



2024 SRAI SO/NE
SECTION MEETING
HILTON HEAD, SC
MAY 7 - 10

What Are Some Challenges And Opportunities In Employee Management?

Wednesday, May 8, 2024 / 1: 30 PM - 2:30 PM

Panelists:

Jason Claes, Manager, Tri Health, TriHealth;

Patrick Shirdon, Director of Management, National Institute on Aging,
NIH



National Institute
on Aging

Panel Description

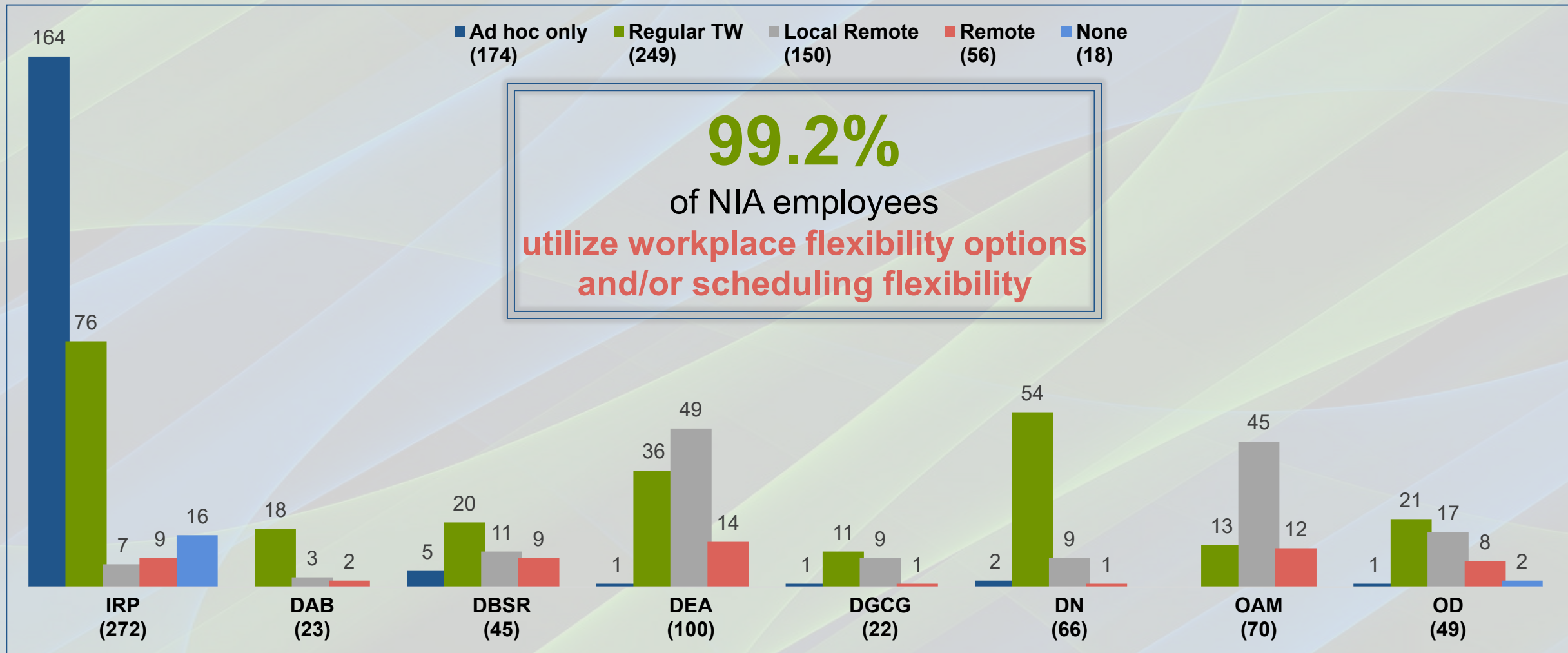
In March of 2020, when organizations sent staff home because of the Pandemic; no one could have predicted the length or the profound impact this would have long term on how organizations operated. Organizations are grappling with establishing new norms and what lessons were learned from being thrust into a remote work environment. Leaders have choices to make that will impact whether their institution is seen as an employer of choice or not. The Pandemic forced us to adapt to the remote environment on the fly and what helped us to survive a crisis may need examining given the current reality where some are forced back into the office and other organizations are struggling with a hybrid workforce, some completely remote. While challenges abound, there are still opportunities for maximizing the functionality in our technology solutions to help us work smarter while maintaining some semblance of work/life balance for ourselves and our staff. This interactive session will allow time for sharing of current challenges and opportunities faced by participants and to hear perspectives from leaders who have both a federal, academic and medical vantage point. Bring your questions!

