



401 E LIBERTY PROJECT

INFORMATION SESSION

June 23, 2026



KEY PROJECT
UPDATES

NEW DIRECTOR
INTRODUCTION

“DAY IN THE
LIFE” ACTIVITY
SUMMARY &
REFLECTIONS

NEXT STEPS,
RESOURCES,
Q&A

Key Project Updates

- **Activities Completed Since Last Info Session:**

- All Staff Day-in-the-Life Sessions (2 in-person, 1 virtual)
- Department Anchor Space Engagement & Layout Finalization
- Department Storage Program Confirmation Meeting
- Technology Space Program Meeting
- Meet Your Neighbors Planning & Series Launch
- Onboarded new Director of Operations & Workplace Experience
- Ongoing Director and Change Ambassador Engagement



- **Project / Move Schedule Update:**

- Construction documents have been submitted to the City of Ann Arbor; permitting process is driven by the City and can take 4-12 weeks
- Due to the expected duration of the permitting process and known supply chain challenges throughout the construction industry, the move will **not** take place in November, and is projected to occur in **January 2027** (timing to be finalized)
- We will have more information in the coming weeks as permitting progresses, and will communicate when we have a more finalized schedule

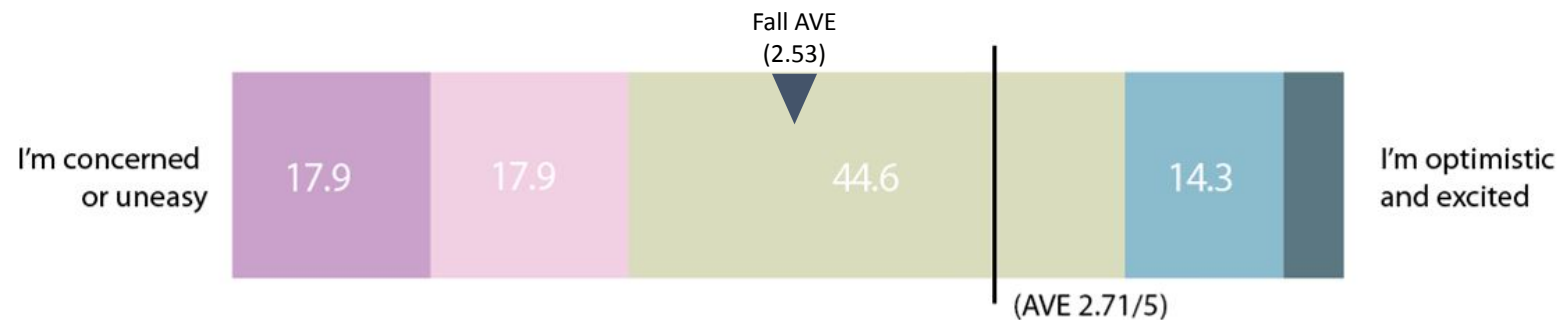


Project Updates Continued: Spring Pulse Check Insights

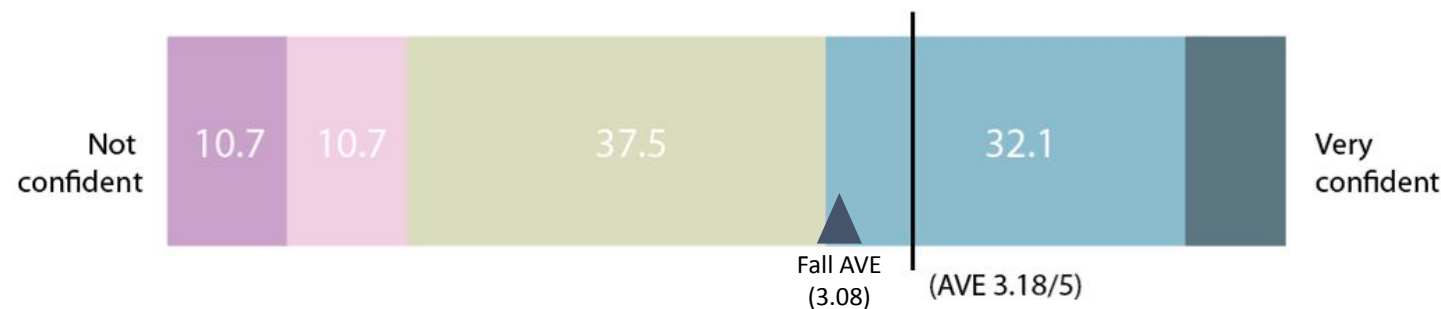
We are now firmly in the engagement phase of the change journey, with staff increasingly seeking to understand ‘the how’ of the new space. This marks a pivotal transition - from awareness of the change, to a desire for deeper knowledge and progression toward adaptation.

