



# 2025

University Human Resources Health and Well-being Services

# ANNUAL REPORT

# A Message from UHR Health and Well-being Services Leadership

Research consistently demonstrates that employees are more engaged and satisfied with their jobs when they are part of a workplace that prioritizes their overall well-being. Our annual report showcases the ways in which University Human Resources (UHR) actively fosters such an environment for U-M's faculty and staff. Through Health and Well-being Services (HWB) – including [MHealthy](#), [Mental Health Counseling and Consultation Services](#) and [Child and Family Care](#) – UHR continues to positively influence thousands across the U-M community. Likewise, the dedicated efforts of [Occupational Health Services](#) and the [Benefits Administration Office](#) play a pivotal role in enriching the lives of faculty, staff and their families.

Our commitment aligns seamlessly with U-M's adoption of the [Okanagan Charter](#) and our aspiration to be a health-promoting university. This shared vision is reinforced by strategic initiatives such as [Look to Michigan](#), underscoring the university's sustained investment in human health and well-being.

Backed by [comprehensive data collection and analysis](#), HWB programs and services have earned recognition at both [state](#) and [national](#) levels and consistently achieve high marks in customer satisfaction. We are pleased to highlight this year's notable achievements and the ongoing impact of our collective efforts.

## 2025 Highlights:

- The MHealthy Resource Coach Program was nationally recognized with the 2025 C. Everett Koop Innovation Award for addressing factors beyond individual health behaviors that influence overall health outcomes.
- UHR and HWB staff continued to serve on the Well-being Collective advisory council, steering committee and, new in 2025, action teams that will develop recommendations to implement across the university.
- HWB advanced workplace well-being locally and nationally by supporting student opportunities, collaborating with campus and external partners, publishing research, presenting at conferences and planning national events.
- The Faculty and Staff Counseling and Consultation Office and the Office of Counseling and Workplace Resilience handled more than 20,000 interactions with faculty and staff through individual counseling, presentations, support sessions, leader consultations and other forms of outreach.
- MHealthy Rewards, online challenges, goal setting and an entire suite of online resources drew more than 24,000 unique users to the MHealthy Portal. Among those, more than 22,000 completed the annual health questionnaire.

## 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.



- Combined, more than 14,000 participants joined Active U, in-person physical activity classes and sleep- and nutrition-related programs. Alcohol management program participants saw a 79% reduction of weekly alcohol consumption and 75% reduction in the number of negative consequences. Tobacco counseling participants had a 38% quit rate at their six-month follow-up.
- Child and Family Care (CFC) expanded subsidized back-up care services to up to 15 days per year for faculty, staff and students.
- Project Healthy Schools, active in 175 middle schools and reaching over 171,500 students since 2004, continued to show lasting improvements in health behaviors and cardiovascular risk factors.
- Occupational Health Services (OHS) remained the central point of protection against occupational illnesses and injuries, managing more than 37,000 flu immunizations and thousands of health assessments, medical surveillance visits, fit tests and clinic visits.
- U-M Benefits covered more than 127,000 faculty, staff, retirees, survivors and family members, offering a choice of plans that emphasize preventive care and include services that target serious illness, many at no cost to members.

We extend our gratitude to the dedicated HWB and UHR teams, as well as our university leaders and partners. Your commitment and collaboration have made these achievements possible.



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



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

## **MHealthy Vision**

MHealthy envisions a U-M community where every person has an equitable 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.



# Supporting a Health-Promoting Organization

U-M's long-term commitment to being a health-promoting institution is reflected in its adoption of the [Okanagan Charter](#) and prioritization of human health and well-being as an impact area in [Look to Michigan](#). UHR HWB plays an integral role by collaborating with the Well-being Collective, Michigan Medicine's Office of Well-being and the network of MHealthy Champions, which engages the entire U-M community.

## Well-being Collective

U-M's [Well-being Collective](#), launched in 2022, addresses institutional policies and systems to ensure well-being is fully embedded in the university community. UHR and Health and Well-being Services team members serve throughout the collective's infrastructure, including on the advisory council, steering committee and, new in 2025, action teams that will develop recommendations for better well-being integration, navigation, policy and analytics and communications throughout the university.

## MHealthy Champions Foster Workplace Well-being

Hundreds of U-M employees across U-M's campuses and Michigan Medicine volunteer as [MHealthy Champions](#) to foster a culture of well-being in the workplace, partnering with their supervisors and MHealthy wellness coordinators to support colleagues in remote, in-person and hybrid settings. Champions have access to monthly learning sessions, wellness grants and ongoing support from MHealthy.

