



INPUT. DIALOG. RESULTS.

VOICES ACCOMPLISHMENTS



- **Helpful Tools for Developing Your Career:** Based on **VOICES** recommendations, a comprehensive Career Development Services website was created to aid staff in their career planning. For information, visit: hr.umich.edu/career/navigator.html
- **Benefit Plan Improvements:** **VOICES** partnered with the Benefits Office to design and develop an enhanced dental care plan and offered early input on health care and retirement plan changes.
- **Parking & Transportation Enhancements:** **VOICES** worked closely with Parking & Transportation Services 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 MCard Discount Program to help promote a wide variety of discount and savings opportunities (including discounts on vehicle purchases, discounts at participating grocery stores, health and fitness club discounts, and much more). For more information, visit: finance.umich.edu/treasury/mcard/discounts
- **Useful, Fun and Interesting Information about U-M Developed with Staff Interests in Mind:** **VOICES** Network Teams provide input to Uniquely Michigan, a website showcasing the perks, learning opportunities, and wealth of resources available to U-M employees. Visit Uniquely Michigan at 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: youtube.com/watch?v=X7y9uuJLejk&feature=player_embedded
- **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.

voices.umich.edu



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.

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 TownHall Meetings, like the February 2009 MSpeaks event and the 2010 Budget Forum provide opportunities for staff members to engage on topics of greatest interest to the staff community.

VOICES earned a special certificate of tribute in 2009 from Michigan Governor Jennifer Granholm who praised the dedication, leadership and personal integrity demonstrated by the program's volunteers.

VOICES Diversity Team developed "A Place for You," a video showcasing staff perspectives on diversity at Michigan. The video was honored at the Distinguished Diversity Leaders Award Ceremony in 2010 and screened at the Business & Finance MLK Day Convocation in 2011. See: youtube.com/watch?v=if9IHwpxsvY&feature=player_embedded

VOICES Technology/Best Practices team developed "Guidelines for the Use of Social Media," a compilation of suggested behaviors and considerations for the U-M community. The guide has become a best practice example cited by many other colleges and universities. See: voices.umich.edu/docs/Social-Media-Guidelines.pdf

StaffWorks Technology and Best Practices Conference The **VOICES** StaffWorks Technology and Best Practices Conference drew nearly 300 top managers and staff members together at the Stephen M. Ross School of Business to share technology and process innovations happening around the university. The May 17, 2011 conference, developed by the Voices of the Staff Technology/ Best Practices team, focused on staff-to-staff sharing of ideas on how to make technology best serve U-M's core mission.

