NSF UWF Faculty ADVANCE Program

- Overall purpose:
  Adapt best practices for *Enhancing a Supportive and Inclusive Culture for Recruiting, Retaining, and Advancing Women Faculty in STEM*, with special attention to women of color and leadership positions.
- $598,354 grant over a 5-year period (2011-2016)

ADVANCE Teams & Partners

- ADVANCE Investigator Team
- Internal Steering Committee
- External Advisory Board
- UWF Partners (e.g., Provost’s Office, CUTLA, RSP)
- External Partners
- WLE Task Force (*Work-Life Effectiveness*)
- STRIDE Task Force (*Strategies and Tactics for Recruiting to Improve Diversity and Excellence*)
WLE Task Force Members

Sherry Schneider (Co-Chair)
Kimberly Tatum (Co-Chair)
David Earle
Chasidy Hobbs
Felicia Morgan
Valerie Morganson
Matt Schwartz

WLE Task Force Mission

- We, the WLE taskforce, recognize the varied responsibilities of work and personal life for UWF's faculty and staff. Research and common experience suggest that work and personal life may conflict with one another, but may also provide synergistic opportunities. A harmonious relationship between work and life promotes individual and organizational well-being.
- The purpose of the WLE taskforce is to evaluate and advocate for policies, practices, and services that facilitate an enriching work-life relationship.

Purpose Today

- The WLE Task Force would like to present some data on work-life related issues identified as important by UWF Faculty.
- Specifically, we would like to educate the Faculty Senate concerning Tenure Clock Extensions and access to on-campus childcare as issues critical to work life effectiveness at UWF.
Strengths and Relative Areas for Improvement on Work Life Identified by 2012 Faculty Culture Survey

- Among policies presented to them, faculty identified internal funding for research and a tenure clock stop policy as priorities. There were gender differences in ratings of importance of many policies, especially policies related to work and family issues.
- There appears to be a need for quality childcare among teaching faculty, especially access to on-campus childcare.

Literature Support for Work-Life Policies

Stop the Clock Policies

- Have existed for 40 years
- Available at nearly 90% of research institutions
- Need to be cautious of impact on career outcomes
Support for Childcare

- Outcomes of work-life conflict:
  - Work-related
    - E.g., lowered productivity and commitment, higher turnover
  - Family-related and stress-related
    - E.g., lowered life satisfaction, increased depression

Support for Childcare

- Documentation of child-care specific needs
  - Having a childcare center
    - Positive job attitudes, lower turnover, and possible financial gain
  - Caveat

2012 UWF Faculty Culture Survey Sample
All Ranks

<table>
<thead>
<tr>
<th>Rank</th>
<th>N</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>155</td>
<td>56.2%</td>
</tr>
<tr>
<td>Full Prof.</td>
<td>95</td>
<td>15.6%</td>
</tr>
<tr>
<td>Assoc. Prof.</td>
<td>57</td>
<td>16.5%</td>
</tr>
<tr>
<td>Asst. Prof.</td>
<td>50</td>
<td>16.5%</td>
</tr>
<tr>
<td>Instructor</td>
<td>38</td>
<td>21.8%</td>
</tr>
<tr>
<td>Research Assoc.</td>
<td>8</td>
<td>21.8%</td>
</tr>
<tr>
<td>No Experience</td>
<td>30</td>
<td>15.6%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>29</td>
<td>16.5%</td>
</tr>
</tbody>
</table>
UWF Tenure-Track Faculty Gender

N = 142 / 278
51% Response Rate
60 Women
75 Men

Means for Scales for Tenure-track Faculty

University Culture (α = .93)

Faculty Togetherness

University Culture

Governance
- "UWF leadership fosters a culture supportive of faculty success."

