WORK-LIFE ACTIVITIES 2009-2010 (adopted from the ADVANCE Annual Report)

The Work-Life Committee is now a permanent standing URI committee under the direction of the Vice President for Administration Barb Silver, ADVANCE PI and Director, has assumed the position of Research Coordinator at the Schmidt Labor Research Center (http://www.uri.edu/research/lrc/) and is pursuing work-life research opportunities while also actively spearheading work-life initiatives on campus. As members of the Equity Council, Silver and Mederer actively communicate work-life information, and have succeeded in having this topic recognized as a significant equity issue.

Permanent Work-Life Committee. In January 2009, President Carothers approved a request that the committee become a permanent standing committee under the Vice President of Administration. We have also joined the College and University Work and Family Association, and launched a Sakai site. The Administration will sponsor a second Administrators’ Breakfast, described below.

Work-Life Website. The committee has received a small budget to re-vamp the current Work-Life-Family website and establish a new work-life website, to be unveiled during Work-Life Month 2010.

Work-Life Specialist Position. The position, put on hold due to severe staffing shortages and a hiring freeze, will be filled in January 2011 at the earliest and July 2011 at the latest. This person will work in collaboration with the Work-Life Committee.

The URI Lactation Program. There are currently four lactation rooms at URI, with two more planned. Two of these are on the Kingston campus, one on the Providence campus, and one on the Narragansett Bay campus. The prototype room in the ADVANCE Center, which includes a sink, pump, rocking chair, refrigerator, and lending library, is being moved to the library in September 2010, following a renovation for this purpose. A celebration of the 2009 Rhode Island Breastfeeding Friendly Workplace Award, sponsored by the RI Dept. of Health occurred on “Work-Life Day” in October 2009, described below.

Work-Life Events.

- Work-Life Day, October 27, 2009. This was a day-long series of events, including tours of our prototype lactation room, a brown-bag lunch, and a film showing (see attachment). The day was highlighted by the RI Breastfeeding Friendly Workplace Award presented by officials from the Rhode Island Dept. of Health, followed by a
keynote address given by Anne Higginbotham, Ph.D., Distinguished Professor of History at Eastern Connecticut State University, followed by a reception.

- **Brown Bag Lunch Series.** Cookies, fruit, and drinks were provided. Topics included (sample flier attached):
  - *Issues for Parents Returning to Work/School*, October 27, 2009
  - *Your Elderly Parents: Balancing Their Need for Independence with Your Need to Know They are Safe*, November 18, 2009
  - *Fitting Exercise into Your Busy Life*, February 24, 2010
  - *Your Elderly Parents*, March 1, 2010
  - *Parenting Young Children*, March 3, 2010

- **Second Administrators’ Work-Life Breakfast.** On May 18, approximately 50 administrators gathered for breakfast, short presentations by Helen Mederer and Barb Silver, and a work session to identify the priority areas at URI to be addressed (see attachments). Bob Weygand, Vice President for Administration and sponsor of the event, gave opening remarks, as did URI President David Dooley. Summary documents and a strategic plan are being developed over the summer to be disseminated in the fall of 2010.

- **Child Care Fair.** A Child-Care Fair was sponsored on April 16, 2010, showcasing local child care providers (see attached). This well-attended event will be sponsored on a regular basis in the future.

**Work-Life Presentations**


**Work-Life Accomplishments 2009-2010**

- Work-Life Day, October 7, 2009, featuring Ann Higginbotham
- New lactation room being built in library, fully equipped and with extended hours
- Work-Life website approved and being constructed
- Brown bag lunch series ongoing
- Child Care Fair April 2010
- 2nd Administrators’ Breakfast Summit May 2010
Today, balancing work, life, and family affects everyone.

October is National Work-Family Month. To acknowledge the importance of work-life balance for today’s workers and students, as well as the significant strides URI has made in promoting a flexible, life- and family-friendly place to work and study for men and women, we ask you to join us during URI Work-Life Day. Events include a lunchtime film, a brown bag lunch discussion, and tours of the Lactation Rooms for new mothers. In particular, please join us for the main event at 3:00 p.m., during which URI will receive a Gold “Breastfeeding Friendly Workplace Award” from the Rhode Island Department of Health, followed by a keynote address from work-life expert, Ann Higginbotham, Distinguished Professor of History, Eastern Conn. State University, and Chair of the AAUP Committee of Women. Prof. Higginbotham writes and speaks extensively on the history of women, work, and family. A wine and cheese reception will follow.

