

Question 1:

What are you hearing as far as telework accommodations (or lack thereof) throughout NC as far as State employees are concerned?

I think there's not enough publicity that State entities have the freedom to make accommodations for telework for their employees. As a result, we (managers at State entities) are losing workers to other employers that are offering that.

A: I agree with you that open communication will clarify if telework accommodations are available. Please find more details using a couple of links posted in June 2021.

[Teleworking Program Policy - NC Office of Human Resources](#)

[Teleworking FAQs | NC Office of Human Resources](#)

Question 2:

Dr. Chen, have you also looked into any studies on a hybrid work environment - e.g. 2-3 days in the office and 2-3 days teleworking?

A: Thank you for your question. Please find some studies published in 2021 below.

[How to Do Hybrid Right: When designing flexible work arrangements, focus on individual human concerns, not just institutional ones](#), 2021

[5 Tips to Optimize the Success of Your Hybrid Return to Office Plan](#), 2021

[Making Hybrid Work More Permanent? Set Some Ground Rules](#), 2021

Question 3:

If we have demonstrated during the pandemic that productivity increased while working remotely, how can we convince management to allow it to continue when they are so adamant that everyone return to an in-person work environment?

A: I appreciate your interest in exploring more about productivity impact while working remotely. Please find a couple of articles below.

[How to Negotiate a Remote Work Arrangement](#), 2021

[How To Negotiate Permanent Work From Home Arrangements](#), 2021

Question 4:

Can we access social media on our work computers to support our own institutions or is this inappropriate?

A: This is an interesting question. Without knowing specific details, I think using social media to support your own institutions may be appropriate if you have secured prior

approval and have established a written agreement, as required by [The Telework Enhancement Act of 2010](#)

Question 5:

Typically, our personal phones should be separate from our work phones but what about those of us who only have work phones but must use dual authentication from our personal devices - are there any recommended controls about this situation?

A: Thank you for asking an excellent question. Consider using alternative means of using dual authentication without a work phone below.

[How to Use Multi-Factor Authentication When You Don't Have Cell Phone Access](#), 2018

Question 6:

Is there a reliable source where we can site the statistics that you have shared with us today that show the benefits of Telework?

A: Thank you for your interest in exploring the benefits of telework. Please find some studies providing those statistics used in the presentation below.

[How the Coronavirus Outbreak Has – and Hasn't – Changed the Way Americans Work](#), December 2020

[25 Fascinating Work From Home Statistics](#), December 2020