



***Building a Culture of Health & Well-Being  
at Michigan Medicine***

# U-M Philosophy of Well-Being



# Benefits, Health and Well-Being OVERVIEW

## BENEFITS OFFICE

Comprehensive benefits programs for faculty, staff and retirees, including medical, life and dental insurance as well as the long-term disability and retirement programs

## MHEALTHY

Wellness and health risk reduction services for faculty, staff and their dependents

## MENTAL HEALTH COUNSELING AND CONSULTATION SERVICES

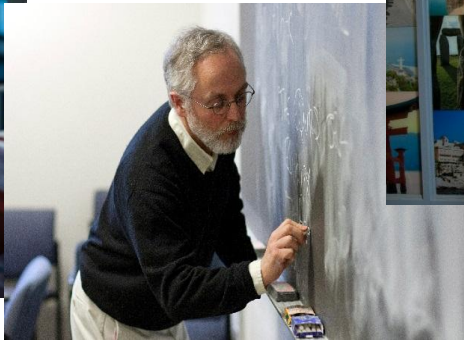
Confidential employee counseling services and department-level services such as crisis management and stress management interventions

## OCCUPATIONAL HEALTH SERVICES

Prevention, treatment and rehabilitation of occupational illnesses and injuries

# MHealthy Vision

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



# MHealthy Advisory Committee

Quinci Alexander

Melanie Weaver Barnett

Liz Barry

James Bell

Rima Berry-Hung

Marcy Brighton

Weiyun Chen

**Carolyn Cole-Brown**

Mary Jo Deprez

**Zora Djuric**

**Robert Ernst**

Mark Fitzgerald

Christine Gerdes

**Sandy Goel**

Rich Holcomb

Dyan Jenkins-Ali

**Jeffrey Kulgren**

**Preeti Malani**

Steve Mangan

Marsha Manning

Sascha Matish

**Trish Meyer**

Romesh Nalliah

Marc Norman

Shan Parker

