

The year '2021' is written in a bold, blue, sans-serif font inside a white circle. The circle is positioned in the upper left quadrant of the image, partially overlapping a brick building and a flowering tree.

# ANNUAL REPORT

# A MESSAGE FROM MHEALTHY LEADERSHIP

Health and Well-Being Services' impact continued to span across the university in 2021. Consisting of MHealthy, Mental Health Counseling and Consultation Services, and Occupational Health Services (OHS), we provided support where university faculty and staff needed it most, while remaining agile in an ever-changing environment.

## Highlights from 2021 include:

- U-M and MHealthy was recognized with one of the highest honors in workplace well-being, the prestigious 2021 C. Everett Koop National Health Award. Among the strengths cited were our comprehensive programming, leadership support, pandemic response, strong culture of health and approach to address vulnerable populations. Throughout this report, look for "What Was Said," highlighting comments from the selection panel.
- More than 11,000 unique faculty and staff engaged in MHealthy programs and services.
- With COVID-19 restrictions continuing throughout 2021, we continued to offer the majority of our services using a telehealth model. Programs like the resource coach, exercise and relaxation classes, leadership workshops, and alcohol management and tobacco cessation consultations supported employees remotely. Ergonomic consultations were offered in in-person and remote formats.
- Our mental and emotional health clinicians provided one-on-one virtual counseling support and tailored and focused interventions, resulting in nearly 14,000 interactions with faculty and staff by Mental and Emotional Health Services.
- MHealthy's ongoing commitment to supporting the health-related social needs (such as food insecurity and economic instability) of U-M's employees remained a priority. Programs like the resource coach and food cupboards in units continued, and nearly \$70,000 was awarded through the Emergency Hardship Program and the resource coach mini-grant program.
- We launched the new MHealthy Portal, powered by Asset Health, giving benefits-eligible faculty and staff and their U-M health plan enrolled spouses/OQAs access to a more inclusive suite of online health and well-being programs and resources. More than 11,000 users engaged in the portal, which offered challenges, courses and resources related to financial well-being, sleep, mental and emotional health, nutrition and more.
- Occupational Health Services was the central point of contact for employee COVID-19 testing, respirator fit testing, and vaccine distribution. OHS administered more than 34,000 COVID-19 shots and more than 32,000 flu immunizations.
- MHealthy partnered with a number of university units, faculty and staff experts, and external stakeholders for their expertise for programs like Nourish Your Whole Self, our Asset Health oral health course, and sleep resources. Our MHealthy Advisory Committee addressed topics like burnout, housing and the arts, and their connection to health and well-being.



## A HOLISTIC APPROACH TO WELL-BEING

MHealthy supports U-M's philosophy that well-being encompasses the whole person, with many factors playing a role in achieving balance, purpose and vitality at work and home. We are dedicated to delivering effective health and well-being programs and services that improve people's lives and support a culture of health at the university.

- Our contribution to the national conversation on workplace well-being included two research studies published in the American Journal of Health Promotion. One analyzes barriers around using workplace well-being programs among workers in different wage categories. The other focused on work and home-based stressors and how they were associated with perceptions of organizational and supervisor support for health and well-being among workers in different wage categories.
- Our programs have continued to achieve high marks in customer satisfaction, rating between 4 and 5 on a 5-point satisfaction scale.

To our staff, faculty, university leaders, and partners, we continue to be inspired by your dedication and grace. We look forward to continuing to work with you and contributing to the excellence of the university.



**KAREN SCHMIDT**  
*Senior Director, MHealthy  
 Programs & Services*



**DR. PREETI MALANI**  
*Chief Health Officer, U-M*

## MHEALTHY VISION

MHealthy envisions a U-M community where every person has an equal opportunity to thrive in all dimensions of well-being.

## MHEALTHY MISSION

MHealthy serves the U-M community in leading fulfilling lives by meeting their needs through a diverse set of well-being programs and services. MHealthy fosters a sense of belonging, positive and inclusive work cultures, and healthy environments that contribute to U-M being a great public university.

# KOOP AWARD WINNER: NATIONALLY RECOGNIZED FOR OUTSTANDING WORKPLACE WELL-BEING

U-M and MHealthy won the prestigious C. Everett Koop National Health Award for 2021. This award recognizes outstanding worksite health promotion and improvement programs.

