

Establishing the Family- Friendly Campus

Models for Effective Practice

Edited by Jaime Lester and Margaret W. Sallee

Establishing The Family Friendly Campus Models For Effective Practice

Jaime Lester



Establishing The Family Friendly Campus Models For Effective Practice:

Establishing the Family-Friendly Campus Jaime Lester, 2011 Establishing the Family-Friendly Campus Jaime Lester, Margaret Saltee, 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 Saltee Randi Shapiro Angelica Stacy David L Swihart Gloria D Thomas Darci Thompson **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

Conducting an Institutional Diversity Audit in Higher Education Edna Chun, Alvin Evans, 2023-07-03

Implementing systematic diversity transformation requires embracing all aspects of diversity gender sexual orientation disability gender identification and other salient characteristics of difference as well as race and ethnicity This book lays out a framework for a systematic and sustained diversity process that first recognizes that too many diversity initiatives have generated more statements of intent than actual change and that audits conducted by outside bodies frequently fail to achieve buy in or long term impact and are costly endeavors The authors framework identifies nine dimensions that need to be addressed to achieve a comprehensive audit that leads to action describes the underlying research based practices and offers guidance on ensuring that all relevant voices are heard The process is designed to be implemented by and within the institution saving the considerable expense of outside consulting and design In addition it offers flexibility in the timing and sequence of implementation and provides the means for each institution to interrogate its unique circumstances context and practices This book provides a concrete process for data gathering analysis and evaluation of institution wide diversity efforts through a progressive modular approach to diversity transformation It gives campuses the ability to audit evaluate and analyze diversity progress on the nine dimensions and prioritize areas of focus Its systematic research based approach supports continuous improvement and proactively addresses accreditation criteria The book is designed as a collaborative tool that will enable every constituency on campus from boards of trustees presidents provosts executive officers diversity officers deans department heads and chairs administrators HR officers faculty senates and staff councils diversity taskforces multicultural centers faculty and researchers to identify processes and relationships that need to change and implement practices that value and support the diversity on their campuses and undertake the transformation necessary for institutional success in a changing world The questions and guidelines set out in this book will enable all stakeholders to Audit the progress on each diversity dimension Identify gaps between research based practices and current approaches Tie diversity benchmarks to accreditation frameworks and strategic plans Chart the organization s overall progress in the development of comprehensive diversity initiatives leading toward Inclusive Excellence Prioritize institutional diversity initiatives based upon a comparison of the current state and the desired state availability of resources and the importance of each dimension in relation to institutional diversity goals Create a long term strategy for diversity transformation that provides a concrete research based method for auditing progress and future planning

Envisioning the Faculty for the Twenty-First Century Adrianna Kezar, Daniel Maxey, 2016-09-12 The institution of tenure once a cornerstone of American colleges and universities is rapidly eroding Today the majority of faculty positions are part time or limited term appointments a radical change that has resulted more from circumstance than from thoughtful planning As colleges and universities evolve to meet the changing demands of society how might their leaders design viable alternative faculty models for the future Envisioning the Faculty for the Twenty First Century weighs the concerns of university administrators professors adjuncts and students

in order to critically assess emerging faculty models and offer informed policy recommendations Cognizant of the financial pressures that have led many universities to favor short term faculty contracts higher education experts Adrianna Kezar and Daniel Maxey assemble a top notch roster of contributors to investigate whether there are ways to modify the existing system or promote new faculty models They suggest how colleges and universities might rethink their procedures for faculty development hiring scheduling and evaluation in order to maintain a campus environment that still fosters faculty service and student centered learning Even as it asks urgent questions about how to retain the best elements of American higher education *Envisioning the Faculty for the Twenty First Century* also examines the opportunities that systemic changes might create Ultimately it provides some starting points for how colleges and universities might best respond to the rapidly evolving needs of an increasingly global society

Theory and Method in Higher Education Research Malcolm Tight, Jeroen Huisman, 2013-10-15 *Theory and Method in Higher Education Research* contains contemporary contributions to international debates regarding the application and development of theory and methodology in researching higher education

Faculty Fathers Margaret Saltee, 2014 Explores the challenges faculty fathers face in navigating the demands of work and family For the past two decades colleges and universities have focused significant attention on helping female faculty balance work and family by implementing a series of family friendly policies Although most policies were targeted at men and women alike women were intended as the primary targets and recipients This groundbreaking book makes clear that including faculty fathers in institutional efforts is necessary for campuses to attain gender equity Based on interviews with seventy faculty fathers at four research universities around the United States this book explores the challenges faculty fathers from assistant professors to endowed chairs face in finding a work life balance Margaret W Saltee shows how universities frequently punish men who want to be involved fathers and suggests that cultural change is necessary not only to help men who wish to take a greater role with their children but also to help women and spouses who are expected to do the same

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Zimbabwe Youth Investment Case Study Munhamo Chisvo, 2016

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