

## ***BALANCING LIFE***

### **How Does IUB Compare to Work/Life Programs Around the Big Ten?**

*by Erin Kuns and Jeannine Bankey*

Indiana University provides a number of support services for faculty, students, and staff including child care facilities, leaves pursuant to the Family and Medical Leave Act, and resources. Some highlights of what IUB has to offer are:

-- Human Resources offers training sessions in a wide variety of topics for both employees and employers. Some courses are: Grant writing, How to train employees, Handling suspicious mail, Setting goals, and Solo on a seesaw: Balancing life.

-- There are seven child care programs on or affiliated with IUB. Some of these programs have special rates for IUB students, and others provide a co-pay based on either parent participation or family income. For information on specific programs, see [http://www.indiana.edu/~hrm/child\\_care/careiub.html](http://www.indiana.edu/~hrm/child_care/careiub.html).

-- The Health and Wellness Center provides resources and counseling (for students only) for, among other things, stress and time management (<http://www.indiana.edu/~caps/flyers/brochures.htm>). For students, they also provide a fitness assessment and nutrition counseling free of charge. You can even get a massage at the Health Center from a certified massage therapist. According to the Health and Wellness Education Center, a massage increases circulation, decreases muscle tension, increases flexibility, improves mood and promotes relaxation. Massage is also a good chemical-free way to relax.

-- "On September 14, 2001, the Trustees of Indiana University passed a resolution approving the provision of benefits to "same-sex domestic partners of Indiana University employees and students who demonstrate that they are in a verifiable committed relationship. The university will implement the benefits listed below for qualified, registered domestic partners and qualified children of domestic partners, effective April 1, 2002. The following benefits and policies may apply to registered domestic partners of IU employees:

Benefit plans for academic and staff employees:

- Medical and dental coverage
- IU Fee Courtesy (tuition subsidy)
- Basic Life Insurance (dependent coverage)
- Personal Accident Insurance (family coverage)

Personnel policies for staff employees:

- Funeral time-off provisions
- Sick time-off provisions
- Family and Medical Leave Act (FMLA) provisions "

#### **In This Issue:**

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#### **Attention Graduate Student Women:**

The Office of Women's Affairs wants to know if you would be interested in either:

- an OWA sponsored dissertation support group.
- an OWA-facilitated female graduate student contact network for finding and providing childcare assistance and support.

If you would find either of these services helpful, or have other suggestions, please email us at:

[owa@indiana.edu](mailto:owa@indiana.edu)

For more information contact [tuwilson@indiana.edu](mailto:tuwilson@indiana.edu) or 812-855-7833  
How do these services and resources compare to other Big Ten schools?  
(continued on page 2)

### **Michigan State University**

MSU offers free Parenting and Elder Care classes for faculty, staff, and students. The university also hosts listservs for faculty and staff on both parenting and Elder Care. In the area of child care, MSU offers a subsidized sick child care service to students, faculty, and staff (70% subsidized for faculty and staff; 80% subsidized for students). Each faculty, staff, or student is eligible for 16 hours of care per fiscal year. Emergency Well-Child Care Services offer 3 days of free childcare when the regular provider is not available. For students with children, FREE child care (for infants to age 9) is available during the week prior to final exams.

### **Ohio State University**

OSU maintains a Child Care Center accredited by the National Academy of Early Childhood Programs (only 7% of programs receive this) open to Faculty, Staff, and Students.

### **University of Iowa**

The Human Resources department at UI has a Work/Life Unit comprised of consultants available to work-groups, teams, and taskforces to help them achieve better work environments. The Work/Life program also has a "smart suggestion" program. The Family Services office (for Students, Faculty, and Staff) offers information and referrals for Elder care and childcare.

### **Northwestern University**

The University has arranged for discounts at certain Day Care Centers. Also, Faculty and Staff are eligible to use up to 5 sick days of accrued leave to take care of an immediate family member who is sick. For full-time employees, the university MATCHES dependent care contributions up to \$2000/year based on the employees adjusted gross income. Finally, NU provides \$5/hour toward the total hourly cost of a caregiver for a sick child. However, the maximum benefit is \$150 per calendar year.

