



# 2012 Work-Life Survey for URI Staff Employees

**TAKE THE SURVEY AND ENTER THE RAFFLE FOR GREAT PRIZES !!**

**THE  
UNIVERSITY  
OF RHODE ISLAND**

THINK BIG  WE DO™



**This survey is also available online, if you would prefer to complete it electronically. Please go to [www.uri.edu/worklife/survey](http://www.uri.edu/worklife/survey).**

**If you choose to complete the survey on your computer, we would appreciate you placing this blank paper copy in the provided envelope and dropping in campus mail to return to us.**

**THANK YOU.**

The Work-Life Committee would like to thank the Elsevier Foundation, the URI Vice President of Administration & Finance, and the URI Schmidt Labor Research Center for their support.

## WELCOME TO THE WORK-LIFE SURVEY FOR URI STAFF EMPLOYEES

### THANK YOU FOR TAKING THE TIME TO COMPLETE THIS SURVEY!

The URI Work-Life Committee works hard to improve our workplace so that employees and students can better balance the demands of their lives on and off the job. We promote best practices and improved policies, and more awareness and respect for the work-life issues employees face, so that URI can continue to be a great place to work.

The survey should take about 20-30 minutes to complete. It will ask you to comment on such things as job satisfaction, supervisory support, care-giving responsibilities, stress, work-life conflict, and how useful various types of flexible work options might be for you.

The results of this survey will provide:

- a clearer, data-driven picture of the needs of URI employees and recommendations we can make to promote better work-life balance
- an opportunity to voice your concerns and needs
- a tool to help departments/units promote equity, improve employee retention and increase job satisfaction

#### Information about this research and your participation.

- **Your participation is voluntary.** Whether you decide to participate is up to you, and your participation will not impact you or your job whatsoever.
- **Your answers will be confidential and anonymous.** All data will be coded as anonymous responses and stored securely. Responses will be carefully pooled together so that no one can be identified. Because you will never be identified, you should feel free to respond honestly.
- **Participation in this survey will allow you to thoughtfully consider factors** that might contribute to your overall sense of work-life balance, job satisfaction, job performance, and how to better manage competing work and life/family demands. The Work-Life Committee will work with the various divisions of the University to encourage changes that you identify as important.
- **If you have questions,** Barbara Silver (401-874-5289) or Helen Mederer (401-874-4144) will discuss them with you. If you have questions about your rights as a research participant, you may contact the office of the Vice President for Research and Economic Development, 75 Lower College Road, Suite 100, University of Rhode Island, Kingston, Rhode Island, telephone: (401) 874-4328.
- **If you would prefer a paper copy** of this survey, or if you need to respond by phone or in person, or if you are not satisfied with the way this study is performed, please contact Barbara Silver (401-874-5289) or Helen Mederer (401-874-4144), anonymously, if you choose.
- **The Institutional Review Board (IRB)** for the protection of human participants at URI has reviewed and approved this research. Your submission of the survey indicates your consent to participate in the study.

#### Survey Participation Raffle – 41 Lucky Winners !!

All employees who complete a survey are eligible to enter a raffle to win one of the following 41 items. Raffle entries will be separate from survey responses to maintain anonymity and winners will be contacted confidentially.

iPads (2 winners!)

Family Four-Pack 2012 URI Football tickets (2 winners!)

Men's Basketball Family Four-Pack tickets ! (5 winners!)

Women's Basketball Season tickets ! (2 winners!)

4 tickets to URI Theater Productions ! (3 winners!)

\$10 to your RAM Account ! (10 winners!)

Total Image Hair Salon Gift Certificates ! (2 Winners!)

Ronzio Pizza Gift Certificates (10 winners!)

Movie-goers Gift Bag from RI Credit Union !

Frames from University Optometrist (2 winners!)

Campus Copy & Design Gift Certificate !

\$30 URI Bookstore Gift Certificate !

## Employment at URI

In which division of the University do you work?

- Academic Affairs (Donald DeHayes)
- Student Affairs (Thomas Dougan)
- Administration & Finance (Robert Weygand)
- Research & Economic Development (Peter Alfonso)
- University Advancement (Robert Beagle)
- President's Office (David Dooley)
- Other, please specify \_\_\_\_\_

How many years have you worked at URI? \_\_\_\_\_

How many years have you been in your current position? \_\_\_\_\_

How many people (excluding student employees) do you supervise? \_\_\_\_\_

In which general department, office or center do you currently work? \_\_\_\_\_

Please indicate to which labor union, if any, you belong.

