

Faculty work/life balance:

faculty leave,tenure clock extension, part-time faculty positions, and other policies

1.Leave

2.Tenure clock

3. Part time

4. Other approaches

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Some Background

Nationwide, family issues still create greater challenges for women than men. In 1966 only 8 percent of doctoral recipients were female compared to about 44 percent today. Among the findings nationally:

- **For each year after receiving a doctorate, married men with children under 6 years are 50 percent more likely to enter a tenure-track position than married women with children under 6;**
- **For each year after securing a tenure-track position, men are 20 percent more likely to achieve tenure than are women; and**
- **Men are more apt to have new children than women in the years after they are hired as assistant professors.**

Leave

Official Policies:

http://www.washington.edu/admin/acadpers/tools/uw_leave_comparisons_chart.pdf

What a chair can do:

- Teaching assignments can be viewed over many quarters (years).
- Committee service can be remote (e-committee) or reduced or removed entirely
- Some departments have RA resources
- Do not necessarily wait for the faculty member to request support (stigma?)
- Be aware of information not easily available to you
- Other ideas?

Tenure Clock Recalculation: Official Policy

- The University recognizes that under special circumstances, such as care for new infants, faculty women and men must devote extraordinary efforts to their family responsibilities which may significantly detract from their research and academic capabilities.
- Even if the faculty member continues to work full time, efforts normally devoted to scholarship may necessarily be reduced by these new family responsibilities.
- In recognition of these family obligations, the University has developed several programs to stop temporarily the tenure clock.
- When a faculty member takes a leave of absence without salary at 50% or more and for six months or longer, the year in which the leave is taken is not counted as a year towards mandatory tenure review.
- In the situation where a faculty member becomes a parent but chooses to take less than six months leave, or when other family care responsibilities have interrupted the regular dedication to teaching or scholarship, she or he may request the year in which this occurs not count as a year towards the mandatory tenure review.
- The faculty member who wishes a year be waived on the tenure clock may apply through her or his department chair and dean to the Provost.

Tenure Clock Recalculation: What a Chair Can Do

An overarching view is that official policy forms only the basis for TCR request. There may be many mitigating factors not encountered before.

- Each situation is unique (not about the individual). Impact of birth, death, illness, to family is case sensitive.**

- FMLA issues are a subset of all possible conditions that might logically contribute to a reasonable case for TCR. A chair can always request TCR for any situation in which a reasonable case can be made! (Lab renovations delayed, unexpected spouse, parent, partner, child issues ...)**

- All faculty and the P&T committee in particular (or whatever mechanism you have) should be aware of all policies. Such information helps remove any stigma and provides impedance match for expectations.**

- The chair/P&T/Department should not be passive recipients of requests. That places the individual in an awkward situation.**

- TCR should be done in a reasonable time frame.**

- TCR is not about scholarship -- it is only about the factors beyond academics that contribute to delays.**

Part Time Tenure Track: Official Policy

Faculty Code has sections on appointment and renewal.

<http://www.washington.edu/faculty/facsenate/handbook/02-02-24.html#anchor24-45>

Fraction	Duration of second appointment
$x \geq 90\%$	3 years
$70 \leq x \leq 89$	4 years
$60 \leq x \leq 69$	5 years
$x \leq 50$	6 years

In all cases, a mandatory review for promotion and tenure (or in the case of WOT faculty, for promotion and continuous appointment) must occur no later than the end of the last year of appointment as specified in Subsections D.1 through D.4 above.

Part Time Tenure Track: What a chair can do

Make clear that

- This is available to all faculty**
- Tenure expectations (package/quality) are no different -- just temporally dilated**
- Reversion to full time may be done**
- The challenge of funding agencies is undeniable-- the Part time appointment may be unrecognizable to grant reviewers.**

Other ideas?

USEFUL LINKS

<http://www.washington.edu/provost/initiatives/balance/>

http://www.washington.edu/admin/acadpers/tools/uw_leave_comparisons_chart.pdf

<http://www.engr.washington.edu/advance/resources/Retention/policies.html>

http://www-dateline.ucdavis.edu/dl_detail.lasso?id=7164

<http://academicpersonnel.ucdavis.edu/worklife/>