

M | MHEALTHY



2023

UNIVERSITY HUMAN RESOURCES HEALTH AND WELL-BEING SERVICES

ANNUAL REPORT

A Message from UHR Health and Well-being Services Leadership

U-M's commitment to being a health-promoting university remains a top priority. Following the adoption of the Okanagan Charter and the launch of the Well-being Collective, the university continues to work towards centering well-being in the ways we live, work and learn. Further, as President Santa Ono and university leadership introduce long-term plans such as Vision 2034 and Campus Plan 2050, we see how health and well-being will play an important role in U-M's future.

Throughout this report are examples of the tremendous work taking place within University Human Resources (UHR) to support the university and improve the lives of its faculty and staff, their families and the community. In 2023, these organic collaborations became formalized when UHR realigned several units, allowing for a more integrated approach to accomplish this important work. The change brought together MHealthy, Mental Health Counseling and Consultation Services, and Child and Family Care under one area, Health and Well-being Services (HWB). HWB, Occupational Health and Benefits Administration are now a part of the larger framework of Employee Benefits and Well-being Services, led by Assistant Vice President of Employee Benefits and Well-being Programs Brian Vasher. We have reflected this change in our 2023 HWB report, first focusing on services for faculty and staff, then expanding to cover the wider university community.

Supported by strong data collection and analysis, HWB programs and services continue to make a significant impact on faculty and staff, their families and the community at large. We are proud to present HWB's accomplishments and its role in supporting health and well-being in 2023.

2023 Highlights

- In 2023, UHR and HWB leadership joined a steering committee led by U-M's Well-being Collective to develop a Common Agenda for policy and system transformation at U-M.

- HWB's contributions to the national workplace well-being conversation included several papers published in peer reviewed journals, literary contributions and published articles. HWB leadership also presented research at national conferences, collaborated with researchers and student groups, presented to U-M classes and hosted U-M practicum students.
- Mental Health Counseling and Consultation Services supported more than 16,000 interactions with faculty and staff through individual counseling, presentations, support sessions, leader consultations and other forms of outreach.
- MHealthy continued its commitment to U-M faculty and staff experiencing health-related social needs, addressing both economic instability and food insecurity. Referrals by the Resource Coach Program increased 28% from the previous year, with its mini-grant program and the Emergency Hardship Program awarding more than 200 grants totaling \$88,000. More than 4,000 pounds of food were collected during Hunger Action Month.
- Our health and well-being activities continue to draw thousands annually. More than 10,000 registered for winter and fall's Active U programs. More than 4,000 participated in cooking classes, Nourish Your Whole Self, the annual produce challenge and our summer



Dr. Robert Ernst
U-M Chief Health Officer



Karen Schmidt
*Senior Director,
Health and Well-being Services*

farmers markets. The Be Well in the Big House faculty and staff event reached capacity within days of opening registration.

- Participants in our alcohol management program saw a 69% reduction of weekly alcohol consumption and tobacco counseling participants had a 41% quit rate at the one-month follow-up.
- The return of MHealthy Rewards, as well as online challenges, goal setting and an entire suite of online resources, drew more than 26,800 unique users to the MHealthy Portal this year. More than 24,600 of these were faculty and staff who completed the annual health questionnaire.
- Occupational Health Services (OHS) remained the central point of contact for employee vaccinations, including more than 34,000 flu immunizations. OHS also managed thousands of health assessments, COVID-19 vaccinations, medical surveillance visits, fit tests and clinic visits.
- MHealthy partnered with University Health Service to sponsor 35 COVID-19 and flu vaccination clinics for Ann Arbor campus faculty, staff and students.
- Project Healthy Schools has now been implemented in 150 middle schools. A unit within MHealthy, this school-based program has reached more than 90,000 students since its launch in 2004 and has demonstrated significant and lasting improvements in health behavior and cardiovascular risk factors.
- Child and Family Care continues to provide more than 400 children and their faculty, staff and student parents with the highest quality early education and care at three Ann Arbor-based centers.

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.

- U-M Benefits helps to protect more than 123,000 U-M faculty, staff and their families, offering a choice of plans that are market-competitive, affordable and valued for recruitment and retention.
- MHealthy programs continue to achieve high marks in customer satisfaction, rating between 4 and 5 on a 5-point satisfaction scale.

Our accomplishments could not have been achieved without our HWB teams, university leaders and partners. Thank you for your ongoing commitment to workplace well-being. It's truly an exciting time at U-M and we look forward to what the coming year brings.



