in at least one campus activity

39% of students have held a leadership position in an on-campus activity

81% of students report feeling a sense of belonging to Ohio State



Updates



THE OHIO STATE UNIVERSITY
OFFICE OF STUDENT LIFE



House Bill 33 Impact



Grant funding from Ohio Department of Higher Education provides \$2.5M across two years to support student mental health

- Teletherapy through *UWill*
- Graduate Teaching Assistants for support and outreach
- Accommodation support for mental health
- Student organization wellness programming funds
- Buckeye Resource Center staffing support
- Biofeedback equipment and software
- Digital mental health modules through *Welltrack Boost*
- Mental Health Support Grants





Buckeye Resource Center

- One-stop shop for students' essential needs
- Leveraging campus and community partnerships to support students, virtually and in-person

Resources	On-Location Support	Co-Located Support
<p>The BRC will provide the following resources to students:</p> <ul style="list-style-type: none">• Food through the Buckeye Food Alliance• Hygiene products• Clothing (personal and professional)• Emergency grants• Safety devices	<p>The BRC will have representation and partnership from the following offices, both in-person and virtually, to meet students' needs:</p> <ul style="list-style-type: none">• Student Advocacy Center• Student Financial Aid• Student Life Disability Services• Community Partners (e.g, Franklin County Department of Job and Family Services; Franklin County Housing Authority)	<p>The BRC is strategically located in the Younkin Success Center to leverage co-located support through:</p> <ul style="list-style-type: none">• Counseling and Consultation Service• Buckeye Careers• Dennis Learning Center



The Need is Real

38%

Ohio State students who could not come up with \$400 in an emergency

(SCFW 2023)

27%

of Ohio State students experience food insecurity

(Student Life Survey 2023)

6,477

number of visits to the Buckeye Food Alliance during the 2022-23 academic year

312

number of students who received Student Emergency Fund grants in 2022-23 academic year





**Thank
YOU!**



THE OHIO STATE UNIVERSITY
OFFICE OF STUDENT LIFE







Katie Hall

Senior Vice President for Talent, Culture and Human Resources





Training Gear
Running Shoes
Race Entry Fee

The Clinical Trials Team

Megan Nussbaum, left, Trisha Elegino, Nina Bounemany and Keira Wharton run along Fred Beekman Park near The James Outpatient Care Building where they work. Megan and her co-workers used their Lifestyle Spending Account (LSA) to pay for things like running shoes and race entry fees. Teammates work in the Clinical Trials Office at The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute.

Managing work, life and family responsibilities.

Family Care Benefits



Back-Up Care



In your home or local center. \$100 reimbursable care or copays for drop-in day care centers.

Elder Care



Nationwide companion care for your adult and elderly loved one's to give you peace of mind.

Additional Services



Referrals and discounts for tutoring, long-term care, babysitters, nannies, pet care, house cleaning and more.

Your Plan for Health

Holistic Support, Engaging Programs, Financial Rewards



Your Plan for Health

Since 2006, providing a homebase for health. Partnering with Virgin Pulse to provide a personalized well-being experience that rewards you for taking charge of your health.



Tools & Resources

Track healthy habits, participate in challenges, access Health Coaching, on-campus biometric screenings, explore mindfulness programming and more.



Hit the Road with the Buckeyes

Celebrate 15 years of tradition. Join us this fall as we walk the round-trip distance to Ohio State's away Big Ten football games.