Darlene Ray-Johnson

**Carolyn Richards**

**Srijan Sen**

Lisa Shea

**Dianne Singer**

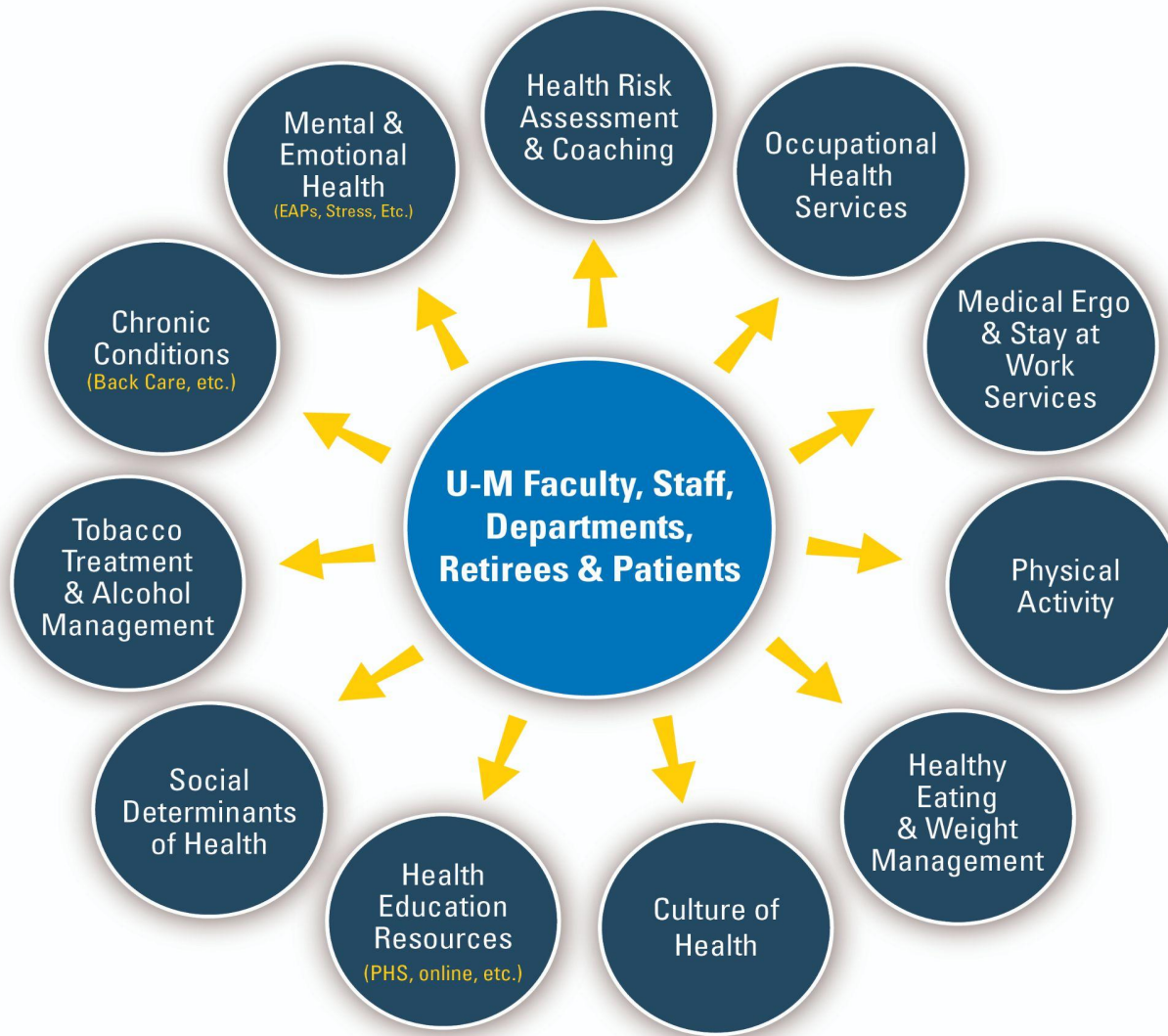
**Emily Stoneman**

**Quinta Vreede**

**Susan Zill**



# MHealthy Service Integration



## Partners

- Benefits
- Wellness Office
- Poverty Solutions
- Food Services
- Org. Learning
- Rec Sports
- Safety
- Disability Management

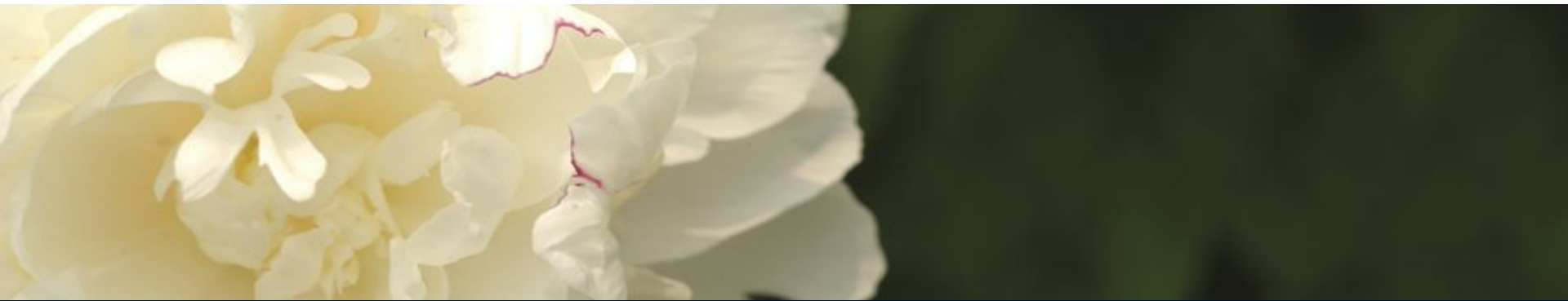
# COVID-19 Response

- Partnered with OHS, Mich Med and Campus partners on vaccine response
- Enhanced mental and emotional health programming
- Increased focus on employee financial well-being
- Updated leadership training to “Leaders Creating a Culture of Connection”
- Transitioned some programs and events to virtual formats



# Mental Health Counseling and Consultation Services

- Faculty and Staff Counseling and Consultation Office (FASCCO)
- Office of Counseling and Workplace Resilience (OCWR)





# Office of Counseling and Workplace Resilience (OCWR)

- Counseling services
- COMPASS Peer Support Network
- Innovative interventions
- Outreach and training
- Michigan Medicine partnerships



# Social Determinants of Health



- Economic instability
  - Resource Coach program
    - mini-grants
    - connecting to resources
- Food insecurity
  - food-sharing cupboards
  - cooking education

