



## 20<sup>th</sup> ANNUAL CONFERENCE

*Innovatively Leading the Next 20 Years of Work/Life in Higher Education*

### CONFERENCE PROGRAM

*Note: Program is subject to change. Final schedule will be distributed at conference upon registration.*

#### Wednesday, May 7, 2014

8:00 – 8:30 AM	Breakfast for the CUWFA Board of Directors, Caucus Room
8:30 – 4:30 PM	CUWFA Board of Directors Meeting, Caucus
1:30 – 5:00 PM	OPTIONAL TRIP TO NATIONAL AQUARIUM Depart from Hotel Lobby (within walking distance)
2:00 – 8:00 PM	<b>REGISTRATION and SPONSOR CHECK IN</b> , 2 <sup>nd</sup> Floor Foyer
4:00 – 5:00 PM	<b>NEW MEMBERS ORIENTATION</b> , Ravenhurst Room
6:00 – 7:00 PM	<b>ROUNDTABLES</b> , Westminster Room

#### ❖ *Managing Magnificent Meetings*

**Becky Christianson, Retired from Michigan Technological University**

Many employees identify meetings as the biggest time-wasters of their work week. Is running better meetings on your agenda? Spend a little time learning about how you can make your meetings more effective and worthwhile.

#### ❖ *Immigrant Women Who Relocate for Their Spouse or Partner: Issues, Challenges, and Successes*

**Randean Kopytko, Neighbourhood Immigrant Settlement Worker**

As a Neighbourhood Immigrant Settlement Worker, Randean Kopytko has assisted over 250 newcomer families in their settlement process in Canada. Randean will present the findings from her research which focused on newcomer women that moved with their spouses and will explore their challenges and successes that followed their immigration to a new country.

**Wednesday, May 7, 2014, ROUNDTABLES cont.**

❖ ***That Was Then, This Is Now: Building Work/Life Culture Change with Cross-University Mentoring***

**Sue Sloop, Grand Valley State University, and Caryn Jung, The University of Arizona**

Cross-university mentoring is a powerful tool for expanding work/life progress at institutions of higher education. Are you taking advantage of potential mentoring strategies from your CUWFA membership, and other professional sources, to strengthen your work/life foundation? The mutually-beneficial evolution of their mentee/mentor partnership will be Discussed; participants will explore adaptable practices in building work/life culture change.

❖ ***To Tweet or Not to Tweet***

**Susan Abramson, Yale University, Laura Koppes Bryan, University of Baltimore, and Erica Hayton, The George Washington University**

Have you thought about tweeting on behalf of your program(s) but not sure if it's worth the time and effort? Join facilitators from three different universities for this round table as they share their experiences with tweeting and describe their approaches and purposes, audiences, and guidelines for effective content.

❖ ***Dual Careers***

**Carol Hoffman, Columbia University, and Rosie Parnass, University of Toronto**

Meeting spouse/partner dual career needs is an ongoing challenge to colleges and universities. Learn how two universities are addressing this issue and also about the helpful role the Higher Education Recruitment Consortium (HERC) can play in supporting your school's efforts. Share your school's structures and processes for dual career (academic and non-academic) assistance or get ideas as to how to meet this need.

**7:00 – 9:00 PM**

**WELCOME REMARKS AND RECEPTION**

Terrace, 7<sup>th</sup> Floor\*

Laura Bryan, Dean, Yale Gordon College of Arts and Sciences,  
University of Baltimore

Chancellor William E. Kirwan, University System of Maryland

Musical selections performed by students from the Baltimore  
Youth Initiative High School:

Jadzia Floyd, Talia Floyd, Daniela Galdino-Jolly, and Joycelyn  
Jolly

*\*in the event of inclement weather, the Welcome Reception  
will be held in the Hamptons Room*

## Thursday, May 8, 2014

- 7:30 – 8:30 AM**                    **BREAKFAST**, Whitehall Ballroom
- 8:00 – 6:00 PM**                    **REGISTRATION**, 2<sup>nd</sup> Floor Foyer
- 8:30 – 8:45 AM**                    **OPENING WELCOME**, Whitehall Ballroom
- 8:45 – 10:00 AM**                    **KEYNOTE ADDRESS**, Whitehall Ballroom  
*Unleashing Our Signature Voices: Answering the Call of Leadership*  
 Amy Jen Su, Isis Associates

Executive coach and author Amy Jen Su will help us to set the stage by exploring what it means to answer the “new call to leadership” to continue our advancement of work-life in colleges/universities today. Never before have leaders been called to rise to the challenges of shaping a future, leading change, and motivating a diverse and broad set of constituencies in an ever shifting, complex, and global environment. Amy will draw on over a decade of experience including co-founding the boutique executive coaching and leadership development firm Isis Associates that has coached and trained thousands of leaders across a variety of both private and public institutions. She will share the stories and lessons learned from real-life leaders as well as the key strategies to building an authentic and connected leadership presence.

