

WORK REIMAGINED UPDATE

Chairs Meeting 03.06.23

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UCI Human Resources
Empower People Success

GUIDING PRINCIPLES

1

Balance needs of the organization and staff

2

Align with evolving workforce trends to attract and retain talent

3

Retain a culture of community and belonging



VISION

We see a thriving community, providing an environment that enables our best work in pursuit of excellent academics, research, health care, and public service. We champion a people-centric culture where we are connected by purpose and relationships, regardless of work location, to create an exceptional UCI experience for all.

WORK
Reimagined

ACTIONS FOR SCHOOLS & UNITS



REIMAGINE THE WORK EXPERIENCE

Review operating model factoring core in-person service hours, flexible work options, and on-site leadership presence. Update schedules, agreements, processes, and workspace as needed in alignment with updated guidelines.



CREATE A PEOPLE-CENTRIC CULTURE

Develop intentional leadership strategies to ensure that staff are connected, performing, and well by advocating check-in and other wellness tools.



EMBRACE WORK REIMAGINED

Use change management tools to communicate service and workforce changes to key stakeholders, team leaders, and staff.



ENHANCE LEADER AND STAFF SKILLS

Schedule new training for leaders to lead, manage and communicate with distributed teams in a flexible work environment. Support staff with self-management and basic technology training.



MEASURING OUR PROGRESS

PROGRESS AND IMPACT MEASURED ON A REGULAR BASIS

- Location Frequency Data
 - *First step in Space cost savings*
- Training participation
- Out-of-state work
- Staff Sentiment
- Turnover

ATTENDANCE* AT WORKSHOPS



CAMPUS

245



HEALTH SCIENCES

46



UCI HEALTH

92

137 additional participants are registered for the final two sessions

* Includes non-supervisory and faculty job classifications

LEADER AND STAFF SKILLS TRAINING

LEADER'S JOURNEY

- Q2 2023 – Leader deep-dives

STAFF'S JOURNEY

- March 2023 – Staff toolkit
- March 2023 – Micro-learning videos
- March 2023 – Two deep dives: self-management & hybrid technology



IMPACT OF WORK REIMAGINED

Work Reimagined has had a positive impact on staff sentiment and turnover since its launch 6 months ago

- Work-life flexibility was one of the top 3 reasons given why employees stay at UCI.
- Offering work flexibility was a major reason why new employees decided to join UCI.
- Newly hired and existing remote workers are more satisfied with their work experience than hybrid and onsite workers.
- Monthly turnover has dropped compared to this time last year.

