

Organizational Changes July 28, 2016

Facilities and Operations staff will continue to provide uninterrupted service to support the university's mission.

Through organizational changes, Facilities and Operations will create more collaboration with various work groups, eliminate redundancies, and find more efficient ways to meet increasing customer demands while enhancing our services.

Why is Facilities and Operations restructuring?

F&O recently went through a review to look at how work gets completed, the management structure, customer interaction, and the various groups within the unit that do similar work.

Through this review we identified opportunities for improvement.

We plan to improve collaboration with various work groups, eliminate redundancy, and find more efficient ways to meet increasing customer demands.

U-M facilities are becoming more complex. We can improve our services in areas where greater collaboration between F&O functions could provide more seamless service delivery.

Will Plant Operations still exist in the new organization?

Plant Operations will no longer exist. However, the work that is currently being done will continue. This may mean working in a different area for some staff members.

What changes are happening within Facilities and Operations?

The changes within F&O include:

- Moving Construction Services into the Architecture, Engineering and Construction management group.
- Creating a new Logistics, Transportation and Parking group, which includes parking and transportation, material and moving services, inventory and waste management services.
- Combining the Office of Campus Sustainability with Planet Blue Operations and Recycling.
- Moving Work Management to Facilities Maintenance and Building Automation Systems to Utilities.

Will there be any reductions in force (RIFs), layoffs, or elimination of jobs?

Five positions have been eliminated. These employees have already been notified.

Going forward, there are no plans to eliminate positions. We will continue to identify better ways to do our work.

Our goal is to continue to “make blue go” in an efficient and cost-effective way.

Where do I go if I am feeling anxious about these changes and want to talk to someone?

There are a number of resources available for employees, including their supervisor.

Other resources include:

- Faculty and Staff Assistance Program (FASAP):
<https://hr.umich.edu/benefits-wellness/health/mhealthy/mental-emotional-well-being/faculty-staff-assistance-program-fasap>
- F&O Human Resources:
<http://fo.umich.edu/fohr/hrcontacts/>