



September 12, 2016

To: Greg Wypiszynski
Barbara Rau
Michelle Kuhl
Sabrina Johnson
Susan Rensing
Laurie Stevens

From: Andrew J. Leavitt
Chancellor

Subject: Chancellor's Study Group on the Work/Life Balance

You are invited to participate on a Chancellor's Study Group to review UW Oshkosh and the UW System policies, procedures, and practices which affect employees' ability to balance family and or personal needs with their work at the university.

During the course of this work, please thoroughly investigate and review the practices and policies of comparable universities within and outside of UW System. This review may include visits to other campuses to review operational practices being used. Included but not limited to this study may be onsite daycare, fees, tuition remission for family members, onsite wellness clinics, lactation spaces, paid maternity/paternity leave as well as options for retirement preparedness such as part time options.

Details of the Charge:

1. Study: You are to study national best practices of family friendly work environments in higher education.
2. Gather: You are to work across campus to gather needs and concerns from stakeholders with regard to family friendly support services and coordination of efforts identifying current practices at UW Oshkosh (i.e. what we already have).
3. Present Findings: Develop and present organizational options and their pro's and con's with the following considerations:
 - a. What obstacles must be overcome? i.e. statute changes, policy revisions
 - b. What needs to happen to effect change?
 - c. When practical, an estimate of costs associated with specific options

A summary report without recommendations will be provided to me within three months - that is, by December 16, 2016.