



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">• Geoffrey Chatas, Executive Vice President and Chief Financial Officer• Laurie McCauley, Provost and Executive Vice President for Academic Affairs
Background and Statement of Purpose	<p>Background: 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>Purpose: 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">• What principles should guide the university's approach to carrying out its missions while supporting an inclusive and flexible work environment?• What tools, resources, policies, and training are available or needed, and how are they best coordinated and shared?

	<ul style="list-style-type: none"> • What measurement indicators should be gathered to monitor and track progress across campus.
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"> • Principles to guide the campus approach to carrying out its missions while supporting an inclusive and flexible work environment • Tools, resources, policies, and training • Measurement indicators to monitor and track progress across the university <p>Work will begin in May and continue through the calendar year with periodic progress reports to executive sponsors.</p>
Membership	<p>Rich Holcomb, <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>Christine Gerdes, <i>Co-Chair, Special Counsel to the Provost, Office of the Provost</i></p> <p>Jay Baer, <i>Chief of Staff, College of Literature, Science and the Arts</i></p> <p>Rima Berry-Hung, <i>Human Resource Director, Dearborn Human Resources & Affirmative Action</i></p> <p>Rian Brooks, <i>Manager of Workforce Planning and Talent Acquisition, Michigan Medicine Human Resources</i></p> <p>Steve Ceccio, <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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