



Optimizing the Mental Health and Wellbeing of Ohio State Faculty and Staff

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— Let's Start with a Dose of Vitamin G!

Evidence-based Effects of Taking & Giving a Daily Dose of Gratitude



Improved Mood

Improved Heart Health

Improved Blood Pressure

Improved Sleep

Increased Optimism



Picture from pixabay.com



What is Known From Recent National Studies

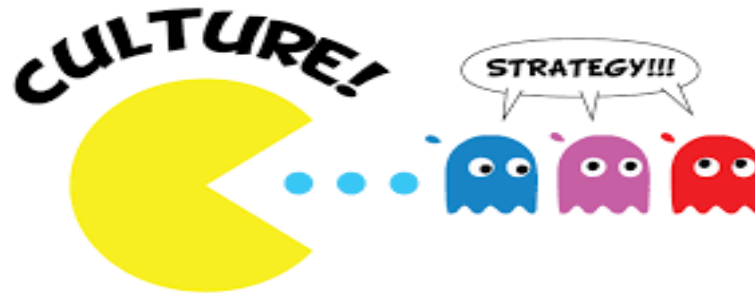
- **Healthcare claims for depression and anxiety skyrocketed during the pandemic- 3x higher**
- Burnout in the post-pandemic workforce is currently between 50 & 60%; many are still languishing
- Nearly half of employees feel their job made their mental health worse since the pandemic
- 40% of employees felt their employer did not support their mental health during the pandemic, with the lack of support felt most among mothers
- 66% don't feel comfortable talking about their mental health with their manager
- Lack of recognition and belonging is a major source of stress and depression
- Burnout is strongly associated with depression and clinical anxiety
- **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 had better outcomes** and were less impacted by the COVID-19 pandemic



Faculty Reported Depression, Anxiety, Burnout, Mattering, and Workplace Wellness Culture in a Recent Big 10 Survey

Melnyk et al., 2023, *Journal of Professional Nursing*

- 47.5% of 417 faculty struggled with burnout
- 53% of faculty felt their college was not at all to only somewhat supportive of their personal wellness.
- Mattering to their organization was correlated with ↓ depression, anxiety, and burnout.
- Higher perceptions of workplace wellness cultures were correlated with ↓ depression, anxiety, and burnout and ↑ feelings of mattering.



OSU Faculty and Staff Mental Health & Well-being Risk Scoring

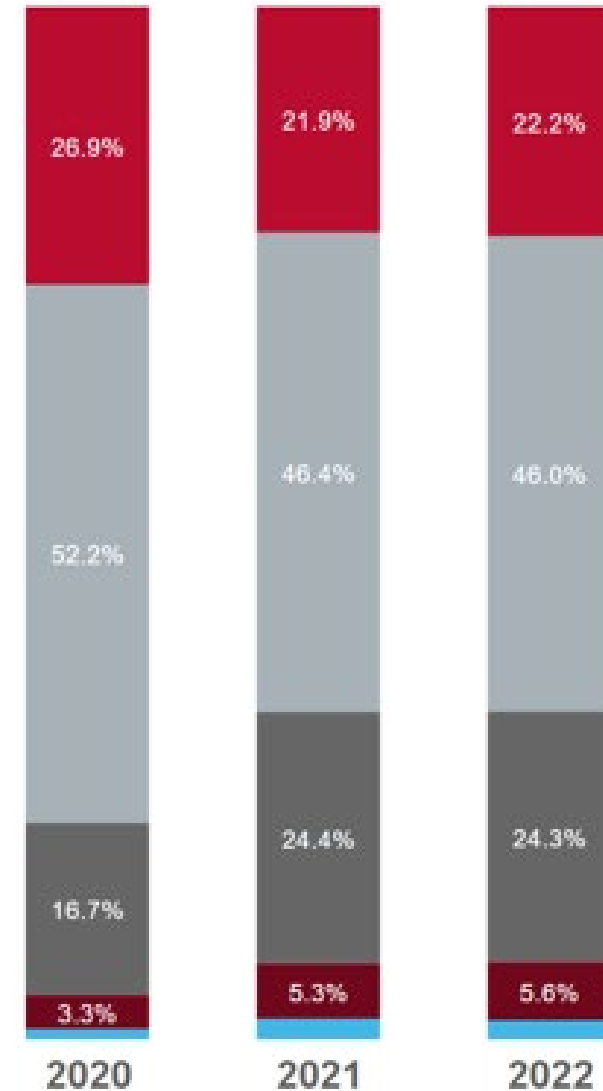
	2021	2022
Anxiety Risk (GAD2)	8.6%	8.8%
Depression Risk (PHQ2)	7.0%	7.3%
Smoking Risk (Current)	2.6%	2.6%
Daily Alcohol: Men > 2, Women > 1	23.9%	24.2%
Weekly Alcohol: Men > 14, Women > 7	5.6%	5.2%

OSU Faculty and Staff Burnout Risk Scoring at OSU

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.

