

The University of Georgia
2010 Academic Affairs Faculty Symposium
Unicoi Conference Center
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The New Normal in Work-Life Balance
Break-Out Group Report
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Group Members: Sarah Covert, Michelle Garfield-Cook, Monica Gaughan, Maureen Grasso, Stuart Ivy, Paul Matthews, Luke Naeher, Chandler Pike, Paul Quick and Kecia Thomas.

Top Issues from Session One

- How not to over commit; saying no and not feeling guilty
- There is no downtime—email, blackberry, etc. Quality time is diminished regarding facebook, etc. Do they always need an immediate response? What amount of time is appropriate in getting back to a student, peer, or superior? Etiquette to setting boundaries with enhanced technologies on a wired campus. [spend time with students in class and on the syllabus setting expectations]
- Reasonable time frames—do we let other people prioritize our time?
- Is our institution welcoming to families with children: 1) childcare, scheduling classes for new parents, promotion and tenure clock policies
- Eldercare issues and being squeezed in the middle by parents and kids
- Spousal hiring—always almost born by junior women
- Still being framed as a woman' issue that might in fact diminish its significance
- Juggling multiple roles on campus; you keep adding things and nothing falls away
- Work and non-work life are not separate. Work infringes in your non-work life all the time
- Campus events for “each work days” and other school holidays
- Culture reinforces how busy we are...expected to be here for no real reason
- COACH (?) survey of junior faculty—junior men and women are more alike than are male and female senior faculty. Increased shared parenting among the younger generation which results in different workplace expectations and needs for younger faculty.

Top Issues from Session Two

- Establishing a family friendly environment will allow UGA to better recruit and retain outstanding faculty and staff
- Use of the term “family”friendly
- 9 month faculty don’t have leave, so should we be bothered when faculty are not available over spring break or fall break?
- Expectations are not clear for most academic professionals, faculty, and administrators
- Need flexible expectations

Recommendations:

1. Establish an Office of Work-Life Integration.

- Benchmark peer and aspirational institutions in regards to how faculty are supported
- Better to ask for forgiveness rather than permission
- Core work hours with other flex hours following a corporate model
- Establish institutional norms around work, “busyness,”and family
- GA Tech—11-1 blocks of time not scheduled by classes

2. Investigate flexible and core work hours and the possibility of having a time period once a week or month that is unscheduled.

- Investigate how other universities support dual career couple recruitment

3. Establish policy and guidelines for spousal hires. Policy will have a no-strings attached opportunity coming with the position.

- Greater communication among units as to what is working
- When faculty are supported they are motivated to be better citizens
- Attending to work/life issues is probably cheaper and more motivating for faculty when pay raises aren’ available

4. Establish a commission of women or work/life balance & integration under the office of the provost and president.

5. Manage technology/communication in order to manage work/life (CTL).

6. **Review of FMLA leave at the institutional level and impact on the promotion and tenure process. All UGA managers (including heads and directors) should receive training on FMLA and other Federal personnel policies.**
 7. **Have CTL provide recommendations for syllabi and for the first day of class in regards to setting expectations regarding faculty access and communication. Examine Faculty Learning Communities. CTL visits to faculty meetings.**
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**WORK LIFE BALANCE:
Culture Change**

24/7 Electronic Leashes
Overwork Braggadocio
"Women's" Problems
Rumor Mongering

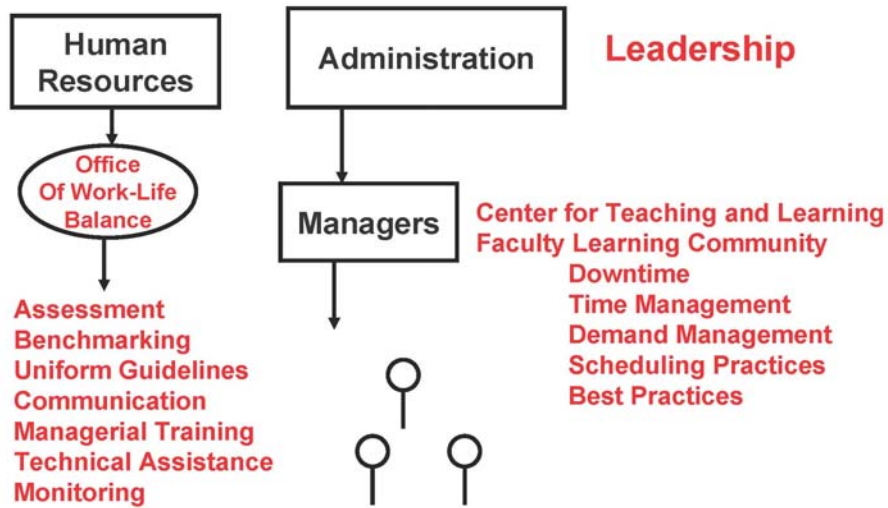


Figure 1. Work-Life Balance and Culture Change
