

Building and Sustaining a Culture and Environment of Wellbeing at Ohio State

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THE OHIO STATE UNIVERSITY

Considering all Causes of Morbidity and Mortality, Behaviors are the #1 Killer of Americans



Current State of Health in the U.S.

Overweight and 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

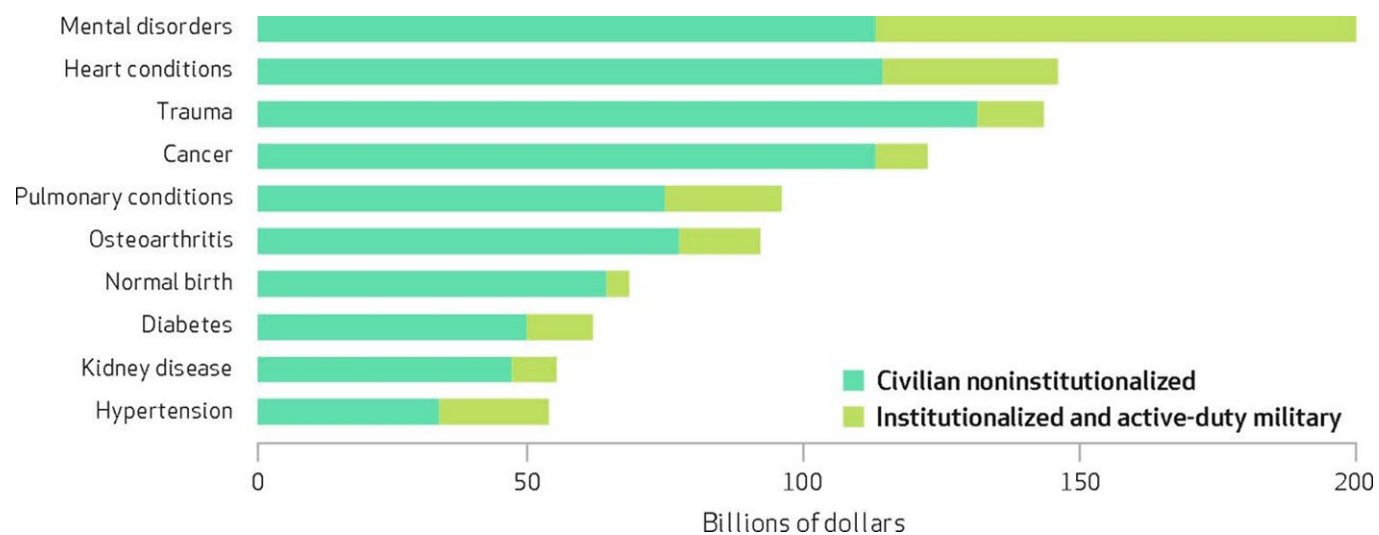
One out of 4 Americans have multiple chronic conditions

Our children are now predicted to have a shorter life span than their parents



TEN MEDICAL CONDITIONS WITH THE HIGHEST ESTIMATED SPENDING

Exhibit 1



SOURCE Author's analysis of study data. NOTES Institutionalized populations include nursing home residents, long-term patients in psychiatric hospitals, and prisoners. Trauma is fractures and wounds. Pulmonary conditions include chronic obstructive pulmonary disease, asthma, and other pulmonary diseases.

Roehig, C. (2016). Mental Disorders Top the List of the Most Costly Conditions in the United States: \$201 Billion. *Health Affairs*, 35(6), 1130--1135.



43 Population health

Ohio ranks 43rd on population health. Forty-two states are healthier. This domain rank* includes subdomain rankings for:

- 46 Health behaviors
- 44 Conditions and diseases
- 40 Overall health and wellbeing



28 Healthcare spending

Ohio ranks 28th on healthcare spending. Twenty-seven states spend less. This domain rank* includes subdomain rankings for:

- 22 Total and out-of-pocket spending
- 19 Private health insurance spending
- 35 Healthcare service area spending
- 27 Medicare spending

