



## Future of Work Steering Group at the University of Michigan

### Charge Document

Title	Future of Work Steering Group at the University of Michigan
Executive Sponsors	<ul style="list-style-type: none"><li>• Geoffrey Chatas, Executive Vice President and Chief Financial Officer</li><li>• Laurie McCauley, Provost and Executive Vice President for Academic Affairs</li></ul>
Background and Statement of Purpose	<p><b>Background:</b> Over the past two years, the university and its many units have monitored and adjusted how, where, and when work is performed to align with the changing public health landscape. Moving forward, the university must continue to examine the workplace and how best to carry out its missions, while also supporting an inclusive and flexible work environment. This steering group will lead this examination, and is designed to provide value and support to units carrying out this important work.</p> <p><b>Purpose:</b> The initial purpose of the steering group is to gather input and leverage expertise to establish guiding principles; coordinate and share supportive resources; and identify institutional measurement indicators in an effort to provide a consistent and dependable framework for units to utilize.</p> <p>Initial work will answer questions such as:</p> <ul style="list-style-type: none"><li>• What principles should guide the university's approach to carrying out its missions while supporting an inclusive and flexible work environment?</li><li>• What tools, resources, policies, and training are available or needed, and how are they best coordinated and shared?</li></ul>

	<ul style="list-style-type: none"> <li>• What measurement indicators should be gathered to monitor and track progress across campus.</li> </ul>
Value to Staff and the Organization	Coordinate the guidance, resources, and appropriate tools for a productive workplace, regardless of the location, to maintain the university as an employer of choice for years to come.
Scope	<p>The initial focus of this work will be for U-M's Ann Arbor campus regular staff. Additional considerations and guidance may be needed for U-M faculty, staff covered by the terms of a collective bargaining agreement and/or those in a temporary appointment.</p> <p>Subgroups may be formed as necessary to focus on detailed work.</p>
Deliverables/ Timeframe	<ul style="list-style-type: none"> <li>• Principles to guide the campus approach to carrying out its missions while supporting an inclusive and flexible work environment</li> <li>• Tools, resources, policies, and training</li> <li>• Measurement indicators to monitor and track progress across the university</li> </ul> <p>Work will begin in May and continue through the calendar year with periodic progress reports to executive sponsors.</p>
Membership	<p><b>Richard Holcomb</b>, <i>Co-Chair, Associate Vice President for Human Resources, University Human Resources, Office of the Executive Vice President and Chief Financial Officer</i></p> <p><b>Christine Gerdes</b>, <i>Co-Chair, Special Counsel to the Provost, Office of the General Counsel</i></p> <p><b>Jay Baer</b>, <i>Chief of Staff, College of Literature, Science and the Arts</i></p> <p><b>Rima Berry-Hung</b>, <i>Human Resource Director, Dearborn Human Resources &amp; Affirmative Action</i></p> <p><b>Rian Brooks</b>, <i>Manager of Workforce Planning and Talent Acquisition, Michigan Medicine Human Resources</i></p> <p><b>Steve Ceccio</b>, <i>Vincent T. and Gloria M. Gorguze Professor of Engineering, Associate Dean for Academic Affairs, Professor of Mechanical Engineering and Professor of Naval Architecture and Marine Engineering, College of Engineering</i></p>

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**Jaime Cox**, *Human Resources Director, Office of Student Life*

**Matt Comstock**, *Executive Director for Administration, Chief Operating Officer, Medical School*

**Michael Hague**, *Executive Director of Business Operations, Office of the Vice President for Research*

**Megan Doud**, *Assistant Vice President, Strategic Resource Development, Office of University Development*

**Angela Espinosa-Gould**, *Voices of the Staff and Administrative Assistant, Office of Academic Multicultural Initiatives*

**Michele Frasier Wing**, *Chief Operating Officer, Law School*

**Lukeland Gentles**, *Director, Custodial & Grounds Services*

**Diane Jones**, *Assistant Vice President, Information and Technology Services Administration and Operations*

**Marlanna Landeros**, *Diversity, Equity and Inclusion representative, LEO Adjunct Lecturer and Program Manager, Division of Public Safety & Security*

**Dan Maletta**, *Executive Director of Information Technology, College of Engineering*

**Beth Manning**, *Human Resource Director, Flint Human Resources*

**Ryan Noel**, *Chief of Staff and Strategic Advisor to the Dean, School of Education*

**Pennie Rutan**, *Administrative Director, Office of the Dean, Financial and Human Resources, College of Pharmacy*

**Eli Salembier**, *Director of Finance and Operations, School of Music, Theatre & Dance*

**Sara Soderstrom**, *Associate Professor of Organizational Studies and Program in the Environment, College of Literature, Science and the Arts*

**Gretchen Spreitzer**, *Associate Dean, Engaged Learning and Professional Development, Keith E. and Valerie J. Alessi Professor of Business Administration, Ross School of Business*

**Noah Webster**, *Associate Research Scientist, Survey Research Center, Institute for Social Research*

**Staff support**

**Jean Buck**, *Administrative Specialist, University Human Resources*

**Janice Gasaway**, *Future of Work Steering Group Project Manager, University Human Resources*

**Peggy Sheagren**, *Chief of Staff and Director of Operations, University Human Resources*

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