- 10:00 – 10:30 AM**                    **BREAK**, Prefunction
- 10:30 – 12:00 PM**                    **CONCURRENT WORKSHOPS I**

- ❖ *How To Be Successful at Work and Life: Lessons from “Integrated Leaders”*  
 Whitehall Ballroom (Facilitator: Michele Vancour)

Elise Buggs, Eastern Michigan University  
 Elizabeth Sullivan, University of Michigan  
 Jessica DeGroot, Third Path  
 Brigid Schulte, Washington Post

Working with influential leaders who practice work/life integration, the ThirdPath Institute developed a curriculum that can be used to teach integration skills to professionals early in their careers. This workshop will provide a few brief case studies of “integrated leaders” and then give participants a chance to put some of the skills these leaders use into practice. Skills include creating routine quiet time, men and women sharing the joys and challenges of caring for family; and making the most of vacations.

- ❖ *Making the Most of Social Media*  
 Seton (Facilitator: Lori Anne Henderson)

Erica Hayton, The George Washington University

## Thursday, May 8, 2014, **CONCURRENT WORKSHOPS I cont.**

This session we will explore many of the popular social media sites, including Facebook, LinkedIn, Twitter, Pinterest; discuss how you can incorporate any of these into your programs; and the power of social media dashboard and managers, QR codes, click tracking, and other tools. Participants will be encouraged to participate in an open dialogue about the pros and cons of various social media sites. All levels of social media experience are welcome!

❖ ***Unpacking Elements of a Successful Work/Life Program within a Dynamic University***  
Homewood (Facilitator: Sue Sloop)

Linda A. Siebert, University of Virginia

Creating a dynamic work/life culture requires a work/life director to be a strategic change agent. This workshop unpacks five interlocking elements of a successful work/life program to assist participants to (re)assess their program's direction, impact, and influence within a constantly changing university. Through a "visioning" exercise, participants will imagine their university in 5-10 years and identify actions to realize their future "work/life vision."

❖ ***From Mind Full to Mindful at Harvard***  
Ravenhurst (Facilitator: Barb Mulay)

Nancy Costikyan, Harvard University  
Tara Healey, Harvard Pilgrim Health Care

This workshop will examine Harvard University's mindfulness initiative as an innovative approach to promoting resilience within a staff culture that evidences elevated levels of stress. We will review the worldwide trend in offering workplace-based training in mindfulness practice, the rapidly emerging neuroscience behind meditation, our double bottom-line business case for this initiative, the role of the champion; potential push-back, the roll-out of a 6-week on-campus mindfulness training course, and the communication strategies that resulted in high participation rates and continue to attract staff of all kinds.

**12:15 – 1:45 PM**                    **LUNCH and WELCOMING REMARKS**, Whitehall Ballroom  
Ian Reynolds, Director, WorkLife & Community Programs  
Michelle Carlstrom, Senior Director, Office of Work, Life &  
Engagement  
Johns Hopkins University

**12:30 – 1:45 PM**                    **PANEL DISCUSSION**, Whitehall Ballroom  
***Academic Leaders who Foster Work-Life Cultures***  
Moderator: Ian Reynolds

## Thursday, May 8, 2014, **PANEL DISCUSSION** cont.

Rebecca Warner, Senior Vice Provost for Academic Affairs, Oregon State University  
Shelia Higgs Burkhalter, Associate Vice President for Student Affairs, University of Baltimore  
Michelle Carlstrom, Senior Director, Office of Work, Life, and Engagement, Johns Hopkins University

Steven Schenkel, Associate Professor, Emergency Medicine, University of Maryland School of Medicine; Chief, Department of Emergency Medicine, Mercy Medical Center

Kathy O'Dell, Associate Dean, University of Maryland, Baltimore County

Laura Koppes Bryan, Dean, College of Arts and Sciences, University of Baltimore

The academic leader plays a key role in shaping a work-life culture that is supportive of and friendly to faculty, staff, and students. Decisions about access to benefits are often left to the discretion of the leaders or supervisors. Although supportive policies and benefits exist, unsupportive leaders can offset their intended effects. Six academic leaders will share their strategies for shaping a work-life culture.

