The FUTURE of WORK

Listening Tour Sessions
February 17 | February 25 | March 1
The Covid-19 pandemic has become an accelerant to one of the greatest workplace transformations of our generation. Understanding how this transformation will impact our institution is key to our continued success, and essential to the advancement of academic excellence, organizational efficiencies, and the fostering of a caring, inclusive, and respectful work environment, where employees are engaged, productive, valued, and rewarded for their contributions.
COVID-19 has provided valuable lessons on how we can employ flexibility and innovation to better serve our students and the community.

Employees can effectively perform some, not all, jobs off campus.

In order to attract and retain top talent and remain competitive with market trends, we must expand our view of flexible work arrangements.

We must have the right people, policies, training, assessment tools, and technology in place to support short and long-term strategies.

To this end, President Holloway has established the FoW Task Force.
**Task Force Charge**

- **FoW Task Force**
  - 12 Working Groups
  - Over 250 subcommittee members
  - Broad and inclusive representation across the campuses
  - One FoW Union Advisory Group

- **Identify and prioritize strategies:**
  - Improve student and patient experience
  - Build capacity
  - Cost savings
  - Increase innovation
  - Identify opportunities to enhance workplace culture
  - Empower local decisions that create a balanced approach between organizational business needs and employee well-being
  - Ensure equitable, transparent and fair processes and decision-making
Progress To Date

- Appointed Working Group Chairs and developed committee charges
- Launched the FoW Website on 10/27 (Futureofwork.rutgers.edu)
- FoW Surveys
  - Faculty / Staff Survey closed on 11/15 with 8,239 responses
  - Student Employee Survey closed on 12/10 with 2,210 responses
  - Analysis by Institutional Research currently underway
  - Key findings will be made available on the FoW website in March 2022
- Over 100 ideas, comments, and suggestions received via the Online Community Input Form available on the FoW website
- 37 faculty/staff focus groups and 10 student focus groups
- Collaboration with the Office of Climate Action
- Ongoing weekly collaboration sessions with task force members
- Biweekly Union Advisory Group meetings
- Virtual Listening Tour Sessions through March 1
Next Steps

- **March 2022**: Post Key Survey Findings on the FoW Website
- **April 2022**: Town Hall and Prepare Draft Recommendations
- **May 2022**: Task Force Report Due to President Holloway
- **July 2022**: Public Communications Regarding Findings & Recommendations
- **Fall Semester 2022**: Begin Operationalizing Approved Short-term Recommendations
- **2023 - 2027**: Operationalize Approved Long-term Recommendations
- Check futureofwork.rutgers.edu for regular updates