Cultivating Wellbeing in Our Lives and Communities

Burack Lectureship
University of Vermont
October 2013
The Simple Idea That Is Transforming Health Care

A focus on quality of life helps medical providers see the big picture—and makes for healthier, happier patients
WELLBEING

- The case of wellbeing
- Determinants of wellbeing
- Cultivating Wellbeing
  - Lives, Communities, Universities and the Nation
- Daring Greatly
THE CASE FOR WELLBEING – SOBERING REALITY

• Spend more money.
• Health outcomes near the bottom.
• Access to Care
• Incidence of Medical Errors and Death
DEAD END

FINANCIALLY NOT SUSTAINABLE
FINANCIALLY NOT SUSTAINABLE

Projected potential healthcare expenditure growth by 2040
Health expenditure as share of GDP, percent

Key
- 2040 High
- 2040 Baseline
- 2007

*High projection applies a 2.5% probability of being one standard deviation higher to each year.
U.S. HEALTH IN INTERNATIONAL PERSPECTIVE

Shorter Lives, Poorer Health

Panel on Understanding Cross-National Health Differences Among High-Income Countries

Steven H. Woolf and Laudan Aron, Editors

Committee on Population
Division of Behavioral and Social Sciences and Education
Board on Population Health and Public Health Practice
Institute of Medicine

NATIONAL RESEARCH COUNCIL AND INSTITUTE OF MEDICINE OF THE NATIONAL ACADEMIES

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WHY THE US DISADVANTAGE?

- Quality of health care
- Access to health care
- Prevalence of health related behaviors
- Adverse social and economic conditions
- Less access to “safety net” programs that help buffer the effects of adverse economic and social conditions.
- Physical and social environment in communities.
SEARCHING FOR THE COMMON THREAD

- Whole systems approach
- Systems for health and social services, education and unemployment.
- Promote healthy lifestyles.
- Design healthier environments.
INSIGHT

- Not solely the province of government.
- Effective policies in both the public and private sector.
- Societal commitment to the health and welfare, ie wellbeing, of the entire population.
Sickness ★ Health
Disease ★ Wellness
Move Beyond “Fixing” Health Care...... Building Capacity in People and Communities
DEFINING WELLBEING

• Happy, healthy and prosperous
• A state of being in balance or alignment
• Content
• Peaceful
• Connected to purpose
• In harmony
• Safe
What Impacts your Wellbeing?
GALLUP ORGANIZATION

• Love for what we do each day.
• Relationships
• Security of finances
• Vibrancy of physical health
• Pride in what we have contributed to the community
GALLUP ORGANIZATION

- 150 countries
- More than 98% of the world’s population
- Only 7% of people are thriving in all areas.
- Elements universal across faiths, cultures and nationalities.
- Spirituality impacts all domains.
Well-Being Index, 2011

- Higher range
- Midrange
- Lower range
WELLBEING

• Whole person
• Increase capacity and expand potential
• Possible even with chronic illness and maturing bodies
• Individual, family, organization and community
Health

Physical Health
Emotional Health
Mental Health
Spiritual Health
Physical Activity and Fitness
Diet & Nutrition
Sleep
Thoughts and Emotions
Stress Mastery

“Health is in your hands.”
Purpose
What gets you up in the morning?

Aim
Direction
Different from job or career

“Purpose matters.”
• Be more reflective.
• Be more courageous.
• Be clear earlier about purpose!
Close connections between people, formed by emotional bonds and interactions.

Health risks of being alone are comparable in magnitude to the risks associated with cigarette smoking, high blood pressure and obesity.

“Isolation is fatal.”
• Are there people you are close to – family, friends?
• Are there people you can turn to when you are ….
• Are you personal relationships balanced in terms of giving and receiving?
Capacity and Infrastructure:
• Economic
• Social
• Cultural
• Political
• Technological
• e.g. - jobs, schools, transportation, crime, internet access, theaters, green space
Engagement:
- Participation
- Connections
Empowerment
- Moved to action
- Networks of citizen efforts
People living in American cities with low wellbeing are twice as likely to have a heart attack as those who live in a city with high wellbeing.