### **Purdue**

Purdue offers employee workshops on topics such as stress management, career development and creativity, and flexible work options such as job-sharing and flex-time.

### **University of Wisconsin, Madison**

There are 7 on-campus or close-to-campus child care facilities. Further, the university provides a Child Care Tuition Assistance Program and Sick Child Care through the university hospital.

### **University of Michigan**

UM has a unique Work/Life Narratives Project which contains videotapes of interviews with women who have chosen atypical careers. Tapes are sources of information as well as inspirational pieces. Discussions of balancing work and life are one focus of the interviews. These are kept in the Institute for Research on Women and Gender and can be checked out. UM also has a Family Care Resources Program which lists resources for child care and elder care in the faculty handbook. The program coordinator can help with the coordination of special services - i.e. legal, financial, etc. Finally, the program also maintains a workshop series to provide information, resources, and training in family care issues.

#### ***The Majority Report***

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*The majority of students enrolled at IU Bloomington are women, who constitute 53.9% of the student body.*

#### **Olympic Update**

Until the 1930 winter games, five and six-man bobsled teams were required to include one woman. When the rule was abandoned, women were left out of bobsledding until this year's Winter Olympics in Salt Lake. The US women's second sled captured the first ever women's gold medal for bobsleigh. Vonetta Flowers, the brakewoman for the winning sled, became the first black athlete to win a winter olympic gold medal.

## **A Balancing Life Survey:**

This survey was created by Hedrick Smith (www.pbs.org). Please use it to assess your own personal/professional juggling act and share it with your friends, colleagues, students, and/or co-workers. You might be surprised at how much we all (staff, faculty, and students) have in common when it comes to balancing our lives.

### **1. What is your current work-family situation?**

- a. single, no children at home
- b. single parent with children under 18, work full time
- c. single parent with children under 18, work part time
- d. single parent at home with my children
- e. married couple, no children or children are grown
- f. married couple, with children under 18, both parents work full time.
- g. married couple with children under 18, one parent works full time, other works part time.
- h. married couple with children under 18, one parent works, one parent at home with kids full time

### **2. What is the biggest obstacle you face in obtaining your ideal work-family situation?**

- a. financially cannot afford to have me or my spouse stay home full-time or work fewer hours.
- b. employer would not permit me or my spouse to work fewer hours.
- c. working less would mean sacrificing challenging work or career advancement.
- d. none - the situation I have right now is ideal for my family.

### **3. What is your biggest complaint about your current work-family situation?**

- a. Don't get enough quality time with my spouse
- b. Don't get enough quality time with my kids
- c. Don't get enough quality time to myself
- d. Don't have enough time to focus on interesting or important work projects
- e. I am content with my current situation

### **4. Which of these would most make your overall work-family situation less stressful? (choose one)**

- a. more flexibility in arranging my work schedule
- b. work from home
- c. work fewer hours
- d. have my spouse work less
- e. have regular childcare or a live-in nanny

### **5. How often do you take work home with you, or does work spill over into your home life?**

- a. almost every night
- b. once or twice a week
- c. once or twice a month
- d. a few times a year
- e. never

### **6. What's the most stressful time of day for you? (choose one)**

- a. morning (6-10am)
- b. work hours (whatever your shift)
- c. late afternoon/early evening (3:00-6:00pm)
- d. dinner time (6:00-8:00pm)
- e. late night before bed (8:00pm-midnight)

### **7. Why is this time the most stressful? (choose one)**

- a. My commute is stressful
- b. I'm worried about my children being home alone
- c. I, my spouse and/or my kids are tired and cranky
- d. I'm preoccupied with work pressures and deadlines
- e. My children need my undivided attention and I can't give it to them
- f. Too much to do at home and not enough time

### **8. If you are a working parent and your young child is too sick to go to school, what do you do?**

- a. call work and say your child is sick and you will have to stay home
- b. call work and say that you are sick and will miss work
- c. get a neighbor, friend or family member to stay home with the child
- d. talk with spouse and decide who has the least demanding work day and can stay home with the child
- e. spouse does not work and he or she will stay home with the child
- f. take child to work with you

