

2022 ANNUAL REPORT

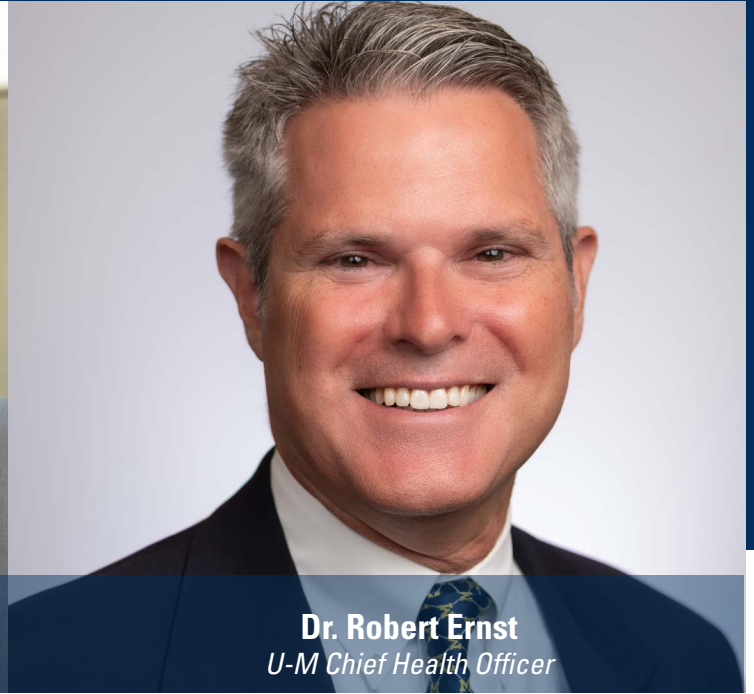


M | MHEALTHY



Karen Schmidt

Senior Director, MHealthy Programs & Services



Dr. Robert Ernst

U-M Chief Health Officer

A Message from MHealthy Leadership

With the events of the past few years continuing to shape our collective well-being, it's no surprise that workplace health and wellness remains the subject of much discussion. As one of the largest employers in Michigan, it's important that the university help guide these discussions and be a leader in creating outcomes that matter to faculty and staff. With the adoption of the Okanagan Charter in 2021, U-M pledged to be a health-promoting university, recognizing the role well-being plays in how we live, work and learn. Furthering our work is President Santa J. Ono, who began to champion the university's dedication in this realm since his arrival in 2022.

Health and Well-Being Services has played a central role in the everyday lives of faculty and staff. The teams at MHealthy, Mental Health Counseling and Consultation Services, Occupational Health Services and the Benefits Office are proud that our commitment to fostering an environment that helps our community members be their best made a meaningful and significant impact in 2022.

2022 Highlights

- U-M launched the Well-being Collective, a collaborative effort focused on making U-M a better place to live, work and learn for faculty, staff and students. Guided by the Okanagan Charter and building on the ongoing work of MHealthy, Wolverine Wellness, the Michigan Medicine Wellness Office and others, the collective will address university policies and systems that affect well-being.
- MHealthy's contributions to the national workplace well-being conversation included four manuscripts published in the American Journal of Health Promotion (AJHP) and the Journal of Occupational and Environmental Medicine. One article addressing social determinants of health in a large employer was named one of AJHP's papers of the year.
- The Faculty and Staff Counseling and Consultation Office and the Office of Counseling and Workplace Resilience supported more than 16,000 interactions with faculty and staff for mental and emotional health services. We saw an increase from the prior year by 2,000 interactions.
- A new role of chief behavioral health strategist was created to work with our partners to help strategically guide the university's holistic approach to mental and emotional well-being.
- With support from university leadership, MHealthy's commitment to confronting the social determinants of health (such as food insecurity and economic instability) of U-M's employees remained strong.

Referrals by the Resource Coach Program nearly doubled from the previous year. Additionally, the Emergency Hardship and Resource Coach Mini-Grant Programs awarded \$140,000 in grants - twice as much as the previous year.

