



Overarching Organizational Culture Standards

1. Unit/college leaders should define the culture and approach for remote and hybrid work in their organizations.
2. Design a modernized workforce that delivers high quality services to be provided efficiently at peak operational levels.
3. Adopt a diversified workplace location strategy with clear, consistent parameters.
4. As a land-grant institution, our decisions must be based on prioritizing and optimizing face to-face interactions with students while preserving service levels for faculty and staff.
5. Redefine meaning of “flexibility” for work-life management (i.e., support ability to fit work into life rather than life into work) that empowers staff to prioritize time in their workday for self-care and work performance.
6. Reinforce our Diversity, Equity, and Inclusion initiatives by offering positions that can accommodate remote or hybrid work options.
7. Provide adequate resources, support, and guidance for leadership, supervisors, and employees.
8. Provide a culture that encourages creativity, innovation, and nimbleness that will allow us to be proactive and work more efficiently.
9. Encourage experimentation with new types of alternative work schedules (such as ones that might allow for increased flexibility for child or family care obligations during work hours).
10. Strive for balance in empowering employees for sound time management to ensure success, but also ensure optimal work performance standards.

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