



# CUWFA

College and University Work-Life-Family Association

[www.cuwfa.org](http://www.cuwfa.org)

## 2016 Annual Conference

*Harnessing an Unbridled Spirit:  
Supporting Workplaces, Families & Lives that Thrive*



Lexington, KY  May 11-13, 2016

Co-hosted by:

Transylvania University and the University of Kentucky



# Welcome

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Welcome to Kentucky, y'all! Transylvania University and the University of Kentucky are proud to serve as co-hosts for the 2016 CUWFA annual conference, "*Harnessing an Unbridled Spirit: Supporting Workplaces, Families and Lives that Thrive*". This year's agenda captures this theme in a number of different and exciting ways, beginning with our opening keynote speaker, Brigid Schulte, to our closing speaker, Jessica DeGroot.

Between the presentations by these two wonderful speakers, this year's program is full of interesting and engaging round table sessions, workshops, and seminars.

These are just a few highlights of the great program ahead. And regardless of the role you hold within your institution, we are confident that you will leave here feeling inspired by the innovative work happening among your colleagues, and empowered to lead your work-life programs in new and exciting ways. Welcome to the beautiful Bluegrass State!

*Laura Bryan, Ph.D.*  
Transylvania University

*Erika Chambers, Ph.D.*  
University of Kentucky



## Did you know?

Lexington is known as the Horse Capital of the World.

95% of the world's bourbon is made in Kentucky.

Abraham Lincoln's wife, Mary Todd, was born and raised in Lexington.

There are more barrels of bourbon than people in Kentucky.

Founded in 1789, Transylvania University is the oldest college west of the Allegheny Mountains.

# Conference Committee

**Susan Abramson** - Yale University

**Laura Bryan** - Transylvania University

**Erika Chambers** - University of Kentucky

**Amanda Chavez** - University of California,  
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**Lisa R. Collins** - University of Kentucky

**Sara-Jane Finlay** - University of British  
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**Barb Mulay** - University of Michigan

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**Michael Palmer** - University of Maryland  
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**Rosie Parnass** - University of Toronto

**Ian Reynolds** - Johns Hopkins University

**Sue Sloop** - Grand Valley State University

**Meg Stoltzfus** - Johns Hopkins University

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**Cheryl Wilson** - University of Baltimore



# Sponsors

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# Keynote Speakers

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**BRIGID SCHULTE** is the author of the New York Times bestselling book on time pressure, *Overwhelmed: Work, Love & Play when No One has the Time*. She has spoken all over the world about how to make time for The Good Life by redesigning work cultures to focus on effective work and innovation, by re-imagining gender roles for a fairer division of labor and opportunity at work and home and, instead of seeking status in busyness, by recapturing the value of leisure. She was an award-winning journalist for *The Washington Post* and *The Washington Post Magazine* and part of the team that won the 2008 Pulitzer Prize. She now serves as the founding director of The Better Life Lab at the nonpartisan think tank, New America, and director of the Breadwinning and Caregiving program, both of which seek to elevate the conversation, explore transformative solutions and highlight how work-life issues are key to excellence, productivity and innovation, as well as a full, authentic and meaningful life. She lives in Alexandria, Virginia, with her husband, Tom Bowman, a reporter for National Public Radio, and their two children. She grew up in Portland, Oregon and spent her summers with family in Wyoming, where she did not feel overwhelmed.



**JESSICA DEGROOT**, president and founder of ThirdPath Institute, is passionately committed to helping men and women – as parents and leaders – follow an integrated approach to work and life that supports success at work and success in life! Jessica and the ThirdPath community provide coaching, training and workbooks to individuals and families looking for new and better ways to integrate work with other life priorities. In addition, we work with leaders who want to follow integrated career paths – creating more satisfying solutions for themselves and helping them become role models for others to learn from.

Jessica and ThirdPath Institute have been featured in *Fortune Magazine*, *The Washington Post*, *Harvard Business Review*, *The Wall Street Journal*, *Business Week*, *Working Mother*, *The Sunday New York Times Magazine*, and *Fast Company*. Jessica received her MBA from the Wharton School, where she was co-founder of the Wharton Work/Life Roundtable. Jessica and her husband live in Philadelphia and continue to practice an integrated approach to work and life even now with two grown children.

# Wednesday, May 11

## 10:00 a.m. - 3:00 p.m. Horses, Hooch & History Tour

Experience the day in the life of a Thoroughbred race horse as you tour one of the local horse farms. Then you'll make your way to one of Kentucky's famous bourbon distilleries. Observe the art of distilling bourbon and discover why Kentucky is the leading producer of this savory spirit. You'll also learn some interesting facts and little-known history while passing through the rolling hills of the Bluegrass. Lunch from a local restaurant is also included. The tour will depart and return to the Hilton Downtown/Lexington. Cost of the tour is \$95/person and pre-registration and pre-payment are required.



