



# Career-Life Balance: Developing a Career Portfolio

Career-Life Balance Initiative  
University of Maryland Baltimore County  
25 February 2015

Laura Koppes Bryan  
Dean & Professor  
Yale Gordon College of Arts and Sciences  
University of Baltimore

# Seminar

## Purpose

- Help graduate students and postdoctorate fellows to set up building a portfolio on managing career and life responsibilities.

## Objectives

At the completion of this seminar, you will have

- a general understanding of career-life considerations;
- strategies to achieve career and life satisfaction; and
- ideas for building a career-life portfolio.

# Work-Life Culture



- Relationships between professional and personal lives are not mutually exclusive.
- Emphasizes the whole person.
- Every individual is appreciated for being a contributor *and* as a human being.

# Work-Life Culture

A culture in which Work-Life Satisfaction/Effectiveness can be achieved:

- *“Positive feeling that individuals develop when they feel they are successfully meeting the demands of work and personal life.”* Valcour (2007)
- *“When work is effective, life benefits; and when life is working, work benefits.”* Rose (2006)

# Making the Case for a Work-Life Culture

## A Strategic Imperative

- Improved recruitment, retention, advancement
- Enhanced diversity and equity
- Enriched productivity
- Cost savings
- Risk management
- Quality of employee well-being (stress/burnout)
- Compliance with state and federal laws

# In the Academy

- Nearly 80% of all faculty members would consider leaving their current work situation for a more supportive work environment
- 60% would consider leaving their current institution to spend more time with their families
- 35% would consider leaving to help with elder care
- 25% would consider leaving because of child-care conflicts

# Faculty Perception

- **COACHE Survey** (Trower, 2012)
  - *The balance you are able to strike between professional time and your personal or family time.*
  - Average rating= 2.81 on a 5-point scale
  - 1=very dissatisfied; 5=very satisfied



# Career-Life Considerations

- Increase of expectations/Lack of clarity
- Paradox of flexibility
- Having life partners
- Health and wellness
- Dependent care
  - Care-giver bias
  - Parenting
  - Adult/elder caregiving

# Career-Life Considerations

- Financial Stability
- Retirement transitions
- Other
  - Religion/spirituality
  - Hobbies
  - Volunteerism
  - Etc.

# STRATEGIES

# Thriving in Academe\*

- Crafting a career with passion
  - Career affects life; life affects career
- Colleagues
- Work-life policies, resources, programs
- Work-life culture
- Significant others
- Faculty ingenuity

\*Philipsen, M.I., & Bostic, T.B. (2010). *Helping faculty find work-life balance: The path toward family-friendly institutions*. San Francisco, CA: Jossey-Bass.

# Faculty: Factors that matter the most for work-life satisfaction

- Quality of life
- Family-friendly campus with leadership support
- Flexibility
- Personnel dedicated to work-life and family issues
- Formal policies and official procedures

# Flexibility

- Scheduling of classes and meetings
- Alternate course delivery methods (online, hybrid)
- Back load or front load teaching schedules
- One semester off for  $\frac{3}{4}$  pay; one course reduction in pay
- Active service modified duties

# Flexibility

- Tenure clock extension
- Reduced or part-time appointments
- Shared faculty positions
- Career flexibility
  - On and off ramps
  - Shortened time for tenure

# Parenting

- Convenient and affordable quality child care
- Back-up / emergency care
- Care for school age children
- Resources and referrals for child care
- Dependent care travel grants
- Lactation space and support
- Adoption support
- Parental leave (mothers and fathers)



# Adult Dependent/Elder Care

- Resources and Referrals
- Workshops/support groups
- Flexibility
- Personal and bereavement leaves
- Direct elder-care services
- Subsidized emergency or respite in-home elder-care services

# Do you know...

- Specific challenges of the “sandwich generation”:
  - 46% of women and 40% of men who are caregivers of the elderly also have children under 18 at home