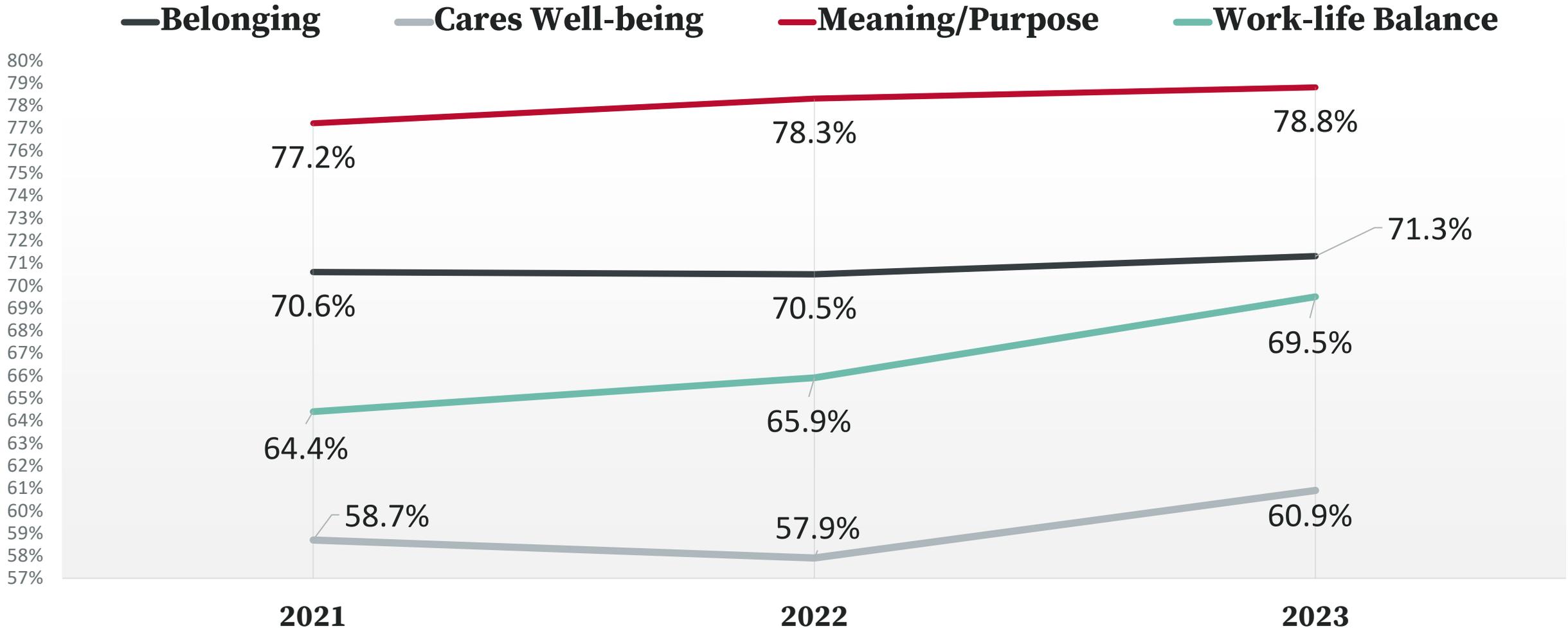
Employee Assistance Program

More Than Just Free Counseling

Also available to access:

Financial Assistance, Life Coaching, Legal Services,
Medical Advocacy, Personal Assistance Services
and Work-Life Resources

Belonging, Purpose & Balance



A photograph of two women walking outdoors on a paved path. The woman on the left is wearing a light blue jacket and holding a purple yoga mat. The woman on the right is wearing a grey cardigan and holding a blue yoga mat. They are both smiling and looking at each other. The background shows trees and a path leading into the distance.

Learn more at
yp4h.osu.edu

Questions:
yp4h@osu.edu



2024 Buckeye Wellness Innovator of the Year Award Recipients





2024 Manager and Supervisor Award Recipients





Emily McCartney

Fellowship Program Manager
The Ohio State University Medical Center

- Emily supports staffs' personal wellness goals and is accomodating.

"Emily often offers to change locations for our one-on-one meetings to get us both out of our offices and moving. She has encouraged me to take time off, when and as needed. Emily was the one who encouraged me to take intermittent FMLA leave when it became appropriate to help promote my health and wellness. "

- Emily goes above and beyond to help find a solution that benefits all involved. "I have never had a supervisor prioritize my individual wellness this often and to this level, and she does this for all of the folks she supervises."