The Spring Pulse Check was sent to ~110 staff; 56 responses received (51% response rate). Respondents answered two questions:

How do you feel about the new workspace overall?



How confident are you that you can adapt to this workspace model?



- **Overall Sentiment:** Average overall value was 2.71, indicating staff are more likely to feel optimistic than concerned – a minor upward shift from the last Pulse Survey average (2.53). Nearly half of respondent are neutral, signaling an opportunity for shaping impressions. These results are typical for early stages of adaptation.
- **Confidence to Adapt:** While confidence levels vary, a third of all respondents report moderate to high confidence in their ability to adapt, indicating capacity and openness alongside concern. Average score of 3.18 (up from 3.08 last quarter)
- **Key Takeaway:** Together, these findings point to a community that is becoming more optimistic and confident about their new workspace. However, there are still many who are concerned about this transition.

Pulse Check: Key Themes

What are you excited about?	What are you concerned about?
<i>“Natural light / big windows”</i> <i>“Selecting where I sit”</i> <i>“Nearby UM colleagues”</i> <i>“Flexible collaboration”</i> <i>“The tech / quiet spaces”</i> <i>“A Permanent Workplace”</i> <i>“Visually pleasing space”</i> <i>“A fully equipped kitchen”</i>	<i>“Not enough space”</i> <i>“People not trying (new) things”</i> <i>“Clear booking process”</i> <i>“Privacy, confidentiality”</i> <i>“Work disruption”</i> <i>“No home/ stable office”</i> <i>“Loss of identity/ space”</i>

Introduction: Laura Laudick, Director of Operations & Workplace Experience



Professional Background

- Workplace strategy and operations, real estate strategy and management, consulting
- JLL, Ernst & Young, Ford Motor Company

About Me

- California girl turned Midwesterner (relocated to Ann Arbor from Chicago suburbs in 2023)
- Outdoor enthusiast (hiking, camping, anything involving a lake)
- Gardener (talk to me about native plants, your vegetable garden, and house plants)
- Lover of the arts (particularly musical theater, plays, performance art, and choral music)
- Ex-Ultramarathoner



My Role



**Support all units
assigned to the 401 E.
Liberty shared workplace**



**Spearhead space
activation and planning**



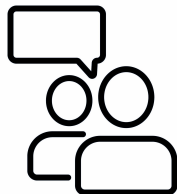
**Manage landlord and vendor
relationships and contracts**



**Develop shared workplace
policies, guidelines, and
procedures**



**Manage end-to-end operations
and facility management of
401 E. Liberty**



**Engage regularly with teams
to gather insights and refine
operations over time**

Operations & Workplace Experience: Key Activities

In Progress

- Regular engagement with Directors and Change Ambassadors to **get to know each unit** and their unique needs and work styles
- **Tours** of each team's current space, **joining staff meetings**
- **Operational deep-dives** by unit (storage needs, mail, visitor needs and process, unique operational requirements)
- **Shared calendar development** for critical meeting planning in the new space

Upcoming

- **401 E Liberty “Office Hours”:**
 - Weekly office hours via Zoom for drop-in questions about the new space (may reduce to 2x/month depending on interest) - *calendar invites going out today!*
 - Friday, June 26 from 9 - 10 a.m.
 - Tuesday, June 30 from 10 - 11 a.m.
 - Wednesday, July 8 from 2 - 3 p.m.
 - Thursday, July 16 from 3 - 4 p.m.
- **Development of shared workplace best practices, guidelines, and policy**
- **Packing and purging guidelines**, to get a head start this Summer on clearing out old items!