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 well-being at the university.

Supporting a Health-Promoting Organization

U-M's commitment to being a health-promoting university remains a top priority of President Santa Ono and university leadership. Building on the adoption of the Okanagan Charter in 2021 and the launch of the Well-being Collective in 2022, health and well-being have been woven into long-term university plans, including Vision 2034 and Campus Plan 2050. UHR Health and Well-being Services (HWB) plays an integral role in these efforts, supporting and engaging university leaders and the faculty and staff community through its MHealthy Champions and dynamic partnerships.

Well-being Collective

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 addresses university policies and systems to ensure well-being is at the forefront. These efforts support U-M's commitment to being a health-promoting university and build on the ongoing work of MHealthy, Wolverine Wellness, the Michigan Medicine Office of Well-Being and HWB's Mental Health Counseling and Consultation Services. In 2023, UHR and MHealthy leadership joined a steering committee working to develop a Common Agenda to guide the long-term work and goals of the Well-being Collective.

MHealthy Champions

The [MHealthy Champion program](#) is one of the most effective ways to create a culture of well-being in the workplace. Hundreds of staff and faculty volunteer as Champions, working with MHealthy and their supervisors to support the specific well-being needs of their colleagues in remote, in-person, and hybrid work environments. Champions receive support through monthly learning opportunities, an annual retreat, wellness grants, regular communications and connections with wellness coordinators.

560 Employees from U-M's three academic campuses and Michigan Medicine serve as Champions.

255 Champions attended the 12th annual MHealthy Champion Retreat (offered both in person and virtually). An interactive keynote address from U-M

Adventure Leadership focused on cooperation, communication, creative problem solving and camaraderie.

56 Wellness Grants awarded to Champions to help them create or sustain wellness projects within their respective departments.

Partnerships

HWB regularly collaborates with units across campus and Michigan Medicine and external partners to raise awareness of its resources, develop programs and respond to specific workplace needs.

- MHealthy provides internships, including short-term placements for School of Public Health nutrition interns.
- Partnerships with faculty and staff around the university, as well as external stakeholders, continue to be invaluable for their expertise on programs like Nourish Your Whole Self.
- The broad expertise of MHealthy's Advisory Committee was leveraged to address topics like alcohol management, mental and emotional health and social determinants of health.
- Mental Health Counseling and Consultation Services is currently collaborating with Organizational Learning to develop new manager training resources in 2024 to provide practical skills on mental health topics.
- MHealthy partnered with University Health Service to sponsor 35 COVID-19 and flu vaccination clinics for Ann Arbor campus faculty, staff and students.

"I signed up to be a Champion five years ago and have not regretted one day of it. I have learned and passed on so much from MHealthy. I started a monthly healthy snack day, an MHealthy board highlighting monthly happenings and recipes, and friendly team-building competitions from Family Feud to the Weakest Link." - **Fatmeh Nahle, EAA Surgical Center**

Contributing to U-M's Academic Mission and National Workplace Well-being Conversations

HWB continues to be leaders in local and national dialogues around workplace well-being. Contributions to U-M's academic mission include papers published in peer reviewed journals, literary contributions and published articles. HWB staff presented their research at national conferences, collaborated with researchers and student groups, presented to U-M classes and hosted U-M practicum students. Other contributions include serving on boards, offering internship and volunteer opportunities for students, partnering with both internal and external stakeholders and providing planning support for national conferences.

Publications

In 2023, four manuscripts were published in peer reviewed journals: the American Journal of Health Promotion, the Journal of Occupational and Environmental Medicine, the Online Journal of Issues in Nursing and the Association for the Study of Medical Education's *The Clinical Teacher*.

HWB team members contributed to the book *Healthy Young Children* with the National Association for the Education of Young Children (NAEYC). An article on unlocking the potential of data-driven coaching was also published in the NAEYC's publication, *YC: Young Children*.

