

PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN

ANNUAL REPORT

2022-2023

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MISSION AND OVERVIEW

The mission of PCOSW is to actively advocate for, support, and promote the well-being, development, and advancement of all OSU women.

The Commission is an independent commission that advises the president on the status of women. Established in 1972, PCOSW gives voice to women's experiences and perspectives by advocating for gender equity. Rooted in feminist principles, the Commission works to identify and address the changing needs of all women in our university community. PCOSW recognizes that the status of women is affected by social location (including but not limited to ability, age, class, ethnicity, gender, language, nation of origin, race, religion, sexual, and other identities). PCOSW seeks to improve the collective status of all who have been limited, silenced, excluded, or otherwise disadvantaged by unexamined norms, beliefs, and practices of the OSU community. To this end, PCOSW aspires to build solidarity with other campus entities to work for change.

Specifically, the Commission pursues its mission by:

- holding the OSU community accountable to the stated institutional mission of assuring equity for all those affiliated with OSU by working to eliminate bias and by recommending and promoting policies and resources that improve the status of women and ensure an environment of equal education and employment opportunities;
- championing evidence-based initiatives to enhance diversity in recruitment, employment, salary equity, promotion and retention of students, faculty, staff and administrators;
- advancing educational opportunities and professional development for all women affiliated with OSU by initiating and supporting educational outreach programs and materials that help women develop their skills, continue their education, and increase their networking opportunities;
- recognizing OSU community members who excel in mentoring, supporting, and encouraging OSU employees, especially women and those from under-represented groups or non-traditional careers;
- promoting a safe and healthy environment for all women in the OSU community by recommending policy and programs as well as supporting other community efforts and initiatives to reduce all forms of physical, sexual, and emotional violence (including harassment and bullying);
- advocating for work-life balance as a university priority through initiatives and best practices that support the flourishing of health and wellness, as well as professional and personal well-being, for OSU faculty, staff, students, and administrators.

PCOSW recognizes that Oregon State University in Corvallis, OR is located within the traditional homelands of the Marys River or Ampinefu Band of Kalapuya. Following the Willamette Valley Treaty of 1855 (Kalapuya etc. Treaty), Kalapuya people were forcibly removed to reservations in Western Oregon. Today, living descendants of these people are a part of the Confederated Tribes of Grand Ronde Community of Oregon (<https://www.grandronde.org>) and the Confederated Tribes of the Siletz Indians (<https://ctsi.nsn.us>). We pay respect to elders both past and present and thank the Kalapuya People, who stewarded this land for

generations before being forcibly removed. Indigenous people have been on these lands since time immemorial. We know that Kalapuya people are a part of the present and future - not only a part of the past. They are still here fighting for their land, human rights, and their culture. It's important to not only honor the legacy and lives of the original caretakers of this land but to also continue to build solidarity with Indigenous Peoples across the Americas and across the globe.

INTRODUCTION

As a result of the COVID-19 pandemic, active engagement, and genuine connection within PCOSW membership decreased. This year, we were rebuilding relationships and strengthening the foundation of PCOSW while preparing for the future.

In addition, the PCOSW reporting structure moved from the President's and Provost's offices to the Office of Institutional Diversity. Funding policies for commissions also changed which resulted in a 1/3 decrease of PCOSW's budget.

COMMITTEE REPORTS

WORK-LIFE FIT COMMITTEE

Co-Conveners: Elizabeth Thomas, Sara Hamilton, Robynn Pease

Members: Ashleigh Anderson, Chrysanthemum Hayes, Rebekah Lancelin, Meghan Naxer, Amy Thomson, Kat Ambrose, Christina Schaaf

FOCUS OF THE WORK

The Work Life Fit Committee focused on understanding the needs of OSU employees as COVID restrictions were lifted and new University policies emerged (ex. flexible work arrangements). During the Work Life Fit forum held in Fall 2022, we asked for feedback on which OSU policies and resources were helpful and for feedback on needs that had not yet been addressed. Detailed feedback from the WLF forum is available in a post-forum report (Appendix A).

