

Ops Update

For all Michigan Medicine Faculty, Staff and Learners

Monday, March 15, 2021, 2:20 p.m.

Please share this information with your teams and front line staff, especially those who may not access emails or computers.

NEW TODAY: Here's the latest information about Michigan Medicine's management of operations:

- **COVID-19 PATIENT STATS**
- **TEAM MEMBER COVID-19 TESTING**
- **VACCINE DISTRIBUTION STATISTICS**
- **TOWN HALL FOLLOW UP QUESTIONS**
- **TOWN HALL THIS FRIDAY**
- **VACCINE APPOINTMENTS**
- **EMPLOYEE ENGAGEMENT SURVEY**
- **HIT PAUSE: HOPE, INSPIRATION, GRATITUDE**

DAILY COVID-19 PATIENT STATS

Today's census for COVID-19 inpatients and those patients under investigation (PUI) are noted below:

	TOTAL INPATIENTS	TESTED POSITIVE	PUI	ICU POSITIVE
ADULT	37	35	2	15
PEDIATRIC	2	2	0	0

Statistics are updated here:

<https://uhabccappspr1.umhs.med.umich.edu:9223/>

COVID-19 Patient Percent Positivity (7 day moving average), as of 3/12

Symptomatic testing: 5.11 %

Asymptomatic testing: 0.76 %

Discharges: 1,903 total COVID-19 discharges to date, 2 in the last 24 hours. These numbers include patients discharged to skilled nursing facilities but excludes deaths and discharges to hospice.

TEAM MEMBER COVID-19 TESTING STATS*

POSITIVE	1,536
EMPLOYEES TESTED	13,908
TOTAL TESTS	25,816

* Data from 3/5/2020 through 3/14/2021

Michigan Medicine Employee Rolling COVID Data	
Employees Positive Cases for preceding week (2/28 – 3/6/21)	13
Employee Positive Cases Last 7 Days	27
Employees Tested Last 7 Days	146
Positivity Rate (Week of 3/7–3/13/21)	18.49%

Testing stats reflect just Michigan Medicine employees, not all University of Michigan employees. It also reflects only those who sought testing at or were hospitalized at Michigan Medicine or reported their testing to Occupational Health Services. Some Michigan Medicine employees may have been tested outside our system.

VACCINE DISTRIBUTION STATISTICS

[Updated here.](#)

FOLLOW UP QUESTIONS FROM TOWN HALL

Q: Will retirement match be retroactively paid to employees now that the organization is financially stronger and we are moving out of the ERP?

A: Our leadership team created an Expense Reduction Plan to offset the dramatic losses we were experiencing – between \$1 million and \$3 million per day. While our financial picture later improved, part of that was a result of Expense Reduction Plan. Our executive team was very happy to start up the retirement match six months earlier than expected, in January of this year. We will not be providing a retroactive retirement match, but have reinstated several other benefit programs as announced on February 26. We are reinstating as many benefits as possible as quickly as possible for faculty and staff.

Q: Will there be merit increases this year (FY 21 performance valuation)?

A: The FY22 Merit Program will take place in Fall 2021. Further information and instruction will be provided later this year regarding the program.

Q: Will there be an update on the hybrid workplace model for those who are currently working remote?

A: Any employees able to work from home should continue to do so through the end of June 2021. Ongoing assessments are underway to determine longer term plans that may provide various workplace options. Additional updates will be forthcoming before the expiration of the current remote work recommendation.

Q: When will we be reinstating service recognition/gifts to long standing employees of 30+ years? I realize a banquet isn't possible, but I think we need to recognize these individuals with their gift, as they have continued to commit themselves to this institution for these long periods of time and should be honored. The small gifts given in the past for years of service mean a lot to employees and we should honor them, including going back to honor individuals that reached these marks last year during COVID-19.

A: We appreciate and recognize the dedication and years of service our employees have provided to Michigan Medicine. The sacrifices endured throughout the pandemic and the implementation of our economic recovery plan have been difficult and while we were unable to provide the same level of acknowledgement, employees were able to participate in a virtual service award event to mark the occasion. As we emerge from these challenging circumstances, we hope to be able to restore many of our benefits, including providing service milestone gifts, to our staff.

Q: Can you please explain how resuming PTO sell back is of the same level of importance for reinstatement as tuition reimbursement? And why those enrolled in classes currently will not have retroactive payments?

