Dear Staff Colleagues,

We are pleased to announce that the Flexwork Pilot was a success as confirmed by survey and anecdotal data, and that Cabinet has approved a Flexible Work Arrangement Policy. Flexible work arrangements must continue to ensure we achieve and maintain service and operational excellence while delivering a thriving and vibrant campus experience in keeping with the university’s Jesuit character and the expectations of our students.

Over the past two years, Seattle University has been making investments in technology, combined with updated practices, policies, and governance, to improve the experience of our students in alignment with their varied and evolving needs. Flexwork is an important way to liberate the energy and creativity of our staff, better manage our costs and create the capacity to achieve the change as called for in our strategic directions.

The policy and the program include establishing formal guidelines, exclusions, and an escalation process to address issues or concerns regarding the administration of the policy. Notably, as we move to a formal policy, we will require a formal application form and process. While not all positions are suitable for flexible work arrangements, this formal process will help assure equal opportunity to be considered for the program. Additional information about the recertification process will be shared and the recertification period will begin in April and will conclude at the end of June. During this time, staff colleagues may remain on their current flexwork arrangement. Resources and training will be provided, and we plan to share the best practices so we can continue to be successful. The Staff Flexwork Program webpage is currently under construction and more details will be posted within the next week.

In November 2021, the Flexwork Taskforce surveyed staff and supervisors of staff about the Flexwork Pilot and collected comments on the staff experience. Additionally, the Seattle University Staff Council (SUSC) provided feedback for consideration. In February 2022, SU students were surveyed about their ability to access services. You can find the survey results on the Staff Flexwork website.
Our Seattle University staff have shown diligence and resilience as we navigated the Flexwork pilot and the continued impacts of COVID-19. We want to express gratitude to each one of you for contributing to our thriving campus environment in your own unique ways. Your efforts ensure that even with flexible work we continue to deliver excellent service to students and the community, enabling SU to attract and retain a talented and diverse workforce, and further SU’s sustainability goals.

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