Three main themes emerged from the forum feedback and subsequent committee conversations and research:

- Theme 1: Notable disparities exist in the supervisor/department implementation of work-life fit policies and practices; supervisor/department is determining factor of quality of life and actual/perceived flexibility; supervisors need to be supported in the right ways so they can support the people they work with.
- Theme 2: Disparities for different types of employees in flexible time access and needs

- Theme 3: Disparities in support needs and access

ACTIVITIES

In partnership with the Office of Equity and Inclusion, the PCOSW Work-Life Fit Committee organized a Work-Life Forum that was held on November 3, 2022, from 8:30 a.m. to 1:30 p.m. in Memorial Union Room 109. Approximately 35 OSU community members attended. Welcome and Keynote Speaker for the forum was Kelly Chandler, Ph.D. Associate Professor in the College of Public Health and Human Sciences, and her presentation was titled, “Achieving work-family justice: Lessons learned from the COVID-19 pandemic.” During the forum, attendees engaged with a panel of people who support Work Life Fit in their work at OSU. Members of the Panel were:

- Whitney Archer, Associate Director, Diversity and Cultural Engagement; Center Director of the Hattie Redmond Women & Gender Center
- Selena Heppell, Department Head, College of Agricultural Sciences, Department of Fisheries, Wildlife, and Conservation Sciences; Former President of the Faculty Senate and Present Elect, Faculty Senate.
- Christina Schaaf, Work-Life Coordinator and the Children, Youth and Family Co-Chair.
- Sara Smith, Events Coordinator and Alumni Relations, Carlson College of Veterinary Medicine; Co-Chair, President’s Commission on the Status of Women

RECOMMENDATIONS

The changing conditions of the COVID response has made apparent the needs and disparities experienced by OSU employees across locations and job types. It has been encouraging to note that throughout the 22-23 academic year, employees have had opportunities to give feedback about their Work Life Fit experience, and there has been an active effort to listen and to adjust practices based on that feedback (ex. quiet week timing, implementation and communication). It is an exciting time to have these conversations and to recommend that the university begin or continue to invest in the following actions:

- 1) Formalize and require ongoing training/support for supervisors (including academic faculty in new leadership positions) to ensure that **all** OSU employees are able to access benefits, support and to **use policies equally**.
- 2) Empower employees through clear and easy-to-find policies that are equally available through a **process** rather than relying on implementation at the discretion of their individual supervisor.
 - a) Standardize workflow for new requests for protected leave or other processes that *should* be made equally available and embed them in the HRSD (similar to the FMLA process).
 - b) Address disparities in experiences of academic faculty (i.e. leave, pay, tenure) by implementing better policies and moving approval to the system.
- 3) Support needs and access opportunities for employees in **all OSU locations and job type**
 - a) **Mental health access** (similar to what is provided to students)
 - b) Affordable childcare
- 4) Offer protected temporary FTE reductions
- 5) Make flexible leave options available to everyone (including wellness leave)

Members of the committee are grateful for the financial support from the Office of the President, Office of the Provost, and the Office of Institutional Diversity for their continued leadership in seeking to understand and address the needs of the OSU community. Thank you!

STATUS OF GENDER EQUITY COMMITTEE

FOCUS OF THE WORK

Although co-conveners for all committees were found, the Status of Gender Equity committee never met. The co-conveners either left the commission due to work obligations or didn't feel prepared to be co-conveners.

ACTIVITIES

There was no activity for this committee in 2022-23.

RECOMMENDATIONS

- Co-chairs will find new co-conveners that are committed to leading.
- Co-chairs will check in more frequently to support co-conveners.
- The leadership team and members will provide suggestions for future topics to engage committee members in FY24.

SCHOLARSHIPS AND AWARDS (SA) COMMITTEE

Conveners: Keahi McFadden and Tasha Galardi

Members: Emily Shimada, Kelsy Krestchmer, Mary Halbleib, Natasha Gaspar, Shirley Mann, Xiaohui Chang

FOCUS OF THE WORK

The Scholarships and Awards (SA) committee provides funding for faculty, students, and staff who are pursuing professional development, research opportunities, or community engagement/outreach efforts that support PCOSW's mission. This committee undertakes important work during the academic year. First, the committee oversees the call for scholarship applications, receives and reviews submissions, and selects recipients. The committee will repeat this process as often as needed during the academic year to ensure funding allocated to the SA committee is awarded. In the Fall term, the committee collects applications and selects recipients for scholarships to attend the Gender Advocacy and Inclusion (GAIN) in Higher Education Conference, held in April 2023. In the Winter, term, the committee works in collaboration with Office of Institutional Diversity and Athletics to select the recipients for the five Breaking Barriers Awards. In the Spring term, the committee selects the recipient of the University Mentoring and Professional Development Award.

