

# Future of Remote Working at NIU

March 2, 2021



**Northern Illinois University**  
*Your Future. Our Focus.*



# Active Discussion Among Sr. Leadership



Senior Roundtable	Focus
February 2	Work at Home- Past, Present and Future
February 16	RIAC Work Life Balance Report
February 23	Administrative Efficiency Project Prioritization
March 2	Integration, Planning and Implementing Change

# Major Takeaways



# Flexibility is Desirable

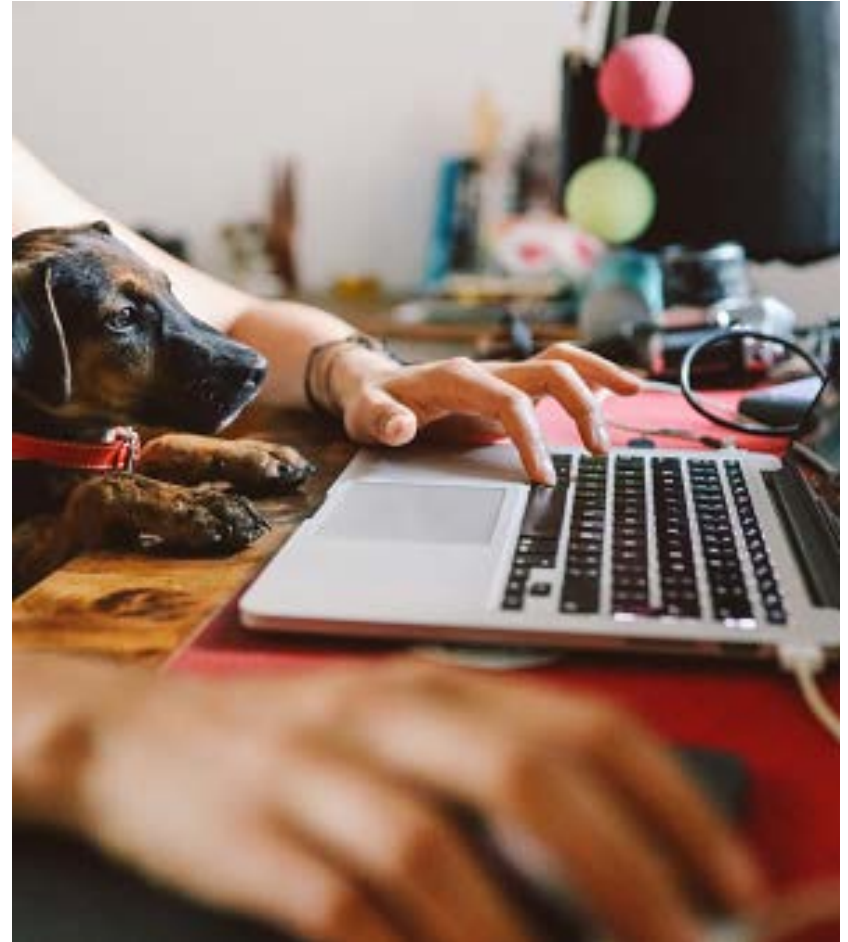
Enhance Employee  
Health/Well-being

Enhance Productivity

Retain and Engage  
Employees

Serve Employee and  
Employer Needs

Not One-Size Fits All



# Policy Revision is Necessary

Current Policies Need Updating

Revisions Guided By Flexibility, Fairness, Functionality

Prioritize Student Needs and Service to Students

Guidelines vs. Prescriptions

Equity Minded

## Work At Home

Policy Approval Authority	President
Responsible University Office	Human Resource Services
Responsible Officer(s)	Associate Vice President, Administration
Contact Person	Celeste Latham, clatham@niu.edu
Primary Audience	Faculty Staff
Status	Active
Effective Adoption Date	10-01-2016
Last Review Date	10-01-2016
Policy Category/Categories	Human Resources / Employment

# Technology Needed to Support Change

Enable team members to work remotely and in person

Identify technology solutions for individuals, conference rooms, classrooms

Promote Equity/Remove Technology Barriers





# Additional Resources to Support Remote Work

For Supervisors

For Employees

For Onboarding

For Building Teams

For Automating and  
Digitizing Processes



*"What surprises me lately is how much I miss all the annoying people at work."*

# Data to Inform Path Forward

## In Hand/Pending:

- SRT Initial Action Plan
- RIAC Work Life Balance Report
- PCSW Survey (expected)
- Administrative Efficiency Prioritization
- Executive Assistants' Feedback
- Supervisor's Feedback
- Classroom Inventory

## Needed:

- Student Feedback
- Additional Faculty/Staff Feedback
- Chairs/Deans Feedback
- Cost Data/Cost Estimates
- Inventory of Available Resources
- Complete Understanding of Compliance Issues/Constraints



# Moving Forward



# Strategies

Learn from COVID

Mine Internal Experience

Collect Information from  
External Resources

Develop Guiding Principles  
and Exemplars

Replicate Effective Practices in  
NIU Context After Appropriate  
Consultation/Communication



Next Steps	Responsibility	Tentative Timeline
Appoint Task Group on Future of Workplace Flexibility/Remote Working	President Freeman	Early to Mid-March
Identify Policies in need of Review/Revision and alert policy owners	Task Group on Future of Workplace Flexibility/Remote Working	Alert by March/April
Collect and share/back information on student needs and preferences	SET Team Leadership	Before Semester Ends
Collect/share back information on effective practices and lessons learned at and outside NIU	Community effort (Assigned and Volunteer)	In Progress
Evaluate costs/expenses associated with flexibility that includes remote work	Administration & Finance DoIT	In progress
DRAFT guiding principles for workplace flexibility and future of remote work at NIU	Task Group on Future of Workplace Flexibility/Remote Working	By Early Summer



# Ways That You Can Help

- **Share Your Experiences**
- **Contribute Your Ideas/Suggestions**
  - Innovative Solutions that Support Workplace Flexibility/Remote Work
  - Effective Practices and Needed Tools
  - New Policies/Policy Revision
  - Cost/Expense Considerations
- **Support Administrative Efficiency Projects and Priorities**



# Comments, Questions?

