

Staff Council Newsletter

STAFF COUNCIL... YOUR VOICE!

Working Flexible Hours – Is it for you?

Maggie Stimming, Sr. Work/Life Consultant, mstimmin@iupui.edu

Karen Lee, Coordinator, klee2@iupui.edu
http://hra.iupui.edu/FWA/site_map.asp

Gas prices are on the rise once again. Finding a parking space can be challenging. Summer is right around the corner. What to do? Have you considered asking your supervisor about working flex hours, a shorter, compacted workweek, or job sharing? Each of these options were discussed at the March 16 Staff Council meeting by a panel composed of staff and supervisors who have experience in making each of them work.

According to the report, "Measuring the Impact of Workplace Flexibility," Maggie Stimming shared that, "70% of managers report that flexible work arrangements have positive effects on productivity and 76% of managers report that flexible work arrangements have positive effects on retention." This and other research supports the business case for flexibility and Maggie is happy to talk to managers, share the research, and help allay concerns that managers may have.

Flextime is the easiest to use and most affordable flexible work arrangement (FWA). Flextime offers flexibility in arrival, departure and /or lunch times, often with a designated core time during which the staff member must be present. It can be fixed or variable, full-time or part-time. A set number of hours may still be required but when those hours are worked this is where the *flexibility* comes in.

Compressed workweek scheduling is the standard forty-hour workweek condensed into fewer than five full days of work. Working four ten-hour days or working four nine-hour days and one four-hour day followed by a half day off are typical examples. Overtime and premium pay and their related costs need to be closely examined before implementing this arrangement.

Robin Waldron, a staff member in the School of Liberal Arts, was a panelist who spoke about her compressed workweek schedule of four ten-hour days. When her department was reconfigured, she moved to a flex schedule of 7 a.m. to 4 p.m. since her department chair wants someone working a half hour before classes begin and a half hour after they end, to better serve students. Someone needed to be on duty from 7 a.m. to 6 p.m. so she shares the work hours with a part-time staff member who works from noon to 6 p.m. The key to making a flex schedule work is communication with your supervisor and with all persons responsible for work flow to be sure everything associated with the job is covered.

Article continued [here](#).

F Y I

The next **Staff Council meeting** is on April 20, 2:00-4:00 p.m., in CE 450.

All are invited!

Speakers are:

Chancellor Charles Bantz with his annual conversation with the Staff Council

Guest speaker regarding being "green" and sustainability

[IUPUI Financial Literacy Fair](#)

[Breastfeeding 101 Workshop](#)

[Walking Challenge](#)

[Caregiver Support Group](#)

Congratulations!!

To these staff members
who were awarded a
2011 Women's History
Month Leadership Award

Erin Cassity
Sue Herrell
Patty Mathison
Terri Talbert-Hatch
Elizabeth Wager

The Staff Council Newsletter is published bi-monthly. Articles or items for inclusion may be submitted to Karen Lee at klee2@iupui.edu. Let's spread the word about Staff Council! Permission is not needed to forward the Newsletter to others.

