



**To:** SUNY University Faculty Senate  
**From:** Operations Committee  
**RE:** Resolution: Increase Flexibility in Telecommuting Policy and Work Plans  
**Date:** 189th Plenary, October 7-9, 2021  
**Location:** Online  
**Resolution #:** 189-03-1  
**Vote:** For: 27 / Against: 13 / Abstain: 2

#### **RATIONALE:**

**WHEREAS** the SUNY Workplace Flexibility-Telecommuting Work Plan<sup>1</sup> developed during the pandemic, which was recently amended and extended, will expire on December 31, 2021; and

**WHEREAS** a stable faculty and staff is essential to delivering and maintaining a quality on-campus student educational experience; and

**WHEREAS** without the ability to work remotely, there will be a negative impact on morale, work-life balance, and the ability to retain and recruit diverse faculty and staff; and

**WHEREAS** other state-system schools have put forth dynamic and effective telecommuting policies<sup>2,3,4,5</sup> that benefit employees and have demonstrated cost-savings; and

**WHEREAS** students will benefit from increased access to flexible instruction and campus resources and the example set by their educational experiences on SUNY campuses which may reflect the workplace of the future they encounter as alumni; and

**WHEREAS** in response to the New York State Climate Leadership and Community Protection Act (CLCPA), SUNY has a stated mission and goals to move SUNY campuses towards a sustainable future<sup>6,7</sup> and allowing flexibility for remote work plans is a potential space-saver; and

**WHEREAS** the current SUNY Workplace Flexibility-Telecommuting Work Plan creates burdensome and inflexible work requirements; and

**WHEREAS** the response to the COVID-19 pandemic was proof of concept that allowing flexibility for remote work can be optimized for enhancing instructional delivery using advances in educational technology;

#### **RESOLUTION:**

**THEREFORE BE IT RESOLVED** that the SUNY University Faculty Senate supports the Chancellor's and the unions' efforts thus far and urges them to continue to work with the Governor's Office of Employee Relations to

- develop a more flexible policy designed with stakeholder input;
- focus on flexibility leading to productivity rather than formalized strictures for telecommuting policy;
- extend the SUNY Workplace Flexibility-Telecommuting Work Plan beyond December 31, 2021; and
- pursue a permanent policy.

<sup>1</sup>[https://drive.google.com/file/d/15Qa\\_Oz17f1d2GgYKVXmZJCFeDRzAQkRO/view](https://drive.google.com/file/d/15Qa_Oz17f1d2GgYKVXmZJCFeDRzAQkRO/view)

<sup>2</sup><https://hr.berkeley.edu/policies/policies-procedures/university/telecommuting/policy-statement>

<sup>3</sup><https://hr.uic.edu/telecommuting-policy/>

<sup>4</sup><https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/telecommuting/>

<sup>5</sup><https://hr.unc.edu/employees/policies/flexible-work-arrangements/>

<sup>6</sup><https://www.suny.edu/sustainability/goals/>

<sup>7</sup><https://sustainabledevelopment.un.org/partnership/?p=257>