

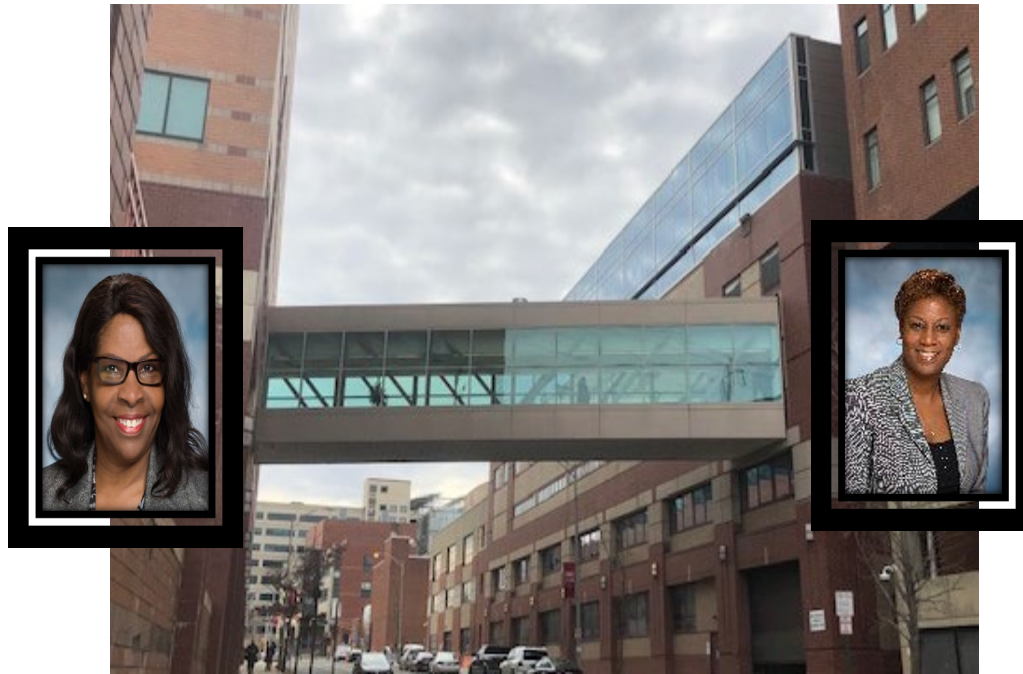
Wellness at Work

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The Bridge to Wellness



Project Overview

- ◆ ***“We need to protect the workforce that protects our patients.”***
Tim Brigham, MDiv, PhD.
- ◆ The goal is to promote an organizational culture to assist faculty and staff to self-calibrate and become active participants in their wellness
- ◆ This project is consistent with two of RWJMS’s Core Values