515

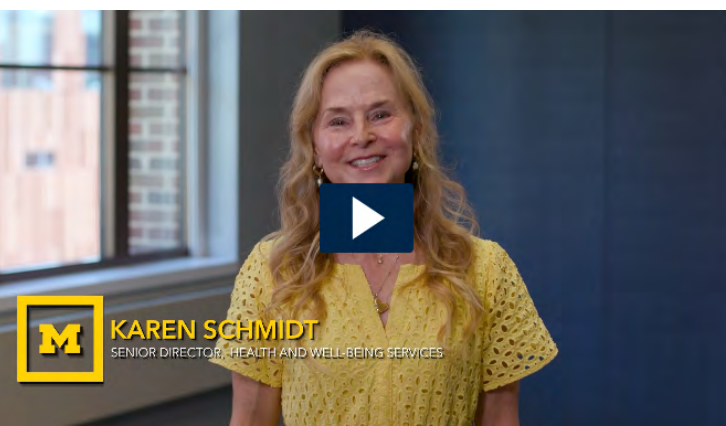
Employees serve as Champions

47

Wellness grants awarded

90+

MHealthy staff-led presentations arranged by Champions for their units, addressed self-care, stress and physical activity



## With Gratitude – Thank You MHealthy Champions!

In this video, U-M and MHealthy leadership expressed their gratitude for the meaningful impact Champions have on the university's culture of well-being.



**KAREN SCHMIDT**  
SENIOR DIRECTOR, HEALTH AND WELL-BEING SERVICES

# Elevating Well-being Through Research, Strategic Partnerships and Contributions to U-M's Mission

The following are a few examples that highlight how HWB continued to lead local and national discussions on workplace well-being in 2025. Contributions to U-M's academic mission included internships, student volunteer opportunities, dashboards for leadership, collaborations with researchers and student groups, presentations to classes and hosting practicum students. Collaborations with campus units, Michigan Medicine and external partners provided invaluable expertise that strengthens well-being programs. Nationally and statewide, HWB staff published research, presented at conferences, served on boards, partnered with stakeholders and helped plan national events.

## Partnerships Offer Invaluable Expertise

- The [MHealthy Advisory Committee](#) advised on sleep, culture of health and health questionnaire data review.
- MHealthy and University Health & Counseling sponsored 27 COVID-19 and flu vaccination clinics for campus faculty, staff and students.
- HWB staff participated in Voices of the Staff well-being and employee experience network teams.
- MHealthy developed and presented a Tobacco Treatment education series for U-M Injury Prevention Center.

## Supporting U-M's Academic Mission

- HWB staff presented to and advised in courses in School of Information and School of Nursing and on multiple Grand Rounds sessions at Michigan Medicine. Nearly 100 semester-length student placements were hosted at three childcare centers.

## Contributions to the Field of Well-being

- Seven articles were published in peer reviewed journals like the American Journal of Health Promotion, American Heart Association Journal and Health Promotion Practice.
- HWB leadership presented at multiple external conferences on compassion, burnout, social determinants of health programming, coaching, motivation and flourishing.
- Children's Centers hosted a conference for nearly 150 teachers and staff, offering professional development opportunities and networking.



# Enhancing Collaboration and Outreach for Mental Health Support

The Mental Health Counseling and Consultation Services (MHCCS) team advanced strategic priorities to address staff and faculty mental health needs, collaborating on initiatives to elevate mental and emotional well-being across U-M.

MHCCS continued to offer clinical services, outreach and consultation, with renewed focus on leadership training and online resources. Program infrastructure was strengthened with after-hours support for Michigan Medicine, a new online screening tool and enhanced digital resources. Expanded outreach included connecting with new employees, strengthening relationships with campus leaders and developing presentations on emerging mental health topics.

20,976

Interactions with faculty and staff

## Two Offices Supporting Mental Health in the Workplace

The [Faculty and Staff Counseling and Consultation Office](#) (FASCCO) serves the academic campuses. Michigan Medicine is supported by the [Office of Counseling and Workplace Resilience](#) (OCWR). Both offer faculty, staff and their adult benefit-eligible dependents no cost confidential counseling from licensed professionals.

