

2015 ANNUAL REPORT

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EXECUTIVE SUMMARY



Prior to 2009, MHealthy's first official year as a comprehensive university-wide initiative, U-M executives made a commitment to making the U-M a model community of health. They did this because they recognized that the most progressive and successful organizations in the country value employee health and well-being as a key ingredient to individual and organizational success. Since then, the university has made significant achievements in increasing the health awareness and healthy behaviors of faculty and staff. Well over 20,000 faculty and staff participate annually in MHealthy programs and services. MHealthy has achieved high customer satisfaction, seen decreases in our faculty and staff's health risks and improvements in our workplace culture, and garnered national recognition. The value to our academic mission has also grown as faculty partners collaborate with MHealthy to study these efforts and demonstrate to the nation what can be accomplished.

In CY15, MHealthy continued to make progress toward reaching our long-term goals of improving the health and well-being of our faculty and staff and becoming a model community of health. Some of the highlights include:

- **Culture of Health** – Continued growth of our healthy workplace culture by increasing our network of work unit MHealthy Champions to nearly 500 (up from 350 the previous year); adding an electronic cigarettes policy to the Health System's and Athletic department's Smoke-Free Environment Initiative; and, in partnership with food services and procurement, increasing accessibility to healthy food and beverage choices via our vending, dining, and catering programs, as well as numerous on-campus farmers markets.
- **Wellness and Risk Reduction Services** – Continued significant participation in MHealthy Rewards (more than 21,000 participants); Active U (nearly 12,000 participants); Exercise & Relaxation Classes (more than 3,500 participants); Tobacco Consultation Services for patients (more than 5,000 touches through UMHS patient outreach, Tobacco treatment product co-pay reduction, group tobacco treatment, etc.); Exercise and Nutrition Consultations (more than 1,300 participants); and Ready to Lose Weight Management (more than 1,000 participants); as well as focused partnerships with job families that have higher percentages of at risk individuals (more than 2,000 participants).
- **Occupational Health Services** – Nearly 28,000 flu vaccinations (93% vaccination rate) were provided in the Health System and approximately 7,800 on our Ann Arbor, Flint and Dearborn campuses.
- **FASAP & EAP Mental and Emotional Health Services** — More than 2,700 clinical visits, 1529 brief interventions and 1,387 consultations were provided to U-M employees in 2015. In addition, 2,173 employees participated in group interventions and over 7,800 participated in educational programs offered by the EAP and FASAP.

MHealthy appreciates the support of university leaders and our many partners in striving to be “leaders and best” in this important area of prevention and community health.



BACKGROUND

The university's MHealthy program officially launched in CY2009 as a presidential initiative to promote the health and well-being of the university community. Following a comprehensive review of the literature and best practice programs around the country, a university-wide representative steering committee laid the foundation for the program through a detailed strategic plan. University executives approved the plan and established MHealthy as an ongoing program with a home in Human Resources, with an integrated organizational structure that included wellness, occupational health and employee assistance program services.

In 2015, a five-year evaluation and

benchmarking study were presented to university executives. This review resulted in U-M leadership confirming their continued support of MHealthy. They recommended that the value to the university be reframed, however, to focus on a) continuing to build the culture of health at the university; b) supporting the university's employer of choice goals; and c) focusing more effort on helping individuals at high risk and/or with chronic conditions.

The following MHealthy mission, vision, strategic goals and principles guide the university's actions and reflect the reframed value as recommended by university leaders:

“Since MHealthy launched in 2009, our community’s overall health risk levels are trending downward, and we are seeing many examples of health-promoting activities occurring in units across our campuses. I applaud these successes as both a physician and a member of the U-M community...” **President Schlissel**

MISSION

MHealthy supports members of the U-M community to lead healthy and fulfilling lives. MHealthy fosters positive work cultures and environments that contribute to U-M being a great public university.

VISION

The University of Michigan will be a model community of health where both the individual and the organization thrive.

STRATEGIC GOALS

- To promote the health, well-being and quality of life of the U-M community by:
 - a. Keeping the well well
 - b. Helping those with health risks or chronic conditions to improve their health
 - c. Fostering a healthy culture, environment and positive relationships that engage and support faculty, staff and our community at large
- To contribute to faculty and staff recruitment, retention and development through high quality health and well-being programs and services
- To support the mission of the university through research, education and service partnerships that contribute to the evidence regarding how effective health and well-being programs can make a difference in improving people's lives

PRINCIPLES

MHealthy will strive to:

1. Address the significant health needs of our diverse populations
2. Maximize participation within the university community while supporting choice
3. Be data driven and cost-effective
4. Protect personal health information
5. Support and encourage the achievement of realistic goals among the populations we serve
6. Offer a variety of accessible options for individuals and/or departments to positively influence their own health
7. Encourage a safe and healthy work environment through shared responsibility with faculty and staff
8. Seek customer input and engagement in planning and evaluating our services

MHealthy was originally built on existing resources in the Health System, where services such as tobacco treatment, alcohol management, weight management, physical activity, healthy eating, occupational health clinical services, employee assistance counseling, and employee wellness program coordination had existed for many years. These programs and services were brought together in an integrated organizational structure and expanded to serve all university faculty, staff, their families and Health System patients. Some MHealthy services also reach out to the broader community as part of the Health System's community benefit mission. Thus MHealthy has a dual reporting relationship to both the academic campuses and the Health System. In the Wellness and Health Risk Reduction Services section starting on page 5, programs for patients or the community are marked with an * to indicate that they receive Health System funding.

OVERVIEW OF PROGRESS DURING CY2015

NATIONAL AWARDS AND RECOGNITION



We were very pleased that in 2015, MHealthy was recognized for the second time with a Healthiest 100 Workplaces in America award, which honors employers of all sizes, all industries and all regions across the country. U-M placed 68 out of the top U.S. 100 employers (see healthiest100.com/pages/award/2015-healthiest100 for a complete list of winners).

MHealthy was also recognized by CBIZ with an Edington Next Practice Award in the area of quality assurance. The organization recognized companies that excel in innovation and initiatives.

MHealthy was also featured in:

- The Art of Health Promotion – The Game Changers Issue, August 2015
- USA Today supplement on Employee Well-Being, September 2015
- Crain's Detroit magazine – a feature on our recognition for the Michigan Healthiest Employer award

BUILDING A CULTURE OF HEALTH AT U-M

A cornerstone in achieving the MHealthy vision is the engagement of both formal and informal leaders and work-unit wellness champions to help build a culture of health throughout the university. The MHealthy team has developed a variety of mechanisms for incorporating training, resources, processes and recognition for both leaders and wellness champions.

Leadership Engagement

In addition to regularly communicating with leaders about MHealthy and recognizing exemplars, an overview of the business case for workplace health and well-being activities, MHealthy resources, and the leader's role are included in both the campus and Health System Foundations of Supervision courses. MHealthy was also successful in adding language to the Health System

leadership competencies related to promoting workplace health and safety. Similar language is being proposed for campus leadership competencies. In addition, in 2015, MHealthy produced two videos highlighting leaders across the university and Health System who have demonstrated their commitment to the value of faculty and staff health and well-being. These videos were shared at leadership events both in the Health System and on our Ann Arbor campus.

In 2015, Dr. Judd Allen, a nationally renowned expert on building cultures of health, was retained to continue work with MHealthy to develop a training for supervisors. Based on results from focus groups in 2014 with supervisors and middle managers on the barriers that they face in actively supporting workplace health and well-being activities for their employees, a training



program and toolkit of resources was delivered to a pilot group of supervisors in December 2015. Results from this pilot training will be used to deliver a modified training to supervisors on an ongoing basis starting in spring of 2016.

MHealthy has also continued to engage departments in MHealthy activities by distributing unit level reports to campus and health system leadership. The fourth annual reports were distributed in November 2015. The reports contain high level information to assist department leaders in better understanding their unit's health, such as each unit's specific health risks (compared to the university and their VP/Campus area as a whole), and the unit's 2015 participation. MHealthy staff are using this tool to work with units to more effectively address their specific health needs.

MHealthy Champions

MHealthy Champions are volunteer faculty and staff around the university who encourage their co-workers and friends to participate in health promoting activities with the goal of creating healthier workplaces one department at a time. Currently nearly 500 Champions serve across all three campuses including our hospital and health centers. In June, we awarded wellness grants to 24 Champions and their departments. Champions that completed the program steps (ACES) were eligible to apply for a wellness grant to further continue and encourage healthy behaviors within their departments. The grants varied from healthy lunches and small fitness items, to department wellness events, such as canoe outings. In November 2015, MHealthy held an annual Champion Retreat, with Dr. Vic Strecher, Ph.D., from the School of Public Health, speaking on the importance of living "On Purpose." In addition, champions shared ideas with each other for continuing to build the culture

of health at U-M. Over 300 champions attended the event.

Committee Input

MHealthy receives input through a variety of ongoing and ad hoc committees focused on specific issues (e.g. smoke free environment, communications, physical activity, back care, etc.), but there are three primary committees with university-wide representation that provide important input to MHealthy strategies and activities:

The **MHealthy Advisory Committee (MHAC)**, chaired by Dr. Robert Winfield, Chief Health Officer and Executive Director, University Health Service. The MHAC, with over 30 representatives from across the university, serves as a think tank in generating creative ideas; reviewing proposals and advising the Executive Vice Presidents and University HR on health and well-being benefits and programs. Some of the topics addressed by this group in 2015 included: evidence based behavior modification, effectively addressing chronic conditions and high risk populations, health disparities, and diabetes prevention.

The **Faculty Advisory Committee** is chaired by Dr. James Ashton-Miller, Associate Vice-President for Research-Research Policy and Compliance, and Research Professor, College of Engineering, School of Kinesiology, and Institute of Gerontology. This committee was established to advise MHealthy on how to increase faculty engagement, as leaders at the U-M, in the achievement of a university community of health at. It also provides guidance on how best to address health issues of interest to faculty, such as stress.

