



Marshall Health

Faculty Health and Wellness Proposal 2018-21

Health and Wellness Subcommittee

- Charles D. Francis, M.D.
- Matthew Curry, M.D.
- Jennifer Gerlach, M.D.
- Marie Veitia, Ph.D
- Jack R. Stines, M.D.

- Special thanks Deb Koester



What is wellness?

- A conscious, self-directed and evolving process of achieving full potential
- Multidimensional and holistic.
- Encompasses mental, lifestyle and spiritual well-being, and the environment.
- Positive and affirming.

The National Wellness Institute.



What is the cost of not having a wellness program?

- CDC estimates a loss \$1600/yr for each employee due to lost time at work
- Johnson and Johnson estimates a savings of \$200-300/year per employee due to their *comprehensive* wellness program.
- IBM does 3-5% better at controlling health care cost compared to their industry peers.
- Hidden costs in failed recruitment or retention of faculty can be tens of thousands of dollars



What is workplace wellness?

CDC Definition:

Workplace health programs are a ***coordinated*** and ***comprehensive*** set of ***health promotion*** and ***protection strategies*** that include ***programs, policies, benefits, environmental supports,*** and ***links*** to the surrounding community designed to encourage the health and safety of employees.



Faculty Wellness Program Mission Statement

- To commit to the development of resources and opportunities for faculty wellness as a means of optimizing the individual faculty member's life.
- To develop a multi-dimensional program as wellness is best achieved when multiple dimensions of well-being are in balance according to an individual's needs.
- To promote the attitude of “wellness is what we do at MUSOM”



Wellness Dimensions

- Physical
- Emotional
- Occupational
- Financial
- Intellectual
- Social
- Spiritual
- Environmental



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What is the value proposition?

- Improvement in faculty morale
- Improved recruitment and retention
- Increased engagement and productivity
- Modeling healthier behaviors to students, residents, staff and patients
- Through participation faculty may better understand barriers to wellness.



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What is the value proposition?

- Reduction of burnout and potential medical errors
- Reduction in absenteeism and presenteeism.
- Healthcare cost containment
- Developing a culture of caring for each other's well-being.



What is the value proposition?

- Aligns with the mission statement of MUSOM of “creating a diverse and inclusive academic community that is sustained in a collegial and nurturing environment of life-long learning.”
- Small population makes it very amenable to study
- Our model could serve as a model for others



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A successful wellness program

- Requires leadership support.
- Requires a strong wellness team
- Utilizes and builds upon existing resources at Marshall and in the community ***to create wellness opportunities*** for faculty.
- Should be comprehensive in nature.
- Needs a proper communication mix
- Needs Written Wellness Policies
- Should be measured and assessed at regular intervals

THE OPERATIONAL PROGRAM PLANNING PYRAMID



Pfeiffer, 2011

Level 1: Organizational Support and Readiness

- Aligns with Mission
- Total Leadership Support
- Policies
- Benefit Designs
- Environmental supports
- Communications



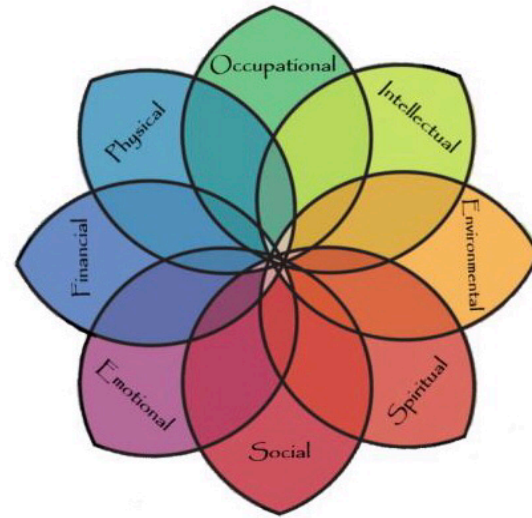
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www.jcesom.marshall.edu
www.marshallhealth.org

What are our immediate goals?