- None
- ACT/URI-NEA (Association of Clerical-Technicals - National Education Association)
- Council 94 (AFSCME, AFL-CIO)
- MPA (Maritime Professional Association)
- UNAP (United Nurses and Allied Professionals)
- Physicians (Physicians' Association/NEARI)
- PSA (Professional Staff Association)
- PTAA (Professional/Technical/Administrative Association)

How is your job categorized?

- Permanent, full-time
- Permanent part-time
- Temporary full-time
- Temporary part-time

How many hours a week are you paid to work? \_\_\_\_\_

About how many hours a week do you actually work? \_\_\_\_\_

If part-time, why do you work part-time? (check all that apply)

- Unable to find full-time employment
- I enjoy working part-time
- I do not need the income
- To enable me to better take care of personal/family responsibilities
- I am transitioning in or out of a full-time position
- Other, please specify \_\_\_\_\_

Do you have any additional regular paid employment outside your job at URI?

- Yes
- No

Have you visited the URI Work-Life website?

- No
- Yes, once or twice
- Yes, several times

Have you read the "Work-Life at URI" Newsletter?

- No
- Yes, I skimmed it
- Yes, I read it through

## Spouse or Relationship Partner

What is your relationship status?

- Married, living together
- Married, living apart
- Civil union
- Relationship partner, living together
- Relationship partner, living apart
- Single
- Separated
- Divorced
- Widowed

If you relocated to Rhode Island with a spouse or partner to accept a position at URI, did URI assist you in locating appropriate employment opportunities for him or her (or for yourself if your partner was the primary hire)?

- Yes
- No
- N/A (did not come to URI with a partner/spouse)

If URI helped, how satisfied were you with this assistance?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied
- N/A

Have you ever considered leaving URI to improve career opportunities for your spouse/partner?

- Yes
- No
- N/A

If you have a spouse/partner, what is his or her chosen field or career? \_\_\_\_\_

If you have a spouse/partner, what is his or her employment status?

- Not employed
- Employed full-time
- Employed part-time
- N/A (no spouse or partner currently)

If your spouse/partner is employed by URI, what type of position does she or he have?

- N/A (no spouse or partner currently)
- My partner is not employed at URI
- Please indicate URI position type here \_\_\_\_\_

## Child Care Responsibilities

Please indicate your level of agreement with the following statements concerning employment and having children.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	N/A	
						I did (or will) consider delaying having children because of my appointment at URI.
						I did (or will) consider not having children at all because of my appointment at URI.

Do you currently provide care for dependent children?

- Yes       No

**IF YOU DO NOT HAVE CHILD CARE RESPONSIBILITIES, NOR DO YOU EXPECT TO IN THE NEXT 3 - 5 YEARS, PLEASE SKIP TO THE NEXT SECTION, "ADULT CARE."**

Please indicate the number of children in the following age categories for whom you provide care on a regular basis.

	0 – 12 months	13 months – 3 years	4 - 5 years	6 - 12 years	13 - 17 years	18 - 25	Over 25
Number of children for whom you provide care							

Do you have a child with special needs (physical, emotional, or seriously ill) for whom you provide care?

- Yes       No
- If yes, please describe \_\_\_\_\_

If you use any child care services on a regular basis, please indicate below what they are. (Check all that apply).

- N/A
- URI Child Development Center
- Licensed day care facility
- Licensed family-home day care center
- Non-licensed home
- Babysitter
- Relative
- Other, please \_\_\_\_\_

In general, how satisfied are you with your child care arrangements?

- Very satisfied
- Satisfied
- Not Sure
- Dissatisfied
- Very Dissatisfied
- N/A

What is the best estimate of your MONTHLY child care costs? \$ \_\_\_\_\_

If you do not use child care services on a regular basis, why not? (Check all that apply)

- I am able to manage almost all the care myself.
- My partner/spouse is a stay-at-home caregiver.
- My partner/spouse and I equally share almost all needed caregiving.
- Can't really afford it.
- I am not satisfied with the options readily available to me.
- Other, please specify \_\_\_\_\_

FUTURE NEEDS. Do you anticipate needing child care in the next 3-5 years for children under 12 years old?

- Yes
- No (if no, skip to next section, "Adult Care")
- Not Sure

If yes or not sure, how likely is it that you would use child care facilities on the Kingston campus, if available?

- Very likely
- Likely
- Not sure
- Unlikely
- Very Unlikely

Why would you be interested in a child care facility on the Kingston campus?

Strong factor	Moderate factor	Slight factor	Not a factor	
				Close proximity to child in case of emergency
				Worry less when child is near by
				Absenteeism and tardiness would be reduced
				More frequent visits with child
				More convenience in transporting child
				Connection to University
				New facility
				Opportunity for child to interact with co-workers' children

## Adult Care Responsibilities

(NOTE: "Care" can include time spent offering physical and/or emotional support, financial, bookkeeping or business advice, help with appointments, errands or chores, or other activities for which they now need assistance.)