Objectives

- Articulate to senior leadership who allocate institutional resources why employee retention is critically important toward building a professional workforce that can provide effective and efficient support of the research enterprise.
- Develop effective strategies for addressing the challenges facing research administration offices while maximizing the benefits derived for the opportunities afforded our profession.

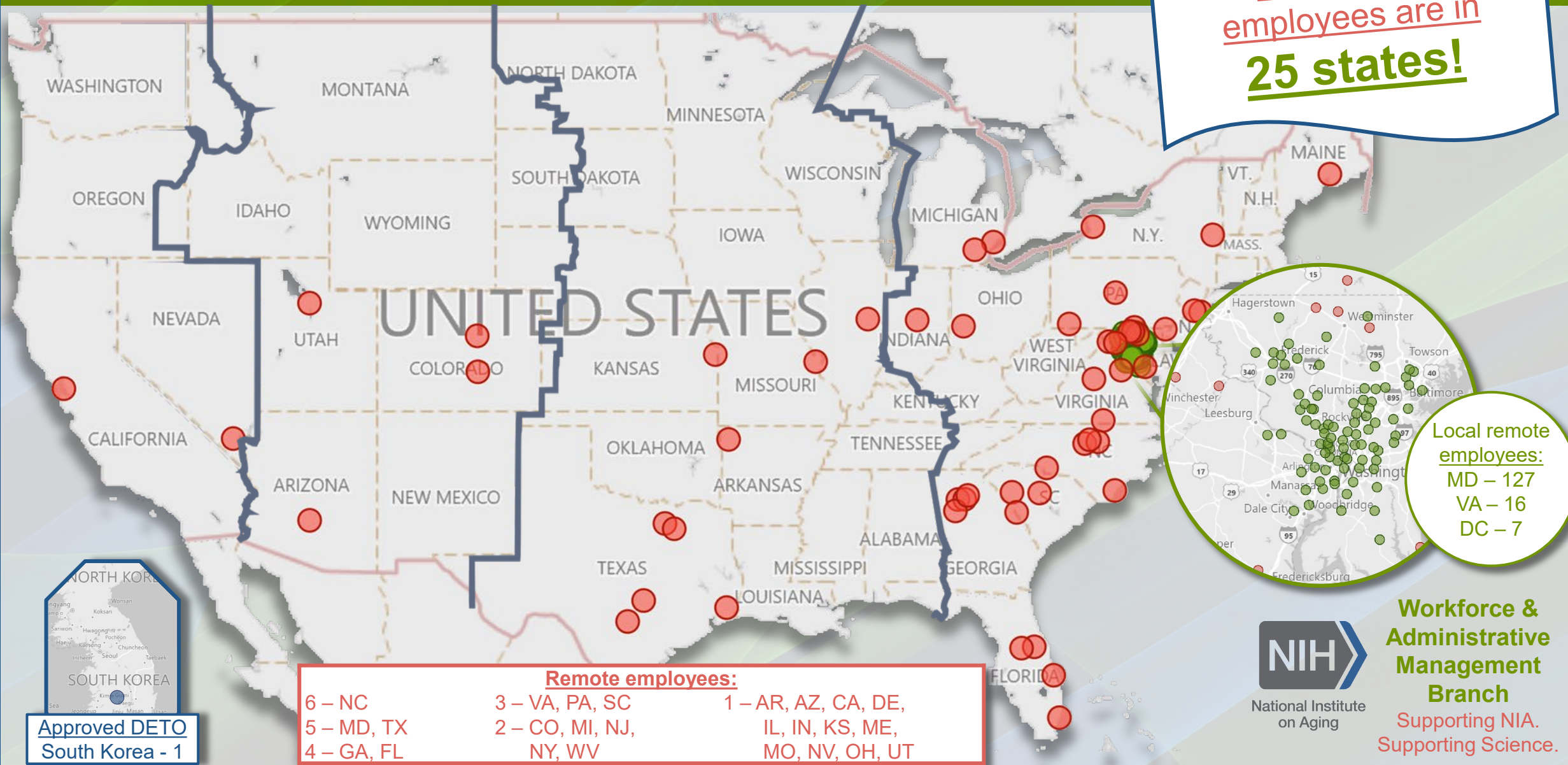
The NIA Workforce in a Post-Pandemic Environment