BACKGROUND OF WORK

The SA committee provides funding opportunities in the form of scholarships and awards ranging from \$100 - \$1,000 depending on need and merit. The submissions include a mixture of individual professional development, research, and community outreach and engagement projects from faculty, staff, and graduate students.

Publicity and outreach for funding opportunities were at the same level as previous years. The SA committee awarded its full scholarship allocation of \$5,000 to nine recipients. The SA scholarship allocation total was reduced this year due to overall reduced funding for PCOSW. The SA scholarship funded the registration fees for nine staff and seven student recipients for the GAIN annual conference. The total allocated was \$3,350.

However, publicity for award nominations often needed repeated outreach due to lower than normal submissions. There are five Breaking Barrier Awards and this year nominations were received in only three of the five categories.

RECOMMENDATIONS

Our 2023-2024 committee focus will be:

- Improve scholarship and awards application processes.
- Increase committee engagement.

On behalf of all the individuals and events we were able to support this year, the SA committee would like to express our gratitude to the Office of the President, Office of the Provost, and the Office of Institutional Diversity for their continued financial and institutional support. Thank you!

SPEAKER SERIES (SS) COMMITTEE

Co-Conveners: Molly Rosbach and Lizzet Stone

Members: Cecily Bishop, Shaina Khan, Holly Hisamoto, Ashleigh Anderson, Kelsy Kretschmer, Shirley Mann, Stephanie Ramos, Hannah Rowe

FOCUS OF THE WORK

For the 2022-23 academic year, the Speaker Series group focused on reviving the committee from its pandemic-related hibernation. This included creating a new Qualtrics online application form for campus groups seeking funds for invited speakers; increasing our committee membership and adding a co-convenor (Lizzet Stone); developing a list of groups with whom we could advertise our funding opportunities (e.g. PFLA, AFAPSE) and delegating these to different committee members to spread the word; crafting a schedule for roughly when during each quarter we will advertise funds, accept applications, decide on monetary disbursements and notify applicants of our decisions.

With these pieces in place, the committee is well-positioned to operate smoothly next year and will be able to focus on expanding outreach efforts so a wider swath of the OSU community can be aware of our funding opportunities for their speaker events.

We have discussed updating our committee name in the past to “Speaker Support,” in recognition of the change in mission as we no longer organize our own series of speaker events. Future committee members may decide if this is still a desirable update.

Our No. 1 priority this year was to spend all our money, and we succeeded, with our budget split between OSU community applicants and PCOSW events:

- \$1,600 for the Work-Life Fit committee’s fall Work-Life Fit Forum
- \$500 for the Women, Gender and Sexuality Studies 50th Anniversary panel
- \$500 for the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) regional gathering
- \$650 for the Muslim Student Association reception for a Noam Chomsky presentation
- \$250 toward Breaking Barriers awards

ACTIVITIES:

The annual Breaking Barriers awards ceremony was a big success this year, held in a more intimate space within the CH2M HILL Alumni Center, where we were able to present three monetary awards to deserving applicants. The event included several members of university leadership, including President Jayathi Murthy, and received overall positive feedback.

Speaker Series committee members were only part of the event-planning effort; Pamela Johnson with the Office of Institutional Diversity, PCOSW co-chairs Mealoha McFadden and Sara Smith and PCOSW treasurer Keahi McFadden did a huge amount of work to make it happen.

RECOMMENDATIONS:

- Allocate enough overall PCOSW funding so that the monetary awards for Breaking Barriers are sustainable/consistent over time, and in line with amounts given for similar university-level awards.
- Create opportunities for the different commissions to meet together to learn of any common goals / reduce duplication of effort / facilitate communication on relevant projects. For example, in the Speaker Series committee, it would be helpful to know about similar groups in the other commissions responsible for providing funds for campus events; that way, if we receive an application that doesn’t quite align with PCOSW’s mission, but does fit another commission’s criteria, we can connect them to another team that can support their event.