"When Emily runs larger group meetings, she ensures that we have time for wellness and checks in with all of us about work stressors and how she can assist us. "



Sandra VanVranken

Director, Laboratory Compliance
The Ohio State University Medical Center

- "Sandra is consistently supportive of and listens to staff needs, whether that is flexibility in their schedule, help with workload, or desire to expand their work to include other items that may not be directly related to job role but increases overall job satisfaction and employee happiness. "
- "Sandra has been very supportive of my desire to further incorporate staff health and wellness into the labs by encouraging me to become a BWI, and take part in the new Clinical Staff Well-being Committee."
- "Sandra helps to promote health and wellness throughout the labs via communications with lab leadership and arranging events/presentations."



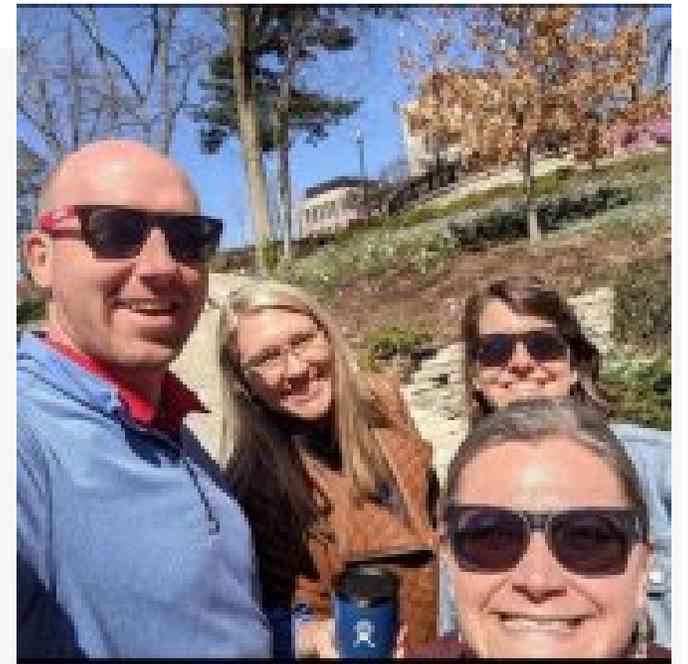
THE OHIO STATE UNIVERSITY

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Todd Thobe

Director, Student Services
The Ohio State University



- "Todd cares about the people that are under him, and how we feel, both mentally and physically. He wants us to be happy and healthy while we work. Todd makes sure we know he's there for us and wants us to have a good balance between work and life."
- "Todd is also really flexible with our work schedules. He understands that work can be stressful, so he lets us manage our time in a way that works best for us."
- "Todd also makes sure we have what we need to stay healthy at work. Whether it's buying exercise equipment or joining a gym, he always reminds us to make the best of the Lifestyle Spending Account (LSA) and sends reminders before the deadline! which has helped me utilize the LSA funding before the deadline. "
- "Todd is a great leader who cares about our well-being. His kindness, flexibility, and support inspire us to be happier and healthier both at work and in our personal lives. He is the definition of a Wellness Champion. "



THE OHIO STATE UNIVERSITY

OFFICE OF THE CHIEF WELLNESS OFFICER



Kim Young

Chief Administrative Officer
The Ohio State University

- "Kim ensures all members of the John Glenn College of Public Affairs can learn and work in a supportive and comfortable environment. She ensures health and wellbeing are at the forefront of all decisions."
- "Some examples of programs and activities she has been a leader in creating and implementing for an entire college: wellness walks, lunchtime reading club, Bring a Child to Work Day, John Glenn-themed University Steps Challenge, REACH training, Naloxone training, hot chocolate/coffee bar, snack bags for exam week, chair massages, OSU 4-miler, 9/11 memorial run with ROTC, Halloween costume potluck, Thanksgiving potluck, indoor bicycle parking, among others."
- "Kim Young is a strong and dedicated leader in the John Glenn Board of Wellness Committee. She bridges the gap between mental and physical health by planning, promoting, and participating in monthly wellness walks."
- "Additionally, she has been a fierce advocate for the Glenn college to host REACH (suicide prevention) trainings for 5+ years in a row. She has been a leader in keeping track of employees who have received their training and congratulating those who do."
- "Overall, she goes above and beyond to ensure I feel valued and included in every task I complete as her assistant."

