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Save the Date

ANNUAL MEETING:

**Advancing the World Class
CHRO in a New Era**

November 9-10, 2020

From the Treasurer



Greetings from Indiana University. I hope your transition to the new semester has been safe and positive (in the non-COVID sense). Please know that I take the role of Treasurer for the ARU-HRI very seriously and will work closely with Laurita and the board members to ensure our resources are used wisely and in the best interest of our entire membership. After six years as a member of the ARU-HRI, the value of this organization continues to increase for me and hopefully the same holds true for you. While the cancellation of our in-person meeting is disappointing, the silver lining is that it has opened up new and useful ways for us to stay connected better throughout the year. To the newest members, we all look forward to working with you and learning from you.

Sincerely,

John Whelan

*Vice President for Human Resources
Indiana University*

Symptom Checker

COMPILED BY MICHELLE PIEKUTOWSKI
Carnegie Mellon University

I submitted a request for any schools willing to share their symptom checker questionnaire. I received the responses below. These were very helpful and Carnegie Mellon was able to develop and implement. We are calling our "symptom checker" a daily self-assessment and have it behind the firewall.

Univ. of Illinois System:

<https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>

Univ. of Michigan:

<https://healthscreen.umich.edu/>

University of California, Berkeley:

https://calberkeley.ca1.qualtrics.com/jfe/form/SV_3xTgcs162K19qRv

2020 Virtual Annual Conference

Given the uncertainty of the pandemic and it's implications for travel for the membership, the board of directors has made the decision that the ARU-HR Institute annual conference will be virtual November 9-10, 2020. Conference schedule and registration information will be available on our website in early September.



2021

**We will return to the Park Lane Hotel,
New York City November 8 - 11, 2021.**

Please save the dates now!

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- 5 Consultant/Coach/Mediator Recommendation
- 6 University Child Care Comparisons

From the President



Greetings!

Our Board of Directors has three openings to fill this fall. Members Julia McCallin, Cal Tech; Tony Kinslow, Rochester; and Elyne Cole, University of Illinois; are completing their terms. We will recognize them during the annual business meeting for their exemplary service. Two board openings are for members from private universities and one opening is for a public university. The role of the board is described on our website: aruhrinstitute.org. It is a leadership opportunity to influence the programs and services that serve you. If you are interested in serving on the board, please send an email to me, laurita@umich.edu, by September 16, 2020 with information about your interest and background. The current board will elect new members at the September meeting and service begins in November at the annual meeting.

At the Board meeting of August 28, 2020, the Board approved the annual audit presented by Mark Parton of Coulter & Justus and Glee Wilson Director of Finance, CUPA-HR. It is a very clean audit with no issues to report. Our organization is open to every member of the AAU, no membership dues are required. Our financial model depends on the support of our sponsors, and revenue from the annual meeting. The treasurer’s report is given during the annual business meeting in November. We have on-going annual expenses of \$60,000 to cover insurances, fees, the audit and contracted for services. Even though we do not have an in-person meeting this year, we appreciate that TIAA and Segal have agreed to continue as our sponsors and therefore our financial position is good. We are seeking one more sponsor, non-competitive with current sponsors, for the future, that can provide support at a significant level. If you have a suggestion and experience or a relationship with a company to recommend, please let me know by a phone call or email.

Finally, I am excited by the annual conference: Advancing the World Class CHRO in a New Era, November 9-10, 2020. We expect to open registration on our website by September 12, 2020. You don’t want to miss it!