## 8:30 a.m. - 4:00 p.m. CUWFA Board of Directors' Meeting

## 3:00 p.m. - 7:00 p.m. Registration/Check-In

## 4:00 p.m. - 5:00 p.m. New Member Meeting

## 5:30 p.m. - 6:45 p.m. World Cafe Roundtable Discussions

This year's roundtables will center on six topics (breastfeeding, childcare, eldercare, flexibility, retirement and wellness) relative to the conference streams. Each roundtable will be facilitated in an effort to coordinate a discussion of issues, suggest solutions, and identify best practices. Each topic will be offered twice, providing an opportunity to participate in two different roundtables during the 75 minutes allotted for this activity.

## 7:00 p.m. - 9:00 p.m. Opening Reception

**LifeCare**

Enjoy evening cocktails and hors d'oeuvre while listening to the sounds of one of the area's best known Bluegrass bands, *No Tools Loaned*. Thanks to LifeCare for sponsoring this event.

# Thursday, May 12

6:30 a.m. 30-Minute Walking Tour of Downtown Lexington

7:30 a.m. Breakfast



8:00 a.m. Registration

8:30 a.m. Welcome

8:45 a.m. Keynote

## Moving from Time Confetti Toward Time Serenity Brigid Schulte

Brigid Schulte, a long-time award-winning journalist from *The Washington Post* and now director of the Good Life Initiative and the Better Life Lab at New America, was working all the time and juggling life with two young children. She felt like she was always late, always behind, never good enough and barely hanging on by her fingernails. In other words, like growing numbers of both men and women, she felt time-starved. After a time-use researcher insisted she had 30 hours of leisure time each week, Brigid felt compelled to research time pressure in modern life, seeking to understand, why are things the way they are, and how can they be better. What she found resulted in the New York Times best seller, *Overwhelmed: Work, Love and Play When No One Has the Time*. In her talk, she will discuss what she discovered on the journey, including why working all of the time and our modern preoccupation with busyness is counterproductive to our health, our relationships and our economic prosperity, and how redefining work, re-imagining gender roles and recapturing the value of leisure is the path toward real and sustainable innovation and productivity. Learn from Brigid simple yet powerful personal mastery tools to help make time feel different – less scattered, more productive and find more space for the things that matter most in life. And, drawing on inspiring, real world examples backed by research how we can all work together for systemic change, for The Good Life for all.

10:00 a.m. Break/Visit Exhibits

10:30 a.m. CONCURRENT SESSIONS

## Models and Best Practices of Dual Career Offices: An Extension of Work-Life Phyllis Burst, Erika Davis, Sara Ermeti, Mary Everley, and Lesley Lundeen

Research has shown that successfully helping the accompanying partners of faculty and faculty recruits to find jobs is a critical issue in recruiting and retaining faculty. As a result, an increasing number of offices devoted to dual career couples have been established at universities and colleges. These offices also may provide housing, childcare and other relocation-related information, which may overlap with the mission of Work-Life offices. Work-Life offices have traditionally not been part of the discussion about dual career recruitment and retention, yet have a critical role to play; individual, family and professional goals are increasingly intertwined with work and life success. A panel of dual career and work-life program specialists will discuss different models for structuring dual career services, their integration with work-life, and the business case for being a part of the faculty recruitment and retention team.

# Thursday, May 12

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10:30 a.m. CONCURRENT SESSIONS (continued)

## The Wellbeing Initiative: Being a Health Promoting University

Sara Jane Finlay

In June 2015, the University of British Columbia signed the international Okanagan Charter for health promoting universities and colleges. The charter challenges universities and colleges to create healthier campuses and healthier communities. As an institution, UBC is embarking on a long-term initiative (Wellbeing at UBC) to create an internal cultural shift where human and ecological wellbeing becomes a deeply held commitment and a lens for decision-making in our daily activities.

This presentation will focus on one of the thematic areas identified in Wellbeing at UBC – inclusion and connectivity. Recognizing that respect, civility, diversity, opportunity, inclusion and connectivity are key values in creating a campus community that flourishes and is sustainable, this interactive session will provide some examples from the UBC campuses but also offer the opportunity for participants to share their knowledge and experience in promoting these key values.

## Closing the Gap with a Supportive Infrastructure to Achieve Success in Breastfeeding

Michele Vancour, Margaret Raiche, and Rachel Steinebrey

There is a public health imperative to increase breastfeeding rates in the U.S. to support health and economic benefits to mothers, infants, workplaces, communities and the environment. While most mothers initiate breastfeeding at birth, the percentage of women still breastfeeding at three, six and 12 months are below national objectives. Despite federal and many state laws to protect breastfeeding rights, several barriers continue to prevent breastfeeding goals from being realized, and include lack of knowledge, the timing of return to work, and inadequate supports. Lactation efforts on university campuses fall along a wide spectrum, but even the best initiatives often do not always meet the desired outcome.

This presentation will briefly present the common and uncommon challenges preventing women from meeting their breastfeeding goals. Several innovative components of successful breastfeeding support practices will be highlighted along with ideas for improvements that can close gaps, barriers that persist, and exceptional lactation support programs. Participants will be invited to contribute ideas about additional innovative and successful practices, including those centered on education, websites, blogs that support (or should support) lactation programs.

