What is our campus vision?

The overarching goal for the development of the Brown campus:

Brown’s campus must **support its academic and extracurricular aspirations** at the highest levels. We will **reinvigorate our physical campus both on College Hill and in the Jewelry District, strengthen our ties to our city and state**, and create a **robust virtual campus** that enhances the connections between members of the Brown community - faculty, students, staff, alumni, and others - around the world.

The key principles that support this vision:

- **Prioritize academic uses in the core of the College Hill**
- **Ensure space supports work performance**
What are our objectives?

A more effective and engaging work environment that will:

- Provide a more flexible and vibrant workspace that better supports our functionality
- Optimize technology to support work processes
- Enable and enhance collaboration
- Strengthen our values and culture
Your engagement is critical
Two-way dialogue to identify needs and aspirations

- **Employee Survey**: Your staff
- **Focus Groups**: Department representatives
- **Interviews**: Key leadership representatives

What will our process be?
Channels of communication

On-going efforts for a transparent process

- Web
- Town Halls
- Posters
- Q&A Mailbox
<table>
<thead>
<tr>
<th>Who is on our team?</th>
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</thead>
<tbody>
<tr>
<td><strong>Principals Committee</strong></td>
</tr>
<tr>
<td>Russell Carey</td>
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<tr>
<td>Karen Davis</td>
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<tr>
<td>Elizabeth Huidekoper</td>
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<tr>
<td>John Luipold</td>
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<tr>
<td>Stephen Maiorisi</td>
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<td>Michael McCormick</td>
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<td>David Paine</td>
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<td>Ravi Pendse</td>
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<tr>
<td>Steven Phillips</td>
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</tbody>
</table>

| **Real Estate/ Project Management Team** |
| Russell Carey |
| John Luipold |
| Stephen Maiorisi |
| Steven Phillips |

| **Workplace Consultants** |
| Gensler |
The High Performance Workplace

The High-Performance Workplace is one that distributes resources precisely where and when they are needed to enable more effective work and to easily connect people with ideas.

<table>
<thead>
<tr>
<th>Drivers</th>
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<tbody>
<tr>
<td><strong>ALIGNMENT</strong></td>
<td>fits ‘context’ – culture, goals, history, people</td>
<td><strong>EFFECTIVENESS</strong></td>
<td>drives individual and group performance</td>
</tr>
<tr>
<td><strong>EFFICIENCY</strong></td>
<td>uses assets and resources strategically</td>
<td><strong>AGILITY</strong></td>
<td>‘future-proofed’ – adaptable and flexible for evolving needs</td>
</tr>
</tbody>
</table>
Best practices

SPACES THAT ARE MULTIFUNCTIONING

- We can't predict what will happen when and where
- Many spaces can have at least a dual function if policies and practices are put in place
- It can be as simple as offices that can be meeting rooms when unoccupied
Teams change with projects, so space should adapt effortlessly to team dynamics

- Mobile elements allow teams to reconfigure without a major effort

- Boundaries between functions can be changed without construction
Tipping the balance of owned to shared spaces can net an increase in the amount of workspace per employee.

With upwards of 35% of employees working away from their desk or with colleagues at any time, the potential for creating more productive space in the same footprint is enormous.

MORE COLLABORATIVE SPACES
Best practices

CHOICE IS KEY

- Integrating lifestyle spaces—feeling like something between work and home—that will allow employees to adapt their workplace to their preferences.

- These spaces promote casual interaction, are also useful for intensive work and offer all staff choice in where and how they work.
Best practices

AN ENVIRONMENT THAT PROMOTES WELLBEING AND A SENSE OF CONNECTION

- Sustainable
- Access to natural light and high indoor air quality
- A low-stress environment
- Activity Based
- Connected to “Brown”
What are the potential areas to explore?

- **Organizational Continuity**
  Connect organizations, provide proper functional adjacencies, and optimize synergies

- **Balance individual space with collaborative space**
  Spaces that support work styles and needs, including confidentiality

- **Support current function**
  Function-based space standards

- **Greater transparency**
  Better communication and work process

- **Accommodate evolving needs**
  Flexible planning module that allows easier change over time

- **Create social spaces**
  Reinforce community values

- **Focus on training/learning facilities**
  Support critical learning across organization

- **Provide a sustainable environment**
  Healthy environment, better staff experience

- **Promote operational efficiency**
  Awareness of resource use and costs

- **Integrate culture and identity**
  Employee engagement
How do we proceed?

**PHASE 1** Understand Needs
- Review background materials
- Assess existing facilities
- Departmental interviews
- Benchmarking

**PHASE 2** User Research
- WPI employee survey
- Focus groups
- Onsite observations

**PHASE 3** Planning Strategy
- Concept design
- Organizational analysis
- Co-location scenarios

Recommendations for the Brown workplace to include:
- Individual, collaborative and community spaces
- Recommended departmental adjacencies
- Concept designs
- Co-location scenarios
What is our timeline?

2013
- June: Workplace Study

2014
- Jan: Building Feasibility
- Jan: Re-imagining Your Workplace: Workplace Admin Study

2015
- Dec: Building Design and Construction
- Jan: SSPS Go / No Go
- Jan: Building Design
- Dec: Interior Design
- Jan: Building Construction
- Jan: Interior Construction
- Dec: Building Complete

2016
- Dec: Move-in

Timeline:
- 2013: Workplace Study
- 2014: Building Feasibility, Re-imagining Your Workplace: Workplace Admin Study
- 2016: Move-in