In service,
Laurita

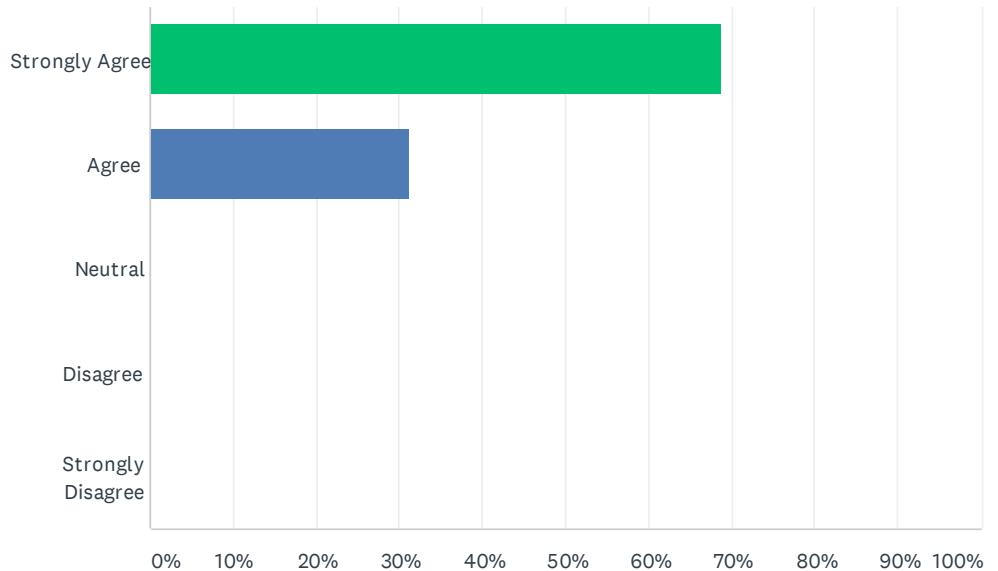
Reimagining Our Workplace

BY LAURITA THOMAS

On July 13, 2020, ARU-HRI sponsored a session on zoom featuring our own members discussing strategic directions for Reimagining Our Workplace. Thank you to Kyle Cavanaugh, Duke; Jewel Washington, Maryland; Nancy Resnick, UCSD; for serving as panelists. Thank you to Jeff Herring, Utah; Mindy Kornberg, University of Washington; Nancy Resnick, UCSD; Julia McCallin, Caltech; and Legail Chandler, Washington University in St. Louis for planning the session. Forty-four members participated in the session and 36% responded to the evaluation survey. There is clear interest on the part of our members to continue periodic sessions on topics of high interest. As always, your comments, questions, concerns, suggestions are most welcome.

Q1 Reimagining Our Workplace provided information that is of value to my role.

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	COUNT
Strongly Agree	68.75%	11
Agree	31.25%	5
Neutral	0.00%	0
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		16

(continued on page 3)

Safety and Health Protocols

PREPARED BY KENNETH FREEMAN
Interim Vice President Human Resources, Dean Emeritus and Professor of the Practice, Boston University

QUESTION:

What are your plans for ensuring compliance with COVID-19 safety and health protocols on campus (daily health attestation, lab testing frequency, wearing facial coverings)? Are you relying on moral suasion and community commitment, or will there also be enforcement protocols with consequences for faculty, staff and students? If enforcement protocols, what will they be?

RESPONSE SUMMARY:

Institutions replied with a range of approaches. Some plan to rely solely on moral suasion and appealing to a sense of community. Others include acknowledgment of a health and safety commitment pledge with a few having also developed compliance protocols up to and including the possibility of termination in accordance with the relevant provisions of the Faculty Handbook, the non-represented staff handbook, or faculty and staff collective bargaining agreements; along with suspension of students for noncompliance.



Reimagining Our Workplace (continued from page 2)

Q2 This best part of this session was:

Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	breakout sessions	7/14/2020 5:14 PM
2	Liked the breakout session	7/13/2020 4:03 PM
3	The mediated panel session	7/13/2020 3:56 PM
4	Sharing of great ideas perhaps we had not thought of	7/13/2020 2:50 PM
5	breakout session	7/13/2020 2:49 PM
6	Opportunity to share with colleagues	7/13/2020 2:16 PM
7	The panel presentation	7/13/2020 1:49 PM
8	The break out session	7/13/2020 1:49 PM
9	The break-out session.	7/13/2020 1:47 PM
10	Small-group breakout	7/13/2020 1:46 PM
11	I liked the chat question sharing as well as the verbal sharing via Zoom. Very helpful to know what is happening across the nation's higher ed institutions.	7/13/2020 1:43 PM
12	Panel Discussion	7/13/2020 1:32 PM
13	Very strong peer support for a new approach to work, with many teams, positions, sub-organizations potentially fully virtual	7/13/2020 1:23 PM
14	Sharing from the panelists and in our small group.	7/13/2020 1:22 PM
15	The exchange of information from the various institutions, including both the general session and the individual breakout sessions--both were extremely informative.	7/13/2020 1:17 PM
16	hearing from each other about solutions to very specific issues - for me international telecommuting.	7/13/2020 1:13 PM