Core Values

R

: **R**espect dignity and humanism for the diverse population we serve

W

: **W**ellness and resilience

J

: **J**oining learners hand in hand with care delivery

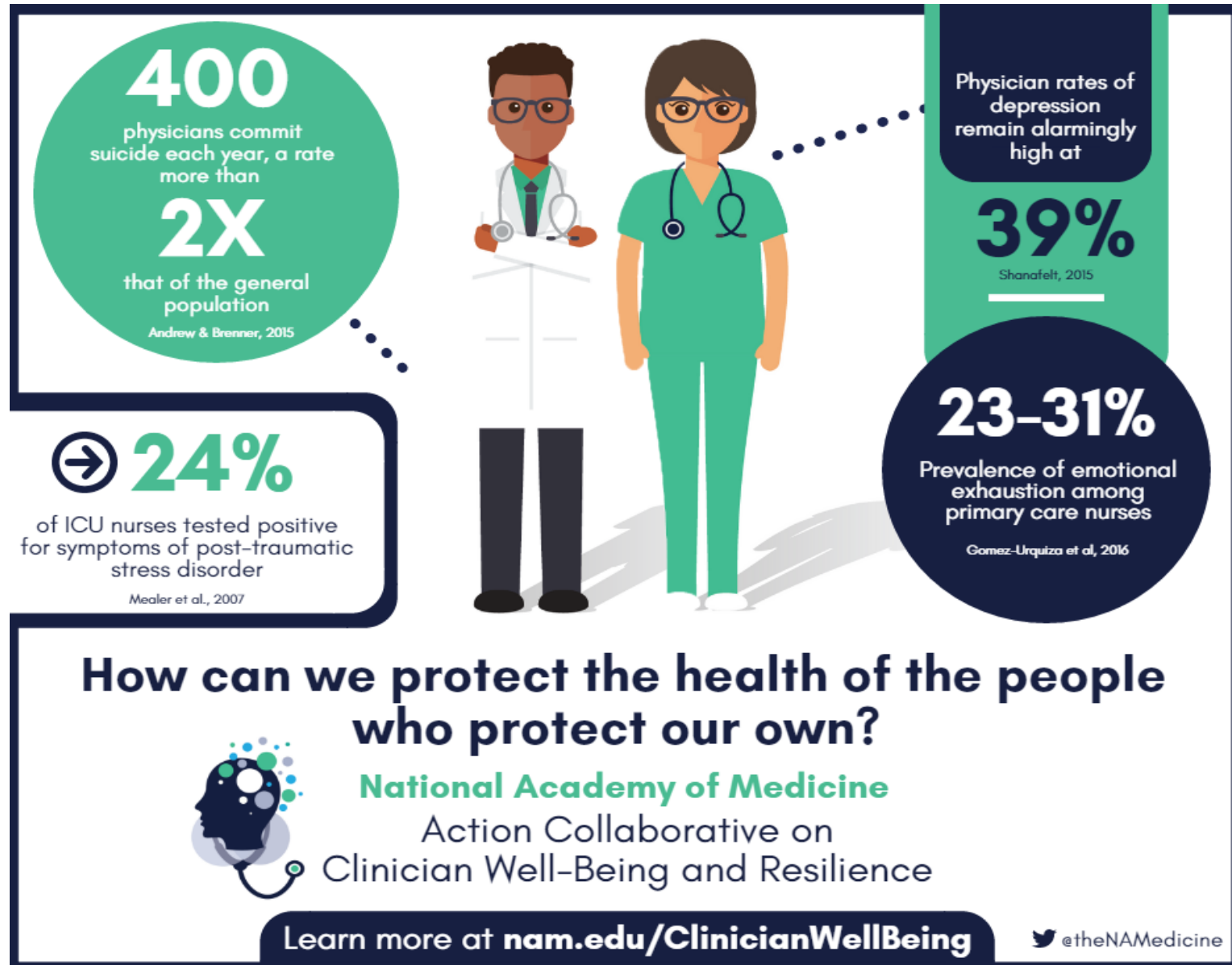
M

: **M**aking patients first with safe, compassionate, high-quality care

S

: **S**cience to advance human health

Wellness & Resilience



Project Objectives

- ◆ **To identify job stress, burnout and satisfaction among faculty, staff and residents**
- ◆ **To develop a resilience and wellness program for faculty, staff and residents at RWJMS**
- ◆ **To implement mindfulness and activities to encourage and support wellness, resilience and self-care**
- ◆ **To increase job satisfaction while reducing job stress and burnout.**

Addressing the Need

- ◆ Our approach to promoting the culture of well-being at Rutgers RWJMS:
 - 1) Baseline assessment
 - 2) Provide resources to promote resilience and self-care
 - 3) Harnessing the power of leadership
 - 4) Enhancing a system wide commitment to caring