“Community nurtures and sustains us.”
Clean air and water
Free of toxins
Access to Nature
Environment

“Nature heals.”
Basic Human Needs
Job
Finances
Safety and Prevention

“Fear immobilizes.”
INDIVIDUAL WELLBEING ASSESSMENT

- Individual Needs and Interests
- Strengths
- Capacity
- Potential for Future Improvement
- Basis for *Personal Plan for Wellbeing*
ORGANIZATION WELLBEING ASSESSMENT

• Purpose – clarity of mission and vision and alignment of strategic goals and resources
• Health – employee health, financial health
• Relationships – engagement, retention, satisfaction, turnover
• Community – connections within and beyond
• Environment – green practices, culture of sustainability and stewardship
• Safety – personal safety, culture of safety
UNIVERSITIES - MODELS OF WELLBEING COMMUNITIES

- Wellbeing of faculty, staff and students is a foundation for academic and research excellence.
- Universities – significantly impact their local communities and state.
THE CASE FOR WELLBEING – COLLEGE CAMPUS’

Institutional Priorities:

• Optimize student learning and development.
• Improve retention and timely graduation.
• Attract and retain faculty and staff.
• Achieve organizational efficiency and effectiveness.
ORGANIZATIONAL SUCCESS

• Research shows that the most successful, innovative organizations are built on cultures of engagement and wellbeing.

• Best talent and the greatest contributions to society come not from organizations that pay the highest wages, but rather from organizations with the most effective cultures.
THE INAUGURAL
Building Healthy Academic Communities National Summit
AND THE LAUNCH OF THE
National Consortium for Building Healthy Academic Communities

Executive Summary

April 22-24, 2013
The Ohio State University
www.healthyacademics.org
Overview

Wellbeing

At Gustavus, wellbeing is a choice to assume responsibility for the quality of one’s life. It begins with a conscious decision to shape a healthy lifestyle. Wellbeing is a process and a way of life; it is about lifestyle changes and the pursuit of health and happiness.

Gustavus Wellbeing Mission Statement

The mission of the Gustavus Wellbeing Initiative is to purposefully foster the health and wellbeing of individual members of the college, and to create a healthy organizational culture in which all members of the community can thrive personally, academically, and professionally.

Gustavus Wellbeing Vision Statement

The vision of the Gustavus Wellbeing Initiative is to create a nationally recognized program that educates and empowers the entire campus community to be authentic, purposeful and balanced people who are equipped to thrive and meet the challenges of a world in need.
GUSTAVUS

- Students, faculty, staff and alumni
- Academic Courses, advising and student life
- Mindfulness
- Peer Health Coaching
- Culture Change
GENTLE ACTION

• Small changes can have large effects.
• Turbulent systems may be very sensitive to change. Stable ones are highly resistant.
• Great power – small, collaborative and highly coordinated actions.
CENTER FOR SPIRITUALITY & HEALING

- Established in 1995

- Interdisciplinary unit with an Academic Health Center – Medicine, Nursing, Pharmacy, Dentistry, Public Health, and Veterinary Medicine.

- Interdisciplinary Centers – Cancer Center, Genomics Center, Bioethics Center – work across collegiate units.
VISION

Advancing the health and wellbeing of individuals, organizations and communities through integrative health and healing.
UNIVERSITY WIDE RESOURCE

- 30 faculty with U of MN appointments – tenure, tenure-track or clinical
- 20 community-based faculty
- 10-12 staff
- 5-6 students
FUNDING

- 90% Other Factors
  - 84% Medical System
  - 5% Tuition and Fees
  - 3% AHC Support
  - 3% Intramural Support
  - 1% Extramural Support
  - 5% Program Fees
  - 4% Philanthropy

Total: 100%
POSITIONING

• Critical to Success

• Relatively flat organization that is highly integrated within the university and community.

• Partnerships
SCOPE

• Education
• Research
• Service
• Public Engagement – outreach and policy
GRADUATE MINOR IN INTEGRATIVE THERAPIES AND HEALING PRACTICES

- Began in 1999 for students enrolled in masters, PhD and professional programs.
- Anticipated students would come from the health sciences
- Surprise – students from business, law, architecture, music, horticulture....
GRADUATE CERTIFICATE IN INTEGRATIVE THERAPIES AND HEALING PRACTICES

• Designed for practicing health professionals
• Professional Development
• Earn a credential
• 12 credits minimum
DEGREE PROGRAMS

• Doctorate of Nursing Practice in Integrative Health and Healing.

• Anticipated – MA – Health Coaching
ENROLLMENT
GRAD PROGRAM

• 50+ courses
• Formats – classroom, intensive, on-line and blended
• Self-Designed Programs
• Tracks/Concentrations
HEALTH COACHING

• 2 year, 18 credit program
• Lifestyle/behavior change
• Graduates – clinics, health plans, health systems, schools, corporations
INTEGRATIVE THERAPIES

• Aromatherapy
• Acupressure
• Reiki
• Guided imagery
• Botanical Medicine
MIND/BODY

- Intro to MBSR
- Meditation
- Advanced Meditation
- Mind/Body Healing Therapies
NATURE-BASED THERAPEUTICS

- Therapeutic Landscapes
- Healing Gardens
- Therapeutic Horticulture
- Animal Assisted Therapy
- Horse as Teacher
ARTS AND HEALING

• Creative arts in health and healing
• Music, health and healing
• Movement and music for wellbeing and healing
• Healing imagery
SPIRITUALITY