11:45 a.m. Lunch and CUWFA Membership Meeting

care@work

1:15 p.m. Break/Visit Exhibits



# Thursday, May 12

1:30 p.m. CONCURRENT SESSIONS

## The Well-Oiled Workshop Machine

Ian Reynolds, Barb Fowler, Essence Pierce, and Meg Stolfzfus

Organizers of work-life programs at colleges and universities rely on several strategies to educate faculty and staff. One method of delivery is the in-person workshop. While somewhat old-fashioned and not glitzy, in-person workshops can be extremely effective at getting resources in the hands of employees. The downside to workshops is that it can be hard to get employees to attend no matter how strong the speaker or how important the topic.

In this session, representatives from Johns Hopkins will share details about a strategy to organize and execute a robust workshop line-up, while also extending the reach of workshops to employees who have not previously attended. The presenters will also share the results of a CUWFA member survey about best practices for workshop offerings and delivery methods. This will be an interactive session for participants to discuss how best to educate faculty and staff on work-life topics.

## The Transformative Power of Play at Work

Teresa Scannell

“Nothing lights up the brain like play” - Stuart Brown

Light up the brains of your employees by cranking up the fun factor! Numerous research studies support the significant benefits of play in the workplace, yet having fun at work is often viewed suspiciously. Studies reveal that play spurs greater creativity, builds strong relationships, and actually improves productivity. And play isn't just for certain sectors such as tech start-ups and marketing firms, it enhances performance in all kinds of settings. This workshop will examine the art and science of adding play to your workplace programming and will allow you to experience the immediate benefits firsthand!

## From Autism to Alzheimer's: The Work-Life Challenges Facing Caregivers in the Workplace

Karen Kille and Debra Isaacs Schafer

The work-life challenges facing a growing segment of the workforce – working parents who have children, teens, and young adults with and without special needs, and employees caring for aging parents – are having a significant impact on the employee “lifecycle” from recruitment through retention.

Employees are facing difficult choices and decisions regarding how to manage their jobs and careers while handling the “chronic and crisis” issues resulting from the complex and changing needs of their children and parents. Not only are these issues impacting business, they are also having a direct and measurable impact on employee health, both physical and mental, and are touching all aspects of their lives, at work and at home.

While companies and organizations are expanding their parental leave and child and eldercare services, the gaps are continuing to widen as employees continue to struggle and the needs of these family members requiring “exceptional caregiving” support intensify.

# Thursday, May 12

2:45 p.m. Break/Visit Exhibits

3:00 p.m. CONCURRENT SESSIONS

## Transforming Workplaces into Performance Zones Sue Sloop, Susan Abramson, and Jennie McAlpine

In *"Overwhelmed: Work, Love and Play When No One Has the Time,"* Brigid Schulte writes about the numerous benefits that can result from transforming work cultures from "survival zones" to "performance zones." Panelists in this session will share practices at their universities that aim to create performance zones for their employees. Examples of flexible work, mindfulness and mental health initiatives will be presented.

## Strategies for Being a Dream Employer: Results of a National Study with Case Examples of Progressive Support Programs Lucy English and Lori Anne Henderson

Working for a dream employer is associated with even better outcomes, for individuals and their organizations, than working in a "dream job". This presentation will illuminate the advantages of being a dream employer, including outcomes related to job satisfaction, engagement, retention, and productivity.

We will offer insight into why dream employers have such a large impact on these outcomes; share the characteristics of dream employers; and offer examples of the kinds of programs that make employers dreamy. Data from Horizons Workforce Consulting's 2015 national study and case examples from Stanford University will provide content for discussion in this interactive session. We will facilitate a discussion to solicit ideas and experience from workshop participants and support participants to develop individualized goals for taking their organizations to the next level.

5:00 p.m. - 9:00 p.m. Dinner and Entertainment



The evening will begin with a Bourbon tasting, featuring Town Branch and Buffalo Trace, at the beautiful Bodley-Bullock House located on Lexington's historic Market Street. Enjoy drinks and hors d'oeuvres while touring the three story Kentucky Federal style home and its perennial garden and listening to the sounds of the Transy Singers. From the reception, attendees will be shuttled to The Carrick House, a traditional Southern mansion, where they will enjoy dinner and entertainment. If the weather is nice, guests may choose to walk the short distance and enjoy the beautiful Gratz Park area. Thanks to Bright Horizons for sponsoring this event.

# Friday, May 13

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## 6:30 a.m. Walking Tour of Downtown Lexington

Start your day with a 30-minute walk along Lexington's beautiful and historic streets.

## 7:30 a.m. Breakfast

## 8:30 a.m. - 9:45 a.m. CONCURRENT SESSIONS

### When the Teachers Do: Academic Leaders Bringing Work-Life to the Office

Laura Bryan and Cheryl Wilson

In *Shaping Work-Life Culture in Higher Education*, we looked at strategies through which academic leaders could support the work-life needs of their faculty and staff. The question remains, however, how do those individuals address work-life challenges in their own roles and what are the implications of this?

