



# 2010 ANNUAL REPORT



**M** | HEALTH AND WELL-BEING SERVICES  
[mhealthy.umich.edu](http://mhealthy.umich.edu)

# A MESSAGE FROM MHEALTHY LEADERSHIP:

Since becoming an official program at the university nearly a decade ago, MHealthy's impact on our work culture is visible across the university. It is exercise classes during lunch; healthier food options in campus restaurants and vending machines; a smoke-free campus, and the act of kindness or show of appreciation from a colleague. It is the philosophy that well-being encompasses the whole person and understanding that many factors affect our quality of life at work and at home.

Guided by new leadership, health and well-being services continued to evolve and grow in 2018.

- We saw well over 37,492 faculty and staff members participate in our health and well-being programs and services. Programs like MHealthy Rewards and Active U continued to be among our most popular offerings, with more than 19,000 and 12,000 participants, respectively.
- Our commitment to individuals with chronic conditions or those at high risk due to tobacco use, back pain, and depression continued. A social determinants of health team was also formed to explore the impact socioeconomic status, wage, and where someone works and lives have on our employee population's health.
- As collaboration continued in diabetes prevention and tobacco cessation, we explored additional areas where common goals exist between benefits and health and well-being. A new section is included in this report that highlights the role benefits plays in supporting health and well-being through its health plans, retirement preparation, and financial wellness services.
- The university's holistic philosophy on well-being influenced our decision to make Mental Health Counseling and Consultation Services and Occupational Health Services stand-alone units. This move recognizes health and well-being services as having three distinct – yet connected – areas.
- Both our campus and Michigan Medicine employee counseling services underwent a name change to more accurately reflect their services. Thousands of faculty and staff utilized services for stress, depression, anxiety, substance use disorders, burn-out, self-care, and more from the newly named Faculty and Staff Counseling and Consultation Office and the Michigan Medicine Office of Counseling and Workplace Resilience.
- Internally, our commitment to presidential initiatives like diversity, equity and inclusion helped us develop and deliver services that are supportive, inclusive and accessible to all in the campus community.

We are extremely grateful to all of our partners who have contributed to growing a university culture that promotes health, well-being and a better quality of life. We thank you for your partnership and support and look forward to continuing to work with you to contribute to the excellence of the university!



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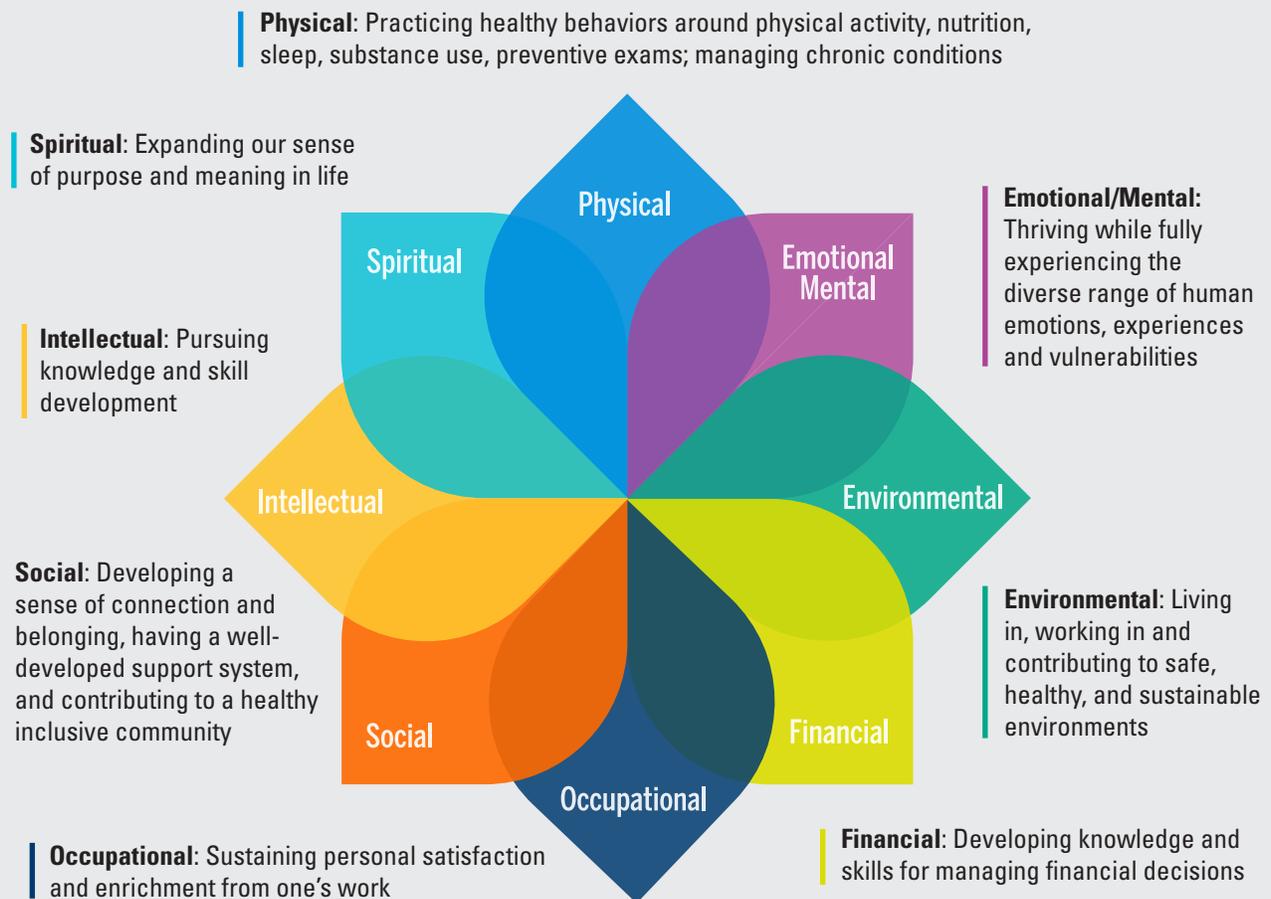
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# Our Philosophy

