To: All Faculty and Staff  
From: Dr. Gena Jones, Assistant Vice President, Human Resource Services  
Re: NMSU Return to Campus / Future of Work  
Date: May 14, 2021

Over a year ago the work on the NMSU campus, as well as the rest of the world, took a dramatic turn. But, together we met and exceeded the challenges put before us, achieving commendable outcomes and we acted with boldness, NMSU United!

Now we have an extraordinary opportunity to craft the Future of Work at NMSU for continued excellence. Although the experience in the past year was tough and brought about unfortunate circumstances, it allowed for incredible and exciting new ways of working and interacting with each other and in serving our students and community. As we progress forward, there is still and will continue to be uncertainty and concern, but our lived experiences have given us the tools to be agile, collaborative and resilient.

For those of you who may have not seen the email, Chancellor Arvizu and President Floros provided direction on transitioning back to campus, Planning for Fall 2021. The email was sent on May 7, 2021. I encourage you to read the message. The communication can be accessed by clicking here.

What We’ve Learned and What We Will Continue Doing

- Telework, works!
- We’ve learned we can manage in the COVID world … COVID Safe Practices work!
- Flexibility. There is more than one way to do things, e.g. hybrid meetings, Zoom, Teams, hoteling.
- Townhall meetings are informative and valuable to our communication infrastructure.
- Strength lies within our collective contributions, partnerships and compassion for each other.
- Faculty and staff learned to “pivot.”
- Internal creativity, innovation and research have become the foundation of our being as an institution.

Transition Back

As we return to campus and plan for the future of work at NMSU, even if you will remain on telework, some of you may still be concerned about safety, as well as how the pandemic will continue to impact the work and educational core of our environment. Additionally, you may have questions on how to plan for the return, about alternative work arrangements, department protocols, and how personnel decisions will be made within your department. Managers and supervisors, you may need additional resources as you
make personnel and operational decisions regarding the transition back to the traditional educational environment.

The following resources are available to assist you … More to come:

- **Manager and Supervisor Guide to the Future of Work at NMSU.** Click [here](#) - An abundance of information is provided for your consideration.
- **The Supervisor’s Decision Tree.** Click [here](#). – Guide to making decisions regarding telework.
- **Alternative Work Arrangement Frequently Asked Question sheet.** Click [here](#) - Updated with new Q&As. Questions will be added regularly as they arise.
- **Resource list of training and development modules** – [Center for Learning and Professional Development (CLPD)](#)

Refer to [hr.nmsu.edu](http://hr.nmsu.edu) for additional information, resources and tools, as well as the NMSU NOW weekly newsletter for up-to-date information on returning to campus. The ELR office is available to talk, problem solve and advise as needed. Contact the ELR office at elr@nmsu.edu for assistance.

**Continued Focus on Improving and Sustaining a Climate of Unity, Respect and Appreciation**

**Climate “Action Team” (CAT), formerly Climate Study Action Team (CSAT)**

The work of the Climate Action Team (CAT) continues with vision, enthusiasm and total commitment to enhance the work environment at NMSU. Click [here](#) for the list of CAT members and the Team charter. Be sure to also visit the **United. Unidos** website for exciting news about the achievements of our faculty and staff. Together we can expand our quest to build and sustain a Culture of Unity, Respect and Appreciation.

**Take time for you!**

You matter! Undoubtedly, it’s been an emotional time and there may still be feelings of fatigue, isolation, uncertainty, fear, concern for your family, co-workers and being out of touch on some aspects of your life. You are encouraged to **take time for yourself**: Do something that helps you to relax, refresh and renew your spirit. The [Center for Learning and Professional Development (CLPD)](http:) and the [Aggie Health and Wellness Center](http:) have put together a number of support modules and resources to assist in addressing the personal and professional challenges you may be facing.

“Be Bold, Be Kind, Stay Safe”