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:

<table>
<thead>
<tr>
<th>Type of Institution</th>
<th>% of TT Faculty who are PT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public doctoral</td>
<td>1.66%</td>
</tr>
<tr>
<td>Private doctoral</td>
<td>1.20%</td>
</tr>
<tr>
<td>Public masters</td>
<td>1.95%</td>
</tr>
<tr>
<td>Private masters</td>
<td>1.19%</td>
</tr>
<tr>
<td>Private baccalaureate</td>
<td>1.79%</td>
</tr>
<tr>
<td>Public associate</td>
<td>2.93%</td>
</tr>
</tbody>
</table>

Analysis of 2004 NSOPF

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Percentage of TT who are PTT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture/Home Economics</td>
<td>1.82%</td>
</tr>
<tr>
<td>Business</td>
<td>1.00%</td>
</tr>
<tr>
<td>Education</td>
<td>3.28%</td>
</tr>
<tr>
<td>Engineering</td>
<td>2.13%</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>1.86%</td>
</tr>
<tr>
<td>Health Sciences</td>
<td>5.06%</td>
</tr>
<tr>
<td>Humanities</td>
<td>2.81%</td>
</tr>
<tr>
<td>Natural Sciences</td>
<td>2.24%</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>0.99%</td>
</tr>
</tbody>
</table>

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)
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

<table>
<thead>
<tr>
<th>Discipline</th>
<th>N of PTTT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Humanities</td>
<td>5</td>
</tr>
<tr>
<td>Natural Sciences</td>
<td>3</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>1</td>
</tr>
<tr>
<td>Education</td>
<td>1</td>
</tr>
<tr>
<td>Law</td>
<td>1</td>
</tr>
<tr>
<td>Agriculture</td>
<td>5</td>
</tr>
<tr>
<td>Veterinary Medicine</td>
<td>4</td>
</tr>
<tr>
<td>Libraries</td>
<td>3</td>
</tr>
</tbody>
</table>

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
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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Quinn K et al. 2004. Exploring part-time tenure track policy at the University of Washington. Report to the Alfred P. Sloan Foundation

Quinn K et al. 2004. Part-time tenure-track policies: assessing utilization. WEPAN Conference 2004

Quinn K et al. 2004. Family-friendly policies and the research university. Academe 90:32-34


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