

Faculty and Staff Consolidation into Co-working Suites

November 20, 2025

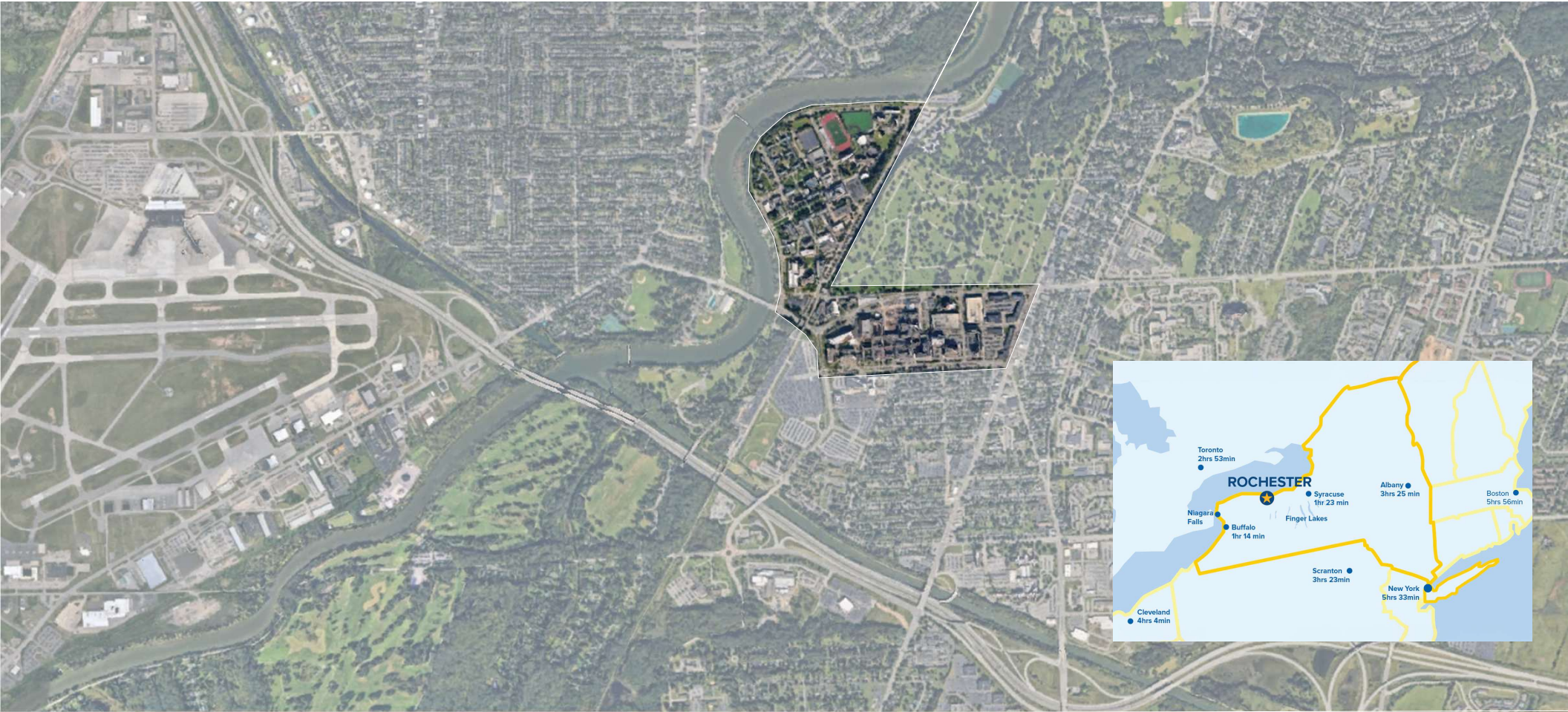
Presented by:

