Diversity best practices

It may seem obvious but…

• Departments should have written policies and procedures.
• Grievance procedures should be in place with resources outside the department available.
• Family-friendly policies should be available.
• Improve mentoring

• 90% of what we need to do should be being done by our Universities & Colleges and not by us.
• UMC policy may help prod our institutions.
Family Friendly Guidelines

• General strategy:
  – Minimize stigmas
  – Automatic triggers?
  – Gender neutrality
  – Flexibility in scheduling

• Counterforces
  – Drive faculty achievement
  – Practical staffing needs
  – Society gender schemas

• Known events:
  – Traveling stars are managed to permit travel.
  – Faculty with health emergencies are not penalized.
  – Sabbaticals

• We can do the same for family care.
Family Friendly Guidelines

• Assistance, not welfare
  – Policies should be designed to facilitate success not provide charity

• On-site care
  – Common request is that child/elder care facilities be available on campus.
  – Desire to keep working and still provide care.
  – Claimable child and elder care expenses while traveling.
Family Friendly Guidelines

• Modified duties process:
  – Not extension of tenure clock.
  – Prefer college or campus wide policies administered by committees with broad representation.
  – If necessary do it ourselves.

• Specifics:
  – Substitution of time-flexible responsibilities for fixed commitments so level of perceived effort remains high.
  – Extended part-time appointments possible.
  – Compensation appropriate to level of effort.
  – Requirement for level of effort toward family responsibility (avoids “free sabbatical” perception)
Modified Duties

• A set of institution-appropriate structures should be developed for modified duties.

• Semester/quarter teaching load swaps could help but research expectation should be reduced.

• Assign courses with flexible contact hours if possible.
Leave without pay & part time

• Maybe more practical to implement.
• Tenure clock extension rules needed.

• Transition to part time (MIT: up to 5 years with possible renewal for family issues).
  – Required demonstration of level of responsibility?

• Family-related “sabbaticals”? (need institution buy-in).
UMC Role

• How do we move forward to define specific guidelines
  – P&T like document?
  – Institution variability?
  – Small vs. large schools?