



MEMORANDUM

To: Gillings School Faculty and Staff

From: Barbara K. Rimer, DrPH, Dean
Taya Jackson Scott, EdD, Vice Dean
Gretchen Senez, MS, Assistant Dean, Human Resources

Subject: Planning for Return to Gillings Buildings

Date: June 15, 2021

Greetings! We're writing to give you a brief update on Gillings School return to campus plans. As you know, UNC's Office of Human Resources (OHR) announced that most UNC-Chapel Hill employees working remotely since March 2020 will start transitioning back to campus beginning July 19.

You may also have read, in the [May 27 memo](#) from OHR, that UNC units **may apply** to participate in a pilot that would let the University test hybrid work options. Such plans, if approved, would permit significant numbers of employees to work offsite at least some of the time ***in response to compelling business needs***.

Gillings School applied to participate in hybrid work options. The Gillings School's HR team has been in regular communication with OHR about our hybrid work models and plans and for that reason, we were able to submit our application almost immediately, early last week. ***Thank you to the many people who planned, consulted with stakeholders, collected and analyzed data, and developed a compelling application.*** We could not have done this without you.

When will we know more? OHR will let us know whether it will approve this proposal by early July at the latest. We know this ambiguity is extremely frustrating and that it makes it difficult to plan. We sympathize! Please understand that University leaders are working with those at the highest levels of the UNC System to make this case on our behalf. ***We will share full information with you as soon as we have it.*** In the meantime, you can anticipate that Gillings people who have been working remotely will *begin phasing back to campus on July 19 and will continue phasing back through Labor Day*. In other words, all of us should plan for *some* level of return to campus later this summer/early fall. But rest assured as well that we are doing our utmost to find avenues to broaden people's hybrid work options, where feasible, based on the business case.

Thank you! We'd also like to take this opportunity to express our utmost gratitude for those of you who have been working on campus throughout the pandemic, full-time or part-time, even when we knew so little about how COVID was transmitted. Your commitment to upholding community standards, keeping one another as safe as possible, and carrying out work that could only be done onsite meant that *all of us* were able to continue supporting the Gillings mission during these stressful times."

We have asked unit leaders to continue dialoguing with you about possibilities for hybrid work options that would permit us to uphold highest standards of support for our students and for our mission. As soon as we know more, we will share a detailed memo with you and will also schedule a COVID Conversation so you can get your questions answered.

Thank you so much for your continued patience, hard work and flexibility in the face of ongoing ambiguity.

BKR/gc