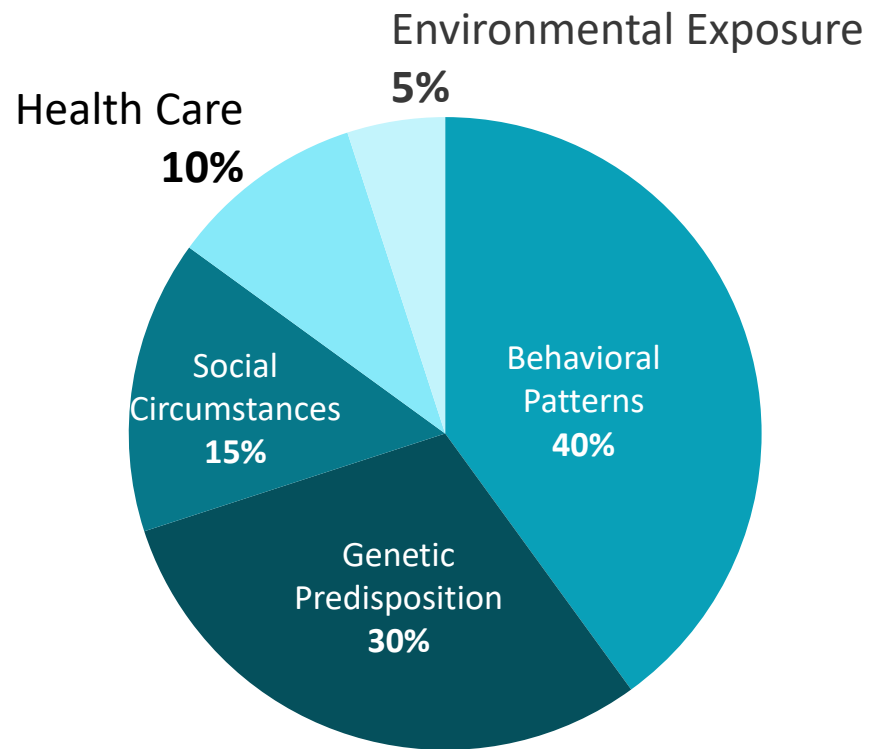


Health value in Ohio

Ohio ranks 46th on health value — a composite measure of population health and healthcare spending metrics.



Contributors to Premature Death



Every day, we make behavioral choices that influence our health and wellness outcomes



What Does The Evidence Tell Us?

Stress and Depression are Prevalent



One out of 4 individuals have a mental health problem. Depression and stress are poor predictors of 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



New Year's Resolutions
for 2009 ~~2011~~ ~~2012~~ 2013

1. Lose ^{more} weight again
2. Get fit next year
3. Give up ~~alcohol~~ ^{and cigarettes} drink less
4. Stand up ^{find job} to boss
5. Be nicer to my wife ^{ex-}
6. Sort out junk in shed ^{life}



6.3

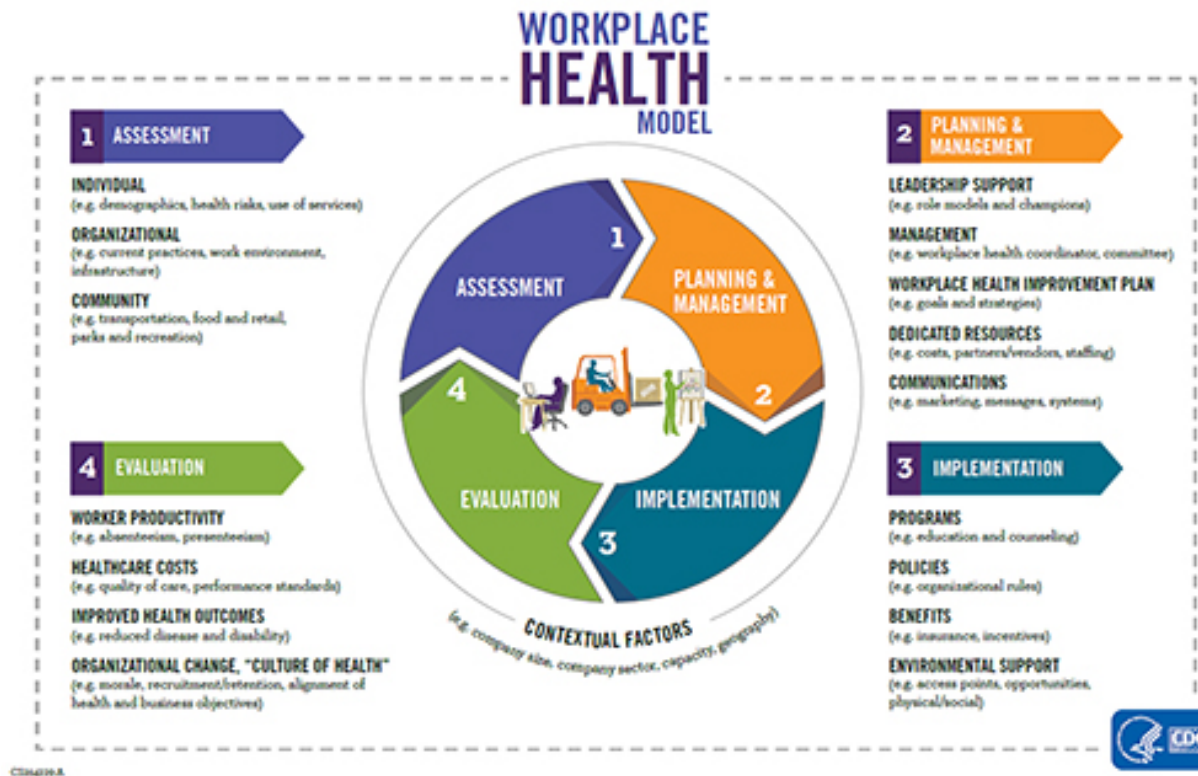
Percent of adults who engage in the 5 leading health behaviors that can reduce the risk of chronic disease. Nearly 83% of health-care spending could be cut if more people employed:

- ❖ **Not Smoking**
- ❖ **Exercising regularly**
- ❖ **Avoiding alcohol or drink in moderation**
- ❖ **Maintaining a healthy body weight**
- ❖ **Getting sufficient sleep**

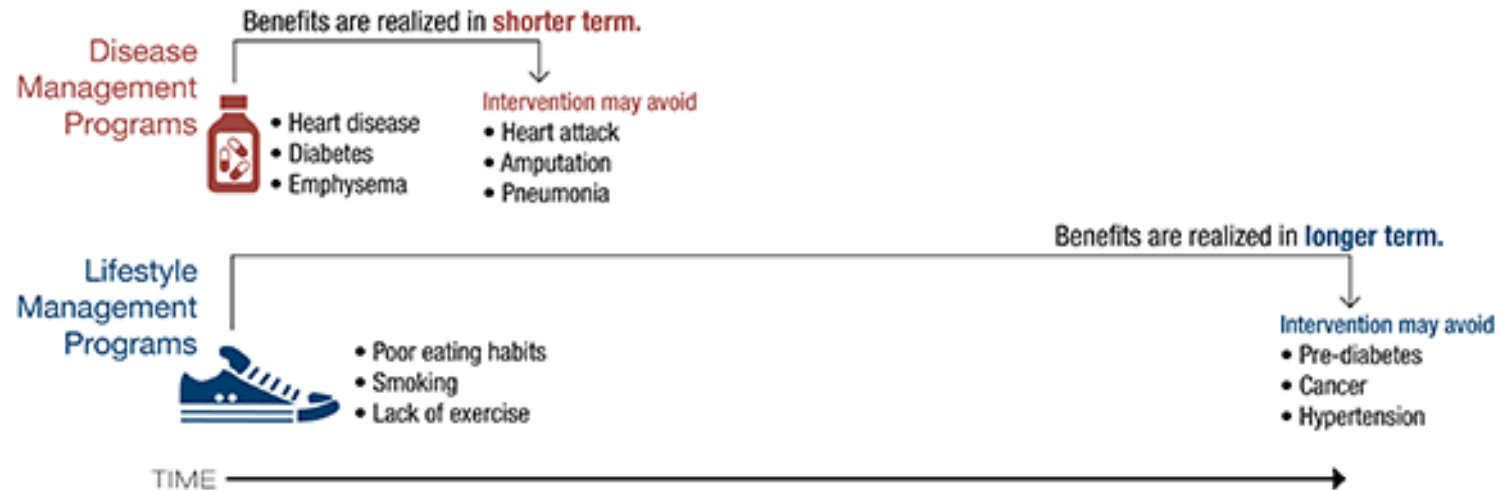
CDC, 2016



According to the CDC, a successful worksite health promotion program encompasses



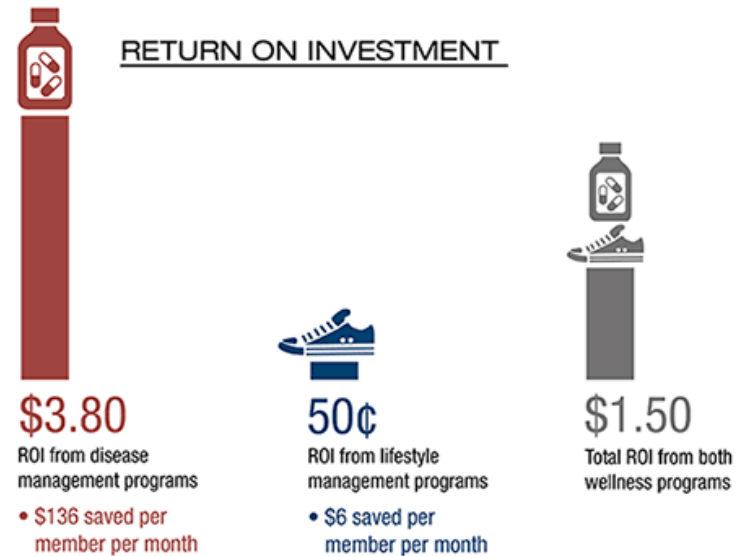
Disease Management Addresses Immediate Health Problems, Whereas Lifestyle Management Mitigates Longer-term Health Risks



Matke, S., Hangsheng L, Caloyeras, J., Huang, C. Y., Van Busum, K. R., Khodyakov, D., & Broderick, M. (2014). *Do Workplace Wellness Programs Save Employers Money?* Santa Monica, CA: RAND Corporation.



Disease Management Provided a Much Greater Return on Investment than Lifestyle Management

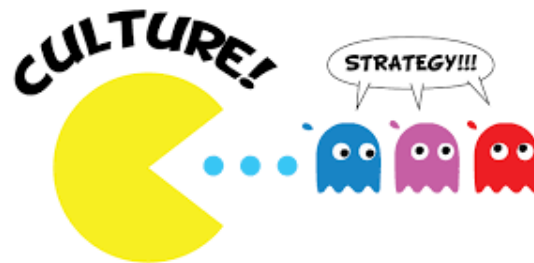