- Thousands enrolled in health and well-being activities, which included winter and fall's Active U programs (more than 5,600 participants combined), nutrition programs like cooking classes and Nourish Your Whole Self and alcohol management and tobacco cessation programs. And after a two-year hiatus, we welcomed the return of in-person physical activity classes and the annual Be Well in the Big House faculty and staff event.
- More than 9,700 unique users accessed the MHealthy Portal, participating in challenges, setting health goals, completing the health questionnaire and exploring courses and resources.
- Occupational Health Services (OHS) remained the central point of contact for employee vaccinations, including more than 33,000 flu immunizations. OHS also managed thousands of health assessments, COVID-19 vaccinations, medical surveillance visits, fit tests and clinic visits.
- Project Healthy Schools has now been implemented in 140 middle schools. A subset of MHealthy, this school-based program has benefited more than 88,500 students since its launch in 2004 and has demonstrated significant and lasting improvements in health behavior and cardiovascular risk factors.
- MHealthy programs continue 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, thank you for your ongoing commitment and support. We look forward to continuing to work with you and contributing to the excellence of the university.



“Work is one of the most vital parts of life, powerfully shaping our health, wealth, and well-being. When people thrive at work, they are more likely to feel physically and mentally healthy overall, and to contribute positively to their workplace. This creates both a responsibility and unique opportunity for leaders to create workplace environments that support the health and well-being of workers.”

– *From the U.S. Surgeon General's 2022 Framework for Workplace Mental Health and 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.

MHealthy Vision

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

Contributing to Local and National Workplace Well-Being Conversations

The MHealthy team continues to be leaders in local and national dialogues about workplace well-being. Contributions to U-M's academic mission include several published manuscripts, internship and volunteer opportunities for students and partnerships with both internal and external stakeholders.

Contribution to Academic Mission

In 2022, MHealthy published four manuscripts in the American Journal of Health Promotion (AJHP) and the Journal of Occupational and Environmental Medicine. In addition, an article in AJHP on addressing social determinants of health in a large employer was listed as one of AJHP's papers of the year. Another article on supporting employee health is featured in a new "Collections" section of AJHP.

MHealthy leadership presented at multiple conferences and webinars, including the 2022 Health Enhancement Research Organization (HERO) conference. Topics included addressing health disparities among lower-wage-earning employees and, as part of a national webinar, key learnings related to MHealthy's 2021 Koop National Health Award. MHealthy staff also continued to provide leadership and support for the planning and delivery of the annual HERO University Summit. Once again an all-virtual event, the Summit featured university leaders from across North America presenting on the theme of Innovative Organizational and Local-Level Strategies that Support Holistic Well-Being.

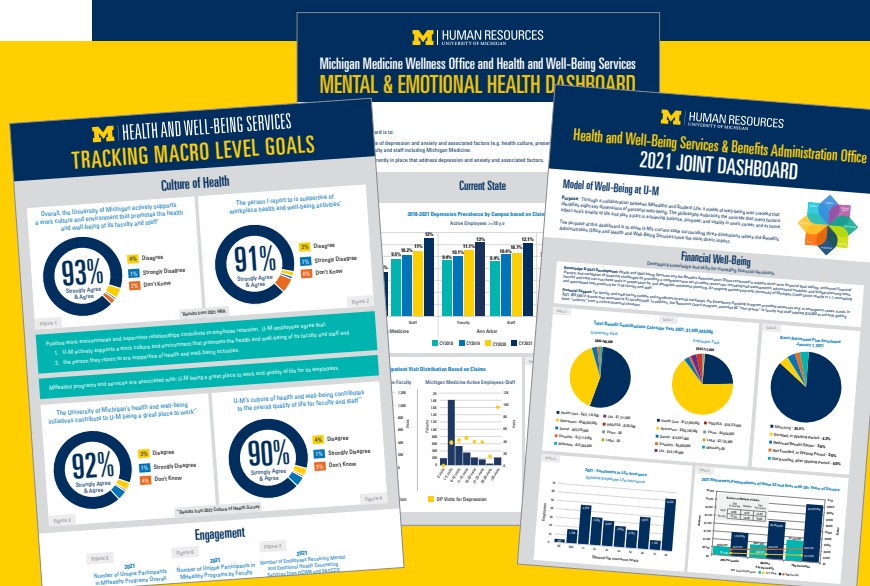
MHealthy provided internships to undergraduate and graduate students and volunteer opportunities to U-M students representing the Schools of Public Health and Social Work. Partnerships with faculty and staff around the university, as well as external stakeholders, were formed to tap their expertise on programs like Nourish Your Whole Self. The broad expertise of MHealthy's Advisory Committee was leveraged to discuss topics like the Okanagan Charter, environmental well-being and U-M's integrated master plan.

