

TO: CAFR and Diversity Committee, University Senate
FROM: The President's Council on Women
RE: discussion of rules revisions to introduce more flexibility into
probationary period
DATE: 4-11-06

The President's Council on Women requests that the Committee on Academic Freedom and Responsibility and the Diversity Committee of the University Senate take under consideration the following proposals to amend the university rules. The intent of these proposals is to provide more flexibility in the tenure probationary period with the hope that the flexibility will encourage more women to enter the academy and will enable more to remain here.

The proposals are:

1. Make the one-year tolling the tenure clock extension automatic, with no request necessary, for the birth or adoption of a child. Rule 3335-6-03 (D) (1).
2. Lift the current two-year cap on the use of the tolling the tenure clock provision.
3. Revisions to Part-time rule. Rule 3335-6-03 (F).
 - a. lift the three year cap on extending the probationary period for using the part-time provision
 - b. make the extension automatic and pro-rata for each year
 - c. whenever the part-time rule is utilized, require the faculty member and TIU unit to develop an explicit plan for transitioning between part-time and full-time status

Discussion of these proposals is contained in the concluding section of this memo. The first part of the memo provides the context that supports more flexibility in the probationary period.

CONTEXT FOR RECOMMENDATIONS

The total percent of tenured and tenure-track women faculty at Ohio State has risen only slightly from 24.24% in 1993-94 to 28.1% in 2004-05. Part of the explanation for the slow growth in women faculty resides in hiring and part resides in retention.

For the two-decade period 1986-2004, 38.2% of faculty hires at Ohio State have been women. However, the female faculty composition for Ohio State, like other Research I institutions, lags behind the national pool. The national pool data for Ph.D.s awarded from 1972-2002 for the major disciplinary areas as defined by the Survey of Earned Doctorates (National Science Foundation) compares with OSU's current faculty profile:

	<i>Ph.D.s earned by women since</i>			<i>OSU women faculty</i>	
	1972	1987	2002	1992-93	2004-05
Physical Sciences	6%	18%	29%	8%	10%
Engineering	1%	10%	19%	8%	8%
Life Sciences	16%	38%	50%	14%	19%
Social Sciences	20%	48%	60%	22%	29%
Humanities	26%	46%	50%	37%	40%
Education	23%	57%	67%	40%	53%

Failure to retain women faculty also contributes to the slow growth in total numbers. While women faculty are tenured at the same rate as men faculty, women faculty voluntarily resign prior to tenure review at a higher rate than men faculty. For the faculty hired during the 1986-2004 period, 18.7% of women compared to 11.6% of men voluntarily resigned prior to tenure review.

Certainly, a variety of reasons can explain the hiring and retention issues that more negatively impact women than men. Recent research shows that one significant reason is that the tenure clock is not compatible with family formation.

The average age to attain the Ph.D. is 34, an age that marks the last phase of prime child bearing opportunities for women. Recent studies, both at the national level as well as at our institution, indicate that part of the explanation for the disparity in the faculty profile and the pool is the difficulty women faculty face in combining an academic career at a Research I institution with a family. These difficulties both deter women from entering the professorate and cause them to voluntarily leave academia.

Unless the workplace at our institution accommodates the needs of women who want to have children, we will continue to lag behind the national pool of women faculty.

Do Babies Matter?

A recent study, *Do Babies Matter*, by researchers at the University of California system, Mary Ann Mason and Marc Golden, surveyed 160,000 Ph.D. recipients, both male and female, in the Survey of Earned Doctorates data base. The goal of the study, which is contained in Attachment A, was to determine what effect having babies during

the probationary period has on faculty careers. They found that 77% of male faculty who had babies early in their careers were in full-time tenure track positions while the other 23% were in part-time positions or at 2-year colleges. However, only 56% of the female faculty who had babies early in their career were in full-time tenure track positions, while 44% were in part-time positions or at 2-year colleges. This data suggests that female faculty are opting out of Research I positions at a greater rate than male faculty.