The University of Michigan embraces the philosophy that well-being encompasses the whole person, with many factors affecting one's quality of life and playing a part in achieving balance, purpose, and vitality in our career and at home.



MHealthy is dedicated to building and sustaining a culture and environment at U-M that supports the well-being of our faculty, staff and the 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 ongoing 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.

# BUILDING A CULTURE OF HEALTH

MHealthy's innovative approach to impacting health culture is achieved through engagement of leaders at all levels; at the work unit level (including our champion program); a "triad" relationship between leadership, champions and MHealthy wellness coordinators; and community-wide events that foster a culture of health.

## MHealthy Champions

In 2018 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 apply for wellness grants to fund healthy activities or acquire resources that encourage practicing healthy behaviors in the workplace.

**718:** MHealthy Champions in Michigan Medicine and the Ann Arbor, Dearborn and Flint campuses

**31:** Wellness champion grants awarded

## MHEALTHY LAVAUGHN PALMA-DAVIS WELLNESS COMMITTEE AWARD



The Wellness Committee for the U-M Medical Group at the Northeast Corporate Center was recognized with the inaugural LaVaughn Palma-Davis Wellness Committee Award. Named after University Health and Well-Being Services' retiring senior director, the award will be presented annually to an exemplary wellness committee.

## DR. ROBERT A. WINFIELD CHAMPION AWARD



Lorie Domingue (pictured with her supervisor, Kevin Lewtschany) from UM-Dearborn Admissions was recognized with the Dr. Robert A. Winfield Champion Award for making a positive difference by building a culture of health in her work unit.

## Leadership Engagement

2018 marked the third and most successful year for our "Leaders Creating a Culture at its Best" workshops. This year's workshops focused around one simple equation: Values + Behavior = Culture. Leaders from both the university and Michigan Medicine learned health and well-being values, behaviors associated with those values and how they contribute to their workplace culture. Participants also discussed their roles and responsibilities and how they can role model behaviors that create healthier and happier workplace cultures.

**300:** Managers & supervisors in attendance (more than 800 have attended to date)

**11:** Workshops held March - November 2018



*It was really beneficial to speak with other colleagues about health and wellness using the multi-dimensional model. I am currently in an Associate Director role in my unit and I think the lessons learned could be beneficial to improving office culture and helping our team reflect on how people feel valued and supported. It is also great to be a part of an institution that provides a lot of resources.* - 2018 Leadership Workshop participant



## Community-wide events

### Be Well in the Big House

On Friday, September 28, MHealthy hosted its second annual event at Michigan Stadium. “Be Well in the Big House” celebrated U-M’s continued commitment to faculty and staff well-being and included on-field sessions of strength training, Zumba, yoga and meditation. On the concourse, participants could talk with health experts and take part in Tai Chi demonstrations, healthy snacks, a farmers market and more.



### Be Kind Be Well

Be Well in the Big House also kicked-off “Be Kind, Be Well,” a new six-week civility campaign centered on the importance of kindness, gratitude, and compassion in the workplace. Research suggests that kindness improves mood, builds trust and strengthens work teams to facilitate creativity, innovation, engagement and collaboration. Faculty and staff were encouraged to take the Be Kind, Be Well pledge and given access to a wide variety of resources. Materials included an online toolkit, gratitude cards, research, kindness quotes, and online videos and audio. MHealthy Champions were used to help spread the message and lead kindness-related activities.



**5,000:** gratitude cards distributed

**July 2019:** Campaign to be featured at the World Congress on Positive Psychology

# SUPPORTING INDIVIDUALS AT HIGH RISK OR WITH CHRONIC CONDITIONS

Based on aggregate data collected from the university's medical claims and annual health questionnaire, the following chronic conditions and health risk behaviors have been identified as priorities.