2024 University Leadership Well-being Award





Norman W. Jones, Ph.D

Vice Provost and Dean for Undergraduate Education
Professor of English

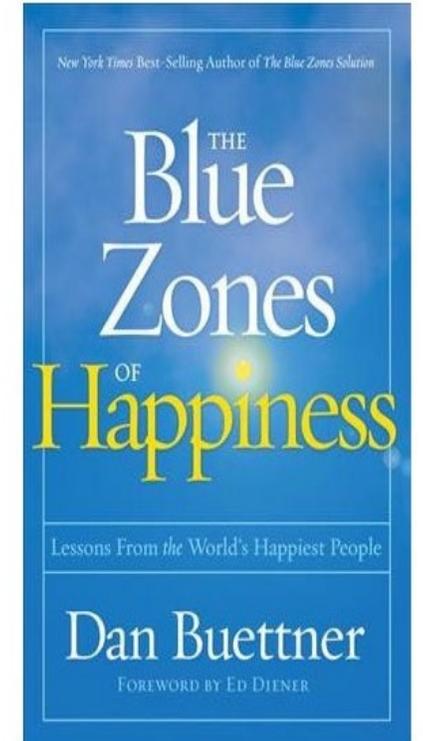
Closing Remarks and Charge to Participants



Three Keys for Happiness

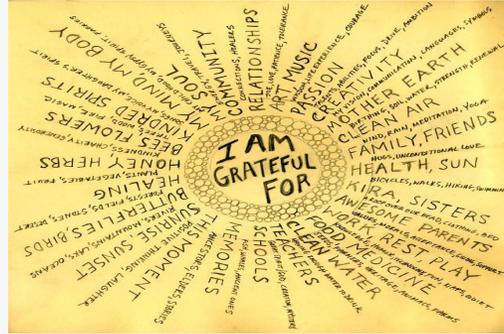
Dreams/Purpose, Passion and Pride

- To enhance pleasure, look for ways to add fun and joy to your daily routines (e.g., socialize often)
- To enhance purpose, increase opportunities to use your strengths to achieve your dreams and meaningful goals
 - **Knowing your sense of purpose is worth up to 7 years of extra life expectancy!**
- To enhance pride, look for ways to align your job with your passions; reflect upon your accomplishments (none are too small!)



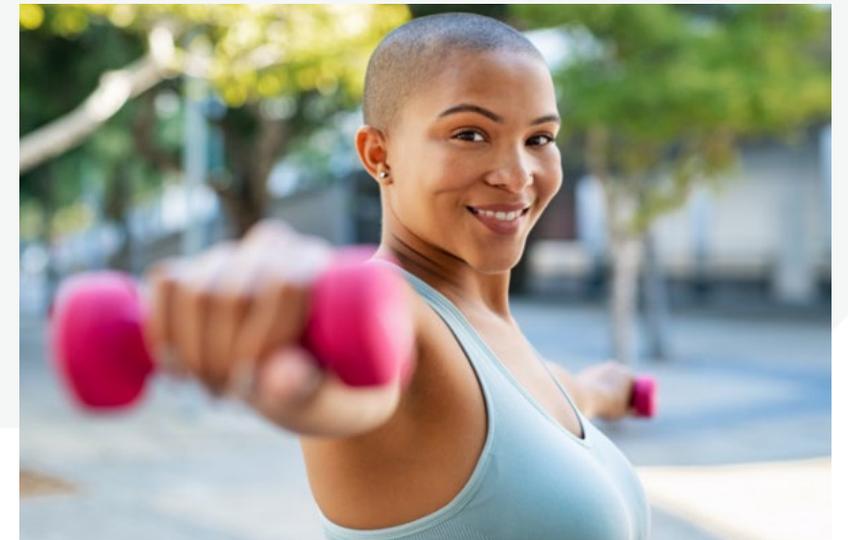
Take The 1-5-5 Buckeye Eye Opener 30 Day Morning Challenge: You are Worth 11 Minutes a Day!