### FASCCO: Support for Academic Campus Colleagues

FASCCO supports Ann Arbor, Dearborn and Flint staff, faculty, retirees, eligible adult dependents and departments with personal and work-related concerns, aiming to build strengths and resiliency for better emotional health and job performance.

The team offers educational presentations on mental health topics, including new programs like "Mental Wellness Mondays," "Forgiveness" and "Coping with Chronic Medical Conditions." Supervisor consultation, training and education are also provided,

## Why People Seek Support

58%

Psychological

19%

Job/Work Related

18%

Relationship

1%

Substance Use Concerns

4%

Other

## How FASCCO and OCWR Help

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

enhanced through collaborations with the Chief Behavioral Health Strategist and Organizational Learning. FASCCO also manages services to employees outside Michigan through an external vendor.

1,485

Clinical visits

3,891

Attendees at 130 presentations, discussion groups and acute stress and grief support responses (up 31% from 2024)

145

Attendees at five mental health awareness workshops for supervisors

56%

First-time clients at U-M five years or less

## OCWR: Caring for the Michigan Medicine Community

Supporting the psychological needs of Michigan Medicine faculty, staff, house officers and medical students requires understanding the unique challenges of healthcare work. The OCWR team provides short-term counseling, consults on mental health with leaders and teams and responds to crises after impactful events. These efforts have been integrated into key organizational initiatives such as the Workplace Violence Prevention Program and the Total Worker Health Initiative.

2,339

Clinical visits

7,699

Attendees at presentations, discussion groups and acute stress support sessions

1,103

Consultation services

47

Acute Stress and Grief Support Responses

1,700

Clinical Visits to the Medical Student Mental Health Program

## Expanded Compassionate Peers and Stress Support (COMPASS) Program

- Launched an awareness campaign and offered quarterly COMPASS Peer Support meetings for education and support.
- Updated training format, inviting peer supporters into an interdisciplinary space.

## New Well & Wise at Michigan Medicine

- Well & Wise is a multi-year collaboration with the School of Nursing and the Department of Nursing to advance Stress First Aid and mindfulness-based coping strategies.

## A Breath of Fresh Air – Guided Mindful Nature Experiences

MHCCS continued its collaboration with Nature Rx to support mental and emotional well-being. Nature Rx created a [Nature Break Invitation](#) tool to encourage taking daily pauses, expanded outreach through new partnerships and collaborated with U-M's social prescribing efforts.

- 309 Attendees at 11 [“A Breath of Fresh Air”](#) guided nature experiences promoting mindfulness and sensory awareness. Co-sponsors included the Arts Initiative, Look to Michigan Campaign, Matthaei Botanical Gardens and Nichols Arboretum and the Office of the Vice President for Communications.
- Presented at the [Campus Nature Rx Network Symposium](#), [Connecting the Dots conference](#) and Rackham Well-Being in Graduate Education.



“

*“Our impact this year isn’t just in the numbers; it’s in the partnerships. Collaboration has allowed us to amplify each other’s work and understand our community’s needs—turning shared goals into collective well-being.”*

***- Kelcey Stratton, Ph.D., Chief Behavioral Health Strategist***

# Supporting Those Facing Financial Hardship and Food Insecurity

MHealthy is committed to addressing social determinants of health and understanding the impact they have on health and well-being among U-M faculty and staff.

## Economic Stability Through Assistance and Education

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 [MHealthy 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](#). A Basic Needs Resource Hub (BNRH) pilot launched in July 2025 at UH South. The Hub is staffed one day a week and contains a sharing cupboard that has emergency food bags and toiletries.

959

Referrals made by Resource Coaches to community and university resources

\$80,000+

Awarded in Resource Coach mini-grants to employees (up 20% from 2024)

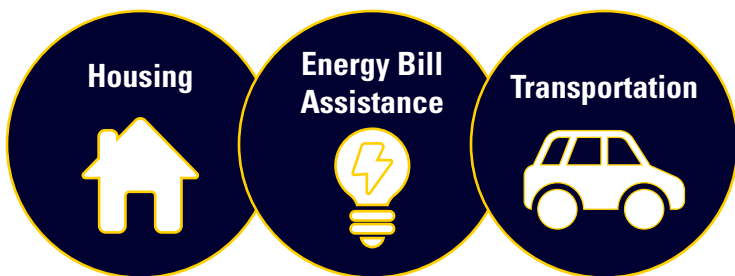
349

Unique participants (some employees engaged multiple times)

\$41,000+

Awarded in Emergency Hardship Program grants

### Top 3 Inquiries to Resource Coaches:



### Top Referrals Made by Resource Coaches:



## 2025 C. Everett Koop Innovation Award Recipient

The MHealthy Resource Coach Program was recognized with the [2025 Koop Innovation Award](#) for addressing factors beyond individual health behaviors that influence overall health outcomes. One of the highest honors in workplace well-being, the award celebrates organizations that are redefining the future of workforce health and well-being.