The same study showed that having children also makes female faculty voluntarily leave academia at a higher rate than faculty who do not have children: 59% of married women with children were thinking of leaving the academy and married women with children who leave academia are far more likely than others to cite children as one of the reasons they changed their careers.

Mason and Goulden have recommended that the University of California system begin providing flexible part-time options for tenured and tenure-track faculty that can be used for limited periods (up to five years) as life-course needs arise.

OSU Data on Do Babies Matter?

Surveys of OSU faculty confirm many of Mason and Goulden's findings. The OSU Faculty Work Environment and Work/Life Quality Committee surveyed all regular OSU faculty members in February 2003. Forty percent, or 1282, faculty responded. The survey yielded the following findings:

- women faculty, especially associate and full professors, are more dissatisfied with their ability to integrate their academic and personal and family roles
- male faculty are 2.5 times more likely than female faculty to have a spouse/partner who is available full-time or part-time to assist with family and household-related responsibilities
- satisfaction with one's position is closely linked to one's perception of success in integrating academic, personal, and family roles
- family considerations are a top factor in many faculty members' decision to continue to work at OSU
- only one in three faculty members perceive OSU as supportive of personal and family responsibilities
- female faculty score higher on stress and burnout than male faculty at the same rank
- faculty with neither dependent children nor adult dependents report less stress and burnout than faculty who have dependent care responsibilities
- higher proportions of assistant and associate women and minorities than majority males plan to leave OSU in the next three to four years
- assistant rank women highly value extension of the tenure clock
- female faculty members in particular have been purposeful in their decisions about when to delay having children and when to delay their academic careers
- about 1/3 of women have delayed starting a family due to the progress of their academic careers, twice as many as their male counterparts
- those who delay starting families are less satisfied with their positions at OSU and their ability to integrate their work and personal roles

- many faculty who have children struggle with some child care arrangements, especially back-up care and temporary care when schools are closed
- more women than men report child care difficulties

In addition to this Faculty Work Environment study, Ohio State's Office of Institutional Research and Planning analyzed data obtained from the HERI Faculty Survey 2001-2002 and provided an analysis for responses of OSU faculty. Approximately 30% of OSU faculty members responded to the HERI survey—902 men and 359 women. The following results echo those from the Faculty Work Environment Study as well as the Mason and Goulden survey that suggest some women feel they have to choose between having children and having an academic career:

- among assistant professors men were significantly more likely to have a child aged 0-12 years (prime years for which child care is needed)
- among assistant professors, nearly 30% more males had at least one child age 0-4 than females (illustrates numbers of male versus female faculty who have children during the probationary period)

The OSU report on the HERI 2001-02 survey concluded that

“In general, the gender differences seen here attest to the greater difficulty women encounter in attempting to combine family and faculty work. This issue is a concern for a number of reasons. First, the difficulties may result in faculty women leaving their positions in order to work at jobs that are more ‘family-friendly.’” Second, women may feel pressured to make life choices that are different from their ideals, negatively impacting overall satisfaction. . . . Finally, women graduate students may be deterred from pursuing a faculty career because they see the difficulty their mentors had with combining faculty work with marriage and family.”

Finally, The President's Council on Women and The Women's Place have been tracking the group of Ohio State women faculty hired in calendar year 2001 to determine factors regarding retention of women faculty. In 2004, Professors Jill Ellingson and Arnon Reichers of the Fisher College of Business conducted a research study on this group of faculty. One of the key factors Ellingson and Reichers identified as a barrier for this group of women faculty was the difficulty in balancing work and family. See The Women's Place website, The Women's Place Publications, for a copy of this study: "Retaining Female Tenure-Track Assistant Professors: A Descriptive Evaluation of the Faculty Cohort Project Conducted at The Ohio State University" by Dr. Jill Ellingson, Dr. Arnon Reichers, Janice Malloy, and Kyra Sutton.

