

# **Being Flexible with Flexible Work**

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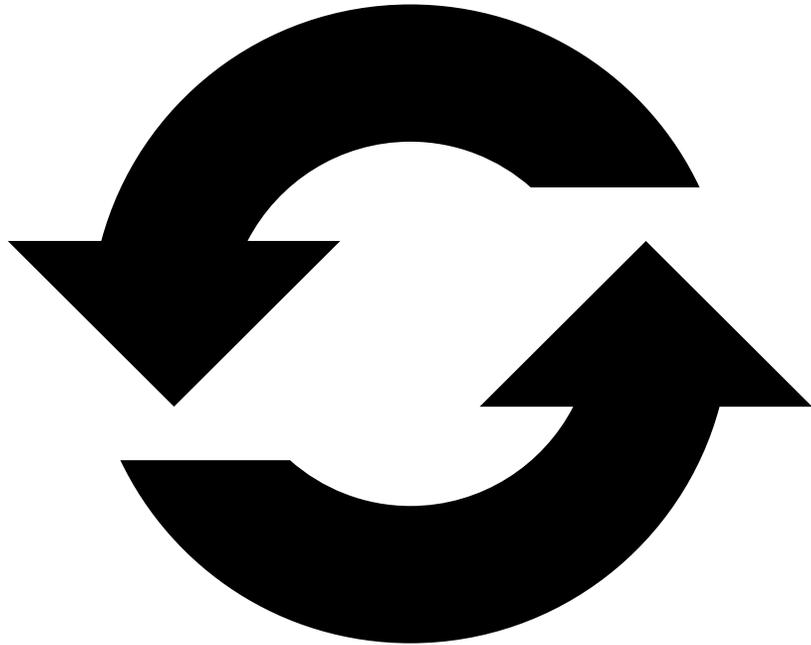
Toolbox Educational Series  
February 25, 2026



# Agenda

<b>01</b>	Flexible Work Arrangements
<b>02</b>	Flexible Work Trends
<b>03</b>	CU Anschutz Hybrid Work Shift for 2026
<b>04</b>	Fully Remote Work Considerations
<b>05</b>	Questions

# Toolbox Presentation



- This session is intended to provide a high-level overview of flexible work at CU Anschutz and explain current expectations as we adjust to an updated hybrid work model.
- This session is not designed to address employee-specific questions about a particular work arrangement or department decision.
- Additional guidance is available from your department leadership and department HR Partner.



# Flexible Work Arrangements



# Flexible Work Should be Flexible

- **Alternative Work Schedules**
  - Shift Start & Stop Times (with or without core hours)
  - Compressed Work Schedule
  - Split Shift
  - Staggered Shifts
  - Rotating Shifts
- **Fully Remote**
  - In-State
  - Out-of-State
  - Out-of-Country
- **Hybrid Work**
  - Hybrid Adjustable
  - Hybrid Fixed
  - Hybrid Intermittent

# Is Your Job Eligible for Flexible Work?

**Not all jobs are conducive to all types of flexible work arrangements?**

- Public/client facing roles, e.g., reception roles, public safety/police/security roles, teaching roles, event planners, AV equipment support, etc.
- Critical infrastructure roles, e.g., utilities, fire/life safety, grounds, etc.
- Research roles, e.g., laboratory personnel, animal care attendants, investigator involving human subject observations or physical procedures, etc.
- Clinical roles, e.g., direct patient care roles involving physical procedures or sensitive communications, etc.

**If a position is not eligible for remote or hybrid work options, it may still lend itself to alternative work schedules.**

# Work Preferences

- In positions suited for flexibility, arrangements are shaped by both business needs and individual preferences. A fixed “remote-only” stance or a fixed “office-only” stance limits flexibility. Sustainable solutions come from openness, dialogue, and balance.
- For example, an employee’s desire to avoid long commutes or better align with pet or childcare schedules is valid and important. Likewise, a leader’s preference for in-person connection—such as hybrid work to support collaboration, mentorship, culture, and team cohesion—is equally valid and important.
- Flexibility is not about one side prevailing; it is about finding sustainable solutions that support both individual well-being and organizational effectiveness.