The **MHealthy Champion Core Team**, which meets quarterly, provides feedback to MHealthy on program initiatives and how to better engage and support work-unit Champions.

In addition MHealthy regularly seeks input from Voices of the Staff.

Wellness Coordinators

MHealthy has several dedicated staff members who encourage and support work-unit MHealthy Champions and departments to offer on-site programs and create healthier workplace cultures. In 2015, wellness coordinators facilitated several university-wide programs and events, including:

MHealthy Beautiful Break – Focused on encouraging faculty and staff to take time away from their work to refresh and renew themselves. The Beautiful Breaks promoted overall wellness and resources available to our university community, but highlighted the importance of mental and emotional health. Events were held on central campus, north campus, at the hospital, and on U-M Flint and U-M Dearborn campuses. The events achieved high levels of satisfaction, with 89% of participants reporting they were satisfied or very satisfied with the event.

Flint Campus Events - In collaboration with Flint Recreational Center, MHealthy conducted a monthly wellness series for faculty and staff, with topics from physical activity to stress management, as well as a wellness support group, which helped faculty and staff gain a better understanding of fitness and nutrition. An Annual Kickball Tournament drew over 150 faculty and staff, and a farmer's market was developed at the William S. White Building in collaboration with the Flint Farmer's Market. Flint also participated in a campus Rewards Challenge Celebration, which consisted of a one-mile fun walk led by UM-Flint Chancellor Susan Borrego, followed up with a Celebration of Health Luncheon.

Dearborn Campus Events - MHealthy worked with Dearborn Wellness Champions to organize a Mission "M" Possible campus scavenger hunt. Thirteen teams of employees participated, with team pictures required throughout the scavenger hunt at various campus locations. In the spring of 2015, faculty and staff submitted their favorite recipes for a chance to be featured in an MHealthy Chef demonstration. Fifteen employees participated in the recipe contest, where recipes were evaluated based on nutrition, ease of preparation, and general appeal. Every Friday from May to October, MHealthy Champions also led walks in Dearborn to the Dearborn Farmer's and Artisan's Market.

MHealthy Wellnsws Coordinators also partnered with the Athletics Department to assist with the Trail to the Victor's Run by promoting the event through Active U 2015 (double the number of individuals participated from the year before) and manning two different areas at the event. The event helped to benefit Project Healthy Schools.

The poster features a white background with a decorative flourish at the top. Below it, the text reads "MHealthy invites you to experience a Beautiful Break". The word "Beautiful" is in a large, blue, cursive font, and "Break" is in a smaller, blue, sans-serif font. Below this, it says "Take some time to enjoy a special event designed to relax, refresh and inspire you." Another decorative flourish is placed below the text. At the bottom of the poster, the phrase "Calm. Connect. Create." is written in a white, cursive font. The poster is framed by images of flowers and a stack of stones. In the top right corner, there is a blue square with a white "M" and the word "HEALTHY" below it. A blue banner at the bottom of the poster contains the text "Enjoy this special event designed to relax, refresh and inspire you." Below the banner, the event details are listed in a green background. The details include the time "Stop by anytime between 11 a.m. – 2 p.m.:", the dates and locations for September 15, 2015 (North Campus, Lurie Reflecting Pool), September 18, 2015 (University Hospital, Dow Auditorium & Lobby), September 23, 2015 (Flint Campus, Lawn behind the Flint Rec Center), September 24, 2015 (Central Campus, South Ingalls Mall), and October 1, 2015 (Dearborn Campus, University Center Patio). At the bottom, there is a link to "Learn more at MHealthy.umich.edu/beautiful-break" and social media icons for Facebook, Twitter, Pinterest, and Instagram, along with the hashtag #beautifulbreak.

WELLNESS AND HEALTH RISK REDUCTION PROGRAMS & SERVICES

Dan S.
Repairperson, Facilities
and Operations, U-M Flint

**LONG,
HEALTHY
LIFE** ... that's why I MHealthy!

What motivates you to be healthy? Family, preventing illness, simply feeling good – whatever the reason, **MHealthy Rewards** is a great place to start. Learn about your health and earn \$50 by taking your 2015 health questionnaire by Mar. 13. Earn another \$50 by completing Active U or other qualifying physical activity, nutrition, stress management, or weight management program!

[f](#) [t](#) [p](#) [i](#)
#MHealthy

MHealthy.umich.edu

MHealthy Rewards

On January 13, 2015, MHealthy launched the seventh year of MHealthy Rewards, an incentive based program encouraging all qualifying benefits-eligible faculty and staff to take action to improve their health by completing an annual health risk assessment questionnaire and participating in healthy activities. Eligible faculty and staff can earn \$100 per year by taking these steps and also be entered into a Grand Prize Drawing.

21,016
HQs Completed

For the third year in a row, spouses and other qualified adults (OQA) who were enrolled on a U-M Health Plan could participate in MHealthy Rewards as well by completing the annual health risk questionnaire and participating in eligible activities.

CY15 Accomplishments:

- 21,016 faculty and staff completed the annual health risk questionnaire and received a personalized report with recommendations for health improvement.
- More than 40 major organizational areas were recognized for achieving at least 50% participation. (see Appendix A for list)
- 9,570 eligible activities were also submitted for an incentive. Top activities were: Active U, MHealthy Personalized Exercise Session, MHealthy Nutrition Consultation and Staywell Online Stress Relief Program.
- 416 enrolled spouses and other qualified adults completed the health risk questionnaire
- Based on the health risk questionnaire results, participants who were at higher risk were invited to participate in StayWell's telephonic health coaching program. A total of 218 individuals registered in telephonic coaching.

“MHealthy Tobacco Consultation Service has made the difficult journey to becoming a non-smoker doable. All of this personal contact has helped me to remain a non-smoker. I could not have quit smoking without this program and I highly recommend it to anyone who is determined to quit.”

JAN, TCS participant

Tobacco Consultation Service*

The Tobacco Consultation Service (TCS) offers U-M faculty, staff, patients, and community members tobacco treatment services at no cost and through a variety of settings (inpatient, outpatient, group, individual and telephonic). In CY15, TCS continued to offer programs and coaching as well as to serve as the coordinator for the university’s Smoke-Free Campus Initiative. TCS also serves as a clearinghouse for tobacco cessation resources offered by U-M’s health plans and through our national health management program vendor, Staywell.

These programs include BCBS/BCN’s Quit the Nic telephonic program, HAP’s smoking cessation program, BCN/BCBS’s online program (Breathe™) and Staywell’s online and telephonic smoking cessation programs. Benefits-eligible faculty, staff, spouses and OQAs can receive a \$100 before-tax incentive for program completion.

In 2015, U-M’s pharmacy benefit continued to cover nicotine replacement products and cessation aids with no co-pay, including over-the-counter (OTC) tobacco treatment products.

Are You Ready?
We are more than ready to help!

MARK YOUR CALENDAR
NOVEMBER 19
QUIT FOR A DAY!

Download
Virtual
Quit Kit!

The Great American Smokeout takes place every third Thursday of November. This year, on November 19, the MHealthy Tobacco Consultation Service (TCS), along with the American Cancer Society and many other health organizations, encourages smokers to use this day to make a plan to quit smoking.

Get the virtual Quit Kit
It’s packed with helpful tools to help you ‘Quit for A Day.’

Want to quit tobacco?
We offer free, one-on-one individual counseling focused on the body, mind, and social reasons for using tobacco. We provide the support and skills you need to help you quit, and stay quit.

For more information or to receive your Quit Kit, call:
MHealthy Tobacco Consultation Service
734-998-6222

View the virtual quit kit and read about TCS clients who have successfully quit tobacco:
MHealthy.umich.edu/tobacco

Quitting smoking greatly reduces your risk of cancer, heart disease, and stroke ... and increases your happiness, energy and longevity!

M
HEALTHY
TOBACCO
CONSULTATION
SERVICE

CY15 Accomplishments:

- 182 employees, patients, students and community members participated in individual (in-person or telephonic) and group tobacco treatment services through TCS.
- At 6-month follow-up, 21% of 148 respondents reported being tobacco-free for the last 30 days, which is considered a very good outcome.
- 587 employees and their spouses/OQAs have submitted claims for prescription smoking aids, and 510 (an increase from CY14) have used the over-the-counter tobacco treatment product co-pay reduction.
- 1,196 outpatient referrals were received from 99 clinics and programs that service the University of Michigan Health System. In addition, 472 people self-referred to TCS; this includes individuals who indicated on the MHealthy Health Risk Questionnaire that they wanted to be contacted by a health educator at Tobacco Consultation Service.
- TCS inpatient program staff offered tobacco treatment assistance through 3,431 contacts (either via individual hospital visit or

self-help brochure sent to their home) to patients admitted to the University of Michigan hospital.

- Inpatient program staff provided follow-up relapse prevention support at one- and four-week time intervals following 673 discharges from the University of Michigan hospital. The relapse prevention support was provided to patients who had quit tobacco use within the prior 30 days or who planned to quit tobacco use in the next 30 days.
- TCS staff visited 21 UMHS ambulatory clinics to provide program information about tobacco treatment services and the Great American Smokeout. 344 UMHS providers were in attendance at the clinic presentations. During these visits 1,851 Great American Smokeout Quit Kits were distributed to assist UMHS patients with a quit tobacco attempt.
- TCS hosted, in partnership with University of Massachusetts Medical School, its first Tobacco Treatment Specialist (TTS) Training in October 2015. During this training participants learned the 11 core competencies of becoming a TTS. 23 individuals participated in the training and represented local public health agencies, universities, and ambulatory care units and clinics.