BREAKING BARRIERS 2023

Planning Committee: Speaker Series Committee and PCOSW leadership team

Awards Committee: Keahi McFadden, Tasha Galardi, Shirley Mann, Emily Shimada, Mary Halbeib, Kelsy Kretschmer, Xiaohui Chang, Natasha Gaspar, Dawn Marie Alapisco, and Howard Croom III

FOCUS OF THE WORK AND BACKGROUND

At the behest of the Office of Institutional Diversity (OID), the Breaking Barriers Celebration was created as an awards and recognition event in 2017 to celebrate the accomplishments and impacts of OSU Women. This event was planned, financially supported by and actively engaged collaboration through a partnership with OID, OSU Athletics, and the Office of the Provost. OID provided additional funding support for this event, along with staff resources. OSU Athletics provided free event space and a representative on the awards committee. The Office of the Provost recognized women that were promoted with tenure during the previous year and provided a representative on the awards committee.

Unfortunately, the support for a partnership with this event waned over the years, partly due to the pandemic. By 2023, only PCOSW actively planned this event with no other staff resources and a small amount of additional financial support from OID for alcohol service. Also, due to a threat of a lawsuit, the focus of the event changed from celebrating women to a celebration of the accomplishments and impact of those who have advanced gender equity at OSU.

ACTIVITIES:

- The Speakers Series committee along with PCOSW leadership team planned this year's event. With an accommodations request for a fragrance-free event, planners worked diligently to produce this type of event. It wasn't easy but vendors helped and communications to guests were plentiful. UHDS even provided extra air filters for the room to assist.
- To save money, the event was a reception with heavy hors d'oeuvres and held in a smaller space.
- KidSpirit provided childcare during the event. ***PCOSW urges all campus events to provide childcare services whenever possible.***
- Co-chair Molly Rosbach, a Writer with OSU News & Communications, provided [publicity](#) for all recipients. This article was used by their respective colleges or units to promote the accomplishments of their faculty/staff and students.
- We received many kudos on the informal format of the event as it allowed everyone to be in community with the recipients and each other for a longer period.

BREAKING BARRIERS AWARD RECIPIENTS

Breaking Barriers in Athletics

This award recognizes a member of the OSU athletic community whose contributions actively create and encourage gender equity in sports.

Colleen Bee, Faculty Athletic Representative, School Head and Professor, School of Marketing, Analytics and Design

PCOSW Community Builder Award

This award honors an individual or group in the OSU community whose work contributes significantly to the campus environment through advocacy of gender equity.

Women in IT Group: Kristina Case, Polly Harrell, Chrysanthemum Hayes, Emily Longman, Marjorie McLagan, Weiwei Zhang

Harriet 'Hattie' Redmond Award

This award celebrates a member of the OSU community who works as an agent of change in service of racial justice and gender equity.

Savanah Leidholt, Ph.D. Candidate, Microbiology and Environmental Science

RECOMMENDATIONS

PCOSW was informed that in FY24, OID would no longer provide additional financial support for this event. With costs rising and other commission priorities for our base funding, the commission will be assessing next steps with Breaking Barriers. Possibilities include:

- No longer holding this event and no longer providing awards.
- No longer holding the event but only provide awards and publicity for the recipients.
- Hold this event in collaboration with new partners such as with International Women's Day, University Day, or the Hattie Redmond Women and Gender Center student awards event.
- Continue the event as a reception and continue providing awards and publicity for the recipients.

APPENDIX A: PCOSW WORK-LIFE FORUM REPORT

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PCOSW Work-Life Forum Report - *January 9, 2023*

INTRODUCTION

The PCOSW Work-Life Fit Committee organized a Work-Life Forum that was held on November 3, 2022 from 8:30 – 1:30 in Memorial Union Room 109. Approximately 35 OSU community members attended. The goal of this forum was to bring together members from groups across campus that focus on work/life fit and balance at the university. Our intended outcomes included

- Attendees leaving the end of the program with a greater understanding of both diverse and shared perceptions of work-life balance, particularly as it has been reshaped by two years of COVID and one’s position within the university;
- A greater understanding of the kinds of organizational structures that support work-life fit and balance for individuals within various positions of the university;
- The exchange of ideas for collaboration across university groups to strengthen work-life fit and balance for all OSU members.