## Financial Well-being

[Financial well-being](#) is a key aspect of overall well-being and is one of the dimensions in U-M's well-being model.

MHealthy hosted its second annual Financial Well-being Resource Fair at Michigan Medicine and continued its partnerships with the U-M Credit Union and Michigan Educational Savings Program to offer the 'Your Money Matters' financial education virtual workshop series. Topics included first time homebuying, educating children about money and saving for college.

191

Employees visited the Financial Well-being Resource Fair

Nearly 300

Employees attended Your Money Matters workshops

336

Employees attended in-unit financial presentations led by U-M Credit Union (up 58% from 2024)

## Food and Nutrition Security Programs Address Access and Awareness

Food security means consistent access to nutrient-dense food for all household members. MHealthy addresses food and nutrition security by raising awareness and working with internal and external partners to improve access.

## Food Sharing Cupboards

MHealthy addresses food insecurity by stocking department-based food-sharing cupboards with healthier food options for employee use.

800+

Employees served through 10 food-sharing cupboards

## Hunger Action Month

To support [Hunger Action Month](#), MHealthy partnered with Maize & Blue Cupboard (MBC) and U-M's chief health officer to raise awareness about hunger and food insecurity. Throughout the month of September, the campaign encouraged faculty and staff to get involved and access resources. MHealthy Champions were enlisted to share information and collect food donations.

3,621

Pounds of food collected and donated to the MBC



## Two New Nutrition Education Opportunities

- Distributed nearly 600 vegetable starter plants (cucumbers, peppers, basil), introducing employees to the joy of growing food.
- Piloted nutrition consultations for salary-band one employees, with 16 referrals and 7 completed appointments.

“

*“[The Resource Coach] is the perfect role model ... I could hear in her voice and sense her compassion about the issues I was experiencing. It gave me a sense of belonging and that my organization cared about issues that could interrupt my work. I am grateful that we have Resource Coaches with knowledge! Thank you greatly!”*

***- Used with permission from a 2025 MHealthy Resource Coach Program client***

“

*“There was a good mix of folks to talk to, and it was clear that consideration had been given to different ages, different income levels, different life needs in selecting the folks. I got information I could use and saw that there was information other people in other circumstances could use.”*

***- Used with permission from a 2025 Financial Well-being Resource Fair attendee***

# Supporting a Holistic Approach to Well-being

MHealthy helps individuals find their unique path to well-being by offering programs and services that address nutrition, physical activity, sleep, alcohol management, tobacco cessation and more.

## 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, MHealthy Rewards, goal setting, Active U and the MHealthy Champion Portal. It also includes online courses, self-guided programs, daily mini-challenges and wellness challenges like Fruit and Veggie Challenge, Money Matters Gameboard Journey and Take 5 to Focus.

## MHealthy Rewards

The 2025 [MHealthy Rewards](#) incentive program for benefits-eligible faculty and staff included completing the confidential health questionnaire and setting a healthy goal.

20,994

Employees earned an incentive

## By the Numbers:

24,432

Unique MHealthy Portal users

38,608

Total healthy goals set

22,079

Employees completed the 2025 health questionnaire

3,773

Mini challenges completed

2,481

Wellness challenge participants

1,304

Online courses and self-guided well-being program participants

GET YOUR  
**M** | MHEALTHY REWARDS



**HQ + SET A GOAL = \$75**

Complete your confidential health questionnaire and set a goal by May 31.

## Offerings Connect Sleep to Overall Well-being

In 2025, over 48 percent of U-M employees were at high risk for sleep problems. MHealthy responded by offering a range of [sleep programs, online tools and educational resources](#) to raise awareness around the importance of sleep to overall health and encourage prioritizing quality rest.