Baseline Assessment

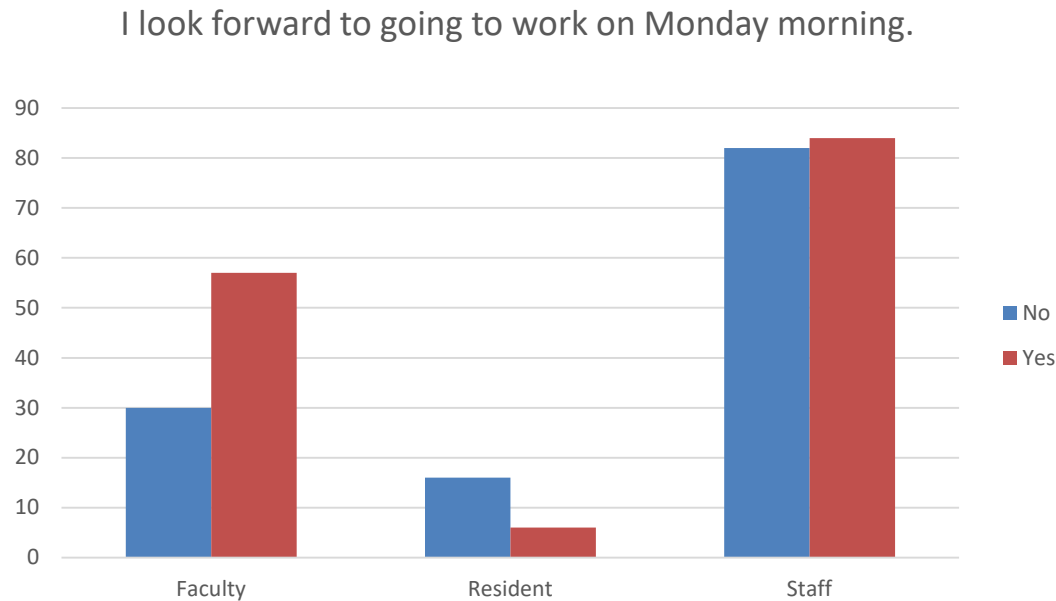
- ◆ Wellness Council of America Job Satisfaction Questionnaire
 - Publicly available Job Satisfaction (JS) survey

- ◆ Maslach Burnout Inventory – Human Services Survey (MBI-HSS)
 - Validated survey
 - Used to measure burnout in individuals who work with people (human services professions)
 - Personal Accomplishment
 - Emotional Exhaustion
 - Depersonalization

Participation

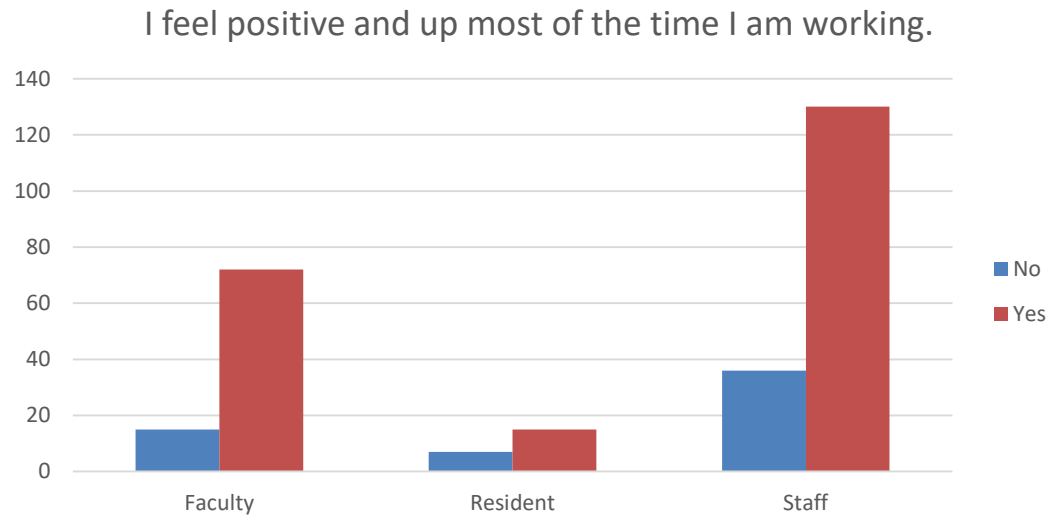
	N	Participation rate
Faculty	99	19%
Resident	28	6%
Staff	200	25%
Overall	327	19%

I look forward to going to work on Monday



Faculty generally look forward to going to work on Monday. Residents not necessarily so...