Colleen Miller & Abby Filipowski

MEDICINE *of* THE HIGHEST ORDER



University of Rochester



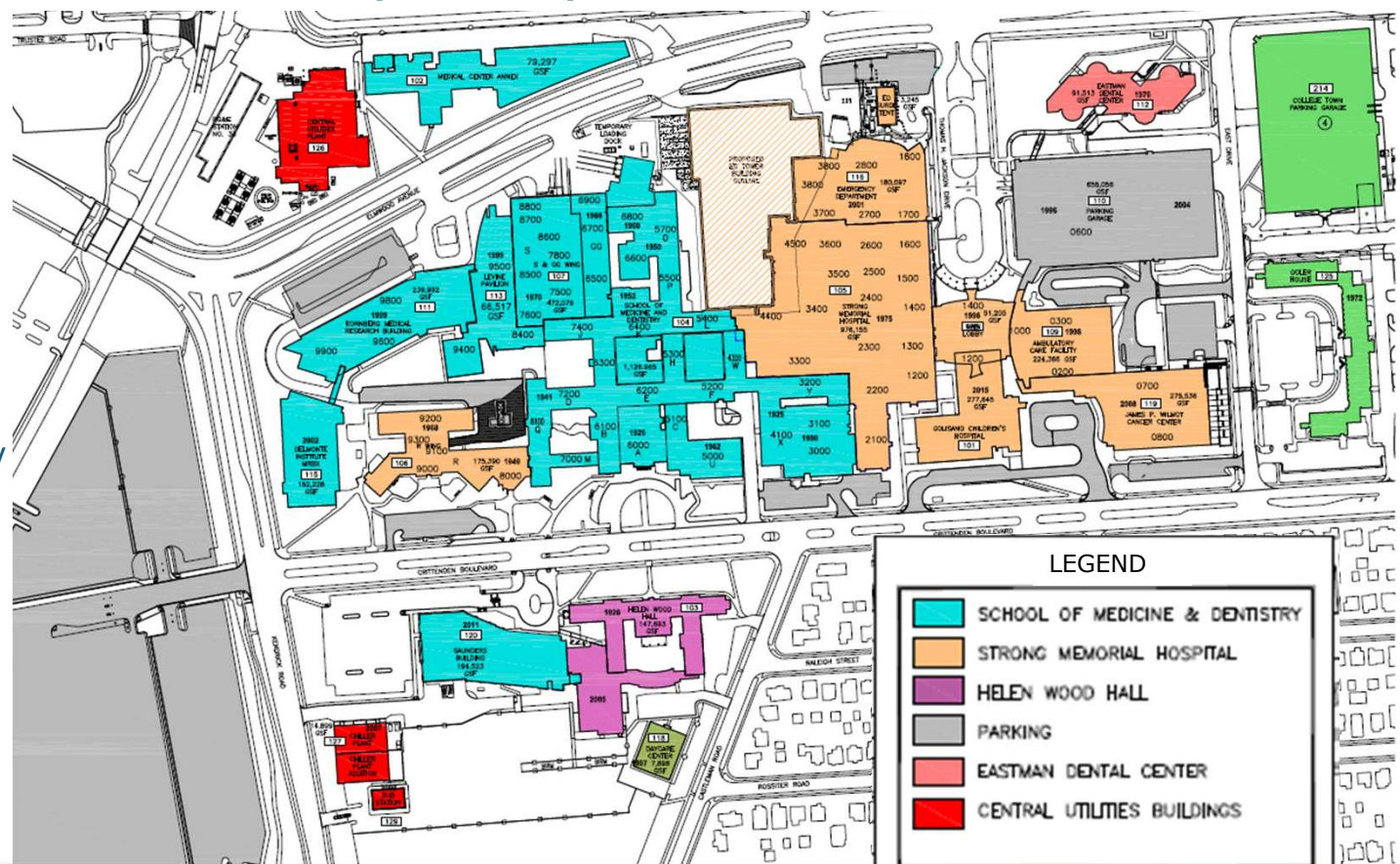
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University of Rochester Medical Center (URMC)

