

Upstate New York: A Great Place to Work - A Greater Place to Raise a Family



National Council on Family Relations Work/Life Summit 2001

Tuesday, November 6, 2001
8:15 am - 3:00 pm

Hyatt Regency Rochester Hotel, Rochester, New York

Program Schedule

8:15 - 9:00 am *Grand Ballroom D*
**Registration and Showcase of Current
Innovative Work/Life Programs and Tools**

Continental Breakfast Compliments of Bausch & Lomb

Please take time to visit the showcase of tools and programs which are available for employers. Each tool or program will have a display including posters, handouts, and other materials.

9:00 - 10:00 am *Grand Ballroom D*
Opening Session
***How Family Friendly is Upstate New York?:
Employers, Communities, and Families
at the Dawn of the 21st Century***

Summit Overview and Greetings: **Michael L. Benjamin**,

Executive Director, National Council on Family Relations

Welcome: **The Honorable William A. Johnson, Jr.**, Mayor of Rochester

Keynote Speaker: **Phyllis Moen**, Director, Cornell Employment and Family Careers Institute, a Sloan Center for the Study of Working Families

Panel: **Stephen Sweet; Bickley Townsend**

Presider: **Steven Wisensale**, Associate Professor, School of Family Studies, Univ. of Connecticut

This session unveils a report assessing the family friendliness of upstate New York employers and communities at the turn of the 21st Century. Providing an overview of the current demographic trends and changing employment opportunities, this study uses data from the 2000 Census, the Bureau of Labor Statistics, and other sources, to document the diversity of opportunities and resources available in upstate New York communities. Within this framework, the report analyzes survey data from 1914 couples, 4637 individuals, residing and working in upstate New York. These data reveal the features of jobs and communities that attract, and keep, working

families in upstate New York. The report also documents the family friendly practices of employers, and the needs of their employees, as they strive to accommodate the conflicts between work and family responsibilities throughout the life course. These family friendly features of employers and communities are linked to their positive effects on social and personal well-being. The report concludes with an analysis of the ways New York employers and communities could become leaders in creating a family friendly nation.

Note: There will be a press conference for members of the media in the Wilmorite Room at 10:00 am

10:00 - 10:15 am *Break*

10:15 - 11:45 am *Grand Ballroom D*
What Does an Employer of Choice Look Like?

Shelley M. MacDermid, CFLE, Director, Center for Families, Purdue University

Mary Ann Detmer, Diversity and Work/Life Manager, Staffing, Diversity, & Work/Life, Eastman Kodak

David Thiel, Vice President and Creative Director, Auragen Communications, Inc.

Maureen O. Hurley, Executive Vice President, Legal, Communications, Human Resources, Rich Products Corporation

Deb Koen, Vice President, Career Development Services, Rochester, NY

Presider: **Shelley M. MacDermid, CFLE**, Director, Center for Families, Purdue University

Topics to be discussed: Who Are America's Employers of Choice? Programs; Policies; Work-Life Strategies to Create Competitive Advantage; How Can We Attract and Retain Creative, Young Employees?

Noon - 1:30 pmGrand Ballroom D

Lunch and Plenary

Bringing Out the Best: Effective Collaborations Between the Research and Business Community

Speaker: **Ellen Galinsky**, President, Families and Work Institute, New York City

Presider: **Catherine Richards**, Syracuse University; Co-chair, NCFR Work-Family Focus Group

1:45 - 3:00 pmGrand Ballroom D

Where Do We Go From Here?

Antonia Bernard, Director of Diversity Initiatives, Eastman Kodak Company

Clair Catillaz, Workforce Consultant, Drake Beam & Morin, Inc.

Glenda Lusk, President, Greater Rochester Diversity Council

Clayton Osborne, Vice President for Human Resources, Bausch & Lomb

Bob Tobin, President, Tobin & Associates

Presider: **Kennedy Brayboy**, President, Fresh Air Pest Control, Inc. and Executive Vice President, Greater Rochester Black Business Association

Discussion of challenges addressed by the Cornell Careers Institute Report. How can employers help to create a culture that is family-friendly? How can business organizations work together in an Implementation Committee to take action steps that emerge from the report data and other Summit sessions.

Advisory Committee

Kennedy Brayboy, Executive Vice President, Black Business Association, President, Fresh Air Pest Control, Inc., Webster, NY

Danielle Granger, Director of Human Resources, Hyatt Regency Hotel, Rochester, NY

Deb Koen, Vice President, Career Development Services, Rochester, NY

Sharon Levine, Director of Convention Services, Greater Rochester Visitors Association, Inc., Rochester, NY

Thomas T. Mooney, President, Greater Rochester Metropolitan Chamber of Commerce, Rochester, NY

Clayton Osborne, Vice President for Human Resources, Bausch & Lomb, Rochester, NY

Catherine Richards, Sociology Department, Syracuse Univ., Syracuse, NY

Rudolph Smith, President, Rubo Corporation, Rochester, NY

Terri Snider, Human Resources, Bausch & Lomb, Rochester, NY

Stephen Sweet, Associate Director, Cornell Employment and Family

Careers Institute, Ithaca, NY

Bob Tobin, President, Tobin & Associates, East Rochester, NY

Bickley Townsend, Senior Fellow, Cornell Employment and Family Careers Institute, Ithaca, NY

Gary Voelkl, Staffing, Diversity, & Work/Life Manager, Eastman Kodak Company, Rochester, NY

Steven Wisensale, Associate Professor, School of Family Studies, Univ. of Connecticut, Storrs, CT

Michael L. Benjamin, Executive Director, National Council on Family Relations

Cynthia Winter, Conference Coordinator, National Council on Family Relations

Summit Sponsors

National Council on Family Relations Work/Family Focus Group
Work/Life Advisory Committee

Auragen Communications, Inc.
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Career Development Services

City of Rochester, Office of the Mayor

Cornell University Employment and Family Careers Institute, a Sloan Center for the Study of Working Families

Drake Beam & Morin, Inc.

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Families and Work Institute

Greater Rochester Metropolitan Chamber of Commerce

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