## Diabetes

The Benefits Office, in collaboration with MHealthy, makes 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 Centers for Disease Control that has been proven to help participants move more, eat a healthier diet and cut the risk of developing type 2 diabetes in half.

**197:** People participated in the DPP

## Depression and Anxiety

In addition to providing counseling services through our Faculty and Staff Counseling and Consultation Office (FASCCO) and Office of Counseling and Workplace Resilience (OCWR), several strategies were employed in 2018 to improve mental and emotional health in U-M's population.

### CHANGES EVERYTHING CAMPAIGN

Launched in November with joint support from Counseling and Psychological Services, FASCCO, OCWR, and HR Communications, the "Changes Everything" mental health awareness campaign marked the first time a unified mental health awareness message was developed for the entire university community. The primary goal of the campaign was to raise awareness and support access to mental health services for faculty, staff and students. The campaign also encouraged more open dialogue about mental and emotional health, and invited people to reach out to each other, listen compassionately and speak up if

**UNIVERSITY OF MICHIGAN**

**COMMUNITY CHANGES EVERYTHING**

**YOU DON'T HAVE TO GO IT ALONE**

If you (or someone you know) are feeling misunderstood and isolated, there are free and confidential counseling services and resources available for all members of the U-M community. Come talk with us.

**WE'RE HERE FOR YOU**

Students: Counseling and Psychological Services  
[caps.umich.edu](http://caps.umich.edu)

Faculty and Staff Counseling and Consultation Office  
[fascco.umich.edu](http://fascco.umich.edu)

Michigan Medicine Office of Counseling and Workplace Resilience  
[counseling.med.umich.edu](http://counseling.med.umich.edu)

they are worried about someone. The messages focused on the themes of balance, compassion, hope and community. The campaign will continue into 2019 with additional materials and messages to remind faculty, staff and students that "We're here for you."



## Back Pain

In 2018, a physician assistant and patient care coordinator were hired to coordinate a new acute back pain management service for U-M faculty and staff. The Back Pain Triage Program, scheduled to launch in spring 2019, will include assessment, education and referral, online resources, and opportunities to join back pain self-management groups. Tailored exercises classes will also be available beginning in the summer of 2019.

## Personal Action Towards Health (PATH)

MHealthy, in partnership with the National Kidney Foundation of Michigan, continued to offer PATH, small group workshops proven to help manage long-term chronic conditions. In 2018, five, six-week workshops were offered to faculty, staff, family members and caregivers.

**44:** Individuals attended at least one PATH session

## Tobacco

Through MHealthy's Tobacco Consultation Service (TCS), 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.

**143:** Individuals participated in tobacco treatment counseling through TCS (41 were U-M employees, spouses or OQAs)

**1,052:** Outpatient referrals were received from 87 clinics and programs that service Michigan Medicine. In addition, 91 people self-referred to TCS

**1,219:** Claims for zero dollar co-pay prescription tobacco quit aids or over-the counter-tobacco treatment products

**3,106:** Contacts with Michigan Medicine patients (either via individual hospital visit or self-help brochure sent to their home) offering tobacco treatment assistance

**610:** Discharged patients were provided follow-up relapse prevention support

## Outreach Activities

### GREAT AMERICAN SMOKEOUT

Each year, the American Cancer Society uses the third Thursday of November as a day to make a plan to quit smoking. In support of the Great American Smokeout, TCS offered opportunities for both education and action.

**1,599:** Great American Smokeout Quit Kits distributed to assist Michigan Medicine patients with a quit tobacco attempt

**701:** Faculty and staff took the online Tobacco I.Q. Challenge



### SMOKING WHILE POSITIVE WEBINAR

TCS hosted a webinar, "Smoking While Positive: Strategies to Improve the Health Outcomes in Smokers Living with HIV (SLWH)" in collaboration with the Michigan Department of Health and Human Services. The webinar discussed state-wide approaches to raising awareness about tobacco use among SLWH through community campaigns and cessation interventions including TCS' outpatient program and addressed smoking related health disparities for SLWH.

### TOBACCO TREATMENT SPECIALIST (TTS) TRAININGS

In partnership with the University of Massachusetts Medical School, TCS hosted two Tobacco Treatment Specialist (TTS) trainings. Participants included representatives from the State of Michigan's local public health agencies, universities, and ambulatory care units and clinics.

**23:** Participants in TTS Trainings



## Smoke Free/Tobacco Free Campuses

The Smoke-Free Campus Initiative continues to successfully reduce the use of combustible tobacco on campus and encourage students, faculty and staff who smoke or use e-cigarettes to consider cessation. In 2018, Michigan Medicine strengthened its policy on electronic cigarettes to prohibit the possession of electronic nicotine delivery devices and their batteries in all Michigan Medicine facilities. The Smoke-Free Campus Initiative partnered with MRelay to implement tobacco-free campus awareness through a grant from the American Cancer Society and CVS Health Foundation.

