



FAMILY-FRIENDLY POLICIES AND PRACTICES IN ACADEME

Edited by ERIN K. ANDERSON
and CATHERINE RICHARDS SOLOMON

Family Friendly Policies And Practices In Academe

Judith Glazer-Raymo



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Family-friendly Policies and Practices in Academe Catherine Richards Solomon, 2015 This volume discusses why faculty and administrators of academe should care about implementing family friendly policies and practices as well as how they can advocate for policy changes In section one the book s focus is on empirical studies that demonstrate the need for innovative programs and policies for faculty at colleges and universities These pieces explore issues such as the value of work life programs for employee retention the need for a variety of family support policies including elder care and the influence of workplace culture on the use of existing policies Section two includes case studies of the process of formulating family friendly policies and their adoption at a variety of universities The subjects of these chapters include use of the Family and Medical Leave Act the enactment of a parental leave policy the development of a unique life cycle professorship program and strategies used to implement new policies The case study chapters provide descriptions of the identification of faculty and staff needs and the process of policy development as well as advice to faculty and administrators who seek to develop similar policies at their institutions

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and strategies used to implement new policies The case study chapters provide descriptions of the identification of faculty and staff needs and the process of policy development as well as advice to faculty and administrators who seek to develop similar policies at their institutions Academe American Association of University Professors,2009 *Women in Public Administration: Theory and Practice* Maria J. D'Agostino,Helisse Levine,2010-09-21 Explore the gender dimension and expand the dialogue in your classroom through this collection of case studies empirical studies and theoretical essays on women s issues in public administration This is the first book of its kind written about the female endeavor in public administration from the perspective of female public administrators and academics *Women in Public Administration* illuminates women s past and emerging challenges in a predominantly male based public sector Your students will gain a clear understanding of how women administrators have been affected by male dominated labor markets ethics and law management financial institutions and public service This book extends beyond the existing works in the field by furthering the discussion and bridging the gender gap in public administration theory It is a must have addition to Introduction to Public Administration Ethics Women in Politics Gender Studies or Diversity classes Shaping Work-Life Culture in Higher Education Laura Koppes Bryan,Cheryl A. Wilson,2014-07-11 *Shaping Work Life Culture in Higher Education* provides strategies to implement beneficial work life policies in colleges and universities As compared to the corporate sector higher education institutions have been slow to implement policies aimed at fostering diversity and a healthy work life balance which can result in lower morale job satisfaction and productivity and causes poor recruitment and retention Based on extensive research this book argues that an effective organizational culture is one in which managers and supervisors recognize that professional and personal lives are not mutually exclusive With concrete guidelines recommendations techniques and additional resources throughout this book outlines best practices for creating a beneficial work life culture on campus and documents cases of supportive department chairs and administrators A necessary guide for higher education leaders this book will inform administrators about how they can foster positive work life cultures in their departments and institutions **Employment Practices in the Professions** Cathy Ann Trower,1998 Establishing the Family-Friendly Campus Jaime Lester,Margaret Sallee,2023-07-03 The impact of changing demographics in higher education and the importance of family friendly policies is well documented There is an urgent need to keep PhDs in the higher education sector to recruit talented scholars into academia and retain them over the course of their academic careers The key is instituting policies to enable all constituencies to balance work and personal responsibilities This book covers the range of issues faced by all generations in academe from PhD students to the sandwich generation those caring for children and aging parents simultaneously through to older faculty and administrators It addresses the causes for women faculty with children leaving the academy at a disproportionately higher rate than men the conflicts women face between academic work and motherhood and the difficulties they encounter in reentering the academy after having left the professoriate In examining the

