



INPUT. DIALOGUE. RESULTS.

VOICES Accomplishments

- **Helpful Tools for Developing Your Career:** Based on **VOICES** recommendations, a comprehensive Career Development Services web site was launched in 2008. For information, visit: www.hr.umich.edu/career/navigator.html
- **Benefit Plan Improvements:** **VOICES** partnered with the Benefits Office to design and develop an enhanced dental care plan. **VOICES** also was consulted and offered early input on proposed health care and retirement plan changes.
- **Parking & Transportation Enhancements:** **VOICES** worked closely with the Parking & Transportation to provide additional and more affordable parking options, improved bus shelters, and expanded commuter bus service.
- **Improved Communication:** **VOICES** has been instrumental in developing videos, educational opportunities, training materials and other tools to help build strong faculty/staff and supervisor/staff relationships.
- **Savings and Discounts for U-M Staff:** **VOICES** partnered with the M-Card Discount Program to help promote a wide variety of discount and savings opportunities (including discounts on automobile purchases, discounts at participating grocery stores, health and fitness club discounts, and much more). For more information, visit: www.mcard.umich.edu/discountsfaculty.htm.
- **Useful, Fun and Interesting Information About U-M Developed with Staff Interests in Mind:** **VOICES** Network Teams provide input to Uniquely Michigan, a web site showcasing the perks, learning opportunities, and wealth of resources available to U-M employees. Visit Uniquely Michigan at www.hr.umich.edu/um.
- **More Information About the U for New Employees:** A **VOICES**-sponsored video developed for New Employee Orientation introduces new staff members to the mission, culture and values of the University. View it at: www.hr.umich.edu/neovideo/flash_low.html

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- **Skill-Building Events for Supervisors and Managers:** **VOICES**-sponsored conferences for managers and supervisors help participants hone valuable skills for enhancing communication, promoting employee engagement and building a better workplace.
- **Success Replicated at the Unit Level and Beyond:** **VOICES** inspired the first U-M spin-off, FAST Connections, at the Ross School of Business. FAST Connections helps build faculty-staff partnership through shared educational, social, and charitable activities. In October 2008, **VOICES** members were invited to give a presentation at the annual College and University Professional Association for Human Resources Conference in St. Louis, MO. On learning about **VOICES** success, participants from other higher-education institutions, including the University of Texas and Eastern Michigan University, sought **VOICES** guidance on developing similar employee engagement programs at their institutions.
- **VOICES Honored for Innovation and Best Practices:** In 2009, **VOICES** was honored with The Arbor Award for Excellence, the most prestigious award in the field of human resources in Michigan, recognizing organizations and practitioners in the field of human resources who have implemented the most innovative best practices and programs within their organizations.
- **Supplied Input to Leadership on Significant Issues:** **VOICES** Core Team meets several times each year with senior leadership, including President Coleman, Executive Vice Presidents, and other senior leaders to discuss issues and opportunities of concern to the staff community. **VOICES**-sponsored Town Hall Meetings, like the February 2009 MSpeaks event and the all-staff/all-campus survey which resulted from it, provide opportunities for staff members to help set the future direction for **VOICES** by identifying and prioritizing topics of greatest interest to the staff community.



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