### **9. What sort of flexible options does your employer offer?**

- a. no flexibility in hours, except in emergency situations
- b. some flexibility with start and end time for shifts
- c. can work from home when I need to
- d. flexibility with which days I work
- e. a variety of flexible work options

### **10. If your employer has flexible options, do managers fully support these options, or do you feel that you "pay a price" professionally for using them?**

- a. managers support me fully
- b. I pay a price for using flex time

### **11. How supportive is your workplace/department if you have to take time off for personal reasons (you or a family member is sick, etc...)**

- a. very supportive
- b. very supportive, as long as my work gets done
- c. somewhat supportive
- d. a little supportive
- e. not at all supportive

*Fun with the Majority Report* -- test your knowledge about balancing life with these quizzes (answers on page 7):

Balancing Personal and Professional

**1. Which of the following countries surpasses the United States in hours worked per year?**

- a. Japan
- b. England
- c. China
- d. None

**2. True or False -- According to the U.S. Census, nearly seven million children between the ages of 5 and 14 regularly care for themselves.**

- True
- False

**3. In 1997, about how many workers were employed in part-time, temping or other alternative arrangements?**

- a. 10%
- b. 15%
- c. 30%
- d. 50%

**4. What percent of Americans foresee being responsible for the care of an elderly parent or relative over the next 10 years?**

- a. 24%
- b. 34%
- c. 44%
- d. 54%

**5. What percent of the total workforce is comprised of working parents with children under the age of 18?**

- a. 28%
- b. 37%
- c. 46%
- d. 59%

**6. What percentage of today's families fits the traditional model of husband as wage-earner and wife as homemaker?**

- a. 15%
- b. 36%
- c. 45%
- d. 60%

#### **Do You Know Your Rights?**

The Family and Medical Leave Act, signed into law on February 5, 1993, was designed to grant family and temporary medical leave under certain circumstances and to protect your job.

**1. You can take family and medical leave if...**

- a. you're having or adopting a baby
- b. your child, spouse or parent has a serious health condition
- c. you have a serious health condition
- d. all of the above

#### **Believe it or Not.....**

Women are not permitted by the International Olympic Committee to participate in ski jumping. But, this is not because of lack of interest -- there are over 50 women jumpers in the United States, and hundreds more internationally. Women have been "unofficially" ski-jumping since the 19th century when they jumped in skirts.

Although women are not permitted to jump competitively, they are allowed to jump as forerunners. Forerunners test the olympic ski-jumping track for speed, wind, and general safety.

Why are women not permitted to compete? Some Olympic officials have actually suggested that the hard landing in ski-jumping might impede child bearing. There is absolutely no evidence for this.

Some women who are fighting for their right to jump have suggested that perhaps coaches and sponsors resist the idea because they fear that women just might be able to jump farther than their male counterparts!

\*\*Courtesy of Elizabeth Arnold, National Public Radio Weekend Edition for Saturday 2/23/02

If you would like to contribute anecdotes and/or facts to the next "Believe it or Not" column, please email them to [owa@indiana.edu](mailto:owa@indiana.edu), subject "Majority Report Believe it or Not"

#### **A First Too Long in Coming**

On March 24th, Halle Berry became the first woman of color to win the Lead Actress award in the 74 year history of the Academy Awards. Here is an excerpt of her speech:

"This moment is so much bigger than me. This moment is for Dorothy Dandridge, Lena Horne, Diahann Carroll. It's for the women who stand behind me: Jada Pinkett, Angela Bassett, Vivica Fox. And it's for every nameless, faceless woman of color that now has a chance because this door tonight has been opened."