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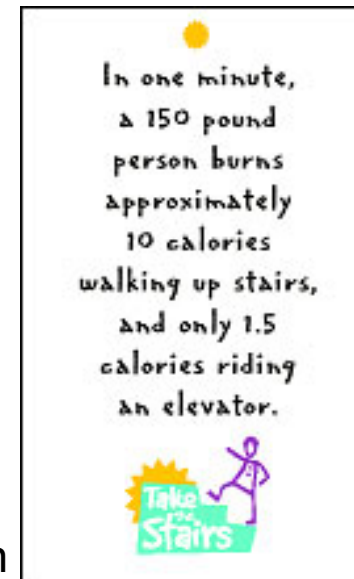
What Works Based on the Best Evidence

- 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
- Cultures that make healthy choices the default choices



Ingredients of Successful Organizations

- Develop a systemic, comprehensive strategy
- Engage senior leaders, leaders, and managers as role models and support
- Communication
- Grass roots wellness initiatives that build a culture of wellness
- Visual triggers at decision points
- Resource allocation
- Partnerships – inside and outside
- Policies and procedures to support wellness
- Menu of options
- Practices based on best evidence (innovation)
- On-boarding and orientation; continuous education
- Rewards and recognition
- Data management
- Incentives

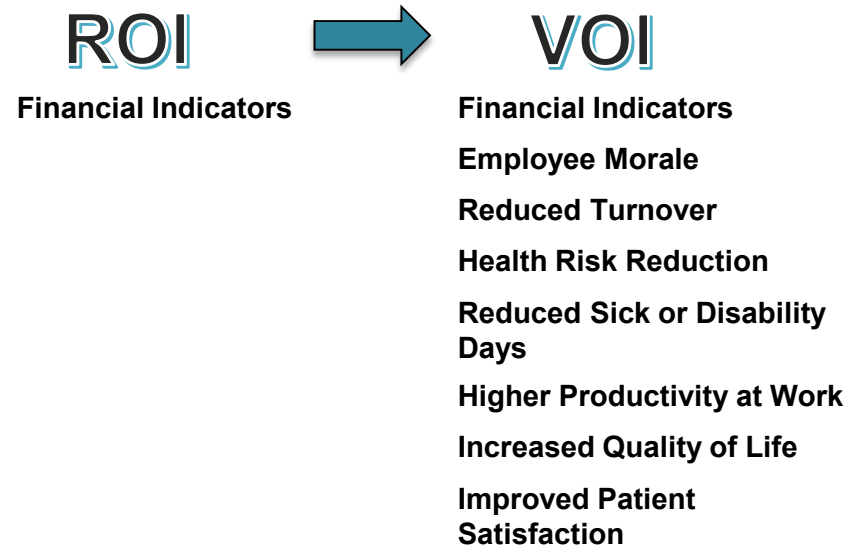


Why Are Organizations Investing in Wellness?

