

**\*\*\*\*\*DRAFT\*\*\*\*\***

**For Discussion at the Winter Quarter Department Chairs' Meeting --- February 3, 2005  
Draft Concept for Family Accommodation for Assistant Professors: Part-Time Status**

**A. The Issues**

\* An impediment to attracting young scholars to academia is the difficulty of starting/raising a family while maintaining a full professorial life. It is a particular problem for young colleagues because the relevant age for earning tenure overlaps with the critical years for childbearing.

\* While reentry to careers is often accommodated and is successful in the private sector, it is not easily accomplished in academia because of the need to maintain the momentum of scholarly work. This is particularly true in fields where maintaining continuity of grants is essential.

\* Assistant Professors are currently accommodated with childbearing leave and Active Service—Modified Duties (ASMD) for 1 or 2 quarters, and also by extending the tenure clock for one (one child) or two years (2 or more children). This means that a final tenure review can currently begin as late as the 7<sup>th</sup> or 8<sup>th</sup> years.

\* It is not acceptable to extend the tenure decision beyond the current possible periods and it is not acceptable to base the tenure decision on less than the expected scholarly work of a 100% time Assistant Professor.

**B. Outline of a Family Accommodation Proposal for 50% Part-Time Status for Assistant Professors**

\* This proposal for 50% part-time status is in addition to the existing family accommodations, but it does not extend the tenure decision period any further than currently possible.

\* Assistant Professors who meet the child bearing/rearing standards which exist for ASMD (primary responsibility for a child less than 5 years of age, etc.) may be placed on a part-time 50% status for a period of up to three years under the following conditions:

1. They are not relieved of any scholarly responsibilities, but are relieved of all structured teaching and service responsibility. Their scholarly productivity is equal to that expected of a full-time Assistant Professor.

2. They are expected to have a presence and participate in departmental activities (e.g. seminars, departmental meetings, research student advising) the details of which are agreed upon by the chair and faculty member when proposing the part-time status.

3. There will be no delay in their review cycles for normal merits, appraisals, or career review for tenure appointments. Their performance for a merit increase and reappointment will be based solely on their scholarly productivity and departmental participation during this part-time status. The appraisal and tenure decision will be based on a career review which will include all teaching, service, and scholarly productivity. Note that since these colleagues will already have a clock extension, the basis for judging teaching and service will be at least 4 years. There is to be no diminution of the expectation of scholarly work due to this part-time status for any review.

4. If a merit review is negative and/or an appraisal judged to be "unfavorable," then the part-time status may be revoked and a one-year termination contract may be implemented.

5. The half-time status will be "paid" for in one of two ways: (i) They receive 50% salary; or (ii) they mortgage the equivalent in future sabbatical leave. In the latter case, if the candidate does not earn tenure, the implied financial loss is absorbed by the SVCAA. For example, if a candidate is 50% status for three years, they have mortgaged 1.5 years of sabbatical leave.

6. The proposal must be approved by the candidate, department chair, dean, and SVCAA. If a candidate wishes to return to 100% status before the contract ends, they may do so by providing their chair advanced notice of at least two academic quarters.

7. The SVCAA will return to the department 50% of the candidate's base salary (not including any market or bonus off-scale salaries). The department may use the funds for temporary FTE, TAs, or any other instructional support.

Comment on impact: Based on previous requests for ASMD, the number of Assistant Professors requesting this type of family accommodation is not expected to be substantial, perhaps 3 per year.