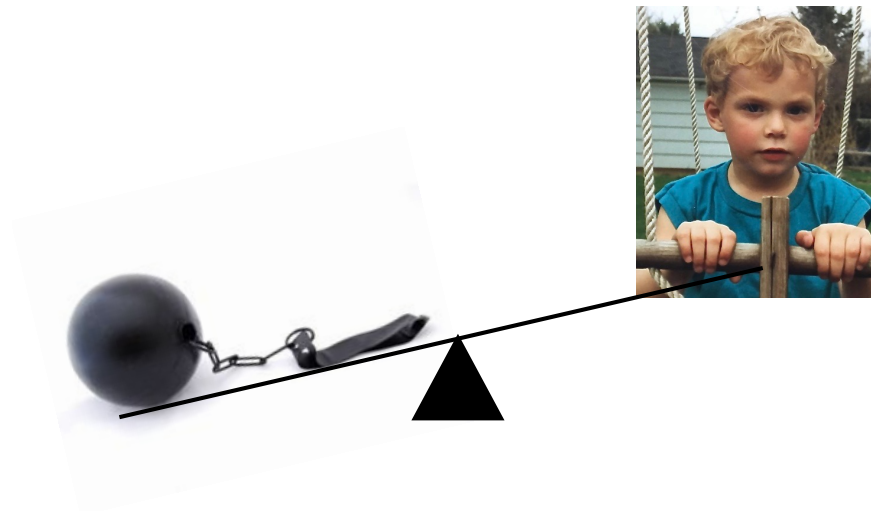
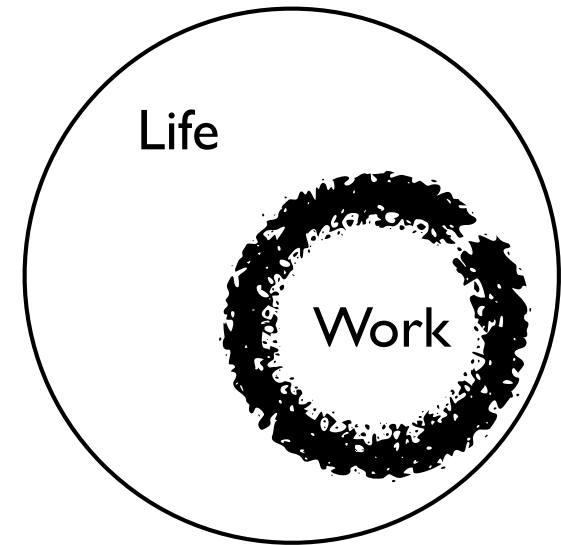


Work - Life Balance



vs.



The challenge

Symptoms of imbalance and burn-out

General tips for a balanced life

UR policies

UR programs

Koyaanisqatsi: Life Out of Balance



“All work and no play makes Jack a dull boy”

The Challenge

New faculty members face multiple responsibilities and challenges: developing new courses, getting a lab up and running, getting grants, learning the ropes...

Email and cell phones mean people can be on-call 24/7, causing a perceived need to be ever-vigilant for new work-related tasks.

Collaborative overload: committee work, helping others, mentoring, attending optional meetings, etc.

Has increased 50% in last 20 years.

Since women are often stereotyped as communal and caring, they bear most of the collaborative burden, leading to greater emotional exhaustion.

Working towards tenure and starting a family often overlap, further increasing time demands.

Perceived lack of time can cause stress, leading to compromised cardiovascular and immune function, poor coping skills, irritability, insecurity, exhaustion, difficulty concentrating, binge eating, smoking, and substance abuse.

Symptoms of imbalance and burn-out

Anxiety and feeling stressed out

Low self-confidence

Chronic pain or fatigue

Sleep disturbances (insomnia or hypersomnia)

Inability to focus or prioritize

Impatient

Not enjoying activities or your work

Struggling with relationships

Cluttered personal or professional space

Weight change

Getting sick more often

Not meeting basic needs, e.g., eating, exercise, and family time

Not going to work or not getting out of bed

General tips for a balanced life

Stress management

Try relaxation techniques like meditation, yoga, or tai-chi

Exercise regularly

Eat healthy meals

Learn to say no to requests that would create excessive stress in your life

Make time for hobbies, interests, and relaxation

Get enough rest and sleep

Don't rely on alcohol, drugs, or compulsive behaviors to reduce stress

Seek out social support and spend time with those whose company you enjoy

Accept that there are events you can't control

Assert your feelings and opinions, instead of becoming angry, defensive, or passive

Tips from and for academics

Work efficiently, not long hours.

