

Why is work-life so important?

- 85% of the U.S. workforce has additional day-to-day family responsibilities off the job. (Families & Work, 1997)
- 67% of employed parents say they don't have enough time with their children. (Families & Work Institute, 2002)
- For female faculty members, the period of most intensive work to establish an academic career coincides with prime childrearing years. (Ward & Wolf-Wendel, AUUP, 2008)
- Despite advantages of independence and flexibility, academic careers are psychologically difficult. The lack of ability to limit work, and the high incidence of overload make it difficult for faculty members to find a satisfactory balance of work and private life. (AAUP, 2008)
- Work-Life programs have shown to reduce family conflict and promote greater job satisfaction. (Human Resources Administration, 2010)



For more information please contact:

Office of Diversity & Multicultural Affairs

Women's Initiatives

Dr. Donna Sollie
Assistant Provost for Women's Initiatives
Phone: (334) 844-4399
sollidl@auburn.edu

Office of Human Resources

Lynne Hammond
Assistant Vice President
Phone: (334) 844-4145
hammonlb@auburn.edu

Sonya Dixon
Human Resources Specialist
Phone: (334) 844-7612
dixonsa@auburn.edu

For additional information:
http://www.auburn.edu/administration/human_resources/

http://www.auburn.edu/administration/business_office/payroll/

<http://www.auburn.edu/diversity>

<http://www.aaup.org/AAUP/searchresults.htm?query=family>

<http://www.aaup.org/AAUP/pubsres/academe/2004/nd/feat/ndwar.htm>

Visit the Women's Initiatives Office:

Women's Resource Center

Women in Science and Engineering Institute (WISE)

ADVANCE Auburn Center

211 West Thach Ave.
311 Mary Martin Hall
Auburn, Alabama 36849

www.auburn.edu/win

334.844.4399

AU Office of Women's Initiatives

Auburn University Work-Life Resources

Achieving Balance
Between Work and Family



Auburn University
is an equal
opportunity
educational
institution and
employer

Auburn University believes that a healthy balance between work and family is critical for the well-being of faculty, staff and students.



"Biological clocks and tenure clocks have the unfortunate tendency to tick loudly, clearly, and at the same time." (AAUP, 2004)

Auburn University offers services and resources that promote good health, increased productivity, and a healthy balance between work and home life for faculty, staff and students. Auburn understands that faculty members can contribute their best when family needs are balanced with other facets of life.

Auburn University supports work-life through services such as:

- Tenure clock extension.*
- Maternity/paternity leave.**
- Assistance with childcare needs.
- Employee/family tuition assistance.
- Employee Assistance Program/consumer credit counseling.
- Annual Auburn University Health Fair and "Healthy Habits" programs.
- Human Resource Development work-life seminars.
- Use of recreational facilities and free aerobics, yoga, and circuit training classes.

The Auburn Faculty Handbook, Chapter 3, Section 10:

* "A faculty member on leave of absence without pay need not count his or her leave time toward tenure and/or promotion."

"A faculty member who has qualified for FMLA leave while holding a tenure accruing appointment may request a one-year extension of the date on which the probationary period would end. Only two such extensions are allowed. Any request may be made only during the first five years of the tenure process. The faculty member will retain the position of full-time employee."

**Auburn University faculty and staff have the right to take leave without pay for a period of up to twelve work weeks in accordance with FMLA. For faculty leave with pay, time away from work is derived from faculty member's accumulated sick leave. Refer to the Faculty, Staff, or Administrative & Professional Handbooks for more information.



What exactly is work-life?

Work-life refers to maintaining a balance between work, personal and family responsibilities. Studies show that a supportive work environment, as well as increased time participating in family activities is associated with achieving a better balance between work and home life. (Clarke, Koch, & Hill, 2004)

FMLA: Family Medical Leave Act of 1993.
Information about FMLA can be found at:
http://www.auburn.edu/administration/human_resources/manual/sec05.htm