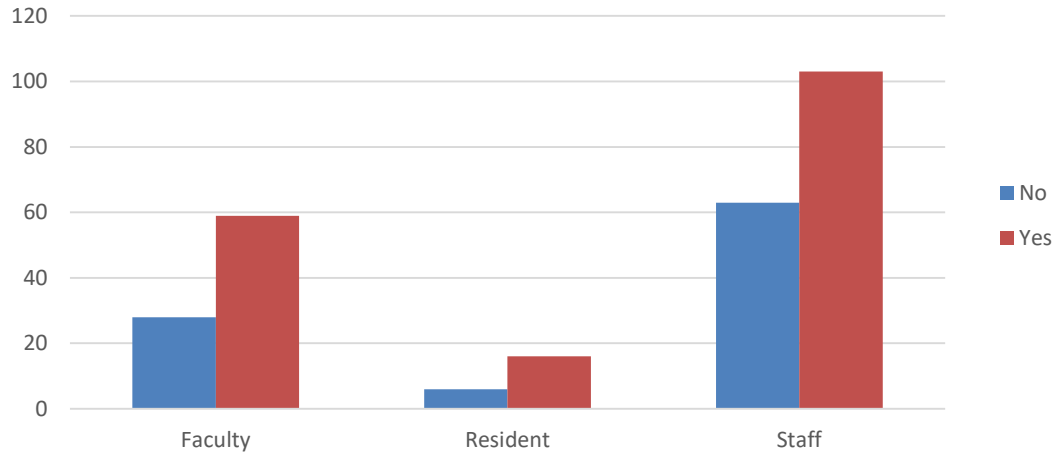
Positive Feelings at work



Faculty, staff and residents are positive and up most of the time.

Valued and affirmed

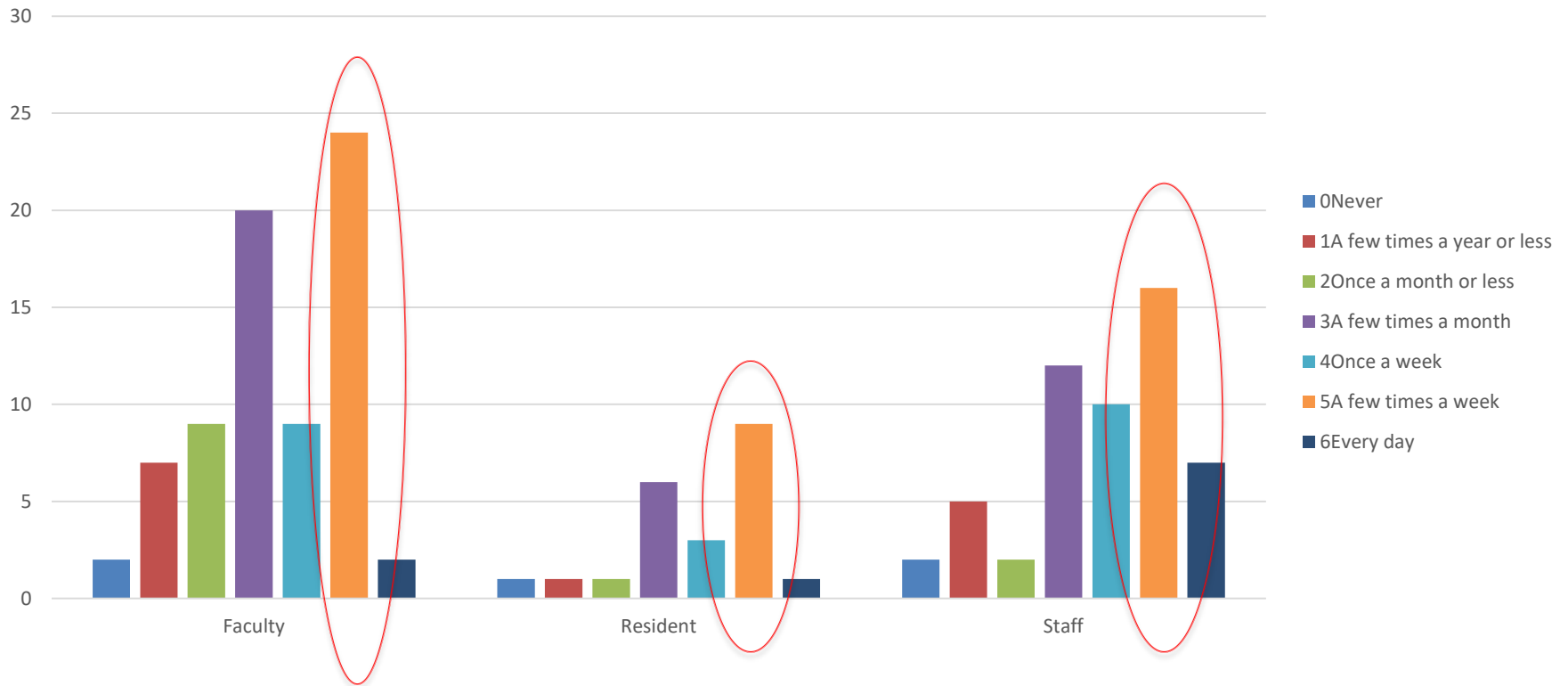
I feel valued and affirmed at work.