The Koop Award is one of the highest honors in the workplace well-being field and is not given every year. Only when an organization meets the rigorous scientific standards required for documenting both health improvement and business impact is a winner selected.

Twelve independent reviewers within the field of workplace well-being evaluated the MHealthy program, citing the following among its many strengths:

- Strong wellness design and comprehensive programs
- Shift to address emotional well-being (especially targeting connectedness and social isolation), financial and other needs during the pandemic
- Support from leadership and infrastructure
- Innovative approaches to addressing diverse, remotely distributed and socially vulnerable population
- Impact on health risks and claims costs
- Culture of health has remained strong over time

## WHAT WAS SAID

“MHealthy is a premier integrated, comprehensive wellness program that serves the faculty, staff, students, retirees, family members and community of the University of Michigan. This robust program sets the standard for program design and evaluation with fully supported leadership and infrastructure.”

**Koop Award panelist on MHealthy**



The specific results from the rigorous statistical analyses detailed in the award application show:

- Decreases in seven of the eight health risks between 2009 and 2019
- When comparing 2016 and 2019, medical and pharmaceutical claims costs are lower for participants than non-participants
- When comparing 2016 and 2019, illness-related absenteeism percent increases are lower for participants than non-participants
- When comparing 2016 and 2019, participants have lower turnover rates compared to non-participants
- MHealthy exceeds HERO's national benchmark



**2021  
C. Everett Koop  
National Health  
Award Winner**

Congratulations U-M and MHealthy! 2021 C. Everett Koop National Health Award Winner



# ADDRESSING BASIC NEEDS AND FOOD SECURITY

MHealthy's ongoing commitment to U-M employees experiencing health-related social needs (such as food insecurity and economic instability) remained strong. With the support of leadership, MHealthy plans to expand care for employees, including offering more health-related social assistance.

## Resource Coach Program

The Resource Coach Program assists clients with housing and utility insecurity concerns, family care and medical expense issues, and transportation challenges.

**455:** Referrals by the resource coach were made with the top referral types being for housing, food insecurity, energy assistance, other daily expenses and transportation

**60:** Mini-grants were awarded totaling nearly \$14,000

## Support for Those Facing Financial Hardships

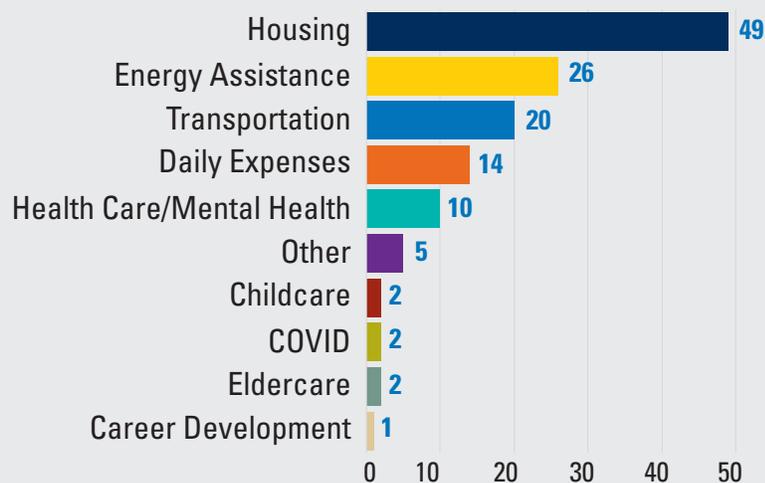
When U-M faculty and staff face sudden and significant financial hardships, the Emergency Hardship Program can provide resources and, in specific emergency cases, funds to assist employees.

**\$55,560:** Awarded in grants to 51 employees

The assistance has helped faculty and staff avoid home evictions, utility shut-offs, car repairs, and addressed other essential needs when they have faced an unexpected crisis, acute illness or other hardship.

**In the U-M employee population, data demonstrate that self-reported health risks, including food insecurity, are higher for individuals in lower wage-earning categories and that health care utilization differs significantly by wage.**

## Inquiry Types Made to Resource Coach



## Food Sharing Cupboards

Efforts to address food insecurity continued with nine food sharing cupboards remaining stocked throughout the year.