Smoke-Free Campus Initiative

The Smoke-Free Campus Initiative continues to be a successful effort at reducing the use of combustible tobacco on campus, and encouraging students, faculty and staff who smoke to consider cessation either through one-on-one, group, phone, web or physician based assistance. The President's Smoke Free Advisory Committee, chaired by Dr. Robert Winfield, monitors the status of compliance on the Ann Arbor campus and the health system in order to respond to trends and actively assist supervisors and students when violations of the smoke-free campus policy occur. All U-M buildings, facilities, grounds and university-owned vehicles became smoke-free on July 1, 2011. The Health System went smoke-free on February 14, 1999.

CY15 Highlights:

- The student ambassador pilot project started in the fall of 2014 was instituted as a project that is coordinated through University Health Services. Student volunteers provide hot spot area monitoring and reminders of the smoke-free policy throughout campus.
- The Athletics Department implemented an e-cigarette free policy within the seating areas of the Big House and Crisler Arena in 2015.
- Smoke-free policy information, including the addition of the electronic cigarette to the policy, was provided to 344 UMHS providers during the weeks preceding the Great American Smokeout. The Dental School and University Health Services also are e-cigarette free.
- Over 120 policy concerns, policy interpretation, policy development and enforcement requests were managed by the Smoke-Free Environment Coordinator. These requests came from faculty, staff, and students within the university and interested parties at other institutions.
- A national webinar was hosted in partnership with the Tobacco Free College Campus Initiative in September, 2015. The webinar provided information for campus leaders on how to begin the process of developing a tobacco-free campus policy.
- Plans for two of the top "hot spot" areas for smoking concerns were implemented. Signage was developed and installed on Mary Markley residence hall along E. Medical Drive to address smoking on the sidewalk. A meeting and plan was developed and implemented by facility managers for the Auto Lab area to address smoking concerns in this area.
- The Flint and Dearborn campuses implemented new smoke-free campus signage and communications plan to reinforce the smoke-free policy on their campuses.

Holiday Drinking STOP and SWAP

Alcohol Management Program*

The Alcohol Management Program (AMP) offers faculty, staff, UMHS patients, and community members brief behavior change interventions for mild to moderate alcohol problems. AMP supports individuals to improve their health by reducing the number of negative consequences from drinking alcohol by either cutting down or quitting altogether. Interested participants are screened for appropriateness and, if necessary, are referred to other community resources for severe dependency or alcoholism.

CY15 Accomplishments:

- 119 clients were served, with over half of the clients being employees or OQAs (the other half were community members, UMHS patients or UM students). Additionally, 22 individuals who were non-AMP clients were screened and referred to substance abuse treatment programs or other community resources.
- AMP participants who had an average weekly alcohol consumption at the initial interview of greater than or equal to 15 drinks per week for

females and greater than or equal to 20 drinks per week for males, on average reduced their weekly alcohol consumption by over 69% (at three months).

- Participants in any MHealthy Alcohol Management Program reported on average a decrease of approximately 11 negative consequences at the three-month follow-up. Negative consequences from alcohol include, but are not limited to, sleep disturbances, feelings of guilt over drinking, weight gain, and decreased work performance. The program addresses over 50 negative consequences from alcohol.
- During the 2015 holiday season, AMP launched a 6 week email program, Holiday Stop and Swap, to provide an opportunity for individuals to reflect upon their alcohol use, encouraging tips, a weekly swap challenge, U-M and community resources, and a non-alcoholic recipe of the week. 138 employees self-registered to receive the weekly emails sent between Thanksgiving and New Year's. In addition, communications were ramped up for this program with messaging around campus.

OVER 700

employees participated in the Summertime Slowdown-Test your Summer Alcohol IQ Challenge, an online quiz around alcohol facts and serving size.

Nutrition and Weight Management

Nutrition and Weight Management Services include the MHealthy Ready to Lose Program; Weight Watchers; the MHealthy Vending, Dining and Catering Program; individual nutrition coaching; and chef demonstrations.

READY TO LOSE PROGRAM

This six-month program focused on adopting healthy practices for long-term sustainability of weight management. The program included one-on-one consultations, weekly group sessions, weekly accountability emails, a private Facebook group, access to dietitians and health specialists, and weekly recipes.

CY15 Accomplishments:

- 1,027 people participated.
- Employees who participated in the Ready to Lose program, and had an initial weigh-in and a 6-month weigh-out, lost, on average, approximately 7 pounds.
- From the pre-test to the post-test, nearly 70% of respondents self-reported that they maintained or improved their ability to use strategies to decrease their weight loss barriers.

WEIGHT WATCHERS

MHealthy continued its partnership with Weight Watchers in CY15. Through cost-sharing with MHealthy, U-M faculty and staff were given a discounted rate of \$72 per 12-week session (up to two sessions per calendar year) for Weight Watchers At Work or Weight Watchers Community programs. This discounted rate was also extended to spouses/OQAs who completed the health questionnaire. Participants in the At Work program were also offered free Weight Watcher e-tools.

CY15 Accomplishments:

- 878 employees participated in at least one 12-week Weight Watchers session.
- Program participants lost an average of 4.8 pounds.

VENDING, DINING AND CATERING

These programs work to increase healthier vending, dining and catering choices at U-M.

CY15 Accomplishments:

- Partnered with UMHS Retail Food Operations, Aramark, and Picasso to offer MHealthy specials at multiple locations for a discounted price.
- Served on review teams for selection of new vendors for vending. MHealthy also worked with food service vendors to identify and label MHealthy-approved items and monitor compliance with contractual agreements for the percentage of healthy foods available in dining and vending venues. MHealthy percentage goals are written into foodservice contracts for UM-Ann Arbor campus, UMHHS cafeterias, vending and catering. Some of the example minimum percentages are listed below.
 - The catering menus at the main hospital have 60% MHealthy approved items.
 - The menus at main UMHS café and Nicks café have 60% MHealthy approved item.
 - The menu at Atrium Café (CVC) is 90% MHealthy & CVC guideline approved.
 - The menu at all coffee kiosks have 50% MHealthy approved items.



- Snack machines in the CVC must have 75-100% MHealthy approved items.
- Cold/Food machines in the health system must have 50-85% MHealthy-approved items.
- Cold/Food machines on the Ann Arbor campus must have a minimum of 25% MHealthy-approved items.
- In collaboration with health system and campus partners, MHealthy participated in “Food Day,” a nationwide celebration of and movement toward more healthy, affordable, and sustainable food. Michigan Dining locations also featured special Food Day menus. In both the health system and Ann Arbor, events like chef demonstrations, farmers markets and samples of seasonal veggies were also offered to employees. More than 180 employees participated.
- UMHS Café and Nick’s Café participated in \$1 off MHealthy Mondays. An MHealthy food item was offered at \$1 off, and a free bottle of water to promote the sampling and purchasing of MHealthy items.

CHEF DEMONSTRATIONS

Open to faculty and staff, chef demonstrations are free and provide education and resources on how to prepare quick and healthy foods at home and improve the quality of the meals eaten. Demos include tips on healthy eating, food samples, and recipes.

CY15 Accomplishments:

- 609 employees attended chef demonstrations. These events were located at Dow Auditorium, Towsley Center, the Michigan Union, UM-Dearborn, NCRC, NIB, Wolverine Tower, Stamps School of Art and Design, KMS, Detroit Center, Outpatient Dialysis Clinic, Medical Campus

Garden, Voices of the Staff retreat, and UMHS Finance.

INDIVIDUAL NUTRITION COACHING

In CY15, faculty and staff had the opportunity to set up an appointment for a free one-on-one consultation with an MHealthy Registered Dietitian. Consultations included nutrition assessments, goal setting, and personal eating plans.

CY15 Accomplishments:

- 784 employees participated in a nutrition coaching session.
- After participating in MHealthy’s nutrition consultations, participants on average increased their fruit and vegetable and decreased their solid fats and added sugars (SoFAS) consumption.

ADDITIONAL OUTREACH – FARMERS MARKETS AND PRODUCE CARTS

- MHealthy collaborated with the Central Student Government and U-M University Unions to bring weekly seasonal markets to the Michigan Union and Pierpont Commons. MHealthy supported biweekly farmer’s markets at NCRC June through September.
- MHealthy partnered with UMHS to bring a Produce Cart to the University Hospital Courtyard every Thursday from June through September.
- MHealthy supported Wolverine Tower’s wellness committee in offering fresh local produce biweekly June through September.
- MHealthy coordinated two farmer’s market days at KMS.

M

FARMERS MARKET

M Farmers Market

Get locally-grown, farm fresh produce right here on campus every spring and summer!

mhealthy.umich.edu/produce

A partnership between MHealthy, UMHS, MDining, Central Student Government, and Planet Blue.





Physical Activity

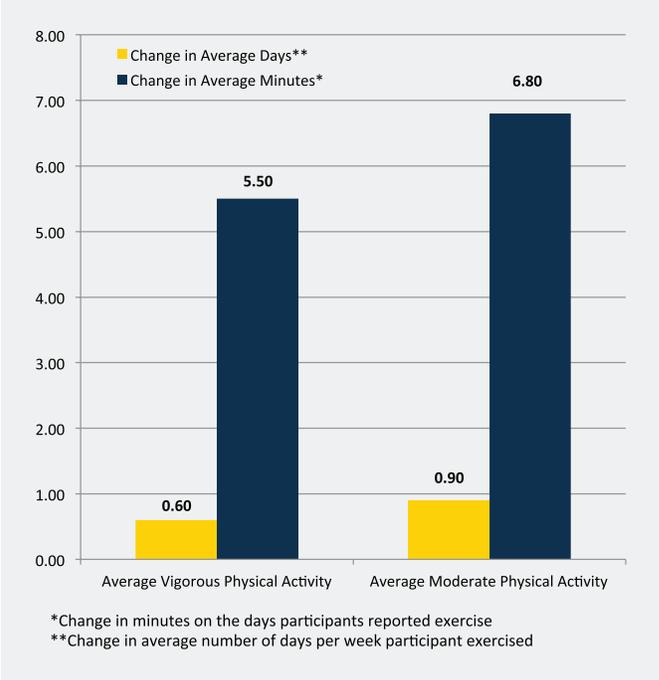
MHealthy’s Physical Activity programs include one-on-one, group, and online options for faculty, staff, patients and the general U-M community.

