

**RESOLUTION F02-23**

**APPROVAL OF POLICY 4.95  
FLEXIBLE WORK ARRANGEMENTS**

WHEREAS, Policy 4.95, Flexible Work Arrangements, addresses the need to offer flexible work options to employees to support recruitment and retention of top talent; and

WHEREAS, the University conducted a six-month pilot program to test the viability of flexible arrangements, including remote and hybrid work and flexible scheduling; and

WHEREAS, a survey of University managers and employees provided comprehensive feedback on the efficacy of such arrangements; and

WHEREAS, the policy establishes formal parameters for flexible work arrangements, with the operational needs of the university being the primary consideration for all arrangements; and

WHEREAS, Policy 4.95, Flexible Work Arrangements, has been recommended by the President for Board of Trustees approval; and

WHEREAS, detailed procedures are under development;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University hereby approves Policy 4.95, Flexible Work Arrangements.

(February 10, 2023)