need for family friendly policies this book documents the best practices currently in use at institutions across the United States Each chapter highlights practices and programs from a variety of institutions and institutional types that address the needs of a more inclusive family friendly campus and offers suggestions to others who are implementing similar change on their campuses These examples provide context so that readers no longer have to develop practices in isolation and without evidence of their effectiveness The editors suggest that the most successful campuses are those that utilize a work life systems framework to meet the needs of its employees They also point to future growth trends including expanding the focus from faculty and staff to incorporate all in the campus community This book offers guidance to department chairs deans faculty administrators and graduate students on setting a family friendly agenda and models for implementation Contributors include Emily Arms Kathleen Beauchesne Jill Bickett Sharon A Dannels Mariko Dawson Zare Karie Frasch Marc Goulden Jeni Hart Caryn Jung Jaime Lester Sharon A McDade Jean McLaughlin Mary Ann Mason Sharon Page Medrich Kate Quinn Margaret Sallee Randi Shapiro Angelica Stacy David L Swihart Gloria D Thomas Darci Thompson **Environment and Planning** ,2001 **Journal of College Student Development** ,1998 Environment & Planning ,2001-07 **The Challenge of Balancing Faculty Careers and Family Work** John W. Curtis,2005-07 This volume focuses on how colleges can and must help its faculty with the challenge of balancing careers and family This is a challenge for colleges and universities if they are to recruit and retain the most able faculty In particular as long as women are at a structural disadvantage in pursuing faculty careers to the full extent of their abilities colleges and universities will not be drawing from the complete pool of potential faculty members The Challenge of Balancing Faculty Careers and Family Work is an instructive and informative issue for both college faculty and administrators filled with important analysis of the current collegiate working climate recent studies and innovative ideas written by experienced and thoughtful contributors This is the 130th issue of the Jossey Bass quarterly report series New Directions for Higher Education *CUPA-HR Journal* ,2006

Beyond Bias and Barriers Committee on Maximizing the Potential of Women in Academic Science and Engineering (U.S.),Committee on Science, Engineering, and Public Policy (U.S.),National Academy of Sciences (U.S.),National Academy of Engineering,Institute of Medicine (U.S.),2007 The United States economy relies on the productivity entrepreneurship and creativity of its people To maintain its scientific and engineering leadership amid increasing economic and educational globalization the United States must aggressively pursue the innovative capacity of all of its people women and men Women make up an increasing proportion of science and engineering majors at all institutions including top programs such as those at the Massachusetts Institute of Technology where women make up 51% of its science undergraduates and 35% of its engineering undergraduates For women to participate to their full potential across all science and engineering fields they must see a career path that allows them to reach their full intellectual potential Much remains to be done to achieve that goal Summary p S 1 IIRA Bulletin ,1991 **Work, Family, and the Faculty Career** Judith M. Gappa,Shelley

MacDermid,1997 *The New Balancing Act in the Business of Higher Education* Robert Louis Clark,Madeleine d'Ambrosio,2006 This volume part of the TIAA CREF Institute Series on Higher Education is based on a national conference The New Balancing Act in the Business of Higher Education which was convened by the TIAA CREF Institute in November 2005 Managing institutions of higher education has always been a balancing act as campus leaders address business issues while staying true to their institutions academic missions What makes it increasingly challenging are emerging internal and external factors including changes in federal and state funding levels rapidly evolving demographics on campuses and in the workforce and higher expectations and changing demands from a wide and diverse group of stakeholders In this volume higher education leaders explore the challenges facing colleges and universities operating in today s environment with constrained budgets and discuss a variety of strategies and solutions being employed to help ensure the ongoing vitality of America s colleges and universities

Unfinished Agendas Judith Glazer-Raymo,2008-06-30 Drawing on research this volume explores issues faced by women as newly minted PhDs as faculty members as administrators and as academic leaders It describes women s struggles with the multiple demands of productivity accountability family work responsibility and the subconscious dance of identities within various cultural contexts

Faculty Careers and Work Lives: A Professional Growth Perspective KerryAnn O'Meara,Aimee LaPointe Terosky,Anna Neumann,2008 This volume reviews and synthesizes recent research on faculty demographics appointment types work life and reward systems as well as major theoretical perspectives useful to researchers who study faculty work careers and professional development In doing so it advances and challenges current dialogue on faculty careers notably by exploring a narrative of constraint that underlies much contemporary research and reform in higher education Although highlighting the valuable ways whereby the narrative of constraint has illuminated the myriad barriers than can and too often do inhibit faculty careers the authors assert that the theme of constraint obscures possibility learning agency and growth In emphasizing constraint many contemporary research and reform efforts overlook faculty striving for growth The volume reintroduces growth as an important consideration in higher education discourses of policy and practice and with attention to four of its key aspects learning agency professional relationships and commitments The authors discuss current research on faculty demographics appointments work reward systems along with theories used in research relative to these four aspects of growth They also discuss how attention to faculty growth my open up new directions for policy public communication and future research on higher education faculty This is the third issue in the 34th volume of the Jossey Bass series ASHE Higher Education Report Each monograph in the series is the definitive analysis of a tough higher education problem based on thorough research of pertinent literature and institutional experiences Topics are identified by a national survey Noted practitioners and scholars are then commissioned to write the reports with experts providing critical reviews of each manuscript before publication

Increasing Women's Leadership in Academic Medicine ,1996

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