1 Minute of Gratitude



5 Minutes of Reading in a Positive or Inspirational book or Listening to a Positive Podcast

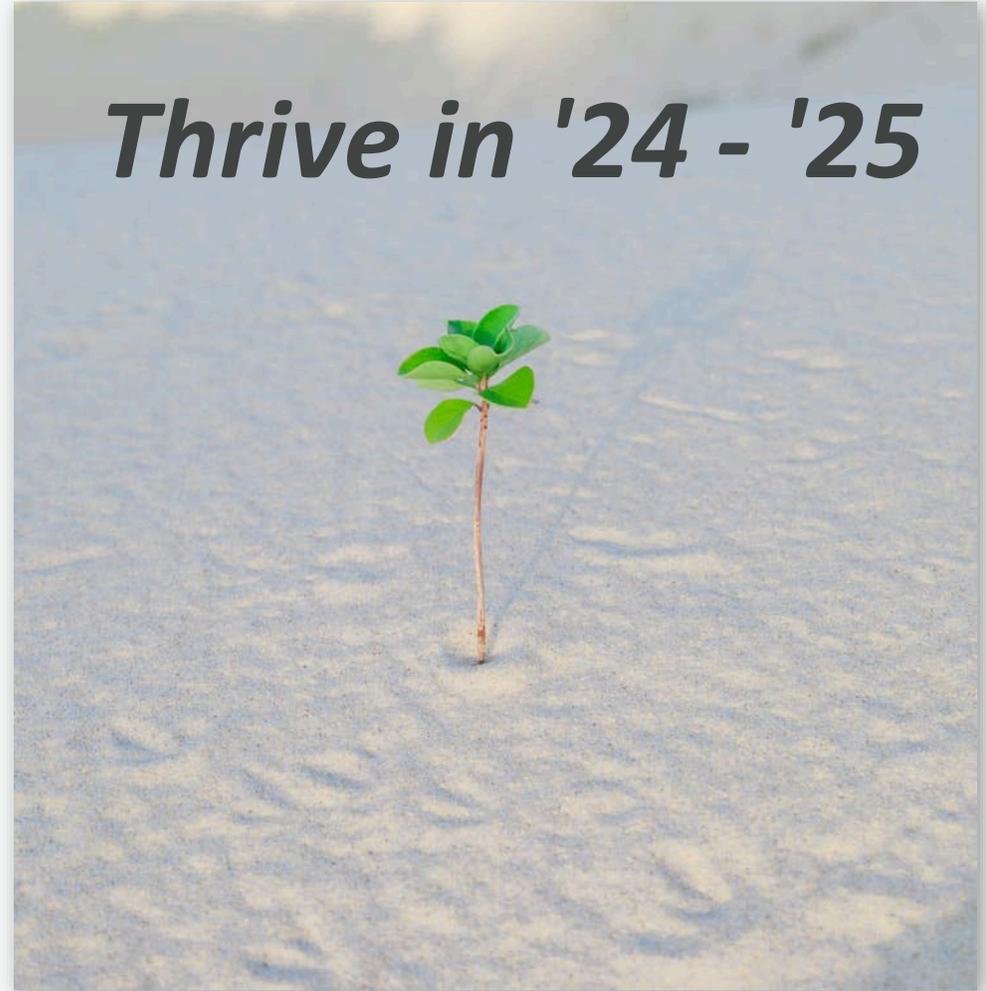
5 Minutes of Movement/Physical Activity



— Our 2024-2025 Wellness Theme



Thrive in '24 - '25



Surviving Versus Thriving

Two distinct states that have a major impact on our health and well-being

- Surviving: getting by; able to meet our basic needs but struggling to reach our dreams/goals and feel fulfilled
- Thriving: actively pursuing our dreams & goals, and experiencing fulfillment and life satisfaction



We want to know...

- What is your current level of thriving on a scale of 0 (not at all) to 10 (really thriving)?
- What could we do to help you thrive in 24-25?



<https://go.osu.edu/sohw24poll>

We want to help all of our Buckeyes to Thrive in 24-25!