Divide important tasks into blocks of 30–50 minutes with no distractions.

Limit multitasking: focus on one project at a time.

Make the most of short chunks of time.

Schedule important or difficult tasks for your hours of peak productivity, and easier, more-mindless work for off-peak times.

Hit the gym during your low-energy time, which is late afternoon for many.

Identify work that can be done at home after kids go to bed.

Don't read and respond to emails as they arrive. Switch off audible e-mail alerts. Go over emails once or twice a day. Delete or archive most emails in your inbox.

Prioritize incoming tasks: complete right away, say no and explain why, or set a time when you can work on it.

Parents should make time for themselves, e.g., by going out on a date for the evening.

Have dinner together as a family to maintain close connections.

To blend work and family, take older kids to conferences with you.

Hobbies and activities offer important time away from the work environment.

UR leave policies - focusing on new parents

	Short-Term Disability (STD: NYS law, but UR pays more)	Paid Family Leave (PFL: NYS law)	Family Medical Leave Act (FMLA: federal law)
Eligibility	Birth mother	Birth mother, spouse/ domestic partner, adoptive parents	Birth mother, spouse/ domestic partner, adoptive parents
Salary	100% for initial period (depends on years of service) + 50% for remaining period*	50%, up to cap (\$653/wk in 2018)	Unpaid
Duration	6-8 wk (typically), but up to 6 months, depending on doctor's recommendation	8 wk in 2018, increasing to 12 wk by 2021**	12 wk

Benefits for health insurance, dental, tuition, etc. continue for all of these plans.

* For example, up to 2 months at 100% pay + 4 months at 50% pay for faculty with less than 2 years service.

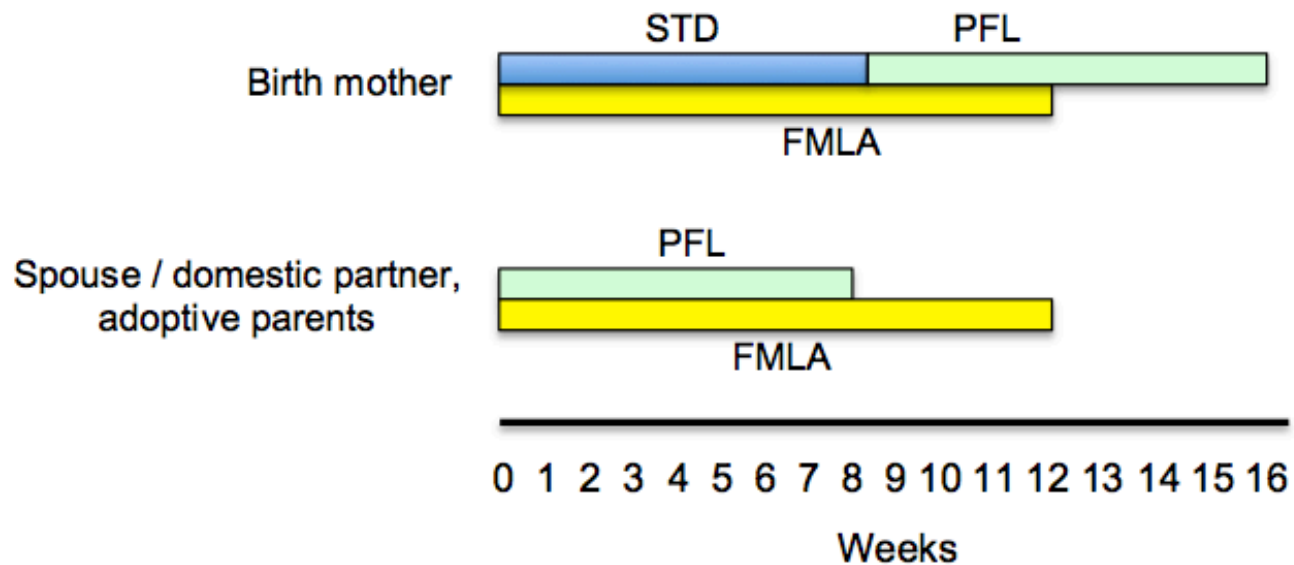
** Depending on approval from New York State.