Notable facts

- Medical Center
 - Size: 5.4 million SF
 - Distance: 1.1 miles
 - Area: .07 square miles
- Building Restrictions
 - Horizontal - due to cemetery and surrounding neighborhoods
 - Vertical - 4.3 miles from airport
- Aging Buildings
 - First constructed 1926



URMC – Current space Issues

2019 Clinical Departments Staff and Faculty Projections

	Incremental Positions	Backfilled Positions	Fiscal Year Total
FY20	181	27	208
FY21	110	4	114
FY22	71	1	72
FY23	44	2	46
FY24	37	2	39
FY25	37	1	38
TOTAL:	480	37	517

Note: numbers are in FTE, only clinical departments were surveyed and not all are represented here.



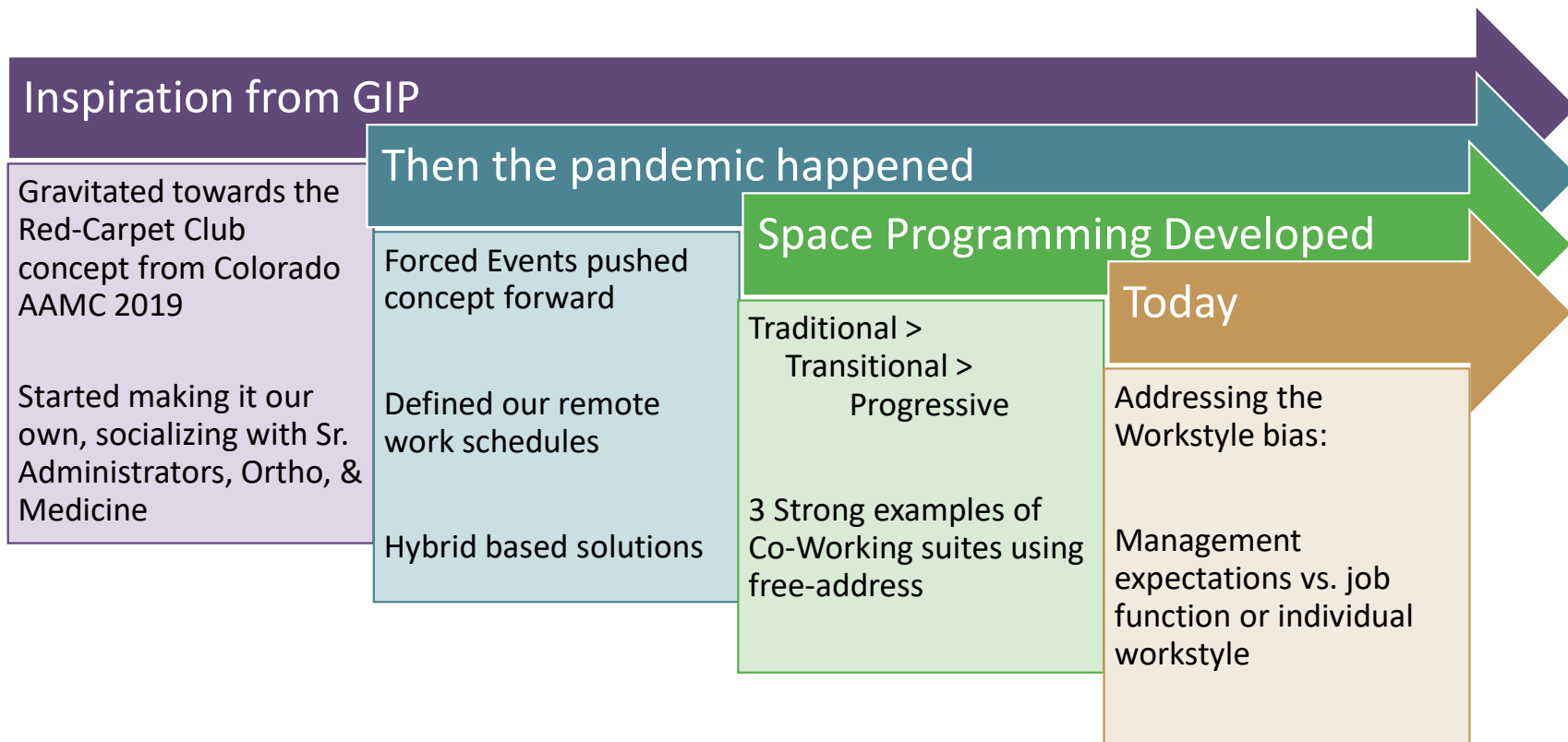
Number of Wings:	1	6-7
Realignment Seats	26 Seats (average)	156-182 seats
Realignment Gross SF	5,000 GSF	30,000-35,000 GSF
Capital Cost	\$2.5 million*	\$15-17.5 million*