What is the likelihood you will have significant responsibility for the care of an aging parent or relative during the next 5 years?

- Very likely     Likely     Not sure     Unlikely     Very Unlikely

Are you currently, or have you provided care in the last year for an aging parent or relative?

- Yes     No

**IF YOU ARE NOT CURRENTLY PROVIDING CARE FOR AN AGING PARENT OR RELATIVE (NOR HAVE YOU IN THE PAST YEAR), PLEASE SKIP TO THE NEXT SECTION, "WORK ATTITUDES."**

About how many hours on average do (or did) you spend caring for an aging parent or relative PER WEEK? \_\_\_\_\_

Please indicate what other people and/or services you rely (or relied) on to assist you with this care. (Check all that apply.)

- Nursing Home  
 Part-time in-home nursing staff  
 Senior center  
 Adult day care center  
 Geriatric care manager  
 Family members  
 Friends

In general, how satisfied are you with your elder care arrangements?

- Very satisfied  
 Satisfied  
 Not Sure  
 Dissatisfied  
 Very Dissatisfied

What is the best estimate of your MONTHLY elder care costs? \$ \_\_\_\_\_

How do you cover these costs? (Check all that apply.)

- N/A  
 Medicaid  
 Long-term care insurance  
 Personal funds  
 Parents' funds (or funds from the relative for whom you are providing care)  
 Other, please specify: \_\_\_\_\_

Other than an aging parent, do you have an adult living in your home with special needs (physical, emotional, or seriously ill) for whom you provide care?

- Yes     No  
 If yes, please describe: \_\_\_\_\_



## Work Attitudes

How likely is it that you will leave your job in the next 12 months?

- Very likely
- Likely
- Unsure
- Unlikely
- Very Unlikely

Regardless of how you answered above, if you WERE to consider (or are considering) leaving your job in the next 12 months, please indicate (with a checkmark) how important each of the following factors are that you would (or do) contribute to that decision.

Very Important Factor	Somewhat Important Factor	Neutral	Not Very Important Factor	Not at All Important Factor	
					Retirement
					Transfer to a different job at URI
					Long working hours
					Relocation due to a partner's job
					Relocation for other reasons
					Ineffective management
					Being treated unfairly
					Inadequate opportunities for career advancement
					Want to obtain more or different expertise
					Lack of social support
					Inadequate flexible work options/practices
					Conflicts between work and family
					Inadequate rewards/reviews/raises
					Want a high salary
					Difficult finding quality child or elder care
					Illness
					Lengthy commute
					High job demands

In the last month, how often have you

Very often	Often	Sometimes	Rarely	Never	
					Felt overworked?
					Felt overwhelmed by how much you have to do at work?
					Felt that you don't have the time to step back and process or reflect on the work you are doing?

Please indicate your level of agreement with the following statements concerning how you feel about your work.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					In general, I like working at my job
					I feel a strong sense of belonging to this institution
					All in all, I am satisfied with my job
					I feel "part of the family" at this institution
					I am generally satisfied with the kind of work I do in this job
					The people I work for do not care about what happens to me

Would you desire to advance into a job at URI with more responsibility?

- Yes
- No
- Not sure

If not, or you are not sure, why not? (Check all that apply.)

- I already have enough job responsibility.
- I have concerns about the increased job pressures it would bring.
- I have concerns about my ability to manage my work and life/family responsibilities.
- Other, please specify: \_\_\_\_\_

## Work-Life Culture

Please indicate your level of agreement with the following statements about the DEPARTMENT OR UNIT FOR WHICH YOU CURRENTLY WORK.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					In general, supervisors/managers in my unit/department are quite accommodating of family-related needs.
					In the event of a conflict, in my unit/department managers understand when employees have to put their family first.
					In my unit/department, employees are encouraged to strike a balance between their work and family lives.
					Managers/supervisors in my unit/department encourage employees to set limits on where work stops and home life begins.
					In my unit/department, it is very hard to leave during the work day to take care of personal or family matters.
					In my unit/department, co-workers are not supportive of employees whose caretaking responsibilities interfere with their work.
					In my unit/department, when someone has a work-life conflict, co-workers help fill in or cover for that person in his or her absence.
					My supervisor/manager is familiar with what work-life supports are available for his/her employees.