**1:45 – 2:00 PM**                      **BREAK**, Prefunction

**2:00 – 3:00 PM**                      **CONCURRENT SEMINARS I**

❖ *Putting a Women's Issue on the Map: Lactation Accommodations, the ACA, and Getting to "Yes" with Those Who Can Make Things Happen*  
Ravenhurst (Facilitator: Michele Vancour)

Jennie McAlpine, University of Michigan

Barb Mulay, University of Michigan

This workshop will describe the development of a University-wide Lactation Support Task Force and corresponding activities that improved and expanded lactation accommodations (formerly located in bathrooms, broom closets, etc), enhanced supervisor awareness of responsibilities, and set the stage for a new appreciation of the need to support mothers in their efforts to breastfeed as long as possible.

❖ *Leading Change: Academic Leaders Shaping Work-Life Culture*  
Whitehall Ballroom (Facilitator: Rosie Parnass)

Laura Koppes Bryan, University of Baltimore

Cheryl A. Wilson, University of Baltimore

In this seminar, we will present results from an extensive literature review of research studies examining the role of leaders in fostering a work-life culture, as well as interviews with 21 academic leaders who were identified by their colleagues as being work-life friendly. From this research, we identified how academic leaders can apply specific strategies to shape cultures that are responsive to the work-life needs of faculty and staff.

## Thursday, May 8, 2014, **CONCURRENT SEMINARS I cont.**

- ❖ *Every Family Belongs: Supporting Diverse Families in Every Stage of Life*  
Homewood (Facilitator: Susan Abramson)

Magdalena Rydzy, University of Toronto  
Francesca Dobbin, University of Toronto

During this session, we will share strategies that make us successful, including departmental best practices and institutional policies that make it possible for over 17,000 employees and 70,000 students to bring their whole self to work. These include developing programs that support all family types and employees going through various life stages as well as practical strategies on how to increase the scope of your work-life operation without increasing your budget.

**3:00 – 3:30 PM**                      **BREAK**, Prefunction

**3:30 – 4:30 PM**                      **CONCURRENT SEMINARS II**

- ❖ *Finding the Practical Path Forward: Leading a Strategic Assessment Process at Stanford University*  
Ravenhurst (Facilitator: Carol Hoffman)

Phyllis Stewart Pires, Stanford University

Stanford University used the introduction of a new Work/Life Office (WLO) leadership structure to conduct a strategic needs assessment throughout 2013. The Senior Director of Work/Life Strategy will describe how gathering this historical and current state picture is now enabling the Stanford WLO to better prioritize work, measure progress, and ensure greater future relevance of our programs. This session will describe the data gathering process, how we partnered across the institution to validate our assumptions, and describe the resulting integrated strategy model we are using going forward.

- ❖ *Faculty Retirement Transitions: Emerging Practices*  
Whitehall Ballroom (Facilitator: Michele Vancour)

Laura Koppes Bryan, Margarita Cardona, Dennis Pitta, University of Baltimore  
Jean McLaughlin, American Council on Education  
Samantha Roy, Albright College  
Katherine Haldeman, George Mason University

This seminar will focus on strategies implemented by award winners of the American Council on Education (ACE) program in collaboration with the Alfred P. Sloan Foundation to examine the structural and cultural changes necessary to increase flexibility in faculty careers. Sloan and ACE established this initiative to explore faculty retirement transitions. The resulting outcomes enhanced understanding of effective policies and practices that can facilitate the retirement transition for faculty and their institutions.