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
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<tbody>
<tr>
<td>9:00 - 10:00</td>
<td>Tours of Mother’s Room - 001 Carlotti Hall - please drop by</td>
</tr>
<tr>
<td>11:30 - 12:30</td>
<td>Film: The Motherhood Manifesto - Memorial Union, Atrium 11</td>
</tr>
<tr>
<td>12:30 - 1:30</td>
<td>Brown Bag Lunch: “Parents Returning to Work:/School: Issues &amp; Resources” - 318 Memorial Union (fruit/cookies provided)</td>
</tr>
<tr>
<td>1:30 - 2:30</td>
<td>Tours of Mother’s Room - 001 Carlotti Hall - please drop by</td>
</tr>
<tr>
<td>3:00 - 4:00</td>
<td>Award Ceremony &amp; Keynote Address - UClub Rhode Island Room</td>
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<tr>
<td></td>
<td>~ Rhode Island 2009 Breastfeeding Friendly Workplace Award</td>
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<tr>
<td></td>
<td>~ Remarks: Robert Weygand; Helen Mederer; RI Dept. of Health</td>
</tr>
<tr>
<td></td>
<td>~ Keynote: Ann Higginbotham, Professor of History, Eastern Conn. State University: “Why Family Friendly Matters”</td>
</tr>
<tr>
<td>4:00 - 5:00</td>
<td>Reception - UClub Rhode Island Room</td>
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Work/Life Brown Bag
Lunch Series

Susan Graefe, LICSW

Wednesday, November 18, 2009
12:00 to 1:00 pm
Memorial Union Atrium 2

Your Elderly Parents:
Balancing Their Need for Independence
With Your Need to Know They Are Safe

Bring your lunch - Drinks and Cookies served

Susan Graefe, LICSW, is a clinical social worker in private practice in
Warwick. With over 40 years of experience, she specializes in working
with the mental health concerns of older adults and their families.

Sponsored by the NSF ADVANCE Program, the Elsevier Foundation,
the URI Women’s Center and the URI Work/Life Committee
Closing the Implementation Gap at URI

Administrators’ Breakfast
May 18, 2010  8:30 – 10:00 a.m.
Atrium I, Memorial Union

Agenda

Opening Remarks
The Growing Importance of Workplace Flexibility
The Presence of Flexibility in Academic Institutions and at URI
Interactive Discussion Groups: How We Can Move URI Forward
General Discussion, Summary and Next Steps

The Work/Life Committee is a University-wide advocacy, advisory, and research group whose goal is to promote an environment that supports members of the URI community in their efforts to balance work, life, and family throughout the life course.

Sponsored by the Vice President of Administration, the Provost’s Office, the Women’s Center, the Elsevier Foundation, and the Schmidt Labor Research Center
1. What are some aspects of workplace flexibility we can explore at URI? What is the most important thing we can do to address the needs at URI?

2. What can YOU do as an administrator/supervisor to promote workplace flexibility for your employees?

3. How will you follow-up? What could you commit to doing at this time as first steps? The Work-Life Committee is here to assist with ideas and information - what can we do to help?
Executive Office of the President
Council of Economic Advisors

Work-Life Balance and the Economics Of Workplace Flexibility

March 2010
Figure 6
Percent of Firms Offering Either Some Employees or All or Most Employees Selected Workplace Flexibility Benefits, by Benefit Type

<table>
<thead>
<tr>
<th>Benefit Description</th>
<th>Some employees</th>
<th>Most or all employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Return to work gradually after childbirth or adoption</td>
<td>77</td>
<td>57</td>
</tr>
<tr>
<td>Take paid or unpaid leave for education or training to</td>
<td>74</td>
<td>40</td>
</tr>
<tr>
<td>improve job skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work reduced hours over a period of time prior to full</td>
<td>53</td>
<td>25</td>
</tr>
<tr>
<td>retirement</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Move from full time to part time and back again</td>
<td>41</td>
<td>13</td>
</tr>
<tr>
<td>remaining in the same position or level</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Share jobs</td>
<td>29</td>
<td>8</td>
</tr>
</tbody>
</table>

Note: Survey includes firms with over 50 employees.
“It is critical to include creative public policy ideas in the
nation’s broader economic recovery conversation so that
the new economy will not suffer from the same structural
mismatch as the old one. Helping to modify our
workplaces so that flexible work arrangements become part
of our norm will advance everyone’s interest. . .”