Q3 The least meaningful part of the session was:

Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	All of it was helpful.	7/14/2020 5:14 PM
2	polls	7/13/2020 4:03 PM
3	The breakout session - the time was too constrained to learn much from each other	7/13/2020 3:56 PM
4	nothing	7/13/2020 2:50 PM
5	Breakout session	7/13/2020 2:49 PM
6	All was meaningful	7/13/2020 2:16 PM
7	I found it all helpful	7/13/2020 1:49 PM
8	The panel discussion because the discussion was not anything new. There was more interesting discussion happening in the chat.	7/13/2020 1:49 PM
9	Nothing. It was all meaningful.	7/13/2020 1:47 PM
10	It was all valuable.	7/13/2020 1:46 PM
11	It was all good.	7/13/2020 1:43 PM
12	I had to leave prior to the breakouts	7/13/2020 1:32 PM
13	The fact that we are discussing the same work, just in different locations	7/13/2020 1:23 PM
14	N/A	7/13/2020 1:22 PM
15	There was no least--all was good/great.	7/13/2020 1:17 PM
16	Panels are good but prefer the breakout approach	7/13/2020 1:13 PM

(continued on page 4)

Reimagining Our Workplace *(continued from page 3)*

Q4 I am interested in future sessions with my peers on the following:

Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	yes	7/14/2020 5:14 PM
2	broader flexibility strategies, working with unions in this new paradigm, workforce planning implications for the future	7/13/2020 4:03 PM
3	Workforce planning during and emerging from a pandemic	7/13/2020 3:56 PM
4	same topic, post initial fall return to campus	7/13/2020 2:50 PM
5	Covid 19 recovery	7/13/2020 2:49 PM
6	How to address revenue shortfalls How to operate in a virtual environment, teaching, working, research	7/13/2020 2:16 PM
7	Challenges of reintegrating the workforce and establishing the "new normal"; maintaining a sense of campus connection and employee engagement in a remote work environment.	7/13/2020 1:49 PM
8	Topic specific brainstorming and planning - e.g. approaches to addressing reasonable accommodation requests in a remote work setting.	7/13/2020 1:49 PM
9	Navigating remote work when employees are living out of state.	7/13/2020 1:47 PM
10	Office configurations under the "new normal".	7/13/2020 1:46 PM
11	I expect remote work to remain as a staple. A session focused on remote work and how institutions are ensuring ergonomic setups, to what extent equipment is furnished, are employees are reimbursed for expenses (if any), how are travel expenses handled when onsite presence may be required, out of country versus out of state remote work criteria, salary setting practices for out of state remote workers, etc.	7/13/2020 1:43 PM
12	Return to work issues.	7/13/2020 1:32 PM
13	I would love to have discussions on blue sky ideas for a new approach to the workplace, which means re-thinking work and not just work location--	7/13/2020 1:23 PM
14	Future institutional transformation opportunities, Inclusion brainstorming session	7/13/2020 1:22 PM
15	Continue the discussion on response to the changing climate and environment for HR and how we are responding to it.	7/13/2020 1:17 PM
16	how the role of HR itself will change a year from now, staying remote or not, affect that has on the function.	7/13/2020 1:13 PM

Q5 Any other comments:

Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	Thank you for organizing the sessions and stay well.	7/14/2020 5:14 PM
2	Really appreciate the opportunity to interact with everyone.	7/13/2020 4:03 PM
3	Please continue the sessions - it is good to connect and to get a feel for how colleagues are addressing common challenges	7/13/2020 3:56 PM
4	great group, thanks for including me	7/13/2020 2:50 PM
5	none	7/13/2020 2:49 PM
6	Excellent program!	7/13/2020 2:16 PM
7	I really enjoy these sessions. It's very helpful to connect with others and find out about their challenges and solutions. Thank you!	7/13/2020 1:49 PM
8	Great opportunity to connect with colleagues and would definitely like to see this continue.	7/13/2020 1:49 PM
9	Great job keeping us in touch with each other.	7/13/2020 1:47 PM
10	Great session, thanks to all!	7/13/2020 1:46 PM
11	Thank you for hosting these meetings. The meetings have been very informative.	7/13/2020 1:43 PM
12	none	7/13/2020 1:32 PM
13	I find this group very valuable!!!!	7/13/2020 1:23 PM
14	Thanks for all the work to put this together! It is always the highlight of my day when I get to see and hear from my peers!	7/13/2020 1:22 PM
15	The panelists were great--good information to start the discussion and the breakout session was great --got to talk more specifically--could have had a little more time for the size of the group. We wanted to hear from each, but time ran out to ask questions.	7/13/2020 1:17 PM
16	today was great -thanks to everyone who put it on!	7/13/2020 1:13 PM

