

UNIVERSITY OF HOUSTON STAFF COUNCIL

Resolution on Flexible Workplace Initiative

WHEREAS, the University of Houston – Together We Rise, Together We Soar Strategic Plan (hereafter referred to as the “Strategic Plan”) provides the direction we will follow and the objectives we will reach as we elevate UH into a Top 50 Public Universityⁱ;

WHEREAS, the Strategic Plan’s goals of Student Success, Nationally Competitive Research, Social Responsibility, Nationally Relevant Athletics, and Competitive Funding require a backbone of talented, skilled and innovative staffⁱⁱ;

WHEREAS, research indicates that universities that embody attributes of flexibility and adaptability, curiosity, empathy, resilience, and proactive thinking better prepare students for future encounters with unpredictable circumstances in their professional and personal livesⁱⁱⁱ;

WHEREAS, workplace flexibility can be tied to institutional goals to advance in national ranking^{iv};

WHEREAS, employers are currently facing ‘a mass exodus’ of employees and the Chronicle of Higher Education reports that more flexibility, including telecommute and hybrid work, and competitive compensation packages relative to experience and education are essential to attract and retain staff^{v vi};

WHEREAS, the total University of Houston full-time benefits eligible staff roster has decreased by at least 9% or 352 staff since April 2020^{vii};

WHEREAS, the University of Houston operated under remote and hybrid conditions for eligible staff for a period of 15 months and momentum toward building a top 50 public university was not deterred during this period^{viii ix x};

WHEREAS, 100% of Texas universities (to include all major public university systems and all public universities with undergraduate enrollment over 10K) surveyed and 49 out of the Top 50 and AAU (98%) public universities have policies that allow hybrid and/or remote work arrangements^{xi};

WHEREAS, prior MAPP 02.04.10 Flexible Workplace Initiative, the university’s flexible work policy, is on hold and a remote/hybrid option is temporary and only applicable for COVID-19 related reasons;^{xii xiii}

IN ORDER TO RETAIN AND ATTRACT AN INNOVATIVE WORKFORCE TO SUPPORT OUR CORE MISSION AND TO SUPPORT THE GOAL OF BECOMING A TOP 50 PUBLIC UNIVERSITY:

THEREFORE BE IT RESOLVED THAT the Staff Council supports the University leadership in enacting a permanent policy such as [MAPP Policy Under Review 02.04.10 Flexible Workplace Initiative](#) (draft 12/11/2020) that permits flexibility for eligible staff to enroll in a hybrid remote or full telecommute work schedule at the discretion of units/departments.