ACTIVE U

Active U, MHealthy’s annual 12-week physical activity challenge for faculty, staff, graduate students and retirees, uses a team approach to encourage exercise. Participants of the 2015 program tracked their physical activity minutes online or by phone and winners were chosen by achieving the highest percent of their goal. A face to face feature called the “Swag Squad” continued to be offered three times throughout the program. Participants took photos of themselves (and their teammates) in past Active U t-shirts and posted them to social media.

CY15 Accomplishments:

- 11,904 participated in CY15
- 508 teams were formed.
- Participants logged more than 23 million physical activity minutes.
- Outcomes showing changes in average minutes



and average days of physical activity from pre-test to post-test from Active U can be found in the chart above. Participants in 2015 Active U also decreased their average amount of hours spent in sedentary activities during a typical day by nearly a half hour by the end of the program.

23 MILLION MINUTES LOGGED



ACTIVE U AUTUMN

Active U Autumn, an eight-week version of our popular winter physical activity challenge, engages U-M faculty, staff, undergraduate and graduate students and retirees. In CY15, for the first time, Fitbit syncing capability was added to the physical activity tracker.

CY15 Accomplishments:

- 6,730 participated
- 381 teams were formed.
- Participants increased their days participating in moderate physical activity by .7 days and their daily minutes by 5.84 minutes.
- Participants increased their days participating in vigorous physical activity by .4 days and their daily minutes by 4.84 minutes.

PERSONALIZED EXERCISE CONSULTATIONS

One-on-one personalized exercise consultations include identifying fitness goals and possible barriers, recommendations on how to fit physical activity into everyday life, and a hands-on demonstration of exercises that can be done at home or at the gym. Faculty and staff can take advantage of this service one time per year at no cost.

CY15 Accomplishments:

- 545 employees received a personal consultation
- From the pre-consult to the 30-day post-consult survey, participants on average, increased the number of days (per week) they participated in moderate physical activity by over 25 percent and their daily minutes by over 21 percent.
- Increased the number of days (per week) they



participated in vigorous physical activity by over 47 percent and their daily minutes by 35 percent.

- Increased the number of days (per week) they participated in stretching and strength building activities by 50 and nearly 58 percent respectively.

EXERCISE AND RELAXATION CLASSES

MHealthy Exercise and Relaxation Classes are available to faculty, staff, and the general U-M community (including dependents and patients). Approximately 140 classes were offered for 14-15 weeks, three times per year (fall, winter, and spring/summer).

CY15 Accomplishments:

- An average 1,538 unique participants registered for classes for a total of over 3,512 participations per year.
- Approximately 83% of participants reported an increase in their physical activity overall as a result of participating in an Exercise and Relaxation class(es).
- Approximately 87% of participants reported an increase of confidence in their ability to maintain or increase their physical activity as a result of participating in an Exercise and Relaxation class(es).

MOVE, LOSE, MAINTAIN PROGRAM

This 8-week physical activity program was designed to help employees stay on a healthy track during the holiday season. Of the 481 individuals who participated in the program ending in early CY15, nearly 81.2% of those who weighed out succeeded in improving or maintaining their weight.

MHEALTHY FITNESS CENTER AT THE ANN ARBOR ICE CUBE*

The MHealthy Fitness Center at the Ann Arbor Ice Cube continued to help UMHS patients, faculty, staff and the Ann Arbor community achieve their fitness goals through a medically-based approach.

CY15 Accomplishments:

- 1,242 sessions for fitness assessments, body compositions, and personal training were completed at the Cube.

- An additional 358 personal training sessions were conducted in Recreational Sports facilities.
- 569 Fit-Script sessions were completed (a personalized four-month exercise program for people with special health needs).
- 307 full memberships were sold, plus 46 drop in punch cards.

“The fact that you had it at all. This is the 4th hospital system I have worked for (in the last 22 years) and have never felt more “taken care of” or valuable to a system than U-M. Thank you!” - Beautiful Break Participant

Targeted Interventions/Focused Partnerships

Through a review of health risk and claims data, MHealthy has identified job families within the university that have higher percentages of at risk individuals. Customized programs were implemented with some of these groups in the past year.

MHEALTHY VACATIONS/SUSTAINABLE SNACK BASKETS

Upon reviewing health risk data, MHealthy created an intervention for nursing units to address top risk factors. As a follow-up to the popular MHealthy Vacations in the nursing units, MHealthy worked with 12 nursing units to create an MHealthy Sustainable Snack Basket for their unit. Each unit was given a snack basket from MHealthy and protocol on how to sustain a health snack basket in their unit.

WALK RUN ROLL

Continuing the momentum created by Active U, MHealthy offered the Walk, Run, Roll Club, a 14-week pilot program promoting physical activity and stress management. The goal of the program was to encourage individuals of all abilities to get moving at least 30 minutes a day, three days a week. Each month, participants walked, ran, or wheeled to a campus landmark and took a picture, and tracked activity minutes. In CY15, 368 employees participated in the program.

FOCUSED PHYSICAL ACTIVITY SESSIONS

57 employees participated in **Simple Steps**, an exercise program aimed at middle to older aged women who have led a sedentary lifestyle.

MHealthy offered its first **Get Fit While You Sit** Program at the KMS building for those who have difficulty performing standing exercises.

CORE CONDITIONING CARE

MHealthy worked with nursing and service maintenance units on Core Conditioning Care, to increase strength, flexibility and improve posture awareness in these groups, which have physically demanding jobs. Nearly 1,200 employees from 42 nursing units and 365 employees in service and maintenance participated in the program.

MHealthy Focused Partnership for Service and Maintenance Employees

MHEALTHY C3+: CORE CONDITIONING CARE

Strengthen and maintain a healthy core by performing MHealthy's Core Conditioning Care acronym and exercises.

PARK: Back Care for standing posture

P = Place even weight on both feet, core engaged
A = Align your ears, shoulders, hips
R = Reach with elbows near your side; move close to your target
K = Keep nose and toes in same directions when turning; turn your feet to change directions

CORE CONDITIONING CARE + EXERCISES

<p>Wall Plank: Abdomen</p> <p>Stand 2 feet away from a wall and place hands or forearms on the wall for support.</p> <p>Keeping spine straight, pull navel toward spine and squeeze buttock. Hold for 10 seconds.</p> <p>Repeat 1-3 times.</p> <p>Do 1-2 sessions per day.</p>	<p>Side Bend: Abdominal Obliques</p> <p>With feet hip width apart, pull navel toward spine and squeeze buttock.</p> <p>Bend sideways to the right until a contraction is felt on the right side body and stretch is felt on the left.</p> <p>Hold for 10 seconds. Switch to left side.</p> <p>Repeat 1-3 times. Do 1-2 sessions per day.</p>
<p>Hip Roll: Hip</p> <p>With feet hip width apart, place hands on your hips for balance. Make 5 big circles with hips in a clockwise direction. Perform 5 more in a counterclockwise direction.</p> <p>Repeat 1-3 times. Do 1-2 sessions per day.</p>	<p>Hip Extension: Gluts and Low Back</p> <p>Stand 2 feet away from a wall and place hands on the wall for support.</p> <p>Keeping left leg straight, balance on right leg and lift left leg 1-2 feet off the ground behind you.</p> <p>Perform 8-15 repetitions. Switch to other leg.</p> <p>Repeat 1-3 times. Do 1-2 sessions per day.</p>

MENTAL AND EMOTIONAL HEALTH SERVICES

Faculty and Staff Assistance Program (FASAP), UMHS Employee Assistance Program (EAP) and MHealthy Thrive!

The University of Michigan’s Faculty and Staff Assistance Program (FASAP) and the University of Michigan Health System’s Employee Assistance Program (UMHS EAP) work to positively impact health and well-being, employee engagement, morale, job satisfaction, work environment, lost work days/absenteeism, disability, and performance.

Issues that are addressed include stress, grief and loss, depression, anxiety, substance use disorders, personal/professional relationships, cultural and employee change/conflict, and life and work transitions. Assistance is given to individuals, couples, teams, and the work units to enhance staff and faculty strengths, develop new coping strategies, resolve conflict and retain emotional balance. There are three main categories of services: clinical, consultation, and outreach (prevention and education).

In addition to assessment, counseling and consultative services, a wide range of educational programs and interventions are available and provided from both FASAP and the UMHS EAP. The focus is on improving both the emotional health of all faculty and staff, while improving workplace communication and collaboration.

