

The New Norm of Faculty Flexibility: Transforming the Culture in Science & Engineering, Panel #1

Part-time on the tenure-track: the nexus between policy and utilization

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The National Conversation

- Drago and Williams (2000) explicitly called for half-time tenure-track positions
- An Agenda for Excellence (2004) from the American Council on Education
- Beyond Bias and Barriers (2007) from the National Academies
- ACE / Sloan Foundation Conference (2005) and Sloan Foundation grants



Policy

- Raabe (1997) surveyed 191 institutions for work-family policies
- Leslie and Janson (2005) studied phased retirement
- Sullivan et al (2004) and Hollenshead et al. (2005) surveyed institutions for several kinds of flexible policies



Status of part-time tenure-track policies

- In 1991, 11% of 191 institutions surveyed allowed PTTT
- The proportion in 2002 was still less than 14%
- Research I universities are more likely than other institutions to allow PTTT



Institutional constraints on policy adoption

- Retirement programs (especially the distinction between defined-benefit and defined-contribution)
- Collective bargaining for faculty



What about utilization?

- Drago's work on bias avoidance suggests that few faculty take advantage of these policies, just as they fail to use policies on tenure-clock extension, etc.
- Caveats about available data
 - Definition of effort in institutional databases
 - multiple appointments, academic-year grant support for teaching relief



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“Anomalous Faculty” Leslie and Walke (2001)

- Mined the NSOPF 1992-93
- Less than 2% of tenure-track faculty were part-time (PTTT)
- PTTT are older than full-timers, and men PTTT are older than women
- Women are over-represented among PTTT
- Most work at four-year institutions



Leslie and Walke (2001)

- PTTT strongly over-represented in health sciences and fine arts; also over-represented in engineering and education; under-represented in social sciences, humanities, natural sciences
- Total household income of PTTT faculty is equivalent to full-time faculty



Analysis of 2004 NSOPF

- PTTT represented 1.9% of the professoriate sampled; extrapolating indicates nearly 23,000 faculty in the US are PTTT:

Type of Institution	% of TT Faculty who are PT
Public doctoral	1.66%
Private doctoral	1.20%
Public masters	1.95%
Private masters	1.19%
Private baccalaureate	1.79%
Public associate	2.93%



Analysis of 2004 NSOPF

Discipline	Percentage of TT who are
Agriculture/Home Economics	1.82%
Business	1.00%
Education	3.28%
Engineering	2.13%
Fine Arts	1.66%
Health Sciences	5.06%
Humanities	2.81%
Natural Sciences	2.24%
Social Sciences	0.99%



Institutional Studies

- University of Illinois College of Medicine (Fox et al. 2006)
 - 14% of all tenure-track faculty are part-time
 - Most are MDs, not PhDs
 - Women work part-time to accommodate family; men choose part-time in order to moonlight
- University of Washington (Quinn et al 2004)
 - Identified 23 part-time appointments (16 men and 7 women)
 - All but one was tenured



PTTT faculty assort into 3 groups

- Step-down towards retirement (Leslie and Janson 2005)
- Accommodate outside interests (consulting, business, second careers) – see Lobel 2004
- Accommodate family concerns (dual-career couples, parenting/elder care)



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PTTT at Ohio State

- Ohio State has had a policy allowing part-time tenure-track positions since the early 1990s; impact on tenure-clock and benefits well delineated
- An internal study in 2004 yielded a total of 23 individuals who were truly part-time tenure-track (NB: no data from College of Medicine)



PTTT faculty at Ohio State

- 12 women, 11 men
- 21 tenured, 2 probationary

Discipline	N of PTTT
Humanities	5
Natural Sciences	3
Social Sciences	1
Education	1
Law	1
Agriculture	5
Veterinary Medicine	4
Libraries	3



Insights from a Focus Group

- All 23 were invited; 8 attended, all women
- Common themes:
 - Individuals negotiated for themselves
 - Department chairs were unaware of university policies
 - Some chairs resisted



Insights from campus presentations

- Virtually no chair was aware of existing policy, nor were many deans
- Leaders of Faculty Council likewise were unaware of policy
- Presentations to groups in the arts, humanities, Business and Law were well-received



- Presentations to STEM units were met with curiosity, indifference, and hostility
- Concerns expressed:
 - rankings
 - securing external funding
 - ensuring departmental responsibilities are discharged



PTTT in STEM

- In fact, STEM departments have considerable experience with part-timers among their tenured faculty
 - Part-time administrative positions
 - Faculty on partial-year sabbaticals
 - Buy-out of academic-year teaching from grants



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looking ahead....

- Utilization will continue to be poor in STEM departments until they embrace the advantages:
 - Attraction of dual-career couples (?)
 - Retention of valued faculty members, especially women
- Because granting agencies drive faculty behavior and departmental norms, they must become part of the solution



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