Flexibility by Division/Branch/Office/Lab



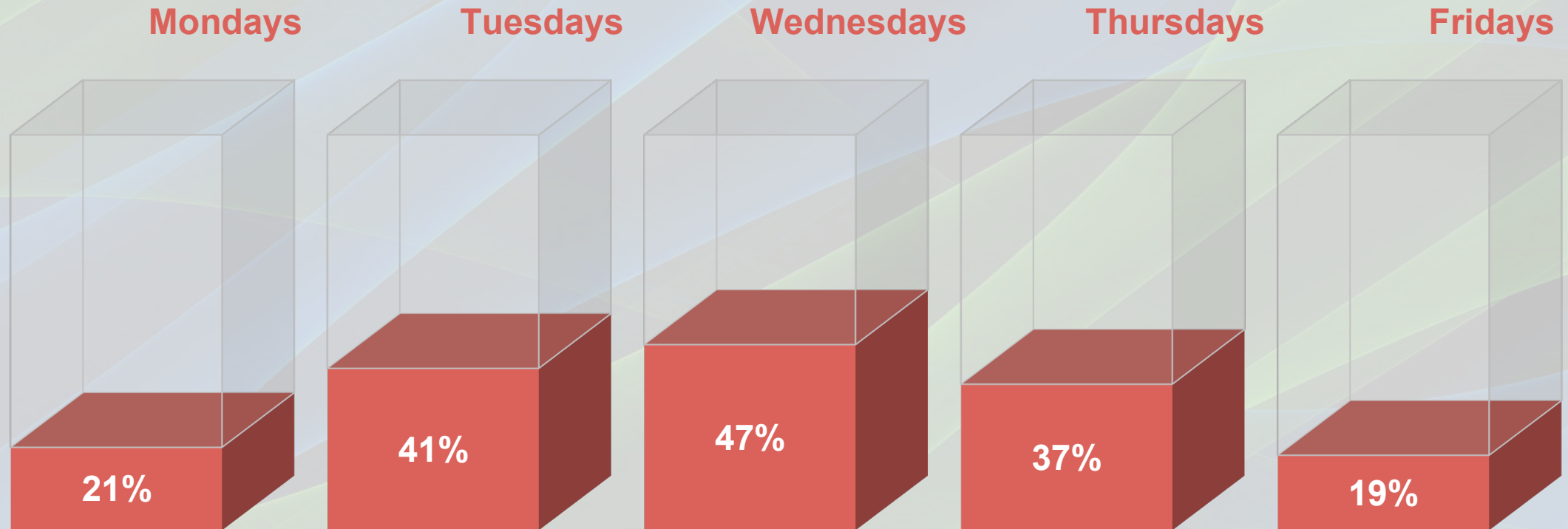
Location of Remote employees

NIA Remote employees are in
25 states!