“Day in the Life” Engagement Summary

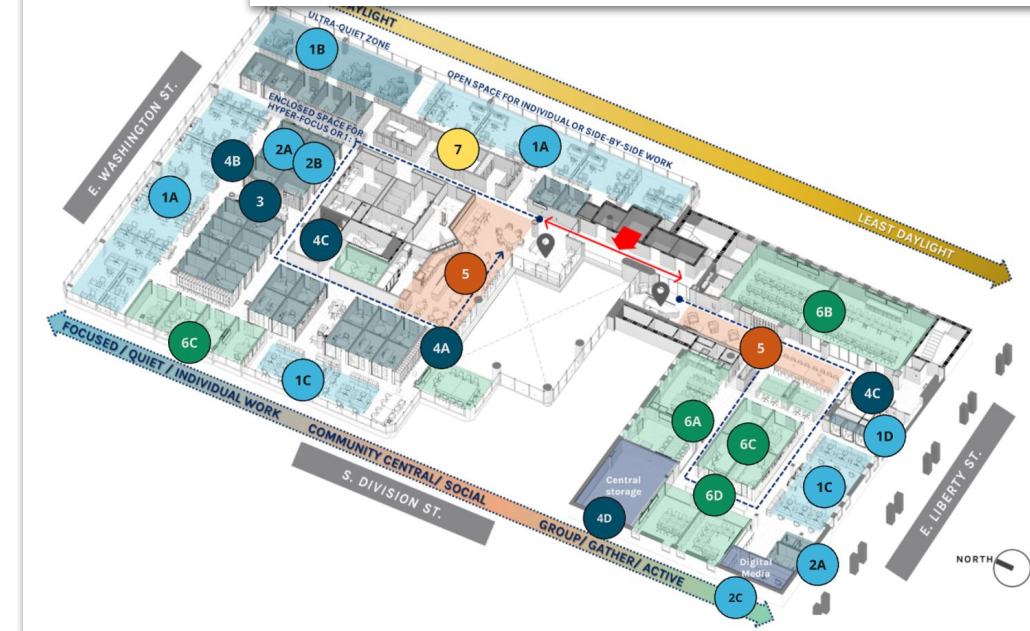
What we learned about overall work modes and workstyles:

- The most common workstyles were:
 - **Individual, deep-focus work** (email, planning, analysis, writing, project prep, documentation)
 - **1:1 and touch-base meetings** (check-ins, partner meetings, student advising, coaching)
 - **Small-team collaboration** (program planning, event prep, troubleshooting, review sessions)
 - **Large-group/ all-staff/ hybrid meetings** for a subset of users, specifically leadership or program coordination roles
- Many described days that changed by day of week, meeting load, or throughout academic calendar- suggesting **the space needs are not static**; they vary by role, by day, and by user’s work mode
- Recurring theme is the need for **privacy and flexibility**. Quiet focus space for concentration, confidential work; meetings rooms that support 1:1s, small group, or hybrid calls; and “work-adjacent” support space such as storage, lockers, or places to temporarily stage materials, carts, or event items.

Name: Kayla P
Role: PC + SC
Unit: WP

Write a brief profile about yourself
Job changes season by season. mostly involves online scholar meetings, program planning + planning + important meetings.
Additional thoughts or comments regarding journey map of your day
Wed/Tues/Fri are WFT but may come in to office as sometimes more conducive to work (1:1 line close!)