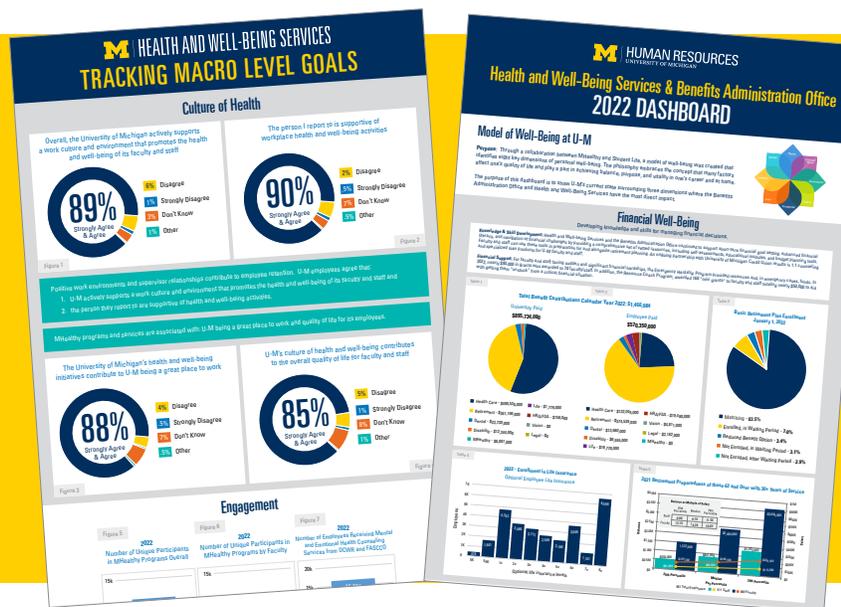
Presentations

HWB leadership participated in multiple conferences and webinars in 2023. Notable presentations include:

- 2023 Health Enhancement Research Organization (HERO) Conference: Presented on spiritual well-being for diverse workforces, putting cutting-edge research in health and well-being into practice, data collection practices and supporting employee health and the impacts of differing perceptions across wage categories.
- HERO University Summit: Presented on the summit's theme, "Well-being and Mental Health on Your Campus – Measures That Tell the Story and Inspire Impact."
- National Summit on Workplace Mental Health and Well-being: Presented at a conference at the Johns Hopkins Bloomberg School of Public Health.
- World Congress for Positive Psychology: Presented on positive practices to support healthcare professionals' resilience after operating room crises.

Dashboards

In 2023, HWB continues to highlight and demonstrate program results through various macro and program dashboards. To date, HWB has one overall dashboard and two joint HWB/Benefits Administration Office macro-level dashboards to assist with communication to both internal and external partners. In addition to these, HWB has various program-level dashboards to highlight current program results. After an internal review and evaluation, the dashboards are being updated to meet the evolving needs of MHealthy and its partners.



Supporting the Mental and Emotional Health of the U-M Community

As faculty and staff navigate challenges and changes in both their work and personal lives, many have continued to experience stress, anxiety and fatigue. HWB's Mental Health Counseling and Consultation Services offers a range of resources to meet the diverse needs of the U-M community, offering compassionate support through difficult times and promoting sources of strength and resilience for individuals, teams and the organization.

The mental health team increased outreach efforts through presentations, support sessions, leader consultations and communications about available resources and services. The result has been a continued year-over-year increase in the number of services provided to the U-M community, suggesting a reduction in mental health stigma and an increase in awareness of support.

Strategy to Strengthen System-Wide Mental Health Support for Faculty and Staff

UHR launched an intentional and inclusive strategic planning effort to support the community's growing mental and emotional needs. This is a deliberate process of actively seeking broad engagement from mental health and well-being partners across the university. The purpose-driven, data-informed process is committed to being equitable and effective at strengthening mental and emotional support for every member of the faculty and staff community. This work will continue in 2024 and is aligned with several U-M initiatives that support holistic well-being.

Two Offices Supporting the Essential Psychological Needs of Faculty and Staff

The [Faculty and Staff Counseling and Consultation Office \(FASCCO\)](#) serves the academic campuses. Michigan Medicine employees are supported by the [Office of Counseling and Workplace Resilience \(OCWR\)](#). Both offer confidential counseling provided by licensed professionals to faculty and staff, and their adult benefit-eligible dependents, at no personal cost. These services are designed to foster a supportive work culture and to promote a sense of connection and well-being within diverse workplaces.