- Spirituality and resilience
- Peacemaking and spirituality
- Forgiveness and healing
- Cultures, faith traditions and health care
CULTURALLY-BASED HEALING

- Indigenous Hawaiian Healing
- Intro to TCM
- Latinos: Culture and Health
- Amazonian Plant Spirit Medicine
- Ayurveda Medicine
TIBETAN MEDICINE

- Tibetan Medicine: Ethics, Spirituality and Healing
- Yoga: Ethics, Spirituality and Healing
- India Course at Men-Tsee-Khang
WHOLE SYSTEMS HEALING

• Health and the Environment
• Self, society and the environment
• Food Choices: Healing the Earth, Healing Ourselves
RESEARCH

- Quantitative and Qualitative
- Basic Science, Clinical Trials and Health Services Research
PUBLIC ENGAGEMENT

- Lectures
- Community-Based classes and programs
- Taking Charge of Your Health & Wellbeing
- Policy
CARE MODEL INNOVATION

- Person-Centered
- Sustainable
- Integrative
- Policy
MINDFULNESS

The emphasis is on staying in the present moment, with a non-judging, non-striving attitude of acceptance.
MINDFULNESS AND WELLBEING

- Academic Courses – undergraduate and graduate.
- Student Club
- Research
- Community Programs
Mindfulness-Based Stress Reduction

Participate in an eight-week course to learn how to use mindfulness to reduce stress, and get a portion of the cost of the course returned to you.

Mindfulness Based Stress Reduction (MBSR) is open to employees only who are covered by the UPlan Medical Program. Your spouse or same-sex domestic partner is not eligible for the discounted rate or participation in the Wellness Program MBSR reimbursement. One limit per lifetime.

To receive a $200 reimbursement, you must attend at least six of the eight classes and a day-long retreat. The course fee that is paid up front is $350 or more, depending upon location.

There are four summer sessions that start on June 18, June 24, July 8, and July 11. Go to the Center for Spirituality & Healing website for times and locations.

About Mindfulness Based Stress Reduction or MBSR

MBSR is offered through the University's Center for Spirituality & Healing and is held in a classroom setting or off campus. As a MBSR participant, you will be required to:
Mindfulness in Motion

Stress Reduction Opportunities from the Center for Spirituality & Healing for UPAn members.

The Center for Spirituality and Healing is excited to announce a new program called Mindfulness In Motion will be starting this fall. We are excited to partner with Human Resources to share this new program which is an introduction to mindfulness combined with movement. This program takes less time – one hour per week and it will be offered this year at both the Twin Cities Campus and Duluth.

The Mindfulness in Motion (MiM) is a research-based program that offers pragmatic resiliency tools easily implemented in the workplace to reduce daily stress and increase productivity and work engagement. Participants will learn mindful awareness principles that are the key to embodying the benefits of mindfulness. The eight weekly sessions emphasize bodily relaxation with soft background music as well as discussion of mindful awareness of cognitive habits.

The Mim will only be offered to University of Minnesota employees. The cost is $200, which is fully reimbursed upon completion of seven of the eight sessions and the pre- and post-evaluation. Participants are also eligible for 50 Wellness My Way points. One limit per lifetime.

Upcoming Mindfulness in Motion Sessions:
Total Force Fitness for the 21st Century
A New Paradigm

Family

MIND
Behavioral
Social & Family

Physical
Nutritional

Body

Medical
Environmental

Organization

Environment

August 2010
Supplement to Military Medicine, Volume 175, No 8

Guest Editors
Wayne Jonas | Patricia Deuster | Francis O’Connor | Christian Macedonia
CRISIS
DARING GREATLY

• Theodore Roosevelt used that phrase in a talk on “Citizenship in a Republic” in France in 1910.

• What will it take to advance wellbeing?
  • Your lives
  • Communities
  • Organizations – including Universities
  • Nation
PARTNERSHIPS

Laura Mann Center for integrative health

About Laura

History/Background

Laura was a visionary. She was the first nurse midwife in Vermont to assist in home birth deliveries and she brought many happy babies into this world. She was intelligent, warm, gentle, funny and extremely generous with her time, devoted to her patients and serving them with great compassion and love.

Laura lived from 1958-2009, the mother of two young children who had to face her mortality by way of Stage 4 breast cancer. Her own illness inspired her to build the first center to promote the benefits of integrative health care in the Burlington area.

Did you know?

We are proud to have a diverse membership at the PIH that includes faculty from UVM College of Medicine, College of Nursing and Health Sciences, University of Vermont, Fletcher Allen Health Care, UVM Medical Group, and our community partner the Laura Mann Center for Integrative Health.

PROGRAM IN INTEGRATIVE HEALTH

:: College of Medicine Home
:: Program in Integrative Health