Please indicate your level of agreement with the following statements about URI IN GENERAL.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					Higher management at URI encourages supervisors to be sensitive to employees' family and personal concerns.
					Middle managers and executives at URI are sympathetic toward employees' child care responsibilities.
					Middle managers and executives at URI are sympathetic toward employees' elder care responsibilities.
					URI is supportive of employees who want to switch to less demanding jobs for family reasons.
					URI does a good job providing work-life supports for its staff employees.
					It is easy to find the information I need about work-life supports at URI.

## Demographics

What is your race or ethnicity? (Check all that apply.)

- |   |   |
|---|---|
| <input type="radio"/> Native American or Alaskan Native | <input type="radio"/> Native Hawaiian or Pacific Islander |
| <input type="radio"/> White                             | <input type="radio"/> Black or African American           |
| <input type="radio"/> Asian                             | <input type="radio"/> Two or more races                   |
| <input type="radio"/> Hispanic or Latino                | <input type="radio"/> Other, please specify _____         |

What is your age? \_\_\_\_\_

What is your sex?

- Female       Male       Other

What is the highest level of education you have completed?

- Some high school
- Completed high school or GED
- Technical training beyond high school
- Some college
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral or professional degree

What is your approximate household income?

- Under \$20,000
- \$20,000 - \$39,999
- \$40,000 - \$62,999
- \$63,000 - \$100,999
- \$101,000 - \$150,000
- Over \$150,000

## Work-Life Integration

During a 24-hour period on a typical WORK DAY (i.e., not including your days off), about how many hours (or part of an hour) do you engage in the following activities?

	Hours
Child care	
Elder care	
Household chores	
Commuting to work	
Volunteer/community service	
Time for yourself: leisure/health/social	
Sleeping	

In your household, who takes responsibility for the following activities?

N/A	I take all or major responsibility	My partner/spouse takes all or major responsibility	My partner/spouse and I share responsibility pretty equally	Others take primary responsibility (outside services, other family members, etc.)	
					Child care
					Elder care
					House cleaning
					Cooking
					Household finances
					Other household chores

Please indicate the extent to which each one of the following has been a source of stress for you during the past 2 years.

N/A	Significant source of stress	Moderate source of stress	Slight source of stress	Not a source of stress	
					Managing household responsibilities
					Child care
					Care of an elderly parent or relative
					My physical health
					Health of spouse/partner
					Children's problems
					Friction with spouse/partner
					Lack of personal time
					Being part of a dual earner couple
					Challenges balancing work and family or personal responsibilities

In the last month, how often have you...

Never	Almost never	Sometimes	Fairly often	Very often	
					Felt that you were unable to control the important things in your life?
					Felt confident about your ability to handle your personal problems?
					Felt that things were going your way?
					Felt difficulties were piling up so high that you could not overcome them?

Please indicate your level of agreement with the following statements about your experiences balancing the responsibilities in your work and life/family.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					I am unable to maintain a healthy balance between my work and my personal/family life.
					My work keeps me from my family, personal, or social activities more than I would like.
					The time I must devote to my job keeps me from participating equally in household responsibilities and activities.
					The time I spend on family/personal responsibilities often interferes with my work responsibilities.
					I have to miss work activities due to the amount of time I must spend on family/personal responsibilities.
					I often bring work home to do on the evenings and weekends.
					When I get home from work I am often too frazzled to participate in family/personal activities/responsibilities.
					Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy.
					Due to stress at home, I am often preoccupied with family/personal matters at work.
					Because I am often stressed from family/personal responsibilities, I have a hard time concentrating on my work.
					Tension and anxiety from my family or personal life often weakens my ability to do my job.

## Work Arrangements (Last Section !)

Personal and family responsibilities do not always fit neatly around a “regular” 8am-5pm schedule. Having some flexibility in work schedules can be helpful in meeting various personal and family needs that can arise.

1. In the following section, we explore the availability, use, and helpfulness of a variety of FLEXIBLE WORK ARRANGEMENTS and WORK LIFE SUPPORT policies and services.

### **Regular, Scheduled Flextime**

Employees can select long-term starting and stopping times within a range of hours surrounding core operating hours. For example: working 9-5:30 instead of 8-4:30 every day, or every Tuesday and Thursday, etc.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

### **Daily Flextime**

Employees can adjust their starting and stopping times within a range of hours on a DAILY basis, as needed, surrounding core operating hours. For example: working an extra hour in order to leave to attend a child’s school function or doctor’s appointment.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

### **Compressed Work Week**

Employees can complete total weekly hours over fewer days. For example: working 40 hours in 4 days (4 10-hour days), or working 80 hours in 9 days (9 9-hour days) and taking every other Friday off, etc.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Telecommute**

Employees can periodically perform their regular duties from home or an off-campus site.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Part-time Work Schedule**

