

A Discussion on Family-Friendly Scheduling

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**OFFICE OF THE VICE PROVOST FOR
FACULTY AND ACADEMIC AFFAIRS**

Bloomington

Brown University Memo: Best Practices for Chairs and Directors

- Recognize that 5:30 is not a time when “everyone is free.”
- Acknowledge the challenges that late classes and meetings present to faculty (**also consider challenges of early morning or weekend meetings**)
- Distinguish between programming for the community and programming for research. Research programming should occur during the workday

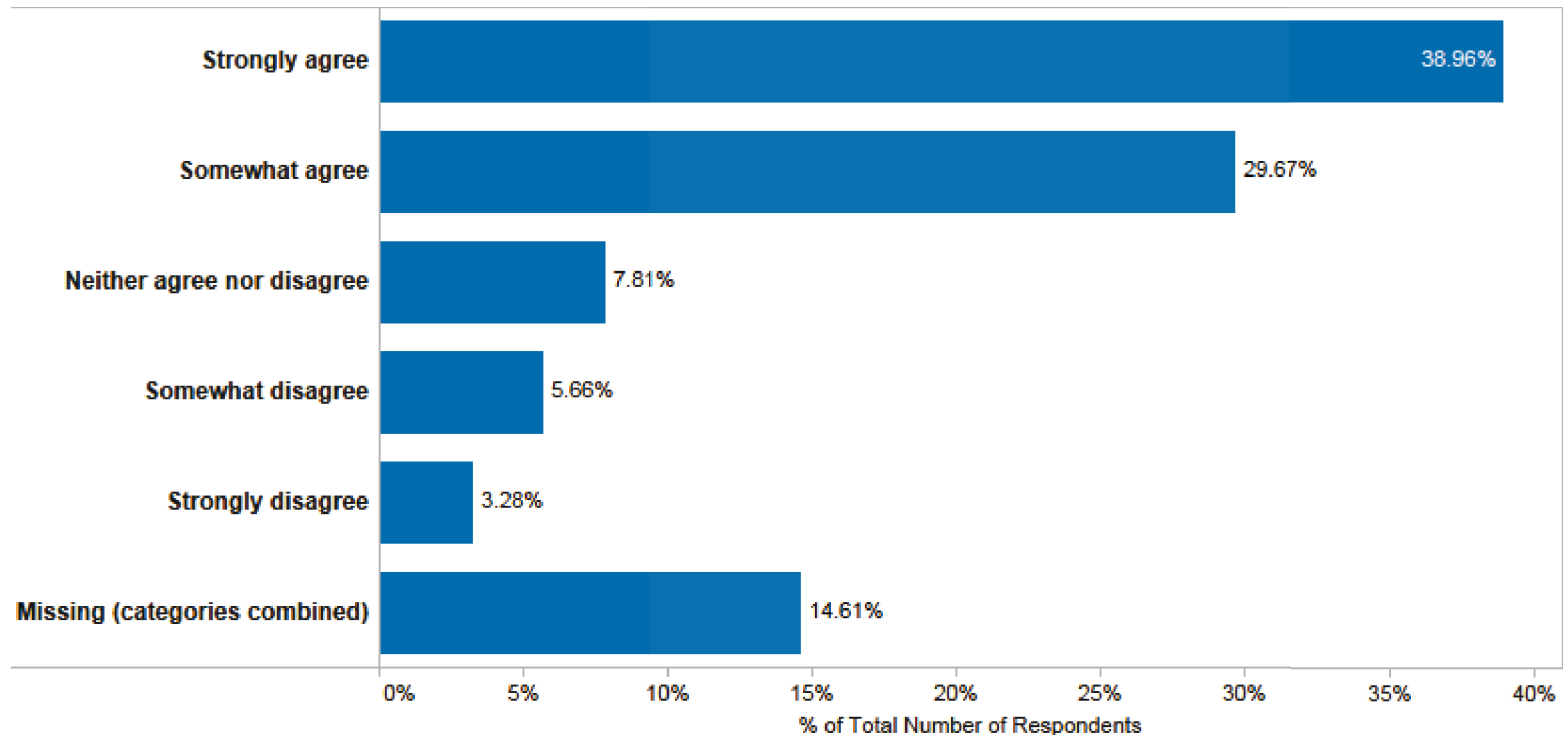
Best Practices (continued)

- Vary the times of workshops, seminars, etc.
- Accommodate faculty with opportunities for workday interactions.
- Make sure professional development events are held during workday hours
- Enfranchise faculty – make sure governance and other essential activities take place during workday
- Advocate for family-friendly policies

What do we know about IU faculty on these issues?

