



Gender Equity through Improved Work-Life Balance

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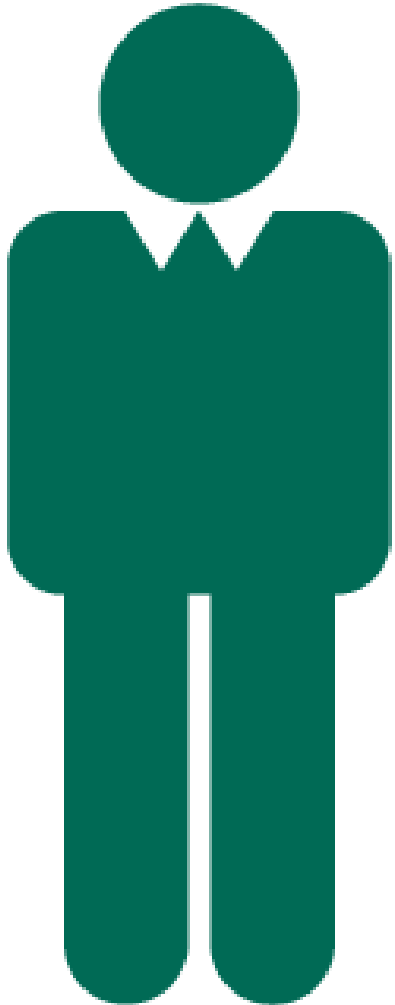
Goals/Objectives of the Change Project:



Our ultimate goal is to improve the recruitment and retention of high quality STEM and other faculty who are attracted to our university because of its commitment to family friendly faculty policies as we have broadly defined them.



Taskforce on Family Friendly Faculty Policies Subcommittees



Tenure Extension (expanded
in the 2017-2020 CBA)

Paternal leave, FMLA, and
modified duties (clarified
FMLA in 2017-2020 CBA)

Work/Life Balance (2017-2018
focused on Mentoring)



Year One and Two

- Year 1 - Taskforce on Family Friendly Faculty Policies was charged with developing recommendations for innovative family friendly faculty policies.
- Year 2 - Taskforce on Family Friendly Faculty Policies offered recommendations and implementation of recommendations begins



AAUP - Article 5 Work Life Balance

ARTICLE 5 - WORK-LIFE BALANCE

The Administration and the CSU-AAUP are committed to the ongoing development and implementation of working conditions and benefits that facilitate each faculty member's ability to achieve a healthy work-life balance regardless of gender, age, or family life-style status. CSU views work-life balance as a means to enable faculty to fulfill their career aspirations at the University as well as meet their responsibilities outside of work, and to improve our ability to attract and retain talented faculty.

Currently policies and procedures are being developed to address three issues:

- (1) Tenure clock extension rules for probationary faculty with child-birth or personal/family medical and health needs (see Article 12.11 (4));
- (2) Temporary modified duties for faculty with acute personal or family care situations;
- (3) Proximate employment needs and other arrangements for partners of faculty who are in a dual academic career relationship. Unless otherwise stated, these policies will be stated in the University Faculty Personnel Policies or other appropriate locations.



Year Three

Work/Life Balance = CSU Faculty Mentoring Program



Institutional Navigation:

- ✓ Launch Committee

Socialization & Confidential Communication

- ✓ Speed Mentoring, Peer Coaching

Meeting Promotional Standards

- ✓ eDossier Training



Create your own Mentoring Map

by Dr. Diana Bilimoria (2/5/2018)



Takeaways..

- Most mentoring programs fail is that they are not well supported and organized
- Should be adding to the mentoring and cultural norms of specific departments
- Program management is **ESSENTIAL!**



Speed Mentoring

March 22, 2018

- Potential mentors meet mentees
- Opportunity to connect
- Relationships cannot be forced



Overall Attendees=24								
	Strongly Disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree	n=
The atmosphere of the Speed Mentoring event was welcoming.	0	0	0	0	0	6	13	19
	Strongly Disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree	n=
I felt comfortable interacting with other participants.	0	0	0	0	0	6	13	19
	Strongly Disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree	n=
The majority of conversations were productive and helpful	0	0	0	0	2	4	12	18
	Strongly Disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree	n=
The length of each "dating" conversation was appropriate.	0	1	0	3	1	7	6	18
		Mentor comment						
	Strongly Disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree	n=
This was a constructive use of my time.	0	0	0	2	2	2	13	19



Planned Activities

- The Faculty Panel Discussion for Pre-Tenure Faculty April 19, 2018

My Career as a faculty member at CSU

What I needed to know but nobody told me