**\$4,724:** Worth of food purchased to stock nine cupboards (2 cupboards added in 2021)

## Cooking Matters

Cooking Matters is a free five-week virtual cooking course that offers ideas on how to use what foods are available to create quick, family-friendly, low-cost meals.

**5:** Cooking Matters series offered

## WHAT WAS SAID

"Overall, good, comprehensive programming. Very nice inclusion of social determinants concerns in programming with resource coach and food insecurity programs."

**Koop Award panelist on addressing basic needs and food security**



# MENTAL AND EMOTIONAL HEALTH SUPPORT CONTINUES TO GROW

The strain on our collective mental and emotional well-being during the past two years is undeniable. The urgent and immediate concerns of 2020, stretched into wave after wave of new challenges in 2021. As a result, many in our faculty and staff community experienced heightened anxiety, emotional exhaustion and mental and physical fatigue.

In response, our mental and emotional health clinicians provided increased numbers of one-on-one virtual counseling support as well as tailored and focused interventions. Recognizing and honoring our shared experience helped to reveal sources of strength and resilience - focusing on the meaning in our work helps to fuel hope as we continue to support one another.

## Ways We Help

- One-to-one counseling
- Impactful event debriefs
- Outreach and presentations
- Support and coping groups

## Faculty and Staff Counseling and Consultation Office

- 1,845** Clinical Visits
- 2,417** Attendees at 120 Presentations and Support Group Sessions
- 400** Consultation Services
- 6** Grief Interventions

## Office of Counseling and Workplace Resilience

- 3,002** Clinical Visits
- 6,711** Attendees at 252 Presentations and Support Group Sessions
- 938** Consultation Services
- 112** Crisis Support Interventions

## Honoring the Purpose and Values of Healthcare

The ongoing pandemic has magnified challenges throughout U-M, no place more so than at Michigan Medicine. COVID has created intense stress in an already demanding profession, which has led to increased demand for support.

To respond to the acute and long-term challenges and mental health needs of faculty and staff, OCWR developed a number of new programs, services and strategies. The goal is to provide mental health support grounded in the values of compassion and innovation, and to offer evidence-based practices and trauma-informed principles that prioritize safety, stabilization, connection, and emotional support.

# 14K

INTERACTIONS WITH FACULTY AND STAFF  
by Mental and Emotional Health Services

## WHAT WAS SAID

"Compelling program components include emergency hardship fund and crisis support services, low interest rate loan program, loneliness, and social isolation resources."



## Office of Counseling and Workplace Resilience Innovations

### LEADERSHIP ROUNDING TOOLS

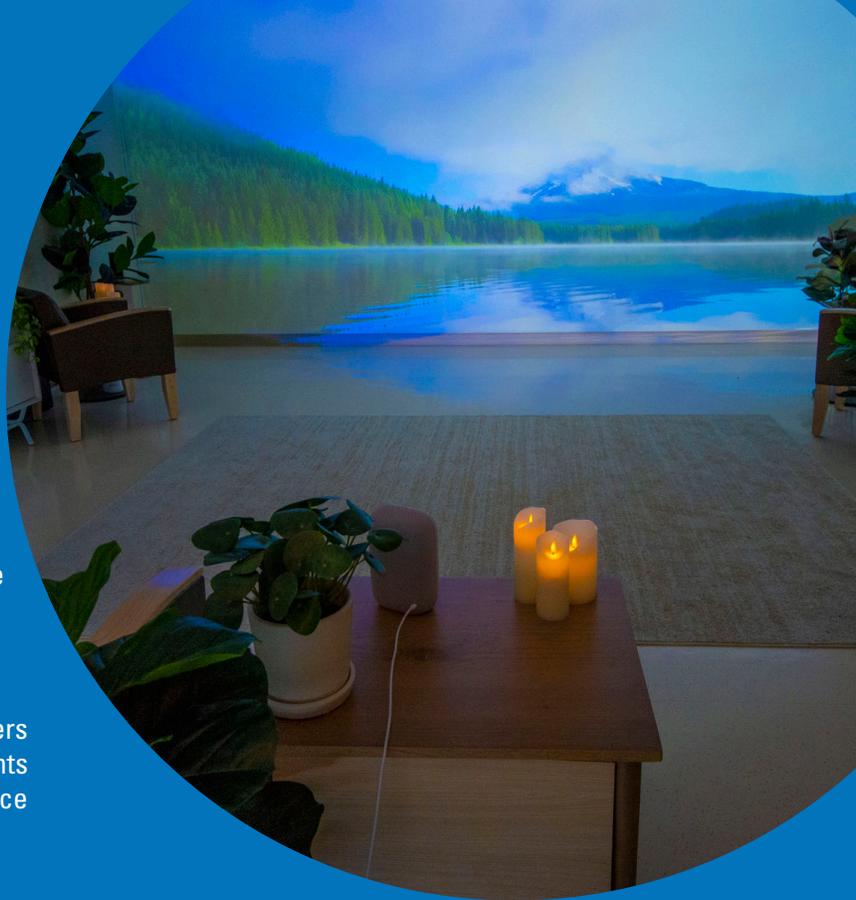
In partnership with the Quality Department and Nursing, created tools to help leaders check in with team members and connect to resources.