- Enjoy work, no symptoms
- Occasionally stressed, no symptoms
- One or more symptoms
- Symptoms won't go away
- Completely burned out



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

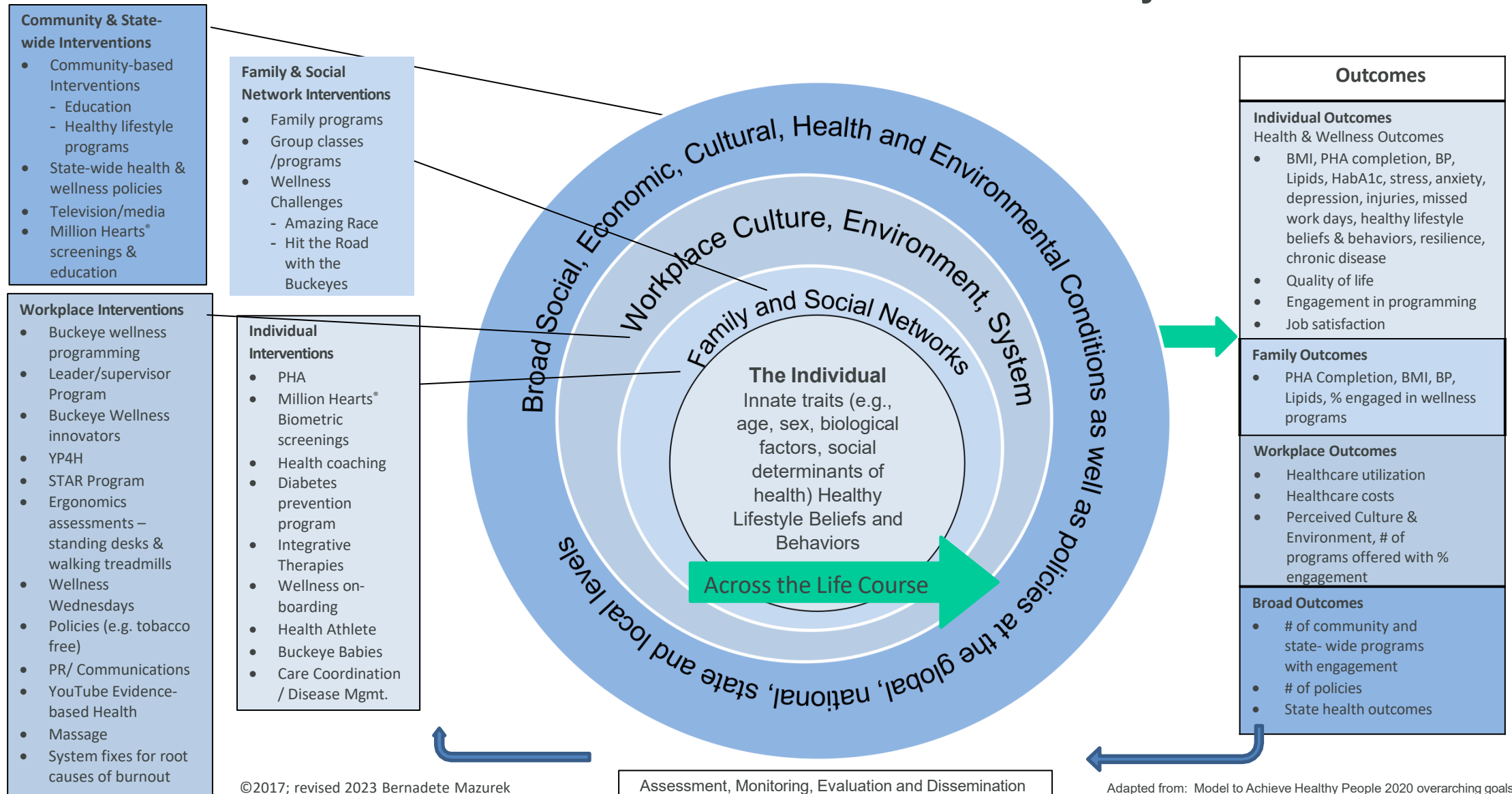
Mission: We exist to facilitate the highest levels of wellness for faculty, staff and students across the university and community

