A MESSAGE FROM MHEALTHY LEADERSHIP:

When MHealthy became an official program in 2009, University of Michigan leaders made a commitment to making U-M a model community of health. They recognized that investing in employee health and well-being was key to individual and organizational success. This vision continues to thrive and guide us today.

MHealthy has made significant achievements in increasing the health awareness and healthy behaviors of faculty and staff. Well over 37,000 employees participate annually in MHealthy programs and services and report high satisfaction. On any given day, take a walk around the university and you might see colleagues heading off to an exercise class on campus, buying fresh produce at a campus farmers market, going on walks with coworkers, or grabbing an MHealthy-approved lunch from the cafeteria. Best of all, we’ve seen decreases in faculty and staff health risks and improvements in our workplace culture.

In 2016, the university continued to make progress toward improving the health and well-being of our faculty and staff and becoming a model community of health. We saw the university adopt a holistic philosophy of well-being, the successful launch of supervisor trainings on creating healthy workplace cultures, Michigan Medicine expand its smoke-free policy to tobacco-free, and significant progress in developing strategies to address high risk and chronic conditions within our population.

A cornerstone in achieving the MHealthy vision is the many formal and informal leaders and work-unit wellness champions, who served as “spokespersons” in encouraging engagement in MHealthy; to you we are extremely grateful.

We look forward to continuing to contribute to the mission and upholding the excellence of the University of Michigan.

LAURITA THOMAS
Associate Vice President for Human Resources

LAVAUGHN PALMA-DAVIS
Senior Director, Health & Well-Being Services

Tribute to Dr. Robert Winfield

Dr. Robert (Bob) Winfield, the University of Michigan’s chief health officer and executive director of University Health Service, passed away on October 14, 2016, leaving a lasting legacy that will continue to touch our university community for many years to come. Over his 35-year career at U-M, he became known as a caring and compassionate physician, a thoughtful leader, and a mentor to many. Forever a teacher, Dr. Winfield’s penchant for learning was matched only by his commitment to helping others. His advice and guidance were unparalleled, as were his enthusiasm for bow ties and passion for sailing. He lived life fully and with purpose, inspiring others to do the same. Dr. Winfield will always be remembered for his kindness, generosity, integrity and exceptional leadership.
INTRODUCTION

MHealthy is dedicated to building and sustaining a culture and environment at the University of Michigan that supports the well-being of our faculty, staff and community at large. We are committed to delivering effective health and wellness programs and services that can make a difference in improving people’s lives. We strive to keep the well, well and help those with health risks manage or improve their condition. Our success in reaching these goals lies in the on-going support and engagement of our campus community leaders, champions, partners, and peers.

MISSION

MHealthy supports members of the U-M community to lead healthy and fulfilling lives. MHealthy fosters positive work cultures and environments that contribute to U-M being a great public university.

VISION

The University of Michigan will be a model community of health where both the individual and the organization thrive.

U-M PHILOSOPHY OF WELL-BEING

U-M’s commitment to the well-being of its community was expressed in the following visual in 2016. Through a collaboration between MHealthy and Student Life, eight key dimensions of personal well-being were identified, embracing the concept that well-being encompasses the whole person, with many factors affecting the quality of life and playing a part in achieving balance, purpose, and vitality in one’s career and at home. Resources to support each of this philosophy’s dimensions are found at mhealthy.umich.edu/wellbeing.

- **Physical**: Practicing healthy behaviors around physical activity, nutrition, sleep, substance use, preventive exams; managing chronic conditions
- **Spiritual**: Expanding our sense of purpose and meaning in life
- **Intellectual**: Pursuing knowledge and skill development
- **Social**: Developing a sense of connection and belonging, having a well-developed support system, and contributing to a healthy inclusive community
- **Occupational**: Sustaining personal satisfaction and enrichment from one’s work
- **Environmental**: Living in, working in and contributing to safe, healthy, and sustainable environments
- **Emotional/Mental**: Thriving while fully experiencing the diverse range of human emotions, experiences and vulnerabilities
- **Financial**: Developing knowledge and skills for managing financial decisions
MHEALTHY CHAMPIONS

In 2016, hundreds of staff and faculty across the university volunteered their time and energy to help create a culture of health within their work unit. Over a two-year term, our Champions encourage participation in health and well-being programs, organize fun wellness events, and use wellness grants to enable their departments to fund healthy activities or acquire resources that encourage practicing healthy behaviors in the workplace.