Participants feel valued and affirmed

Emotionally Drained

I feel emotionally drained from my work.

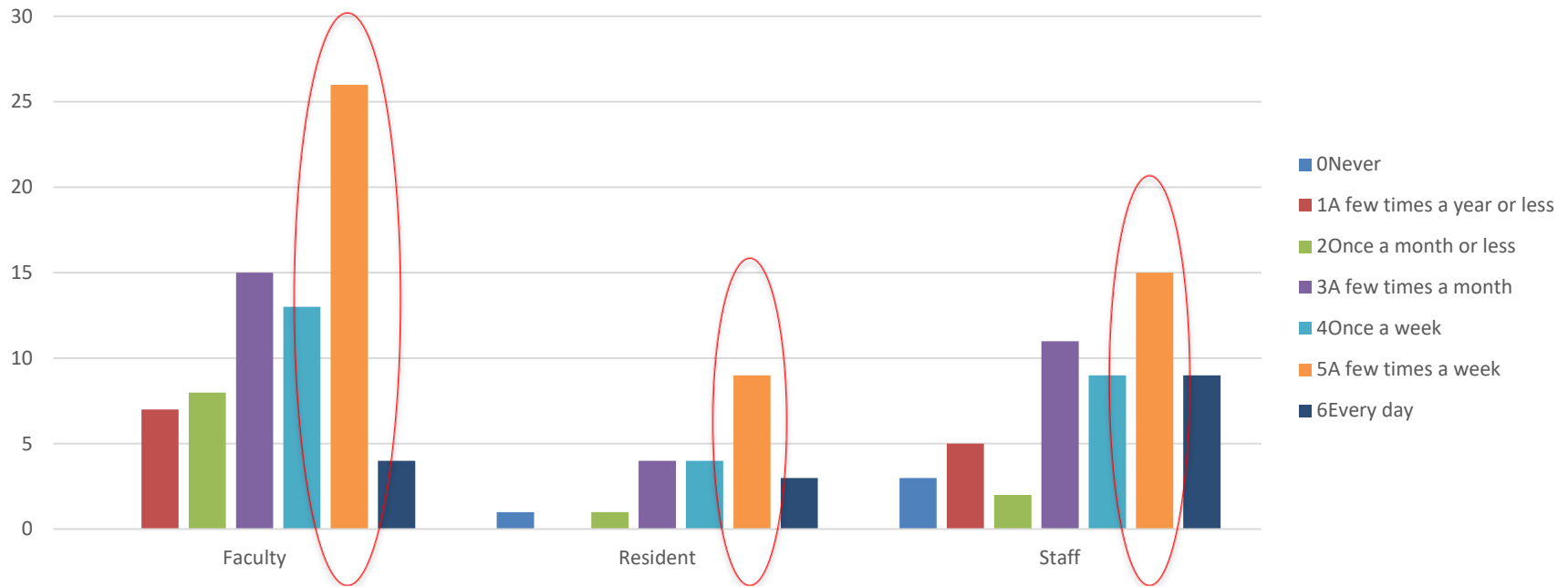


Participants feel drained a few times a week.

Early sign of burnout?

