

## **Co-Chairs**

James Ford, Chief of Staff, Academic Planning

Eugene Whitlock, Assistant Vice Chancellor, Chief People and Culture Officer

## **Membership**

Jesse Arp (People and Culture)

John Arvin (or designate)

Arlene Banaga (Berkeley Regional Services/BSA CUCSA)

Ella Callow (Disability Access and Compliance)

Marissa Cheng (PEP)

Maria Garcia-Alvarez (Space Planning)

Wendy Hillis (Campus Architect)

Douglas McSkimming (People and Culture)

Rebecca Miller (CDSS)

Malcolm Quon (Academic Planning)

Kira Stoll (Sustainability)

Liz Marsh (IS&T)

Jerry Yerardi (IS&T)

Seamus Wilmot (Parking and Transportation)

Andrew Weiss (Space Planning)

Alleen Zulkowski (People and Culture)

Derek Van Rheenen (CSAC)

Harris Mojadedi (CSAC)

CAO Representative, TBD

Equity and Inclusion Representative, TBD

Graduate Division Representative, TBD

Teal Sexton (Berkeley Regional Services)

As the campus continues to quickly adapt to the uncertainties surrounding COVID-19, we are confident that in our near future our workforce will return, in some capacity, to our Campus Park. Our return to on-campus work and the future of our work will certainly be impacted by our time working remotely, and we should utilize this opportunity to identify efficiencies and improvements by analyzing our workplace collaborations, work practices, space utilization, telecommuting policies, impacts on traffic and parking, recruitment and retention of staff efforts, campus sustainability efforts, and associated policies.

The working group on the *Future of Work* should analyze, assess, and, where needed, draft recommendations and guidelines regarding the various elements of returning to, and the future of, campus work, including:

- Policies guiding work on campus and working remotely, including UC Berkeley and UCOP policies. If needed, draft new policies that reflect our current and proposed work environments. Take into account potential impacts on the recruitment and retention of

staff, including staff working remotely 100% of the time and living outside of the Bay Area.

- Guidelines to supervisors and managers regarding assessment of work practices, including location and space of work, and workplace needs including costs (e.g., technological needs); and regarding managing staff in a hybrid remote/in-person environment (e.g. when some staff are on campus and some are remote, or when managers are remote and staff are on campus).
- Best practices for creating, building and maintaining campus community, inclusion and collaboration across campus, including faculty and staff collaboration, staff and student engagement, etc.
- Draft tools (i.e., surveys and other assessment tools) to gauge worker needs related to workplace activities, including spaces where we conduct administrative work.
- Campus space types, utilization of campus workspaces, and space needs for staff (likely in conjunction with the Long Range Development Plan and Campus Master Plan), along with potential impacts to surge planning, and long-term academic space planning, the development of updated space standards, and guidance for departments and managers to self-assess their space use.
- Financial implications of employees working remotely, including consideration of operating expenses, cost to lease or build new/renovated space, employee benefits, etc.
- Influence on the programming of spaces of new buildings, including any impacts on building renovation projects.
- Impacts on campus sustainability and infrastructure.
- Impacts on transportation, parking, and worker commutes, including any agreements between UC Berkeley and public transportation agencies.
- Impacts on available staff service time (e.g., could we better serve students during evening hours with a truly flexible schedule).

Informed by research conducted both on and off campus, and in consultation with UCOP and other UC campuses, the working group will deliver a status update presentation to Cabinet and the Council of Deans in spring semester, and a set of recommendations to campus by 7/1/21.