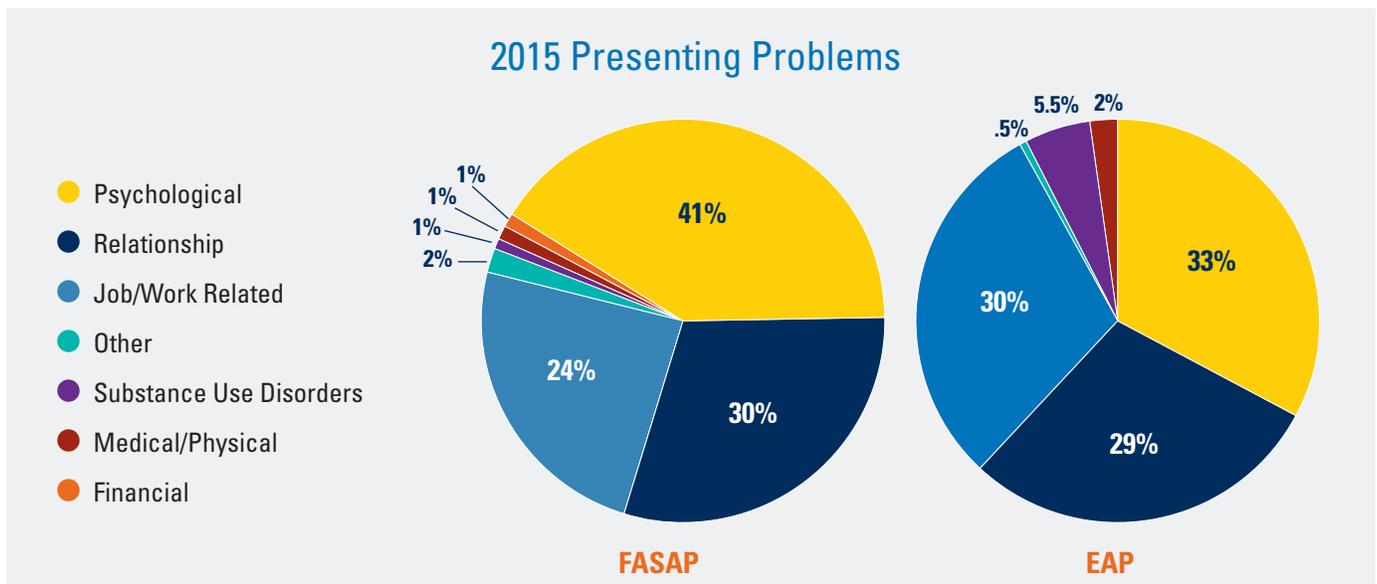
CLINICAL SERVICES

Clinical services assist in maintaining and/or returning employees back to optimal health, increase presenteeism, decrease the need to access more costly care through benefit plan providers and improve the overall effectiveness and productivity of staff and faculty clinical services. This includes 1) new and reopened cases (managed internally, referred, or combined), 2) clinical visits (sessions with all clients new and returning), and 3) brief services (non-case related information inquiries such as policy inquiries and information on campus and community resources).

CY15 Accomplishments:

Clinical Services	FASAP	EAP
New or reopened cases	547	646
Total clinical sessions (visits)	1224	1477
Brief services	318	1211
Case Disposition	%	%
Managed internally	60	63
Referred	22	12
Combined (EAP intervention and referral)	25	25

A client may seek clinical services from FASAP and UMHS EAP for a variety of concerns. The pie charts below summarize the most common presenting problems.



GROUP INTERVENTIONS

Working in a healthcare environment can be stressful because the stakes are high and the work is complex and ever-changing. In such an environment, relationships can become tenuous. This is why the UMHS EAP provides group, intergroup, and organization-wide intervention services by request. These interventions strengthen psychological, healthy principles in the workplace and aspire to reduce employee, group, and institutional exposure to stressors; enhance resources to strengthen overall wellbeing; contribute to a healthy and productive workforce; and improve quality and productivity. For example, counselors work with teams to address acute and chronic stress, improve effectiveness of communication and collaboration among caregivers and enhance resilience in times of change.

CY15 Accomplishments:

- Provided 71 interventions with 2,173 employees in attendance

CRITICAL INCIDENT DEBRIEFING (CISD) AND CRISIS MANAGEMENT

UMHS EAP and FASAP continue to be an important service to units impacted by loss, crisis and trauma, major injury/accident and situations of threats or acts of violence. Please note, due to the healthcare environment, CISD is requested more often among UMHS EAP than FASAP populations.

CY15 Accomplishments:

- UMHS EAP provided 147 CISD/crisis management intervention services.

- FASAP provided 9 CISD/crisis management intervention services.

CONSULTATION SERVICES

In addition to clinical services, FASAP and UMHS EAP also provide assistance to supervisors, directors, managers, Work-Connections consultants, human resource consultants and others in addressing behavioral health situations or faculty and/or staff concerns.

CY15 Accomplishments:

- FASAP provided 316 consultation services.
- UMHS EAP provided 1,071 consultation services.

OUTREACH PREVENTION AND EDUCATIONAL SERVICES

FASAP and UMHS EAP provide a variety of outreach services including educational presentations, workshops/retreats, and health fairs. Often formatted as "Brown Bags," these training sessions are an efficient way to develop the essential skills to thrive in one's personal and work life.

CY15 Accomplishments:

- FASAP provided ongoing facilitation to a monthly Caregivers Support Group. In addition, FASAP provided 55 presentations or workshops across campus on such topics as "Taking Charge of Change", "Managing Anger", "Dealing with Difficult People", Stress Management, Understanding Generations at Work, and Creative Thinking. "Effective and Positive Communication Principals in the Workplace" was presented to select units along with a session on "Effective Communication Principals" at the annual Work/Life Conference. In addition, "Parenting the Next Generation" and "Dealing with Divorce and Break Up" were facilitated by staff. FASAP provided five workshops for staff and supervisors at the new Shared Services Center including: "Finding Happiness in the Cards you are Dealt" and "Where is the "I" in Team: Team Roles and Personality". The "Finding the I in Team" was also provided



to two units in the Dental School. FASAP staff also provided training on intervening with behavioral health conditions with an overview of FASAP services in the Foundations of Supervision series three times. In total in 2015 there were over 55 presentations across campus with over 800 participants. Furthermore, FASAP staff provided educational programming to both the Flint and Dearborn campuses. For example, at the Dearborn Campus, FASAP conducted a program on "Finding Happiness in the Cards You are Dealt." They were also a sponsor for a session on "Conversations about Mental Health Issues" during a Suicide Awareness series for students and staff.

- UMHS EAP offered 152 educational presentations with 6,999 participants attending. Continuing in CY 15 was the roll out of Drug-Free Workplace training, which included training on substance use disorders and diversion prevention. Other key offerings included Addressing Compassion Fatigue with Self-Care, Building the Seven Habits of Happiness, Mindfulness in Healthcare, Calming the Anxious Mind, The Flourishing Practice Environment: Bringing out the Best in Your Team, The Power of Positive Emotions and Emotional and Social Intelligence. In addition, continuing in CY 15, the UMHS EAP offered a monthly drop-in Grief Support group and was a member of the multidisciplinary team that developed Grief Week activities.

EMERGENCY HARDSHIP PROGRAM

FASAP and the UMHS EAP also provide coordination and administration of the University's Emergency Hardship Program. The program provides resource information and recommendations to staff and faculty experiencing a severe or traumatic financial emergency. In some cases, funds may be available and granted for those affected by a one-time emergency financial crisis. The Hardship Program is supported totally by donated funds and received 176 inquiries from employees in CY15. The EHP is supported by a volunteer EHP Applications Review Panel composed of university staff and a Finance Committee that assists with fundraising efforts. The awards and connections to community and university resources has helped our valued staff and faculty prevent home evictions, utility shutoffs, and maintain transportation to be able to get to work.

CY15 Accomplishments:

- Awarded 30 grants to employees for a total of \$20,207. Since inception, 191 grants have been awarded with \$137,391 being paid out.
- Hosted a Donor and Volunteer Recognition Event in the spring for all those who have contributed to the success of the program.

PREVENTATIVE BEHAVIORAL HEALTH INITIATIVES – MHEALTHY THRIVE!

MHealthy Thrive! uses a comprehensive stress management approach to foster individual and community well-being by energizing work climates, enhancing relationships, and maximizing personal strengths.

CY15 Accomplishments:

- MHealthy Thrive! program lead, John Sonnega, Ph.D., offered 12 classes across all campuses on a variety of stress management topics including general stress management, sleep, forgiveness, and gratitude. Over 300 employees attended MHealthy Thrive! classes in 2015. After completing a MHealthy stress management course, participants on average perceived that 10 weeks after the course they were: 1) over 9 percent less stressed and 2) over 20 percent more confident in being able to effectively manage the stress in their lives.
- John Sonnega also led presentations and guided discussions on civility, email stress, gratitude, sleep, and other topics of special interest or need for more than 25 work units.
- MHealthy Thrive! initiated a pilot Civility Program, facilitating a series of civility discussions with staff in Plant Operations. Evaluation is underway.
- MHealthy Thrive! collaborated with the U-M Museum of Natural History Planetarium to offer employees a weekly program called "Relaxing Under the Stars," a 30-minute star show designed as an opportunity to relax and rejuvenate. This program was also made available to units who request a special session for their workgroup. Over 200 employees attended a session in 2015.
- In 2015 over 2,125 people used MHealthy's confidential online screenings for depression, anxiety, PTSD, or other mental health conditions.

OCCUPATIONAL HEALTH SERVICES

U-M Occupational Health Services evaluates and treats occupational illnesses and injuries, including infectious disease exposure assessment and follow-up, and provides new employee health screenings, medical surveillance exams and prevention services for all U-M faculty and staff. U-M OHS also provides required vaccinations (e.g. flu, MMR, etc.) and TB tests, physical therapy, regulatory mandated physicals and testing to monitor safety and exposure issues, post-offer physicals, Federal Aviation Administration physicals, administration and monitoring of required immunizations, and minor care for U-M Hospital employees to keep them on the job when possible.

OHS is an integral contributor and partner in the work of the Integrated Disability Management Coordinating Committee (IDMCC), the Return to Work Program, and various safety initiatives across the university. Dr. Daniel Chapman, OHS Medical Director, works closely with Work Connections to provide medical consultation, facilitate improved communications and improve return-to-work outcomes for both occupational and non-occupational illnesses and injuries. Dr. Chapman also serves as the medical consultant to Occupational Safety and Environmental Health (OSEH) for campus employees and Safety Management Services and Infection Prevention and Epidemiology on occupational issues for healthcare workers in the Health System.