- For every dollar invested in worksite wellness, there is a return \$2.00 - \$4.00 in reduced healthcare costs, higher engagement, improved productivity and lower absenteeism



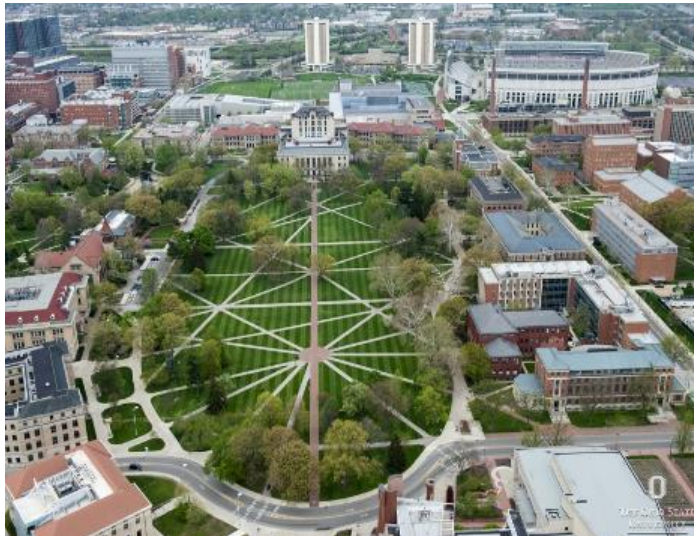
Beyond ROI/Healthcare Expenditures to Value of Investment (VOI)



Ohio State's Vision

The Healthiest University & Community in the World

*It is Critical to have an
Exciting Team Dream*



Fast Facts about Ohio State

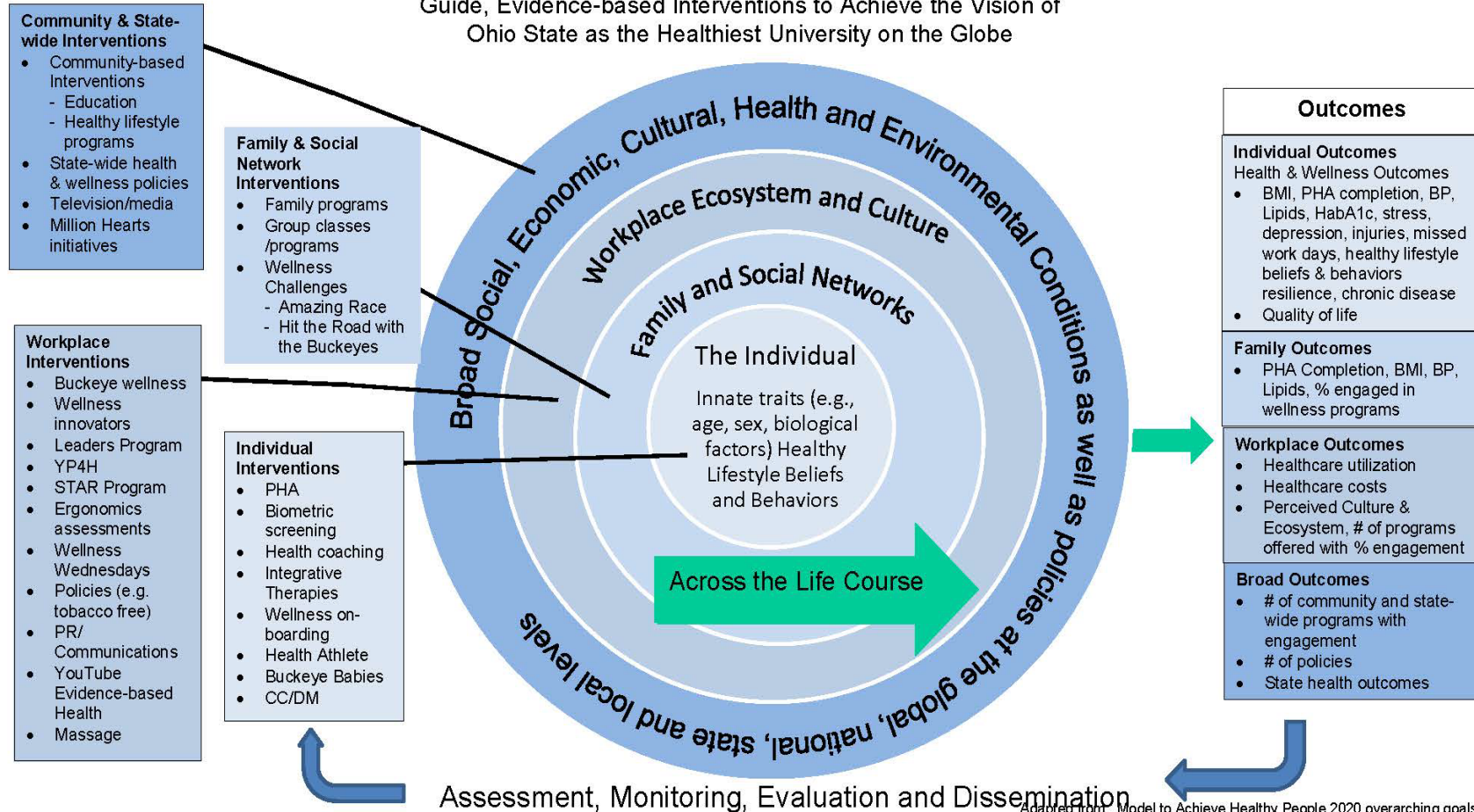
- Over 65,000 students
- 32,000 faculty and staff
- 18 colleges & schools, including 7 health sciences colleges
- 5 regional campuses
- 7 hospitals
- 14 primary care practices
- Extension offices in 87 of 88 counties in Ohio
- Research intensive, land-grant, Big 10