*excludes enabling costs, FY20 estimates

- Aging buildings > **realignment renovations** of existing or demolish/new construction
- Cost > \$2.5m for a gain of 26 seats is **not sustainable**
- Increased Incremental Hires > **Desperation** to find space

Outcome > reviewing space assignment to implement **progressive** space solution styles

URMC – Knew we needed to change



Socializing the idea

2019 brought concept to leadership

- So many Presentations
- Success and failures
- Physicians lounge

Able to secure funds for build-outs

Identified a department willing to be the pilot

New and modern space

Reiterating why this needed to happen to end users:

- Department Growth
- Optimize limited space



Co-Working Example 1

Saunders Center for Orthopaedics & Physical Performance

New Campus relocated Orthopaedics out of Medical Center

Socializing idea 2019

Met with end users from University of Colorado's Hub

Programming began – 2021

Total Faculty = 52

14 held out until the space opened

Occupied Fall 2023

Current headcount: 72 (Ortho = 57 + PM&R = 15)

Key take-aways: saved on office space and furniture costs. Capital savings were able to be reallocated to create state of the art revenue generating clinical space.



Co-Working Example 1

Saunders Center for Orthopaedics & Physical Performance

Total building area: 350,000 sq. ft. (210,000 renovation; 140,000 addition)

4,926sf - Original Program for 26 shared offices

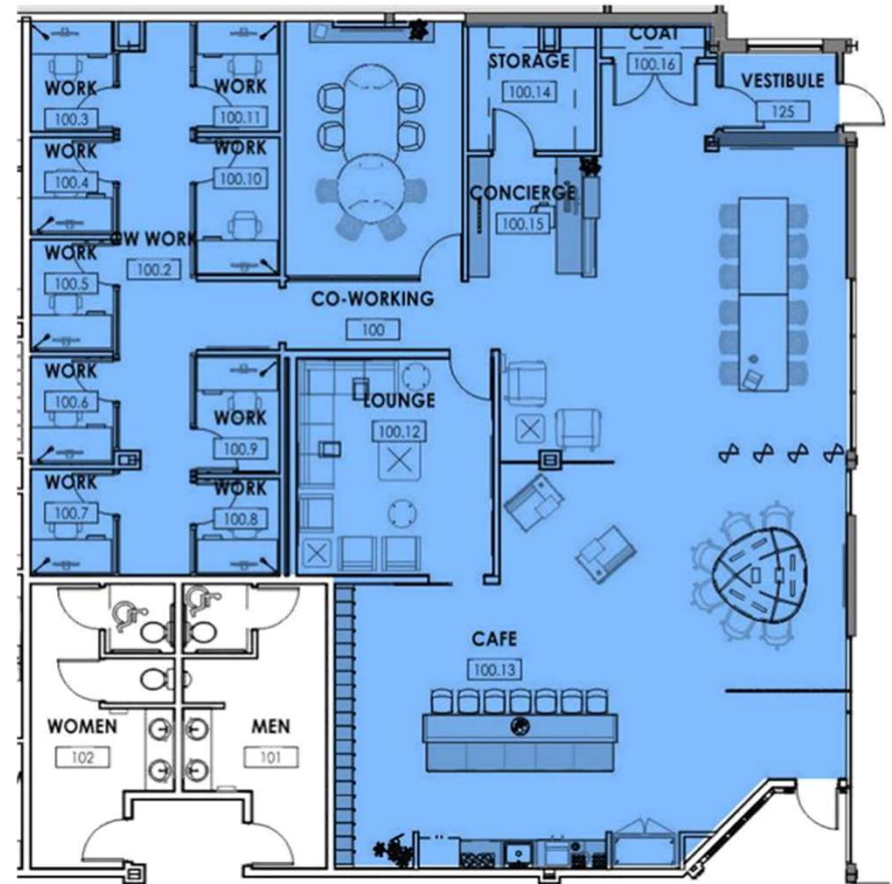
3,106sf Proposed Clinical Faculty Space Co-Working space

