

# M | HEALTH AND WELL-BEING SERVICES

## TRACKING MACRO LEVEL GOALS

### Culture of Health

Overall, the University of Michigan actively supports a work culture and environment that promotes the health and well-being of its faculty and staff\*

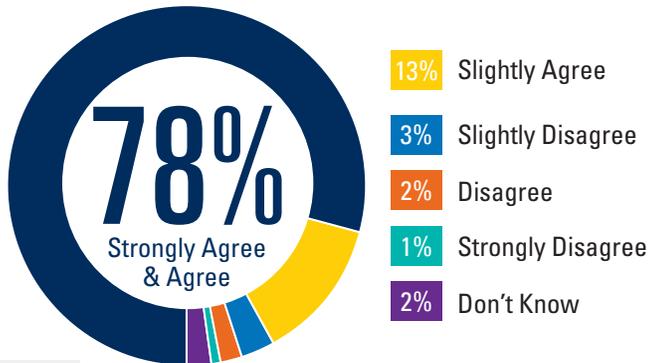


Figure 1

\*Results from 2018 HRA

The person I report to is supportive of workplace health and well-being activities\*

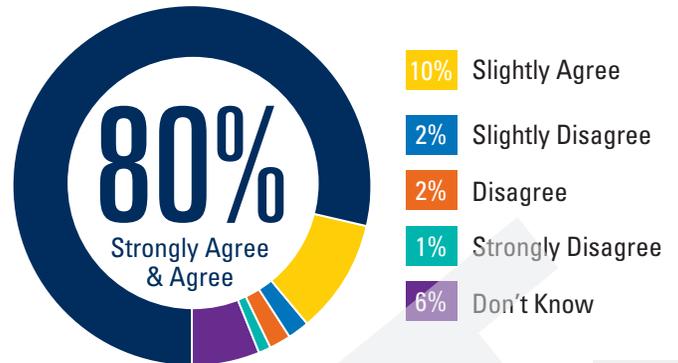


Figure 2

Positive work environments and supervisor relationships contribute to employee retention. U-M employees agree that:

1. U-M actively supports a work culture and environment that promotes the health and well-being of its faculty and staff and
2. the person they report to are supportive of health and well-being activities.

MHealthy programs and services are associated with: U-M being a great place to work and quality of life for its employees.

The University of Michigan's health and well-being initiatives contribute to U-M being a great place to work\*\*

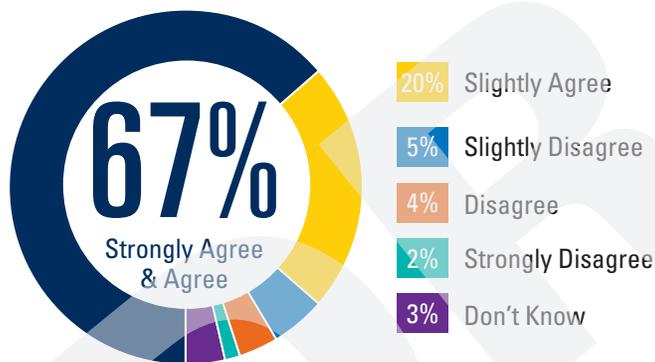


Figure 3

\*\*Results from 2019 Culture of Health Survey

U-M's culture of health and well-being contributes to the overall quality of life for faculty and staff\*\*

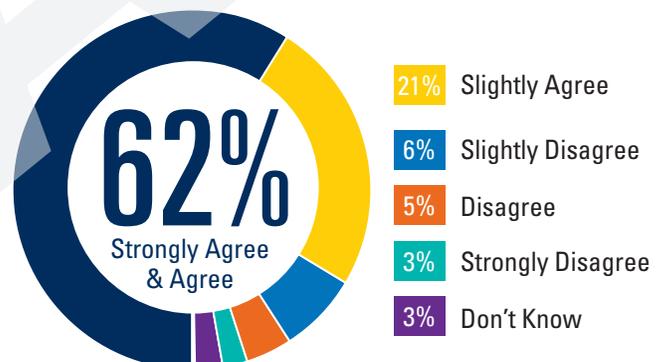


Figure 4

### Engagement

Figure 5

**2016 and 2018**  
Number of Unique Participants in MHealthy Programs Overall

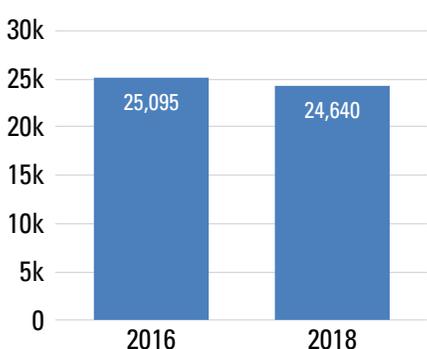


Figure 6

**2016 and 2018**  
Number of Unique Participants in MHealthy Programs by Faculty

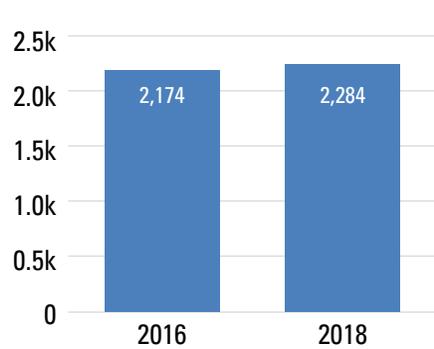
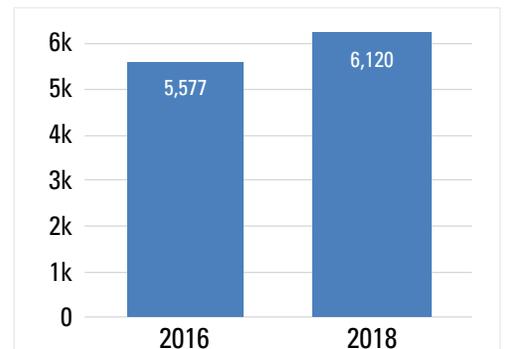