LEADERSHIP ENGAGEMENT

In September 2016, we launched our “Leaders Creating a Culture at its Best” workshops, designed to give U-M supervisors and managers the tools needed to create thriving work teams where health and well-being contribute to success.

“As a result of this workshop I plan to make some changes to the ways I encourage particular staff to manage their stress, especially around email. I also plan to be more aware of my own healthy (or unhealthy) habits and strive to model health and work/life balance.”

- 2016 Leadership Workshop participant

Engaging Our Community (based on 2016 survey of U-M employees):

- 63.7%: Employees who agree that U-M’s health and well-being initiatives contribute to it being a great place to work
- 65.05%: Employees who agree that the person they report to is supportive of workplace health and well-being activities
- 59.14%: Employees who say U-M’s culture of health contributes to their overall quality of life
SUPPORTING POPULATION-WIDE WELLNESS

MHealthy Rewards
In its eighth year, MHealthy Rewards continued to encourage benefits-eligible faculty and staff to learn about their health by taking a voluntary and confidential online health assessment, then take action by completing a healthy activity to maintain or improve their health. Along the way, they could earn up to $100 participating in activities such as Active U, The Rivals Challenge, StayWell Self-Directed Coaching programs and MHealthy Nutrition Consultations.

7,023: U-M participants in the first-ever Rivals Challenge exercise competition against The Ohio State University. More than 13 million exercise minutes were recorded during the eight-week program

6,787: Active U Autumn participants

4,515: Total Exercise and Relaxation class participants in 388 classes offered in 2016

Nutrition & Weight Management
MHealthy offers many healthy eating resources and programs to help faculty and staff eat smarter. Healthy recipes, chef demonstrations, seasonal farmers markets, nutrition consultations and more were available to faculty and staff in 2016.

454: Participants enrolled in the Ready to Lose weight loss program in 2016. Based on those who reported on their weight loss, participants lost an average of 8 pounds

878: Faculty and staff participated in at least one 12-week Weight Watchers session, with participants losing an average of 7.1 pounds

708: Total attendance at 18 chef demonstrations

745: Participants attended a free one-on-one nutrition consultation with an MHealthy Registered Dietitian

22,490 Benefits-eligible faculty and staff participated in MHealthy Rewards

Physical Activity
Active U, Active U Autumn, The Rivals Challenge, and Exercise and Relaxation Classes are major population-wide physical activity programs MHealthy offered in 2016. These programs encouraged faculty, staff, and the general U-M community to move more and be active throughout the workday.

10,735: Active U participants recorded more than 24 million exercise minutes over 12 weeks. And more than 6,700 met their weekly exercise goal at least 8 weeks of the program

7,023: Rivals Challenge

6,787: Active U Autumn

4,515: Exercise Classes

1,355: Faculty and staff participated in Colorful Choices, a six-week program encouraging increasing produce consumption. More than 700 participants tracked an average of three servings of produce per day
MHealthy Thrive
MHealthy Thrive! uses a comprehensive stress management approach to foster individual and community well-being through a variety of classes and trainings.

230: Employees attended MHealthy Thrive! classes in 2016. On average, participants reported being less stressed and able to effectively manage stress two weeks after the course.

1,421: People used MHealthy’s confidential online screenings for depression, anxiety, PTSD, and other mental health conditions.

Health for the Holidays
The introduction of a new program to help faculty and staff maintain their health goals leading up to the busy holiday season proved to be a popular offering as thousands of faculty and staff enrolled, recorded their health behaviors online, and created a whimsical animated holiday scene along the way.