1,820sf Space reallocated to clinical programs



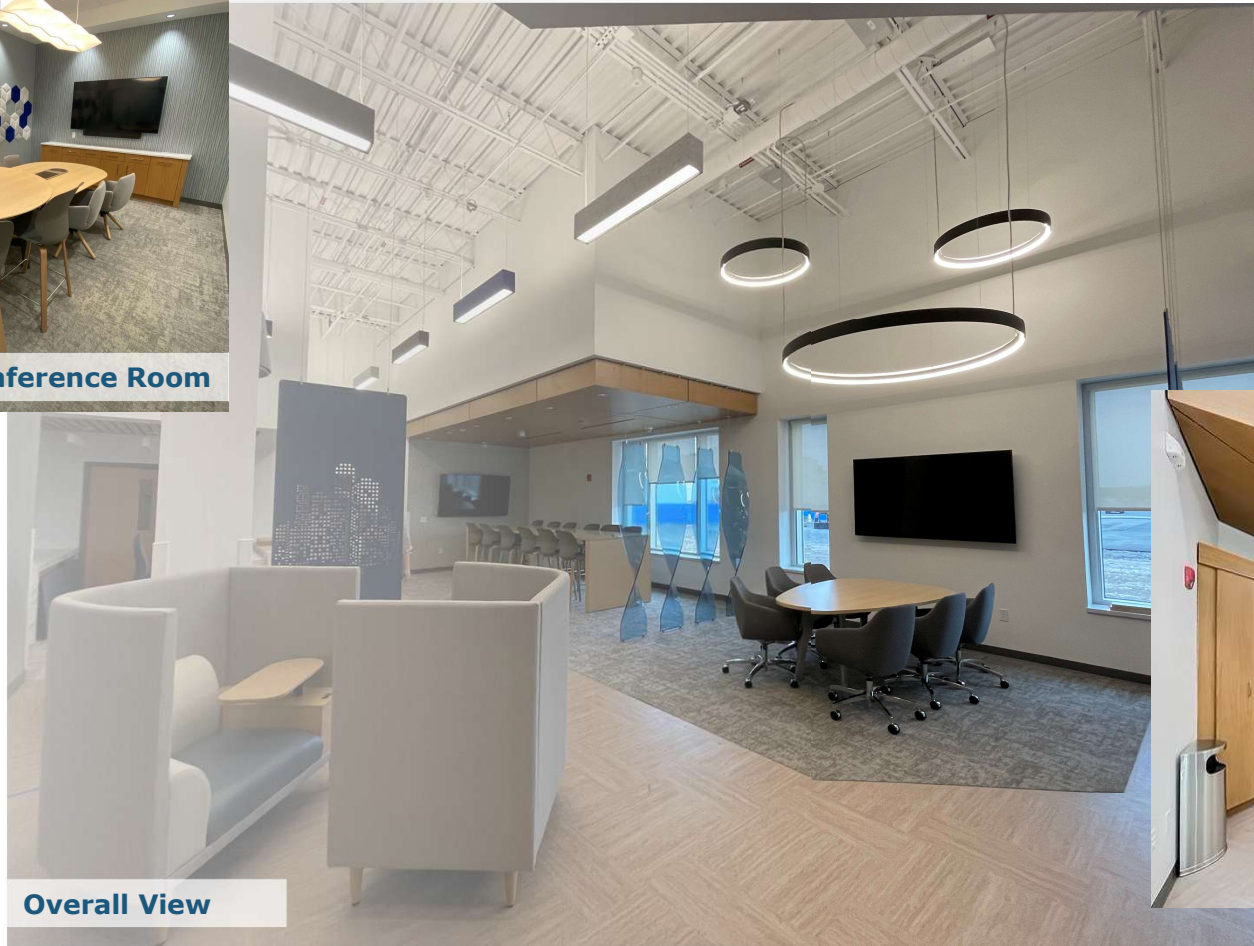
Saunders Center for Orthopaedics & Physical Performance Co-Working Amenities