Our Buckeye Wellness Team, Your Plan 4 Health, and Human Resources are Aligned on the One University Health & Wellness Council to Promote Optimal Health & Wellness



The Ohio State University
 The Social-Ecological Framework and Life-Course Perspective
 Guide, Evidence-based Interventions to Achieve the Vision of
 Ohio State as the Healthiest University on the Globe



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)

2019-2024 OSU Health & Wellness Goals

1. Improve participation in evidence-based programming and interventions so that faculty, staff and students consistently engage in healthy behaviors and attain their highest level of well-being.
2. Implement evidence-based practices and continuous quality improvement in order to decrease the prevalence of chronic diseases, reduce population health risks, and demonstrate value of investment.
3. Strengthen the wellness culture and environment at Ohio State by empowering leaders and managers with wellness resources, strategy, and evidence to act upon so that Ohio State is recognized as a great place to work and learn.
4. Position Ohio State as a national/international leader in university wellness through innovating and sharing best practices.



Senior Leadership Walks the Talk

President Michael Drake with our Rivals Challenge Trophy
We Beat that School Up North!



Buckeye Wellness Innovators

A Force in the Grass Roots

- Total Number:
 - 322 University
 - 249 Medical Center
- Faculty/Staff
 - 18 faculty
- Units Represented
 - Academic
 - Medical Center
 - Regional
 - Extension



Examples of Culture & Environmental Supports

- Bike racks & bike rental program
- On-site/line Weight Watchers
- Health coaching
- Treadmills & standing desks
- Competitions
- Chair messages
- Wellness walks
- STAR and Mindfulness in Motion
- #mindstrong



- Tobacco free university
- Lactation rooms
- PHA completion assistance
- Faculty & Staff Fitness Program
- RPAC & Rec Sports
- Healthy vending options
- Healthy food options in the dining halls



Wellness Web Portal

YOUR PLAN THE HEALTH

Welcome | Start Here | Continuing Your Journey | Upcoming Events | Healthy at Work | Get Connected

JUNE WELLNESS MONTH

Join us for 100+ free on-campus activities including the 5th ever Walk/Fed Back-Fun-Opener wellness run and 7th Annual Summer Walk on June 28th or a complete list, visit os.ohio.edu/june/Wellness.

Read more

Calendar of Events

View

Earn Rewards

YP4H rewards you for improving your health and well-being. Because the healthier and healthier you are, the more you can enjoy life and be your best. Log in to see all of the new changes to the 2015 YP4H incentive program.

