



Ways We Work Implementation Group
University of Michigan
Charge Document

Title	Ways We Work Implementation Group at the University of Michigan
Sponsors	<p>Alexandra S. Matish, Associate Vice Provost and Senior Director Academic Human Resources</p> <p>Timothy M. Wood, Senior Director, Staff HR Services, Compensation and Classification, Recruiting and Employment Services</p>
Background	<p>In May, 2022, the U-M Future of Work Steering Group (FWSG) was formed and charged with making recommendations for how the university could best carry out its missions while also supporting and sustaining an inclusive and flexible work environment. The deliverables of the Steering Group were categorized in three areas:</p> <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
Statement of Purpose	<p>The purpose of this group is to:</p> <ul style="list-style-type: none">● Develop a plan to implement the approved future of work recommendations by coordinating and supporting the work of the sub-groups● Establish owners for the work streams to support a smooth transition from initial implementation to ongoing operations● Assist with securing resources for new initiatives● Establish a cadence for consistent, ongoing reporting to executive leadership

<p>Scope</p>	<p>The primary focus will be on the Ann Arbor campus with UM-Flint, UM-Dearborn and Michigan Medicine considering the application within existing practices.</p> <p>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>Deliverables/ Timeframe</p>	<ul style="list-style-type: none"> ● Ensure a communications plan is in place to support announcement of final recommendations ● Establish a project plan to support the implementation of approved future of work recommendations ● Identify long-term owners for the work streams (child and family care, metrics and reporting, policies and systems, communications and strategy) to develop, execute and oversee their individual plans to support a smooth transition from initial implementation to ongoing operations ● Develop timelines and measures of success to support the implementation of the approved recommendations ● Establish a working group to examine various aspects of considerations and work options for onsite staff and assist with advancing formal recommendations. ● Engage relevant stakeholders to seek feedback on implementation of recommendations. ● Work will begin in March 2023 and continue through implementation ● Periodic progress reports to key stakeholders and executive sponsors will be provided on a regular basis.
<p>Membership</p>	<p>Linda Dabrowski, Chair and guiding principles lead, Associate Director, Staff HR, University Human Resources</p> <p>Jaime Cox, Considerations and work options for onsite staff lead, Human Resource Director, Office of Student Life</p> <p>Amy Grier, Modes of work co-lead, Associate Director, Staff HR, University Human Resources</p> <p>Christine Snyder, Child and family care lead, Director, Child and Family Care, University Human Resources</p> <p>Matt Snyder, Framework for tools, policies & resources lead and communications lead, Senior Marketing Communications Specialist, University Human Resources</p> <p>Jennifer Watson, Metrics and reporting lead and modes of work co-lead, HR Analytics Director, University Human Resources</p>

	<p><u>Partners:</u></p> <ul style="list-style-type: none"> - Stephanie Benedict, Labor Relations Representative Intermediate, Staff HR, University Human Resources - Erin Fluharty, Chief of Staff and Senior Human Resources Advisor, Office of the Provost and Executive VP Academic Affairs - Amy Fredell, Project Manager Intermediate, Organizational Learning, University Human Resources - Beth Manning, Human Resources Director, Flint Campus - Carrie Peterson, HR Manager, Employee Services, Michigan Medicine Human Resources - Allyson Strickland, Senior Academic Labor Relations Representative, Academic HR
<p>Subject Matter Expert and Staff Support</p>	<p><u>Subject Matter Experts</u></p> <ul style="list-style-type: none"> - Natalie Eglinton, Information Technology Services - Edward Jennings, Tax Director, Finance - Thomas Kent, Associate General Counsel, Office of Vice President and General Council - Peggy Sheagren, Chief of Staff and Director of Operations, University Human Resources - Valerie Vanhaaften, Information Technology Services - Other staff as needed (e.g., benefits, payroll) <p><u>Staff support</u></p> <ul style="list-style-type: none"> - Janice Gasaway, Project Senior Manager, University Human Resources