Work-Life

• Work Life Fit
• Discussion
• Office of Work-Life and Family Resource Center services and supports
Work-Life
Balance
Fit

Fit or integration means coordinating, blending, and bringing elements of work and life into a unified whole.

Balance doesn’t work because it implies a zero-sum game.
One size doesn’t fit all

• Work-life balance does not mean that there must be an *equal* balance across all aspects of an individual’s life
• It will not remain static but may change during different seasons or cycles of your life
• It will look different to each person. There is no one size fits all.
Culture Shift

What can professional faculty do?

• Both employees and supervisors can educate themselves on knowing what work-life and family friendly policies, services, and supports are available, and how to use and them
BARRIERS
Work-Life myths

Work life balance is synonymous with family support

- Assumes only those with families desire balance

- We all have a limited amount of resources to devote to life pursuits

- Every employee can benefit from effective resource allocation

- Not all employees will benefit from every WLB practice
Taking initiative

• Finding what works best for you
• Adapting to changes that may effect your work-life routines such as a change in family status, or the start of a new project, job, etc.
• Making self care a priority
• Ask for help
Office of Work-Life Resources

- Flexible Work Arrangements
- Care.com
- Faculty Candidate Interviews
- Work-Life Consultations and Presentations
- Dual Career Partner Assistance
Workshops: BABy@OSU

• Way for new parents to connect

• Topics include:
  • Fitness after baby
  • Self-care
  • Nutrition

• Offered by the Office of Work-Life and Family Resource Center quarterly
Workshops: Beaver Family Connections

• Interesting topics and discussions related to your child's development and your family health and well being.

• Offered by the Family Resource Center monthly
Workshops: Elder Care Connections

• Monthly informational meetings and discussions hosted by the Family Resource Center

• What it means to be a caregiver and how to optimally support the ones you love and yourself
Family Resource Center: Services and Supports

- International Mom’s Group
- Child Care Centers
- Kids Gift Closet
- Other Events: Bring your kids to campus day, summer camp fair, etc.
Family Resource Center: Lactation Support

- Lactation Rooms
- Milk Stork
- Lactation Parking Permit
What’s on the horizon

• Workplace wellness toolkit for supervisors

• More information about work life and family related activities every month

• BABy@OSU meetup, Young Professionals Meet n Greet, Trick-or-Treat Tour
What can OSU do: “Suggestion Box”

• On your phone or computer, go to: pollev.com/joyfulrain588

• We want your suggestions!
  • What types of work life and/or family services and supports would you like to see offered for professional faculty?
For more information and consultation:

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