



HUMAN RESOURCES

UNIVERSITY OF MICHIGAN

FY22 FOCUS AREAS UPDATE



FUTURE OF WORK

Develop strategic, operational and policy frameworks and resources to support models of new ways of working post-pandemic.



MICHIGAN CARE DEVELOPMENT

Explore goals for growth with Michigan Medicine which may involve incentives or network expansion. Evaluate potential Advantage plan for retiree Medicare population and advantages/disadvantages for MAPD (prescription carve-in) component.



LABOR STRATEGY

Support strategic negotiations with new and existing bargaining groups and ongoing labor relations.



MENTAL AND EMOTIONAL HEALTH SUPPORT

Prioritize mental/emotional health support for faculty and staff by providing telehealth, and hybrid counseling and educational programs to promote social connection, adjustment to workplace changes, and recognizing and responding to mental health concerns. Focus on services that increase personal, family and workplace resilience.





TALENT ACQUISITION AND RECRUITMENT

Support units with full cycle recruiting and the dissemination of tools and resources to support inclusive, skill-based recruiting best practices. Continue work to develop a centralized recruiting service for schools, colleges and units. Upskill hiring team and HR skill sets to encourage accountability and the use of best practices.



ETHICS, INTEGRITY AND COMPLIANCE

Collaborate on aligning policies, practices and education around culture of ethics, integrity and compliance, and risk mitigation.



ESTABLISH CULTURE CHANGE INFRASTRUCTURE

Support university-wide culture change efforts by leading the development of unifying, shared values, aligned with behavioral expectations and people management process. FY22 will focus on the development of a culture change curriculum and collaboration with EICC, and the newly formed ECRT and to support education around policies and procedures.



UHR TALENT STRATEGY AND CULTURE

Provide measurable engagement strategies at all levels of the talent management cycle to support a positive UHR culture focused on growth, development and inclusion. FY22 includes emphasis on operationalizing the future of work in UHR, balancing accountability with flexibility.



UHR STRUCTURE AND STRATEGIC PLAN

Develop and implement UHR FY23-25 strategic and structural path forward through reimagining and realigning the organization based on stakeholder input and other drivers of change.



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