Faculty Togetherness
- "UWF faculty members respect one another."
**Department Climate Means (α = .92)**

- Resource Allocation: 5.3
- Department Fairness: 5.1
- Faculty Appreciation: 6.2
- Overall Department Culture: 6.3

**Resource Allocation**
- "Resources and other benefits are allocated fairly within my department."

**Percent Faculty who Picked Policy as a "Top Three" Preferred Policy**

- Adult int. funding/support to obtain research grants: 69.2%
- Tenure desk extensions: 42.4%
- More opportunities to interact with faculty from other departments: 29.2%
- Employment opportunities at UWF for partners: 23.3%
- Employment placement assistance for partners: 22.8%
- Training for mentors and proteges: 21.0%
- A central location for faculty to associate: 21.1%
- *Greater access to on-campus childcare*: 22.4%
- Paid maternity/paternity leave (or sick leave): 18.3%
- *More info on current UWF policies/benefits*: 17.6%
- Temporary part-time appointments: 12.0%
- *Training for search committee chairs to hire faculty*: 9.9%
- *Emergency home care for children or elderly*: 4.2%
- *Public/private arrangements with childcare providers*: 3.1%
- Centralized info to find childcare: 2.1%
- Centralized info on resources for care of elderly: 1.4%

Female ratings of importance > Male ratings. *p < .06, **p < .01, ***p < .001

**Childcare (α = .73)**

- Parental Leave Amount: 6.2
- Parental Leave Process: 6.5
- Childcare: 6.5

**Parental Leave Process**
- "The process of applying for parental leave is simple and straightforward."

**Parental Leave Amount**
- "I would have liked more time off after the child was born, but felt I would fall behind in meeting tenure expectations."

**Childcare**
- "I am satisfied with the quality of care my child has received at the campus childcare center."
### Childcare Needs—All Respondents (N = 330)

<table>
<thead>
<tr>
<th>Service</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kids &lt; 18 at home</td>
<td>94</td>
<td>28.5%</td>
</tr>
<tr>
<td>Would use if needed:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Campus childcare (CCC)</td>
<td>49</td>
<td>14.8%</td>
</tr>
<tr>
<td>Infant care</td>
<td>13</td>
<td>3.9%</td>
</tr>
<tr>
<td>After-school care</td>
<td>42</td>
<td>12.7%</td>
</tr>
<tr>
<td>Emergency childcare</td>
<td>35</td>
<td>10.6%</td>
</tr>
<tr>
<td>Evening childcare during classes</td>
<td>19</td>
<td>5.8%</td>
</tr>
<tr>
<td>Private partner of UWF</td>
<td>34</td>
<td>10.3%</td>
</tr>
</tbody>
</table>

### Childcare Center—All Respondents (N = 330)

<table>
<thead>
<tr>
<th>Service</th>
<th>N</th>
<th>%</th>
<th>M (SD)</th>
<th>Median</th>
<th>Mode</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kids &lt; 18 at home</td>
<td>94</td>
<td>28.5%</td>
<td>1.6 (1.1)</td>
<td>2.0</td>
<td>2.0</td>
</tr>
<tr>
<td>Would use campus childcare (CCC)</td>
<td>49</td>
<td>14.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Waited for CCC?</td>
<td>3042</td>
<td>71.4%</td>
<td>12.9 (15.7)</td>
<td>7.0</td>
<td>3.0</td>
</tr>
<tr>
<td>Months until position opened</td>
<td>20</td>
<td>--</td>
<td>12.9 (15.7)</td>
<td>7.0</td>
<td>3.0</td>
</tr>
<tr>
<td>Months to date on waiting list</td>
<td>10</td>
<td>--</td>
<td>23.4 (27.6)</td>
<td>14.0</td>
<td>24.0</td>
</tr>
<tr>
<td>Months before making alternative arrangements</td>
<td>13</td>
<td>--</td>
<td>6.9 (7.3)</td>
<td>6.0</td>
<td>3.0</td>
</tr>
</tbody>
</table>

### Work-Family Balance (α = .98) & Job Satisfaction

- **Job Satisfaction**
  - "I am satisfied with my current salary."

- **Satisfaction with Work-Family Balance**
  - "I am satisfied with my ability to balance the needs of my job with those of my personal or family life."
Next Step

- Any changes to tenure procedures require careful study by all stakeholders involved.
- WLE asks the Faculty Senate, as elected representatives of UWF Faculty, to consider charging the appropriate subcommittee to work with representatives of administration and our collective bargaining unit to draft a tenure clock extension policy to be approved by the Senate and forwarded to the appropriate administrators and negotiators for consideration.
- An example policy is included in the handout as a potential starting point. We also have sample policies from other ADVANCE institutions available.

ADVANCE Web Site

http://uwf.edu/advance/

- Please visit our web site for more information!
- Features:
  - Overview of ADVANCE Scholars
  - ADVANCE program and partners
  - ADVANCE activities and upcoming events
  - Information and application forms for grant proposals