

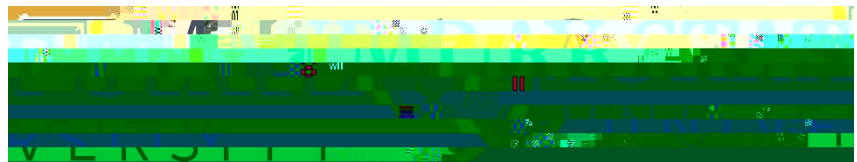
Policy and Program Review Report

by MSU ADVANCE Team

Project: Differences and Deficits Affecting Women STEM
Faculty: Creating a Framework for Change at a Rural
Public University

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3. Results

3.1 Work-life policies at the ADVANCE institutions

There were a total of 23 ADVANCE institutions in the AIM Network policy matrix. Among them, 10 institutions have established formal policy or practice for dual career assistance, an additional 10 institutions have informal practice. Ten (43%) or more institutions have formal policy or practice in the areas of part-time tenure faculty, transition support program, financial assistance for child care, and elder care program or assistance. At least 20 institutions (87%) have formal policy or practice for the extension of tenure clock, on-campus child care, and unpaid parental leave. And 15 institutions (65%) offer paid parental leave. See details in Table 1.

Table 1. Work-life policies summary of the ADVANCE institutions in the AIM Network matrix

| | Formal Policy or Practice | Informal Practice | Not Available |
|---------------------------|---------------------------|-------------------|---------------|
| Dual Career Assistance | 11 (48%) | 10 (43%) | 2 (9%) |
| Expansion of Tenure Clock | 20 (87%) | 1 (4%) | 2 (9%) |

3.2 Review results from Murray State and comparable institutions

1) Dual career assistance: Murray State University Board of Regents adopted a Dual-Career Spousal Accommodation Policy during the June 2016 meeting. The language of the final Policy obtained from HR however, only allows eligible spousal accommodations in faculty and professional staff positions, which significantly limit the chance of accommodation. Only three comparable institutions have formal policy for dual career assistance.

2) Expansion of tenure clock: in the Murray State Faculty Handbook, probationary faculty may extend tenure clock by one year “if the faculty member experiences an extended life-changing event”. It is our understanding that the policy has been rarely used under extreme circumstances. Twenty-four (75%) out of the 32 comparable institutions have tenure clock expansion as formal policy. The extension of 2 years is most common (12 institutions), while 10 institutions including Murray State have policies allowing for a one-year extension.

3) Mentoring and networking: few comparable institutions have formal mentoring and networking programs (6/32). Murray State runs the New Faculty Academy, which covers various topics throughout the first year for new faculty.

Refer to Table 2 for other details.

2) Transitional support:

- The University of Wisconsin at Madison offers the Vilas Life Cycle Professorship Program to support faculty needs at critical junctures in their professional careers (e.g., birth or adoption of a baby, a death in the family, the period between grant funding).
- The Individual Growth Grants at University of Colorado Boulder were aimed at tenured faculty members making career transitions such as to begin new scholarly or creative directions or restart scholarly work after a significant period of absence.

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Xu, Y. J. (2008). Gender disparity in STEM disciplines: A study of faculty attrition and turnover
intentions. *Research in Higher Education*, 49 607-624. doi: 10.1007/s11162-008-9097-4

Appendix I. List of ADVANCE institutions included in the AIM Network work-life policies matrix

1. Case Western Reserve
2. CUNY Hunter College
3. Georgia Institute of Technology
4. Marshall University
5. Rice University
6. Texas A&M University
7. University of Alabama, Birmingham
8. University of California, Irvine
9. University of California, Merced
10. University of Colorado, Boulder
11. University of Illinois, Chicago
12. University of Maryland, Baltimore County
13. University of Michigan
14. University of Montana
15. University of Nebraska-Lincoln
16. University of Puerto Rico Humacao
17. University of Rhode Island
18. University of Texas, El Paso
19. University of Washington
20. University of Wisconsin, Madison
21. Utah State University
22. Virginia Polytechnic Institute and State University
23. Washington State University

