<table>
<thead>
<tr>
<th><strong>Group Name</strong></th>
<th><strong>Voices of the Staff Network Team: Career Development</strong></th>
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| **Network Membership** | • Network Members  
  • Facilitators and Advisors  
  • Network members will select two representatives and one alternate from the group to serve on the Core Team |
| **Statement of Purpose** | The Voices of the Staff network team for Career Development will encourage a sense of community among all University employees by promoting and facilitating staff participation through regular dialogue between the team, stakeholders, and executive officers where the staff perspective will provide insight in improving the University environment for all. |
| **Objectives** | To explore the selected topic of Career Development by:  
  • Generating and advocating ideas that promote opportunities for improving career and leadership development opportunities at U-M  
  • Listening and responding to input from multiple sources where the staff perspective provides insight in improving career development opportunities at U-M  
  • Seeking to address career development issues that matter most to staff and help staff members build more satisfying careers to contribute more fully to U-M’s core missions  
  • Learning about successful ideas and practices for career development, and about resources already available.  
  • Generating ideas and fostering policies/processes/systems to promote career development at U-M.  
  • Developing ways to help employees build skills and advance their careers through discernable career paths.  
  • Exploring and encouraging successful practices in leadership to facilitate career development and leadership development at all levels.  
  • Finding ways to share what is learned with the wider staff community. |
| **Scope** | Discussions/activities might include:  
  • Education about the topic through readings, guests, video and departmental presentations, etc.  
  • Learning what barriers staff perceive in developing their careers, and discussing ways to help staff overcome those barriers.  
  • Generating new ideas for enhancing career and leadership development in the future workplace  
  • Exploring how to effectively use the Career Family Classification System and the Career Path Navigator to discover career options/opportunities.  
  • Reflecting on the best ways to offer ideas to employees on creating and understanding career paths. |
| **Outcomes** | Outcomes may include (for illustrative purposes):  
  • Continuing input and guidance for the newly designed Career Development Services website  
  • Suggesting to UHR and appropriate Executive Officers ideas to enhance staff members’ career development  
  • Developing skills and tools to enhance leadership capacity at all levels  
  • Suggesting ways to publicize and promote effective staff career building  
  • Suggesting ways to better educate supervisors and managers about their responsibilities in support of career development for staff  
  • Developing ideas for new programs such as volunteering, Job shadowing and mentoring  
  • Identifying market trends and ways to enable employees to prepare for new job opportunities  
  • Increasing the understanding of the classification system |
**Boundaries**

**Exclusions:**
- Individual, local, and specific issues will not be addressed unless systemic.
- Issues subject to collective bargaining will be respected.

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**Activity Timeline**

- Monthly meetings for network team members
- By first meeting: discuss and establish responsibility for note-taking
- By second meeting: select two core team members and one alternate
- Attendance at VOICES Annual Meeting

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**Deliverables**

- Options to promote participation and regular attendance at meetings will be identified by team members at the start of each year
- Agendas, attendance, and meeting notes stored on the Voices of the Staff Google + site
- One or more topic-focused, value-added activities within each two-year time span
- Quarterly status updates to the Program Management Team
- Report on team activities in the VOICES Google + Community