



Touchpoint 20

Today's Topic:
WORKING FORWARD

Program will begin at 12:00 pm



~~Return to Campus~~

WORKING FORWARD

Work culture transformations happening across industry



amazon



Zillow

facebook.

GAP



Uber



twitter

PROGRESSIVE

Google



slack

J.P.Morgan

Square

nielsen

What is *WORKING FORWARD*?



A PHASED APPROACH

Re-Inventing vs. Returning: Phases of Working Forward



Workforce Types



	VIRTUAL	ON-SITE	HYBRID
Where will I work?	Home-based workspace	On campus, on-site	Two workspaces, at home and on-site
What type of employee parking*?	Daily Parking	Annual Permit (reporting 4 or more days on-site)	Teleworking Permit (reporting 3 days or less on-site)
How will I work?	Access to unassigned “hoteling space” on-site when developed and as needed. On-site no more than 1 day per week for work not possible at home. Working outside of driving distance of UNC-CH requires prior approval.		Days on-site scheduled with supervisor and may be staggered with other team members. Over time, current assigned space on-site may be converted to unassigned “hoteling space”

Established goals for transforming our workplace in Phase 2– 20/80 Model



20% On-site

80% Virtual or Hybrid

Who is being considered for changes in their workspaces in the SOM?



- Workforce types assigned by job classification
- Exception process will review roles that are patient- or public-facing
- Employees who would like to change their workspace assignment due to personal or medical reasons will work with the Equal Opportunity and Compliance (EOC) office

Why are we WORKING FORWARD?



We have seen that virtual/hybrid employees can be productive working from home

Provides an opportunity for managers to be more intentional in their connections with employees

Workspace flexibility helps in recruiting and retention.

Decreasing cost of leased space and increasing available space on campus allows us to continue to grow to meet our missions and expand revenue generating operations. This helps the long-term stability of the SOM, even during economic downturns.

Working together, we expect to see increases in work/life balance and employee satisfaction.

Re-Inventing vs. Returning: Phases of Working Forward



Moving to Phases 2 & 3



A PHASED APPROACH

Re-Inventing vs. Returning: Phases of Working Forward



When & how will I know what my workforce type will be?



- You may not hear right away, so please be patient as we work through the process.
- Your department will be advised on workforce types and may request some exceptions, which will be reviewed by committee.
- Once finalized, your manager will meet with you to review work expectations; you will sign and receive a copy of this plan.
- **We expect this work to span through May and June – this should allow for a 60-day notification for coworkers in most instances.**

We know that change
can be hard.



Together we can meet Dean
Burks' challenge to
reimagine our work culture



Tell us what you think!

**Please take 3 minutes to give us some
feedback on this Touchpoint 20:**

<https://www.med.unc.edu/intranet/touchpoint-20/>



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MEDICINE**