# Paid & Unpaid Leave

- FMLA
- Paid Parental Leave
- Sick leave that can be used for child care
- Short-term disability policy for child care leave
- Leave without pay
- Personal and bereavement leave
- Shared leave
- Paid or release time for community service

# Dual Career Assistance/Support

- 35% of male faculty and 40% of female faculty partner with another academic
- Division of labor
- Resources to assist with job-seeking
- Services to support resume preparation, career counseling, networking
- A dual-career academic hiring protocol
- Bridge funding with the Provost/Dean offices
- Support for relocation

# Health and Wellness

- Health insurance
  - Incentives
- On-site fitness center; subsidized membership at local fitness center
- Employee assistance counseling/consultation
- Walking tours
- On-site exercise classes, yoga
- On-site medical and dental care
- Health education

# Financial Support

- Tuition assistance
- Housing assistance
- Child care subsidies
- Dependent care travel grants
- Career-life balance research grants
- Financial and retirement planning
- Commuter benefits
- Adoption assistance
- Long-term care insurance

# Retirement Transitions

- 50.5% of tenured faculty are over 55 years old
- Opportunities for engaged retired faculty
- Retirement incentives
- Phased retirement
- Resources to plan for retirement
- Space for retired faculty
- Community engagement

# LEADERSHIP



# Leaders who are Responsive

- Know and understand faculty and staff work-life challenges
- Give voice to a sense of shared purpose about work-life
- Communicate with transparency
- Flexible
- Demonstrate commitment to supporting success
- Know and provide resources and/or referral
- Provide funding opportunities

# Leaders who are Responsive

- Establish clear expectations
- Implement creative and consistent policies
- Implement small changes that she/he has control of within the unit (e.g., scheduling)
- Make sure policies and practices are not biased against caregivers
- Know the legal do's and don'ts
- Make her/his own work-life visible

## Work-Life Culture

### « Back to Human Resources

- Careers at UB
- Benefits
- Employee Transactions
- Compensation and Classification
- Employee and Labor Relations
- Employment Contracts
- Recruiting and Employment
- Training and Development
- ▶ Work-Life Culture
- About HR
- UB Organization Charts

[Home](#) > [About UB](#) > [Offices and Services](#) > [Human Resources](#) > Work-Life Culture

+ share this page

Welcome to the University of Baltimore's Work-Life webpage. The University of Baltimore is dedicated to being a work-life-family friendly workplace. We recognize that faculty, staff and students manage multiple obligations at work and at home, and the university fosters a culture in which individuals can achieve life satisfaction and optimal performance.

### What is Work-Life Satisfaction?

Work-life satisfaction can be a daily effort to find meaningful achievement of the things you enjoy most. This might include factors such as your family, friends, community participation, self-care, spirituality and other personal issues as well as the demands of the workplace. Of course, work-life satisfaction may not mean an equal balance of all factors and what works for one person may not work for all people. Having work-life satisfaction helps employees to feel as if they are able to pay attention to all the important aspects of their lives. It is important to keep in mind that what works for you now may not work for you in the future, therefore it is necessary to reassess your situation periodically in order to make the appropriate adjustments.

- + [Employee Assistance Program](#)
- + [Policies and Benefits that Support Work-Life Balance](#)
- + [Lactation Rooms for Working Mothers](#)
- + [Wellness and Recreation](#)
- + [Flexible Work Arrangements](#)

### Suggestions for Getting a Better Work-Life Balance that is Right for You:

- Define and create your own work-life balance
- Be accountable for balancing your personal and professional commitments
- Help your manager understand the right balance for your life and help to work out an arrangement that supports your needs
- Strive for meaningful achievements and enjoyments in work, family, friends, and self each day.

# Career-Life Portfolio

## What will you do?



# Career-Life Portfolio

- The purpose of the career-life portfolio is to begin planning for a successful career and life.
- With this document, you will identify your priorities, identify strategies, and reflect upon your progress and development.

**QUESTIONS ?????????????????????????????????**

# Thank you!