Consultant/Coach/Mediator Recommendation

John Whelan, VP, Indiana University, requested recommendations from the membership for a consultant/coach/mediator who is good at helping co-workers work through difficult situations. He indicated that there were some strong personalities involved, so he was looking for a seasoned coach/consultant/mediator who is comfortable with this kind of situation. These are the recommendations he received and he was able to select one of the recommendations.

Name	Institution/Company	E-Mail	Website
Marjorie Johnson	MSJ Advantage	Marjorie@MSJAdvantage.com	
Aleen Bayard	Transformation Consulting	aleen@aleenbayard.com	www.aleenbayard.com
Chris Coffin		chris@chriscoffinconsulting.com	https://www.linkedin.com/in/chris-coffin-a38b583/ ,
Linda Miklas	Contact Radiant Coaching and Consulting	linda@radiantcoach.com	https://radiantcoach.com/index.html
Charlene Moore Hayes	CM Hayes, LLC	Charlene.Hayes@cmhayesllc.com	
Pat Muncy		Muncy59@aol.com	
Garry R. Sanders, PCC	Principal, AssistLeadership, LLC	garrettsanders@gmail.com	
Mindy Kannard	Mindy Kannard, LLC	Mindy.kannard@gmail.com	
Pam Borton	PBP Consulting Group	pam@pambortonpartners.com	http://linkedin.com/in/pamborton
Teresa Kay F Kulper	U of IOWA Org Dev Department	teresa-kulper@uiowa.edu	https://hr.uiowa.edu/organizational-effectiveness
Michael Ciszewski	Campden Hill International	michael@campdenhillinternational.com	campdenhillinternational.com
Bernadette Johnson		bernadette@bernadettejohnson.com	http://bernadettejohnson.com/

Mark your calendars!

 <p>American Research Universities Human Resource Institute</p>	<p>Annual Conference: November 9-10, 2020</p> <p>Advancing the World Class CHRO in a New Era</p>	
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University Child Care Comparisons

COMPILED BY FELICIA WASHINGTON
Senior Vice President for Human Resources
University of Southern California

LEGEND:

Survey Respondents

Research Findings

CHILD CARE CENTERS

Child care centers are/will be open Dartmouth Berkeley Brown Carnegie Mellon Stanford USC

Offering access to backup care, care.com, etc Brown Carnegie Mellon Stanford USC Rice

Recommending/partnering with community childcare Stanford Berkeley

Launching working groups to better understand challenges Vanderbilt Cornell

PAID/UNPAID LEAVE

Unpaid leave after paid leave is exhausted Dartmouth Case Western Reserve USC

Work from home if able; special leave available if exposed or diagnosed with COVID, and rules for personal leave relaxed Brown

Will allow employees to use accrued sick time for childcare Berkeley

Providing paid time off for reasons including child care Cornell (10 days) UC System (up to 14 days)

BENEFITS CONTINUATION

100% of benefits covered by university Dartmouth USC

Relaxed rules for personal leave Brown

University portion of benefits covered Case Western Reserve USC

BACKFILLS FOR ESSENTIAL WORKERS ON LEAVE & EMPLOYEE FLEXIBILITY

Managed and funded at school/division/department level Dartmouth

Using existing staff; temporary hires possible Brown USC

Encouraging leaders to be flexible with work schedules University of Washington USC

FINANCIAL SUPPORT

Relief funds for employees affected by COVID-19 for childcare expenses University of Oregon

Child care stipend or supplement NORTHWESTERN \$25/day reimbursement for up to 6 days/year MIT Up to \$2,000 for each child up to 12 years