Why People Seek Support

- 55% Psychological
- 23% Relationship
- 17.5% Job/Work Related
- 1.5% Substance Abuse Disorder
- 2.5% Other

How FASCCO and OCWR Help

- Individual counseling
- Impactful event support
- Outreach and presentations
- Support, discussion and coping groups
- Guidance for additional university & community resources
- Confidential online mental health screenings

Supporting Thousands in the Workplace in 2023

108,515



Mental and Emotional Health Webpage Views

16,697



Interactions with Faculty and Staff

2,407



Online Screenings Completed

“The development of a mental and emotional health strategic plan for staff and faculty reinforces U-M’s dedication to supporting a positive workplace community where everyone can flourish. This work highlights the importance of mental and emotional health and strengthens partnerships across our campuses and Michigan Medicine to promote well-being.” —*Kelcey Stratton, Chief Behavioral Health Strategist*

FASCCO: Support for Academic Campuses

1,952 Clinical visits

340 Consultation services

2,325 Presentation/group attendees

26% First-time clients who are new employees (1 year of service or less)

The [FASCCO team](#) focused on outreach in 2023. This included promoting [76 presentations and topic-specific group sessions](#), increased communications via [articles](#), a [“Toolkit” of service fliers](#) and direct emails to employees who live outside the state of Michigan. These efforts resulted in increased use of FASCCO services that suggest a reduction in stigma associated with seeking mental health support.

The use of online resources for out-of-state employees rose by 23 percent. Attendance at presentations and group sessions grew by more than one-third.

Examples of Presentations and Group Topics

- Creating Healthy Boundaries
- Introduction to Stress Management
- Support for Grieving the Loss of Family, Friends or a Colleague

Nature Rx Continues to Grow

The [Nature Rx App](#) helps faculty, staff and students discover nearby options for taking small breaks in nature, which can have a positive effect on overall health and well-being. First suggested by a nursing student concerned about mental health on campus, the app and ongoing nature-connection outreach is guided by a team of volunteers from Voices of the Staff, Information & Technology Services, Michigan Medicine, Matthaei Botanical Gardens & Nichols Arboretum and MHealthy.

121,000+ App views

100 Nature locations mapped in Ann Arbor

OCWR: Partnerships and Programs to Support People Providing Care

2,454 Clinical visits

86 Acute stress and grief support responses

1,967 Clinical visits by medical students to the Medical Student Mental Health Program

6,091 Presentation/group attendees

1,036 Consultation services

Supporting the psychological needs of Michigan Medicine faculty, staff, house officers and medical students requires focusing on the unique demands, challenges and meaning of working in healthcare.

To accomplish this, the [OCWR team](#) provides short-term counseling support, consultation with leaders and teams on mental health concerns and crisis response to impactful events. OCWR also collaborates with the Michigan Medicine Office of Well-being, the U-M Medical School, UMH Nursing and other units to create partnerships, system-wide resilience and mental/emotional well-being programs that enhance strengths, develop new coping strategies and support emotional balance.

OCWR Partnerships and Programs

- [Medical Student Mental Health Program \(MSMHP\)](#) In collaboration with the U-M Medical School, counselors provide compassionate, evidence-based mental health support for future physicians.
- OCWR and UMH Nursing collaborated to include mental and emotional health priorities in the Nursing Strategic Plan.

Supporting Those Facing Financial Hardship and Food Insecurity

With the support of leadership, MHealthy’s ongoing commitment remained strong towards promoting health and well-being by understanding and addressing social determinants of health in the U-M faculty and staff community.

Economic Stability

Faculty and staff experiencing a financial crisis or other personal hardship have access to programs, resources and in some cases, financial support.

Resource Coach Program

The [Resource Coach Program](#) connects clients with appropriate internal and external resources to address challenges with housing, transportation, utilities and more. In some cases, financial support may be provided through Resource Coach mini-grants or the Emergency Hardship Program for qualified employees.

1,122 Referrals by resource coaches (up 28% from 2022). The top referrals are for food insecurity, housing support and financial support

341 Unique participants worked with a resource coach (some employees engaged multiple times), up 25% from 2022

\$60,000+ Awarded in Resource Coach mini grants to 195 employees (up 16% from 2022)

\$28,000+ Awarded in Emergency Hardship Program grants to 26 employees

Financial Well-being

[Financial well-being](#) is an important part of overall personal well-being. With personal finances continuing to be a leading cause of stress for many, in 2023, MHealthy reconvened an internal Financial Well-being Workgroup. The work group’s goal is to develop, implement and evaluate recommendations and strategies related to financial well-being for U-M faculty and staff, with special emphasis on those in Salary Band 1.

372 Participants in 12 presentations/financial counseling events

Food and Nutrition Security

Food security is consistent access to nutrient-dense food for every person in a household to live an active, healthy life. MHealthy continues to address food and nutrition security by raising awareness and collaborating with internal and external partners to improve access.