CY15 Accomplishments:

- 11,142 health care provider visits for Health System employees
- 8,558 health care provider visits for campus employees
- 1,713 physical therapy visits (includes UMHS and campus)
- 61,291 ancillary Health System and campus employee visits for services such as flu shots, TB tests, audiograms, respirator fit testing and other medical surveillance testing.

Flu Vaccinations

UMHS

A critical element in the Health System's mission of both patient and employee safety is a robust influenza vaccination program for UMHS employees which includes the U-M Medical School employees, volunteers, health sciences students and UMHS vendors. Occupational Health Services also continues to be a major participant in the UMHS Vaccination Implementation Task Force and was responsible for the organization, staffing, education and oversight of the on-unit flu liaison program and 11 onsite and offsite flu clinics including a 2-week 12-20 hour/day onsite clinic.

2015/2016 Flu Season Accomplishments:

- Currently at a 93 percent vaccination rate as UMHS strives to meet The Joint Commission's requirement of 90 percent vaccination rate by 2020.
- Over 27,000 health system employees and volunteers, health science school students and vendor employees were vaccinated.
- OHS maintains the documentation of immunizations and provides periodic compliance reports to Human Resources and leadership. This year, OHS implemented a portal reporting system to allow departments to run vaccination reports on-demand.

CAMPUS

MHealthy partnered with Michigan Visiting Care (MVC) to provide seasonal flu vaccinations for the U-M faculty and staff at the Ann Arbor, Flint & Dearborn campuses.

CY15 Accomplishments:

- Approximately 7,800 flu vaccinations were provided to campus employees through 87 onsite clinics.

"I was off work with my injury about two and a half months. I call Myra my angel. Myra is the one who got me lifting again. She got my full mobility back ... she was able to get me back to the things I enjoy in life."

Medical Ergonomics & Occupational Therapy (OT) Work Services

The Ergonomics Awareness Team includes MHealthy services for medical ergonomics as well as comprehensive injury prevention ergonomics provided by our safety partners on all campuses. Medical Ergonomics provides ergonomic services to faculty and staff who are under the care of a physician for an issue related to their discomfort and/or productivity at work. MHealthy staff also lead the MHealthy Ergonomics Awareness Program, which promotes ergonomic improvements through grants, awards, website self-help tools, departmental consultations, and educational presentations.

Occupational Therapy (OT) Work Services provides consultations with faculty and staff who are either returning to work with a complicated medical condition or who are trying to succeed at work despite a medically-based change in their ability. Many of these services are provided in collaboration with the U-M Return to Work Program, Human Resources, the ADA Coordinator and external equipment vendors.

CY15 Accomplishments:

- Total referrals/impact: 478 faculty and staff were referred to the medical ergonomics program. This is an increase of 11% from CY15.
- Of those who completed services, over 78% reported an improvement in their level of discomfort, and nearly 86% reported an improvement in their ability to work. This year's impact was aided by an initial OT telephonic consultation and photo review with many new clients prior to the worksite visit.
- Referrals to Occupational Therapy Work Services (Rehab) for complicated medical and/or disability issues were provided to 113 faculty and staff, 24% of the total referral population. Combining medical ergo and rehab services, MHealthy OTs provided 357 on-the-job consultations and 222 accommodation evaluations.
- Grants: The team reviewed 44 grant applications requesting help with departmental ergonomic improvements, investigating many of them in person. The program funded 27 grant projects for a total of \$45,000 with most departments cost-sharing in the purchase. MHealthy also offered \$19,600 to departments for 98 specific employee ergonomic accommodations related to medical conditions.
- Recognized 4 departments for making ergonomic improvements and reducing risk. Two (Canton Health Center OBGYN and Ross MBA Admissions Processing) received a certificate of recognition and two received a letter of commendation.
- Awarded 137 individual "Ergo Hero" lapel pins and certificates of recognition to faculty and staff.

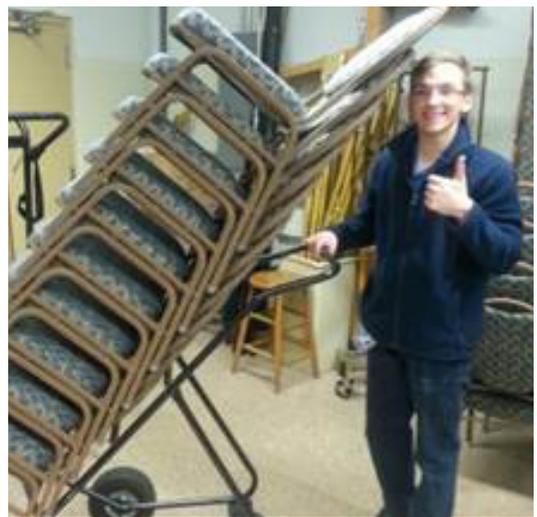
Funds are available to reduce workplace risks –

APPLY FOR AN ERGO GRANT!

MHealthy offers U-M departments and units up to \$5,000 to purchase equipment or redesign work processes to reduce ergonomic risk factors.



Before



After

COMMUNITY & PATIENT SERVICES

Project Healthy Schools*

Project Healthy Schools (PHS) is a community-university collaboration that provides middle-school-based programming to reduce childhood obesity and its long-term health risks. Since 2004, PHS has encouraged healthy habits through education, environmental change and measurement. Participants have shown significant and lasting improvements in health behavior and heart disease risk factors.

CY15 Accomplishments

- Over 7,800 students received the PHS lessons and over 29,000 students benefited from PHS changes to the school environment in the 2014 – 2015 school year. With the addition of 12 new schools in fall 2015, PHS now has 61 schools and has delivered PHS lessons to over 41,000 students since 2004.
- Eight of the schools listed to the right started PHS this fall with funding from the Michigan Department of Health and Human Services (MDHHS) through the Building Healthy Communities (BHC) partnership. The two schools in the Upper Peninsula also received support from Superior Health Foundation.
- In 2015, PHS implemented four more schools using the long-distance model which was successfully piloted last year. A total of nine schools are now using PHS' long-distance model, including four schools in the Upper Peninsula, one school in northern Michigan and four schools on the west side of the state.
- In April, PHS leaders met with Representative Mike Callton, head of the Michigan House Health Policy Committee, who invited PHS to present to the Michigan House Health Policy Committee on April 14, 2015.
- Project Healthy Schools hosted two school wellness champion gatherings in 2015 where school wellness champions networked and shared ideas and best practices. The spring meeting was attended by 11 wellness champions from 11 different schools. Sixteen wellness champions from 13 different schools attended the fall meeting. PHS also held a training session in August for the new schools that started the PHS in the fall to orient their wellness champions and

The 12 schools starting PHS in 2015 include:

- E.F. Rittmueller Middle School (Frankenmuth, Saginaw County)
- Estabrook Elementary School (Ypsilanti, Washtenaw County)
- Ishpeming Middle School (Ishpeming, Marquette County)
- Kalkaska Middle School (Kalkaska, Kalkaska County)
- New Branches Charter Academy (Grand Rapids, Kent County)
- New Berry High School (Newberry, Luce County)
- Pittsford School (Pittsford, Hillsdale County)
- Powell Middle School (Washington, Macomb County)
- St. John Vianney Middle School (Flint, Genesee County)
- St. Mary School (Pinckney, Livingston County)
- Milton E. Tucker School (Flint, Genesee County)
- Washtenaw International Academy (Ypsilanti, Washtenaw County)

principals to the program.

- In August, almost 150 kids, ages 11 to 14, participated in a half day of PHS activities as part of the Ann Arbor YMCA's week-long Community Builders Camp. The PHS camp activities were made possible by an American Heart Association Innovation Grant and a partnership with the Ann Arbor YMCA.

OVER 41,000 students have participated in PHS since 2004

- The web-based high school program, the Science of Wellness, which was piloted with 15 students last year at Cody High School, has almost 100 students enrolled in three sections of the class in 2015-2016 school year.
- PHS worked with BCBSM and Meijer as part of the Let's Move! Salad Bars initiative to assist six schools in applying for Let's Move Salad Bar grants so that every child in these schools could have access to fresh fruit and vegetables every school day. Most of these schools are in under-resourced areas and would not have been able to afford to purchase salad bar equipment without this grant. Once the salad bars were received, PHS held taste-testings and helped the schools promote the new salad bar to students, staff and parents.
- In 2015, a PHS research article, Sustained Benefit Over Four-Year Follow-Up of Michigan's Project Healthy Schools, was published in the October issue of the American Journal of Public Health. In addition, PHS abstracts were presented at five national conferences and one regional conference.

Health Risk Reduction Services for Patients*

A number of MHealthy's programs for faculty and staff are also available to UMHS patients as reported above under the various topic areas. The services most utilized by patients include: tobacco treatment, weight management, physical activity, and alcohol management.

Through the help of Dr. Connie Standiford and Dr. Dave Serlin, MHealthy was able to build risk reduction referrals into MiChart to support providers' needs to easily refer patient in risk reduction programs. This has resulted in an increase in referrals, particularly for the Tobacco Consultation Services program. MHealthy staff continues to engage in provider awareness-building activities to increase utilization of this referral option, which assists with meeting the population health management requirements of the Affordable Care Act.



METRICS AND EVALUATION

Since inception, the university committed to a rigorous evaluation of our MHealthy efforts. To help us accomplish this, in collaboration with the Benefits Administration Office, an external data warehouse was established with Truven Health Analytics. Appropriate legal agreements and procedures were put in place to protect the confidentiality of these data. In addition, evaluation goals, metrics and processes were developed at both the micro (specific program) and macro (overall population and organizational impact) levels. Specific program metrics are mentioned above under each program section.