Figure 7

**2016 and 2018**  
Number of Unique Participants in MHealthy Programs with Diabetes, Depression, Anxiety and/or Back Pain

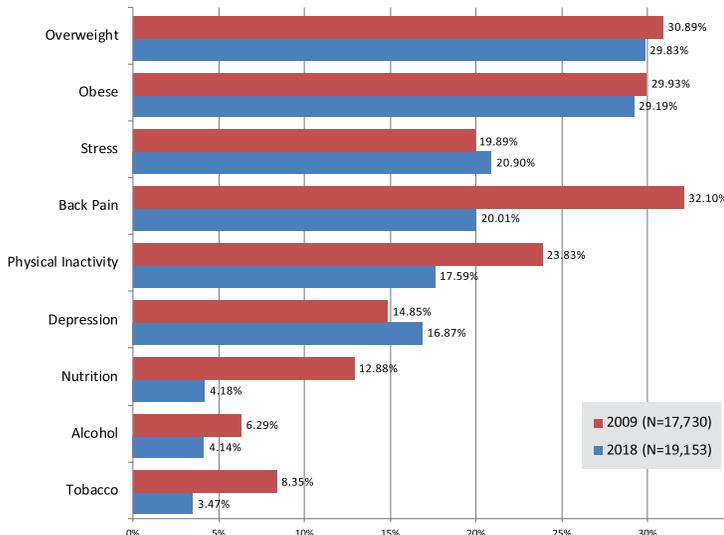


Even though engagement overall decreased slightly, increases in engagement in MHealthy programs and services are observed across specific employee populations, including faculty and employees with chronic conditions.

# Health Risks, Absenteeism, Work Performance Improvements and Program Satisfaction

Figure 8

## 2009 and 2018 Specific Health Risks



MHealthy participants are improving overall health risks over time. Excluding stress and depression, specific health risks are improving as well.

MHealthy participants have steadily decreased illness related absenteeism overtime and now are maintaining that decrease.

Figure 9

## 2009 and 2018 Overall Health Risks

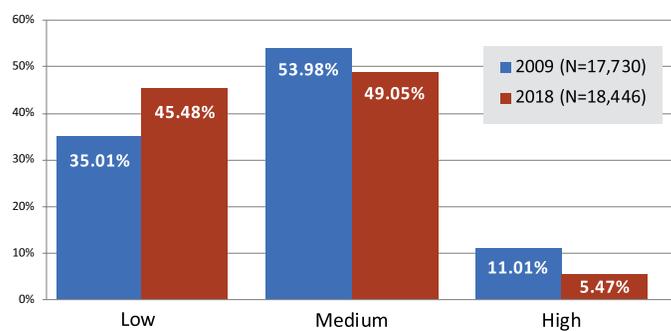


Figure 10

## 2009-2018 Self-Reported Number of Days Absent Due to Illness or Injury

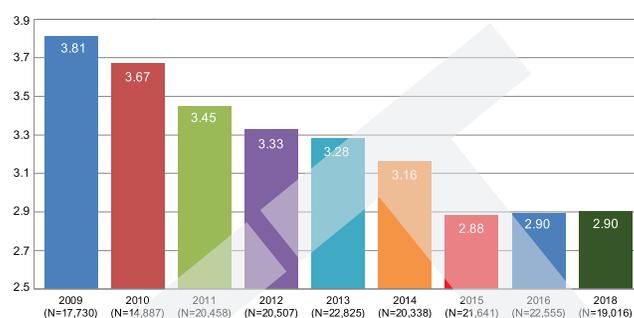


Figure 11

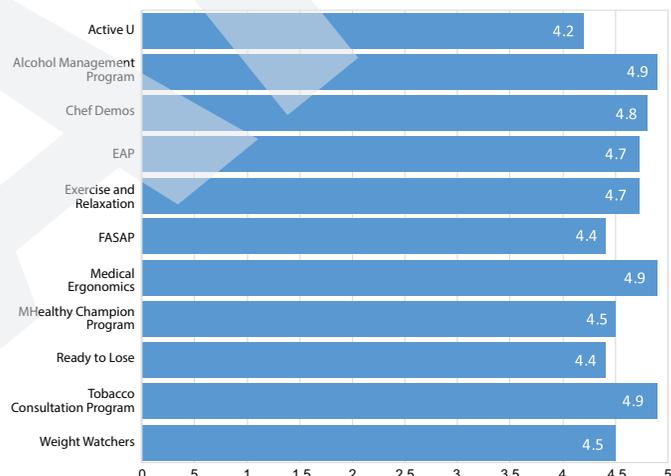
## 2018 Work Performance



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

Figure 12

## 2018 MHealthy Program Satisfaction



U-M employees are satisfied with MHealthy programs and services.

## Recognition

### 2012-2018 Awards and Recognition



Figure 13

MHealthy has received national recognition for its programs and services.