This presentation will share the initial stages of a new project in which we hope to address this question. In the presentation, we will review how (if at all) literature and current scholarly conversations on academic leadership address work-life issues; share strategies from interviews with academic leaders; and engage participants in a conversation about how the work-life concerns of academic leaders can impact a university's culture. Participants will be encouraged to share experiences and strategies and participate in brainstorming around research questions related to the topic of academic leaders and work-life.

### Developing a Data-Driven Approach to Evaluating Work-Life Program Utilization & Impact

Natalie Beaumont-Smith

Data is one of the keys to the success of the work-life office. Work-life program utilization data can answer executive-level strategic business questions while also providing valuable feedback to local groups who point workers to the resources they need. This is particularly important in higher education with its segmented administrative structures and stratified workforces. Clean, consolidated, and standardized program utilization data is a vital tool for evaluating what is working well and where efforts can be put to improve programming, resources, and marketing. Utilization data can come from outside vendors and internal program managers, which is then matched with workforce data before aggregation and reporting. In reality this gold standard requires tools and resources, which compete with the day-to-day operations of a stretched work-life office. This paper will provide a case study of the wrangling of work/life program utilization data, which happened simultaneously with responses to strategic business questions.

### Creating a Team at Home

Jessica DeGroot

Couples often struggle with the demands of earning an income and caring for children – some when children are young, others when children become teens and are transitioning to young adulthood.

ThirdPath Institute has learned that couples who create a “team approach” are often better equipped to manage these changes. The team approach also reaps many other benefits such as less resentment, better communication, and improved couple relations. ThirdPath has worked for over a decade with families who have built a team approach at home, including parents who designed “Shared Care” solutions – one where parents share both childcare and paid work responsibilities.

This workshop will introduce the different ways parents can become a team at home, and help participants identify the levers for change in their own families. This workshop is limited to 8 participants.



# Friday, May 13

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8:30 a.m. CONCURRENT SESSIONS (continued)

## Building Support for Eldercare: Models in Higher Education

Caryn Jung, Audrey Adelson, Lori Anne Henderson, and Brenda Wilson

Americans are caring for family members today like no other time in U.S. history. As our population continues to age, this trend will also continue. The majority of these family caregivers also hold jobs outside of the home. Research supports that employers who provide resources to support the needs of employee caregivers have a positive impact on the lives of those employees, and experience a reduced impact to productivity and associated caregiving costs, saving the organization significant amounts of money. Universities tend to have large numbers of highly skilled and tenured faculty, staff and administrators, many of which have or will manage significant caregiving responsibilities at some point in their careers. In order to retain these valuable contributors and maintain productivity on our campuses, it is essential that we are prepared and provide them the support they need to meet both their work and caregiving responsibilities. This workshop is based on a 2015 CUWFA Conversation and will include some similar material. The workshop will provide attendees with an overview of several caregiver support program models in higher education and include an opportunity to work with colleagues to identify support available and gaps that may exist at their own universities.

9:45 a.m. Break/Visit Exhibits

10:15 a.m. CONCURRENT SESSIONS

## Engaging Millennials in Today's Workforce

Ronnie Mae Weiss

This session will provide participants with a solid understanding of the traits that set the millennial generation apart from the generations that came before them when it comes to their career, what is most important to them, and how organizations can respond to the needs of this generation in order to better attract and retain these young professionals. Based on recent research, personal experience, and the experience of MIT, who has recently launched successful programs geared towards this generation, we will describe how we assessed the needs of millennials, structured responsive programs to fit the organizational culture, and developed strategies to implement innovative and successful programs. We will share data on program utilization and successful communications strategies to reach this population and drive utilization and sustainability.

## Supporting Breastfeeding Students by Creating Breastfeeding Friendly Campuses

Michele McIntosh

The Breastfeeding Friendly Campus Initiative (@BFCl; [www.bfcampuses.ca](http://www.bfcampuses.ca)) is funded by the Ontario Ministry of Health to support breastfeeding mothers registered at provincial post-secondary educational institutions by cultivating breastfeeding friendly campuses. In Ontario, the Human Rights Code requires breastfeeding students to be accommodated at campuses and at placements beyond the school. However, by itself, human rights is a complaint based mechanism and, though powerful, needs to be augmented by other strategies. Structured according to the Ottawa Charter for Health Promotion, BFCl is a 5 strategy based initiative that draws upon evidence derived from best workplace practices, as well as best breastfeeding practices in higher education (Vancouver, 2014). The strategies will be shared in this session.

# Friday, May 13

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11:30 a.m. Lunch Keynote Address

## Live Your Best Life Jessica DeGroot

Feeling Overwhelmed? Does success at work and creating time for life feel like a “win-lose” proposition. As Brigid Schulte has shown us, in today’s 24/7 world it’s easy to get caught up in the incessant flood of new opportunities and new information and lose track of “what’s enough” - or what feeds our souls? How can we create a life that nurtures our multidimensional selves – us as worker, spouse, parent, exercise or hobby enthusiast and friend?

For the past 15 years, ThirdPath Institute has been working with parents and leaders committed to living a life where they feel successful at work while also carving out significant time for their lives outside of work. These pioneering men and women have been following a “third path” – an integrated life. They’ve also taught us that this integrated approach provides tools to better manage our new 24/7 world – and even improve our effectiveness at work.

