

What Makes an Institution Family-Friendly? Why Does it Matter?



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Why is family-friendliness important?

- Recruitment, retention and advancement of women
- Improving the climate for humans
- Worker productivity



How do you make an institution family-friendly?

- *Enact*
- *Enlighten*
- *Encourage*



Enact

- Reduce bias in hiring and promotion
- Dual-career-couple policies
- Family/medical leave
- Stopping the tenure clock
- Child care
- Daily details

Reducing bias

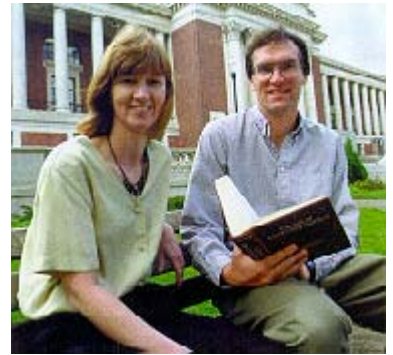
- Educate search committees about unconscious bias and gender schemas
 - VT flyer
http://www.advance.vt.edu/Resources_&_Links/Search_Committee_Resources/Unrecognized_Biases.pdf
 - U. Michigan STRIDE recruitment materials
<http://www.umich.edu/~advproj/handbook.pdf>
 - Virginia Valian's tutorials
<http://www.hunter.cuny.edu/gendertutorial/>
 - U. Washington's recruitment toolkit
http://www.washington.edu/admin/acadpers/procedures/search_and_hire/aa_recruitment_toolkit.html
- Don't leave it to the EEO office

Enact

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- **Dual-career-couple policies**
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Dual-career couples

- Recognize the problem
 - McNeil & Sher *Physics Today* July 1999
<http://www.physics.wm.edu/~sher/survey.pdf>
- Think big
 - Nearby institutions
 - Split positions
 - Private sector



Janet Tate and David McIntyre, Oregon State

Enact

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Family/medical leave

- Faculty, staff, students
- Part-time and part-effort
 - Flexible part-time
 - ASMD

<http://www.ucop.edu/acadadv/acadpers/apm/apm-760.pdf>

- Both parents
- Transitional support



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Tenure clock

- Biological clock vs. tenure clock
 $22 + 6 + 2 + 7 = 37$
- Don't move the goalposts
- Opting out vs. opting in

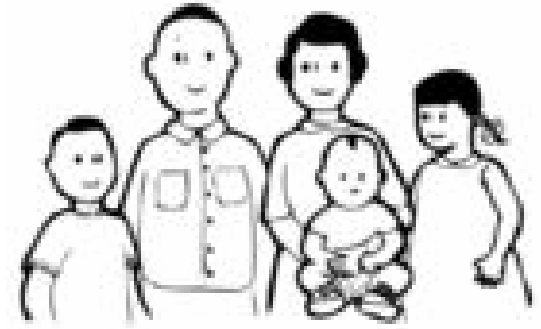


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Child care

- On-site
- Income-based subsidies
- Emergency back-up
- Eldercare
- Lactation

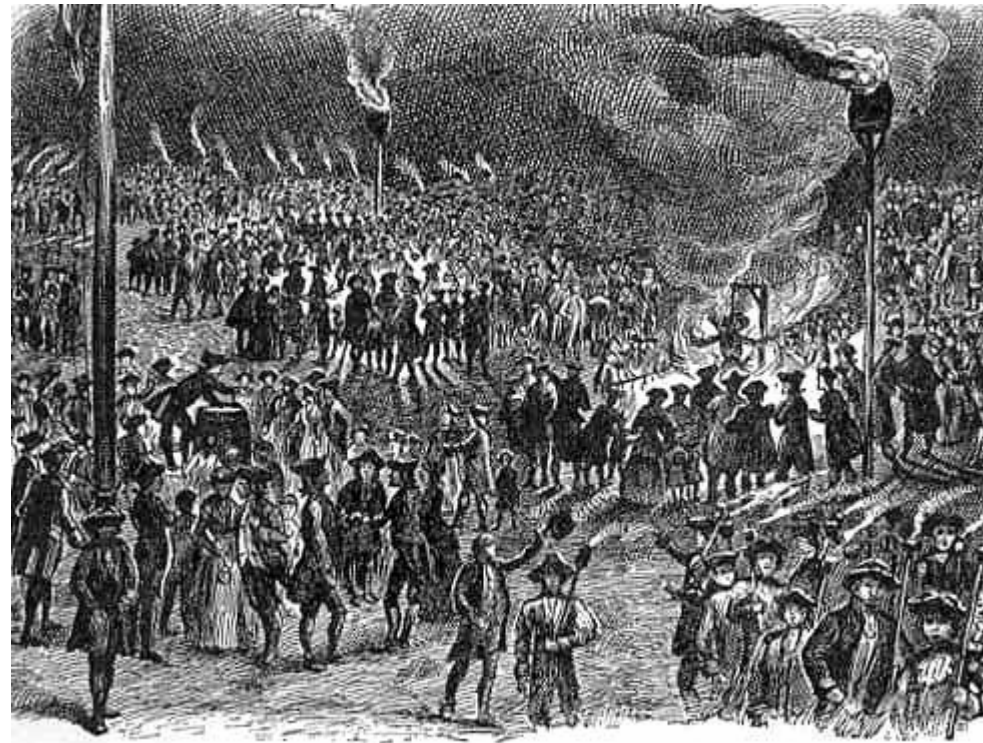


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Daily details

- Department responsibilities vs. daycare
- Social events
- Don't keep the kids in the closet



PUBLIC MEETINGS AND TORCHLIGHT PROCESSIONS.

Enlighten



- User-friendly resource guides
- Educate Chairs (repeatedly!)
- “Standard spiels” for interviews

Encourage

- Deans must make this a priority for Chairs
(and Provosts for Deans, etc.)
- Educate senior faculty (PT committees)
- Make it automatic
- Say it out loud (often)

Resources

Unrecognized bias

<http://www.nsf.gov/crssprgm/advance/itwebsites.jsp>

http://www.advance.vt.edu/Resources_&_Links/Search_Committee_Resources/Unrecognized_Biases.pdf

<http://www.umich.edu/~advproj/handbook.pdf>

<http://www.hunter.cuny.edu/gendertutorial/>

http://www.washington.edu/admin/acadpers/procedures/search_and_hire/aa_recruitment_toolkit.html

Dual career couples

<http://www.physics.wm.edu/~sher/survey.pdf>

ASMD etc.

<http://www.ucop.edu/acadadv/acadpers/apm/apm-760.pdf>