

Task Force 3: How We Work - Flexible Work Arrangements and Optimization of University Space

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Goals

- Flexible work arrangements to support the university's mission and commitment to recruit and retain a diverse and talented workforce.
- Foster a highly engaged and productive work environment that values employee well-being and work-life balance. Ensure the university maintains its community culture and best place to work environment.
- Reimagine university space to the highest and best use as a university resource which must be stewarded.

Background

We have learned that a number of campus functions can be performed remotely. Campus space demands are ever increasing and a well-developed flexible work policy can improve employee retention and recruitment while improving the utilization of existing campus facilities and reducing rental costs. Relatively early in the pandemic, it was recognized that the sequestration and different teaching and operations environments, coupled with the threat of COVID-19, induced considerable stress on employees and students. We encouraged unit directors to take time during the work day to evaluate unit wellness and conduct training and provide common resources for employees to look at their work-life balance - to help each other better understand and mitigate the stress and strain of the pandemic on their personal and professional lives. Our success so far in this effort is mixed, but we will continue to prioritize this effort in our post-pandemic routine.

Key Concepts

- Flexible work arrangements are non-traditional working options to conduct work that involve variations to an employee's work schedule, and/or place of work to accomplish the duties and responsibilities of an employee's assigned position, through a combination of employee request and at management's discretion. Such arrangements may include flexible work schedules, job sharing and remote work and other options.