

## RENGA – WORK/LIFE BALANCE RENGA (9/24/09)

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### RENGA PARTICIPANT EXPECTATIONS:

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I've not been in a formal LC (learning community) but informal. I have hopes to collaborate, share ideas. My own experience in a broad experience at Fredonia. Decide what we want to do to improve the balance - just have conversation.

Not a formal LC. Here to get ideas, have conversations to have a positive W/L balance.

Irony of making time for a W/L balance topic.

Want insights and clues into how to be more effective with balancing. Enjoyed conversations with others about impediments to finding/creating that balance. We could maybe be an effective entity to raise awareness and change the culture. The more I get to see/meet others and recognize our parallel experiences. Work/Work balance?

We get buried in our own buildings so this will help me get out and meet other people who have similar situations. New W/L balance issues have arisen to me in the past two years. No regular working hours – it goes into weekends, evenings, etc.

Learn from each other to help me better balance my life. I've had my balance in perspective when having kids while being in grad school, etc. Work and family go along together. Hitting some roadblocks now. Found similar situations with other people and wished there was a more formal setting and get support to others.

### OUR AGREEMENTS:

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- Confidentiality – “What is said in the Renga - - stays in the Renga”
- Possibility of meeting off campus with privacy (house, separate rooms, etc.)?
- It's ok to miss a meeting and the group will move on. No guilt with missing a meeting.
- Beez will take notes but only circulate them to the group - will establish a listserv to help with distribution/ communication
- No student members at this group, please

### OUR GOALS:

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Determine additional topics around W/L balance to discuss and present to the SUNY Fredonia community

Maintain the PDC website with resources on W/L balance – and get out to SUNY and other schools

Look at and propose these issues be included in the personnel DRAFT policy – take the CWC letter and craft specific policy language (family leave, pregnancy, elder care, mothers/fathers, etc.)

- ‘Research’ these policies at other campuses (Beez will do research)
- Concerns over professionals and their policy

Explore what is in the contract with these issues? Ask the larger community to know that there are other standards/requirements, etc. – acknowledge/awareness of work hours/what I do, etc.

#### Next Semester/After DRAFT work

Explore the larger question of establishing resources, bigger work/life balance stuff. Policies lay a ground work but what can be our “tactics”

Where can we have a safe space for people with true issues? Issue of un-tenured people getting involved or being the ‘target’ of unfair practices? What to do/who to see?

Campus-wide policy on w/life – family/person friendly culture (for faculty, clerical, etc.) something that SUNY Fredonia can do that is BOLD. Policy to include you should have consistency across units, etc. What does it mean to be truly family friendly and equitable? This is a retention and satisfaction issue...