### TRAUMA-INFORMED DE-ESCALATION TRAINING PROGRAM

Collaborated with multiple Michigan Medicine partners for multidisciplinary education and training that supports a physically and psychologically safe environment for faculty, staff, patients and families.

### RECHARGE ROOMS

In partnership with Michigan Medicine strategic partners and donors, recharge rooms are immersive environments designed to reduce stress, improve cognitive performance and provide a space to pause, reflect and refocus.



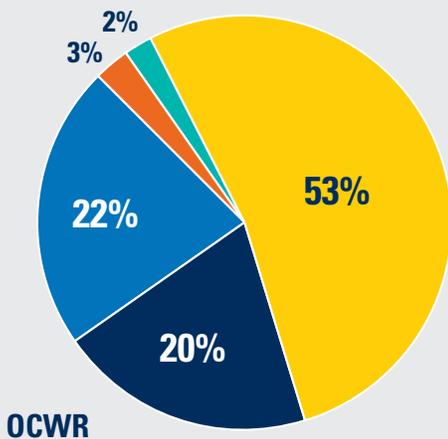
## Campus Return and Social Connection

The Faculty and Staff Counseling and Consultation Office (FASCCO) focused its efforts on presentations and discussion groups that assist staff and faculty in addressing the anxiety of returning to campus from remote work.

An additional emphasis was made to address the growing issue of social isolation. The newly designed presentations served more than 2,400 attendees.

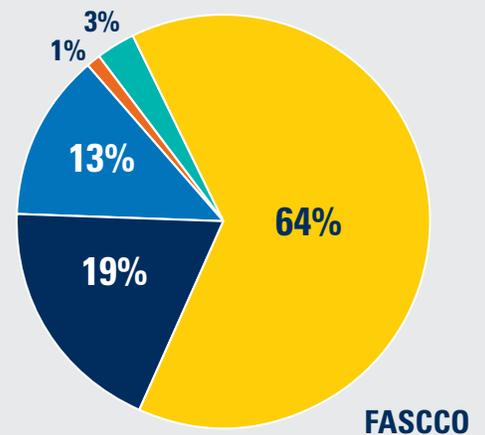
## NEW FASCCO PRESENTATION TOPICS

- Re-acclimating to campus
- Self-help tips to address anxiety
- Working from home strategies & skills
- Self care during times of transition
- Fostering personal awareness and resilience during the pandemic
- Fostering social connections



## Why People Sought Support

- Psychological/Emotional
- Relationship
- Job/Work-Related
- Substance Use
- Other



# SERVING THOUSANDS THROUGH OCCUPATIONAL HEALTH SERVICES

In CY21, OHS took a central role in the COVID-19 pandemic and was the central point of contact for employee COVID-19 testing, respirator fit testing, and vaccine distribution. Employees have access to new employee health screenings, workplace injury evaluation and treatment, physical therapy, body substance exposure, fitness for duty, vaccinations, respiratory testing, medical surveillance and more through Occupational Health Services (OHS).

**34,115:** COVID-19 shots administered

**32,696:** Calls received by the Injury Illness Call Center, which took calls for COVID-19 management, work injury triage and general illness management

**16,841:** Employees fit tested for a respirator (double the previous year)

**32,382:** Flu immunizations to Michigan Medicine employees and others that work within the health system

## Medical Ergonomics

Faculty and staff under a doctor's care for discomfort or a disability affecting work have access to an ergonomic consultation. An occupational therapist helps to ensure the workspace meets their needs. Grants are also available to fund departmental ergonomic improvements.

