

Family Friendly Work Place

PURPOSE

With more competition for recruiting a new generation of faculty and staff and in an effort to retain exceptional current employees, the PEL Family Friendly project will investigate policies and programs considered to be "family friendly." The goal is to explore and recommend how the University should value and embrace the "family friendly work environment."

"Our lives are a mixture of different roles. Most of us are doing the best we can to find whatever the right balance is. For me, that balance is family, work, and service." - Hillary Rodham Clinton

KEY CHARACTERISTICS OF A FAMILY FRIENDLY UNIVERSITY

- Flexible work arrangements to support primary caregivers
- Connecting resources with staff
- Communication of available resources to faculty and staff
- Marketing family friendly policies and programs to prospective new faculty and staff
- Extension of the tenure clock for probationary faculty
- Spousal/Partner hires and relocation assistance
- On-Site or institutional child care support

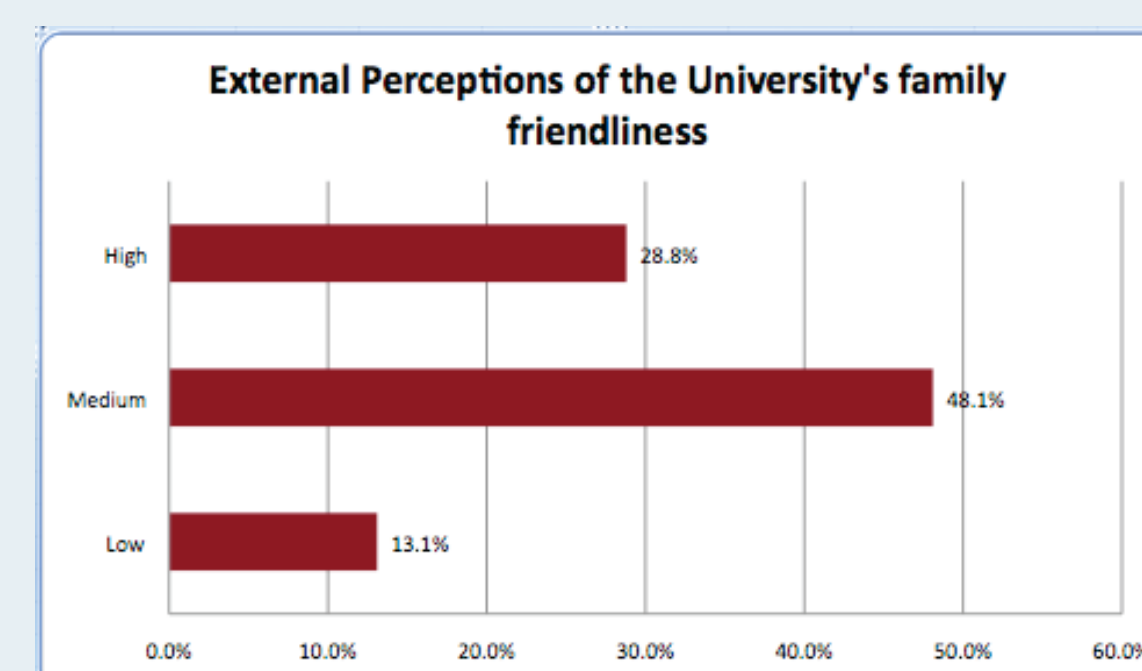


U of M OFFERS THE FOLLOWING FAMILY FRIENDLY POLICIES AND PROGRAMS

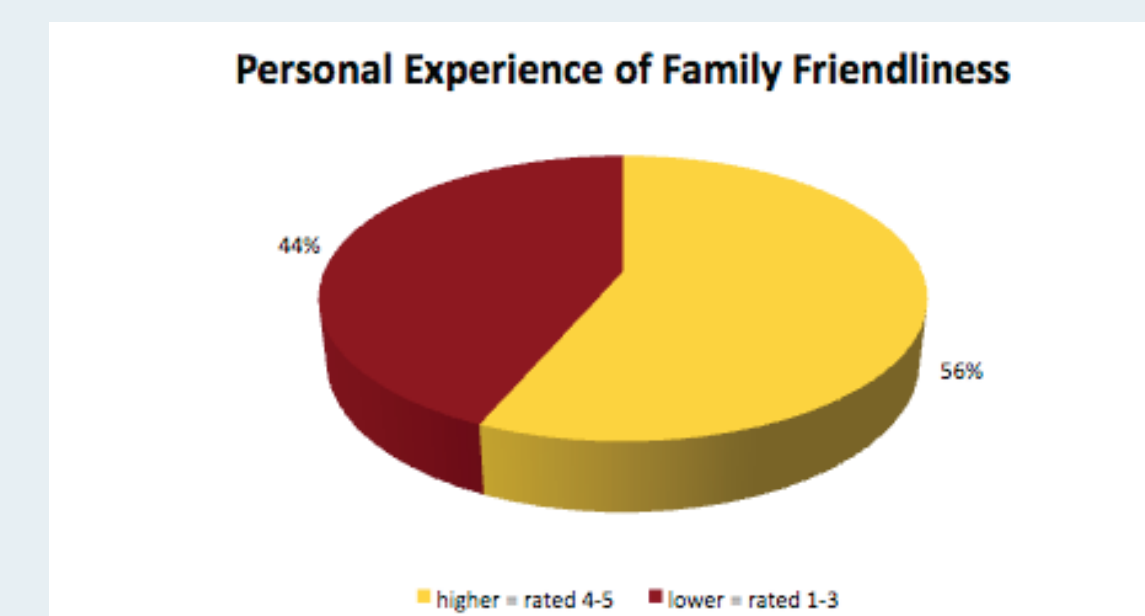
- Bereavement leave
- Career/Life Alliance Services (CLAS)
- Clock stoppage/Use of sec. 5.5 of the tenure code