Log In to My Plan

Activity	Start Date	End Date	Location	Cost	Registration
Walk/Fed Back-Fun-Opener	06/28/15	06/28/15	OSU Campus	Free	Free
7th Annual Summer Walk	06/28/15	06/28/15	OSU Campus	Free	Free
100+ Free On-Campus Activities	06/01/15	06/30/15	OSU Campus	Free	Free
Walk/Fed Back-Fun-Opener	06/28/15	06/28/15	OSU Campus	Free	Free
7th Annual Summer Walk	06/28/15	06/28/15	OSU Campus	Free	Free
100+ Free On-Campus Activities	06/01/15	06/30/15	OSU Campus	Free	Free
Walk/Fed Back-Fun-Opener	06/28/15	06/28/15	OSU Campus	Free	Free
7th Annual Summer Walk	06/28/15	06/28/15	OSU Campus	Free	Free
100+ Free On-Campus Activities	06/01/15	06/30/15	OSU Campus	Free	Free



Video

Wellness Month

struggle today to change the strength

June Wellness Month

Celebrate Employee Wellness Month at Ohio State

Ohio State proudly joins other national organizations this June to celebrate health and well-being in the workplace.

Throughout the month, there will be over 100 free on-campus activities.

To learn more and begin planning, visit the calendar, download the calendar or visit the YP4H website.

JUNE Wellness Month

Activity	Date	Location	Cost	Registration
Walk/Fed Back-Fun-Opener	06/28/15	OSU Campus	Free	Free
7th Annual Summer Walk	06/28/15	OSU Campus	Free	Free
100+ Free On-Campus Activities	06/01/15	OSU Campus	Free	Free
Walk/Fed Back-Fun-Opener	06/28/15	OSU Campus	Free	Free
7th Annual Summer Walk	06/28/15	OSU Campus	Free	Free
100+ Free On-Campus Activities	06/01/15	OSU Campus	Free	Free

Rec Sports!

Check out the Rec Sports calendar for more information on all the fun activities available throughout the month.

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Join us for 100+ free on-campus activities including the 5th ever Walk/Fed Back-Fun-Opener wellness run and 7th Annual Summer Walk on June 28th or a complete list, visit os.ohio.edu/june/Wellness.



Wellness & Benefits Alignment

100% PCP Coverage

Alternative Wellness Therapies

Care Coordination/Case
Management

Weight Watchers Subsidy

Health Risk Appraisal

Buckeye Baby Program

Biometric Health
Screenings

Health Coaching

Annual Flu Immunizations

Educational Programming

Wellness Activities & Events



Health and Wellness Policies

Family and Medical Leave

Flexible Work

Workplace and Family and Relationship Violence

Tobacco Free Ohio State

Drug Free Workplace



Tracking of Outcomes, including ROI, Determines Impact

- **Culture and Environment of Health and Wellness**
 - 11 Item Wellness Culture and Environment Scale (Melnyk & Amaya, 2012)
 - CDC Worksite Scorecard, HERO, HealthLead
- **Population Lifestyle Behaviors and Health Outcomes**
 - Lifestyle behaviors (e.g., intake of fruits and vegetables; physical activity)
 - Prevalence data to show burden of illness
 - Incidence data to show rate of changes in burden of illness
 - Mental health data (PHQ and GAD-7)
 - Biometric Data (e.g., high blood pressure, high cholesterol, BMI)
 - Engagement in programming
- **Fiscal Health**
 - Per member Per Year (PMPY) costs of health insurance plans for faculty, staff and students
 - YP4H costs
 - Annual costs of absenteeism, presenteeism, and disability
 - Excess costs associated with obesity, hypertension, prehypertension, diabetes, pre-diabetes, depression and smoking



Culture of Health and Wellness

	2015	2016	2017	2018
% of faculty and staff who believe OSU supports me in my efforts to achieve a healthy lifestyle	78%	77%	75%	81%
% who think that it is important for Ohio State to promote health and wellness for faculty, staff and students?	89%	88%	84%	85%
% of faculty and staff who believe OSU has a culture and environment that promotes health & wellness?	67%	65%	62%	66%



Culture of Health and Wellness

	2015	2016	2017	2018
% who think health and wellness programs are readily accessible to you at Ohio State?	69%	67%	65%	67%

% who think that communications received about health and wellness programs, activities and services are clear?	73%	72%	70%	69%
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Culture of Health and Wellness