**420:** Ergonomic in-person and virtual visits

**In July 2021, U-M announced that all students, faculty and staff were required to be vaccinated against COVID-19 by August 30, 2021.**

## WHAT WAS SAID

"Very comprehensive program addressing many areas of well-being including occupational health, spiritual well-being, financial well-being, and loneliness/isolation among the more typical areas of physical, mental, emotional well-being." **Koop Award panelist on MHealthy**



*I found the program [Better Choice Better Health] to be very helpful. Setting specific goals each week made me feel more accountable to complete the tasks I had wanted to achieve. Both the facilitators and the BCBH community offered support and suggestions. The book has been a valuable resource that I will continue to use. I am very grateful to have had the opportunity to complete this course. - **Better Choice Better Health MHealthy Participant***

# BUILDING A CULTURE OF HEALTH

MHealthy's success lies in the ongoing support and engagement of university leaders, MHealthy Champions, partners and the faculty and staff community.

## MHealthy Champions

One of the most effective ways to build a culture of well-being within a department or unit is by having an MHealthy Champion. Hundreds of staff and faculty volunteer as Champions to work with their MHealthy coordinator and supervisor, supporting their area's well-being goals, tailoring activities that meet the team's needs, and encouraging connection in remote, in-person, and hybrid work environments.

The majority of U-M employees (83%) surveyed agree that U-M has a

**strong and supportive culture of health.**

**644:** People from Michigan Medicine, Ann Arbor, Dearborn, and Flint campuses participated in the MHealthy Champion Program throughout the calendar year 2021. Champions had the opportunity to learn and engage with one another virtually. Approximately 160 Champions attended the 10th annual MHealthy Champion Retreat, themed around social connection. In May 2021, a professional development workshop was offered focusing on influencing well-being without authority, and a spring celebration included trivia games, a virtual dance party and more.

## Leaders Creating a Culture of Connection Workshops

In 2021 MHealthy delivered customized "Leaders Creating a Culture of Connection" workshops to intact teams.

*The people I work with are the most valuable asset we have at Michigan Medicine, so to help them with their well-being in any way I can is the best reason to become a Champion.* **Stephen King, Admin Asst Sr Healthcare, UMH Chief of Clinical Affairs and MHealthy Champion**

**BE WELL → YOUR WAY**  
A virtual well-being extravaganza!

**Oct. 6 & 7 | FREE**  
Register now!



Leaders learned how to foster a culture of connection, combat isolation and support health and well-being among their in-person, remote and hybrid teams. Two "sampler" workshops and several "mini-workshops" were also held, covering quick social connection topics.

**550:** Managers and supervisors attended virtual workshops

## 5th Annual Be Well Event

MHealthy again offered an annual Be Well event virtually, meeting faculty and staff where they are - at home, on site or anywhere in between. The two-day October 6 and 7 event included more than a dozen interactive sessions focused on financial wellness, mental and emotional well-being, building connection, DEI, and more. Over 400 participated in the Be Well Your Way Event with the top attended sessions being Optimizing your Home Office, Building a Culture of Generosity, The Chef Demo in the Maize and Blue Cupboard and Building Community and Resilience.

# SUPPORTING A HOLISTIC APPROACH TO WELL-BEING

## Support for Mild to Moderate Alcohol Problems

Employees, other qualified adults (OQAs), U-M retirees, patients and the community can access the Alcohol Management Program (AMP). With many citing the pandemic as a reason for increased drinking, AMP raised awareness and offered resources focused on drinking in moderation or abstaining all together, particularly during the summer months and the holiday season.

**813:** Alcohol management appointments

**70%:** Reduction of weekly alcohol consumption and 89% reduction in the number of negative consequences reported by participants at three month follow-up

## Access to Tobacco Free Treatment

MHealthy's Tobacco Consultation Service (TCS) continues to give U-M employees, dependents, patients and the community access to no-cost tobacco treatment services. The team continued to conduct outreach and interventions remotely.