Following the 5 year macro level evaluation, MHealthy began the process of revising the macro level evaluation metrics to better coincide with the new goals of the organization. MHealthy's new metrics are:

Contribute to being a great place to work

Perceived organizational support (associated with employee engagement):

The majority of employees who participate in the culture survey will report that U-M's health and wellbeing initiatives contribute to U-M being a great place to work.

The majority of health system and Benefits and Finance employee engagement survey respondents will agree that the person they report to is supportive of workplace health and well-being activities.

The majority of health system and Benefits and Finance employee engagement survey respondents will agree that overall, this organization actively supports a work culture and environment that promotes the health and wellbeing of its employees.

Quality of Life:

The majority of employees who participate in the culture survey will report that U-M's culture of health and wellness contributes to their overall quality of life.

Participation

The number of unique annual participants in MHealthy programs and activities will maintain or increase.

Health Risks

The number and percent of Health Risk Assessment

participants that are classified as high risk will remain the same or be reduced.

The number and percent of Health Risk Assessment participants that are classified as low risk will remain the same or be increased.

Absenteeism

The university will maintain or improve upon the average number of days of work lost annually due to self-reported illness related absenteeism.

Work performance

Among individuals who agreed that a health concern interfered with their work performance or productivity prior to participating in an MHealthy service, the majority will agree that their work performance or productivity improved after using the service.

Recognition and Leadership

The university will receive local and national recognition for its health and well-being programs and will participate as a national leader in the area of employee health and well-being.

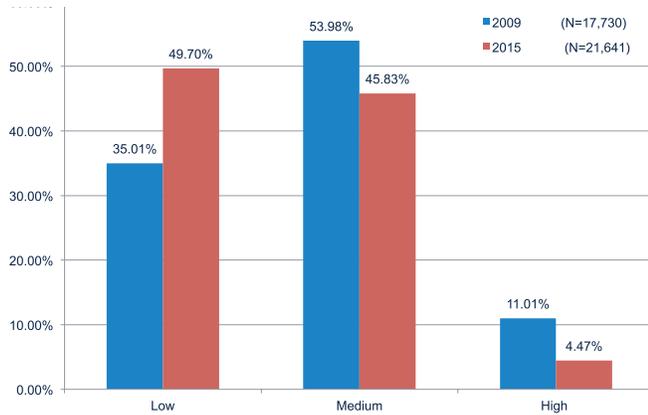
Program Satisfaction

MHealthy will achieve an average customer satisfaction score of at least 4 out of 5 on all programs and services

7 Year Evaluation Trends

Using cross-sectional analyses, where the number of employees varies from year to year (i.e. not having all of the same individuals from year to year), Health Risk Assessment results from 2009-2015 suggest that:

Overall Health Risks, 2009 and 2015



Note: Higher risk is associated with poorer health.

Table 1 – The percentage of employees who were classified as high risk decreased from 11.01% (in 2009) to 4.47% (in 2015). The percentage of employees who were classified as low risk increased from 35.01% (in 2009) to 49.70% (in 2015).

Self-Reported Average Number of Days Absent Due to illness or Injury, 2009-2015

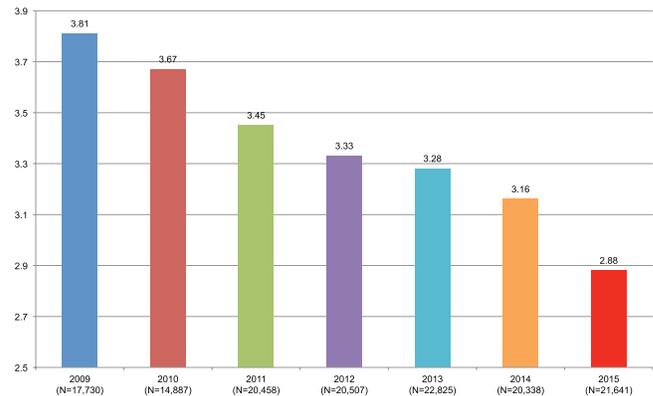


Table 2 - The average number of days of work lost annually due to self-reported illness related absenteeism decreased from 3.81 days (in 2009) to 2.88 days in 2015.

Percentage at High Risk for Self-Reported Health Risks, 2009 and 2015

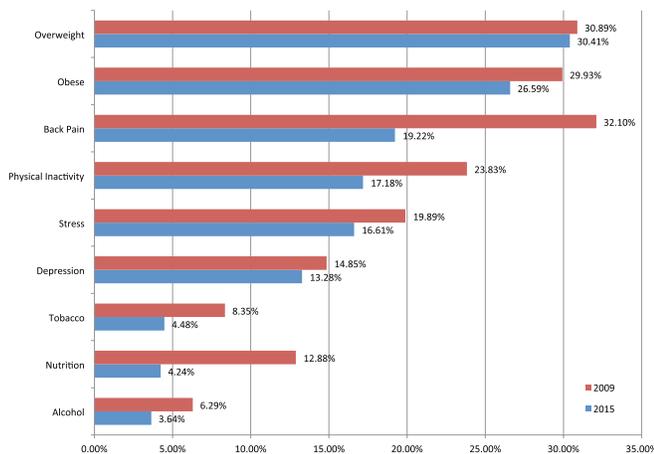


Table 3 – The percentage of employees classified as high risk for each specific risk factor decreased from 2009-2015.

Note: In 2015, StayWell changed the questions that measure back pain and nutrition risk. As a result, in 2015 the percentage of participants classified as high risk in these two areas (only) might be lower than expected (compared to previous years).

Participation: In 2015, 51% of U-M benefit eligible employees completed the annual health risk questionnaire. Participation also increased in many of our programs (charts A, B & C).

Satisfaction: MHealthy collects customer satisfaction data on each of its programs. Results have shown MHealthy programs consistently rank over 4.0 on a 5.0 point scale for overall satisfaction with the programs (Chart D).

CHART A: MHealthy Program Participation, CY12-15

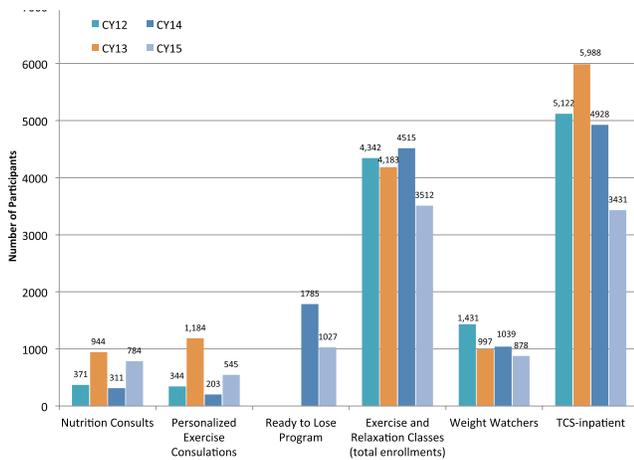


CHART B: MHealthy Program Participation, CY12-15

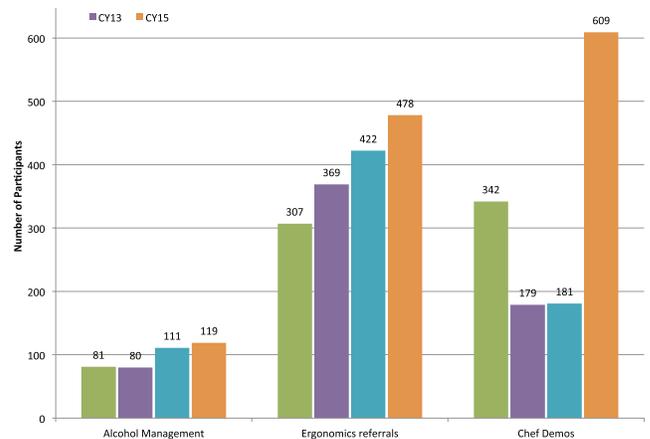


CHART C: MHealthy Program Participation, CY12-15

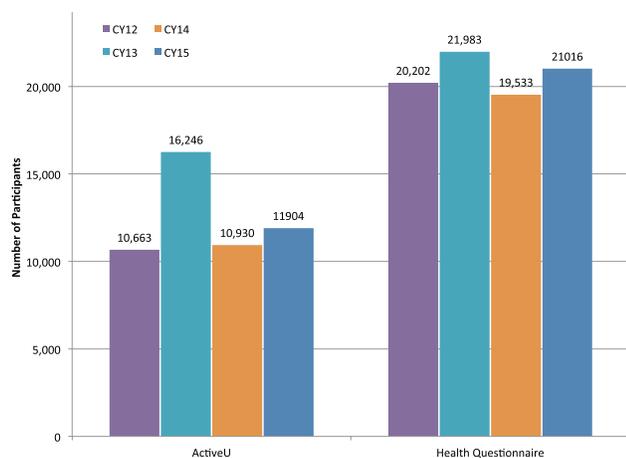
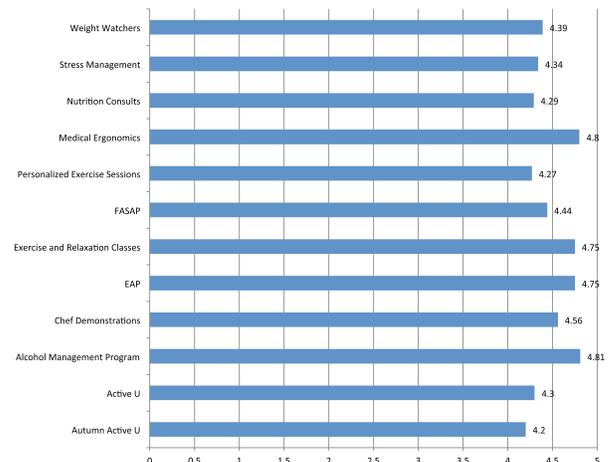