Teleworkers' biweekly schedule

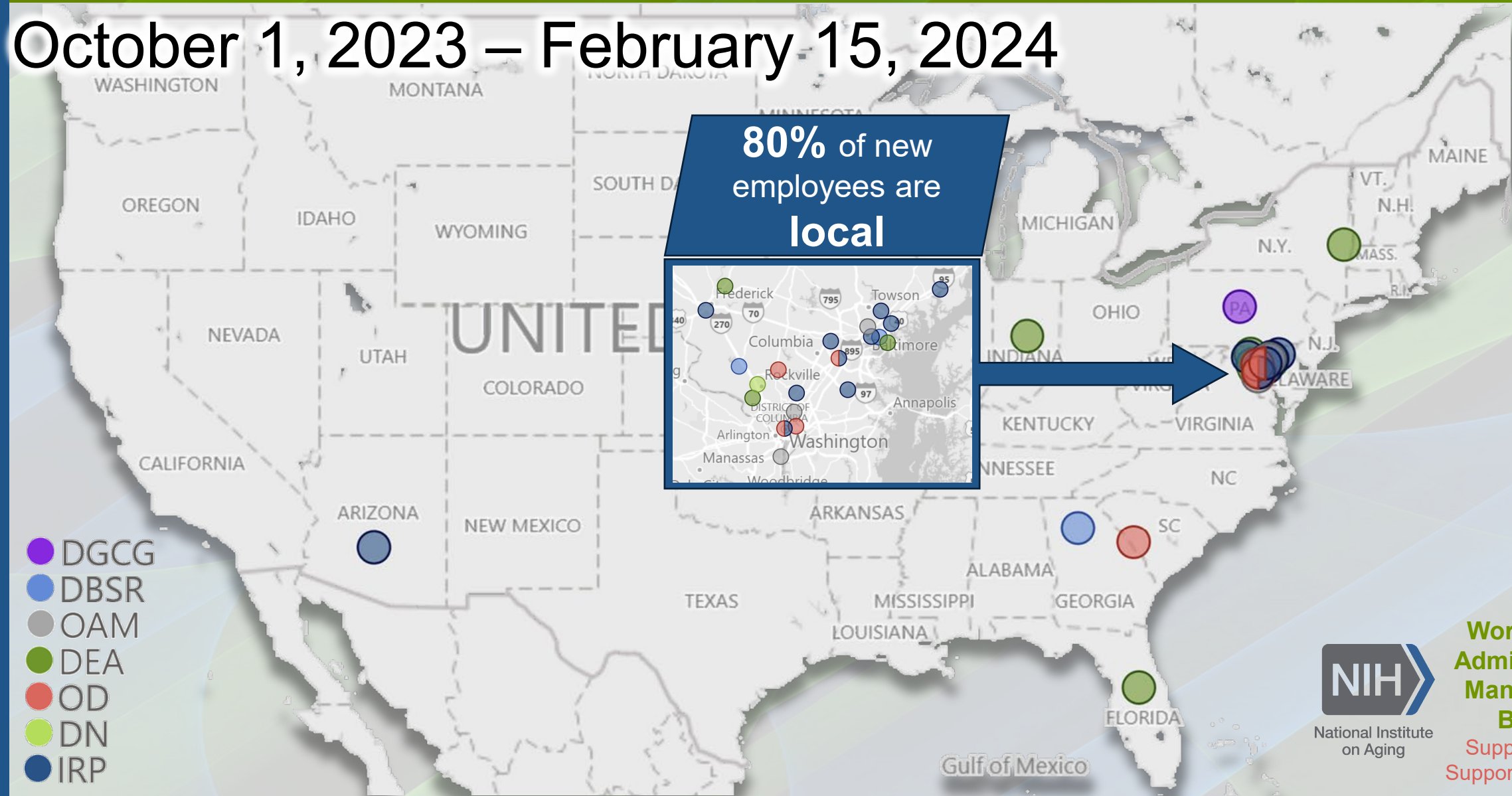
Average percentage NIA's ≈250 regular teleworkers work onsite



Teleworkers are **least likely to work onsite**
Mondays and Fridays

New Employees' FY24 YTD Locations

October 1, 2023 – February 15, 2024



Questions?