**2. True or false - Your employer must pay your full salary while you are taking family and medical leave.**

- True
- False

**3. True or false -- you can take Family and Medical Leave even before your baby is born, if your doctor deems it medically necessary.**

- True
- False

**4. Under the Family and Medical Leave Act your job is protected and you are allowed to take leave for up to \_\_\_\_\_ in a 12-month period:**

- a. 4 weeks
- b. 6 weeks
- c. 8 weeks
- d. 12 weeks

**5. Which of the following does not count as "family" under the Family and Medical Leave Act?**

- a. Your child
- b. Your spouse
- c. Your father
- d. Your mother-in-law

**6. True or false - If you are taking leave for pregnancy, your husband is also entitled to take family and medical leave once the baby is born.**

- True
- False

**7. True or false - You can only take family and medical leave in a one big chunk, and not in separate periods of time.**

- True
- False

**8. True or false - Your employer is required to pay your health insurance while you are off taking family and medical leave.**

- True
- False

**9. You may not be guaranteed your job back after taking family and medical leave if:**

- a. You are among the ten percent of highest paid employees in your organization
- b. Your job would have been eliminated or downgraded if you hadn't taken leave
- c. Both A and B
- d. None of these

\*courtesy of PBS  
[www.pbs.org](http://www.pbs.org)

## Internet Resources for Balancing Life Issues:

*National Partnership for Women and Family*  
[www.nationalpartnership.org](http://www.nationalpartnership.org)

On this web page, you will find resources in three program areas: Health Care, Work and Family, and Workplace Fairness. From the home page you can join their email update list to get periodic updates about new features on the web page. In the Work and Family section, they address the Family and Medical Leave Act and have links to their monthly bulletin, current legislative action, reports and surveys, "real stories," and resources with over 20 links on various topics.

*College and University Work/Family Association*  
[www.cuwfa.org](http://www.cuwfa.org)

From this web page, you can join the organization and read about this year's conference: "The Heart of Matter: Valuing Diversity in Work/Life"

The mission of CUWFA is to offer professional support, gather information on emerging issues relevant to campus programs, and contribute to the understanding and development of the work/family field.

*Elder Care Online*  
[www.ec-online.net](http://www.ec-online.net)

From the home page, you can access the "Caregivers Beacon," their bi-monthly newsletter. If you subscribe to the newsletter, you can read both current and back issues online. The page also hosts an interactive message board -- Elder Care Forum -- and contains two articles: "Good Relationships: A Recipe" by Tom Schumacher and "Moving into a Nursing Home: A Guide for Families" by Peter Silin. They have an extensive resource section including a "Neighborhood Network" where you can find government and local services anywhere in the USA, a "Glossary of Elder Care Terminology", a "Teen Resource Center" for teens living with loved ones with alzheimers or another condition, and a "Medical Research Assistant." In their "Channels" section, you can get information on Alzheimers and Dementia Care, Home Care and Independent Living, caregiving, Insurance Coverage, Legal and Financial Matters, Longevity and Wellness, Residential Options, and Transitions and Spirituality. Elder Care Online also hosts a "Bookstore" in conjunction with Amazon.com.

*Parenthood.com*  
[www.parenthood.com](http://www.parenthood.com)

This website has parenting resources and information on many topics including time management. There is also a series of discussion forums.

*Public Broadcasting Series on Juggling Work and Family*  
[www.pbs.org/workfamily/](http://www.pbs.org/workfamily/)

PBS did a series on Juggling Work and Family, hosted by Hedrick Smith. This web page is a guide to the series, which you can purchase on video but also provides resources on balancing life, resources for employers, information on policy issues, and a discussion board. From the main page, you can link to "Tips on How to Manage Your Stress" which contains resources for working parents, dads, managing work and family stress, and tips on alternative scheduling. Finally, PBS provides a state-by-state list of local agencies.

*Indiana Family and Social Services Administration*  
<http://www.in.gov/fssa/elderly/index.html>

This website has information on state government policy (medicare, insurance, and more), a list of aging and in-home services, and information of building safe environments for seniors. You can link to your Area Agency on Aging from this page. Bloomington is in Area 10:

*Area 10 Agency on Aging*  
<http://area10.bloomington.in.us/>

This non-profit agency website has resources for hot meals at home, an over-50 community directory, food pantry, the Bloomington and rural bus system, information on the Senior Games, and the site hosts free senior email.

