

Work Life

AT THE OHIO STATE UNIVERSITY



2007



A Letter from the Provost and Associate Vice President

“Work life balance was considered the second most important societal trend in 2006 and continues to be one of the most important factors determining job satisfaction,” according to the *Society for Human Resources Management 2006 Job Satisfaction Survey Report*. Ohio State President Karen A. Holbrook was part of a presidential commission with the American Council of Education that issued a report in 2005 calling for “higher education leaders to examine and proactively address the institutional climate that governs the entire career cycle of faculty” in order to attract and retain key talent.

The last few years have been great years in Ohio State’s journey to become an employer of choice, and our ability to grow and change should not go unnoticed. It is important for all of us to recognize our improvements, celebrate our progress, and acknowledge our ongoing commitments. This report highlights the university’s accomplishments since embarking upon the faculty and staff work life studies and implementing a work life action plan. Our efforts have been to improve benefits, policies, programs, and culture on behalf of all Ohio State faculty and staff.

In the past few years, many faculty and staff have responded to our request to take part in a work life study and to share their opinions with us. We assure you that we took your responses seriously and have made progress with our work life efforts. On the following pages, you will see the key survey results that helped us foster plans for meeting—and exceeding—the identified needs and wishes of our employees.

As we strive to be an employer of choice, we must continue to develop the culture, policies, programs, and services to support our faculty and staff with their work life effectiveness. We know our plans will lead us to a more committed and engaged workforce at Ohio State.

While we have more to do, we hope that you will take some time to read this report and take pride in our institution’s progress. We also hope that you will share this information with others, including prospective faculty and staff.

12
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2
3
4
11

Barbara R. Snyder

Barbara R. Snyder
Executive Vice President and Provost
Office of Academic Affairs



Larry M. Lewellen
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work life balance

Key Work Life Survey Results

Key survey

The university conducted two work life surveys—one in August 2001 for staff and the second in February 2003 for faculty.

Staff

Staff
This survey consisted of a stratified random sample of 6,355 staff selected from the population of 8,458. The 4,175 respondents resulted in a 66% response rate.

Objective: to systematically study and establish a baseline for professional development and work life issues of Ohio State staff in order to effectively guide the university's improvement efforts using real data.

Top Benefits and Programs Deemed Most Important by Staff

- Paid parental leave
- Domestic partner benefits
- Elder care referral
- Phased-in retirement
- Major purchase discounts
- Tuition waivers at Ohio public institutions

Faculty

Faculty
This survey was fielded to 3,199 regular faculty at the Columbus and regional campuses. The 1,282 respondents yielded a response rate of 40%.

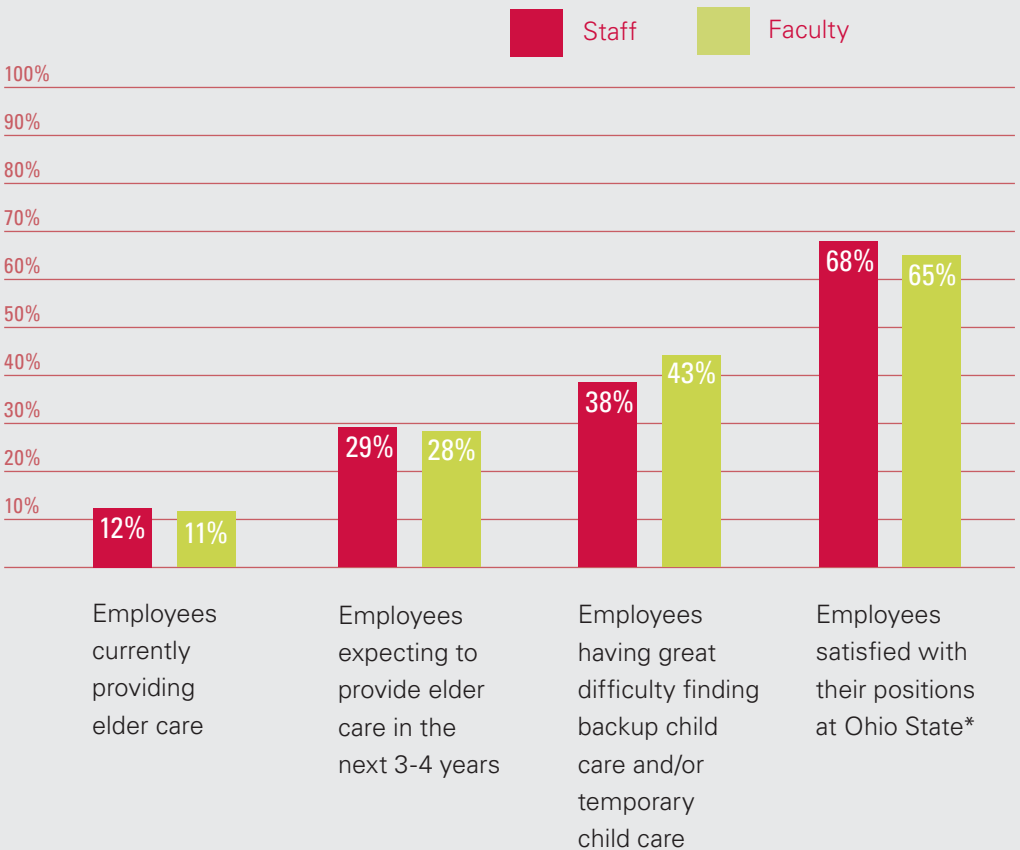
Objective: to provide guidance for action planning and implementation by identifying priority areas and showing the relationship of both work environment factors and work life issues to recruitment, retention, faculty commitment, and other organizational goals.