**206:** TCS tobacco treatment counseling participants (in-person and virtually)

**1,356:** Claims for tobacco cessation prescriptions and over the counter products with a decrease in spending partially due to introduction of a generic medication

**1,716:** Outpatient referrals from over 100 clinics and programs that service Michigan Medicine and over 1,000 tobacco treatment assessments to U-M Hospital patients

## Encouraging Physical Activity EXERCISE AND RELAXATION CLASSES

MHealthy continued to offer online exercise and relaxation classes for faculty and staff. Live classes were recorded, allowing faculty and staff to revisit their favorites and build their own personalized library. MHealthy also worked with Asset Health to create an "Exercise Video Library" on the MHealthy Portal will continue to grow as more online classes are recorded. Plans continue for a safe, responsible, and sustainable return to in-person physical activity classes, with hopes to resume as early as fall 2022.

**600+:** Free online classes were offered via Workplace and Zoom

**50+:** Videos included in the exercise video library on the MHealthy Portal

## UH SOUTH WELLNESS CENTER

October 2021 celebrated the one year mark since MHealthy reopened the UH South Wellness Center. Physical distancing (rearrangement of equipment), new cleaning precautions, and masking policies were put in place to ensure a safe space for the Michigan Medicine community.

**1,100:** Michigan Medicine faculty and staff with memberships to UH South Wellness Center

*I wanted to say 'thank you' to your team. You guys are great. If these [exercise] classes were in person, I am doubtful I would stay motivated to attend, but because they are recorded, I can log in at any time and work through them. The positive, fun, music and energy keeps me going. - Theresa, online MHealthy Exercise and Relaxation Class participant*





There are  
**significant  
decreases**

in  
**7 of the 8  
health risks**  
between 2009 and 2019.

### ACTIVE U

In its 16th year, MHealthy's 12-week physical activity challenge continued to be a university tradition for moving more.

**Nearly 5,000:** Faculty, staff, retirees and students participated in Active U

**.25 hours:** Average number of hours participants reduced sedentary activities on a typical day from the pre-survey to the post-survey

**Over 3,000** faculty staff and retirees participated in Active U Autumn, a shorter fall version of the program.

**Over 58%** of respondents agreed that they had exercised more as a result of the Active U Autumn program.

### New Online Portal Gives Access to a More Inclusive Suite of Resources

In January 2021, MHealthy launched the new MHealthy Portal, powered by Asset Health. The portal gives benefits-eligible faculty and staff and their U-M health planned enrolled spouses/OQAs access to a more inclusive suite of health and well-being programs and resources, including three new wellness challenges.

By consolidating many of MHealthy's most popular well-being services onto a single platform, users had a more seamless, one-stop experience with the annual health questionnaire, Active U, Active U Autumn and the MHealthy Champion Portal. The university also saw a cost savings by consolidating multiple suppliers into one.

The portal includes many online wellness programs for faculty and staff:

- **Path to Wellness Programs:** In depth, self-guided learning modules that feature articles, online knowledge courses and short quizzes. Includes 13 topic areas, with the top programs being Move, De-stress, Sleep and Financial Well-Being.
- **Mini Challenges:** Daily challenges that encourage employees to try to do a simple task related to mental health, nutrition, relaxation, dental health and more.
- **Knowledge Courses:** Offers a quick overview of a health topic to provide knowledge and information for making better choices. Includes 11 topic areas such as Creating a Cash Flow Plan, Refuel (Nutrition) and Rejuvenate (Exercise).
- **Challenges:** In addition to Active U and Active U Autumn, three additional challenges were offered: Good Night, Sleep Right; the Fruit & Veggie Challenge and the Take 5 to Focus Challenge.

**11,129:** Unique MHealthy Portal users in 2021

### Helping Individuals Manage Healthy Eating Choices

MHealthy resumed several nutrition-related offerings that were put on hold last year. In-person cooking classes were offered in a virtual format and there were four outdoor MFarmers Markets in the summer. New programs included Nourish Your Whole Self, based on the concepts of intuitive eating and a new eight-week online Fruit and Veggie Challenge.