These studies all support the view that more flexibility in the probationary period would benefit those who wish to combine an academic career with a family.

A National Issue and a National Conversation

The issue of how to reconcile the conflict between the current probationary period and the desire of many women academics to have families is being examined nationally and a significant number of Research I institutions are exploring mechanisms for

introducing flexibility into the probationary period. For example, see the attached article for a description of similar discussions at the University of Michigan.

PRESIDENT'S COUNCIL ON WOMEN'S RECOMMENDATIONS

The President's Council on Women requests that the University Senate, through its appropriate committees, take under consideration the following proposals to amend the university rules. The intent of these proposals is to provide more flexibility in the tenure probationary period with the hope that the flexibility will encourage more women to enter the academy and will enable more to remain here.

1. Make the one-year tolling the tenure clock automatic with no request necessary for the birth or adoption of a child. Rule 3335-6-03 (D) (1).

Discussion:

Princeton University recently adopted this change and other institutions are considering it. Studies show that many women do not use the tolling the clock rule for fear that it will negatively impact their colleagues' views of their commitment to their careers. Automatically granting the tolling, which would apply to both men and women (men are 40% of the users of the OSU rule), would lessen the impact of this stigma. Faculty who wish to be reviewed at the beginning of their sixth year could still elect to do so since we do not prohibit review for tenure prior to the required review year.

2. Eliminate the current two-year maximum on the tolling the tenure clock provision.

Discussion:

Our current rules permit tolling the tenure clock for four reasons: (1) birth or adoption of a child and the extension must be granted if requested for birth or adoption within 12 months of the occurrence; (2) personal illness; (3) care of a seriously injured or ill person; and, (4) factors beyond the faculty member's control. Rule 3335-6-03 (D) (2) provides for reasons 2-4.

If a faculty member uses the rule twice for the birth of two children, that faculty member cannot use it again if, for example, one of the children has serious medical problems, or a parent needs elder care, or the faculty member him or herself suffers a personal illness or injury. Other faculty will not be able to use the part-time rule for financial reasons, yet may need more than two additional years due to family demands. Thus, in some cases, more flexibility is needed than is currently afforded by the limitation of two uses.

For reasons 2, 3 and 4, the tolling is not an entitlement but must be approved, and would continue to have to be approved, by the TIU unit's P&T committee, as well as by the TIU head, dean and provost. Thus, safeguards, including faculty oversight, are provided to prevent abuses of the rule. For example, use of the rule for reasons 2, 3 or 4 has been denied in cases where the TIU P&T committee concludes that even with the extension the faculty member could not meet the standards for tenure.

3. Revisions to Part-time rule. Rule 3335-6-03 (F).
 - a. lift the three year cap on extending the probationary period for using the part-time provision
 - b. make the extension automatic and pro-rata for each year
 - c. whenever the part-time rule is utilized, require the faculty member and TIU unit to develop an explicit plan for transitioning between part-time and full-time status

Discussion:

The three-year limitation is arbitrary. If the three-year limitation were removed, for a faculty member on a 50% appointment from the initial year of hire who remained on a 50% appointment, the maximum number of years the probationary period could be extended for a part-time appointment would be five years. Thus, the probationary period still would have a defined end which would limit the ability to abuse the rule. Faculty who have several small children at the time of initial hire could greatly benefit from the additional two years.

The current rule requires probationary faculty who are on a part-time appointment to request that the probationary period be extended. For the same reasons we suggest that the extension be made automatic for tolling the tenure clock, we recommend that the extension of the probationary period be made automatic with use of the part-time appointment. The extension would be pro rata based on the percent appointment.

Finally, we recommend, to protect both the faculty member and the TIU unit, that any time a faculty member negotiates the use of the part-time appointment, an explicit plan be developed for transitioning back to full-time status. The part-time appointment itself is not a right and must be negotiated and thus it should not be burdensome to also require that the circumstances regarding a return to full-time status be negotiated.