Food Sharing Cupboards

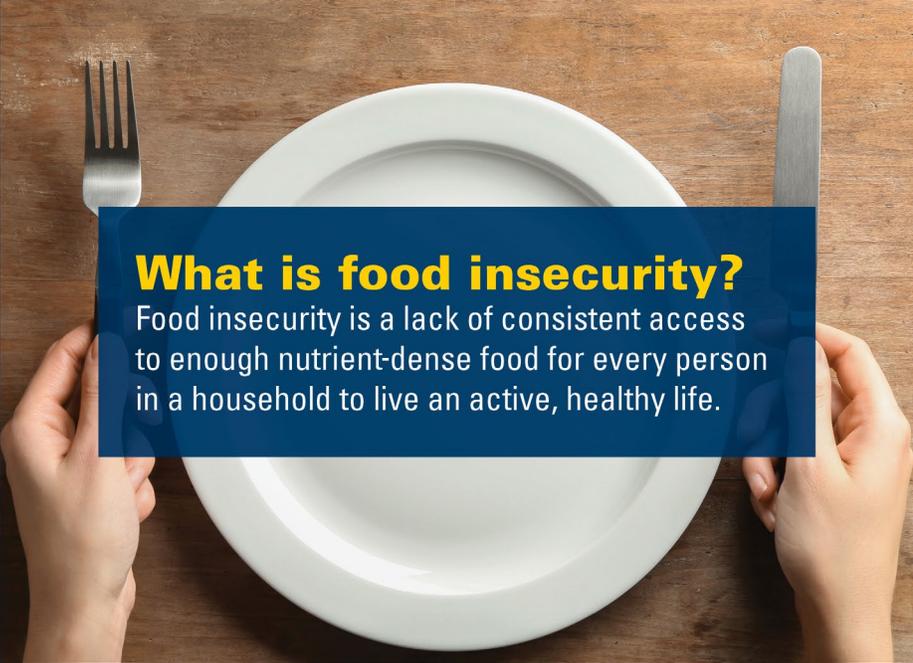
To address food insecurity, MHealthy stocks nine department-based food-sharing cupboards with healthier food options for employee use.

\$10,000+ Food cost to support stocking nine cupboards

Top 3 Inquiries to Resource Coach

- Housing** 
- Energy Bill Assistance** 
- Transportation** 

ACT AGAINST HUNGER



What is food insecurity?

Food insecurity is a lack of consistent access to enough nutrient-dense food for every person in a household to live an active, healthy life.

Raise your awareness about food and nutrition security during Hunger Action Month.

Test your knowledge. Find resources. Learn how to help.
mhealthy.umich.edu/foodsecurity

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 1,200 ears of corn and 1,200 apples were given.

Hunger Action Month

To raise awareness around hunger and food insecurity, MHealthy partnered with the Maize and Blue Cupboard (MBC) in September to support Hunger Action Month. The campaign encouraged faculty and staff to raise their awareness, learn how they can help and access resources to support those in need. MHealthy Champions were enlisted to help share information and resources and collect food donations in their areas.

4,057 Pounds of food collected and donated to the MBC

146 Food donation boxes distributed

Eat Healthy, Be Active

[Eat Healthy, Be Active](#) is a free, five-week virtual cooking course offered by Michigan State University Extension and funded through the United States Department of Agriculture. It includes ideas on how to use foods that are available to create quick low-cost

meals. Half of eligible participants completed all five classes and were awarded a \$50 grocery card for completion.

96 Unique participants in Eat Healthy, Be Active series

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Add Healthy Eating & Activity to Your Life
Register for our new Eat Healthy, Be Active Program

Become a healthier version of yourself with Eat Healthy, Be Active. Join this FREE, five-week virtual program and learn how healthy eating and physical activity can fit into your budget and lifestyle!

How it works:
Register now for April's five-week session. Classes are 45-minutes and take place weekly through Zoom.

A live instructor will lead you through topics and discussions focused on:

- Enjoying healthy food choices that taste great
- Quick, healthy meals and snacks
- Eating healthy on a budget
- Making healthy eating part of your lifestyle
- Physical activity as a key to living well

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/Other Qualified Adult (OQA) access to an inclusive suite of health and well-being programs and resources.

The portal offers a seamless, one-stop experience and consolidates many of MHealthy’s most popular services, including the annual health questionnaire, Active U, Active U Autumn and the MHealthy Champion Portal. It also includes online courses, self-guided programs, goal setting and wellness challenges like Good Night, Sleep Right, Fruit & Veggie Challenge and Take 5 to Focus.