**690:** Nourish Your Whole Self participants

**295:** Nutrition Seminar participants

**624:** Fruit and Veggie Challenge participants

**1,606:** Veggie of the Week newsletter recipients

### Results of the Nourish Your Whole Self Program



I trust my body to make eating decisions.  
**Up 31%**



I am able to cope with my emotions without turning to food for comfort.  
**Up 28%**



Weight/shape influenced how I feel about myself as a person.  
**Down 21%**

## Diabetes Prevention Program

Through a collaboration between the Benefits Office and MHealthy, eligible U-M Premier Care and BCBS members could participate in the Diabetes Prevention Program with no out-of-pocket cost. Nationally-recognized, DPP has been proven to cut the risk of developing type 2 diabetes in half.

**109:** DPP participants

## Focused Partnerships

Departments/units at higher risk for disease or injury have access to customized programs covering many



## WHAT WAS SAID

“Leadership training to support a culture of health. Multiple dimensions were addressed, and a strong focus could be seen on promoting a wellness culture.”

**Koop Award panelist on building a culture of health**

topics. Sleep was a high risk factor in 2019 with nearly one-quarter of employees at high risk, which led to the creation of a website to support the U-M population, a sleep hygiene program, Good Night Sleep Right, and a partnership with Michigan Medicine Sleep Faculty Group.

**M HEALTHY**

### Wake Up Feeling Refreshed!

Take steps toward getting a better night's rest by participating in the Good Night, Sleep Right eight-week challenge.

Register now! Starts March 15

GOOD NIGHT Sleep Right

# LASTING IMPROVEMENTS THROUGH PROJECT HEALTHY SCHOOLS

Project Healthy Schools is one of only a few school-based programs that have demonstrated significant and lasting improvements in health behavior and cardiovascular risk factors.

In 2021, PHS received a Safe Routes to School grant from the Michigan Fitness Foundation. This grant will bring bike education and bicycle safety programming to eight middle schools located in Detroit and Ypsilanti. To make this possible, PHS partnered with Programs to Educate All Cyclists, a non-profit bike advocacy organization located in Ypsilanti, MI.

In alignment with the program's 2021 Diversity, Equity and Inclusion strategic plan, it partnered with a DEI expert from the Center for Educational Outreach to evaluate and revise its current lesson plans and educational materials to ensure that inclusive language and graphics are being utilized throughout. PHS has also expanded its collaboration efforts with the TRAILS program within the U-M Depression Center to pilot a social-emotional learning curriculum within six new middle schools joining the PHS program.

After the implementation of the PHS program, analyses of both behavioral and physiologic measures have shown **significant improvements** in students' **cardiometabolic health** and **lifestyle behaviors**.

**6:** New schools implemented PHS curriculum in fall 2021 (147 since 2004)

**50,000:** Students benefited from PHS school-wide wellness initiatives in 2021

# METRICS AND EVALUATION

## Contributions to the Academic Mission

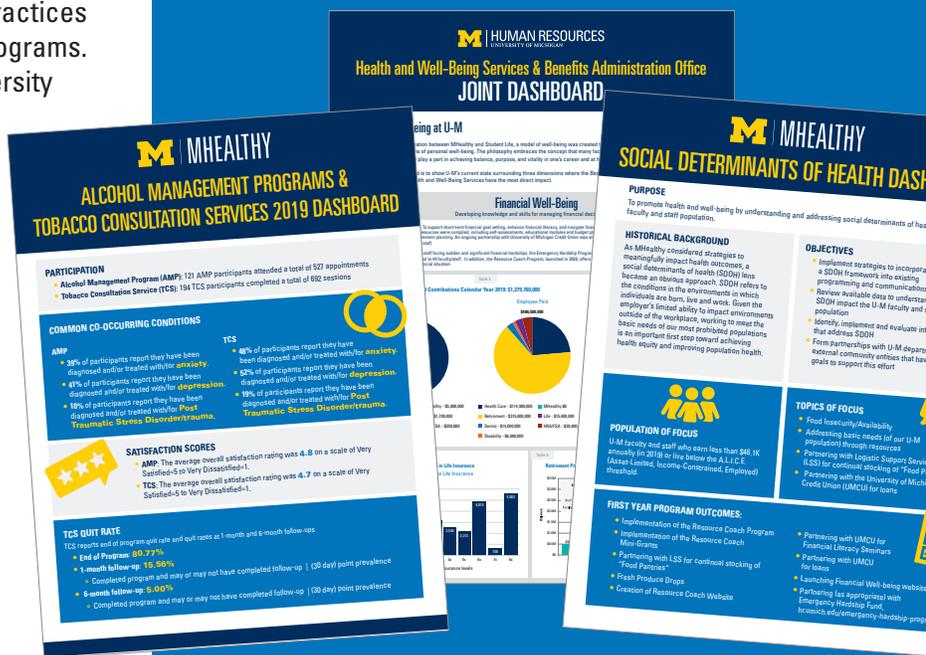
In CY21, two manuscripts were published in the American Journal of Health Promotion (AJHP) by MHealthy. An additional manuscript was accepted for publication in the Journal of Occupational and Environmental Medicine. MHealthy leadership also presented at multiple conferences and webinars including the 2021 Health Enhancement Research Organization (HERO) conference on topics that included addressing health disparities.