Top Benefits and Programs Deemed Most Important by Faculty

- Paid parental leave
- Domestic partner benefits
- Elder care referral
- Phased-in retirement
- Partner/spouse employment assistance
- Emergency backup child care

results

The following chart illustrates the findings in some areas of major importance as indicated by the work life survey.



* Job Satisfaction: Based on the surveys, employee commitment and predicted retention are strongly correlated with one another. At Ohio State:

- Workplace satisfaction—a composite of job security, university reputation, work schedule, and challenge of job, salary, and benefits—has the strongest positive relationship to university career commitment.
- Surveys of work life support, professional development, career advancement, and flexibility are all strongly and positively related to university career commitment.
- Five-year retention levels increase by nearly 50% among employees who indicated high scores on work life support.

Ohio State: Integrating Work and Life

The university has been able to implement four of the six benefits and programs deemed most important by faculty and staff. The remaining sections of this report highlight our progress to date.

Benefits

benefits

Same-Sex Domestic Partner Benefits

Eligible faculty and staff may elect medical, dental, life, and vision coverage for their same-sex domestic partner and their same-sex domestic partner's eligible dependent children.

Sponsored Dependent Benefits

This benefit gives faculty and staff the option of enrolling certain members of their household in sponsored dependent medical, dental, and vision coverage.

Graduate Associate Benefits

Graduate associates experienced an increase in the health insurance subsidy from 42% to 80% for funded associates enrolled in single coverage; the family coverage subsidy increased from 25% to 80%. The subsidy will increase to 85% for graduate associates and dependents in academic year 2007-2008.

Child Care Facility

In January 2005, the university opened a second child care center, increasing capacity by over 100 spaces—an additional 40–50 spaces for infants, 20 for toddlers, and 36–54 for preschool. The facility is located in the Student Family Community Center at Buckeye Village.



Campus Recreation Facilities and Programs

The university recently opened two new recreation facilities on campus. The Adventure Recreation Center (ARC), home of the new Outdoor Adventure Center, opened on West Campus winter quarter 2005. That summer, the new Recreation and Physical Activity Center (RPAC) opened on central campus near Ohio Stadium. These new facilities feature state-of-the-art fitness equipment, activity spaces, and locker room facilities. The ARC and RPAC both have unique features, including two indoor turf fields and a 35-foot climbing center in the ARC, while the RPAC features five new pools, an indoor jogging track, racquetball courts, and a new campus dining option.

A program of particular interest to faculty and staff is Age Group and Camps, which offers children exciting recreational activities while also providing opportunities to engage in educational activities. This program features instruction in swimming and sports, as well as classes for active adults and a full camp program including summer camps. Classes are offered quarterly.

For more information on membership opportunities, facility features, and programs, please visit www.ohiostateresports.org.



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Lactation Space

Formal or informal lactation/personal space rooms were established in some buildings, specifically South Campus Gateway and Doan Hall. Going forward, a zone approach to establishing lactation space will be implemented. This approach identifies areas throughout campus in which to establish future lactation rooms.



Policies

policies

Paid Parental Leave

Ohio State's paid parental leave benefit consists of six weeks of full pay for birth mothers and three weeks of full pay for fathers, domestic partners, and adoptive parents. (Refer to Policy 6.27B for details.)

Dual Career

This policy for faculty allows for the successful recruitment of a well qualified candidate and provides options for accommodating the candidate's spouse/partner. (Refer to OAA Handbook-Faculty Appointments Dual Career Hiring Policy for details.) Similarly, the Office of Human Resources offers career consultation and appropriate referrals for spouses or partners of staff recruited in national searches.