In 2023, the MHealthy Rewards incentive program for benefits-eligible faculty and staff returned with over 24,000 employees earning an incentive.



26,827
Unique MHealthy Portal users

24,679 Faculty and staff completed the annual health questionnaire

6,070 Goals created by 2,596 unique employees

5,512 Mini Challenges completed (more than double from 2022). These daily challenges encourage employees to try a simple task related to mental health, nutrition, alcohol management, physical activity and more

325 Employees enrolled in Path to Wellness Programs, in depth, self-guided learning modules. Top programs included Sleep, Nutrition, De-Stress and Move

1,320 Individuals started a Knowledge Course, which offers an overview and information on one of 11 health topics (nearly double from 2022). Top courses included Virtual Grocery Store, Creating a Cash Flow Plan, Rest and My Mental Health

780 Employees registered for the Good Night, Sleep Right Challenge

373 Employees registered for the Take 5 to Focus Challenge

“U-M is committed to fostering a workplace where faculty and staff are encouraged to make positive choices for their health. We offer a wide range of opportunities designed to support their individual journeys toward well-being. Whether it’s through comprehensive behavior change programs, physical activity and nutrition offerings or wellness seminars, it is our goal to support faculty and staff in making healthier decisions that contribute to their personal growth and overall quality of life.” – **Alison Nix, Associate Director, MHealthy**



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.

Nutrition

MHealthy continued to offer a variety of [nutrition-related programs](#) to faculty and staff. Offerings included free virtual cooking classes, summer MFarmers Markets, an intuitive eating program and more.

1,434 Cooking class participants in 21 classes

487 Nourish Your Whole Self participants

87 Nutrition participants in 11 seminars

1,395 Fruit and Veggie Challenge participants

1,568 Veggie of the Week newsletter recipients

66 Metabolic Fitness Program participants in 6 customized cooking classes

31 MFarmers Markets held at three locations: North Campus Research Complex, East Ann Arbor Health Center and West Ann Arbor Health Center

Physical Activity

Physical Activity Classes

Whether working onsite, remote or hybrid, faculty and staff continued to have access to [MHealthy physical activity classes](#). In-person classes were available at five locations on the Ann Arbor campus and free virtual classes were recorded and archived on the MHealthy Portal and Slack, allowing employees access to classes at any time. In December 2023, MHealthy began transitioning its video library from the portal to U-M's MiVideo platform, allowing broader access to videos.

318 Average unique in-person class participants per session (winter, spring/summer and fall 2023)

**Nourish Your Whole
Self Results**



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

Up 34%



I trust my body to make eating decisions.

Up 27%

"I did this program two years ago and still use the principles of Intuitive Eating. It helped me break out of the toxic diet culture mentality and focus on feeling good in, and trusting the wisdom of, my own body. I highly recommend!" – *Lacea Z., Nourish Your Whole Self* past participant

92 In-person classes (12-13 weeks each)

3,866 Total views of videos in the MHealthy video library and on Slack

22 Scholarships given to U-M employees to participate in in-person classes during the fall 2023 session

UH South Wellness Center

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

1,235 Michigan Medicine faculty and staff with memberships to UH South Wellness Center

Active U

In its 18th year, [Active U](#), MHealthy's 12-week physical activity challenge continued to be a university tradition for encouraging the U-M community to incorporate 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.

6,992 Active U participants

3,490 Active U Autumn participants

0.8 days Average increase in days of moderate-intensity fitness, recreational activity or sports participants completed per week (based on pre- and post-survey data)

Mild to Moderate Alcohol Management

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.

660 Alcohol management appointments

69% Reduction of weekly alcohol consumption and **87%** reduction in the number of negative consequences reported by participants at three month follow-up

1,996 Participants completed the Summertime Slowdown quiz (a 20% increase from 2022). Participants also received sober curious resources

125 Participants registered for Holiday Stop and Swap weekly emails. Participants could participate in moderation or abstinence tracks, or both

Tobacco Treatment

MHealthy's [Tobacco Consultation Service \(TCS\)](#) continues to provide U-M employees and patients and the community access to no-cost tobacco treatment services.

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

41% Quit rate for tobacco program participants at one-month follow-up (a 10% increase from 2022)



Thinking about quitting tobacco or vaping?

Tobacco Consultation Service can help!