For the most up to date information go to: www.rochester.edu/working/hr/leave

Timeline

Mother giving birth: typically 6-8 weeks of STD at 100% pay, then 8 weeks of PFL at 50% pay. FMLA runs concurrently for 12 weeks.

Father, partner, or adoptive parents: 8 weeks of PFL at 50% pay *plus* FMLA: 4 additional weeks unpaid.



UR policies

Modified duties for new parents. A modification of regularly assigned duties during the semester of birth or adoption, depending upon the ability of the department and school to accommodate this arrangement.

Part-time appointments in the year following birth or adoption. New parent faculty members may request reduced duties enabling them to work part-time for up to one year following the birth or adoption of a child.

Postponement of tenure clock. A tenure-track faculty member who adds a new child will automatically be given a one-year postponement of the tenure clock. May be repeated for a second child, but not for additional children.

AS&E meeting times. AS&E-level meetings (e.g., Faculty Council) are to end by 5 pm, so faculty can attend to child-care or other responsibilities. Department chairs have been encouraged to have meetings that do not begin before 8 am or go past 5 pm.

UR programs

Family care programs: <https://www.rochester.edu/working/hr/familycare/>

Summer sports camp: for kids 6-18 years old. Lots of different different sports, week-long sessions, all day (9 am – 4 pm)

Youth Programs: for kids 7-12. Keep them active during February, spring, and summer breaks. Variety of activities and field trips. Can pick single days or full weeks, as needed. 8 am – 5:15 pm.

Child care select: 10% discount at KinderCare Learning Centers

Children's School at URMC: reduced rates for UR employees and students. If interested, contact them to reserve a spot or get on wait list as soon as you know you might want this.

Well U: <https://www.rochester.edu/working/hr/benefits/wellness/>

Physical fitness

Food and diet

Emotional and mental health (e.g., mindfulness, yoga)

UR's Employee Assistance Program (EAP)

Free, confidential service to discuss personal or work-related problems.

Professional counselors (available 24/7) offer guidance and resources for issues such as:

Stress, depression, anxiety

Grief and bereavement

Family / marriage / relationship issues

Becoming a parent

Child / adolescent issues

Drug / alcohol dependency

Financial stress

Illness or disability

Problems with a supervisor or coworker

UR employees and immediate family members are each eligible for up to 5 sessions of counseling per year. If longer term or specialized care is needed, EAP will help find someone in the community.

Contact information:

<https://www.urmc.rochester.edu/life-work-eap.aspx>

(585) 276-9110

Email: eap@urmc.rochester.edu

Rochester as a great place to work and live: a few off-campus suggestions





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Kodak Hall



**Eastman Community
Music School**



Kilbourn Hall



Hatch Auditorium

MAG

MEMORIAL ART GALLERY
UNIVERSITY OF ROCHESTER

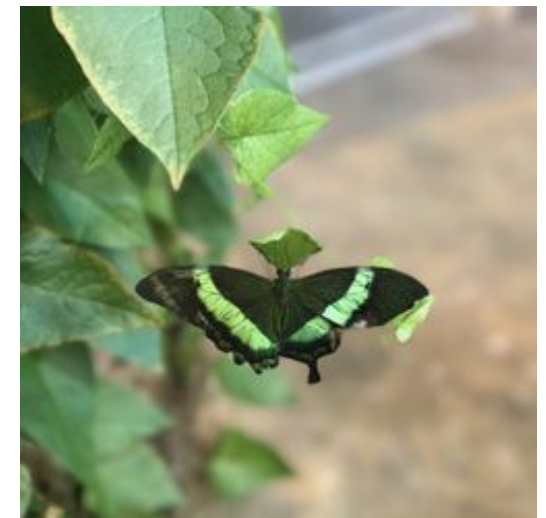


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