"Health promoting universities and colleges transform the health and sustainability of our current and future societies, strengthen communities and contribute to the well-being of people, places and the planet."

- Okanagan Charter

Dashboards

In 2022, MHealthy continued to highlight and demonstrate program results and their current state through various macro and program dashboards. To date, MHealthy has one MHealthy overall dashboard, three joint MHealthy/Benefits Administration Office macro-level dashboards and one joint MHealthy/Michigan Medicine Wellness Office macro-level dashboard to assist with communication to both internal and external partners. In addition to these, MHealthy has various program-level dashboards to highlight current program results.





Supporting a Health-Promoting Organization

The adoption of the Okanagan Charter in 2021 and the launch of the Well-being Collective in 2022 solidified U-M's commitment to being a health-promoting university and further amplifies the importance of culture-building efforts that support health and well-being. MHealthy plays an integral role in these efforts, supporting and engaging university leaders, the faculty and staff community, MHealthy Champions and its partners. To advance these efforts, in 2022, a new role of chief behavioral health strategist was created that will align with the university's holistic approach to well-being.

Well-Being Collective

Launched in fall 2022, U-M's [Well-being Collective](#) is a collaborative effort focused on making U-M a better place to live, work and learn for faculty, staff and students. Guided by the Okanagan Charter, the collective will address university policies and systems that affect well-being. This work will move U-M closer to becoming a health-promoting university and builds on the ongoing work of MHealthy, Wolverine Wellness, the Michigan Medicine Wellness Office and U-M's counseling and mental health programs.

Dr. Ernst Named Chief Health Officer

In July 2022, Dr. Preeti Malani finished her term as chief health officer. The role transitioned to Dr. Robert Ernst,

director of U-M's COVID-19 and public health infection prevention and response efforts, associate vice president for health and wellness in Student Life and executive director of University Health Service. Dr. Ernst also serves as a primary care physician in Michigan Medicine.

"I am so impressed by our university's approach to promoting good health. In addition to caring for individuals, we are always looking for ways to create and enhance well-being in our settings, organizations, and systems. We know that the health and well-being needs of our community are great. The effects of the pandemic, institutionalized racism, and climate change have amplified difficulties for many. As a university, we are providing new and improved solutions to improve mental health and well-being."

- University of Michigan President Santa J. Ono

Supporting the Essential Psychological Needs of Faculty and Staff

The [Faculty and Staff Counseling and Consultation Office \(FASCCO\)](#) serves academic campuses, while the [Office of Counseling and Workplace Resilience \(OCWR\)](#) serves Michigan Medicine. Both offices provide licensed counselors to faculty and staff at no personal cost, with the aim of reducing work-related challenges, fostering support in work culture, promoting a sense of connection among colleagues and assisting with personal life concerns.

Ways We Help

- One-to-one counseling
- Impactful event debriefs
- Outreach and presentations
- Support and coping groups
- Guidance for additional or community resources

Shifting Trends for Why People Seek Support

In recent years, more and more people are reaching out because they need psychological support. They feel stressed, anxious and concerned. The increased requests for counseling support also suggest a reduction in mental health stigma.

- **Psychological** – FASCCO **60%** | OCWR **63%**
- **Relationship** – FASCCO **20%** | OCWR **11%**
- **Job/Work Related** – FASCCO **16%** | OCWR **23%**
- **Substance Abuse Disorders** –
FASCCO **1.5%** | OCWR **3%**
- **Other** – FASCCO **2.5%**

Growing Support

In 2022, both offices saw a combined increase in the total number of interactions with faculty and staff, with the number of individuals using the online mental health screening option in Mental Health Awareness Month tripling.