The event population targeted on-campus or hybrid working employees due to bandwidth issues. We discussed having future events for all remote working employees. While we invited employees of all genders, the majority of attendees identified as women.

SUMMARY AND RECOMMENDATIONS

In summary, based on what was experienced during the Work-Life Forum, several ideas for the PCOSW Work-Life Committee and the PCOSW Leadership to consider as they continue their work to enhance work-life fit and balance at OSU were generated, including:

- Scheduling a presentation to PCOSW or the university on the climate survey results with a focus on the work-life related issues.

- Scheduling a presentation from the HR Director, Heather Horn, about expanded benefits, such as EAP and parental leave along with Flex Options for the summer. Heather provided a few remarks at the forum and followed up with a note about how much she enjoys meeting with people who are invested in these initiatives.
- Identifying the need for ongoing education in the field of work-life. For example, perhaps PCOSW members agree on reading a book or research articles in the field of work-life and then have a discussion.
- Investing the implementation of the work-life friendly workplace climate tool or inventory that Kelly Chandler mentioned for unit self-assessments.

PLANNING COMMITTEE

A special thank you to the following PCOSW Work-Life Fit Committee members who were instrumental in organizing this event:

- Kat Ambrose
- Miguel Arellano Sanchez
- Sara Hamilton
- Meghan Naxer
- Robynn Pease
- Elizabeth Thomas

PROGRAM AGENDA

The program entailed the following:

- 8:00-8:30

Open for Registration and Light Breakfast

- 8:30-9:30

Welcome and Keynote Speaker, Kelly Chandler, Ph.D. Associate Professor in the College of Public Health and Human Sciences, *Achieving work-family justice: Lessons learned from the COVID-19 pandemic*

- 9:30-10:30

Listening Sessions

- 10:45-11:45

- Panel Discussion with representatives from Faculty Senate, President's Commission on the Status of Black Faculty and Staff Affairs, Children Youth and Family and President's Commission on the Status of Women.

- 11:45-12:30 - Lunch

- 12:30-1:15

- Office of Institutional Diversity Initiatives, Scott Vignos, Interim Vice President and Chief Diversity Office

- Human Resources Program Updates, Heather Horn, HR Director

- 1:15-1:30 Wrap Up

LISTENING SESSIONS

Attendees were divided into groups of 6-8 among the 8 round tables in the conference room setting. Facilitators and note takers were stationed at each table to facilitate dialogue among the attendees at each table. Individuals were asked to share their experiences as they responded to the following questions:

- How has the pandemic changed your concept of work-life balance?
- What responses from OSU have been effective in addressing work/life balance issues that have emerged in the past 2 years?
- What supports are still needed?

During the Listening Sessions attendees indicated that the COVID 19 pandemic encouraged a workplace culture shift that is now more accepting of flexible work arrangements, including remote work. For many, remote work meant learning new ways to work. It also provided many individuals opportunities to learn new ways for integrating work and life responsibilities that were more efficient and more beneficial to family life.

At the same time, participants reported many challenges. These challenges included struggling with establishing boundaries between work and life responsibilities and activities; the blurring of work into all hours of the day; the lack of accessible and affordable childcare; the gendered division of caregiving and work; unequal distribution of flexible work arrangements and supervisors' inability to manage; accessible time off or sick leave for all. Many of these challenges continue to exist, giving rise to opportunities to reimagine the workplace and equitable access to resources across OSU campuses to support work-life fit for everyone.

Below is a more detailed summary of the themes and comments that emerged from the listening sessions:

Question #2 - How has the pandemic changed your concept of work-life fit or work-life balance?

BOUNDARIES

- Blurring of work time and home time stayed post-pandemic. Pre-pandemic was more delineated with “work” time and “home” time, and the blur has continued even as we have shifted to be in the office.
- The pandemic has forced people to reevaluate their values and establish boundaries so that they can be the best version of themselves with family.
- Permission to figure things out. Creative problem solving; recognition not able to meet all needs
- Supportive supervisor to focus on self and took care of workload.
- Teamwork more important now than ever; Understanding the stress of others and challenging to work through; separators versus integrators—pre pandemic important to understand that people and work are different that may not have been thought of before; empathy; everyone has different levels of intimacy; realize the parallel between work and home; leave judgment in next room.