**Thursday, May 8, 2014, CONCURRENT SEMINARS II cont.**

- ❖ *Best Practices for Creating a Better Workplace Environment for Elder Caregivers*  
Seton (Facilitator: Susan Abramson)

Jordan Green, AARP Project Coordinator, ReACT  
Gail Hunt, National Alliance for Caregiving President & CEO  
Lori Strom, Michigan State University Family Resource Center Coordinator, Work/Life Consultant

Caring for a family member is often a full-time job, but family caregivers often work full or part-time while providing care for a loved one. Working caregivers face a set of challenges that can impact their income and also contribute to productivity losses for employers. Representatives from AARP, ReACT, National Alliance for Caregiving and Michigan State University will provide some background data on elder care today, describe some best practices and resources available to elder caregivers in the workplace, and introduce you to ReACT (Respect a Caregivers Time), a coalition of corporations and organizations dedicated to addressing the challenges faced by employee caregivers.

**4:30 – 6:15 PM**

**FREE TIME!**

**6:15 PM**

DEPART FOR **DINNER CRUISE**, Hotel Lobby

**7:00 – 9:00 PM**

**DINNER ABOARD THE SPIRIT OF BALTIMORE**

**Friday, May 9, 2014**

**8:00 – 2:00 PM**

**REGISTRATION**, 2<sup>nd</sup> Floor Foyer

**8:00 – 10:00 AM**

**BREAKFAST AND CUWFA MEMBERSHIP MEETING**,  
Whitehall Ballroom  
Facilitator: Robynn Pease

**10:00 – 10:30 AM**

**BREAK**, Prefunction

**10:30 – 12:00 PM**

**CONCURRENT WORKSHOPS II**

- ❖ *How to Help Your Faculty and Staff Prepare for a Smooth Retirement Transition*  
Homewood (Facilitator: Paula Polson)

Kathy Haldeman, George Mason University  
Lori Ann Roth, George Mason University



## Friday, May 9, 2014, **CONCURRENT WORKSHOPS II** cont.

Join us as we address pre-retirement planning from a psycho-social perspective and share how you can help your faculty and staff plan to find meaning and purpose in retirement, structure their time, establish social networks, explore leisure activities, and consider retirement residence options. We will also lead participants through several activities that address important psychosocial factors to be considered. Participants will leave the session with a template for developing a preretirement program addressing the psychosocial aspects of the retirement transition, as well as experience with some of the program activities.

❖ ***Caring for the Whole Person: A “Wellbeing” Model to Frame Employee Programming***  
Ravenhurst (Facilitator: Rosie Parnass)

Erica Hayton, The George Washington University  
Caroline Adegun, The George Washington University

Supporting the emotional and physical health of our employees is about more than a few distinct programs and services. It’s about how we foster an overall sense of employee wellbeing. Learn more about how GW is using a holistic “wellbeing” model to frame their approach to programs, benefits, and communications for faculty and staff. Take a tour of GW’s Wellbeing Assessment, an internally developed tool based on GW’s five elements of wellbeing, to learn more about your own areas of strength and opportunity. Share tips for personal wellbeing success with your CUWFA colleagues, and brainstorm new ways to use this approach to enhance employee wellbeing at your own institutions.

❖ ***It Takes a Village to Feed a Child: Sharing Responsibility for Breastfeeding Support***  
Whitehall Ballroom (Facilitator: Michele Vancour)

Michelle Carlstrom, Johns Hopkins University  
Meg Stoltzfus, Johns Hopkins University

At this workshop Work/Life staff from Johns Hopkins will share our institution’s experience as a case study of a vibrant and growing Breastfeeding Support Program. Workshop participants will learn how to present a case to leadership about the benefits of developing a comprehensive support program for working mothers, hear about the shared responsibility model for space and funding, and discuss the use of data to garner ongoing leadership support.

**12:15 – 2:00 PM**

**LUNCH and CLOSING KEYNOTE**, Whitehall Ballroom  
***Family and Medical Leave Insurance in the 21<sup>st</sup> Century***  
Heather Boushey, Washington Center for Equitable Growth

The United States is the only advanced industrialized nation without a federal law providing workers access to paid maternity leave. Dr. Boushey will discuss why paid family and medical leave is important for today’s workforce, the current efforts at the national and state level to enact paid leave, and the role that research might play to help enact paid leave.



**Friday, May 9, 2014, cont.**

**3:00 – 4:30 PM**

OPTIONAL TOUR OF JOHNS HOPKINS UNIVERSITY  
HOMEWOOD CAMPUS\*

OPTIONAL TOUR OF JOHNS HOPKINS HOSPITAL  
MOTHER'S ROOMS\*

\*Both tours will depart from Hotel Lobby