2,878 Employees participated in Health for the Holidays

ENGAGING OUR COMMUNITY
MHealthy continues to achieve high customer satisfaction scores on all programs and services.
Assisting Individuals at High Risk or with Chronic Conditions

Based on the university’s medical claims data and annual health questionnaire, the following health risk behaviors and chronic conditions have been identified as priorities. A Steering Committee developed specific strategies in 2016. Thus far, work has been conducted in the following areas:

**Diabetes**
The Benefits Office, in collaboration with MHealthy, made the Diabetes Prevention Program (DPP) available to eligible U-M Premier Care members with no out-of-pocket cost. DPP is a nationally-recognized lifestyle change program developed by the CDC that has been proven to help participants move more, eat a healthier diet and cut the risk of developing type 2 diabetes in half.

**Back Pain**
MHealthy formed a Back Care Task Force, bringing together experts and clinicians from around the U-M to recommend programs and resources to address back pain issues in the university population. New programs and resources will begin rolling out in 2017.

**Tobacco**
U-M faculty, staff, patients, and community members have access to no cost tobacco treatment services through a variety of settings (inpatient, outpatient, group, individual and telephonic). U-M employees, spouses or OQAs may also qualify for an incentive for completing a cessation program.

- **198**: Employees, patients, students, and community members participated in tobacco treatment programs through TCS
- **23%**: Of 187 participants who reported being tobacco-free for the last 30 days at six-month follow-up. Considered a very good outcome compared with industry standards
- **1,102**: Outpatient referrals were received from 84 clinics and programs that service Michigan Medicine. In addition, 446 people self-referred to TCS
- **1,600**: Claims for prescription tobacco quit aids or over-the-counter tobacco treatment product co-pay reduction
- **5,592**: Contacts with Michigan Medicine patients (either via individual hospital visit or self-help brochure sent to their home) offering tobacco treatment assistance
- **141**: Number of AMP participants in 2016
- **74%**: Average reduction of weekly alcohol consumption at three months by participants who, on average, consumed 15-plus per week for females and 20-plus drinks per week for males
- **750+**: Employees participated in the Summertime Slowdown – Test your Summer Alcohol IQ Challenge

**Alcohol**
Offering brief, confidential behavior change interventions for mild to moderate alcohol problems, our Alcohol Management Program (AMP) lets the participant decide whether cutting back or quitting altogether is the best approach.
Depression and Anxiety

In addition to providing counseling services through our Faculty and Staff Assistance Program (FASAP) and UMHS Employee Assistance Program (EAP), a task group recommended exploring several strategies to improve mental and emotional health in UM's population. These include:

- Employing a large-scale mental health awareness campaign based on effective models, coupled with offering online and mobile technologies to address depression and anxiety
- Collaborating with our partners in the Benefits Office as well as our provider community to enhance referrals and reduce barriers to access to appropriate mental health services
- Offering specific targeted mental health programs in the workplace to high risk populations

Focused Partnerships

MHealthy continued to offer specific programs for high risk departments and units covering core conditioning, neck and upper torso exercises, and stress and relaxation.

1,122: Employees in 34 Nursing Units and 15 Service and Maintenance groups participated in MHealthy's Neck & Upper Torso program

Cancer

In partnership with the U-M Comprehensive Cancer Center, MHealthy's website now includes general cancer prevention resources, as well as more in-depth information on breast cancer and skin cancer. MHealthy is also working with the U-M Center for Health Communication Research to promote Tips4Health, a text messaging program designed to help individuals adopt healthy behaviors known to reduce cancer risk, in 2017.

MAKING AN IMPACT

Employees classified as high risk have decreased by nearly 6% from 2009 to 2016, and employees classified as low risk have increased by nearly 12%.

When reviewing 2009 and 2016 self-reported health risks, reductions in high health risks occurred across all behaviors.
MENTAL AND EMOTIONAL HEALTH SERVICES

Through the Faculty and Staff Assistance Program (FASAP) and UMHS Employee Assistance Program (EAP), the university continues to offer professional clinical, consultation, and outreach (prevention and education) services to support our faculty, staff and their families with both personal and work-related concerns. These services are provided at no cost and address stress, grief and loss, depression, anxiety, substance use disorders, personal/professional relationships, cultural and employee change/conflict, and life and work transitions.

