

### 1. How do we support employees **who never left campus/returned earlier than fall 2021?**

- Some employees are going from having very few coworker/personnel interactions to having a lot of people back. In essence, they have had the place to themselves and have become accustomed to not being interrupted during their workday.
- Parking is going to be a big issue all of a sudden.
- Call out the pending reality of a more populated campus.
- Do not assume everyone had the same experience.
- Some employees prefer to work on campus and be in-person, even if they were given a choice to move to a hybrid arrangement.
- Appreciate those employees who have been on campus, taking care of regular operations. A small token of appreciation would be great! Feelings of being less safe with more people on campus – new shifts in anxiety
- Acknowledging the anxiety
- Talk through individual practices for each person in terms of COVID safety precautions.
- Hierarchies that are going to return and people not respecting their expertise/experience
- Carrying this into the future feels important
- A lot of anxieties are about students and student behavior. Especially with relaxing rules due to vaccination.
- Scripts for staff to be able to enforce, particularly in helping students understand that this is about the health of our community.

### 2. How do we support employees **New to campus?**

- Research/Innovation has had a lot of new employees. Optional small orientation, supervisor coffee tours.
- In a way, we are all “new” to campus. Encourage management staff to put on a respectful workplace training and expectation setting. In some ways, the pandemic is still politicized so we need to make sure to reinforce compassionate communication.
- Campus tours. Social events – new employee event, new faculty events, try to reach out and connect with others. Participate in annually occurring start of academic year events.
- Providing information about rules and regulations are re: resumption/COVID
- Easier as we don't have to change routines and behaviors

### 3. How do we support employees **returning to an on-campus work schedule this fall?**

- Time to adapt to new commute, new parking plan.
- Reception desk is an open space and will need to interact with broader range of individuals
- Begin coming back to office 1-2 days a week during summer, do not leave it until September!

4. How do we support employees **who are returning to work on a hybrid work schedule?**

- People will be on different schedules and have different boundaries when they are in the office
- Hybrid work is a privilege, not guaranteed

5. How do we support employees **who will continue to work remotely?**

- Helping them feel connected, make sure expectations are clear.
- How we communicate so people are not tethered to technology. Certainty about how we communicate.