- Day care referral service
- Disability services
- Employee Assistance Program
- Family Medical Leave Act (FMLA)
- Flex time work arrangements
- Job sharing
- Medical/Dental/Pharmacy Benefits
- Parental leave
- Regents scholarship
- Relocation Assistance Program (HERC)
- Retirement benefits
- Sick time
- Spousal/Partner Hire
- University sponsored child care
- Vacation
- Wellness program

LESSONS LEARNED

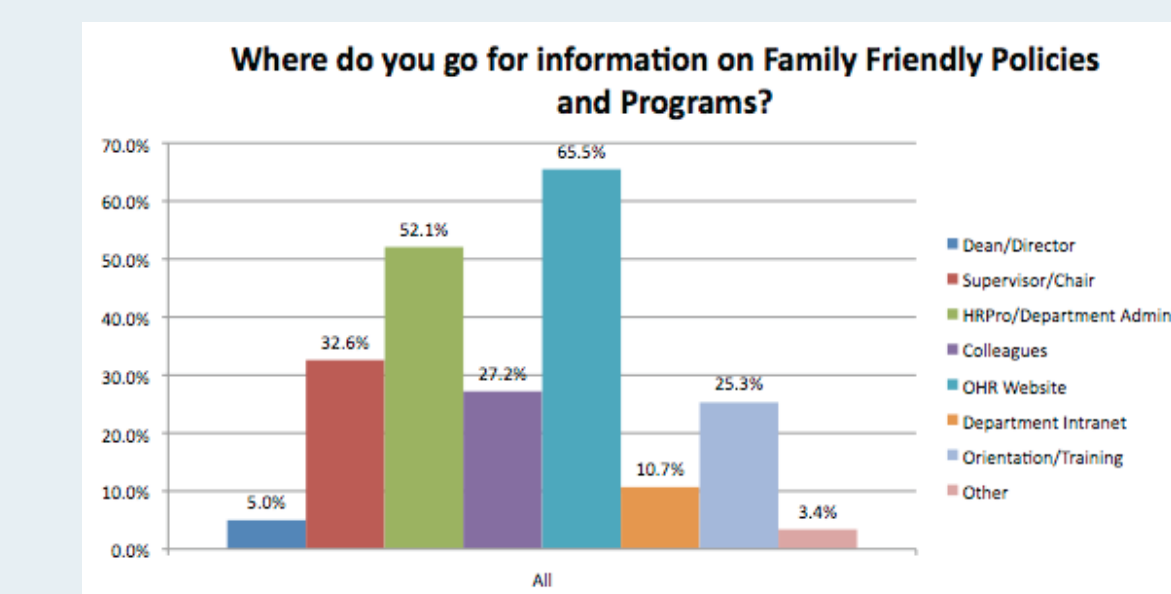
1 Improved communication is essential.



2 Perceptions of family policies and programs need to be improved.



3 Variations in our culture impact our ability to consistently implement family friendly policies and programs



RECOMMENDATIONS

- Key messages from the University's upper administration should be sent periodically to emphasize a culture that supports the family friendly workplace.
- Branding and communication of family friendly policies and programs should be consistent and clear throughout the University.
- Change the language on the Office of Human Resources' website to make the policies easier to understand.
- Flexible work arrangements should be made more accessible and managers should be given training to help implement this benefit.
- Add a reference to extending the tenure clock (Section 5.5 - Tenure Code) to probationary faculty offer letters.