16,334: Interactions with faculty and staff by mental and emotional health services, up from 14,000 last year

80,500: Total website visits for all mental and emotional health pages

Faculty and Staff Counseling Office

1,849: Clinical visits

1,712: Attendees at 82 presentations and support group sessions

340: Consultation services



LET'S BE THERE FOR EACH OTHER.
It's Mental Health Awareness Month.
[Learn more](#)

81%

of U.S. workers report that they will be looking for workplaces that support mental health in the future.

(source: Workplace Mental Health & Well-Being — Current Priorities of the U.S. Surgeon General)

A vision for future support

The vision for a future of mental and emotional support is taking shape. In early 2023, Kelcey Stratton began a new role as the chief behavioral health strategist. The goal is to align with a holistic approach to well-being in collaboration with key partners and leaders to enhance mental and emotional health resources and review policies, benefit design and behavioral health technology platforms to best meet the essential psychological needs of faculty and staff at U-M and Michigan Medicine.



Kelcey Stratton
U-M Chief Behavioral Health Strategist

Office of Counseling and Workplace Resilience

2,747: Clinical visits

8,684: Attendees at 340 presentations and group interventions

924: Consultation services

Online Mental Health Screenings

2,600: Completed online mental health screenings. 707 occurred during the Mental Health Awareness Month campaign in May. 580 occurred during depression screening and gratitude campaigns in Oct and Nov

Support in Times of Crisis and Loss

Loss is a part of life. In a workplace of this size, there are many instances in which the offices respond to support faculty and staff when they experience the death of a patient or colleague. Both offices also support work teams through acute stressful events and help them access resources.

Outreach and Key Interventions

Recognizing the value of community and connection, the organization's mental and emotional health services increased outreach, consultation and programming that promoted mental health awareness, teamwork, belonging and psychological safety. Innovative approaches expanded access to mental health care and encouraged supportive communities for

healing and hope.

Virtual presentations and discussion groups on campus

In 2022, FASCCO facilitated 82 virtual support groups and presentations for academic faculty and staff including "Creating Healthy Boundaries," "Self Care During Times of Transition" and "Stress Management." Other topics focused on mindfulness, grief support and an ongoing group for new moms.

[More presentations and support groups are listed online.](#)

Medical Student Mental Health Program (MSMHP)

To respond to the challenges and needs unique to medical students, a comprehensive program of psychological care and psychiatric services was launched January 31, 2022. Counselors provide ongoing mental health support grounded in evidence-based practices and compassion to support the emotional and psychological development of our future physicians.



78

Instances of crisis intervention and grief support to individuals and teams.

Supporting Those Facing Financial Hardship and Food Insecurity

With the support of university leadership, MHealthy's ongoing commitment to addressing the social determinants of health (e.g. food insecurity and economic instability) impacting U-M faculty and staff remained strong.

Resource Coach Program

The [Resource Coach Program](#) connects clients with appropriate internal and external resources to address basic needs related to housing, transportation, utilities and more.

271: Unique participants worked with a resource coach (some employees engaged multiple times)

878: Referrals by the resource coach (nearly 2 times more than 2021). The top referral types include housing, food insecurity and energy assistance

168: Mini-grants were awarded, totaling nearly \$50,000

Food Sharing Cupboards

To continue to address food insecurity, MHealthy increased the number of food sharing cupboards it stocks from nine to 10 this year. The cupboards are stocked in departments located across the university.

\$8,000+: Cost of food purchased to stock ten cupboards

To encourage the intake of fresh fruits and vegetables, locally-grown fresh produce and recipes were also supplied to departments with food cupboards. More than 400 bunches of greens, 1,320 ears of corn and 30 pints of blueberries were given.

Top 3 Inquiries to Resource Coach

Housing



Energy Assistance



Transportation



Emergency Hardship Program

When U-M faculty and staff face sudden and significant financial hardships, the [Emergency Hardship Program](#) provides informational resources and, in specific emergency cases, financial support to assist employees.

\$90,000+: Awarded in grants to 78 employees

The assistance helped faculty and staff avoid home evictions, utility shutoffs, transportation issues and other financial emergencies. This enabled them to continue working and avoid more catastrophic situations.