In this interactive keynote presentation Jessica DeGroot - ThirdPath’s President and Founder - will introduce the steps you need to take to find your own “third path.” She’ll also guide you through a facilitated discussion to help you leave with clear next steps to put these ideas into practice.

2:00 p.m. 2016 CUWFA Conference Adjourns

# Speakers

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**SUSAN ABRAMSON** has been involved with childcare and related resources at Yale University since 1996. Currently, she is the Manager of WorkLife and Child Care Programs, part of the Office of Diversity and Inclusion. Susan develops and implements WorkLife programs, services and resources to for faculty, staff, post-docs and students. In 2010, Susan played an integral role in Yale being named one of the top 100 companies for Working Mothers from Working Mother magazine. She also worked closely with the implementation of a new EAP program for Yale in 2010, assuring alignment with existing WorkLife resources at Yale. Susan received her M.S. in Organizational Management and Human Resources Development in May 2010, from Manhattanville College. Susan's area of expertise includes flexible work arrangement implementation, resources for supervisors and employees, policy development, and the significance of training. Susan recognizes that flexible work arrangements in higher education have unique challenges.

**AUDREY ADELSON** manages Work-Life & Recognition at Emory University where she is responsible for the strategic planning, development and implementation of work-life programs and evaluation of program effectiveness. Audrey serves as a subject matter expert on campus, consulting with leadership and work units across campus and developing innovative approaches to work-life that support the work-life effectiveness of faculty and staff, and enables Emory to meet its strategic mission of being a destination employer. Audrey leads initiatives and frequently conducts training on campus educating constituents about the many benefits of workplace flexibility.

Audrey earned her undergraduate and graduate degrees at Florida State University. She has her professional certification in Work-Life from WorldAtWork and the Alliance for Work-Life Progress. She is the founder of the Metro Atlanta Work-Life Network, a local think-tank and networking group, comprised of work-life and other HR professionals from various businesses and universities interested in creating and exchanging innovative and effective work-life ideas. In 2014, Audrey was recognized with an Award of Distinction by Emory University's President James Wagner for demonstrating exceptional dedication to her job and the development of the Emory Caregiver Support Program. The following year, Audrey was awarded the WorldatWork AWLP Work-Life Rising Star Award for demonstrating emerging leadership and growing contributions to the work-life community. Audrey lives in Atlanta with her husband James and their 9 year old son, Alex.

**NATALIE BEAUMONT-SMITH** has worked in the Office of Work/Life at Harvard University since 2008 and was promoted to her current role as a Work/Life Analyst in 2012 the year she also graduated with her ALM in Management from Harvard University. She also currently manages Harvard's child care scholarship program. Natalie graduated with her PhD in social psychology from the University of Adelaide, South Australia in 2001 the same year that she relocated with her young family to Massachusetts. Prior to this she worked as a researcher in social nutrition for five years with the CSIRO, Division of Human Nutrition (Commonwealth Scientific and Industrial Research Organization) in Adelaide.



# Speakers

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**PHYLLIS BRUST** is director of Faculty Relocation/Dual Career Services at the University of Chicago, an office she helped create. She directed the student career centers at UChicago's public policy school and Muhlenberg College and was assistant director at the Yale School of Management. Phyllis was a founding faculty member of Thomas Jefferson University's Physical Therapy degree program. Phyllis has organized conferences including diversity faculty recruiting and mentoring (as former GCMHERC director) and has given webinars on cover letter and resume/CV writing for job seekers and Diversifying Faculty in Illinois Fellows. She won three NACE (National Association of Colleges and Employers) awards including excellence for programming. Phyllis has written widely on career issues and is finishing, "Building a Dual Career Program: Myths and Realities" with Lesley Lundeen and Rebecca Parker. Phyllis has a BS in Physical Therapy, an MS in Counseling and a PhD in Education (Ethnography) from the University of Pennsylvania.

**LAURA BRYAN** joined Transylvania University as vice president for academic affairs and dean of the university on July 1, 2015. Prior to this position Bryan was dean of the Yale Gordon College of Arts and Sciences at the University of Baltimore and the director/chair and professor of the School of Psychological and Behavioral Sciences at the University of West Florida (UWF). At UWF, she founded the Center for Applied Psychology. She was also the special assistant to the provost for strategic planning and resource allocation and the interim director for the women's studies program. Bryan received funding from the National Science Foundation and the Alfred P. Sloan Foundation to research best practices for effectively managing work and family/life responsibilities, and from the State University System of Florida board of governors to revitalize UWF's Center on Aging. She is past-president of the professional College and University Work-Life-Family Association and is currently the elected instruction and education portfolio officer of the executive board for the Society of Industrial and Organizational Psychology (SIOP). She is a U.S. Fulbright Scholar and a fellow of the American Psychological Association, the Association for Psychological Science and SIOP. Bryan earned her B.S. in psychology and her M.A. and Ph.D. in industrial and organizational psychology from The Ohio State University. She has authored and/or collaborated on several publications and presentations, including the most recent text: "Shaping Work-Life Culture in Higher Education: A Guide for Academic Leaders" (2015, Routledge Press).