A: We are very pleased that we are able to reinvesting in our workforce and returning both of these benefits to our employees earlier than originally outlined in our Expense Reduction Plan. We will not be retroactively providing payment for classes taken during the freeze as it was intended to help offset the losses we were experiencing due to the pandemic.

TOWN HALL THIS FRIDAY, MARCH 19

Michigan Medicine leaders will host a town hall Friday, March 19 at 2 p.m.

To join the webinar:

<https://umich-health.zoom.us/j/92478265278?pwd=SGVvMk1NeHZISIUyRlVZNUFkNldzO9>

Passcode: 657670

Or iPhone one-tap:

US: +13017158592,,92478265278# or +13126266799,,92478265278#

Or Telephone:

US: +1 301 715 8592, Webinar ID: 924 7826 5278

VACCINE APPOINTMENTS NOW AVAILABLE AND ADDITIONAL INVITATIONS TO SCHEDULE RELEASED

Michigan Medicine has received more vaccines and is pleased to offer additional appointments for eligible individuals to receive their COVID-19 vaccine. Please visit our [vaccination updates](#) page for additional information on a major invitation release and upcoming appointment availability.

The State announced last week vaccine eligibility will expand to individuals over the age of 50 with health risk factors and caregivers of children with special needs. Eventually Michigan Medicine will offer appointments to these populations as well, however given current limited vaccine supply, appointments this week are only available to healthcare workers serving in a clinical setting and individuals over the age of 65, whom have patiently been awaiting vaccine supply. We will continue to extend invitations in waves according to the state's prioritization phases ([available on the MDHHS website](#)), inviting those in the highest risk categories first and serving all eligible individuals as quickly as possible.

We remain hopeful vaccine supply will improve significantly in the weeks ahead. If you are a Michigan Medicine faculty or staff member who has not yet indicated your interest in receiving the vaccine, fill out your [Blue Queue questionnaire](#) today. If you would like to receive the vaccine from Michigan Medicine, you will need a medical record number (MRN) and a [MyUofMHealth](#) account to schedule an appointment.

University of Michigan President Mark Schlissel and Michigan Medicine encourage everyone to get the vaccine wherever they can most quickly access an appointment. More information can be found at: <https://www.uofmhealth.org/coronavirus/finding-vaccines>

VITAL VOICES 2021 FACULTY AND STAFF ENGAGEMENT SURVEY

The Vital Voices 2021 Faculty and Staff Engagement Survey officially launched this morning to Michigan Medicine faculty and staff. The survey will remain open through Friday, March 26, 2021.

This year marks the first time both surveys will be conducted at the same time using the third party vendor Press Ganey. All responses will be kept confidential through Press Ganey and will not be accessible to anyone within Michigan Medicine.

The survey will take 10 to 15 minutes to complete, and can be done on a desktop/laptop or mobile phone.

All eligible employees, those hired on or before January 15, 2021, received an email from *Michigan Medicine Engagement Survey* inviting them to take the appropriate version of the survey, based on their role within the organization.

The surveys are also available here:

Faculty Engagement Survey: <https://surveys.pressganey.com/wix/p3094561000.aspx>

Staff Engagement Survey: <https://surveys.pressganey.com/wix/p3094560826.aspx>

To log in to either survey, employees will need a unique password, which is the last eight-digit employee ID (UMID) and last two digits of their birth year. (*Example: UMID is 12345678 and birth year is 1979, password will be 1234567879.*)

If you have questions or concerns about the Faculty Engagement Survey, please reach out to Alex Nosnik (anosnik@med.umich.edu); or for the Staff Engagement Survey, email Phillip Lipka (plipka@med.umich.edu) or Megan DeCapua (blairml@med.umich.edu).

HIT PAUSE: HOPE, INSPIRATION, GRATITUDE

In this spot, we will share stories of hope, inspiration and gratitude. Take a few minutes to pause and reflect:



Left, Fred Godfrey with his grandchildren this past summer, and Godfrey on the right during his COVID hospitalization. Photos courtesy of Godfrey family.

“The doctors, nurses, they were like old friends that you knew for a long time,” said patient Fred Godfrey, who spent 12 days at University Hospital fighting COVID-19. Read more about his story, and how his whole family was impacted, in

our [blog post](#).

Weekly bulletins and policies are posted on Michigan Medicine Headlines at <https://mmheadlines.org/covid-19-updates/>. Please bookmark this site and refer to it for the most up-to-date information.