## Alcohol

Offering brief, confidential behavior change interventions for mild to moderate alcohol problems, the Alcohol Management Program (AMP) helps individuals improve their health by reducing the number of negative consequences from drinking alcohol by either cutting down or quitting altogether. The program also offers population-wide educational resources and services.

**126:** AMP participants attended a total of 538 appointments

**80%:** Average reduction of weekly alcohol consumption at three months by participants who, on average, consumed 15-plus drinks per week for females and 20-plus drinks per week for males

**2,714:** Employees took the online Summer Alcohol I.Q. Challenge (double from 2017)

**165:** Employees signed up for Holiday Stop and Swap, an 8-week email program focused on raising awareness and providing alternatives to holiday drinking

“For me the best take away from the program was learning that I could change some of my everyday behaviors that led to drinking but at the same time, not completely change my lifestyle. Learning to get away from negative patterns and replacing them with positive ones really made a difference for me. - 2018 Alcohol Management Program participant”

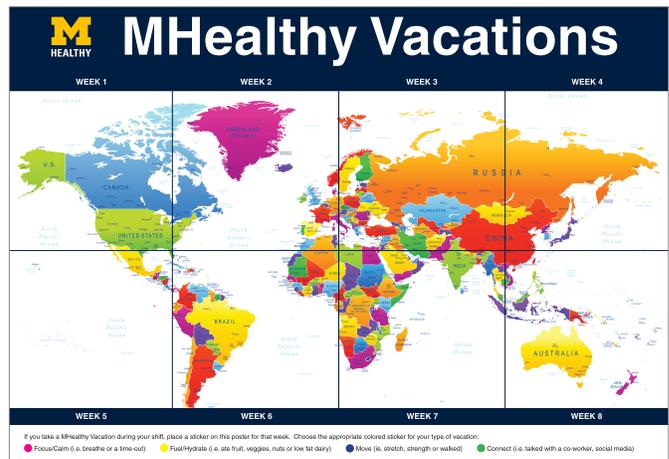
## Focused Partnerships

MHealthy continued to offer customized programs for high risk departments and units, including Nursing, Logistics and Support Services, and various offsite health locations. Topics covered core conditioning, neck and upper torso exercises, hand and foot care, financial wellness and stress and relaxation.

**1300+:** Total participants in focused partnerships

**541:** Participants in MHealthy vacations

**600+:** Participants in Hand and Foot Care



## Social Determinants of Health

In 2018, MHealthy formed a Social Determinants of Health (SDOH) team to address health impact factors such as socioeconomic status, wage and where someone works and lives. The SDOH group connected with several university partners (including Poverty Solutions, Office of Population Health and The Physician Organization of Michigan ACO) to discuss partnerships to support low-wage earning populations. New screenings for food insecurity have been enacted, and several pilot interventions are being implemented and considered

to address food insecurity among the most vulnerable populations.



# POPULATION-WIDE PROGRAMS

## Physical Activity

MHealthy increases access to physical activity opportunities for faculty and staff through programs like Active U and MHealthy Exercise and Relaxation Classes.

**450+**: MHealthy exercise and relaxation classes offered over three semesters (winter, spring/summer and fall)

**1,930**: Participants in MHealthy exercise and relaxation classes

**1,757**: Michigan Medicine faculty and staff with memberships to UH South Wellness Center

**44**: Scholarships for group exercise classes granted

## Active U

Completing its 13th year, MHealthy's 12-week physical activity challenge has become a university tradition for moving more.

**7,440**: Active U Autumn participants

## Nutrition & Weight Management

MHealthy offers a variety of healthy eating resources and programs to help faculty and staff eat smarter. Healthy recipes, chef demonstrations, seasonal farmers markets, and more were available in 2018. The U-M Food for Life Kitchen was completed in 2018 through the support of a



donor as well as MHealthy, Digestive Disorders Nutrition & Lifestyle Program, Adult Diabetes Education Program, Preventive Cardiology, and the U of M School of Public Health. MHealthy as well as other partner units began hosting cooking classes which support the health of faculty, staff, patients and the community.

**670**: Total attendance at eight chef demonstrations

**1,144**: Participants enrolled in the Ready to Lose weight loss program. Based on those who reported on their weight loss, participants lost an average of 4.5 pounds

**865**: Faculty and staff participated in at least one 12-week WW®, formerly Weight Watchers, session, with participants losing an average of 5.6 pounds

**116**: Farmers market events held at 12 locations

**12,968**: Loyalty Punch Cards redeemed for purchasing MHealthy-approved food items at Michigan Medicine café and carts

## ACTIVE U BY THE NUMBERS

**12K+**

Active U participants

**21M+**

Exercise minutes logged over 12 weeks

**22%**

participants who used a fitness device to record exercise minutes

**29 min**

Average time participants decreased being sedentary on a typical day

## MHealthy Rewards

In its 10th year, MHealthy Rewards 2018 encouraged benefits-eligible faculty and staff to learn about their current health by completing a health questionnaire (HQ) and taking action to maintain or improve it by participating in health and well-being activities. Participants could earn \$100 by completing activities focused on stressing less, moving more, managing weight, quitting tobacco, managing health conditions, or drinking less alcohol.