Cooking Matters

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

48: Unique participants in Cooking Matters series

"You've done more good for us than you can imagine. I know it's not much money to some people, but as I'm sure you know, just one runaway bill can have such a disastrous effect on everything else. Now we can breathe easier, let go of our fear, and focus on what matters. Thank you. You're fighting the good fight, one person at a time."

- Resource Coach Client and Mini-Grant Recipient



Strengthening Community and Connection

Through its MHealthy Champion network, leadership engagement programs and large-scale culture of health events, MHealthy also fosters community and connection on an individual, unit and university level.

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 currently volunteer as Champions, working with their MHealthy coordinator, wellness committee and supervisor to support their area's well-being goals and tailor activities to meet their team's needs.

This year, MHealthy offered Champions learning opportunities through its monthly Wellness Activity series. Champions learned simple wellness activities and received resources that they could take back to their colleagues. Topics included "Word of the Day" virtue cards, burnout and intuitive eating.

706: Employees from all three campuses and Michigan Medicine serve as Champions

176: Champions attended the 11th annual MHealthy Champion Retreat, which focused on compassion and featured keynote speaker Dr. Monica Worline

49: Champion Wellness Grants awarded to help Champions create or sustain wellness projects within their respective departments

Leaders Creating a Culture of Connection Workshops

Managers and supervisors play a significant role in shaping the culture at U-M. In 2022, nine customized "[Leaders Creating a Culture of Connection](#)" workshops were provided. Topics included increasing social

connectedness and collegiality while working remote/hybrid, recognizing compassion fatigue, finding purpose and meaning in work and identifying best practices related to the eight dimensions of well-being. Six "mini-workshops" were also held, covering topics such as developing healthy habits during constant change and setting healthy boundaries.

469: Managers and supervisors attended workshops

6th Annual Be Well Events

After a two-year hiatus, MHealthy once again took over Michigan Stadium to celebrate faculty and staff at "[Be Well in the Big House](#)" on Sept. 15. The free, three-hour event included three on-field physical activity sessions: Football Drills and Thrills, yoga and Zumba. The concourse featured health and well-being experts, cardio drumming, stress reduction demonstrations and a farmers market. Over 150 lbs of food was also donated to the Maize and Blue Cupboard as part of the event.

Based on the success of 2020 and 2021's virtual "Be Well" events, three virtual well-being sessions were offered leading up to the Michigan Stadium event. Topics included financial well-being, nutrition and kindness. Recordings of each session were also made available online.

400+: Employees attended Be Well in the Big House at Michigan Stadium

170: Employees participated in three virtual well-being sessions



Supporting a Holistic Approach to Well-Being

Many factors can impact one's well-being. MHealthy helps individuals find their unique path to well-being by offering programs and services that address nutrition, physical activity, alcohol management, tobacco cessation, health condition management and more.

Encouraging Physical Activity

Physical Activity Classes

Whether working onsite, remote or hybrid, faculty and staff continued to have access to [MHealthy physical activity classes](#). Free, live virtual classes were recorded and archived allowing employees to revisit their favorites and build their own personalized library. The "Exercise Video Library" on the MHealthy Portal also houses 12 exercise "channels" with more than 20 videos each. In fall 2022, in-person classes returned after a two-year absence.

2,400+: Individuals viewed the 250-plus physical activity videos on the MHealthy Portal

312: Fall 2022 in-person class participants in 27 classes

205: Live virtual class participants

UH South Wellness Center

MHealthy continues to manage the [UH South Wellness Center](#) which supports the Michigan Medicine community.

1,150: Michigan Medicine faculty and staff with memberships to UH South Wellness Center

Active U

In its 17th year, [Active U](#), MHealthy's 12-week physical activity challenge continued to be a university tradition for encouraging the U-M community to incorporate more movement into their lives. An autumn version of the program, lasting 8 weeks, encouraged participants to be active during the fall months. Both are open to faculty, staff, retirees and students.

3,100+: Active U participants

2,500+: Active U Autumn participants

.2 hours: Average number of hours participants reduced sedentary activities on a typical day

Results of the Nourish Your Whole Self Program



I am able to cope with my emotions without turning to food for comfort.

