



# CHANGE IN ABILITY TO WORK

Confidential assistance is available to faculty and staff who may be experiencing a change in their ability to perform effectively at work. This could be a change related to a personal medical condition such as cancer or arthritis, a physical disability such as a change in vision, hearing or other sensory issue, or a cognitive, mental or emotional change such as a brain injury, depression, or a learning disability. Changes can be temporary or permanent. For more information on the University's obligations under the Americans with Disabilities Act, including information about the interactive process and requesting reasonable accommodations, please contact the Office for Institutional Equity at 734-763-0235 or [institutional.equity@umich.edu](mailto:institutional.equity@umich.edu).

## Cognitive, Mental or Emotional Change

A change in your ability to perform your job that may be due to a recent cognitive, mental or emotional change. Examples include changes in:

- ability to organize
- ability to read or write
- memory
- interpersonal skills or ability to get along with co-workers



"I am convinced that the services I received through this program... are the reason I am able to write this letter as a current rather than former member of the University faculty."

## Who to contact:

The university offers at no charge confidential, supportive assessment and short-term counseling for personal or work-related concerns, coaching services, critical incident debriefing, educational programs on grief and loss, stress, renewal, compassion, fatigue, and cultivating positive emotions.  
[hr.umich.edu/employee-counseling-services](http://hr.umich.edu/employee-counseling-services)

- **Faculty and Staff Counseling and Consultation Office (FASCCO)**  
[fascco.umich.edu](http://fascco.umich.edu)

Ann Arbor Campus Employees:  
(734) 936-8660, TTY (734) 647-1388

Flint Campus Employees:  
(734) 936-8660, TTY (734) 647-1388

Dearborn Campus Employees:  
(313) 593-5430

- **Michigan Medicine Office of Counseling and Workplace Resilience**  
[eap.med.umich.edu](http://eap.med.umich.edu)  
(734) 763-5409

## MHealthy Medical Ergonomics and Occupational Therapy Services

Provides guidance and assistance to facilitate a successful match between the employee's abilities and job site needs, identifies strategies and accommodations to optimize work capacities, and works with the employee's department to implement a trial of worksite solutions.

**Phone:** (734) 647-7888

**Physicians:** Please fax referrals to (734) 615-1570  
[mhealthy.umich.edu/ergo](http://mhealthy.umich.edu/ergo)



## CHANGE IN ABILITY TO WORK

### Physical Change

A change in your ability to perform your job that may be due to a recent physical change. May be due to a personal medical condition such as arthritis or cancer, back/neck/arm/hand pain, or a neurological diagnosis such as a stroke, multiple sclerosis, ALS or Parkinson's disease. Examples include changes in:

- vision
- hearing
- other sensory issues
- strength
- endurance
- coordination

#### Who to contact:

##### **MHealthy Medical Ergonomics and Occupational Therapy Services**

Provides guidance and assistance to facilitate a successful match between the employee's abilities and job site needs, identifies strategies and accommodations to optimize work capacities, and works with the employee's department to implement a trial of worksite solutions.

**Phone:** (734) 647-7888 • [mhealthy.umich.edu/ergo](http://mhealthy.umich.edu/ergo)

**Physicians:** Please fax referrals to (734) 615-1570

### Illness/ Injury & Return to Work

Assistance and support is available to you if there has been a change (permanent or temporary) in your ability to perform your job due to a work-related injury or illness. Additionally, if you have experienced an illness or injury (personal or work-related) that results in an absence from work, Human Resources, WorkConnections and medical providers will work together with you to facilitate returning to work.

#### Who to contact:

##### **U-M Occupational Health Services**

Focuses on preventing and managing work-related injuries and illnesses for Ann Arbor and Health System faculty and staff, helps identify the causes of work-related health issues and advises on prevention strategies.

**Phone:** (734) 764-8021 • [mhealthy.umich.edu/ohs](http://mhealthy.umich.edu/ohs)

##### **WorkConnections**

Disability management program to assist faculty, staff and their supervisor when there is an illness or injury (personal or work-related) that results in an absence from work.

**Phone:** 734-615-0643 • [workconnections.umich.edu](http://workconnections.umich.edu)

##### **Michigan Medicine Office of Counseling and Workplace Resilience and FASCCO**

Available to help faculty and staff achieve the following: (a) plan a strategy for talking to co-workers about an absence; (b) prepare a discussion with a supervisor; (c) identify referrals to relevant programs and services; (d) enhance coping skills; and (e) establish goals.

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