1,537

Individuals registered to receive [Sleep Well, Be Well e-newsletter](#)

24

Employees engaged with the Path to Wellness: Sleep Program

6,261

Sleep-related goals set in the MHealthy Portal

190

Individuals started a Knowledge Course on Addressing Sleep Disorders or Rest (Sleep Hygiene)

## Comprehensive Nutrition Offerings Draw Participation

MHealthy provided a wide range of [nutrition programs](#) to faculty and staff throughout the year, including free virtual [cooking classes](#), summer farmers markets and other [fresh produce offerings](#), an [intuitive eating program](#), a [recipe database](#) and more.

938

Cooking class participants in 20 virtual classes

449

Nourish Your Whole Self participants

244

Participants in 20 nutrition seminars

1,057

Fruit and Veggie Challenge participants

1,102

Veggie of the Week newsletter recipients

10

Customized cooking classes for the Metabolic Fitness Program, Gastroenterology or Plant Forward Research Study

17

MFarmers Markets held at North Campus Research Center, East Ann Arbor Health Center and West Ann Arbor Health Center

778

Argus Farm Stop produce boxes ordered

18,505

Visits to the online recipe database

**M** | MHEALTHY

Shop the

**MHealthy's Summer Market at NCRC!**



**NCRC, Building 18 | July 15 | 11 a.m. – 1 p.m.**

## Nourish Your Whole Self Results



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

**30%**  
increase



I trust my body to make eating decisions.

**24%**  
increase

## Physical Activity Programs Expand Access to Movement

Whether working onsite, hybrid or mobile/remote, faculty and staff could take advantage of physical activity offerings, from classes and virtual consultations to wellness centers, online programs and more.

### Physical Activity Classes

[In-person classes](#) were available at various Ann Arbor campus locations and the [MHealthy Physical Activity Library](#) allows online access.

1,270

Unique in-person class participants in 2025

90%

Of participants reported that in-person classes help to maintain and/or increase their physical activity level

110

Different 12- or 14-week class sessions

27,344

minutes spent viewing videos in the MHealthy Physical Activity Library

115

Class scholarships awarded to employees based on salary band

### Top 3 Physical Activity Classes:



## New in 2025 – MHealthy Movement Consultations

In January 2025, MHealthy launched its [Movement Consultation](#) service, giving U-M faculty, staff and students a 45-minute session with a physical activity staff member to explore their activity routine.

102

Individuals participated in a consultation

78%

Agree or strongly agree that the consultation helped to maintain and/or increase their physical activity level



*“These consultations were a great, low-barrier introduction to starting my fitness journey after beginning my first office job. ... I would highly recommend these consultations to anyone who is interested in beginning their movement journey, but are not sure where to start.”*

*- Used with permission from a 2025 Movement Consultation participant*

### UH South Wellness Center

MHealthy manages the [UH South Wellness Center](#) supporting the Michigan Medicine community.

1,200

Faculty and staff memberships per month, on average



# CELEBRATING 20 YEARS OF ACTIVITY!

## Active U Celebrates 20 Years

In its 20th year, [Active U](#) is a U-M tradition, which inspires faculty, staff, retirees, students and eligible dependents to incorporate regular movement into their lives over the 12-week challenge. [Active U Autumn](#) is an 8-week version of the program, taking place in the fall.

5,377

Active U participants

3,251

Active U Autumn participants

0.75 days

Average increase in days of moderate intensity physical activity completed per week (based on program's pre- and post-survey)

## Alcohol Management Program Addresses Abstinence and Moderate Consumption

The [Alcohol Management Program](#) (AMP) supports faculty, staff, dependents, retirees, patients and the general community in reducing alcohol intake or living alcohol-free. In 2025, AMP also conducted two awareness campaigns on moderation or abstinence during the summer months and the holiday season.

91

Alcohol Management Program clients

79%

Reduction of weekly alcohol consumption and 75% reduction in the number of negative consequences reported by participants at three-month follow-up

893

Participants in the [Summertime Slowdown quiz](#)

138

Participants in [Holiday Stop and Swap](#). Over half signed up for both tracks

## TAKE THE SUMMER ALCOHOL I.O. CHALLENGE



Test your knowledge with this five-question quiz. You might be surprised by what you learn!

## Tobacco Treatment Provides Community with No-cost Options

MHealthy's [Tobacco Consultation Service](#) (TCS) provides faculty, staff, dependents, retirees, patients and the general community access to no-cost tobacco treatment services.