	7:00 AM	8:00 AM	9:00 AM	10:00 AM	11:00 AM	NOON	1:00 PM	2:00 PM	3:00 PM	4:00 PM	5:00 PM	6:00 PM
work mode	MON + FRIDAY (in room)	Bus to work	Coffee! Email check-ins, planning		look in work	Lunch w/ squad	look in work	general programmatic planning		Scholar meeting		Bus Home
space type			1A/1C	1B	5	1B	7C	2A/1B				
Wed (no meet WFT)	Wake up		emails + plan day		look in work		lunch @ home	general programmatic planning		Scholar Meeting		
Tues/Fri (WFT)	Wake up		emails + plan day		look in work		Lunch @ home	Team meetings		Unfinished tasks + scholar meeting		
(in person) Mon + Thurs Prep	Bus to work		Coffee! Quick Email check	Staff meeting	Lunch w/ squad		general programmatic planning	unfinish tasks + wrap up		Scholar Meeting		Bus Home
			1A/1C	6B	5	7C	1B	2A/1B				

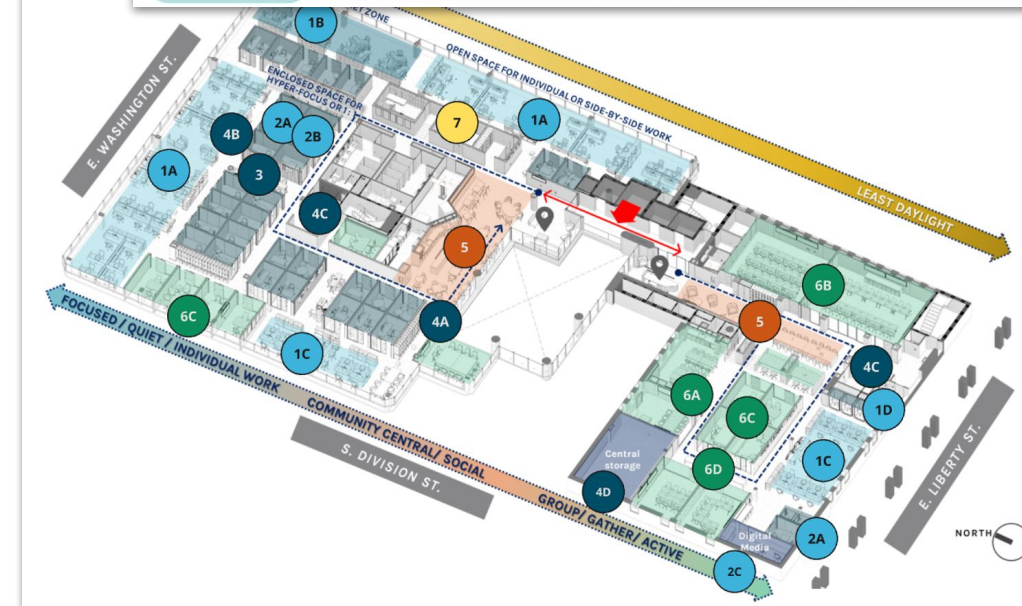


“Day in the Life” Engagement Summary

What we learned about spaces selected & what’s needed:

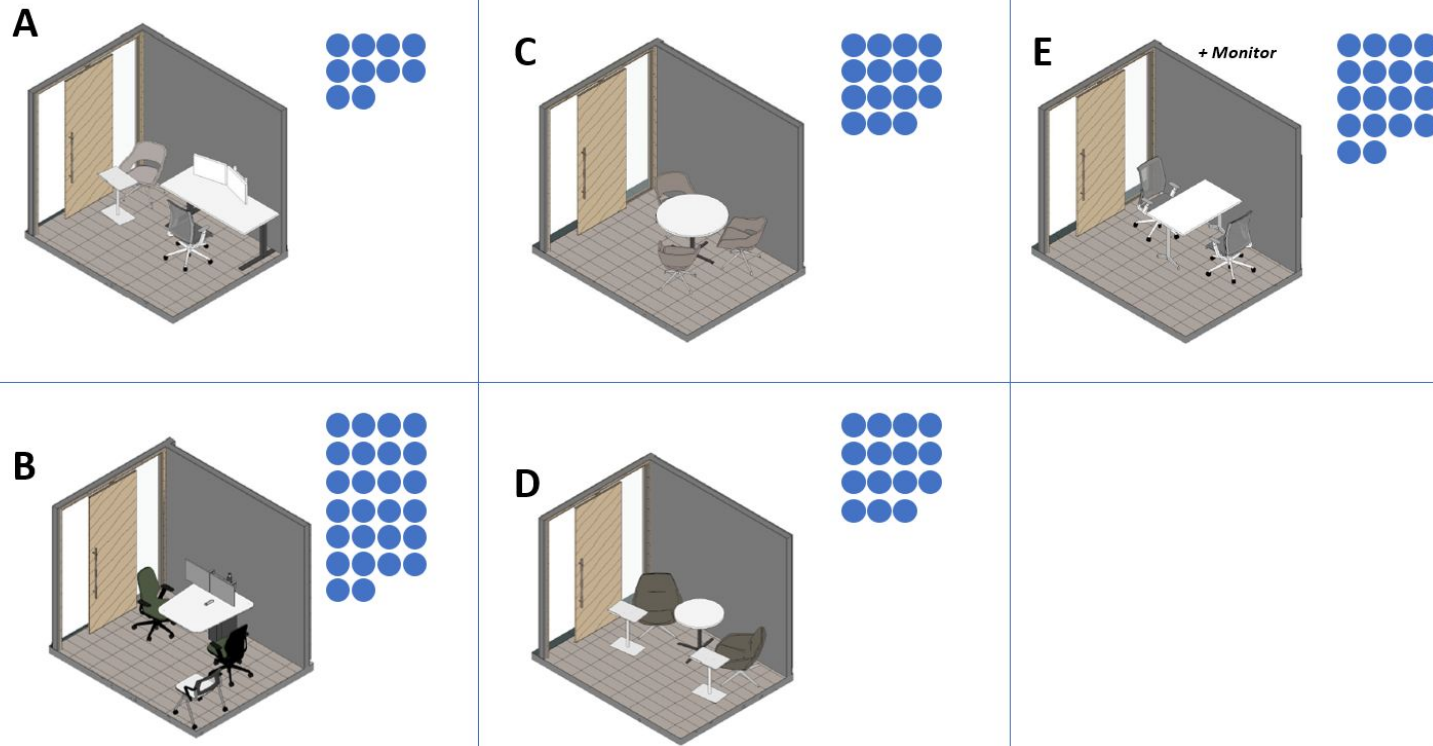
- Individual workspaces: aligned on the need for variety
 - Participants selected **all individual workspace types** provided- from open to enclosed, ultra-quiet zone to touch-down area, from north wing to south- in some cases, including social space such as **Lounge Space** or **Living Room**
 - Participants did not converge on just one “individual desk” type. They showed **preference for a range of individual work settings**- indicating that one standard desk or space type would not fit all workstyles
- Meeting rooms / collaboration spaces: strong signal for enclosed meeting spaces
 - While larger meetings or events gravitated towards **Big and Bigger rooms, smaller rooms including 1:1 rooms** were highlighted to support meetings
 - Connection to **staging/prep space** was highlight as essential
- Overwhelmingly, questions and comments were around **protocol and process** of ‘the how’ and the use of the space

Name: Patrick Mullen Role: Program Manager Unit: CEO <i>Write a brief profile about yourself</i> Work to support a team of college advisers spread across the state's high schools who help students apply to college. Work as part of the larger Center for Educational Outreach and provide support for our other K-12 outreach initiatives. <i>Additional thoughts or comments regarding journey map of your day</i> I've been working full-time and attending classes for a graduate program, so some of this I'm projecting out based on what I'll have more time for now. :)	7:00am	8:00am	9:00am	10:00am	11:00am	Noon	1:00pm	2:00pm	3:00pm	4:00pm	5:00pm	6:00pm	7:00pm
	In-office		Getting to the office. Checking emails or chatting.	CEO team meeting	CEO team meeting	Lunch	Meeting with coworkers	Zoom meeting with employee	Focus time for projects	Focus time for projects			Work mode
			1A/1B	6B	6B	5	2B/6C	1D/2A	1B/1D	1B/1D			Space Type
	WFH		Preparing for training	Team training over Zoom	Team training over Zoom	Lunch	Focus time for projects	Zoom meeting with supervisor	Focus time for projects	Focus time for projects			
	In-office		Setting up conference room space	In-person training with adviser team	In-person training with adviser team	Lunch with adviser team	In-person training with adviser team	In-person training with adviser team	Clean-up from training time				
			6D	6B	6B	6B/6D	6B	6B	6B/6D				
	WFH		Hopping on computer to check emails	Zoom meeting with employee	Zoom meeting with employee	Lunch	Focus time for projects	Additional time for Zoom meetings	Additional time for Zoom meetings	Outstanding emails			