# Flexible Work Trends



# Recent Return to Office Trends

## **Full-Time In-Office Announcements (4-5 days/week)**

Amazon, JPMorgan Chase, Goldman Sachs, Home Depot, TikTok, Nike, Disney, Paramount, Dell, Starbucks, Federal Government

## **Hybrid Requirements Updated (3-4 days/week)**

Apple, Google, Meta, Microsoft, Uber, AstraZeneca, Zoom

**According to Hubble's list of publicly shared announcements, the majority of Fortune 100 companies now have full-time office mandates.**

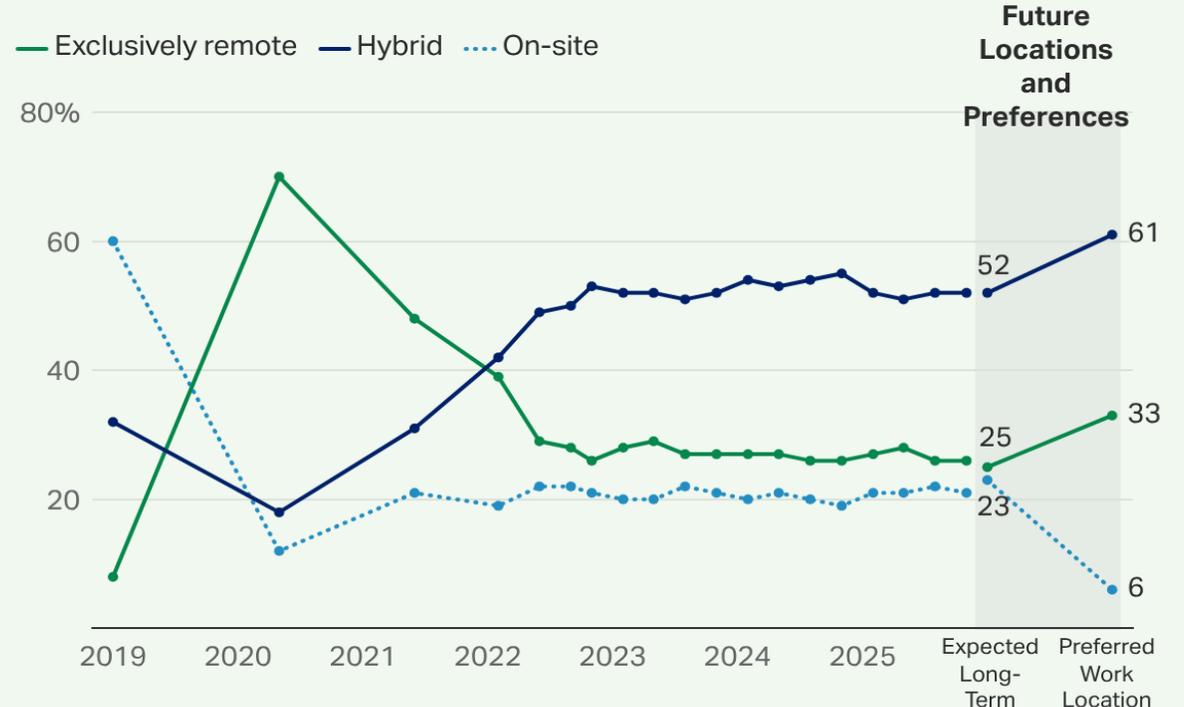
# Where are people working now?

Gallup's latest insights show that six in 10 employees with remote-capable jobs want a hybrid work arrangement. About one-third prefer fully remote work, and less than 10% prefer to work fully on-site.

**For those remote capable, 52% work hybrid and 23% work fully remote.**

## Half of U.S. Remote-Capable Employees Expect Hybrid Work — Even More Prefer It

% Remote-capable employees working (or expecting or preferring to work) at each location



Dates that appear when hovering over "expected" and "preferred" data are placeholders for purposes of data visualization. Expected long-term and preferred work location data are from surveys of U.S. full-time, remote-capable employees; expected long-term data are from May 2025 and preferred data are from November 2025.

GALLUP

## Top Advantages and Challenges of Hybrid Work, According to Hybrid Employees

■ % Selected as benefits ■ % Selected as challenges

### Top Advantages



### Top Challenges



Data are among U.S. full-time, hybrid employees in Q2 2023. Respondents selected all that they saw as the "greatest benefits" and "greatest challenges" of working hybrid.

GALLUP

# What are people saying about hybrid work?

Gallup's latest insights from remote capable employees show that employees feel that hybrid work reduces feelings of burnout, improves work-life balance and improves their productivity.

Challenges include less access to resources, less connected to their organization and decreased collaboration with their team and cross-functional collaboration.