The National Advisory Commission on Workplace
Flexibility, 2010
Figure 3
Flexible Hours by Occupation and Education

Percent with flexible hours

Percent with less than high school degree

Notes: Sample limited to full-time workers. Plotted regression line is weighted by number of workers in each occupation.
Research increasingly focuses on identifying barriers to work-life initiatives. The following are often cited by employers or supervisors:

- Cost
- Difficulty supervising employees
- Employee fairness
- Reactions of clients/customers
- Abuse of policies
- Co-worker resentment
- Administrative hassles
- Loss of productivity
- Others: liability, unions, absenteeism, more pressing issues, not cost-effective
Public utility experiment - generalizes to about a $15 billion annual savings if implemented wholesale.
Does Flexibility Improve Productivity?

Customer-Retention Rates at First Tennessee Bank and Across the Banking Industry

<table>
<thead>
<tr>
<th></th>
<th>Customer-retention rate, percent</th>
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<tbody>
<tr>
<td>Pre-flexible work program</td>
<td>89</td>
</tr>
<tr>
<td>Post-flexible work program</td>
<td>96</td>
</tr>
<tr>
<td>Industry average</td>
<td>87</td>
</tr>
</tbody>
</table>

Note: Industry experts at the time generally said the highest customer-retention rate possible was 97%, due to unavoidable loss of customers who move or die.

Social Perception Bias: Assessments of Positive Efforts by Supervisors

- Kossek & Hammer, 2008
- Families & Work Institute, 2005
- URI Mentor Survey, 2008

Legend:
- Red: by supervisors
- Yellow: by employees
Welcome to the CUWFA Web Site!

Over the past decade, academic institutions have increasingly begun to focus attention on the importance of work/family issues for students, faculty, and staff, generating rapid growth in the number and variety of campus programs designed to address work/family needs.

The **College and University Work/Family Association (CUWFA)** has evolved to provide information on work/family issues within the specialized environment of higher education. **CUWFA** offers services to support the diverse group of professionals contributing to the development of work/family programs and policies on campus: human resource administrators, student services administrators, work/family managers, child care and elder care program directors, senior administrators, faculty, and others.

[2010 Annual CUWFA Conference Website](#) - Register Today!
• At some institutions:
  ○ Work-life offices, formal programs, WL positions
  ○ Resources

• At URI:
  ○ WL Committee
  ○ Some policies in place
  ○ Education and awareness initiatives
  ○ Commitment of part-time position in HR
  ○ Websites
Today’s Goals and Beyond

- **Small-group discussions with colleagues**
  - Identify 1-4 general objectives URI could embrace to promote a flexibility agenda
  - Consider your own arena through a flexibility lens – what could you do to support the specific needs of your employees?
  - How will you implement these changes and what can the WLC do to assist you?

- **Summary Discussion**
  - Group discussion on the general initiatives the University can take
  - Individual take-away goals – some examples offered up

- **The WLC Flexibility Initiative**
  - Dissemination of findings – develop draft priorities and plans
  - Engage with departments, divisions with assistance, information, etc.
  - “National Work-Life Month” – October 2010
    - URI Work-Life Website launch
    - Community Conversations (small group discussions)
    - SLRC data collection
  - Develop an overall proposal for institutional support
“We believe the time has come. . .”

“The world of paid work is resistant to change. . . Existing social arrangements provide a guide to action and shared expectations that . . . foster a sense of security about . . . the way things are. . . New more appropriate policies and practices will come about only when the *economic and social costs of doing nothing outweigh the costs of change.*” (italics added)

The University of Rhode Island
Work-Life Committee Presents:

CHILD CARE FAIR

Memorial Union Atrium 2
April 16th, 2010 3-5 pm
To provide faculty, staff and students with information regarding available child care providers in the area.

Co-Sponsored by the URI Women’s Center
For more information please contact Carolyn Soviet (401) 874-5412