Returning to Work, Returning to Campus
Effective Strategies and Lessons Learned
on the Ground and Best Practices for
Working Remotely and Returning to
Campuses After Closure
Emergency Planning for Disaster

• Discussion and Poll
  • Who has experience with the National Incident Command Structure?
Continuity of Operation (COOP) Plans

• Leadership Succession
• Devolution
• Flexibility
Situation Report – COVID 19

• Campuses final plans/alterations for return
• Decisions being made on what fall will look like (most recent discussions)

• ...And now Back in Time
Travel Back in Time

• Discussion –

• Where were you when you first heard about COVID 19 or the novel Coronavirus?
• UW-Platteville Story
Everybody OUT!
March 2020
Telework

Work achieved with the help of information systems and technologies outside the main employer location, including at employee's residence.
Brief History

• First emerges as environmental/social good concept and policy
• Evolves to company/employee benefit
• Originally designed for IT professionals or task dependent employees
Pros/Cons of Telework

Non-Pandemic
Pros
• Employee Well-Being
• Higher Job Satisfaction and Increased Productivity

Cons
• Isolation
• Boundary Violations
• Disparate Impact

Pandemic
Pros
• Employee Well-Being
• Continuation of Operations

Cons
• No Choice
• Isolation
• Boundary Violations
• Disparate Impact
UWSP Implementation

- Leverage some existing materials
- Jettison other inapplicable materials
- Manage/acknowledge unknowns

Working remotely is approved at the discretion of managers, as with normal working expectations. Not all work can be performed remotely and not all positions are conducive to remote work. While this may appear disparate, the social distancing ("Coronavirus Social Distancing and Self-Quarantine, 2020") that is achieved by broadly permitting and encouraging remote work is beneficial to all employees and the public. If the entire office is working remotely, posting a sign like this, would allow you to share updated contact information with a potential visitor.

Working remotely is easiest to implement for jobs for tasks which require reading, writing, research, working with data, and talking on the phone. In general, and at management’s discretion, a position is suited to working remotely if the job or some components of it can be done off-site without disruption to the flow of work and communication. However, if the position is well suited, but the remaining work in need of completion is not suited to working remotely, leave arrangements will need to be made and entered into the timesheet.

Remote work is only available to employees who have all the tools required for their job available to them at the remote location. University-provided supplies and equipment at home is not an entitlement of employees working remotely. Generally, the employee is responsible for any additional costs (such as internet or utilities) which result from remote work.

- If you have a laptop or other device, you should take your device with you when you leave work. Be sure you have the necessary programs and resources available on your device.
- Laptops and other devices can be reserved through the UWSP IT department on a very limited basis.
- If you do not have a laptop, visit the IT Remote Desktop page to establish a remote desktop.
- Here are some tips from IT on collaborative work tools is available in the IT Newsletter 117.
- For Information on how to maintain security read the Staying Secure While Working Remotely Announcement

The employee agrees to create and maintain their workspace in a safe condition, free from hazards
Emergencies that would move people from their workspaces – Platteville Edition
Anatomy of a Disaster – 2014 Tornado

June 2014 EF-2 Tornado Strikes Platteville

Six Buildings Damaged – 1,000’s of trees lost
Platteville Tornado

80 Days to Rebuild

Curveballs
Platteville Tornado

- Lessons Learned:
- SWING FOR THE FENCES!
- Ask Questions
- Communicate
Platteville Tornado

- Going Back to Work/School
- Building Readiness
- People Readiness
- After Action
- Celebrate Success
Compare and Contrast – Tornado vs. COVID 19

• Emergency is ongoing
• Pandemic - worldwide, not isolated
• Testing COOP plans
• EOC – Still valid structure
• After action plan – need to complete
• Discussion (Whiteboard)
Lessons learned from physical disaster, considerations to keep on the forefront, and discussion...

THE RETURN
The "New Normal" Work Environment Considerations

• Building Readiness
  • Checklists
  • Make sure building systems are ready -

• Modifications to campus across the board
  • Other institutions – industry studies

• Resiliency – Design spaces for efficiency may be in the
The "New Normal" – Employee Considerations

• Assumptions and Perceptions – how to structure a workplace
• Parallel working environments
• People Readiness
  • Prolonged stress event
  • Managing expectations of return to campus
  • Employees will stay in telework environment
• UW System Survey of employees (credit: Nena Beier)
The "New Normal” Working

- Opportunity to reimagine and realign work

- When making decisions, how do assure micro-, mezzo-, and macro-level impacts are assessed? Are solutions scalable between the local to the global?
Defining and Measuring Success

• Determine metrics that reflect your values

• What are measures of success for the fall that consider a telework *and* a physical presence on campus? What structures/systems need to change/be in place to make that vision feasible?
A Holistic and Inclusive Approach

• Existing disparities were exacerbated through pandemic

• As practitioners how do we make systemic change in work that creates or enhances an equitable experience for all employees?
The Curveball....
What’s our Curveball?

• Virus take a break or die out over summer
• Testing capacities at high level by fall
Questions?