



# WORK-LIFE INTEGRATION

*Stories of Success and  
Tips to Persisting in an Intercollegiate Athletics Career*

**Panelists:** *Stevie Baker-Watson, Amy Huchthausen, Joan McDermott, Patti Phillips, Morris White III*

## WHAT DOES WORK-LIFE INTEGRATION LOOK LIKE?

Success in work-life integration varies from person to person and will not always be a 50/50 relationship.

Define what your own success looks like by asking yourself...

- What are your priorities (family, career, health/wellness)?
- What percentage of your time do you want dedicated to work and life?
- Is your current work-life integration sustainable and rewarding?

## WHY IS WORK-LIFE INTEGRATION IMPORTANT?

- Provides Institutions with cost savings - *reduces unscheduled time off and overtime*
- Improved staffing - *helps with recruiting, retention, and reduced absenteeism*
- Creates better work products - *improves productivity, increases employee satisfaction, engagement and commitment, and reduces presenteeism\**
- Reduces exposure to risk - *improves employee health and wellbeing, reduces the chance of "Caregiver Bias" Lawsuits*
- Makes a positive impact on families and community

*\*CUWFA - Making the Business Case*

## 7 COMPONENTS OF A GOOD WORK-LIFE PROGRAM



*\*CUWFA - Making the Business Case*

## WHAT CAN MANAGERS DO?

- Set the tone/lead by example
- Be understanding and supportive
- Have an open dialogue with staff to see how they perceive their balance
- Implement a plan and stick to it!

*\*NCAA - A Matter of Balance*

## WHAT CAN EMPLOYEES/YOU DO?

- Set boundaries
- Build flexibility into your schedule
- Set priorities both at work and home
- Delegate
- Take care of your physical health

*\*Presenteeism - the concept of having to be in the office at certain times*

## **RESOURCES**

**CUWFA** (College and University Work and Family Association)  
*Making the Business Case for Work-Life Policies and Programs at Colleges and Universities (2012)*  
*\*Includes additional resources (Membership required)*

**NCAA**  
*A Matter of Balance: Work and Life in Intercollegiate Athletics (2008)*  
*\*Includes additional resources*

**Boston College Center for Work and Family**  
*How Millennials Navigate Their Careers (2015)*

**Journal of Athletic Training**  
*Assessing Strategies to Manage Work and Life Balance of Athletic Trainers Working in the NCAA Division I Setting (2011)*  
*Athletic Trainer Perceptions of Life-Work Balance and Parenting Concerns (2013)*  
*A Longitudinal Examination of Work-Life Balance in the Collegiate Setting (2016)*

**Sports Business Journal**  
*Forty Under 40 Honorees Discuss How to Balance Work, Home (2014)*



## **NOTES**

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