Up 30%



I trust my body to make eating decisions.

Up 31%

I've been attending your wonderful cooking classes for months and wanted you to know how much I appreciate your recipes and cooking tips, as well as your 'food history/info.' I didn't cook much (read: at ALL) before attending your classes. But, you've made cooking easy, even for someone as inexperienced in the kitchen as myself.

- Tammy K., Cooking Class Participant

Helping Individuals Manage Healthy Eating Choices

MHealthy continued to offer several [nutrition-related programs](#) to the faculty and staff community. Monthly, free cooking classes were available in a virtual format and 26 outdoor MFarmers Markets took place between July and September at Michigan Medicine, East Ann Arbor Health Center and West Ann Arbor Health Center. Nourish Your Whole Self, based on the concepts of intuitive eating, and the Fruit and Veggie Challenge, an eight-week online program, also returned in 2022.

1,323: Cooking class participants

378: Nourish Your Whole Self participants

104: Nutrition Seminar participants

593: Fruit and Veggie Challenge participants

956: Veggie of the Week newsletter recipients

Supporting Mild to Moderate Alcohol Problems

The [Alcohol Management Program \(AMP\)](#) helps U-M faculty, staff, dependents, retirees, patients and the general community reduce alcohol intake or quit altogether. With many AMP clients continuing to cite the pandemic as a reason for increased drinking, AMP raised awareness on moderation or abstinence during the summer months and the holiday season.

739: Alcohol management appointments

78%: Reduction of weekly alcohol consumption and **88%** reduction in the number of negative consequences reported by participants at three-month follow-up

1,650: Participants completed the Summertime Slowdown quiz

173: Participants received Holiday Stop and Swap weekly emails

Access to Tobacco-Free Treatment

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

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

30%: Quit rate for tobacco programs at 30-day follow-up

1,186: Claims for tobacco cessation prescriptions and over-the-counter products

1,675: Outpatient referrals from over 100 clinics and programs that serve Michigan Medicine and 240 tobacco treatment assessments to U-M hospital patients

225: Patient follow-up calls providing relapse prevention support at 7- and 30-day time intervals post discharge



Broadening Support with the MHealthy Portal

The [MHealthy Portal](#), powered by Asset Health, gives benefits-eligible faculty and staff and their U-M-health-plan-enrolled spouse/OQA access to an inclusive suite of health and well-being programs and resources. The portal consolidates many of MHealthy's popular well-being services, including the annual health questionnaire, Active U, Active U Autumn and the MHealthy Champion Portal, onto a single platform to enable a seamless, one-stop experience. It also includes online wellness challenges like Good Night, Sleep Right; Fruit & Veggie Challenge and Take 5 to Focus, and resources such as mini challenges, courses and more. In 2022, a new feature allowed individuals to set a goal in six different areas (refuel, rejuvenate, rest, reflect, relax and relate).

9,722: Unique MHealthy Portal users

3,000: Employees set goals

356: Employees enrolled in Path to Wellness Programs, in-depth, self-guided learning modules. Includes 13 topic areas, with the top programs being Sleep, De-Stress, Nourish and Move

2,000+: Mini Challenges completed. These daily challenges encourage employees to do a simple task related to mental health, nutrition, alcohol management, physical activity and more

744: Individuals started a Knowledge Course, which offers an overview and information on one of 11 health topics. Top courses in 2022 included Virtual Grocery Store, Creating a Cash Flow Plan, Rest, Overcoming Depression and Path to Financial Well-being

FIND YOUR WAY

With the Confidential Health Questionnaire

Well-being is a journey. Taking your HQ helps you navigate it:

- Celebrate your strengths
- Learn which areas may need your attention
- Get a tailored list of resources to support your needs right now

Take your HQ at mhealthy.umich.edu/portal



Focused Partnerships

Departments or units at higher risk for disease or injury have access to [customized programs](#) covering many topics. Health questionnaire data revealed back care was a high risk factor in 2022, especially in nursing units. MHealthy provided nursing units with back care strengthening and stretching exercises during their huddles to help ease acute back pain. Each participant received back exercises and six weekly back care health education emails.

