Section 10.2
Career Life Balance Supplemental Grant
Findings and Recommendations
Presentation

Agenda

- Introductions
- Background
  - Current Status at UC
  - Career Life Balance Supplement
- Findings and Recommendations
  - AAUP Policies Affecting Work-Life Integration and Career Management
  - Feasibility of Dual Career Hiring Exchange

Data Sources

- Benchmarking of other IHEs
- Dual Career Focus Group (UC Faculty)
- Dual Career Hiring Exchange Focus Group (External)
- Informal HR Networking
- HERC Attendance

CBA Policy Review and Recommendations

August 18, 2014
Elder Care Assistance

**UC Policy**
- Impact Solutions

**Benchmark Data**
- Referrals
- Support groups
- In-home assessments
- Dependent daycare subsidy

**Recommendations**
- Provost & HR partnership
- Information to all job candidates
- Investigate usage & effectiveness of the 3rd party provider

Emergency Back-Up Child Care

**UC Policy**
- No Policy

**Benchmark Data**
- Sick child
- Unavailable or sick primary caregiver
- University subsidized
- Minimal co-pay

**Recommendations**
- Conduct feasibility study
- Implement emergency child care solution

Lactation Support

**UC Policy**
- Congruent with ACA

**Benchmark Data**
- Similar to UC
- Refrigeration available
- Hospital grade pumps provided

**Recommendations**
- Incorporate policy into contracts
- Ensure privacy
- Publicize lactation resources

Paid Parental Leave

**UC Policy**
- ADD POLICY

**Benchmark Data**
- Average Length: 6 weeks
- Consecutive vs. non-consecutive basis
- Age-range cut-off between 6 - 12 years.

**Recommendations**
- Non-discrimination clause
- Integrate all-embracing title to Article 19
### Part-Time Tenure

<table>
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<tr>
<th>UC Policy</th>
<th>Benchmark Data</th>
<th>Recommendations</th>
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| • No formal policy | • Reasons associated with part-time status  
• Proportionate extension  
• Part-time defined | • Specific policies  
• Additional reasons for usage  
• Eliminate need to reapply  
• Proportional adjustment |

### Stopping the Tenure Clock

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<th>UC Policy</th>
<th>Benchmark Data</th>
<th>Recommendations</th>
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| • Substantial responsibility for the care of newly born infant or newly adopted child under age 5  
• 1 year extension for each event, no more than 2 years total | • 1 year extension, up to 2 years  
• Diverse reasons for policy  
• Opt-in vs. opt-out  
• Non-discrimination clause | • "Family Leave"  
• Non-discrimination clause  
• Additional reasons for usage  
• Provide training for unit leaders |

### Non-Policy Related Recommendations

- Communication of Policies  
  - General awareness  
  - Tone/language used to promote policies (e.g., OEO)  
- Professional Identity  
- ACE National Challenge for Higher Education  

### Dual Career Feasibility Study
What we know

- IHEs with written dual hiring policies have higher rates of perceived support for academic couples
- Couple hiring may help advance both gender equity and racial/ethnic diversity
- Academic couples working at the same university are happier and report less stress in balancing their jobs
- Couples who worked at the same university were more likely than others to place an equal priority on both partners’ careers, rather than favoring the husband’s.

Current Concerns

- Awareness
- Department to department variation

Solutions

- Promote the LEAF WLB web-page
  - [http://www.uc.edu/orgs/ucleaf/resources/work-life.html](http://www.uc.edu/orgs/ucleaf/resources/work-life.html)
- Include WLB issues in department head and academic leadership training

Dual Career Hiring: What we know - Implementation of Policies

- Awareness
- Department to department variation

Dual Career Hiring: What we know - Former Practices

Until AY13-14, no formal university-centered policy or practice

- Dual career issues handled at college or departmental level
- No formal source of financial support from Provost’s Office
Dual Career Hiring: How we Compare - Benchmarking Data

- Resources
- Coaching & Career Assistance
- Referrals & Job Placement
- Bridge Funding
- Upfront Communication

Dual Career Hiring: Current Status – UC Status

HERC Membership
Dual Career Assistance Program
- Dual career search technology & resources
- Assistance exploring on/off-campus employment
- Dual career materials for candidate recruitment packets
- Bridge funding available

Dual Career Support: Current Status - Themes from Focus Group

- Recruitment
- Retention
- Work Life Integration

“UC is like a restaurant with no kids menu.”

Dual Career Hiring: The Future – Feasibility Study Results

- Respondent Demographics
- Interest in Regional Hiring Exchange

- 85 Respondents Total
- Over 30 Industries Represented
- 58 Headquartered in Greater Cincinnati Area

- Nearly 70% expressed interest
- 51% answered “Yes”
- 18% answered “Maybe” pending cost/hiring needs
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Dual Career Hiring: Roundtable Discussions Results

- Participant Demographics
- Similar Initiatives
  - Diversity Network of Cincinnati
  - Cincinnati Job Bank
  - Talent Bank for Life Sciences

Dual Career Hiring: The Future – Recommendations

- Increased budget for dual career hiring
- Collect data for dual career hiring and retention
- Take initial steps toward establishing a hiring network
  - Develop capacity to provide resume and job sharing
  - Link to Chamber, Diverse by Design, and other existing resources