285

Individuals completed a TCS discovery session. Of those, 165 engaged in the outpatient tobacco treatment program or the [Freedom from Smoking](#) group clinic

38%

Quit rate for tobacco program participants at six-month follow-up

1,209

Claims for tobacco cessation prescriptions and over-the-counter products

1,150

Outpatient referrals from over 100 services, clinics and programs that serve Michigan Medicine patients

66

Assessments and tobacco treatment assistance provided to patients admitted at Michigan Medicine

39

Follow-up calls providing relapse prevention support at 7- and 30-day time intervals post discharge

## Nationally Recognized Diabetes Prevention Program

Through a collaboration between the Benefits Administration Office and MHealthy, eligible U-M employees can participate in the nationally recognized [Diabetes Prevention Program](#) (DPP) with no out-of-pocket cost.

1,223

DPP participants (up 53% from 2024 due to DPP being an approved program for GLP-1 prescribing)

“

*“The fruit and veggie challenge is something I look forward to each year. It is a great reminder to increase my vegetable and fruit intake. I appreciate these weekly reminders so much. Looking forward to 2026!”*

*- Used with permission from a 2025 Fruit and Veggie Challenge participant*



# Lasting Improvements Through Project Healthy Schools

[Project Healthy Schools](#) (PHS) is one of only a few school-based programs in the country that have demonstrated significant and lasting improvements in health behavior and cardiovascular risk factors. PHS has supported school wellness across the state of Michigan, focusing primarily on middle schools, since 2004.

In partnership with Blue Cross Blue Shield of Michigan through the Building Healthy Communities program, PHS welcomed eight new schools from multiple counties for the 2025-2026 school year.

**171,500**

Students have benefited from PHS school-wide wellness initiatives since 2004

**175**

Schools have implemented PHS curriculum since 2004

**58**

Counties across Michigan have been impacted by the PHS program since 2004

## PHS Provides Grants and Education

PHS Wellness Grants funded health initiatives in 29 schools, including physical education equipment and smoothie events with blenders and fresh produce to

promote physical activity and access to healthy foods.

In November, PHS held its annual Wellness Champion Gathering online, offering continuing education credits to state of Michigan educators. The event featured guest experts on trauma-informed practices, school safety, youth eating disorders, screen time and heart health and neurodivergent visuomotor integration.

## Celebrating Student Wellness at the Big House

PHS partnered with U-M Athletics, Meijer, Blue Cross Blue Shield of Michigan, United Dairy Industry of Michigan, Michigan Apple Committee, Therapaws of Michigan and U-M InPACT to co-host Maize & Blue Healthy U, a student wellness event at Michigan Stadium in April. Nearly 350 students from five PHS middle schools participated, rotating through six activity stations, enjoying healthy snacks and receiving health literacy materials.





# Supporting a Culture that Values Personal and Family Life

In 2025, U-M's Child and Family Care (CFC) took significant steps to create a workplace that prioritizes personal and family life by collaborating with UHR and U-M units to advocate for policies, administer programs and curate resources that make the university a welcoming workplace.

## Three Children's Centers Educate and Care for U-M's Community

U-M Ann Arbor operates three premier centers – the [Health System Children's Center](#) (HSCC), [Towsley Children's House](#) (TCH) and the [North Campus Children's Center](#) (NCCC) – focusing on child-centered experiences, family partnerships and play-based learning.

660

Children enrolled

253

Parents work on Ann Arbor campus

274

Parents work at Michigan Medicine and the Medical School

## Children's Centers Grants, Recognition and Innovation

- CFC secured a \$60,000 Filter First Grant to upgrade drinking water systems across the centers, focusing on lead prevention.
- NCCC awarded a \$10,000 grant from the Community Foundation for Southeast Michigan to foster children's social-emotional and cognitive development.
- CFC launched state-supported "Pre-K for All" in September of 2025. HSCC has 32 spots for the 25-26 school year.

## Care and Support Programs for Faculty, Staff and Students

CFC manages child care, family support and subsidized backup care options, as well as lactation spaces for faculty, staff and students across the Ann Arbor and Michigan Medicine campuses.

Through a partnership with [Bright Horizons](#), faculty, staff and students now have access to up to 15 days per year of subsidized backup child care, elder care and self-care.

1,777

Enrolled in Bright Horizons

8

State-licensed, home-based child care providers supporting 50+ children of faculty, staff and students enrolled

117

Students and retirees registered as Family Helpers to provide community-based support

66

Lactation spaces

## Annual Conference Reaches Thousands

The 20th anniversary of the [Connecting the Dots](#) conference had its highest ever registration and attendance.