See wellness.osu.edu for our current strategic plan

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

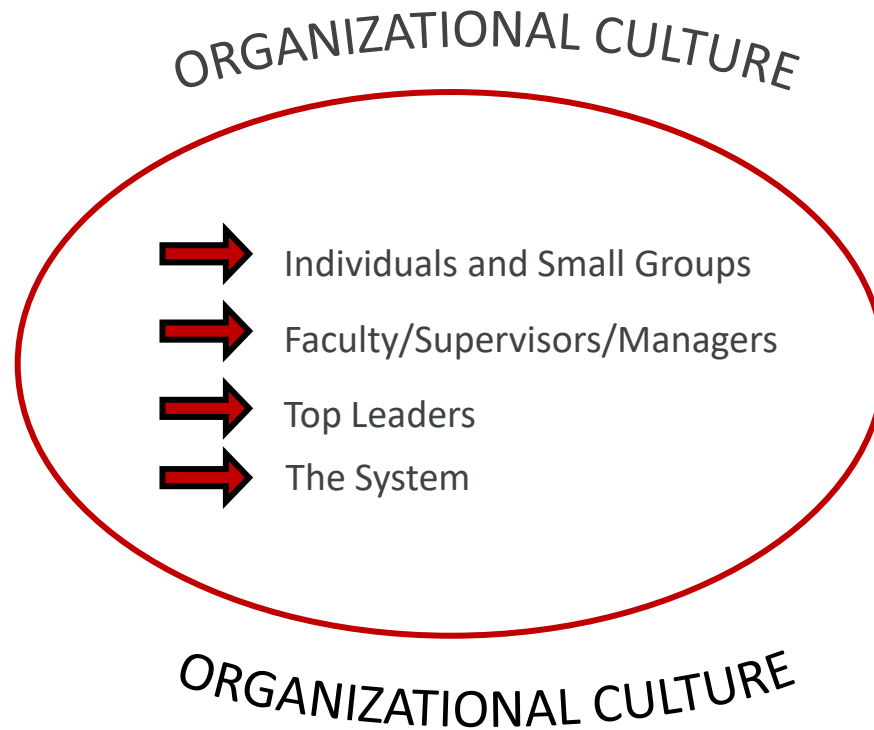
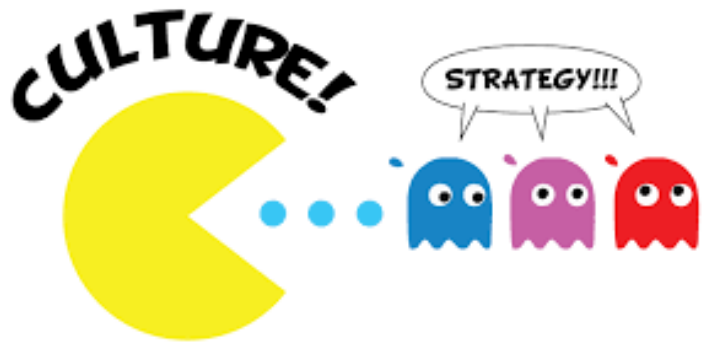


The Social-Ecological Framework and Life-Course Perspective Guide Evidence-based Interventions to Achieve the Vision of the Healthiest University in the World



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



The Importance of Culture, System-Focused and Individual-Focused Intervention Strategies to Improve Population Health

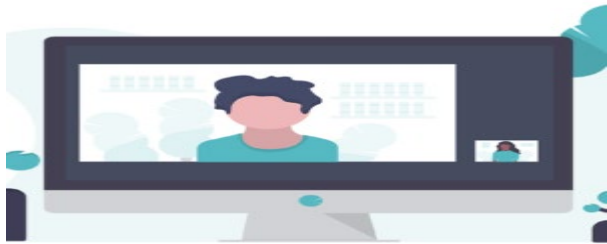


- Effectiveness \uparrow when individual, organizational and culture-focused interventions are combined.
- Organizational interventions need to focus on burdensome work processes and system changes that lead to burnout
- Requires large-scale organizational changes and a commitment to resource reallocation



Our Many Resources to Enhance Mental Health

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
5 to Thrive Workshop

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

Self-Care is Necessary for Our Own Health and Well-being and Great Care of Others