EFFICIENCIES

- Hybrid work has significantly reduced my work on campus and in the labs.
- Work can often be done more efficiently from at home; more work can be done when working from home – fewer disruptions.

CHILDCARE

- Parents with older children saw children getting used to them being more available and liking the

change and having a hard time with it changing back.

- Kids know what it's like to work from home.
- Parents of young children found it challenging to manage childcare and work; benefited from instrumental support of children during work.

DEVELOPMENT OF NEW SKILLS AND NEW WAYS OF CARING FOR FAMILY

- Professional development during the pandemic entailed finding remote work.
- Everyone now knows how to work and hold meetings via zoom.
- Development of the ability to work from home while caring for children.

CULTURAL SHIFTS IN WORKPLACE FLEXIBLE WORK ARRANGEMENTS AND REMOTE WORK

- Feels like OSU's promotion of flexibility has changed for the worse post-pandemic both institutionally and departmentally. Less acknowledgment of needing flexibility in some departments.
- The pandemic has helped reshape the office culture about remote work. Supervisors are now able to see and trust that work can be done remotely. They no longer question getting the work done at home; are more accepting of working from home.
- There is an appreciation for being able to physically move from workspace on campus and home and compassion and flexibility from supervisors is appreciated.

JOB INSECURITIES

- Some units experienced shifts in the volume of work and job security. For example, event planners had more feelings of job insecurity when events weren't happening, more work was added to "make-up" the loss. Post-pandemic there has not been a shift back to the events even though that was main role before.

GENDERED WORK AND CARE

- Women expressed taking on the majority of caregiving responsibilities in contrast to their male partners and male colleagues.
- Men are not being asked to balance in the same way women are.
- Women who flex their time and work from home are sometimes perceived as less committed than the men who are working in the office.

GREATER SUPPORT FOR FAMILIES

- The world is still not set up to support working parents with family responsibilities.
- The pandemic allowed people more control over their work schedules when working from home and the establishment of good boundaries between work and family. Working back on campus has disrupted these boundaries as people feel compelled to follow a prescribed schedule that really doesn't work for them.

Question #3 - What responses from OSU have been effective in addressing work-life fit or work-life balance issues that have emerged in the past 2 years?

DECISION MAKERS

- Who is making the decision to “go back to normal”? What are their personal and social identities, care taking roles, relationship to power of these individuals?

HR FLEXIBLE WORK OPTIONS AND IMPLEMENTATION

- HR email communication about flexibility, pause, and slow week have been helpful.
- Recognition that much of our work can be done remotely. Remote work agreements are now available. Recognition from leadership that the job can be get done at home as well.

Appreciation that OSU seems to have responded to the want for more remote and hybrid arrangements.

- Great term change from telecommute to flex is a positive change from HR. The number of requests for these agreements in our unit has changed. Even the knowledge that a student worker can flex is a positive change.
- Seems like OSU has recognized that to retain employees they will need to shift to allowing for FWA inclusive of remote work.
- Position descriptions should automatically include flexible work arrangements. If you can work at home, you should work at home. It shouldn't be left up to the supervisor.
- Need to establish flexible work schedule options for caregivers to accommodate all kinds of dependent care without judgement or bias.
- We need options or places to go when there are issues around implementing/approving flex.
- Very appreciative flexibility is available but feels like not taken as seriously when you are using the flexibility. Even though the department is allowing FWA, feel like there is a perception that the people in the office are more serious and are working harder.
- It seems that many employees are more accepting work-life boundaries and others not, e.g. getting Teams messages while on vacation.

SUPERVISOR TRAINING

- Empower supervisors to determine what week should be the pause and slow week.
- Some departments are more effective with flex and others aren't depending on the manager skill set.
- Direct supervisors have a lot of power in setting the culture, establishing flexible remote/hybrid schedule.

MENTAL HEALTH AND SICK LEAVE

- There seemed to be perception shift in being able to use sick time for mental health or actually being able to be “sick” and be home instead of powering through and coming into work.
- Instructor feels like they still can't take sick time. Different perceptions of being able to use it based on what kind of positions there are. Felt like a sudden shift in how having a family is treated after the pandemic ended and previous things like goals or evaluations have changed.

ZOOM

- Using technology like zoom to get work done has been effective in managing work and life. It has also lowered barriers to engagement for international students for example. We should continue to offer these services instead of it becoming secondary or eliminating in our transition to get back in person.

