

## Community Resources & Support

Making social and professional connections is important for improving career satisfaction and career success, particularly for underrepresented faculty. ADVANCE hosts regular social gatherings, including networking socials, topical and brown bag lunches, etc.. We are also encouraging professional development through career workshops, monetary research incentives , and a faculty mentoring program.

Additionally, we have established a **Work-Life-Family Website** (<http://www.uri.edu/wlfc>) to help newcomers transition to the URI community. The website is a portal site, with links to a variety of campus and community resources related to work, family, community, education, health and wellbeing, and housing and relocation.

## Education & Awareness

The URI Work-life Committee has faculty and staff members from across campus and operates out of the ADVANCE office. The committee engages in ongoing development, review, and evaluation of institutional policies and practices, in order to ensure that URI continues to be an outstanding workplace. In collaboration with ADVANCE, the PCOSW, and other campus offices , the Work-Life Committee also sponsors events and publishes materials to educate the URI community about work-life balance issues.

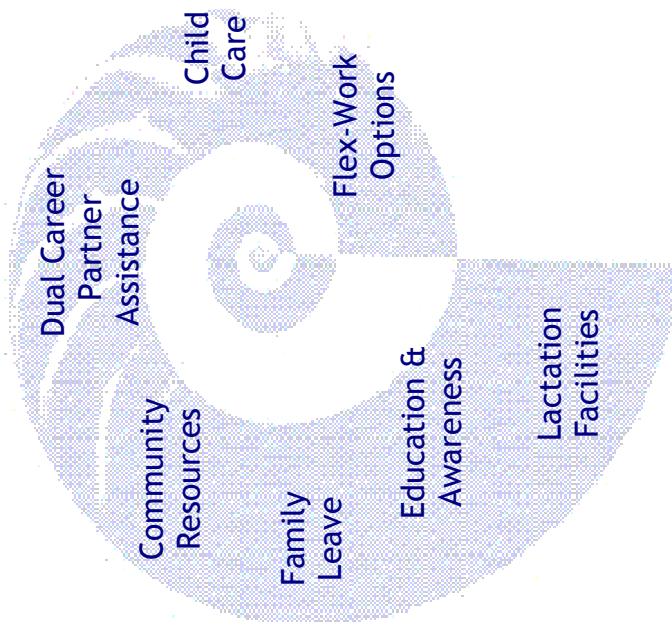
### For more information:

ADVANCE Resource Center: 874-9422 \* [www.uri.edu/advance](http://www.uri.edu/advance)  
Human Resource Administration: 874-2416 \* [www.uri.edu/human\\_resources](http://www.uri.edu/human_resources)  
URI Work-Life Website: [www.uri.edu/wlfc](http://www.uri.edu/wlfc)

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. (adapted from Annie Harrison Design:<http://www.sacredwatersculpture.com/index.html>)

## THE UNIVERSITY OF RHODE ISLAND

## An Introduction to Work-Life Balance Initiatives for URI Faculty



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URI recognizes the importance of family-friendly policies in recruiting and retaining talented faculty members and supporting the needs of a changing workforce. Together, ADVANCE and the President's Commission on the Status of Women (PCOSW) have established the URI Work-Life Committee, which is working with Human Resources and the URI Administration to review and improve URI's work-family policies and practices. The following specific initiatives either currently exist or are in progress. Please call the ADVANCE office (874-9422) for more detailed information, or to join our efforts.

#### 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). A more detailed brochure and information may be obtained through the ADVANCE office.

#### 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.

#### 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. A more detailed brochure can be obtained through the ADVANCE office. Program guidelines can be found on the ADVANCE or the Human Resources website ([www.uri.edu/advance](http://www.uri.edu/advance) or [www.uri.edu/hr](http://www.uri.edu/hr)).

#### Flexible Work Options

URI currently makes use of 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 a successful research and teaching work-load along with their life and family commitments.

#### 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/](http://www.ele.uri.edu/aaup/) or call 874-2532 for details.

#### Lactation Facilities

A Lactation Program has recently been launched at URI. All nursing mothers - students, staff, and faculty - returning to work or school are welcome to use the facilities to nurse or to pump breastmilk. The first 2 sites are: 1) the ADVANCE Center, ooi Carlotti Hall, a private, clean, and comfortable room, with pumps, a refrigerator, sink, and materials and resources for new mothers; 2) the Memorial Union, a private room inside a woman's restroom, featuring extended hours. Future sites, including on the Bay and Providence campuses, are being identified. Call the ADVANCE office for more information.

#### Child Care (future direction: elder care)

Caretaking responsibilities can present significant challenges for employees. The URI Child Development Center (<http://www.uri.edu/hss/hdf/cdc/hdfcdckingston.htm>) 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 Work-Life-Family website ([www.uri.edu/wlfc](http://www.uri.edu/wlfc)) for a listing of local daycare centers.