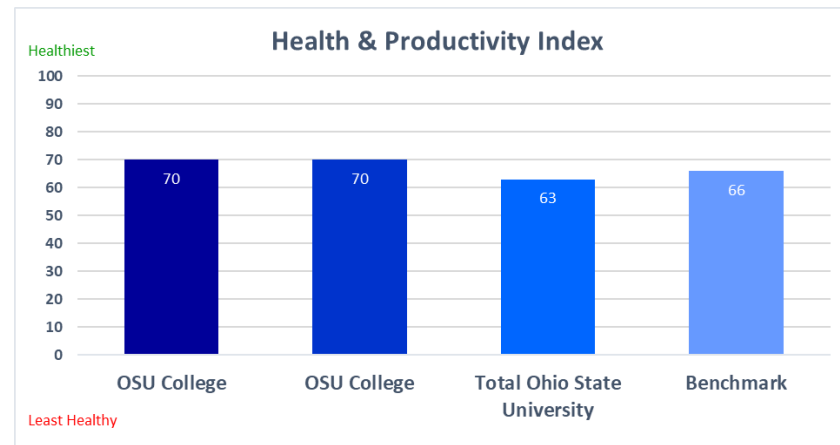
	2015	2016	2017	2018
% that have found it easy to engage in health and wellness programs and activities at Ohio State?	56%	56%	53%	55%

% of how satisfied you are with the current health and wellness programs and services offered at Ohio State?	66%	64%	60%	63%
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Health Productivity Index Score

63



OSU's Healthcare Spend and Return on Investment

- -1.4% in 2016 compared to +4.3% in other organizations (-1.9% in 2017)
- \$3.65 ROI for every dollar invested
- Cumulative productivity savings: \$15,424,829



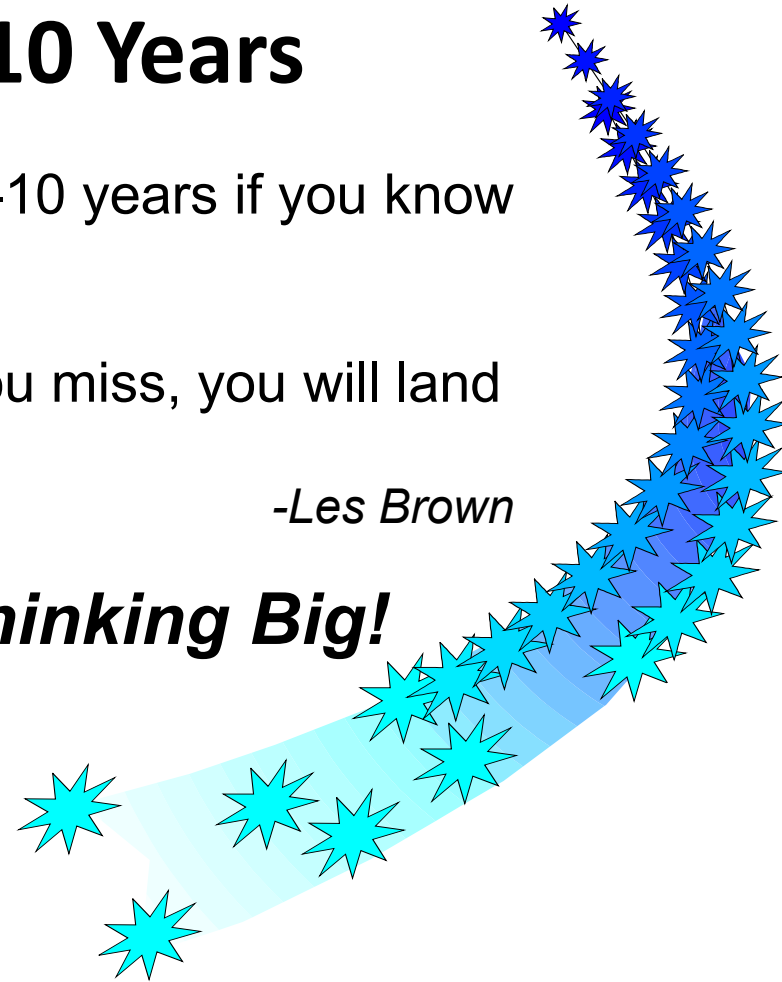
The Next 5-10 Years

What will you do in the next 5-10 years if you know that you would not fail?

Shoot for the moon, even if you miss, you will land amongst the stars

-Les Brown

There Is A Magic In Thinking Big!



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