# Forbes Top Industries & Occupations for Remote or Hybrid Consideration

## Industries

Computer & IT  
Accounting & Finance  
Marketing  
Consulting Firms  
Customer Service  
Sales  
Administrative  
Job Screening/Recruiting

## Occupations

Accountant  
Financial Analyst  
Project Manager  
Customer Service Representative  
Software Engineer  
Customer Success Manager  
Accounting Manager  
Product Designer  
Writer



# **CU Anschutz Hybrid Work Model Update**





# Hybrid Transition Guidelines

To support a culture of innovation, creativity and collaboration at CU Anschutz, effective January 5, 2026, the campus implemented a change to our hybrid work model and set an expectation for employees – both staff and faculty – to work **on-site a minimum of three days per week for remote capable positions.**

**Creative and Innovative Work:** In-person engagement helps generate the kind of spontaneous interactions that spark new ideas, solve problems more dynamically, and strengthen team cohesion.

**Campus Vibrancy:** Our organization provides essential services to students and patients. A vibrant, populated campus enhances the sense of community, fosters belonging, and contributes to a positive and supportive experience for those we serve.

Supervisors continue to have the flexibility to adjust hybrid work arrangements as needed to support operational requirements, and this updated guideline does not preclude a supervisor from requiring employees to be on-site for all their work shifts.

# Hybrid Transition Guidelines – On-site Expectations

## Standard On-Site Expectation

- Employees with roles eligible and approved for hybrid work are expected to work on-site three (3) days per week.
- These days do not need to be consecutive and may be determined in coordination with supervisors based on team needs and operational priorities (e.g., fixed, intermittent or adjustable)
- This updated guideline does not affect hospital operations or other clinical practice sites.

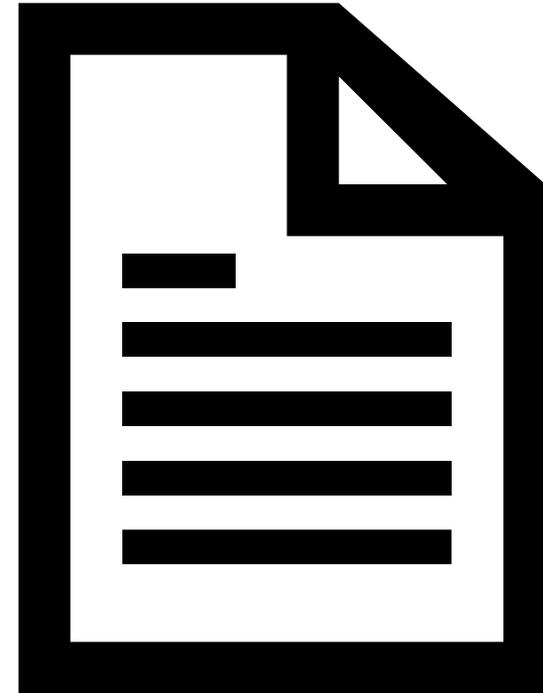
# Hybrid Transition Guidelines – Exceptions & Considerations

## Exceptions & Special Considerations

- **Legacy Remote Employees**
  - Out-of-State or >50 miles from primary work location
- **Difficult to Fill Specialties**
  - Often these roles do not involve direct interaction with students, patients, or the public, nor do they regularly engage with internal customers.
- **Office Capacity Limitations**
  - Department leaders may adapt hybrid to 2 days in lieu of 3 days to better adjust for space constraints
- **Short-term Exceptions**
  - Personal situations that do not preclude effective and productive work from a remote location. These arrangements should be requested and approved on a case-by-case basis by supervisors in consultation with their department HR Partner and department leadership.
  - ADA considerations

# Flexible Work Agreement

- Updated policy and agreement form coming soon!
- New online form updates include:
  - Prepopulated fields to improve employee experience and reduce typographical errors that can impact approval routing
  - Improved reporting for department HR Partners and department leadership
- Interim Options for Form Completion





# Fully Remote Considerations



# Fully Remote Considerations - Distinctions

## Colorado First Preference

### Out-of-State Considerations

- Each state has their own labor & employment requirements and departments must be sufficiently staffed to monitor these additional administrative requirements. Managers should partner with their department HR Partner and department leadership before approving these arrangements.
- Discuss and establish on-campus requirements before approving an out-of-state requests and/or extending an out-of-state job offer.

### Out-of-Country Considerations

- Work site is located outside the U.S., regardless of citizenship and residency. Individual countries have their own labor & employment requirements that must be followed to ensure university compliance. Benefits and many aspects of employment are vastly different than the U.S.
- CU Anschutz is not a global employer and uses a professional employer organization (PEO), Safeguard Global, to partner in the hiring of global employees.
- Employees hired by Safeguard are not CU employees; they are performing work for CU.
- Before offering an option to work outside the U.S., review the PEO process and budget implications with your department HR Partner and department Leadership to make an informed hiring decision.
- <https://www.cu.edu/cu-global-worker>



# Questions?



# Thank you!

