



CHANGE IN ABILITY TO WORK

Confidential assistance is available to faculty and staff who may be experiencing a change in their ability to perform effectively at work. This could be a change related to a personal medical condition such as cancer or arthritis, a physical disability such as a change in vision, hearing or other sensory issue, or a cognitive, mental or emotional change such as a brain injury, depression, or a learning disability. Changes can be temporary or permanent.

Cognitive, Mental or Emotional Change

A change in your ability to perform your job that may be due to a recent cognitive, mental or emotional change. Examples include changes in:

- ability to organize
- ability to read or write
- memory
- interpersonal skills or ability to get along with co-workers



"I am convinced that the services I received through this program... are the reason I am able to write this letter as a current rather than former member of the University faculty."

Who to contact:

The university offers at no charge confidential, supportive assessment and short-term counseling for personal or work-related concerns, coaching services, critical incident debriefing, educational programs on grief and loss, stress, renewal, compassion, fatigue, and cultivating positive emotions.
www.mhealthy.umich.edu/mental-emotional

- **Faculty and Staff Assistance Program (FASAP)**
www.mhealthy.umich.edu/fasap

Ann Arbor Campus Employees:
(734) 936-8660, TTY (734) 647-1388

Flint Campus Employees:
(734) 936-8660, TTY (734) 647-1388

Dearborn Campus Employees:
(313) 593-5430

- **UMHS Employee Assistance Program (UMHS EAP)**
www.mhealthy.umich.edu/eap
(734) 763-5409

MHealthy Medical Ergonomics and Occupational Therapy Services

Provides guidance and assistance to facilitate a successful match between the employee's abilities and job site needs, identifies strategies and accommodations to optimize work capacities, and works with the employee's department to implement a trial of worksite solutions.

Phone: (734) 647-7888

Physicians: Please fax referrals to (734) 615-1570
www.mhealthy.umich.edu/ergo



<p>Physical Change</p>	<p>A change in your ability to perform your job that may be due to a recent physical change. May be due to a personal medical condition such as arthritis or cancer, back/neck/arm/hand pain, or a neurological diagnosis such as a stroke, multiple sclerosis, ALS or Parkinson's disease. Examples include changes in:</p> <ul style="list-style-type: none"> • vision • hearing • other sensory issues • strength • endurance • coordination 	<p>Who to contact:</p> <p>MHealthy Medical Ergonomics and Occupational Therapy Services Provides guidance and assistance to facilitate a successful match between the employee's abilities and job site needs, identifies strategies and accommodations to optimize work capacities, and works with the employee's department to implements a trial of worksite solutions.</p> <p>Phone: (734) 647-7888 • www.mhealthy.umich.edu/ergo Physicians: Please fax referrals to (734) 615-1570</p>
<p>Illness/ Injury & Return to Work</p>	<p>Assistance and support is available to you if there has been a change (permanent or temporary) in your ability to perform your job due to a work-related injury or illness. Additionally, if you have experienced an illness or injury (personal or work-related) that results in an absence from work, Human Resources, WorkConnections and medical providers will work together with you to facilitate returning to work.</p>	<p>Who to contact:</p> <p>U-M Occupational Health Services Focuses on preventing and managing work-related injuries and illnesses for Ann Arbor and Health System faculty and staff, helps identify the causes of work-related health issues and advises on prevention strategies.</p> <p>Phone: (734) 764-8021 • www.mhealthy.umich.edu/ohs</p> <p>WorkConnections Disability management program to assist faculty, staff and their supervisor when there is an illness or injury (personal or work-related) that results in an absence from work.</p> <p>Phone: 734-615-0643 • www.workconnections.umich.edu</p> <p>UMHS EAP and FASAP Available to help faculty and staff achieve the following: (a) plan a strategy for talking to co-workers about an absence; (b) prepare a discussion with a supervisor; (c) identify referrals to relevant programs and services; (d) enhance coping skills; and (e) establish goals.</p> <p>Faculty and Staff Assistance Program (FASAP) www.mhealthy.umich.edu/fasap Ann Arbor Campus Employees: (734) 936-8660, TTY (734) 647-1388 Flint Campus Employees: (734) 936-8660, TTY (734) 647-1388 Dearborn Campus Employees: (313) 593-5430</p> <p>UMHS Employee Assistance Program (UMHS EAP) www.mhealthy.umich.edu/eap • (734) 763-5409</p>