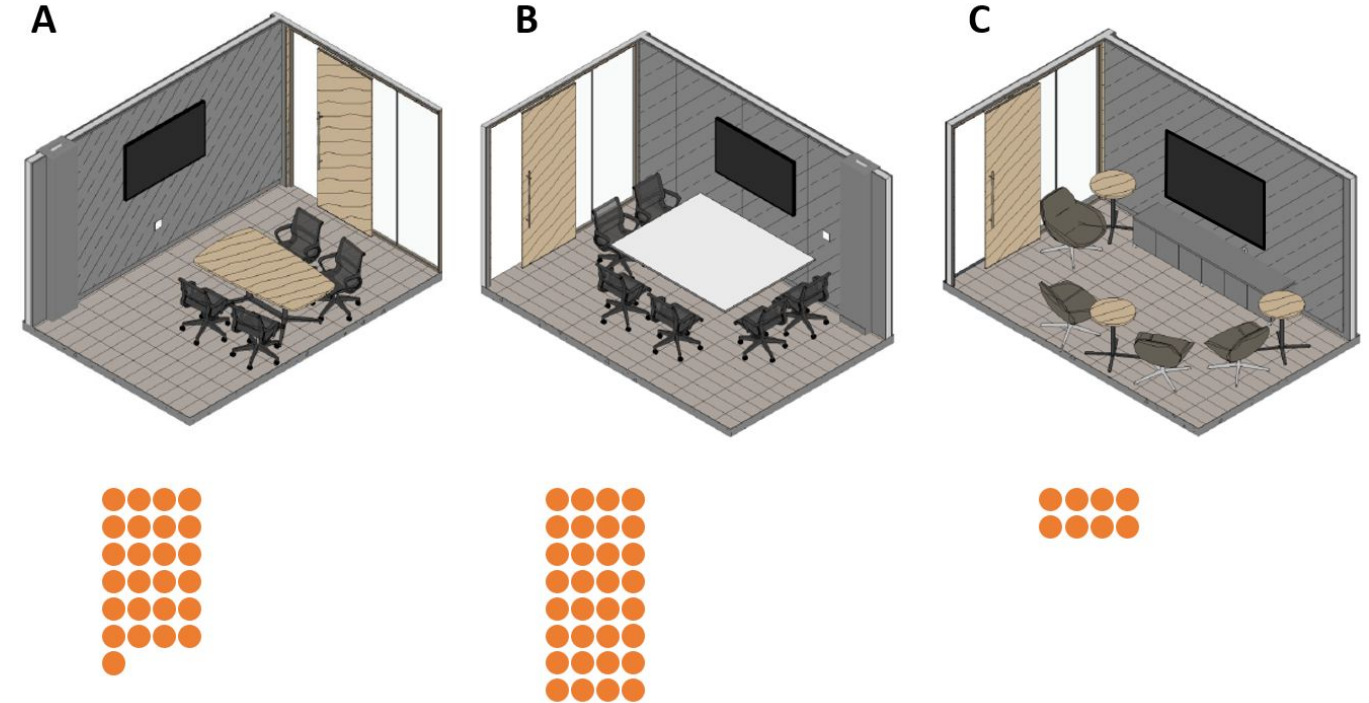


“Day in the Life” Summary: Furniture Options

Hyper-Focus & One-on-One Room Options



Huddle Room Options



Participants desired a **variety in setting**.
All setting options were chosen by participants for inclusion in the furniture bid process.