**ERIKA DAVIS** is the Dual Career Network Coordinator at Syracuse University. The Dual Career Network was established with support through the National Science Foundation's Career Life Balance Initiative, and a supplemental award to the SU ADVANCE Program. The Dual Career Network Coordinator is responsible for assisting the partners of newly hired faculty with their job search efforts in the region, developing mechanisms to better address dual career needs for women in STEM disciplines, and tracking of relevant data in order to continue to develop and refine the Dual Career Network. Prior to joining Syracuse University and SU ADVANCE, Erika was the owner of Creekside Books & Coffee in Skaneateles, NY. In addition, Erika has over twenty years as a performance-driven marketing, public relations and event management consultant, owner and director and has a particular passion for utilizing business experience and networks to assist professionals in their job search efforts.

# Speakers

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**SARA ERMETI** is the Dual Career Assistance Program Manager at the University of Notre Dame. Sara is an experienced human resource leader, certified professional resume writer, certified professional coach, notary, educator and paralegal. Sara provides individualized assistance in helping clients create a persuasive and compelling resume/CV and provides in-depth coaching to help her clients create strategic and effective networking plans to meet their career aspirations. Sara brings over 20 years hands-on senior level experience in the human resources field in industries such as higher education; finance; entertainment; not-for-profit and transportation. While her career has focused primarily in human resources her experience also includes dual roles in marketing and as an adjunct faculty member and corporate trainer. With this Sara has earned recognition with several marketing campaign awards. Sara holds degrees from Indiana University, the American Institute for Paralegal Studies and the University of Notre Dame.

**MARY EVERLEY** is the director for the University of Minnesota's Relocation Assistance Program (RAP) and the Upper Midwest Higher Education Recruitment Consortium (UMW HERC). She holds a Ph.D. in Higher Education Administration and has worked in the field of faculty development and on dual-career issues for twenty years. Prior to her current positions, Mary was a teaching consultant in the Preparing Future Faculty Program and assisted doctoral students in their career preparation.

**SARA-JANE FINLAY** is the Associate Vice President, Equity & Inclusion for the University of British Columbia in Vancouver, Canada. Prior to her appointment at UBC, Dr. Finlay served as the Director, Faculty and Academic Life at the University of Toronto. As a parent of two and President Elect CUWFA, Dr. Finlay advocates for academic institutions to focus attention on work/family and work/life issues.

**BARBARA FOWLER** is a Lifespan Services Manager at Johns Hopkins University in the Office of Work, Life and Engagement. She received her Ph.D. in Clinical Psychology at the University of South Florida. Her interests are in health and wellness in the workplace. Over the course of her 17-year tenure with Hopkins, she has contributed to the development of programs and policies designed to assist faculty and staff. Working on diverse projects such as the aging workforce, childcare needs, staff turnover, and leadership development, Dr. Fowler consults with senior leadership to identify and address employee issues that affect the workplace.

**LORI ANNE HENDERSON**, Director of Work/Life & Family Resources for Northwestern University, works closely with faculty, staff and students to advance work/life programs and policies at Northwestern. Her team supports Northwestern's efforts to be recognized as an employer of choice. Since joining Northwestern, Lori Anne has been instrumental in enhancing dependent care supports for parents and adult caregivers, developing relocation resources to assist faculty and staff acclimating to the area, implementing a new EAP and an emergency relief fund. Lori Anne has over 20 years of experience working within organizations, as well as serving as a consultant to assist them in developing a strategy for work/life, EAP and wellness initiatives. She has designed, implemented and managed programs for higher education, law firms, financial services firms and the manufacturing sector. Lori Anne is a licensed clinical social worker with expertise in work/life issues, employee assistance programming, change management, and crisis management. She is currently a board member of CUWFA, the College and University Work Family Association.

# Speakers

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**CARYN JUNG** coordinates the University of Arizona's life-cycle child and elder care, lactation and work/life services at Human Resources Life & Work Connections. As its first, interdisciplinary dependent care and work/life specialist, her contributions support the expansion of lactation, sick and emergency care program and "Flexible Work Arrangements Guide" resources. Caryn is part of an integrated team committed to individual and organizational well-being. A former officer and active member of CUWFA, Caryn holds Master of Science (Gerontology) and Bachelor degrees. Caryn presents and writes on work and life integration topics, and is an invited chapter co-author in *Establishing The Family-Friendly Campus: Models for Effective Practice* (2009) and *Breastfeeding Best Practices in Higher Education* (2014). For a fifth consecutive year since the inception of this award, the University of Arizona is honored to be named a 2016 "Work-Life Seal of Distinction" recipient, by World at Work's Alliance for Work-Life Progress (AWLP).

**DEBRA ISAACS SCHAFFER** founded Education Navigation, LLC in 2011 to provide special education advisory services to employees with children from K-college with autism spectrum disorders, ADHD, learning differences, and mental health issues as a company work/life benefit.

