WORK-LIFE COMMITTEE ACTIVITIES 2010-2011

COMMITTEE MEMBERS. Helen Mederer, Co-Chair; Barb Silver, Co-Chair; Laura Beauvais, Sharon Bell, Sue Bergen, Matt Bodah, Patricia Casey, Clinton Chichester, Laura Kenerson, Bobbi Koppel, Doug Micheal, Jen Monga-Moia, Sara Murphy, Aimee Phelps Lee, Rick Scholl, Mike Shaughnessy, Karen Sherman, Jessica Sherwood, Carolyn Sovet

WORK-LIFE SURVEY FOR URI STAFF. A subcommittee formed (Barb Silver, Helen Mederer, Laura Beauvais, Karen Sherman, Rick Scholl, Anthony Wheeler) to research, construct and launch a comprehensive work-life survey for staff. The survey is a needs assessment as well as a research tool to explore relationships between several variables, such as job satisfaction, supervisory support, stress, work-life conflict, care giving and household responsibilities, intent to leave, and others. A draft was completed in spring 2011, and following IRB and administrative approval, will be disseminated to staff hopefully in the late summer or early fall. A similar survey for faculty will follow.

WORK-LIFE WEBSITE. With funding from the Elsevier Foundation, the Schmidt Labor Research Center, and the Vice President for Administration, the new URI Work-Life Resources website was constructed over the winter and launched in the spring of 2011: www.uri.edu/worklife. It contains a wealth of information for staff, faculty, and students. Bookmarks (each featuring one of 10 different images) advertising the site were produced and sent to every URI employee.

URI LACTATION PROGRAM UPDATE. The URI Lactation Program, funded by the Elsevier Foundation, culminated in the publication of guidelines for other colleges and universities, by Barbara Silver: College and University Lactation Programs: Some Additional Considerations. This was mailed to 50+ schools in Rhode Island, Connecticut, and Massachusetts. As well, Silver partnered with the Rhode Island Breastfeeding Coalition to visit Rhode Island schools to talk about the benefits of implementing a lactation program at their institutions. The prototype lactation room that was to be moved to the library is still awaiting completion of library renovations.

URI WORK-LIFE EVENTS

- **Third Administrators’ Breakfast.** The third Administrators’ Work-Life Breakfast was held on December 16, 2010, funded by the Elsevier Foundation, the Schmidt Labor Research Center. Approximately 45 administrators attended, and the focus was on reviewing the new website and the importance of designing a flexible workplace.

- **Child Care Fair.** The second annual Child Care Fair was held April 15, 2011 in the Memorial Union. Local child care providers were available to provide information.

- **Chairs’ Work-Life Workshop.** On June 23, 2011, Helen Mederer and Barb Silver facilitated a workshop lunch for approximately 25 department chairs, titled Workplace Flexibility and Faculty Success: What a Chair Needs to Know. Stanford University Clayman Institute’s Dual Career
Academic Couples: What Universities Need to Know, which includes URI’s guidelines as a model policy, was distributed. All chairs not attending also received the book via campus mail.

- **Brown Bag Lunch Series.** Cookies, fruit, and drinks were provided by the Women’s Center and the Elsevier Foundation. The brown bags were supplemented this year by the formation of 2 support groups, overseen by Carolyn Sovet, the Student Parenting Group and the Alzheimer’s Caregiver Support Group. Topics included:
  - Nov. 17; Dec. 8: *Caring for the Caregiver*, 12:00 pm, MU354
  - Nov. 5; Feb. 4, 14; March 4 & 18; April 1,5, & 29: *Student Parenting Group*
  - Feb. 11, 15; Mar. 11, 25; April 8,22; May 6: *Alzheimer’s Caregiver Support Group*
  - Feb. 16: Work-Life Resources at URI
  - Apr. 13: *Preparing for Kindergarten*
  - June 1: *Sleep and Your Child*
  - June 21: *Breastfeeding and Working*

**WORK-LIFE PRESENTATIONS**

- Silver, B. (April 8, 2011). *Ensuring Effective Faculty Mentoring: Tips for Chairs* and *Faculty Mentoring*. Two workshops facilitated at Bridgewater State University, Bridgewater, MA
- Silver, B. (2011). *Mastering the Balancing Act: How to Find work-Life Balance Amidst the Unbalancing Demands of a Faculty Position*. Presented at West Chester University, March 31, 2011. West Chester, PA

**WORK-LIFE INTERNAL PUBLICATIONS**

The following URI publications were updated, thanks to funding from the Elsevier Foundation:

- *Work-Life Initiatives for URI Faculty*
- *Lactation Support Policy Booklet*
- *Dual Career Hiring Guidelines*
- *Family Leave For AAUP Faculty at URI*