- Swipe access only for designated physicians
- Concierge staff
- **Lounge areas** with comfortable seating
- Various seating in open area
- Conference room
- **Cafe**
- **Large TV's**
- Lockers
- **(9) Reservable Zoom Room (48sf)**





Conference Room



Overall View



Café

Co-Working Example 2 Department of Medicine

Renovation driven by necessity

- Couldn't meet the needs of Clinical Faculty projections with traditional seat assignment
- Occupied Fall 2024

Current Headcount = 320

If programmed traditionally, assume
160 shared offices = 19,200 sq ft

Co-Working Square Footage = 3,287 sq ft
Saved Square Footage = 15,913 sq ft

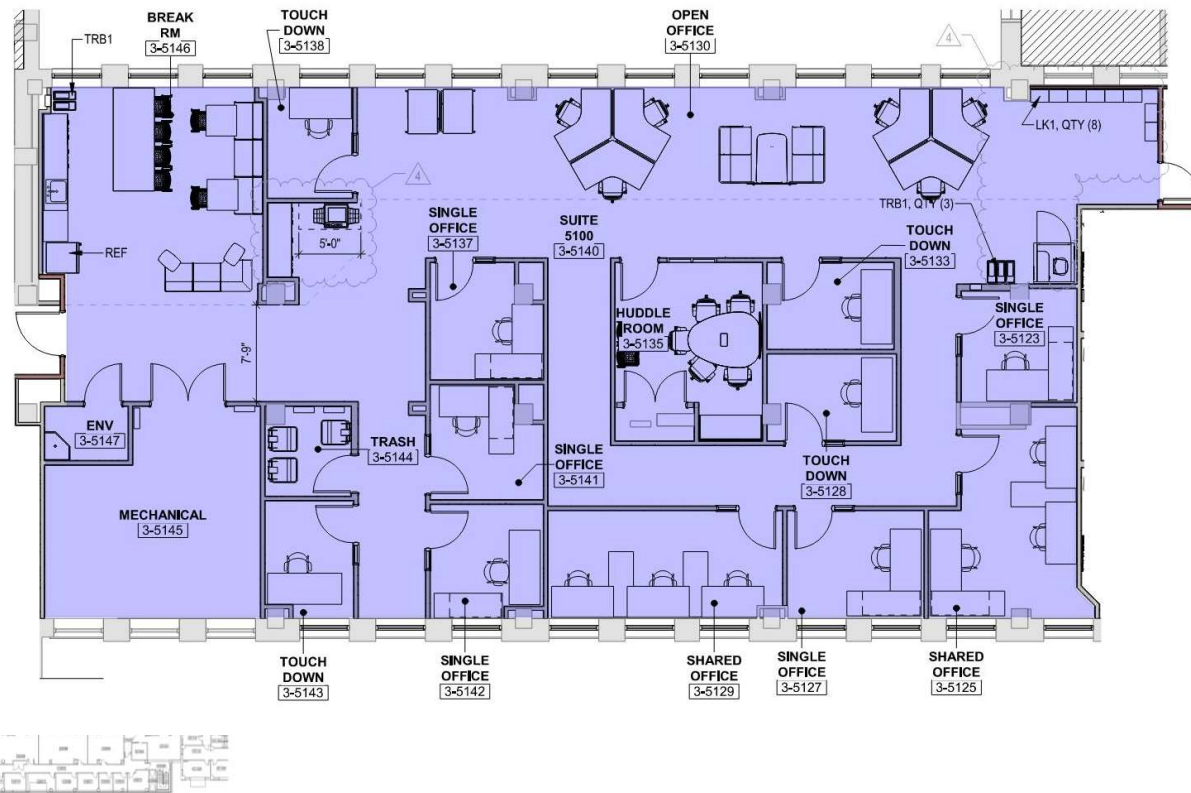
Serves both Faculty and Staff

- About 48% of bookings are Faculty users
- Continue to track reservations



Medicine 3-5100 Faculty & Staff Co-Working Suite Amenities

- Swipe access only for designated employees
- Small **conference** room
- **Workstations** / carrels
- Café – Break area
- **(9) Reservable Zoom Rooms** (80sf)
- Lockers





Co-Working Example 3 Space Planning & Real Estate

Department led renovation

- Space Planning and Real Estate opted for a hybrid work model in a Co-Working setting
- Host Open Houses for others to experience

Headcount = 28

Original Square Footage = 6,476 sq ft

3,246 Real Estate Services

3,230 Space Planning

New Square Footage = 3,746 sq ft

Saved Square Footage = 2,730 sq ft

Since **Fall 2023** we have opened our suite to other occupants:

- Ambulatory Nursing Admin (3)
- Operational Readiness (1)
- Legal Counsel (1)
- Facilities Leadership (3)