4,814

Registrations and 3,000 live views

122K+

Website visits to Child and Family pages

7

Articles with 2,731 total views of “Caring for Kids” Series

“

*“We know that when your life outside of work is thriving, you bring your best energy to everything you do at U-M. Our mission is to provide the tools and care that support our faculty, staff, and students to grow, stay, and succeed—no matter what their ‘whole life’ looks like.”*

*- Christine Snyder, Director, U-M Child and Family Care*



# Protecting Thousands Through Occupational Health

The mission of [U-M Occupational Health Services](#) (OHS) is to promote, protect and secure the well-being of Michigan Medicine and Ann Arbor campus faculty and staff through high-quality and cost-effective services.

OHS manages occupational illnesses and injuries, regulatory compliance and is extensively involved in supporting key programs like Safer Sharps Injury Prevention, Workplace Violence Prevention, Safe Patient Handling and Total Worker Health, helping create a safe and positive work environment.

**5,606**

Employee work injury and health surveillance encounters managed

**7,323**

Employee health assessments supporting Michigan Medicine onboarding requirements

**1,002**

Body substance exposure cases managed

**31**

Infectious disease exposures involving 688 employees

**16,998**

Phone calls fielded to support employee needs

**37,000+**

Flu vaccinations administered

**12,983**

Employees enrolled in the respirator fit test program and 12,015 fit tests completed

**578**

Medical ergonomic visits

# Supporting Health and Well-being through Benefits



[U-M's Benefits](#) promote a culture of well-being for U-M faculty, staff and their families. U-M offers a choice of comprehensive plans that are valued for many who choose to build their careers at U-M. In 2025, more than 127,000 employees, retirees, survivors and family members received services through U-M benefit plans.

## Preventive Care and Screenings

Each year, the university uses benchmarking through the nationally respected Healthcare Effectiveness Data and Information Set (HEDIS) standards to measure how well the university's benefits support members in getting the essential care they need.

- 96% of adults accessed preventive care, which means nearly all members used their coverage for services.
- Breast, cervical and colon cancer screening rates for members are 2% to 10% higher than the national average reported by HEDIS, meaning more people are getting recommended screenings compared to typical rates across the country.

All U-M health plans emphasize preventive care and cover services that target disrupting serious illness, many at no cost to members. U-M partners with Omada Health and the National Kidney Foundation to offer a [Diabetes Prevention Program](#), which provides free nutrition and tracking services to eligible employees and dependents diagnosed with pre-diabetes. Members also may receive covered [vaccinations in doctors' offices and pharmacies](#), skin cancer screenings, breast cancer screenings, and additional services that prioritize health improvement.

Because dental care also is a key indicator to overall health, U-M's dental plans cover preventive, diagnostic and emergency care at no cost to the member when provided by in-network providers. The focus on prevention extends to vision care, with annual exams, corrective eyeglasses and contact lenses covered at reasonable cost.

## Prescription Drug Plan

Responsible management of the U-M Prescription Drug Plan is important to maintain exceptional quality at affordable costs. While average health and prescription drug rates at U-M increased by 11% in 2025, consistent with national trends, the university took deliberate steps to manage costs through the following strategies:

- Promoting the use of generic and biosimilar drugs when appropriate
- Partnering with Pharmacy Benefits Managers to negotiate better prices
- Utilizing a mail-order prescription service for volume discounts

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

**74%**

Members used their pharmacy benefit

**32,739**

Members obtained a vaccine through a pharmacy

**91%**

of the \$328 million total prescription drug cost was funded by the university in 2025, significantly limiting members' out-of-pocket expenses

## Retirement Preparation and Financial Wellness

To support faculty and staff planning for a life after retiring, the university promotes regular check-ins with

Fidelity Investments and TIAA, financial partners that administer the Basic Retirement Plan. As employees near retirement, they are encouraged to take advantage of group and individual events designed to guide them through the process.

U-M employees are offered free webinars, podcasts and videos from Fidelity, TIAA and the University of Michigan Credit Union. A variety of topics, from how to plan your retirement as a new employee, save for your children's higher education and navigate health plans during retirement, are offered to help plan for the future.

**More than 40K**

Faculty and staff invested in the Basic Retirement Plan

**Nearly 13K**

Views of Planning for Retirement webpages

**M** | MHEALTHY

**mhealthy.umich.edu**