Guiding Principles for NextGen Michigan Workforce Changes

Designed in partnership with University Human Resources, the five guiding principles for workforce strategy activities include:

**PRINCIPLE #1:**
Retain staff members, regardless of unit affiliation, who are high performers and possess the skills, knowledge, and ability to perform the available work, in both shared service providers and units.

**PRINCIPLE #2:**
Build the knowledge, skill, abilities, and personal effectiveness of IT professionals across campus to support the U-M IT goals.

**PRINCIPLE #3:**
Engage Program, Academic, and Administrative leadership in a collaborative process for defining approach, executing the transition process, and making transition decisions.

**PRINCIPLE #4:**
Implement workforce plans that ensure appropriate staffing and will:
- Involve units in decision-making to balance U-M and unit needs.
- Provide as much advance notice as possible for affected staff.
- Provide choice for staff, if and when possible.
- Reassign staff members by transferring them from one position to another and/or from one unit to another whenever possible.
- Exhaust options with the least disruption to staff first.
- Use knowledge, skills, and abilities of current staff to inform transition decisions, considering seniority only if skills are equal.
- Provide information and assistance to affected employees.
- Clarify new expectations for individuals, teams, customers, stakeholders, and sponsors.

**PRINCIPLE #5:**
Encourage high potential/high performing staff, irrespective of current unit/department, to apply for open positions at U-M.

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