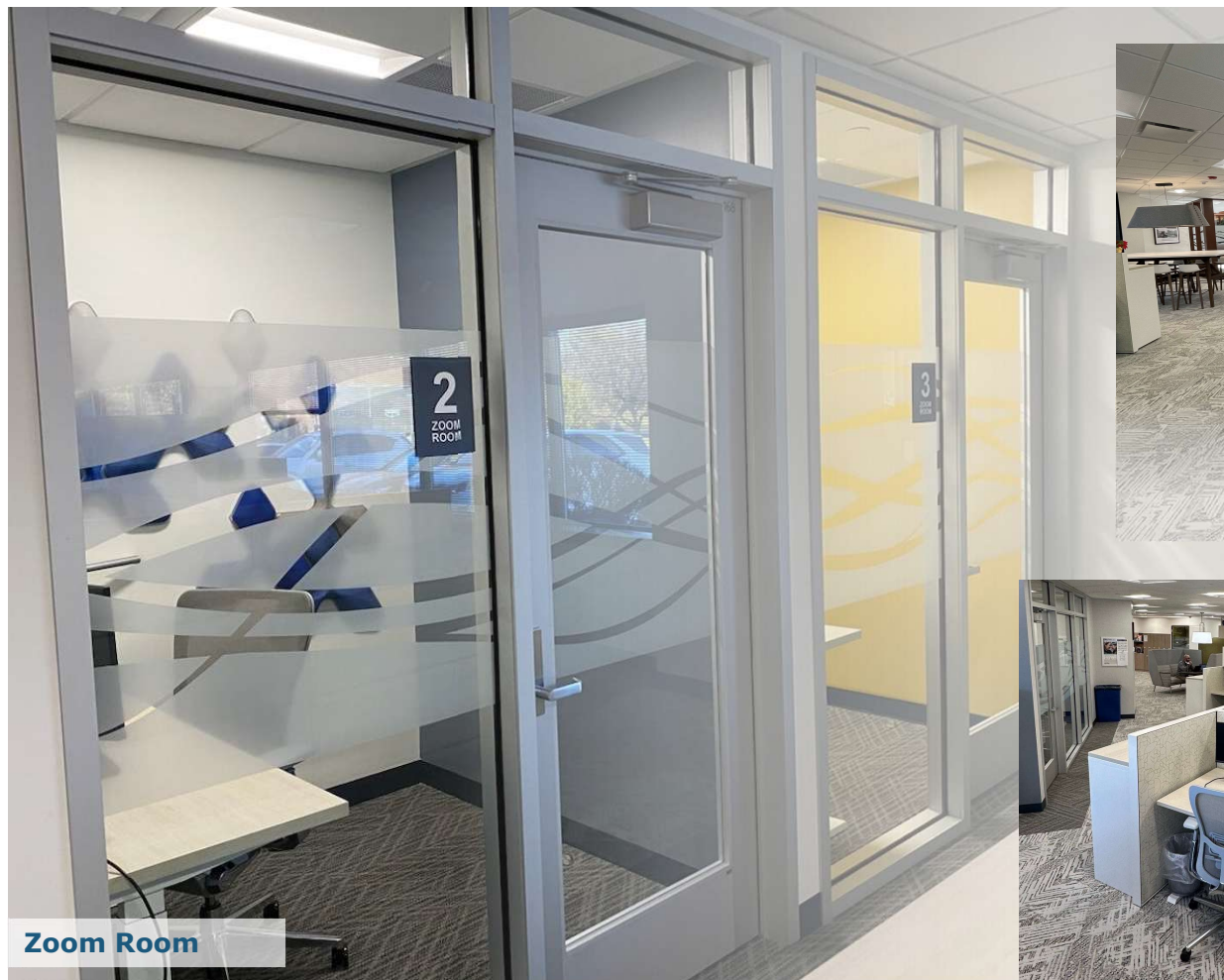


Space Planning and Real Estate Co-Working Amenities

- Lounge areas
- Swipe access only for designated staff
- Private **phone booth**
- **(4) Reservable** Zoom Rooms (65sf)
- Small conference room
- **Workstations** / carrels
- Kitchenette
- **Various collaboration & seating** in open area: benches, tables & chairs
- Small, **sit-stand** desks
- Lockers & assigned lateral file drawers
- Website:

[Co-Working Suite - Space Planning & Real Estate Services - University of Rochester Medical Center](#)





Zoom Room



Collaboration Seating



Workstation

Shared Attributes

- Forced events helped drive
- Smaller square footage + Increased **density**
- Hybrid schedules;
 - Clinical + Administrative
- Executive Leadership buy-in
- Progressive Department leadership

- Participants **have** to give up assigned office space
- **Elevated** design tailored to end users
 - Larger FF&E budget
 - White noise
 - Adjustable lighting
- Variety of space types for every workstyle
- Established **Etiquette**
- Allows for spontaneous collaboration



Staff Feedback & Buzz

“The ease of collaboration in an open office environment is hard to beat. Colleagues are within feet and you can easily see if they are available for a quick discussion. I find it much more efficient to get answers to questions and relay information with this office layout.”

“Being provided with the proper tools has helped the transition go smooth; a choice in work settings (sit/stand desks, Zoom rooms & large tables), white noise and noise cancelling headphones are a plus.”

“To me, our co-working suite provides a workplace experience that is first class! Everything has been designed to meet the need for focused work or collaborative interactions. I especially like coming into a fresh, clean workspace with a different neighbor each day. If anyone has hesitation, I’d encourage them to have an open mind and find new ways to make the space work for them.”





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