



Spring 2026 Regional HERC Member Meeting:
Redesigning Work to Enhance Meaning with The Job Crafting Exercise

March 25, 2026
12:00pm – 1:30pm Central Time

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Meeting Overview

In a competitive landscape where attracting and retaining a talented higher education workforce is more critical than ever, how might we help people find deeper meaning and fulfillment in their work?

Join us to explore this question with faculty from the [Center for Positive Organizations](#) at the University of Michigan Ross School of Business. In a highly interactive online session, we will learn about the research behind the Job Crafting™ Exercise and have a chance to experience it for ourselves. A tool that helps us envision work as a set of flexible building blocks, this experience invites you to reimagine your own role with effective small shifts that reshape your job around your strengths, values, and passions. We will explore ways to bring this powerful approach to meaningful and fulfilling work to our institutional contexts in an era where we are seeking new strategies for boosting engagement, supporting inclusive workplace cultures, and strengthening retention and employee well-being. You'll leave with a new understanding of this science-backed approach as well as a practical, evidence-based tool that speaks directly to building workplaces where every member can thrive.

SHRM and HRCI credits also available for attendees.



**Speaker bio below*

Speaker



Monica C. Worline, PhD, is the Faculty Director of the Center for Positive Organizations at the University of Michigan’s Ross School of Business and a member of the faculty in the Management and Organizations group at Michigan Ross. Monica is a leading voice in translating research from the academic field known as Positive Organizational Scholarship into the practice of more courageous thinking, compassionate leadership, and designing organizations that bring people’s best work to life.

Monica co-authored the book *Awakening Compassion at Work: The Quiet Power that Elevates People and Organizations* (with Jane Dutton), and her current research and writing projects focus on helping organizations design and build the structures and practices that create scalable, reliable mission excellence built on a foundation of human thriving.

Monica has previously served as associate director and research scientist at Stanford University’s Center for Compassion and Altruism Research and Education and on the faculties of Goizueta Business School at Emory University, the Paul Merage School of Business at the University of California, Irvine, and the UC Irvine School of Social Ecology. Her research has been published in academic journals such as *Administrative Science Quarterly*, *Organization Science*, and *Strategic Organization*. Monica completed her doctoral work in organizational psychology at the University of Michigan and earned her BA with distinction and honors at Stanford University.

Follow-up – Optional Support for the Workshop

While not required for purchase to attend this workshop, you can review a workbook that helps walk you through the Job Crafting Exercise. This interactive tool allows you to view your job as a flexible set of building blocks. Using this unique perspective, you create a visual plan for redesigning your job to better suit your values, strengths, and passions. The result is a more optimal fit between you and your job, boosting your happiness and effectiveness at work. To learn more or purchase, visit: [Job Crafting™ Exercise](#)