**19,156:** Faculty and staff completed the HQ

**7,113:** Faculty and staff earned \$100 by completing the HQ and 100 points

In 2018, MHealthy began offering a fitness center membership reimbursement of up to \$120 to faculty and staff. Eligibility was dependent on completion of the HQ.

**4,700+:** People earned a reimbursement for 1 month

**1,500+:** People earned a reimbursement for all 10 months

## Staywell® Online Programs

MHealthy offers faculty and staff a variety of online programs through its partnership with The StayWell Company, LLC, a national provider of health improvement services.

**4,595:** Participants in Daily Dash, which offers daily challenges to change behavior (2,005 participants completed)

**2,008:** Participants in 21-day meditation program

**3,374:** Participants in Colorful Choices, a six-week produce tracking program (1,650 met their goals)

**5,846:** Total number of completions in Staywell online self-directed coaching. Most popular: Back Care, Eat Well, Control Weight, Sleep Tight, and Stress Less

**3,771:** Participants who registered for Sleep Well, an online program designed to improve participant's quality, quantity, and regularity of sleep



# MENTAL AND EMOTIONAL HEALTH SERVICES

In 2018, the mental and emotional health services at U-M underwent name changes to more accurately reflect the services provided to faculty and staff. The Faculty and Staff Assistance Program became the Faculty and Staff Counseling and Consultation Office (FASCCO). The Employee Assistance Program became the Office of Counseling and Workplace Resilience (OCWR). As mentioned in an earlier section, the “Changes Anything” campaign was also an integral part of encouraging individuals to seek support for mental health services in 2018. Assistance through our mental and emotional health services teams is provided to individuals, couples, teams, and the organization to enhance strengths, develop new coping strategies, and retain emotional balance. 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.



## Educational Outreach Programs and Support Groups

**6,906:** Participants attended an OCWR educational presentation. Among the 123 presentations offered (including large scale unit retreats), topics included self-care, moral distress, and fatigue for clinicians

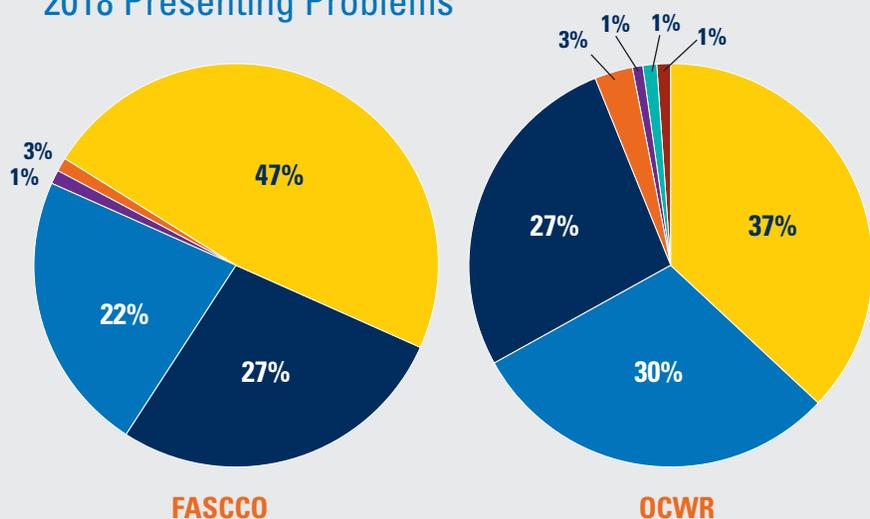
**1500:** Participants in OCWR support groups which included reconnecting to core values and philosophies

to build engagement; addressing and decreasing secondary stress, burnout, compassion fatigue, and the benefits of reflective and compassionate practices

**1,335:** Participants attended a FASCCO educational presentation or support group. Among the 48 presentations offered, topics included stress management, embracing change, understanding mental health conditions, and strategies for dealing with difficult people, as well as support groups for new parents, post-doctorate support and managing anger

### 2018 Presenting Problems

- Psychological/Emotional
- Relationship
- Job/Work Related
- Financial
- Substance Use Disorders
- Medical/Physical
- Other



## Clinical Services

**2,738:** Total OCWR clinical sessions/visits

**1,643:** Total FASCCO clinical sessions/visits

## Consultation/Coaching Services

**968:** OCWR consultation services provided

**518:** FASCCO consultation services provided

## Crisis Intervention and Stress Debriefing Services

**130:** Crisis management services OCWR provided to units impacted by loss, crisis, trauma, injury/accident and situations or threats of violence

