HHS Faculty Meeting
Faculty Affairs Report

April 15, 2014
Cleve Shields, Ph.D.
Mentoring

– Janice Kelly and her committee developed a comprehensive plan for the college
– Presented to Deans and Heads
– Is being implemented in departments
– Is to become part of ongoing evaluations of senior faculty and of department heads
Trimester

• We reviewed documents about the trimester proposal that described big issues
  – Negotiation of faculty contracts
  – Problem of faculty who work in summer may not work in fall, so may not be available for important committee work. How will work of faculty get done
  – Problem that student aid packages are structured around the summer
  – Few if any major research universities have trimesters
  – Hiring new faculty, new facilities for faculty
Spousal Hires

– Provosts office now has a bridge program to help implement spousal hires

– Also facilitates spouses finding positions in the larger communities by developing and maintaining ties with local and somewhat distal companies
Family Issues

• Discussed effect of maternity and paternity leave on P&T
• Some evidence from other universities that it may not only slow down time to tenure or promotion but may stigmatize faculty.
• It is not just a women’s issue but likely disproportionately affects women faculty
Family-Friendly University Policies Don't Work as Well as They Should

By Kay Steiger

Sonia Goltz was an assistant professor in the late 1980s, when the university she worked for didn't have very family-friendly policies. Despite a strong cultural current against the few female faculty having children, she went ahead and had her second child anyway.
Stop the clock for Family Reasons

• If done for non-family reason (illness, research delay), no effect on promotion or salary
• For males or females, if done for a family reasons it “is not significantly related to probability of promotion.” (P. 221)
  • So stop the clock appears to help with promotion
• However, for both men and women, it is related to salary. Flaherty Manchester interpretation is that it is viewed as a signal that that faculty member is not committed fully to their position.
  • These faculty are breaking the “...ideal worker norm of uncompromising dedication to one’s job.” (P. 222)