Employees can work less than 35-hours per week.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Job-Share**

Two employees work part-time and share the same job.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Paid Parental Leave**

Paid time off for birth or adoption

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Unpaid Parental Leave**

Unpaid time off for birth or adoption beyond FMLA provisions (Family Medical Leave Act)

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Same Hours – Modified Duties**

For birth, adoption or other major life events, employees still work the same number of hours, but change the types of duties they perform to allow some flexibility to meet temporary care giving responsibilities.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Child Care Financial Assistance**

For example, financial subsidies for child care, or provision of child care facility with reduced rates for URI employees

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Elder Care Financial Assistance**

For example, financial subsidies for elder care, or provision of elder care facility with reduced rates for URI employees

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general



**Lactation Support Services**

Facilities and time during work for breast feeding working mothers to pump milk

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me, or, if male, to women in my position
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Dual Earner Hiring Guidelines**

Guidelines and assistance in finding employment opportunities for partners

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Sick Bank**

Employees contribute to a general fund some percentage of their unused sick time to be available for those who run out of their own sick time and need more

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

**Phased Retirement**

Employees can gradually reduce their work hours over time as they move toward full retirement

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					This option is an available option to me
					I have used this option
					This option would be helpful to me
					This option would be helpful to URI staff employees in general

2. How much control do you feel you have over your work schedule?

- no control
- a little control
- a moderate amount of control
- a lot of control
- complete control

3. In a typical week, what type of schedule(s) do you currently work, and what type would best meet your needs? Check all that apply.

This is my typical schedule	This schedule would best meet my needs	
		Regular, FIXED schedule
		Regular, planned FLEXIBLE schedule
		Daily, as needed, FLEXIBLE schedule
		Compressed work week
		Telecommuting
		Job-share
		Non-structured and non-scheduled

4. How satisfied are you with this schedule?

- Very Satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied

Please explain \_\_\_\_\_

5. Please indicate your level of agreement with the following reasons you might NOT use flexible work arrangements.

Strongly Agree	Somewhat Agree	Not Sure	Somewhat Disagree	Strongly Disagree	
					They mostly aren't available to me.
					Flexible work arrangements don't meet most of my needs.
					I am not really aware of my options.
					Even though some flexible work arrangements are available to me, the environment in my unit/department doesn't encourage their use.
					I am concerned about negative job repercussions if I ask for a flexible work arrangement.
					My supervisor(s) doesn't (don't) generally support the use of flexible work arrangements.
					If I use flex-time, I might be less likely to advance my career than those who do not use flex-time.

6. We welcome your comments, further insights about any of your answers, or anything else you would like to say about work-life and working at URI. THANK YOU!

### **RETURNING THE SURVEY AND RAFFLE ENTRY**

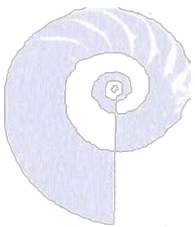
**Thank you for your time. Please place survey in the self-addressed return envelope provided and drop in campus mail. To enter the raffle, complete the raffle entry form and include in the same envelope. Your survey will be separated from your raffle entry to protect your identity.**

## URI Work-Life Committee

(401) 874-5289  
worklife@etal.uri.edu  
www.uri.edu/worklife

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**The URI Work-Life Committee** includes a group of volunteer staff, faculty, and students who formed in 2003 through a collaboration between the ADVANCE program and the President's Commission on the Status of Women. The Committee promotes the development of policies and guidelines, sponsors workshops and informational programs, distributes literature, has a well-developed website ([www.uri.edu/worklife](http://www.uri.edu/worklife)), has helped individual employees navigate work-life challenges, and generally works hard to increase awareness about the importance of workplace flexibility and the needs of a changing workforce. In 2012 the Committee will be focusing on several policy initiatives. As well, in collaboration with the Schmidt Labor Research Center, we are conducting a staff survey, to be followed by a faculty survey, and will be providing the Administration with important information about URI employees and their needs. **We always welcome new members!**



*The nautilus was chosen as the symbol of the efforts of the URI Work-Life Committee to promote professional growth while maintaining equilibrium, harmony and balance in the lives of members of the URI community. The chambered nautilus grows outward from its center in perfect mathematical proportions. We see this spiral form throughout the natural world, expressing balance, regeneration, growth, and evolution. The key to this pattern lies in the relationship of the parts (the individual chambers) to their center, the still point at the very core of the spiral. This core sustains and renews us, enabling us to maintain our equilibrium and balance amidst all of life's challenges. (adopted from Annie Harrison Designs: <http://www.sacredwatersculpture.com/index.html>)*