104: Participants in back care intervention

Diabetes Prevention Program

Through a collaboration between the Benefits Office and MHealthy, eligible U-M Premier Care and Blue Cross Blue Shield of Michigan (BCBSM) members could participate in the [Diabetes Prevention Program \(DPP\)](#) with no out-of-pocket cost. Nationally-recognized, DPP has proven to cut the risk of developing type 2 diabetes in half.

301: DPP participants



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We are working across the entire university to build an ecosystem that helps students, faculty and staff thrive in their personal and professional lives.

- Dr. Robert Ernst, U-M Chief Health Officer

Serving Thousands Through Occupational Health

The mission of [U-M Occupational Health Services \(OHS\)](#) is to promote, protect and secure the well-being of University of Michigan employees through high-quality and cost-effective occupational health services.

Supporting a healthy, productive workforce and safe working environment are critical to U-M's mission of excellence. OHS provides a variety of occupational health services to Michigan Medicine and Ann Arbor campus faculty and staff for the prevention, treatment and rehabilitation of occupational illnesses and injuries.

In CY2022 OHS provided the following:

4,000+: Employee clinic visits supporting work injuries and follow-up care

4,000+: New employee health assessment

4,000+: Medical surveillance visits supporting employees in their job classification

1000+: Body substance exposures

44,000+: Phone calls fielded, triaging employee injuries, scheduling appointments, etc.

37,000+: Flu & COVID-19 (mainly booster doses) vaccinations

15,000+: Fit tests completed

450+: Medical ergonomic visits

\$40,000+: Awarded in medical ergonomic grants to multiple departments

Lasting Improvements Through Project Healthy Schools

[Project Healthy Schools \(PHS\)](#) is one of only a few school-based programs that have demonstrated significant and lasting improvements in health behavior and cardiovascular risk factors.

In 2022, PHS received funding from the Flora Family Foundation and the Tobias Family Foundation to continue health and wellness efforts in middle schools across the state of Michigan. In partnership with Blue Cross Blue Shield of Michigan through the Building Healthy Communities program, PHS was implemented in 10 new schools in Wayne, Cass, Oceana, Saginaw, Oakland and Gratiot Counties. After implementation, analyses of both behavioral and physiologic measures have shown significant improvements in students' cardiometabolic health and lifestyle behaviors.

The PHS Wellness Grant program has funded health and wellness initiatives in 12 PHS schools. Among the funded projects are garden and hydroponic supplies, playground and pickleball equipment and exercise equipment for staff wellness.

PHS was featured in Michigan News' "This is Michigan" series, which highlighted its partnership and ongoing support of middle schools in the Upper Peninsula.

In partnership with the Michigan Clinical Outcomes Research and Reporting Program (MCORRP) and the National Institutes of Health (NIH), PHS is participating in an NIH-funded research study with the University of Texas Medical Branch at Galveston (UTMB). This study will give the U-M and UTMB teams an opportunity to learn about the experience that Michigan school food service directors had with providing meals to students before, during and after the COVID-19 pandemic.

140: Schools implemented PHS curriculum in fall 2022

88,500: Students benefited from PHS school-wide wellness initiatives since 2004

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 2022, the Benefits Office deepened its focus on retirement preparation across the lifespan, including retirement consultation services.

1,800: Views of Planning for Retirement online classes

Health and Drug Plans

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

9.9%: Average U-M health and prescription drug premium rate increase for 2023

105%: Rating from the Hewitt Health Value Initiative. The average large employer spends \$105 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

8,344: U-M health plan members are enrolled in Michigan Care for the 2023 plan year. This growing 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

1,546: 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 the university community. In 2022, 82% of all members used the pharmacy benefit, including 41,302 members who obtained a vaccine through a pharmacy. The total drug cost for all claims was \$237 million, with the plan funding 94% 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.

39,731: Views of explainer videos about U-M health plans, dental plan, health care FSA, retirement savings plans and GradCare

957: Members used Benefits Mentor, a personalized health plan selection tool that uses historical claims data to help members identify their best-fit benefit plan

BY THE NUMBERS



*Source: Nov 2022 UHR/UM Open Enrollment Survey



mhealthy.umich.edu