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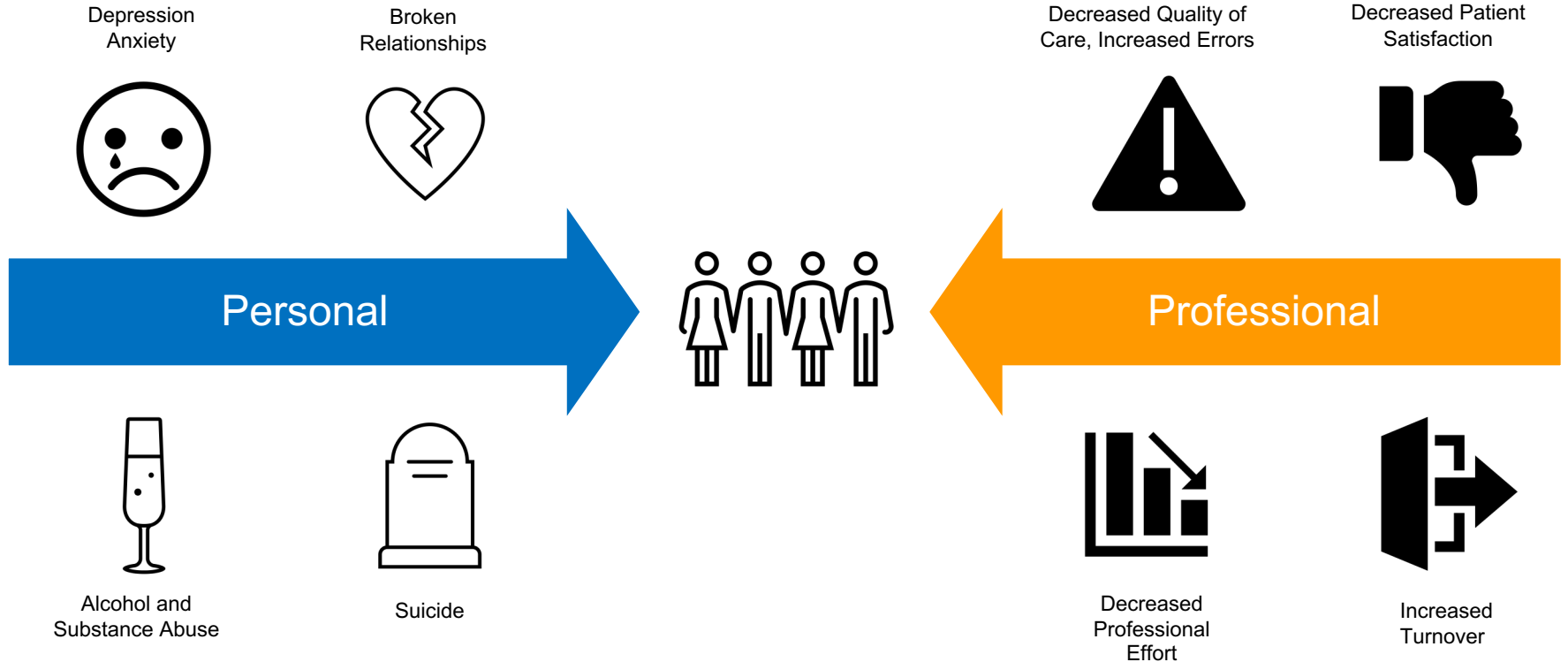
Professor of Medicine

We Have an Opportunity to Create Positive Change in Healthcare

- A growing body of research suggests that burnout among all types of healthcare workers and learners is a growing public health concern
- As recognition of the problem grows, so does a deeper understanding of the major drivers of burnout
- The organization has prioritized well-being of all employees and learners as central to its mission
- Over last year and half created Med Center specific, senior level well-being leadership roles to develop and implement a strategy that addresses the needs of the healthcare workforce and learners



Potential Negative Repercussions of Not Addressing Burnout



Additional Drivers of Burnout in Healthcare

Campus Wide:

- Workload
- Pressure to Publish
- Tenure/Promotion
- Student Pressures
- Lack of Recognition
- Challenging Interactions with Students or Faculty or Staff
- Remote work

Additional Drivers at Medical Center:

- High-stakes environment
- Long working hours, staffing ratios
- 24-7 clinical operations
- Emotional toll caring for the ill
- Compassion fatigue
- Electronic health records
- Lack of digital hygiene
- Increasing workplace violence
- Regulatory pressures
- Role ambiguity

Our Mission:

*To be a model academic medical center that **prioritizes well-being** and **promotes professional and personal fulfillment** for all faculty, employees and learners.*

****Our well-being strategic plan encompasses employees and learners across the medical center enterprise, including the College of Medicine, ambulatory clinic sites and seven hospitals that comprise the health system.**

Well-being Priorities



CULTURE

Establish an innovative well-being culture that attracts, retains and develops faculty, employees and learners.