- Assess Leadership Support using WELCOA leadership survey (in process)
- Obtain approval from the Dean
- Expand the wellness team/committee (in process)
- Identify PHA – Wellstream (done)
- Perform a Wellness Culture Assessment (in process)
- Benchmark our current state of Wellness Programing using the HERO scorecard
- Develop Faculty Wellness Website Portal
- Design Programs (in process)
- Write Health and Wellness Policies
- Design the Communication mix/strategy (in process)
- Hire Part-time Wellness Director/Coach
- Brand Program Wellness logo (done) if permissable





Marshall Health Faculty Wellness



Wellness Committee

- Wellness Director/Coach
- Charles Francis, MD, MS
- Marie Veitia, PhD
- Matthew Curry, MD
- Jack R. Stines, MD
- Jennifer Gerlach, MD
- James Becker, MD
- Larry Dial, MD
- Darshana Shah, PhD
- Mackenzie Vance
- Farzard Amiri, MD
- Sheanna Spence, Public Affairs
- Representative from Basic Sciences Faculty
- Bruce Felder, HR/Benefits
- Brian Patton, IT
- Shawn Bastin, MPT, MBA



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Wellstream PHA

- Online Personal Health Assessment
- Designed and delivered by the Wellness Council of America (WELCOA) and Electric Pulp (EP).
- User-Friendly, Secure
- Research driven
- Affordable (\$1900 for entire faculty)
- Provides individual and aggregate data
- Target enrollment by end of calendar year 2018



HERO Scorecard

- Developed by Health Enhancement Research Organization (HERO), a national think tank dedicated to advancing best practices in employee health promotion.
- Developed in consultation with leading authorities on population health and well-being.
- Designed to help organizations learn about best practices for promoting workplace health and well-being, and to discover opportunities to improve and **measure progress over time**.
- Provides an instant assessment of how a program stacks up to others in the national Scorecard database.
- No cost



Programs in Development

- Health Improvement Program w/12 week Fitness Programs – Dr. Francis
- Access to Cardiopulmonary Rehab and/or Sports Medicine Institute – Shawn Bastin
- Burnout assessment – Dr. Veitia
- Faculty Assistance Program for addictions and counseling services – Dr. Francis.
- Meditation - Dr. Pavithra Indramohan
- Mindfulness Program- Dr. Michael Stinnett
- Schwartz Rounds – Dr. Veitia



Physical Well-being: Health Improvement Program

- Take the Wellstream PHA
- Choose a PCP- get a physical and basic labs
- Optional fitness assessment. MUSOM fitness team would measure
 - Blood Pressure
 - Body Fat
 - Cardiovascular Endurance
 - Flexibility
 - Muscular Strength
- Faculty could be incentivized to work out by giving them protected time twice a week and/or rewarded if they complete a 12 week fitness program.
- Offer access to CP rehab and/or Sports medicine Institute



Current Programs

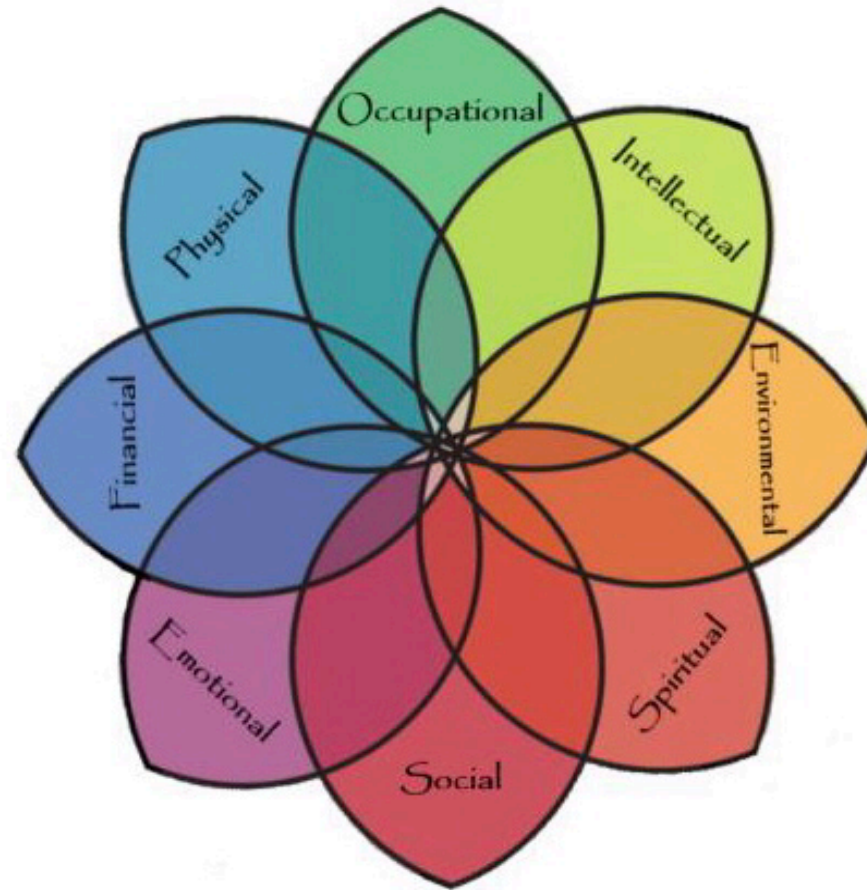
- CDC approved 26 week Diabetes prevention program nutritional program. – Chertow Center
- TIAA financial planning
- Flu shots
- GME has several wellness initiatives
- MU offers many programs e.g. the Amicus Curiae Lecture Series
- Office of Faculty Development has several programs