## References for Balancing Personal and Professional:

### From PBS "Juggling Work and Family:"

[Ask the Children: The Breakthrough Study that Reveals How to Succeed at Work and Parenting.](#) By Ellen Galinsky. New York: Harper Collins, 1999.

[Balancing Work and Family.](#) By Ken Lizotte and Barbara Litwak. AMACOM, 1995

[Breaking the Mold: Women, Men, and Time in the New Corporate World.](#) By Lotte Bailyn. The Free Press, 1993

[Father Courage: What Happens When Men Put Family First.](#) By Suzanne Braun Levine. New York: Harcourt, 2000.

[The 100 Best Companies to Work for in America.](#) By Milton Moskowitz and Robert Levering. Dutton/Plume, 1993.

[Working Fathers: New Strategies for Balancing Work and Family.](#) By James A. Levine and Todd L. Pittinsky. San Diego: Harcourt Brace & Company, 1997.

### Recommended by Elder Care Online:

[Caring for Yourself While Caring for Your Aging Parents: How to Help, How to Survive.](#) By Claire Berman  
The Complete Elder Care Planner: Where to Start, Which Questions to Ask, and How to Find Help. By Joy Lovredale

### Recommended by the Families and Work Institute ([www.familiesandwork.org](http://www.familiesandwork.org)):

[College and University Reference Guide to Work-Family Programs.](#) By Dana Friedman, Cathy Rimsky, and Arlene Johnson. 1996.

## Tips for Balancing Personal and Professional from Faculty, Staff, and Students at IUB:

Prayer/meditation before starting my day has really helped me to focus on the task(s) that require immediate attention. After that I put out all the small fires.

--B. Afena Cobham, Ph.D Candidate  
School of Education - HESA

As an advisor, I receive a lot of email and phone calls. Consequently, part of my balancing program involves limiting the times outside of work that I spend on checking emails and making phone calls. I actually schedule the time; for example, I do email every Saturday morning at 10:00 and do it for no more than one hour. This system prevents me from spreading my work demands over my entire life.

--Mary Kay Rothert, English advisor.

I think in today's world or maybe just IU's, we have more job duties/tasks than time allows. For me, yesterday is over with, it can't be repeated. Do a quality job on what can be done in each day. At the end of the day try to leave work at work and switch gears to home, keeping the two as separate from each other as possible.

-- anonymous

One tip on balancing your personal life and professional (continued on Page 7)

(continued from Page 6)

life is to surround yourself with positive people who support your efforts. I wouldn't be successful in either without the help of family and friends.

-- Catherine M. Sherwood-Puzzello  
Clinical Assistant Professor  
Department of Applied Health Science

### Quiz answers:

Balancing Personal and Professional:

1.D, 2. True, 3.C, 4.D, 5.C, 6.B

Do You Know Your Rights?

1.D, 2.False, 3.True, 4.D, 5.D, 6.True, 7.False, 8.True, 9.C

## April is National Poetry Month

The Creative Writing Program at IUB boasts two female poets -- Cathy Bowman and Maura Stanton:

**Catherine Bowman** is the author of the poetry collections *ROCK FARM* (Gibbs Smith, 1996) and *1-800-HOT-RIBS* (Gibbs Smith, 1993), which was reissued in 2000 by Carnegie-Mellon University Press as part of its contemporary classics series. Her writing has been awarded the Peregrine Smith Poetry Prize, the Kate Frost Discovery Award for Poetry, the Dobie Paisano Fellowship, a New York Foundation for the Arts Fellowship in Poetry, and two Yaddo Fellowships. Her poems have appeared in the 1997, 1995, 1994, and 1989 editions of *BEST AMERICAN POETRY* as well as many other literary magazines and journals, including *The Paris Review*, *TriQuarterly*, *The Kenyon Review*, *River Styx*, *The Los Angeles Times*, *Ploughshares*, *Crazyhorse*, *Sycamore Review*, *Conjunctions*, *13 Ways of Looking at a Poem*, *Nerve*, and *Luna*. Her work has also been published in several anthologies including *AN EXHALATION OF FORMS* (University of Michigan Press, forthcoming 2002), *THE EXTRAORDINARY TIDE: NEW POETRY BY AMERICAN WOMEN* (Columbia University Press, 2001), *INKING THROUGH THE SOUL: WRITERS ON WRITING* (Tarcher/Putnam, 2001), *MOTION: AMERICAN SPORTS POEMS* (University of Iowa Press, 2001), *ALoud: VOICES FROM THE NUYORICAN CAFE* (Henry Holt, 1994), and *REAL THING: POP CULTURE POEMS*.

