

The Changing Face of Work: Flextime and Flexplace

Valerie S. Gordon & Susan C. Corbett
Lister Hill Library of the Health Sciences, University of Alabama at Birmingham

PURPOSE:

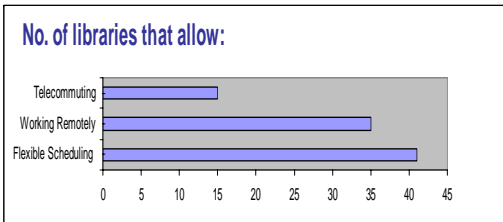
To describe flexible scheduling, working remotely, and telecommuting arrangements in academic health sciences libraries.

METHODS:

A survey was distributed to the Association of Academic Health Sciences Libraries (AAHSL) electronic discussion list to gather data from library administrators.

RESULTS:

Forty-nine (49) libraries responded to the survey, providing information according to library administrators. (An additional survey on personal experiences with flexible work arrangements will be reported on in the future.)



Eleven (11) of these libraries had written policies on flexible scheduling and ten (10) had written policies on working remotely or telecommuting.

ACCORDING TO LIBRARY ADMINISTRATORS

Top 3 reasons for choosing flexible scheduling:

- Work/life balance
- Family care
- Attending school

Top 3 reasons for choosing to work remotely:

- Focus without interruption
- Adverse weather
- Family care

Top 3 reasons for choosing to telecommute:

- Work/life balance
- Family care
- Employee convenience

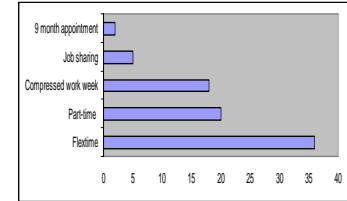
Benefits for libraries of Flexible scheduling, Remotely, and Telecommuting:

- Increased employee satisfaction (E, R, I)
- Increased loyalty (E, R, I)
- Extended hours of service (E)
- Improved quality of work (R, I)
- Improved productivity (R, I)

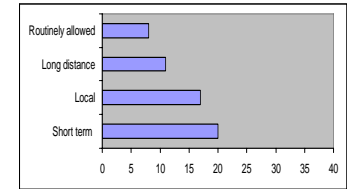
Drawbacks for libraries:

- Difficulty scheduling meetings (E, R, I)
- Uneven communication (R, I)
- Difficulty making decisions w/o key personnel (E, R, I)
- Less impromptu communication (E, R)

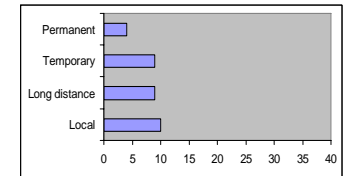
No. of libraries with types of flexible scheduling



No. of libraries with types of remote working



No. of libraries with types of telecommuting



Tools used to make arrangements work:

computers, laptops, high-speed Internet, shared files, shared calendars, cell phones, wireless access, instant messaging

Current Contact Information:

Valerie S. Gordon
vgordon@uab.edu
205-934-2461

Susan C. Corbett
susie_corbett@ncbiotech.org
919-541-9366