Vacation Donation

This policy allows regular faculty and staff who earn vacation time to donate vacation hours to other employees within their college or vice presidential unit. The hours may be used during approved unpaid leaves for reasons such as life-threatening or terminal illnesses of self or a family member. (Refer to Policy 6.27A for details.)



Part-Time Tenure Track Faculty Positions

As a member of the American Council on Education's (ACE) national panel of presidents and chancellors President Holbrook supported the ACE 2005 report, "An Agenda for Excellence: Creating Flexibility in Tenure-Track Faculty Careers." Ohio State has offered a part-time tenure track option since 1996.

Programs

programs

National Work and Family Month

During October's National Work and Family Month, the university offers a multitude of Lunch and Learn programs involving both internal and community expert speakers. Topics included transitioning to retirement, critical conversations in elder care, self-defense classes, take-home ready-to-eat meals, and tips for balancing school, work, and home.

Faculty and Staff Mediation Program

This program provides faculty, staff, and graduate associates a safe, voluntary, and confidential process to resolve workplace disputes.

Academic Leadership Development

New sessions, titled “Creating a Healthy Workplace” and “Invisible Barriers for the Success of Women Faculty at Ohio State,” have been developed for new academic leaders at the university.

Health and Wellness Fair

Now in its fifth year, the 2006 Health and Wellness Fair was held at the French Field House. Over 100 campus and community exhibitors were on hand to educate and provide health-screening services. The event served over 1,500 employees.



Quest for the Best Challenge

Introduced in 2005, Quest for the Best is a game that challenges academic and business units at Ohio State to promote a work environment that enables faculty and staff to balance their work and life. Teams earn points in nine categories, including implementing and/or participating in education sessions, considering flexible work arrangements, promoting management training, and executing management tools.

Ultimately, the greatest reward for participation in the game is team building and taking steps to create or further enhance a supportive and positive work environment for faculty and staff, which in turn impacts recruitment, retention, and on-the-job productivity.

Committees

committees

Flexible Work Loads for Tenure-Track Faculty

A work group of the President’s Council on Women examined the barriers that keep faculty from using the part-time option. Suggestions for enhancing faculty recruitment and retention via flexible work policies included developing materials and resources explaining the policies; training department chairs, school directors, and deans about the policies; and helping them understand the rewards of implementing flexible work policies for faculty. The full report is available online at womenspace.osu.edu/publications.htm.

Faculty Career Enhancement

A faculty committee was charged with reviewing what the university does to enhance the careers of its faculty and proposing ways to improve the current system. The committee issued a report in the fall of 2005 recommending actions and procedures that could enhance the professional lives of faculty in all aspects of their academic work and during all phases of their career. The full report is available online at senate.osu.edu/Reports/SpecialReports.html.

Dependent Care Task Force

Child care and elder care continue to be important issues in retaining faculty and staff at Ohio State. The president and provost established a task force to examine how to increase dependent care options available to the university community. The task force began meeting in 2006 and will continue its progress in the following academic year.



Your Plan for Health

Your Plan for Health, which was introduced in January 2006, is a multiphase plan with a goal of optimizing the overall health and well-being of our faculty, staff, and their families. This will be accomplished through innovative plan designs, educational resources, programs, tools, and incentives. In 2006, the university introduced new resources and benefits such as the Personal Health Assessment (PHA), biometric health screenings, new weight management and tobacco cessation benefits, health coaching, and care coordination. Ohio State is committed to helping faculty and staff focus on what they can do to improve their lives—today and tomorrow. For more information about Your Plan for Health, visit yourplanforhealth.com.

More university work life benefits

- Part-time tenure track policy
- Alternative work arrangements
- Extending the tenure track faculty probationary period policy for birth or adoption of a child or circumstances beyond the faculty member's control, such as the responsibility of caring for an ill relative
- Elder care resource and referral
- Medical coverage
- Wellness programs
- Behavioral Health Services
- Discounts from local and national retailers
- Flexible Spending Accounts
- Short-term and long-term disability coverage
- Tuition assistance
- Adoption assistance
- Relocation assistance
- Summer camp programs for school-age children
- Training and development programs
- Financial planning workshops
- Reach 1 Literacy and GED program
- Paid vacation, holidays, and sick leave

For more information

e-mail us at worklife@hr.osu.edu or visit one of our websites:

Work Life at The Ohio State University hr.osu.edu/worklife

Office of Academic Affairs oaa.osu.edu