MHealthy staff provided continuing leadership and support for the planning and execution of the annual HERO University Summit. The November 8, all-virtual event was the 9th annual summit which brought together university leaders to share the latest in research and best practices around workplace health and well-being programs. Building on the first successful virtual University Summit in 2020, the planning committee, led by U-M staff, also launched “Universities Unmuted” – a free monthly virtual event for university staff who are engaged in workplace health and well-being programming. Each monthly event included a brief presentation followed by a facilitated conversation among university health and well-being staff and experts on timely topics such as “The Intersection of DEI and Well-Being” and “COVID and Return to Work Considerations.”

In 2021, despite challenges of COVID-19, MHealthy provided internships to undergraduate and graduate students and volunteer opportunities to U-M students representing the Schools of Public Health, Education, Social Work and Michigan Medicine. MHealthy also partnered with faculty and staff around the university and external stakeholders for their expertise on programs like Nourish Your Whole Self, the Asset Health oral health course, sleep resources as well as through MHealthy’s Advisory Committee, which addressed topics like burnout, housing, and the arts.

## Dashboard Information

MHealthy has made significant progress in 2021 with the development of both macro and program level dashboards. These dashboards are used to assist with communication and program planning for both internal and external university partners. To date, MHealthy has created one MHealthy overall dashboard and three joint MHealthy/Benefits Administration Office macro-level dashboards. In addition to these, MHealthy has seven program level dashboards that are in various stages of development. Future plans include developing a standardized process for updating them.



## WHAT WAS SAID

“Strong commitment to ongoing evaluation and process improvements as represented by written, objective goals that align to strategic priorities.”



Koop Award panelist on metrics and evaluation



# SUPPORTING HEALTH AND WELL-BEING THROUGH BENEFITS

U-M Benefits' programs help to protect U-M faculty, staff and their families and promote a culture of health. U-M offers a choice of plans that are market-competitive, affordable, and valued for recruitment and retention.

## Retirement Preparation and Financial Wellness

In 2021 the Benefits Office deepened its focus on retirement preparation across the lifespan, including retirement consultation services.

**500:** Views of Planning for Retirement classes in 2021, shifted to online classes due to the pandemic

## Health and Drug Plans

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

**2.8%:** Average U-M health and prescription drug premium rate increase for 2022

**106%:** Rating from the Hewitt Health Value Initiative. The average large employer spends \$106 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

**7,419:** U-M health plan members are enrolled in Michigan Care for the 2022 plan year. This new health plan has a similar plan design as U-M Premier Care, some benefit enhancements, a more focused provider network, and offers savings in monthly contributions to most enrollees

**1,654:** 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 University of Michigan Medical Group and other providers)

## Prescription Costs

The U-M Prescription Drug Plan continues to be the most highly utilized benefit for U-M community. In 2021, 76.1% of all members used the pharmacy benefit, including 37,846 members who obtained a vaccine through a pharmacy. The total drug cost, for all claims was \$198M, with the Plan funding 93.8% of the prescription drug cost.

## 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.

**15,438:** Views of short explainer videos about our health plans, dental plan options, health care FSA, retirement savings plans and GradCare

**When comparing 2016 and 2019 medical and pharmaceutical claims costs, wellness program participants have a lower percent increase than non-participants.**

## BY THE NUMBERS

**116K**  
covered lives  
by U-M benefits

**93%**  
faculty and staff  
who are satisfied  
with benefits\*

**40K+**  
faculty and staff  
who participate  
in the Basic  
Retirement Plan

\*Source: Nov 2021 Open Enrollment Survey

