

Report of the
Faculty Council Life Course Committee *on the*
Recommendations of the
Work-Life Initiative Task Force (2008)

Committee recommendation. The Faculty Life Course Committee has carefully reviewed the recommendations of the Work-Life Initiative Task Force on policies relating to faculty and unanimously recommends that these measures be endorsed by the Faculty Council.

Implementation of the Task Force proposals. In discussing the Task Force recommendations, the Faculty Life Course Committee also agreed that some additional measures and refinements should be considered as the Task Force recommendations are implemented. We recommend that the Faculty Council also endorse the following refinements to be incorporated as the Task Force recommendations are translated into University policy.

Work Life Resource Committee Advisory Board. The committee asks that one of the faculty members on the board be selected from the membership of the Faculty Life Course Committee to help ensure that the two bodies communicate and work cooperatively on work-life issues of importance to faculty.

Work-Life Faculty Liaison. The committee asks that the job description for this position include meeting at least once a year with the Faculty Life Course Committee to discuss faculty work-life issues.

Advisory group of non tenure-track faculty. The committee recommends that Fall 2008 be established as a specific timeframe for the creation of this body, which will work with the Work-Life Faculty Liaison to explore additional work-life

issues relevant to non-tenure track faculty. Among the issues that should be on the agenda for this group is a pilot program of sabbatical leaves for non-tenure track faculty similar to the one proposed for staff in the Task Force report.

School and Division Planning and Reports. The committee recommends that the Provost's Office and the Work Life Resource Center (WLRC) work with the Schools and Divisions to develop a common annual reporting format on work-life related leave requests received, granted and denied, and that the annual reports be compiled at the school level and retained in the WLRC to facilitate future evaluation of work-life policies.

Dual Career Program. The committee strongly supports the creation of better internal and external networks for sharing information on employment opportunities for spouses/partners, but believes that a higher level of institutional support (including financial support) for facilitating spousal/partner hires is needed at Emory. We recommend that the Work Life Faculty Liaison be charged with studying how other universities facilitate spousal/partner hires and report back to the Faculty Council by Spring 2009 on how Emory could strengthen institutional support in this area.

Spaces and Places: Faculty Club. In keeping with Task Force recommendation regarding the need to expand opportunities for faculty interaction in the faculty dining room and the new bookstore, the committee recommends that a formal feasibility study be conducted by the WLRC during the 2008-2009 academic year for a Faculty Club which could provide a facility specifically designed to achieve these goals.

Automatic extension of probationary term for new parents. The

committee strongly supports the new "opt-out" approach granting automatic extension of the tenure clock by one year for birth or adoption of a child, but recommends in the interests of fairness that current tenure-track faculty who have not yet been reviewed for tenure but have become parents by birth or adoption while on the tenure track also be made eligible for the extension.

Terminology on faculty eligible for maternity leave, and parental/family leave policies. Eligible faculty are described as "full time faculty." Our understanding is that these policies are intended to apply to all regular faculty on appointments of at least three years in duration. The committee recommends that this more precise and consistent terminology be included in the final statement of the leave policies to avoid confusion about which faculty are eligible.

Work-Life policies and long-term temporary appointments. The committee urges that implementation of the recommendations on non-tenure track faculty appointments previously adopted by the Faculty Council—including a uniform university-wide system of three tiers of regular non-tenure track faculty appointments—proceed as expeditiously as possible in order for the goals of these new work-life policies to be realized for all regular Emory faculty. The committee recognizes that it would not be appropriate to include temporary or part-time faculty in these work-life leave policies. However, we are concerned that the continuing practice in some parts of the university of using many repeated temporary appointments for faculty positions violates both the statement of principles for non tenure-track faculty appointments adopted by the Faculty Council in March of 2007 as well as the spirit of the Work-Life Task Force recommendations, which are intended to apply to all regular, full time Emory faculty.

Resolution on Automatic Extension of the Tenure Clock Presented by the Work-Life Initiative Task Force. The University recognizes the importance of flexible work-life policies for Emory faculty. One of the goals of the Work-Life Initiative was to create a new, more flexible model for academic advancement that sustains personal growth, encourages professional excellence, and nurtures community and family life. (WL Report, p.12) To that end, the Report of the Work-Life Task Force recommended that “a tenure-track faculty member who becomes the parent of a child by birth or adoption will automatically be granted a one-year extension of term by the Provost for each birth or adoption, upon notification by the dean. In keeping with current policy, additional extensions may be requested by the faculty member in unusual circumstances through the chair and dean.” (WL Report, recommendation 15.1, p. 18).

In March 2008 the Faculty Life Course Committee reviewed the Work-Life Report and made a series of endorsements/recommendations. These included a recommendation for automatic extension of the probationary term for new parents. The Committee recommendation was as follows:

Automatic extension of probationary term for new parents. The committee strongly supports the new “opt-out” approach granting automatic extension of the tenure clock by one year for birth or adoption of a child, but recommends in the interests of fairness that current tenure-track faculty who have yet been reviewed for tenure but have become parents by birth or adoption while on tenure track also be made eligible for the extension.