Used up at the end of the workday

I feel used up at the end of the workday.

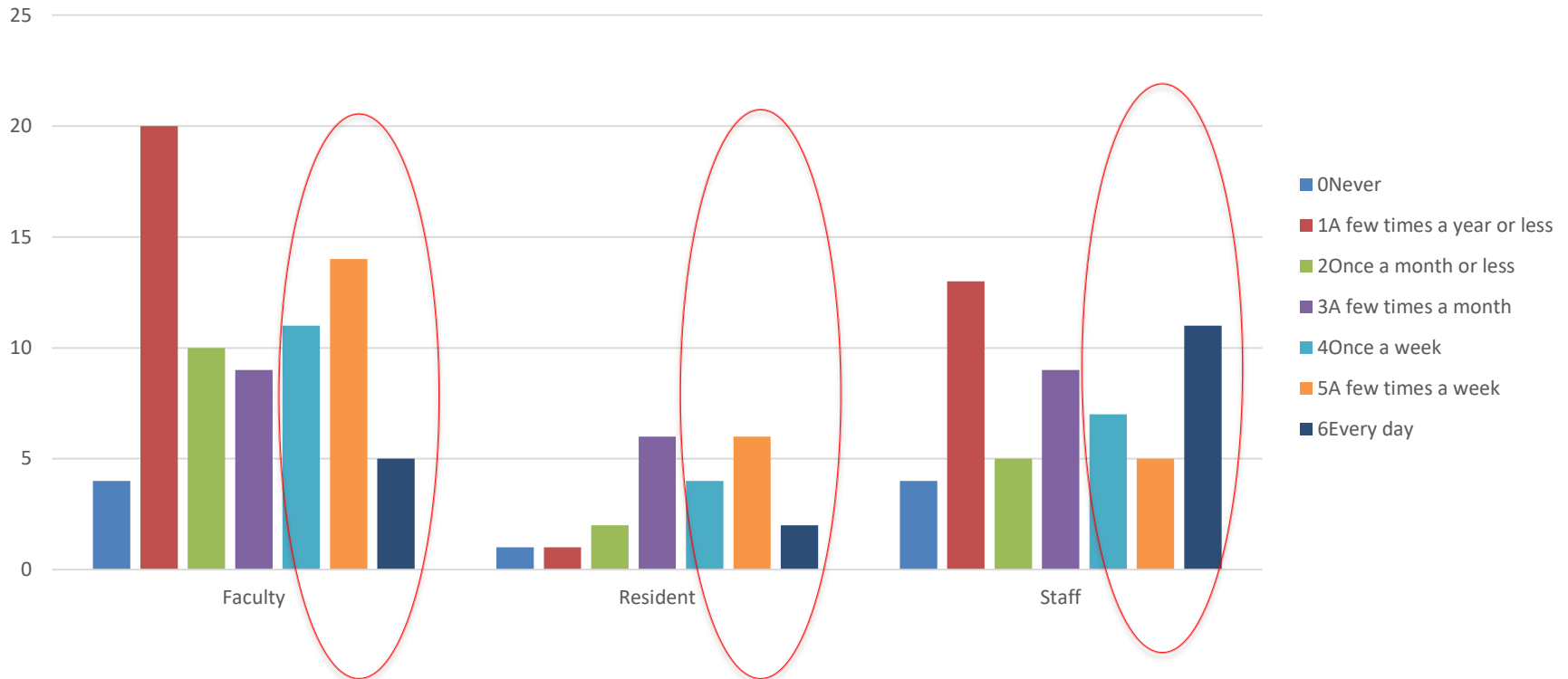


Participants feel used up at the end of the workday a few times a week.