PARKING

- Charge less for parking on campus when we work primarily from home and only come to campus on occasion.

CHILDCARE

- More affordable childcare options are needed for employees making under a certain salary
- Childcare capacity is still an issue.
- OLV was helpful.
- Women are still taking on more of the caregiving and house-running responsibilities. Women still have the mental load and “administrative” household running tasks.

OSU CASCADES

- Cascades campus has fewer resources than the Corvallis campus. The resources are not equitably distributed or accessible to all campuses.
- Cascades campus needs care for school-age children.
- Fewer EAP options available in Bend.

Question #4 - What supports are still needed?

EXPANDED FLEXIBLE WORK ARRANGEMENT OPTIONS

- We still need greater autonomy to have a choice of how arrange our work time. This needs to be addressed at all levels of the organization – department, unit, supervisor, employees.
- Radically rethinking the calendar, when are the slow days, what days can we close the university
- Close the campus for quiet week.
- Ensure support for making sure your home work space has the same equipment and is ergonomic. Have a stand-up desk at work you can have one at home too.
- Need standardized options for flex.
- Support for ensuring your home work space has the same equipment and is ergonomic. Have a stand-up desk at work you can have one at home too.
- Recognize that working remotely isn't for everyone; living and working alone creates greater social isolation.
- Recognize that not all jobs are conducive for remote work due to issues around confidentiality, etc.

EMPLOYEE BENEFITS

- EAP needs to be better advertised.
- Applaud what OSU has but sometimes you don't know where to begin at OSU.
- More focus on what supports are available.
- Mental health supports that are more tangible and not calling a phone number. More practitioners that are covered and available. More mental health resources.
- Perhaps a basic needs center for employees similar to the students' Basic Needs Center.
- Greater website accessibility of information.
- Appreciate elder care community stay ahead of family situation; wonderful program from OSU and appreciate; able to share information with others; meets on Zoom that brings in experts and have ability to ask personal question

EXPANDED CHILDCARE

- University childcare is a public good and should be treated as such. Childcare should be accessible and affordable.
- Dependent care need hours like we had Covid hours.

LEADERSHIP AND SUPERVISOR WORK-LIFE FIT TRAINING, MODELING AND COMMUNICATION

- Supervisors need training and education on work-life fit, management and supporting staff.
- Messaging from the university that shares values about work-life.
- Leadership modeling (work-life fit/balance) behaviors.
- Need more women and people of color in leadership roles.
- Don't feel valued by university; feels like university takes; is there a way to feel valued as a university employee.
- Volume of systems needing to sign into at OSU *has increased during the pandemic, and I agree that it is important to offer training and support with new systems (especially if the employee is asking for additional training and support)*; Use of extended benefits.

SHIFT TO A PEOPLE-CENTERED CULTURE, REIMAGINE WORK

- Continued culture shift to a people-centered culture - Change of what an "ideal" worker looks like.
- 30-hour work weeks.
- Reimagining what a "full" day of work looks like.
- More departmental training on support for mental health and wellbeing.
- Need to recognize that there is a new norm for "grind" culture with back-to-back meetings for example, need to shift back to pre-pandemic.
- Employee parent resources but unable to access the information due to time constraints; don't have much of a lunch hour to take care of home life; made today a priority to attend and others wishing they could attend; internal conditioning to ensure showing that doing work; Employee before becoming a parent and identity as employee is important; more than just mom; Choices made for family and work.

MAKING CARE WORK VISIBLE

- Can we keep making the care work visible to the institution? Many of us provide so much care to students but there is no mechanism for that work to be recognized in promotion or merit raises.

DEI

- We should have FTE dedicated to DEI work.

EQUITABLE COMPENSATION

- Correct vast inequity on salaries on campus, doing a salary audit. Those who are the lowest wage on campus do not have the cushion and flexibility to absorb work-life stress.
- Correct disparities between classified and professional faculty.

AFFORDABLE, ACCESSIBLE PARKING

- Parking is super expensive. Cascades does offer a discount after a low income but still expensive.

- Flexibility needs to park close to office for caregiving. More affordable parking. There are fewer people parking and it's more expensive. The funding model needs to change.