**12:** Crisis management services FASCCO provided to units across the campus

## Emergency Hardship Program (EHP)

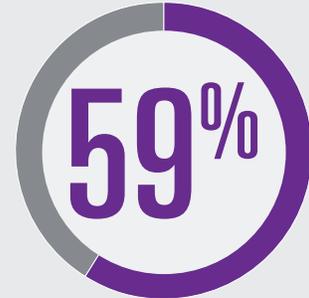
Coordinated and administered by FASCCO and the OCWR, the EHP provides assistance to staff and faculty experiencing a severe, one-time financial emergency with grants up to \$1,000. The funds and connections to community and university resources assist employees in averting home evictions, utility shut-offs and transportation issues.



**\$37,930:** Awarded in grants to 43 employees experiencing a financial emergency (the highest since implementing the program; 236 out of 329 requests were from Michigan Medicine)

## PRODUCTIVITY

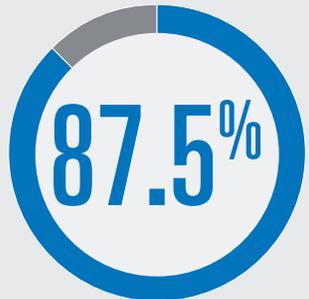
Individuals who agreed that a related concern interfered with their work performance or productivity prior to participating in the services below agreed that their work performance or productivity improved after using the service.



**FASCCO**



**OCWR**



**MEDICAL ERGONOMICS PROGRAM**



**ALCOHOL MANAGEMENT PROGRAM**

# OCCUPATIONAL HEALTH SERVICES

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

**40,501:** Total employees receiving services

**1,362:** Physical therapy visits for work related injuries (includes Michigan Medicine and campus)

**98.5%:** Michigan Medicine employees compliant with the flu shot policy

**30,000+:** Flu vaccinations provided to Michigan Medicine and Campus faculty and employees

**3,860:** New employee health screenings

**1,192:** Employees managed for Body Substance Exposure

**2,332:** Medical surveillance exams completed to ensure Michigan Medicine and campus employees are meeting regulatory and compliance requirements

## 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. 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.

**\$43,813:** Grant funds awarded to 17 projects to make departmental ergonomic improvements (with most departments participating in cost sharing)

