

Return to Work/Campus

Diane Uzarski, DNP,MPH, RN

Chief of Staff

July 13, 2021

Agenda

Return to Campus: Our Leadership Approach
Guiding Principles & Process
Our Community: Balancing Staff & Student Needs

Leadership Approach

- Intense top leadership planning
 - Consider campus directive
 - Recognize industry pressures
 - Students are #1
 - Customer service approach
 - Set school reopen date
 - Use existing evidence to inform plan
- Establish a pilot year
- Listen to and involve departmental leaders



Guiding Principles



- Commitment to Excellence
- People Matter
- Key Stakeholders/Customers
- Retention & Recruitment
- Accountability for Outcomes
- Sense of Community
- Consider the “whole”

Clear Directive/Process

- ✓ Department Supervisors worked directly with teams to solicit input
 - ✓ 100% remote
 - ✓ 1-2 days on-site
 - ✓ 3-4 days on-site
 - ✓ 100% on-site
- ✓ Supervisor has decision-making autonomy
- ✓ Responsible for developing a “Team Success Plan”
- ✓ Individuals to complete telecommuting agreements
- ✓ All documents submitted to leadership for approval



Easing community back.....

- Allow **time and space** to address concerns
- Be responsive to **employee concerns**
 - Parking
 - Flexibility with special one-off needs
 - How will I be safe in the building?
- **Honor teleworking arrangement** and provide hybrid meeting options
 - Adapt technology and building to new hybrid environment
- Offer **opportunities for people to return to building**
 - Ice cream socials outdoors
 - Communicate how community is trickling back
- Considering a **Pilot Year Community Group** to shepherd us through Pilot Year
 - How will we rebuild our community culture?
 - Be intentional about highlighting new community members
 - Considering a weekly e-newsletter that specifically addresses back to work issues



A few other things.....

- ❑ Meeting expectations – Flexibility and understanding
- ❑ Offer school-wide tools to communicate remote or on-site status for “drop-ins”