Getting to Family-Friendly in Your Department

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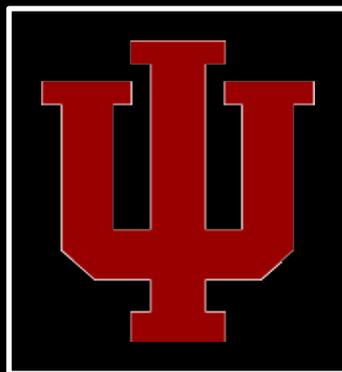
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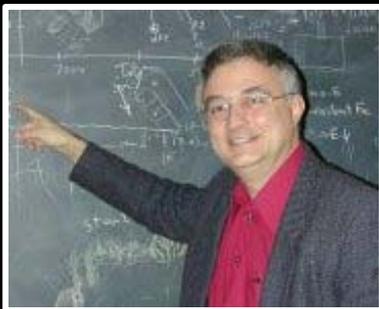
HOOSIERS

Institutional Policies Support a Sustainable Work-Life Balance

- family and medical leave
- parental leave
- stopping or extending tenure clocks
- modified duty policies
- breast feeding policies and lactation rooms
- partner hiring programs
- childcare programs
- eldercare programs
- emergency and sick child care programs
- dependent care travel funds

Institutional policies are a good start, but…

➡ family and medical leave
➡ parental leave
➡ stopping or extending tenure clocks
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How does a department achieve a supportive work-life culture?

Dispelling the Myths: Arguments opposing family-friendly policies:

- *benefit mainly women* ➡ **benefit all**
- *make management more difficult* ➡ **management is easier with better morale & less stress**
- *lead to unfairness* ➡ **greater flexibility**
- *limit careers* ➡ **increase opportunity**
- *are too costly* ➡ **improve retention**

Changing department culture is hard… But not impossible!

➡ Be inclusive in the definition of family

➡ Make families visible

➡ Make good practices visible

➡ Get help
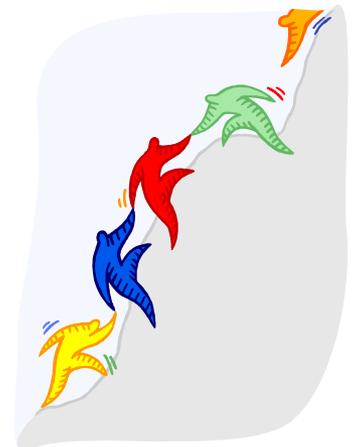
Definition of Family

Everyone has a life

➡ Kids

➡ Parents & other relatives

➡ Domestic partner or spouse

➡ Close friends

➡ Pets

➡ Leaky roof…

Respect everyone's life needs

Make Families Visible

➡ Department family bulletin board

➡ Recognize family life milestones
- New grandchild?
- Kindergarten graduation?
- Partner's promotion?

➡ Include families in department events (Picnic? Department hike?)

➡ Bring kids to the office now and then

➡ Offer to help others in need

Make Good Practices Visible

- Share copies of STATUS and SPECTRUM with your department
- Invite campus administrators to discuss institutional policies with department (and especially how those policies benefit the institution!)
- Hold a departmental round-table on ways to be more family-friendly
- Help your colleagues to develop awareness and the vocabulary to think family-friendly

Get Help

- Enlist your department chair
- Talk to colleagues in departments on your campus that are already family-friendly
  - Find out how they did it
  - Find out what "norms" they have adopted to become family-friendly
  - Share the information with your department
- Attend relevant campus workshops organized by human resources, the women's center, dean of faculty, etc.   SHARE.
- Invite colloquium speakers who can also reinforce family-friendly ideas from their own departments

Support Others

- Be aware of work-life issues your colleagues are facing
- Suggest changes to benefit others in your department, so they don't have to
  - "Jose mentioned his parents are visiting. Should we move the meeting earlier so he can meet them at the airport?"
  - "The colloquium times seems to be a problem for people who have to pick up kids. Can we reschedule it?"
- Enlist others to challenge non-FF comments
- Avoid too many requests for yourself

Start Small But Think BIG

- Be aware of where you want the department to go
- Enlist others as you can
- Incremental change will be most successful
- It takes time to build awareness and enough knowledge to be able to discuss work-life balance in an effective way

The Tenure Thing (For senior folks…)

➡ Times have changed

➡ Tenure expectations are changing more slowly

➡ Review departmental tenure policies to assure they place reasonable, 21st century expectations on pre-tenure faculty

➡ Be sure tenure review *practices* appropriately consider institutional policies (leaves, clock stops…)

Don't Lose Heart...

➡ Be realistic in your own expectations

➡ Celebrate successes

➡ Find a support group on your campus

➡ Keep working. Change will come...