**638:** Faculty and staff referred to the medical ergonomics/Occupational Therapy program (up 5% from CY17)

**84%:** Participants completed ergonomics service and reported an improvement in their average discomfort

**70%:** Participants reported an improvement in how their work has been affected by their ergonomics-related discomfort

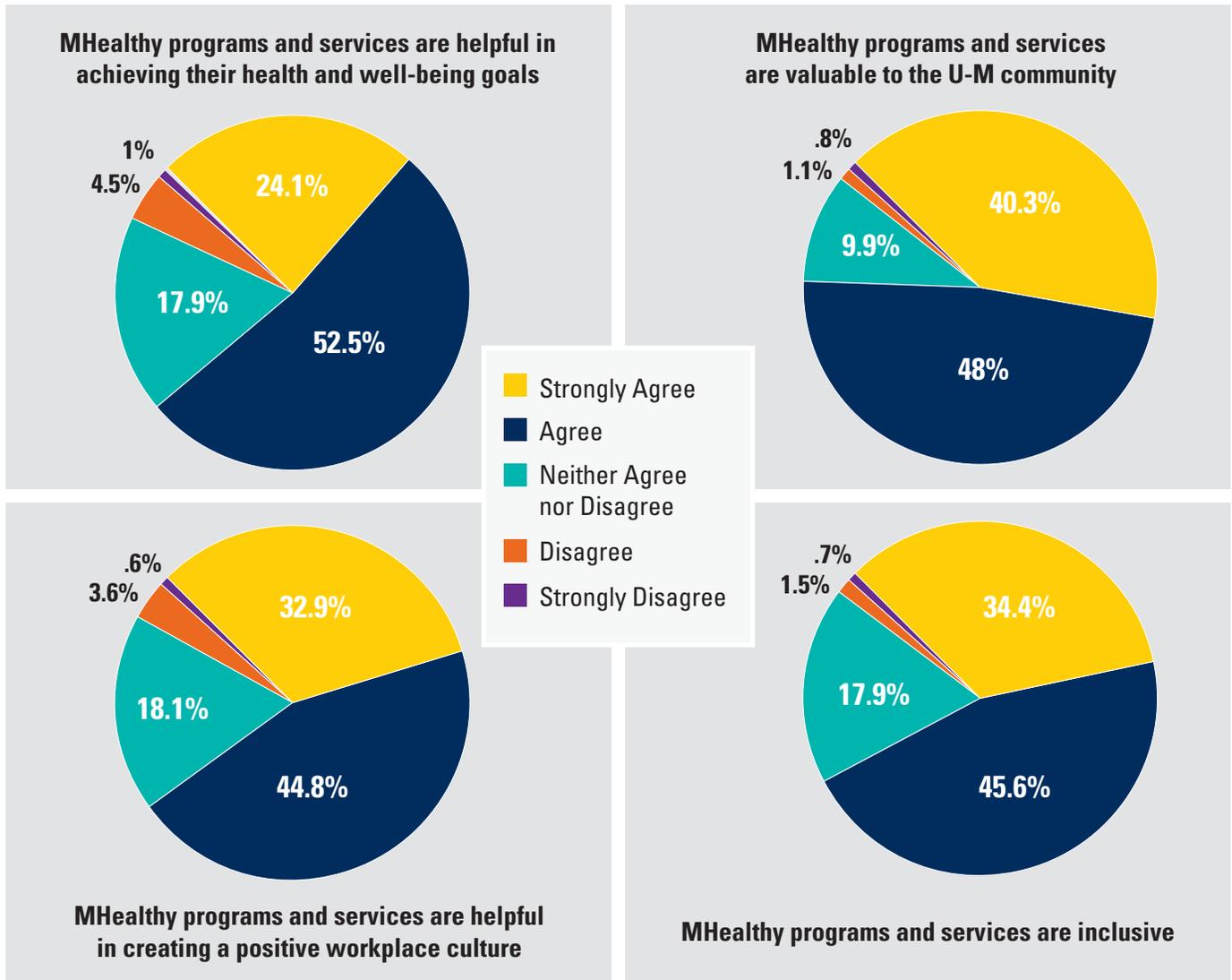


# METRICS AND EVALUATION

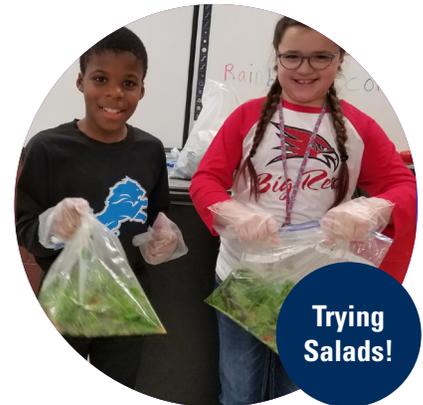
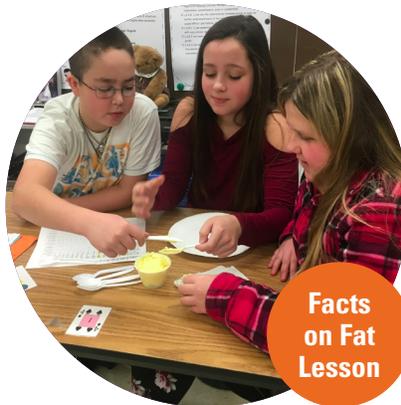
MHealthy and the university have always been committed to the highest standards for evaluating health and well-being efforts. In collaboration with the Benefits Office, an external data warehouse was established and procedures were put in place to protect data confidentiality. In addition, evaluation goals, metrics and processes were developed at both the micro (specific program) and macro (overall population and organizational impact) levels.

The new organizational structure has allowed even more alignment and partnership between MHealthy and the Benefits Office. In late 2018, an MHealthy Needs

Assessment survey was sent to 20,000 faculty and staff to assist in shaping future strategies related to employee health and well-being. Development also began on a dashboard (to be introduced in late spring of 2019) to track the results of MHealthy's macro-level metrics.



# PROJECT HEALTHY SCHOOLS



Project Healthy Schools is a community-University of Michigan collaboration designed to reduce childhood obesity and improve the current and future health of Michigan's youth. It is one of only a few school-based programs that have demonstrated significant and lasting improvements in health behavior and cardiovascular risk factors.

**100:** Number of schools with PHS (21 new schools added in fall 2018). Among these are:

- 12 schools in the Upper Peninsula of Michigan
- 2 schools in Dhaka, Bangladesh (with two additional schools added in the 2018-19 school year)
- 1 school in Arizona

**11,000+:** Number of students who received the PHS lessons in the 2017/2018 school year (more than 75,000 students have received the PHS curriculum since 2004)

**13:** Number of PHS schools that won Michigan School Wellness Awards in 2018

## Partnerships and Collaborations

- Project Healthy Ann Arbor - Working with Ann Arbor Public Schools to develop a comprehensive, "whole child" K-12 coordinated health program. PHS is completing a needs assessment and strategic plan for implementation.

