

Department of Human Resources
Interim Report
Board of Governors
Personnel Committee
September 30, 2022

■ WARRIOR STRONG



WAYNE STATE
UNIVERSITY

Flexible Work Arrangements (FWAs)

➤ New FWA policies effective August 1, 2022

- Applies to all full-time and fractional employees
- Excludes critical infrastructure employees (work must be performed on campus)
- Allows a maximum of 2 remote days/week
- Additional onsite working days may be required for critical/peak times/year
- Exceptions must be approved by a Dean/AVP/VP
- An FWA Request Form must be completed and approved

➤ Tracked, monitored, and reported at the department level

- Total Average Onsite Work ≥ 3 days = approximately 2,225 employees/day
- 158 (7%) have approved exceptions to work more than 2 remote days

Flexible Work Arrangements (FWAs)

Campus Daily Screener

Month	Average Daily Employee Counts (A)
January	1,585
February	2,302
March	2,559
April	2,387
May	1,932
June	1,870
July	1,654
August	2,199
September (B)	1,384

Early Returns!

Management Feedback:

- Very positive and working well
- Better work-life balance and some work > 3 days onsite
- Improved morale, greater energy and enthusiasm
- Glad the University is providing more flexibility
- Great for recruiting – required by new candidates
- Increased productivity
- Supports retention
- Academic Staff can better serve students
- Continues to desire 100% remote work for certain positions

(A) Counts may not include everyone who works onsite if they do not complete the daily screener.

(B) These counts only represent the first **2 weeks** of activity from 9/01/22 to 9/16/22.

Vacancies

Jobs posted as of September 16, 2022

Category	No. of Job Postings	Type
Academic	90	Faculty; Chairs; Assistant Deans; academic staff
Research	68	Research assistants/associates; Post-Docs
Staff & Executives	117	IT; administrative; clerical; management
Total	275	

Human Resources Benchmarks

Complete

- ✓ Identified key performance indicators (KPIs) for HR departments
- ✓ Organizational structure and major processes
- ✓ Performance Management System (Cornerstone Conversations - Goals)
- ✓ Benefits Administration (Phase I)

In Progress

- ✓ Benefits Administration (Phase II – Banner integration) – October 2022
- ✓ HR Dashboard for leaders (Phase I) - December 2022:
 - ✓ SCD/department demographics
 - ✓ Performance Management System (Cornerstone Conversations - Assessment)
 - ✓ Applicant Tracking System (ATS) Phase I – September 30, 2022

Questions???

Thank You!