Website Wellness Portal

- Linking faculty to resources in each sphere of wellness.
- One stop shopping for wellness activities whether they be faculty development workshops, webinars, lectures, guided meditation, financial counselling, etc.
- Personal Wellness Dashboard





Wellness Icon for Portal



Emotional Well-being:

No formal Employee Assistance Program

- Infrastructure exists to set this up

No formal program for impaired physicians

- Create link to the WVMPHP through the wellness portal.
- One of the first in the country and one of the best





West Virginia Medical Professionals Health Program

Click for FREE CME - Recognition of Potential Impairment - ABAM MOC APPROVED

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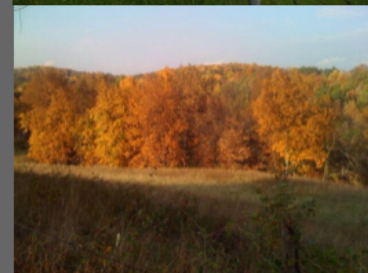
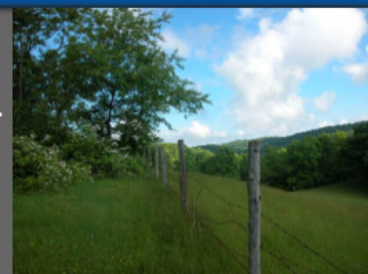
WELCOME

The West Virginia Medical Professionals Health Program, WVMPHP, is committed to the safety of the public by promoting the physical and mental well-being of West Virginia healthcare providers. We achieve these goals through early detection of potential problems, interventions, assisting the healthcare professional in seeking qualified evaluation and/or treatment, long-term monitoring and advocacy with regulatory agencies.

As the recognized Physician Health Program (PHP) by both the Osteopathic and Allopathic licensure boards, the WVMPHP is the West Virginia voting member for the [Federation of State Physician Health Programs, FSPHP](#).

ALL CALLS ARE CONFIDENTIAL.

PARTICIPANT CONFIDENTIALITY is assured, contingent upon ABSOLUTE COMPLIANCE with program requirements.



[Contact us now, for more information.](#)

Donate



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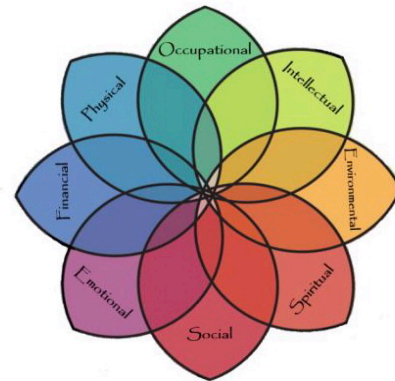
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Yearly Budget for 2018-21

- \$22,000 to \$25,000/year for a part-time Wellness Director/Coach.
- \$1900/year for all faculty members to take the Wellstream PHA
- Consider monetary incentives of between \$30,000 to \$60,000/year.
- Appropriately Fund The Office for Faculty Advancement
- Cost Of Website/Web Portal Development?
- \$2000-3000/yr for CE and memberships to Wellness Organizations



THANK YOU



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What has our wellness assessment revealed?

- No Health Improvement Program
- No formal EAP for faculty
- No written wellness policies or procedures
- Preventative services (flu shots)
- Occupational programming but links are convoluted and some are dead ended
- Positive leadership support
- We have many under utilized resources
- Microcultures are doing ad hoc programs
- Marshall University offers many programs in the intellectual realm (lecture series,



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Wellness Committee

- Choose a Program Model.