- Kidney education module - Two Michigan Medicine nephrologists collaborated with PHS to develop a three-lesson kidney education module. Piloted at two schools with plans to expand to more in 2019.
- "Peer to Peer" depression awareness program - Partnership with the U-M Depression Center to adapt a high school "Peer to Peer" depression awareness program for middle schools.
- Science of Wellness - Approximately 120 students from Detroit's Cody High School's Medicine and Community Health Academy participated in PHS' Science of Wellness in 2018, which included visiting the Michigan Medicine campus or touring the cardiovascular center and the nephrology department.
- Abandoned Bikes Solution - PHS worked with the U-M Building and Grounds Department and non-profits Back Alley Bikes in Detroit and Program to Educate All Cyclists (PEAC) in Washtenaw County to remove more than 250 abandoned bikes and repurpose them to help underprivileged children and people with disabilities learn about bike safety and bike maintenance.
- ACES Day - For All Children Exercising Simultaneously (ACES) Day on May 2, PHS partnered with the Michigan Fitness Foundation, Michigan Dairy Industry, Farm Bureau and U-M Athletic Department to bring 1,000 middle and elementary school students to Michigan Stadium for a day of exercise.

# PARTNERS IN ACHIEVING U-M'S ACADEMIC MISSION

MHealthy is committed to supporting the academic mission of the university through development of student leaders, university-wide research collaborations, and contributing to the breadth of knowledge in the field of health and well-being.

## Student Learning Opportunities

In 2018, MHealthy provided internships to approximately 14 undergraduate and graduate students and volunteer opportunities for 75 U-M students representing the Schools of Public Health, Education, Social Work, Nursing and Medicine. MHealthy's distinctive student opportunities influence not only learning, but their career pathway, commitment to community and aspirations to impact the world.

## Collaborations Across the University

MHealthy partners with U-M faculty, staff and U-M departments to enhance knowledge and advance the university's mission. Some examples include:

- Studied the effects of interrupting prolonged sitting with activity in the classroom with U-M Schools of Kinesiology, Education and Architecture

- Collaborated with the Ross School of Business' Executive Education Program to provide training in worksite wellness
- Examined how to improve motivational interviewing performance with the College of Engineering on Artificial Intelligence (AI) and natural language processing (NLP)
- Piloted a mental and emotional health de-briefing program for anesthesiology residents
- Worked on developing an inaugural Workplace Mental Health Conference with the U-M Depression Center
- Reviewed healthy labeling for vending, dining and catering - with MDining and Student Life

## MHealthy Leadership and Contributions to Research

A robust and active research component in programming, leads to opportunities for staff to provide leadership and insights across numerous fields through publications, presentations and posters. In 2018, this included over a dozen journal articles and national conference presentations.



## Michigan Best and Brightest in Wellness

U-M was recognized as a winner of Michigan's Best and Brightest in Wellness in 2018. The award honors organizations that are making their workplaces, their employees and the community a healthier place to live and work.



# SUPPORTING HEALTH AND WELL-BEING THROUGH BENEFITS

## U-M Benefits Principles

- Quality programs at an affordable cost
- Market-competitive programs that recruit and retain faculty and staff
- Responsible fiscal agent and resource steward
- Plan choice
- Enable informed decision-making
- Leverage internal and external expertise in development of innovative benefit design and programs to promote a culture of health

## Retirement Preparation and Financial Wellness

In 2018 the Benefits Office deepened its focus on retirement preparation across the lifespan, including a new individual retirement consultation service and increased emphasis on financial wellness.

**932:** Registrations for 19 Planning for Retirement classes in 2018, offered at six locations and online

**1,595:** Views of the on-demand version of the Planning for Retirement class

**558:** Attendees across 29 Financial Wellness Week sessions

## Health and Drug Plans

Financial stewardship and innovative university partnerships drive value for our plan members.

**0%:** U-M health and prescription drug plan premiums saw no increases for 2019

**112%:** Rating from the Hewitt Health Value Initiative. The average large employer spends \$112 for every \$100 spent by U-M, which means U-M health plans deliver employee health care more efficiently than average. Additionally, U-M members pay a smaller fraction of the total cost than average

**39,000:** U-M Premier Care members with a Michigan Medicine primary care provider included in a value-based payment arrangement with Michigan Medicine. Now in its second full year, the partnership focuses on increasing the efficiency and quality of health care delivered to health plan members.

**342:** Comprehensive medication reviews performed with a focus on effectiveness, safety and cost (provided to eligible members with no out-of-pocket cost through a collaboration with the Michigan Medicine Medical Group and other providers)

## Educating Future Pharmacy Leaders

In collaboration with the College of Pharmacy and Michigan Medicine Department of Pharmacy, the U-M Prescription Drug Plan received a full 6-year accreditation for its managed care pharmacy residency program in 2018.

## Benefits Education and Support

Education and engagement continue to be a key focus to help faculty and staff stay healthy, prepare for a secure future and get the most out of their U-M benefits.

**10,222:** Views on short explainer videos about our health plans, dental plan options, health care FSA, retirement savings plans and GradCare

**5:** Email campaigns based on plan participation to help members get the most out of their health and prescription drug plans, save more and prepare for retirement

### By the Numbers



\*Source: Nov 2017 Open Enrollment survey