SYSTEM OPTIMIZATION

Elevate and support the optimization of clinical, research, education and administrative processes and workflows to prioritize well-being.



RESILIENCE

Support individuals and teams during times of high stress and enable high levels of personal and team resilience through the interplay of culture, wellness and system optimization.



WELLNESS

Enable personal wellness goals through comprehensive wellness options and accessible wellness environments.

Current Well-Being Programs

THE OHIO STATE UNIVERSITY WEXNER MEDICAL CENTER
Gabbe Health and Wellness

**Mindfulness
in Motion
Wellness Cart**



**Behavioral Health
Emergency Response (BERT) Team**

**Patient
De-escalation Support**



**Buckeye
Wellness**
SOLUTIONS FOR A HEALTHY LIFE

**Buckeye
Wellness
Innovators**



STAR | STRESS
TRAUMA AND
RESILIENCE
Reclaim your sense of safety. We help people heal.

**Peer Support
Debriefing
BEST Program
Schwartz Center
Rounds**



Chaplaincy & Pastoral Care

**Grief/Loss/
Bereavement
Prayer Requests
Staff Support**



BRAVO 

**Employee
Recognition**



 **THE OHIO STATE UNIVERSITY**
HEALTH PLAN

**Health Coaching
Incentive Programs
Discount Programs
Employee Assistance
Program (EAP)**

**YOUR PLAN
FOR HEALTH**

Employee Resource Center

**Emergency Supplies
Scrubs for Buckeyes
Bushel & A Peck**

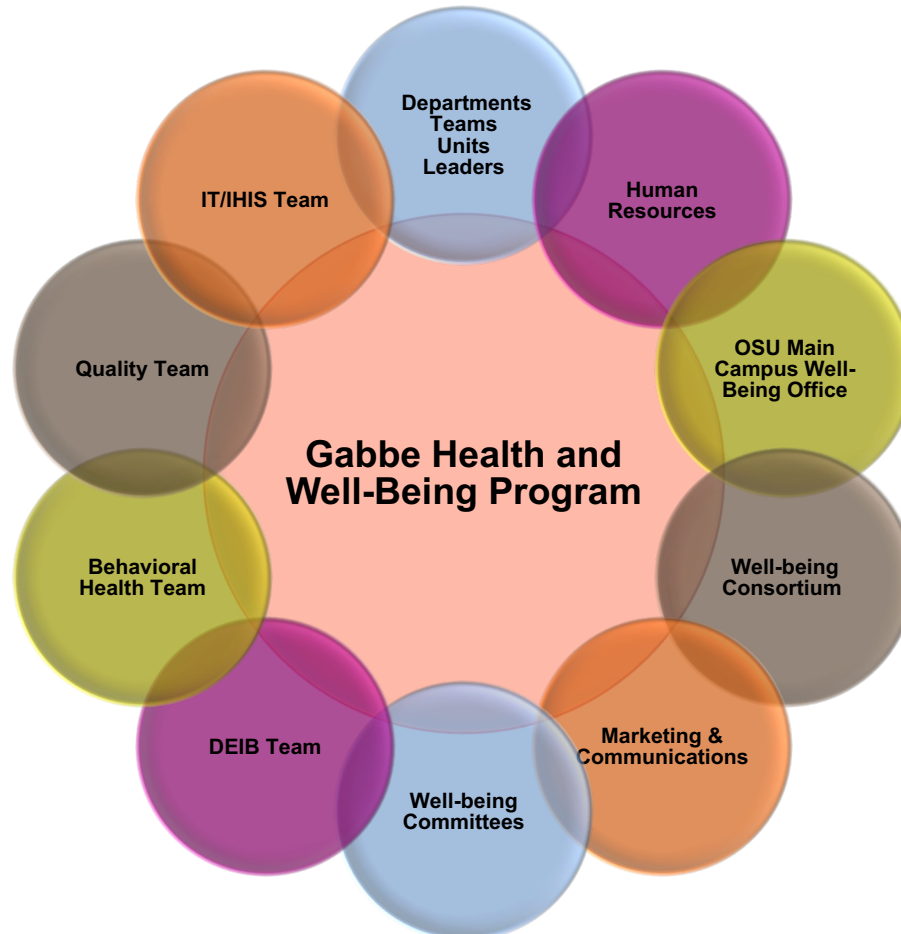


Buckeye Paws 

**Morale Boost
Emotional
Support**



Well-being Efforts Includes Cross-Collaboration Within Med Center and with Main Campus



National Well-Being Award: Applied for the first time in 2023 and achieved Bronze Status

Assessment

Commitment

Efficiency of Practice Environment

Teamwork

Leadership

Support



Thank You



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