1,239 Claims for tobacco cessation prescriptions and over-the-counter products

1,363 Outpatient referrals from over 100 services, clinics and programs that serve Michigan Medicine patients and 163 tobacco treatment assessments to U-M Hospital patients

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

Diabetes Prevention Program

Through a collaboration between the Benefits Administration Office and MHealthy, eligible U-M Premier Care and Blue Cross Blue Shield members can 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.

288 DPP participants

Be Well Events

MHealthy once again took over Michigan Stadium to celebrate faculty and staff at “Be Well in the Big House.” The free event included three on-field physical activity sessions: Football Skills and Thrills, yoga and

Zumba®. Off the field, attendees explored the concourse to talk with health and well-being experts; joined in cardio drumming, healthy back or heart-based meditation mini-sessions; or purchased fresh produce at the onsite farmers market.

Leading up to the Michigan Stadium event, three virtual well-being sessions were offered. Topics included financial well-being, nutrition and mental and emotional well-being. Each session was recorded and placed online for anyone who was not able to attend the live virtual sessions.

502 Unique employees attended Be Well in the Big House at Michigan Stadium or a virtual well-being session

Leaders Creating a Culture of Connection Workshops

Managers, supervisors and fellow colleagues play a significant role in shaping the culture at U-M. In 2023 “Leaders Creating a Culture of Connection” workshops expanded to include both formal and informal leaders. Topics included healthy habits that stick and communicating for well-being. Customized workshops for specific units were also offered.

142 Leaders attended workshops





Serving Thousands Through Occupational Health

The mission of [U-M Occupational Health Services \(OHS\)](#) is to promote, protect and secure the well-being of U-M employees through high-quality and cost-effective occupational health services. OHS provides services to Michigan Medicine and Ann Arbor campus faculty and staff for the prevention, treatment and rehabilitation of occupational illnesses and injuries; as well as a variety of other occupational health services.

In 2023, OHS began implementing a new electronic medical record (EMR) software platform, Enterprise Health. The EMR platform consolidates all employee health records in one system, while supporting the vaccination and immunization record-keeping for students. The implementation plan for Enterprise Health is occurring in two phases, with phase 1 completed in August 2023 and phase 2 to be completed in April 2024.

5,476 Employee clinic visits supporting work injuries, follow-up care and physical therapy

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

5,000+ New employee health assessments

1,073 Body substance exposure cases managed by OHS staff

27,046 Phone calls fielded, triaging employee injuries, scheduling appointments, etc.

34,000+ Flu vaccinations

2,000+ COVID vaccinations administered

12,672 Fit tests completed

555 Medical ergonomic visits supporting campus and Michigan Medicine employees

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

In 2023, OHS staff also participated in Michigan Medicine and campus policy review supporting employees and served as a key stakeholder in managing and documenting employee health across the institution.



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 partnership with Blue Cross Blue Shield of Michigan through the Building Healthy Communities program, PHS welcomed eight new schools from Oakland, Macomb, Lenawee, Livingston, Alcona, Roscommon, Montcalm, Newago and Kent counties for the 2023-2024 school year.

PHS Wellness Grants funded health and wellness initiatives in 17 PHS schools. Funded projects included cooking demonstration mirrors, physical education equipment, pickleball sets, corn hole sets and bicycle safety equipment.

In May 2023, PHS partnered with U-M Adaptive Sports and Fitness and U-M Athletics to host “All Children Exercise Simultaneously” (ACES) Day at Michigan Stadium. More than 300 middle school students from across the state participated in various exercise stations, including adaptive volleyball, relay races and yoga.

PHS also provided a fun, interactive nutrition education experience at U-M Athletic’s annual Victors Day event in October. Sponsored by the Tom Wall Foundation, the event brought more than 500 Washtenaw County students with special needs to participate in activity stations hosted by each of the U-M Athletic Teams.

PHS also announced the release of its Vaping and Tobacco Education lessons, which are in alignment with the State of Michigan Health Education Standards for Middle School students.

90,000 Students benefited from PHS school-wide wellness initiatives since 2004

150 Schools have implemented PHS curriculum to date



Supporting Child and Family Care

In 2023, University Human Resources realigned several units to more effectively deliver services and support to U-M faculty and staff. This included updating the focus of the unit Work-Life Programs and renaming it Child and Family Care (CFC) to focus on two main university priorities: child care support and providing resources to support the personal and family responsibilities of faculty and staff.