CONTINUATION OF ONLINE SERVICES

Continuing to provide online services for all students, eliminating online services has created barriers for students.

WORK-LIFE FORUM PANEL DISCUSSION

Representatives from various university groups were asked to reflect on the following questions:

- What are your group's primary objectives and purpose? How do these objectives interconnect with work-life balance?
- Has the experience of teaching and working during the past two years of the pandemic reshaped the concept of work-life fit or balance and the objectives or activities undertaken by your group?
- As you look towards the future, in what ways would you like to see work-life strengthened at OSU?
- In what ways do you collaborate with other university groups or offices to achieve your objectives, particularly as they pertain to work-life balance? Do you envision new opportunities for collaborations?

Panelists spoke about the invisible care that OSU community members, particularly women, provide on campus and in the home and the need to make these work more visible. Panelists also acknowledged the importance of accessible and affordable childcare and enhanced flexible work options for all members of the OSU community.

PANELISTS

- **Whitney Archer**, Associate Director, Diversity and Cultural Engagement; Center Director of the Hattie Redmond Women & Gender Center
- **Selena Heppell**, Department Head, College of Agricultural Sciences, Department of Fisheries, Wildlife, and Conservation Sciences; Former President of the Faculty Senate and Present Elect, Faculty Senate.
- **Christina Schaaf**, Work Life Coordinator and the Children, Youth and Family Co-Chair.
- **Sara Smith**, Events Coordinator and Alumni Relations, Carlson College of Veterinary Medicine; Co-Chair, President's Commission on the Status of Women

The forum program ended with Scott Vignos sharing information about Office of Institutional Diversity updates on climate surveys and employee exit surveys, while Heath Horn provided information about the expansion of flexible work arrangement guidelines and their implementations across the university.

BUDGET

The PCOSW leadership allocated a total of \$1,556.65 for the funding of this forum. The funds covered the cost of the breakfast (\$683.09) and lunch (\$873.56) during the conference. All other expenses were provided in-kind by various departments and individuals associated with the planning of this event.

WORK-LIFE FORUM EVALUATION RESPONSES

Attendees of the forum indicated that they found out about the forum from individual invites/word of mouth, *OSU Today*, the employee parents' listserv, and PCOSW. Attendees indicated that they found the most useful parts of the forum to be the listening sessions, followed by Kelly Chandler's keynote, followed by the panel discussion, updates from OID and HR, and the welcome and introductions. Most survey respondents indicated they either strongly agreed or agreed that the work-life fit forum helped them gain a greater understanding of current work-life experiences at OSU, with one neutral response.

Takeaways from attendees:

- Felt inspired and not alone after meeting with others (mentioned more than once),
- Learned about resources that they were unaware of on campus (like the Family Share Group).
- Appreciated learning more about the topic and Kelly Chandler's presentation.
- Liked the five questions to find work-family fit.

Action items suggested from attendees in the evaluation:

- Concern from attendees about whether the recommendations that they provided are being considered.
- Recommendation to push for more dependent leave, similar to COVID-19 leave, where folks with kids, elderly parents, et cetera can take leave for them as needed (mentioned more than once).
- Desire that OSU needs to make sure opportunities are widely available and consistently offered.
- Comment that the "quiet week" scheduled did not align some people's schedules on campus.
- Suggest OSU provide a review of how things are working from the bottom up, not top down.
- The competence of supervisors is key to addressing lingering issues for the institution.
- Explore ways to translate "care work" and "service into time in position descriptions.
- Market future opportunities beyond the demographic that attended (primarily women)
- Have OSU provide universal childcare as suggested in this March 2022 webinar *The Future of Women and Work (And Why It's Different Than You Think)* with the found of Care.com and Resma Saujani <https://vimeo.com/686014468>
- Put on a scholar talk similar to the keynote where multiple researchers share their own work.
- Put on a special work-life session for supervisors.
- Next work life forum should be what's missing and what's next.

Possible improvements suggested for future forums:

- Suggestions re: listening sessions: longer listening sessions, rotating tables, topics of listening sessions sent out ahead of time.
- Better room set up for hearing (not long and narrow – perhaps MU Horizon Room), better adherence to using microphones (accessibility issue.)
- Be careful of heteronormative language. Make sure work life balance isn't considered only a moms or parents' issue.