



Flexible Work Options



URI offers flexible work options to accommodate family and/or personal demands that include: tenure-clock stops and slowdowns (AAUP Article 19.2); reduced workload; faculty voluntary phased retirement program; full-time active service with modified duties; job sharing; and reasonable options for self-care, wellness, and personal commitments. Several faculty have utilized one or a combination of these flexible work options in their efforts to balance work responsibilities along with their life and family commitments. More information can be found on the [Flexibility page](#) of the Work-Life website.



Community Resources & Support

Making social and professional connections is important for improving career satisfaction and career success, particularly for underrepresented faculty. The Work-Life Committee and the Women's Center hosts regular events, including topical and brown bag lunches, support groups, and other events.

Additionally, the [Work-Life Resources Website](#) (<http://www.uri.edu/worklife>) has a page ([Culture and Community](#)) devoted to help newcomers transition to the URI and the community.



Education & Awareness

The URI Work-Life Committee has faculty and staff members from across campus. The committee engages in ongoing education and awareness activities, as well as development, review, and evaluation of institutional policies and practices, and employee needs assessments. Efforts include hosting work-life workshops, special events, and disseminating literature to educate the URI community about work-life and workplace flexibility issues.



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>)*

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THE UNIVERSITY OF RHODE ISLAND

An Introduction to Work-Life Initiatives for URI Faculty



WORK-LIFE RESOURCES
AT THE UNIVERSITY OF RHODE ISLAND
WWW.URI.EDU/WORKLIFE

The URI Work-Life Committee includes a group of volunteer staff, faculty, and students who formed in 2004 due to the joint efforts of the URI NSF ADVANCE Institutional Transformation Program and the URI President's Commission on the Status of Women. Now a standing committee under the Vice President of Administration, the mission of the committee is to educate the URI community about issues having to do with work-life integration and workplace flexibility, review and improve URI's work-family policies and practices, and conduct work-life research. Please visit our website for more information.

Paid Parental Leave

URI provides paid parental leave for AAUP faculty (as well as many staff) who have 1 year or more of service. This policy includes a 6-week paid leave component for both women and men who need time at the arrival of a child through birth or adoption (AAUP Article 21.6.2). More information may be found on the [Family Care page](#) of the URI Work-Life website.



Unpaid Family Leave

Faculty members with 6 months or more of service needing time to care for a child beyond the paid leave time may use accumulated sick leave with medical documentation, and/or make use of the unpaid leave options (health benefits are provided up to one year). (AAUP Article 21.3; Article 21.6.1). Unpaid leave options are also available to care for other family members, normally for a period not to exceed 6 months, though extensions may be requested.

Lactation Facilities

URI has a Lactation Policy pertaining to all nursing mothers - students, staff, and faculty - returning to work or school. All are welcome to use lactation facilities to nurse or to pump breastmilk. Lactation facilities are available on the Kingston, Providence, and Bay campuses. More information can be found on the [Lactation page](#) of the Work-Life website.

Child and Elder Care

Caretaking responsibilities can present significant challenges for employees. The [URI Child Development Center](#) serves children ages 3-6. First Step, just off campus, serves children from 6 months. We are currently exploring the potential of bringing additional child- (and elder-) care services to campus. Visit the [Child Care page](#) on the Work-Life website for a listing of regional day-care centers and the [Elder Care](#) page for information and regional resources for elder care.



Sick Bank

Each academic year, faculty are given 15 sick days, up to a maximum of 120 days. A Sick Leave Bank is available to faculty members who need time beyond this allotment. All AAUP faculty members are automatically enrolled to donate one sick day per year to the Bank, effective October 1 of each year. To access the Bank, someone must use all their sick time and then may borrow an additional 10 days. If more time is needed, a doctor's note may be provided to the AAUP and the Administration requesting up to an additional 60 days from the Bank. Visit www.ele.uri.edu/aaup/ or call 874-2532 for details.

Dual Career Hiring Guidelines

URI acknowledges that to remain competitive in faculty recruitment and retention, it is important to consider the employment needs of partners in any faculty hire:

"The University of Rhode Island acknowledges the importance of supporting dual career partners in attracting and retaining a quality workforce, and in its long-range economic benefit to the University, and is committed to offering placement advice and assistance whenever feasible and appropriate."

While offering *no guarantee of employment*, the dual career hiring guidelines are offered to assist accompanying partners of faculty job candidates in searching for appropriate employment, and work in coordination with other Affirmative Action programs and goals. Program guidelines can be found on the [Dual Career page](#) of the Work-life website.