CHART D: MHealthy Program Satisfaction, CY12-15



CONTRIBUTIONS TO OUR ACADEMIC MISSION

INTERNSHIPS AND TRAINING OPPORTUNITIES

- Interns from the U-M School of Kinesiology and School of Public Health worked under the direction of MHealthy Wellness Coordinators.
- Tobacco Consultation Services hosted interns from LS&A and the School of Kinesiology.
- The Alcohol Management Program presented to students at the University of Michigan Addiction Research Center (UMARC)
- Nutrition and Weight Management Services hosted interns from the UMHC dietetic internship program and the School of Public Health.
- Occupational Health Services staff precept nurses enrolled in the nurse practitioner and occupational health nursing post graduate programs as well as providing a clinical community health rotation site for nurses completing a BSN and/or Master's degree program.
- Project Healthy Schools (PHS) offers opportunities to about 70 students per year from the U-M School of Public Health, Medical School and various undergraduate programs to serve as "health ambassadors," teaching ten hands-on PHS lessons in Ann Arbor middle schools. Some students from the School of Public Health and undergraduate programs receive course credit for teaching PHS lessons.
- PHS is collaborating with the U-M School of Nursing to provide second career nursing students community health field placements in PHS schools in Detroit, Ypsilanti and Ann Arbor as part of a population health class.
- Michigan Cardiovascular Outcomes Research and Reporting Program (MORRP) summer interns assist with PHS research efforts by using PHS data to develop hypotheses, compile statistics and present their results. Many of their projects are submitted for national publication or presentation.
- A student attending the Masters of Social Work program at the University of Michigan is completing her social work field site internship with PHS (16 hours per week). Her concentration is Community Organizing, Children and Youth in Families & Society. She is also a Global Activities Scholar. A PHS Wellness Coordinator is supervising the student as she assists in the implementation of PHS programming in the Ann Arbor and Ypsilanti school systems.

RESEARCH COLLABORATIONS

MHealthy's Research Program Manager, Kristi Jenkins, Ph.D., has been collaborating with:

- Research faculty and staff from the School of Public Health, including Richard Hirth, Professor of Health Management and Policy and Angela Beck, Research Assistant Professor. This collaboration has resulted in a manuscript that has been accepted for publication to the American Journal of Preventive Medicine and is titled *Factors Associated With Participation in a University Worksite Wellness Program*.
- Research faculty and staff from the VA Center for Clinical Management Research, VA Ann Arbor Healthcare System; Department of Internal Medicine, University of Michigan Medical School; Institute for Healthcare Policy and Innovation, including Jeffrey Kullgren, Assistant Professor of Internal Medicine and Michele Heisler, Professor of Internal Medicine. This collaboration has resulted in a manuscript that has been submitted for potential publication to Diabetes Care and is titled *A Mixed Methods Study of Initial Engagement in Behaviors to Prevent Diabetes among Employees with Prediabetes*.

CONTRIBUTIONS TO THE FIELD

National University Summit on Faculty and Staff Health and Well-Being

In September 2015, the University of Michigan was the primary facilitator for the University Summit on faculty and staff health and well-being, held in conjunction with the National Health Enhancement Research Organization's Fall Forum in Chicago, Illinois. Colleagues from the Universities of Iowa, Alabama, Louisville, California and Michigan State planned the event, which included excellent presentations by faculty and administrative leaders from Michigan State University, the University of Alabama, and the University of Michigan. Nearly 50 universities from across the country were represented at the Summit, with multiple stakeholders attending.

National Presentations

- LaVaughn Palma-Davis presented a national webinar sponsored by the American Journal of Health Promotion on "Game Changers in the Field of Health Promotion."
- Kristi Rahrig Jenkins presented in a national webinar featuring U-M as a "Next Practice" case study in wellness, sponsored by CBiz.
- Kristi Rahrig Jenkins and Karen Schmidt presented at the Health Enhancement Research Organization 2015 Forum held in Chicago, Illinois. Their presentation was titled, "University of Michigan: Building a Culture of Health."
- MHealthy Thrive! program lead, John Sonnega, delivered keynote addresses or breakout sessions at several university conferences and events

including the Connecting the Dots Work/Life event and annual nursing conferences.

- MHealthy Thrive!, FASAP, and UMHS EAP participated in the 10th Annual Symposium on Mental Health in the Workplace, a panel discussion titled, "Ask Me if I'm Okay: Conversations on Mental Illness in the Workplace."
- MHealthy Thrive!, FASAP, and UMHS EAP presented a photo-text exhibit titled "Nothing to Hide: Mental Illness in the Family" which was on display during the months of October & November at the Hatcher Graduate Library.

Publications

MHealthy contributed to the following publications:

- LaVaughn Palma-Davis was a contributing author of: "Program Measurement and Evaluation Guide: Core Metrics for Employee Health Management 2015; Published by HERO and the Population Health Alliance
- LaVaughn Palma-Davis and Lena Gray were also contributing authors for "*Guidance to Employers on Integrating E-cigarettes/Electronic Nicotine Delivery Systems into Tobacco Worksite Policy*," a collaboration between HERO and a large group of health professionals from the private and public sector, including non-profit organizations, colleges and universities, research organizations, and wellness program providers. It was published in the March issue of the *Journal of Occupational and Environmental Medicine*.



NOTHING TO HIDE: Mental Illness in the Family

FUTURE PLANS

MHealthy leadership received input from a wide-array of constituents including non-participants, wellness champions, the MHealthy Advisory Committee, the Faculty Advisory Group, the Health Science Deans and our EVPs regarding what might enhance future success with our MHealthy efforts. The following areas were identified as priorities for FY2017.

FY2017 OBJECTIVES



Manage Chronic Conditions and Serve High Risk Populations

- Implement interventions recommended by the back care task force to address back pain.
- Explore initiatives to address hypertension in the faculty and staff populations (ex. campaigns, environmental supports, etc.)
- In collaboration with the Benefits Office, implement the next phase of Diabetes Prevention Program (DPP) including process evaluations.
- Explore opportunities for partnering on a campaign on cancer prevention.



Mental and Emotional Health and Substance Use Conditions and Disorders

- Implement strategies to increase engagement in mental and emotional health in the work place, including kindness and respect.
- Explore and implement creative technology solutions for depression and other mental and emotional health/substance use disorder programming.
- Implement strategies to address high stress among faculty based upon recommendations from the Faculty Advisory Committee.



Optimize Participation

- Obtain customer input from low-participating groups through focus groups and/or surveys and implement interventions and programs that ensure equal access and inclusivity. Engage unions in collaborative planning for their populations.
- Review recommendations of incentive committee with key stakeholders and begin to implement those that can be supported.

- Continue to develop MHealthy unit champion impact.
- In partnership with Student Life, implement communications strategy regarding University-wide model of health and well-being.



Engage Leaders at All Levels in Sustainable Culture Change

- Support incorporation of accountability for employee health and well-being into leaders' roles via leadership competencies, expected behaviors and employee engagement surveys.
- Conduct ongoing supervisor training to effectively address employee health and well-being and be a key partner in the Triad model for sustainable culture change.
- Orient new leadership to MHealthy (ex. Deans)



Support Environmental and Policy Improvements that Foster Healthy Behaviors

- Support the interests of UMHS leadership, faculty and unions for improving access to on-site physical activity opportunities.
- Partner with food services to incorporate recommendations of U-M nutrition guidelines committee into materials and programming.
- Collaborate with Recreational Sports to improve and promote their facilities for use by faculty and staff.



Health Risk Assessments and Screenings

- Determine the strategic use and feasibility of wellness screenings in the future.

Improve Occupational Health Practices

- Improve practices in the area of occupational health compliance reporting (ex. tb testing reporting systems, etc.)



CONCLUSION

The progress that has been made since 2009 to achieve the vision of U-M becoming a model community of health could not have been accomplished without the support of numerous partners. From our many formal and informal leaders, who served as “spokespersons” in encouraging participation in MHealthy, to our food service, grounds, communications, organizational development, and safety colleagues; we are extremely grateful. We also want to acknowledge the many faculty and staff who serve on MHealthy committees, our work unit wellness champions, and our staff, who care deeply about the health and well-being of our faculty, staff, and patients. We could not accomplish the MHealthy vision without their engagement and support.

We have made good progress, but there’s still much to be done to sustain the positive changes we aspire to for the university community. Increasing and sustaining participation in healthy behaviors by continuing to create healthy workplace cultures and environments at the U-M is key. In partnership with U-M health care providers and health plans, we will also focus more effort on high risk populations and chronic conditions, where significant needs exist. MHealthy programs and services provide the university with a positive change agent for influencing the health, well-being and quality of life of our faculty, staff, patients and communities. We look forward to continuing to contribute to the U-M’s mission and its reputation as an employer of choice.

* Services funded by the Health System



APPENDIX A

UNIVERSITY AREAS WITH HIGHEST 2015 MHEALTHY REWARDS PARTICIPATION

Top 25 Campus

UCUCA Office	100%
VP Government Relations	88%
University Audits	85%
Office of Research & Sponsored Projects	78%
Center for Human Growth	77%
VP Development	76%
University Music Society	76%
AVP Finance	73%
Shared Services	71%
Rackham Graduate School	70%
VP General Counsel	69%
School of Kinesiology	69%
University Human Resources	69%
Investment Office	67%
Student Life Central Administration	65%
Alumni Association	63%
University Library	63%
Academic Affairs	62%
ITS	62%
Institute for Social Research	61%
Office of the Vice President for Research	61%
VP Communications	59%
School of Natural Resources & Environment	57%
School of Education	57%
School of Public Health	56%

Top 10 Health System

UMHS Human Resources	75%
Children's and Women's Hospitals	63%
Ambulatory Care	61%
Medical School Administration	60%
EVPMA Administration	59%
Cancer Center	58%
MCIT	58%
CVC	57%
Pharmacy	56%
Health System Finance	56%