With more than 15 years of private practice experience supporting parents nationwide and years in Human Resources and Communications, her work focuses on helping working parents with exceptional caregiving responsibilities remain productive at work.

Debra received the 2012 WorldatWork Alliance for Work-Life Progress "Rising Star" award, is an education and work/life expert in press and social media outlets, has trained at corporations, and spoken at conferences, organizations, and parent groups. She is also an advocate for homeless and at-risk youth with college aspirations and is certified in Mental Health First Aid and suicide prevention.

Debra is the parent of a gifted and talented young adult child whose school struggles were the impetus for her work.

**LESLEY LUNDEEN** is Assistant Director of Faculty Relocation/Dual Career Services in the Provost's Office and Work/Life Consultant for the Harris School of Public Policy at the University of Chicago. Past roles include work supporting and coaching students, faculty, and staff at Harvard University, the University of Pennsylvania, and, most recently, the University of Chicago as the Assistant Director for Graduate Services in the central Career Advancement Office, where she received the Outstanding Service to Students award. As Work/Life consultant for Chicago Harris, Lesley delivers programs and resources related to wellness for staff and faculty, including one on one consultations and Chicago Harris' first "Wellness Month". She is a member of the CUFWA Elections Committee. Lesley received a BA, cum laude, with distinction in both Classics and English from Yale University and a MA in Classical (Roman) Studies from Bryn Mawr College, where she was a Mellon Fellow in Humanistic Studies.



# Speakers

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**JENNIE MCALPINE** is the director of University of Michigan's Work/Life Programs including services of the central campus children's centers and the Work/Life Resource Center. Jennie has been working with children and families for over 30 years, beginning as an early childhood specialist at the John F. Kennedy Child Study Center at Vanderbilt University. She was executive director of Cooperative Child Care Center in Nashville, TN and for over 16 years was the executive director of Child Care Network in Ann Arbor, MI, a multi-service agency supporting the needs of early childhood professionals and parents with young children. Jennie received her Bachelor of Arts degree from State College of Pennsylvania and her Master of Science degree in Developmental Psychology from Vanderbilt University

**MICHELE MCINTOSH** is an Assistant Professor of Nursing at Trent University, Peterborough, Ontario, Canada. She was among the first Internationally Board Certified Lactation Consultants and the Canadian Delegate for the International Board of Lactation Consultants. Her research focuses upon women's health, qualitative inquiry and ethics. BFCI was funded by the Ontario Ministry of Health and was selected to be showcased at the upcoming Best Start Community Breastfeeding Projects at the Best Start Conference, Toronto, Canada.

**ESSENCE PIERCE** is the WorkLife Programs Coordinator in the Office of Work, Life and Engagement at Johns Hopkins University. Essence coordinates employee workshops, childcare referrals and retiree programs. In her role as workshop coordinator, she leads the WorkLife team in developing pertinent lunch time workshop for staff, while consistently innovating workshop delivery methods. Essence enjoys her multifaceted responsibilities working in childcare to retirement, allowing her to serve a broad spectrum of staff and informing her creative contributions to WorkLife programs. Essence received her M.A. in public administration and M.A. in international studies from the University of Washington. Previously she worked as a case management supervisor in a refugee mental health non-profit in Baltimore, Maryland.

**MARGARET RAICHE** is Vice President of Sales and responsible for the development of client centric, workplace benefit solutions that meet the specific needs of today's innovative employers and their workforce families. Margaret has served in senior leadership roles with Wells Fargo, Sallie Mae, Cegment and Ameriprise. Before joining LifeCare, Margaret launched several custom benefit programs, partnering with some of the world's most recognizable brands in support of work-life solutions that accelerate individual and organizational performance. Margaret earned a BA in International Business from The College of Saint Benedict and Saint John's University in Collegeville, Minnesota.

**IAN REYNOLDS** is Director of WorkLife and Community Programs in the Office of Work, Life and Engagement at Johns Hopkins. In his position, Ian oversees the delivery of a variety of programs designed to assist faculty and staff achieve healthy work/life effectiveness. These include the Breastfeeding Support Program; lifespan workshops; childcare, backup care, and eldercare services; flexible work arrangements; staff recognition; and housing and relocation support. Ian also directs a number of community outreach efforts which include an annual United Way Campaign, Red Cross blood drives, professional clothing drives, holiday donation programs to benefit families and seniors in need, and the Johns Hopkins Takes Time for Schools volunteer program. He received his M.A. in American Studies from the University of Wyoming.

# Speakers

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**TERESA SCANNELL, M.Ed.**, is a Career and Work-Life Consultant at the University of Toronto, Organizational Development and Learning Centre. She is a long-time member of CUWFA and is a member of the Board. Teresa promotes a culture of flexibility and health at the University of Toronto where she provides work-life and wellness programs and services to staff and faculty.