“Day in the Life” Engagement: Director Reflections



Denise Sekaquaptewa, Ph.D
Director, ADVANCE Program
Professor, Department of Psychology



Kim Lijana, Ph.D
Director, Center for Educational Outreach



Stay in the Know: Project Resources

OFFICE OF THE PROVOST
UNIVERSITY OF MICHIGAN

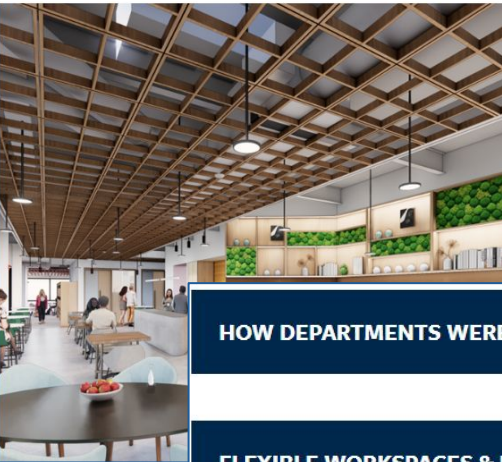
ABOUT THE OFFICE

VICE PROVOST AREAS

RESOURCES & POLICIES

INITIATIVES

The 401 E Liberty Project



HOW DEPARTMENTS WERE IDENTIFIED FOR 401 E LIBERTY

FLEXIBLE WORKSPACES & DAY-TO-DAY SEATING

PRIVACY

COLLABORATIVE SPACES, MEETING ROOMS, & CAPACITIES

AMENITIES

IDENTITY: PERSONAL & DEPARTMENT

STORAGE

Project Website

- Link provided in all email communications
- Information on teams moving
- Recorded Info Sessions
- Detailed FAQs

Project Email Account & Communications

- 401liberty@umich.edu
- Ask questions and get responses
- Helpful links to project resources at the bottom of all email communications

401 E Liberty Project | Meet Your Neighbors: Wolverine Pathways (+ Info Session Reminder!) Inbox x

401 Liberty <401liberty@umich.edu>

Mon, Jun 22, 10:40 AM (23 hours ago)

☆ ↶ ⋮

to Arts, advancestaff, VPAO-Unit, M-PACT, ceo-core, wpathways, graham-move2026, 2025-lease-projec

Dear Colleagues,

We're excited to feature the first team of the 401 E Liberty "Meet Your Neighbors" series, **Wolverine Pathways!**

In addition to the [all-unit "Meet Your Neighbors" deck](#) which provides a general overview and high-level introduction of all units, each team has been working to put together more detailed information to help everyone get to know the groups that will be working at the 401 E Liberty space.

So, we hope you enjoy getting to know the **Wolverine Pathways** team! You can find their unit-specific content [here](#).

Final Reminder: We hope you can join us [tomorrow](#) for the **June Information Session from 11:00 a.m. - 12:00 p.m.**

We are pleased to welcome two guest panelists, CEO Director Kim Lijana and ADVANCE Director Denise Sekaquaptewa. Denise and Kim will be sharing their reflections on the Day-in-the-Life workshops, and we are very grateful to them for joining us and sharing their insights.

The information session will also include:

- Key project updates
- An introduction to the new Director of Workplace Operations & Experience
- Next steps, project resources, and a Q&A
 - **Note:** All staff will be able to submit questions. We encourage you to review the [posted questions](#) to see if your question has already been asked. The most common questions are at the bottom of the list.

401 E Liberty Project

University of Michigan - Ann Arbor

Email the project team at: 401liberty@umich.edu

[Project Website](#)

[Project FAQs](#)

[Feedback Form](#)

Next Steps, Key Dates, and Upcoming Activities

Next Steps

- Shared Calendar development to verify critical events and space to support all units
- Storage deep-dive, inventory and analysis
- Packing and purging guidelines

Key Dates

- Weekly Office Hours via Zoom - *calendar invites going out today!*
 - Friday, June 26 from 9 - 10 a.m.
 - Tuesday, June 30 from 10 - 11 a.m.
 - Wednesday, July 8 from 2 - 3 p.m.
 - Thursday, July 16 from 3 - 4 p.m.

Upcoming Activities

- “Meet Your Neighbor” engagement: Unit-specific information will continue to be shared over the coming weeks!
- Operational Norms and Process Development
- Virtual Fly-Through Video (Late Summer / Early Fall)
- Finalized Project Schedule



Q&A



Thank You!