# Programs and Services

- Tobacco Consultation Services
- Alcohol Management Program
- Chronic Condition Management
- Nutrition
- Physical Activity
- Online health information, tools and resources
  - Asset Health Portal



# Environmental Supports

- Tobacco-free environment
- Reflection spaces
- Healthy catering, dining & vending options
- Farmers Markets
- Walking maps





# Keys to Building a Healthy Culture

## “The Triad”






# Initiatives at Michigan Medicine

- Focused Partnerships
  - MHealthy Be Well Breaks
  - MHealthy Journeys
  - Take Ten
  - Joint and Muscle Care
    - Upper Torso Care
    - Back Care
    - Hand and Foot Care
- Sleep

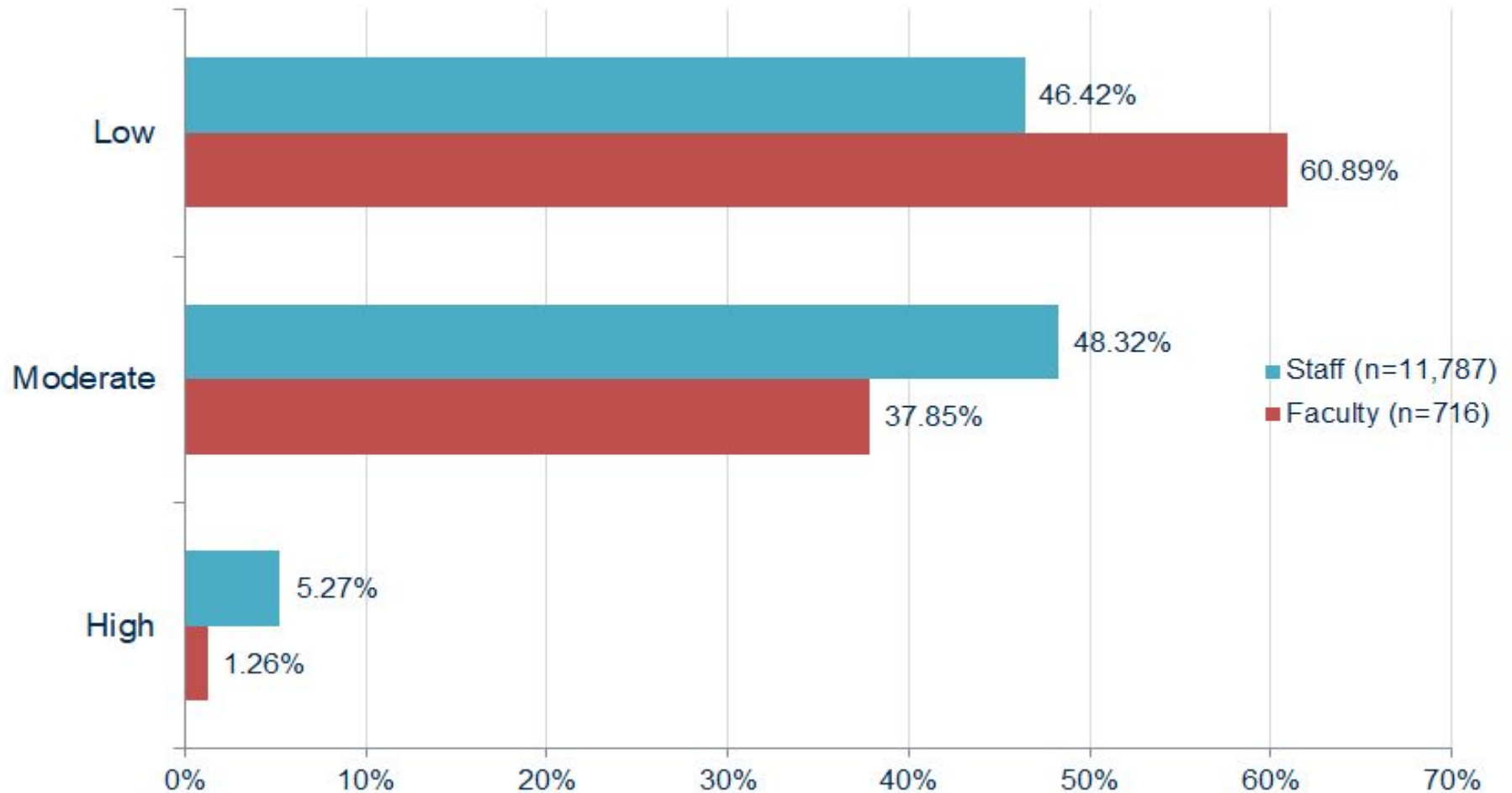


# Research and Evaluation

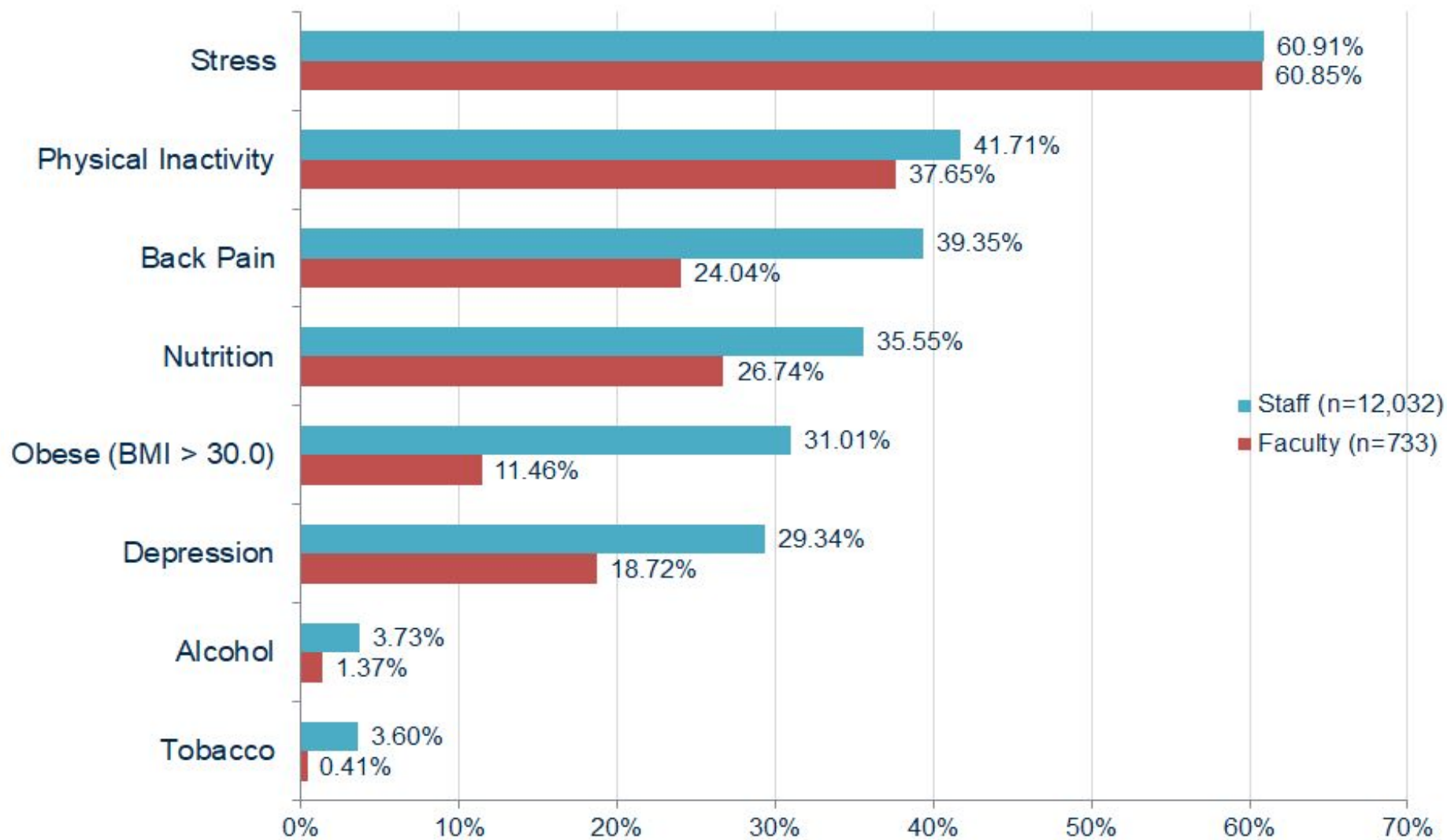
- Committed to rigorous evaluation
  - Supporting U-M's academic mission
  - Contributing to research
- 
- Leading in workplace wellness



