

Family-Friendly Policies for Faculty

Summary and List of Schools

As part of the 2005 National Leadership Workshop, a *Family-Friendly Policies for Faculty: A Department Head/Chair's Guide* was developed. Below is a summary of the policy guide contents and a list of the schools whose policies were provided.

For a copy of the complete guide (including policy summaries from all the listed schools), visit the 2005 workshop website:

<http://www.engr.washington.edu/advance/workshops/NationalWorkshop/2005/CombinedPolicyHandout.pdf>

Family-Friendly Policies for Faculty: A Department Head/Chair's Guide

This guide is meant to bring policy availability to your attention, to provide basic details about policies, and to assist you in locating additional information about the policies. It is not meant to replace the source materials on your campus. Hopefully, it will benefit your understanding of the work and family balance sessions of this workshop by reminding you of policies available for your own faculty.

This guide was created by UW ADVANCE Research Assistant Kate Quinn, who searched the web pages of your home campus to obtain the information provided here. Information is compiled from Faculty or University Handbooks or Manuals, Human Resources materials, and other web pages. Each policy page was sent to the Provost, or another top academic officer, at the campus for verification of accuracy. If contact information is listed at the end, the accuracy has been verified. There were a few campuses that did not respond prior to the workshop. If contact information is not provided, we encourage you to ask your dean for further information about the policies.

For your information, the policy-types reviewed were:

- Leaves, including paid and unpaid for illness, pregnancy, care-giving, etc.;
- Workload Adjustment, such as part-time tenure track, phased or partial retirement, modified duties, etc.;
- Tenure Clock Adjustment, whether 'waived' years, 'stopped' clocks, etc.;
- Dual Career Hiring; and,
- Domestic Partner Benefits.

It is possible that your institution does yet have policies from each area or that your institution has additional policies that were not reviewed, such as flexible spending accounts, tuition exemption for dependents, on-site childcare, etc.

We are including the policy pages for the home campuses of all participants so that you can see examples of different types of policies and policy details.* As you will hear in this workshop, the availability of family-

friendly policies does not necessarily mean that department climate is welcoming to faculty utilization of the policies. We encourage you to transform your department into a supportive, inclusive place for faculty working through life transitions – whether or not your institution has many of these policies.

List of Institutions Included in this Packet

Auburn University
Boise State University
Case Western Reserve University
Harvard University (Faculty of Arts & Sciences)
Kansas State University
Michigan Technological University
Mississippi State University
New Mexico State University
Ohio State University
Southern Illinois University
University of Alabama, Birmingham
University of California, Irvine
University of Maryland, Baltimore County
University of Nebraska
University of Rhode Island
University of Texas, El Paso
University of Washington
University of Wisconsin, Madison
Utah State University
Virginia Tech
Washington State University
Western Kentucky University
Worcester Polytechnic Institute
Yale University