**SUE SLOOP** is the Work-Life Consultant for Grand Valley State University in Allendale, Michigan. After spending several years in the medical social work field, Sue came to GVSU to begin the Work-Life Connections program. In the past 11 years the program has expanded to include flexible work arrangements, implementation of an expanded maternity leave policy for faculty, the development of the GVSU Health and Wellness program, retirement planning, mindfulness and stress management, rooms for nursing mothers, and more. Most recently GVSU has provided several trainings around mindfulness and meditation implemented after Sue attended a CUWFA conference in 2014. Sue is a trained mediator and has taken on the role of an “unofficial” ombudsman for faculty and staff and works closely with the Director of Staff Relations. After the birth of her 3 granddaughters, Sue now takes advantage of the opportunity to work a flexible work schedule and enjoys “Grandma Fridays” with her grandkids. Sue is a licensed social worker in the state of Michigan and has been a member of CUWFA for the past 11 years and served on the board for the 3 years.

**RACHEL STEINEBREY RN, BSN, IBCLC, RLC** is a corporate lactation consultant who answers questions and provides supportive coaching to help mothers succeed. From overcoming breastfeeding challenges to helping new moms prepare for the return to work, she provides compassionate expert advice Rachel has a background is in Maternal Child nursing, both in hospitals and in the community. In addition to her nursing certifications, she is an International Board Certified Lactation Consultant (IBCLC). In this role, Rachel has counseled women from pregnancy through weaning including topics such as latching, appropriate milk supply, illness in the mother or child, back to work situations, fertility and normal baby behavior and development. Rachel is a graduate of the University of Pennsylvania.

**MEG STOLTZFUS** is a Lifespan Services Manager in the Office of Work, Life and Engagement at Johns Hopkins University. In this role, Meg helps employees plan for family transitions and investigate care-giving resources across the lifespan. She develops programs and facilitates workshops for employees, such as breastfeeding support, parenting strategies, services for aging adults, and coping with stress in order to help Johns Hopkins employees engage more fully in both work and life. Meg coordinates the Breastfeeding Support Program at Johns Hopkins, which has won national acclaim for its innovative vending machine for breastfeeding moms. She received her M.S. in counseling in 1999 from the University of North Carolina at Greensboro and is a Licensed Clinical Professional Counselor in Maryland.

# Speakers

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**MICHELE VANCOUR** is past president of the College and University Work-Life-Family Association. She is a professor of public health at Southern CT State University. Her recent research highlights academic women's struggles with breastfeeding once they return to their positions after the birth of their children. Her findings resulted in changes in several university lactation support programs, and led her to co-edit with Michele Griswold, *Breastfeeding Best Practices in Higher Education* (Hale Publishers, 2014). Michele serves as Chair of the Connecticut Breastfeeding Coalition and is committed to building the future capacity of breastfeeding public health experts through her mentorship of public health students. She received her PhD in Health Education from NYU.

**RONNIE MAE WEISS** is the Senior Program Manager at MIT's Work-Life Center. She directs the overall strategic development of MIT's work-life initiatives that are responsive to the needs of the MIT diverse community - faculty, postdoctoral scholars, staff and students alike. As a specialist in program development and communications, Ronnie Mae designed and launched MIT's new Senior Care Planning Benefit, offering on-site consultations, support groups, and seminars to faculty and staff caregivers. Prior to joining MIT, Ronnie Mae was the Director of Talent Management, Planning and Programs and Work/Life Consultant for Harvard's Faculty of Arts and Sciences, where she oversaw professional development and work/life initiatives for staff members. Ronnie Mae has long been committed to helping working individuals achieve balance between their professional and personal lives. She co-founded Parents in a Pinch, Boston's first on-call professional child care agency; directed a parent education non-profit, through a partnership between the Boston Children's Museum and Wheelock College; and developed innovative services at Work/Family Directions (WFD), a national consulting firm that creates human resources programs and supports for Fortune 500 companies.

**BRENDA WILSON, LCSW, CEAP, GCM**, is the Director of the University of Virginia Faculty and Employee Assistance Program and has been a Licensed Clinical Social Worker and Certified Employee Assistance Professional for 20+ years. She also maintains the Geriatric Care Manager certification and developed the Eldercare Consultation Program at UVA 18 years ago. Ms. Wilson functioned as a clinical social worker in various hospital systems working with patients and their families having encountered spinal cord injury, strokes, brain injury and other adult rehabilitation issues and from this and other hospital social work experience has discharged many patients to the community. This practice as well as a focus on family systems therapy influenced her interest in eldercare and she now works with the adult children who are employees at the University of Virginia, helping them plan with and for their elders and themselves. Her specialties include Long Term Care Planning, Caregiver Group work, Long Term Care Insurance, Family Meetings and Facility Based Care.

**CHERYL A. WILSON** is Associate Professor of English and Chair of the Klein Family School of Communications Design at the University of Baltimore. She collaborated with Laura Bryan on *Shaping Work-Life Culture in Higher Education* (Routledge 2015) as well as several short pieces on work-life for Dean & Provost, Women in Higher Education, and The Department Chair. She is also the author of *Literature and Dance in Nineteenth-Century Britain: Jane Austen to the New Woman* (Cambridge UP, 2009) and *Fashioning the Silver Fork Novel* (Pickering & Chatto, 2012).





*See you again soon!*



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