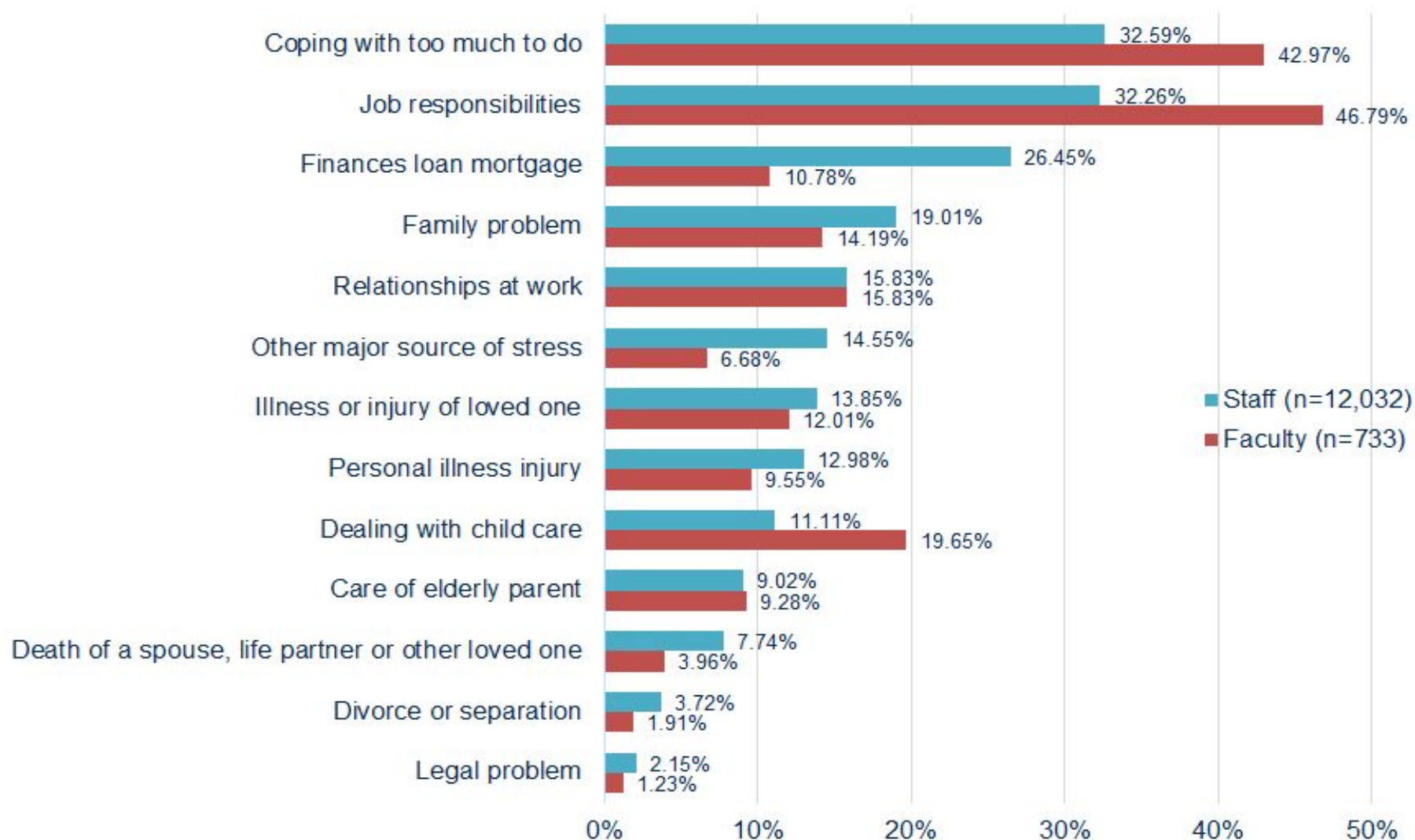
# 2019 Overall Health Risks for Michigan Medicine by Faculty and Staff Status



# 2019 Percentage at High Risk for Self-Reported Health Risks for Michigan Medicine by Faculty and Staff Status



# 2019 Sources of Stress for Michigan Medicine by Faculty and Staff Status





We are all in this

TOGETHER

# Thoughts and Questions

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