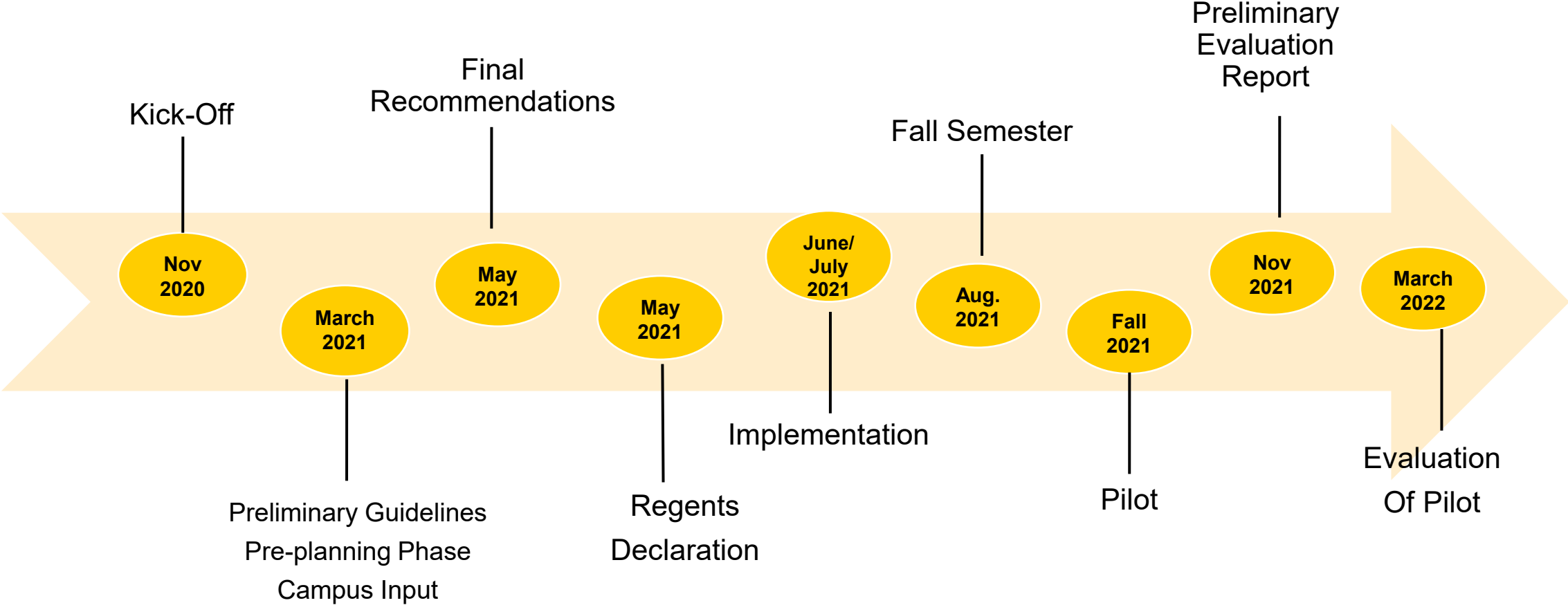


Future of Work

Updates
Evaluation of Pilot

Staff Council Update
October 13, 2021

Future of Work Timeline



Evaluation Work Group

- Joni Troester – University Human Resources
- Shelly Campo – Graduate College/College of Public Health
- Eean Crawford – Faculty Advisor
- Michael Kaplan – IMHR/ITS
- Rachel Napoli – ITS
- Joe Bilotta – FM/Space Planning
- Margaret Vogel – FM/Space Planning
- Teri Schnelle – Division of Student Life

Evaluation Areas

- Work Arrangements – from Self Service Application
- Exit Interviews – Tailored Question
- Clients/Customers - Tailored Survey Questions to Client/Cust.
 - In existing surveys only
- Space Impact – Survey Questions to Org level leadership
- Employee/Supervisor Experience – Pulse Survey

Opt-In to Evaluation Process at the ORG LEVEL

Evaluation Timeline - Overview

- **Exit Interview Question** – Implemented end of July; Administered at ORG level
- **Client/Customer Questions** – Administered at ORG level if Opt-in In existing surveys only
- **Space Planning Survey** – Administered at ORG level in consultation with ORG level leadership
- **Employee/Supervisor Pulse Survey** – Developed and administered centrally for ORG's that opt-in to the evaluation process

Report Out

- Preliminary Report by Mid-November
- Final Evaluation Report – March 31, 2022

Impact on Turnover

- Assess reason for leaving at time of exit
- Senior HR Leader responsibility within each ORG
- Question:

One factor in my leaving this position is the level of availability of a fully remote or hybrid work arrangement? Y or N

Implemented July 26, 2021

IOWA