Clinical Services

2,020: Total UMHS EAP clinical sessions/visits
1,301: Total FASAP clinical sessions/visits

Consultation Services

949: UMHS EAP consultation services provided
403: FASAP consultation services provided

Outreach Prevention and Educational Services

4,100: Participants who attended a UMHS EAP educational presentation. Among the 77 presentations offered, topics included mindfulness, drug-free workplace, grief support, and self-care
700: Participants who attended a FASAP educational presentation. Among the 35 presentations offered, topics included stress management, mental health, positive communications, and happiness

Emergency Hardship Program (EHP)

Coordinated and administered by FASAP and the UMHS EAP, EHP provides assistance to staff and faculty experiencing a severe, one-time financial emergency. In some cases, grants up to $800 are awarded on behalf of those in need. In 2016, a time-limited endowment was established to sustain the program over time.

$24,110: Awarded in grants to 34 employees experiencing financial emergency

PRESENTING PROBLEMS

UMHS EAP participants who identified their concern was job/work related (32% were relationship, 24% were psychological)
FASAP participants who identified their concern was psychological (27% were job/work related, 26% were relationship)

MAKING AN IMPACT

Participants who said their work performance or productivity improved after using EAP
Participants who said their work performance or productivity improved after using FASAP

Mental and Emotional Health Services 8
A wide range of services are offered to Michigan Medicine and Ann Arbor campus faculty and staff through Occupational Health Services (OHS), including new employee screenings, workplace injury evaluation and treatment, physical therapy, hazardous exposure care, fitness for duty exams, immunizations and vaccinations (including flu shots and TB screening), and respirator mask fitting for Michigan Medicine employees. All services are provided at no cost to employees.

29,689: Michigan Medicine employees (96%) were compliant with the flu shot policy. 28,336 employees were vaccinated through OHS

4,065: OHS provider visits for Michigan Medicine employees

5,153: OHS provider visits for campus employees

1,473: Physical therapy visits (includes Michigan Medicine and campus)

71,016: Ancillary Michigan Medicine employee visits for services such as flu shots, TB test, respirator fit testing, audiograms, and vaccination compliance

8,907: Flu vaccinations provided through Michigan Visiting Nurses to campus employees through 96 onsite clinics
facilitating environmental improvements

smoke free/tobacco free campuses

the smoke-free campus initiative continues to be successful at reducing the use of combustible tobacco on campus and encouraging students, faculty and staff who smoke to consider cessation. signage was added to hot spot areas and the number of university departments and facilities designating their areas as e-cigarette free increased.

june 2016: michigan medicine goes from smoke-free to tobacco-free, prohibiting all tobacco products including smokeless tobacco and electronic cigarettes

$20,000: grant awarded to u-m by the american cancer society to explore a move on the academic campus from smoke-free to tobacco-free (in collaboration with the mrelay students and the school of public health)

improving access to healthy food and beverages

to support our faculty and staff in making healthy food choices, new nutrition guidelines were created by mhealthy, in partnership with u-m academic medical center retail food operations, school of public health nutrition services, mdining, u-m division of metabolism, endocrinology & diabetes and u-m patient food & nutrition services. we also launched a successful loyalty punch card program at select cafés and carts within michigan medicine; expanded the number of m farmer’s markets locations; and continued to work with vendors to make healthier food options available through vending, dining and catering.

100%: michigan medicine vending machines include 50% mhealthy-approved options

increasing access to physical activity opportunities

under the direction of michigan medicine leadership, mhealthy is planning to open a new wellness center on the 8th floor of university hospital south. the facility could open for faculty and staff of michigan medicine as early as summer 2017.

100+: mhealthy exercise and relaxation classes are offered every week across u-m

promoting workplace ergonomic solutions

through self-help tools, design assistance, grants for ergonomic solutions, and employee and department awards, the ergonomics program has helped to optimize faculty and staff comfort and productivity at work. our medical ergonomics services also provide consultations for those under a doctor’s care for discomfort or a disability affecting work. all services are provided at no cost to employees.

$45,000: grant funds awarded to 23 projects to make departmental ergonomic improvements (with most departments participating in cost sharing)

531: faculty and staff were referred to the medical ergonomics/occupational therapy program (up 11% from cy15)

73%: participants completed service and reported an improvement in their ability to work

95%: participants reported an improvement in their level of discomfort