**Maura Stanton's** first book of poetry, *SNOW ON SNOW*, won the Yale Series of Younger Poets Award in 1975 and was reissued by Carnegie-Mellon University Press in 1993 as part of its contemporary classics series. Her second book, *CRIS OF SWIMMERS*, was published by the University of Utah Press in 1984 and was reissued by Carnegie-Mellon University Press in 1991. *TALES OF THE SUPERNATURAL* was published by David R. Godine in 1988. Her novel *MOLLY COMPANION* (Bobbs-Merrill, 1997) was set in South America, and reprinted in Spanish as *RIO ABAJO*. *THE COUNTRY I COME FROM*, her collection of short stories about growing up in the Midwest, appeared from Milkweed Editions in 1988. Stanton's fourth book of poetry, *LIFE AMONG THE TROLLS*, was published by Carnegie-Mellon University Press in 1998. Her fifth book of poetry, *GLACIER WINE*, was published by Carnegie-Mellon in 2001. Her second collection of short stories, *DO NOT FORSAKE ME, OH MY DARLING*, won the Richard Sullivan Award in Short Fiction and was published by the University of Notre Dame Press in 2001.

You can find out about events for National Poetry Month and learn about Langston Hughes (the featured poet) at the Academy of Poets website: <http://www.poets.org/index.cfm>. The following poets have books coming out this spring (for more, check out <http://www.poets.org/npm/>):

Cynthia Zarin *The Watercourse* (Knopf)

Charlotte Zolotow *Seasons* (HarperCollins Publishers)

Karen Volkman *Spar* (University of Iowa Press)

Mona Van Duyn *Selected Poems* (Knopf)

Joyce Carol Thomas *Crowning Glory* (HarperCollins Publishers)

Kristen Tracy *A Chorus for Peace: A Global Anthology of Poetry by Women* (University of Iowa Press)

Natasha Trethewey *Bellocq's Ophelia* (Graywolf Press)

Elizabeth Swados *Hey You! C'mere! A Poetry Slam* (Scholastic)

Ruth Stone *In the Next Galaxy* (Copper Canyon Press)

Esta Spalding *The Griffin Poetry Prize Anthology: A Selection of the 2001 Shortlist* (House of Anansi Press)

Sarah Mangold *Household Mechanics* (New Press Issues)

Peg Boyers *Hard Bread* (University of Chicago Press)

### Sources for the Majority Report:

IUB Poets --

<http://www.indiana.edu/~mfawrite/>

Majority Report Index --

Harpers Index March 2002

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# Majority Report Index

Estimated number of Afghan civilians killed by U.S. bombing last year : 3,950

Last year in which a country other than Afghanistan was the world's top source of refugees : 1980

Chance that a homeless-shelter resident in a major U.S. city holds a full- or part-time job : 1 in 5

Amount the United States spent in 1949 on international aid and diplomacy : \$66,400,000,000

Amount the United States plans to spend on this in 2002 : \$23,800,000,000

Chance that a U.S. case of HIV is resistant to at least one of the 16 anti-AIDS drugs in use : 1 in 2

Chance that a movie released in the U.S. last year was pornographic : 9 in 10

Grams of nuclear waste per capita in the U.S., the U.K., and Canada, respectively : 7, 15, 50

Last date the "community right to know" database on hazardous substances was available on the EPA's website : 9/20/01

Number of the world's 25 civil wars that have been going on for more than ten years : 17

Percentage of Americans in November who believed the government was censoring news from the war in Afghanistan : 59

Percentage of these Americans who thought such censorship was "a good idea" : 80

Number of years a sheep can remember another sheep's face : 2

*Sources on page 7*

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Office for Women's Affairs  
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