Early sign of burnout?

Burned OUT!

I feel burned out from my work.



Almost half of the participant feel burned out between once a week or every day of the week!

**Provide resources to promote wellness,
resilience and self-care**

Rutgers Robert Wood Johnson Medical School invites you to our...

EMPLOYEE HEALTH AND WELLNESS FAIR



Open to All Faculty, Staff and Residents!

WELCOME TO WELLNESS! Join us for this four-hour special event, kicking off "Wellness Wednesdays," designed to meet different aspects of wellness, whether physical, emotional, nutritional, or otherwise. Health and Wellness Fair offerings include:

- Blood pressure screenings and Rutgers Premier Wellness Visit sign-ups
- Flu shots
- "Inside Out: What's Inside Your Head"
- Smoking cessation information
- 21 Day Challenge (RWJ Fitness & Wellness Center)
- Weight Watchers
- Massage therapy
- Employee Assistance Program information
- Healthy cooking demonstrations
- Skin cancer screenings
- Handwashing techniques
- Kite+Key representatives with discounted technology

Wednesday, Sept. 26

11 a.m. – 3 p.m.

New Brunswick Campus
Clinical Academic Building
Third Floor
(formerly CABFare)

Wednesday, Oct. 17

11 a.m. – 3 p.m.

Piscataway Campus
Great Hall

• GIVEAWAYS! • FREE RAFFLES!



RUTGERS

Robert Wood Johnson
Medical School

Participate in Health and Wellness Fair activities for your chance at a number of great prizes, including an Apple Watch, Ninja blender, convertible standing desk, gift card, and more!

Rutgers, The State University of New Jersey

Project Engagement

- Robert Wood Johnson Fitness and Wellness Center
- University Behavioral Health Center – Inside Out – What’s inside your Head
- Employee Health – Flu Shots
- Employee Assistance Program
- RWJMS Departments
 - Rutgers Premier – Family Medicine
 - Dermatology
 - Pediatric Residency
 - General Internal Medicine
- Eric B. Chandler Health Center
- Elijah's Promise
- Rutgers Wellness on the Go - Massage Therapy and Wellness Services
- Kite and Key - Health related technology discounts
- Rutgers Benefit and Wellness*
- Rutgers Student Health*
- Weight Watchers*
- Fitbit*
- Rutgers Food and Nutrition*

Challenges/Obstacles

- ◆ Participation – Survey and Wellness Fair
- ◆ Vendor/organizational Engagement
- ◆ Time requirements
- ◆ Financial resources

Next Steps

- ◆ Host wellness events
 - Educational seminars
 - Ted Talks
 - Lunch and Learns
 - Fitness activities
 - Zumba
 - Yoga
 - Repeat Survey



Lessons Learned

- ◆ Be Inspirational
- ◆ Be Persuasive
- ◆ Seek out partnerships
- ◆ Don't let 'em see you sweat
- ◆ Walk the walk
- ◆ Leadership by Example



Special Thanks

Project Mentors

Gloria Bachmann, MD

Professor, Department of Obstetrics and Gynecology

Assistant Dean of Women's Health Institute

Robert Wood Johnson Medical School

Thomas Hecker, PhD

Executive Vice Dean

Robert Wood Johnson Medical School

Rutgers Leadership Academy - Staff (Ralph, Brent, Rich and Christine) and Fellows

Questions?



Thank you!