By advocating for enlightened policies, practices and services, CFC contributes to the recruitment and retention of the highest-quality faculty, staff and students.

How CFC Helps

- Three Children’s Centers
- Care and Support Programs
- Resources and Events

Three U-M Children’s Centers Care for Over 400 Children

UM-Ann Arbor has three centers: the Health System Children’s Center (HSCC), Towsley Children’s House (TCH) and the North Campus Children’s Center (NCCC). [UM-Dearborn](#) and [UM-Flint](#) have centers that are managed by units on their respective campuses.

The professional staff and teachers at U-M Children’s Centers are committed to providing a responsive, developmentally appropriate and engaging environment for young children enrolled in programs. The centers provide faculty, staff and student parents with the

highest quality early education and care for their children.

The programs focus on child-centered experiences, family partnerships and play-based learning with an emphasis on the value of nature-based experiences. NCCC and TCH have [outdoor classrooms](#) in which the teachers and children spend the majority of their time in nature year-round. HSCC is currently enrolling for its outdoor program with plans to “open the door” for children in fall 2024.

I’m so grateful my child is surrounded by warm, loving teachers who seem to have passion for their work as early educators. I feel like my child is known and valued in their school community. Their classroom seems very responsive to child-led interests and flexibility to meet individual needs.
- U-M Children’s Center parent

Teachers

127 Teachers with **6.7** average years of service

6 Center & program directors with **13** average years of Service

Children and Parents

432 Children enrolled

25 Parents work on Ann Arbor Campus

221 Parents work at Michigan Medicine and Medical School

Providing Resources and Programs to Support All Faculty and Staff

The CFC team oversees initiatives that support personal and family needs, including a joint effort with 11 home-based child care providers through the Campus Child Care Homes program. They streamline connections to essential services such as in-home backup child care, along with assistance in finding local babysitters, personal care aides (PCAs), elder and pet care solutions, tutors, and help with house or yard work via Care.com and the Family Helpers Posting Board.

Moreover, CFC staff also develop and share resources and organizes events tailored for the university's faculty and staff. This includes an annual "Connecting the Dots" conference and an ongoing article series with useful parenting tips.

Help Finding Care

- Care.com

2,300+ Care.com accounts



75

Families Received Financial Assistance

- Kids Kare at Home (backup child care program)
1,300+ Registered
- Campus Child Care Homes
11 Home-based child care providers
59 Young children of faculty, staff and students enrolled (plus older siblings at times)
- Family Helpers Posting Board
90 Students and retirees registered as family helpers

More Resources and Events

- "Caring for Kids" article series
30+ Articles published in UHR News
- Connecting the Dots Conference
3,900+ Registrations
2,100+ Attendees
- Listings for 66 Lactation Spaces
85,000+ Website visits

Looking Ahead

"We're committed to further enhance child and family care support for our U-M staff and faculty. With new offerings like a summer camp, school-age care, and more outdoor learning spaces, we're growing our resources. Plus, a new child care center is set to open at Michigan Medicine in 2025, boosting access for our community." – **Christine Snyder, director, U-M Child and Family Care**

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 well-being. U-M offers a choice of plans that are market-competitive, affordable and valued for recruitment and retention.

Retirement Preparation and Financial Wellness

2,500 Views of Planning for Retirement online classes

Health and Drug Plans

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

11.1% 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

9,687 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

Pharmacy Benefit Advisory Committee

In 2023, the Pharmacy Benefit Advisory Committee (PBAC) actively managed the plan's formulary.

9 Class reviews, in-depth reviews of therapeutic drug classes

53 Line extensions, managing modifications to already approved drugs

24 New drugs (new-to-market product releases)

339 Individual drug policies reviewed, updated and approved for use

Prescription Costs

The U-M Prescription Drug Plan continues to be the most highly utilized benefit for the university community.

80% Members who used their pharmacy benefit

35,016 Members who obtained a vaccine through a pharmacy

\$269 million Total cost of prescription drugs, with the drug plan funding 92% of the prescription costs

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.

1,417 Members used Benefits Mentor, a personalized health plan selection tool that uses historical claims data to help members identify their best-fit benefit plan

48% Average open rate for 12 emails sent to 50,316 faculty and staff about benefits selections (general industry open rate: 28%)

BY THE NUMBERS

123K
covered lives
by U-M benefits

87%
faculty and staff
who are satisfied
with benefits*

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

*Source: Nov 2022 Open Enrollment Survey



mhealthy.umich.edu