- 2016 COACHE data
- Tenured, pre-tenure, non-tenure track
- 41% of IU faculty responded
- N=883
- Comparisons to 5 'peer' institutions
Purdue, Minnesota, Tennessee, UNC, and Virginia

Meeting times compatible with personal needs

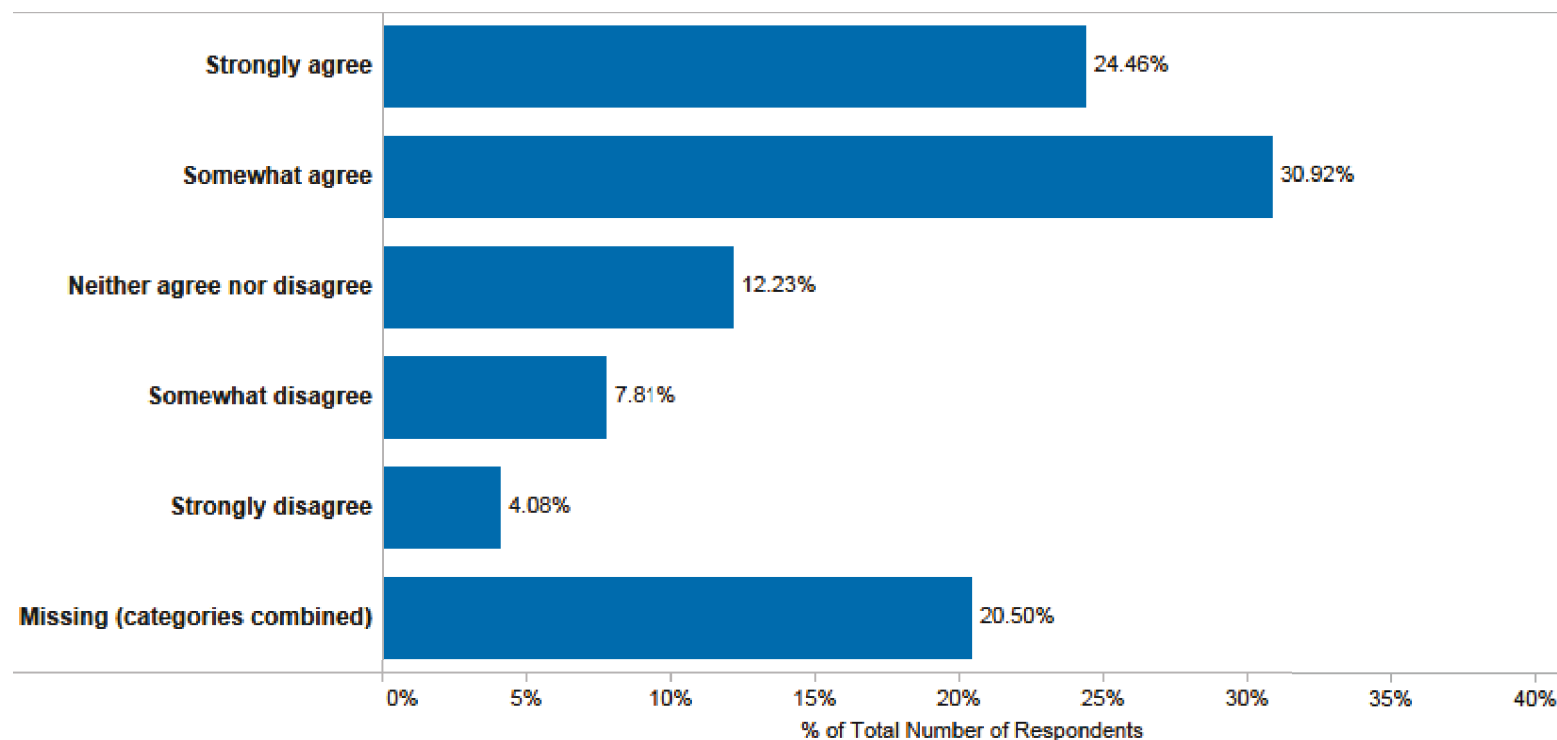


Source: 2016 Faculty Job Satisfaction Survey by the Collaborative on Academic Careers in Higher Education (COACHE).

Note: 1. Both tenure-eligible and non-tenure track faculty are included.

Note: 2. Missing combines responses of "I don't know", "Decline to answer", and "Not applicable".

Colleagues support work/life balance

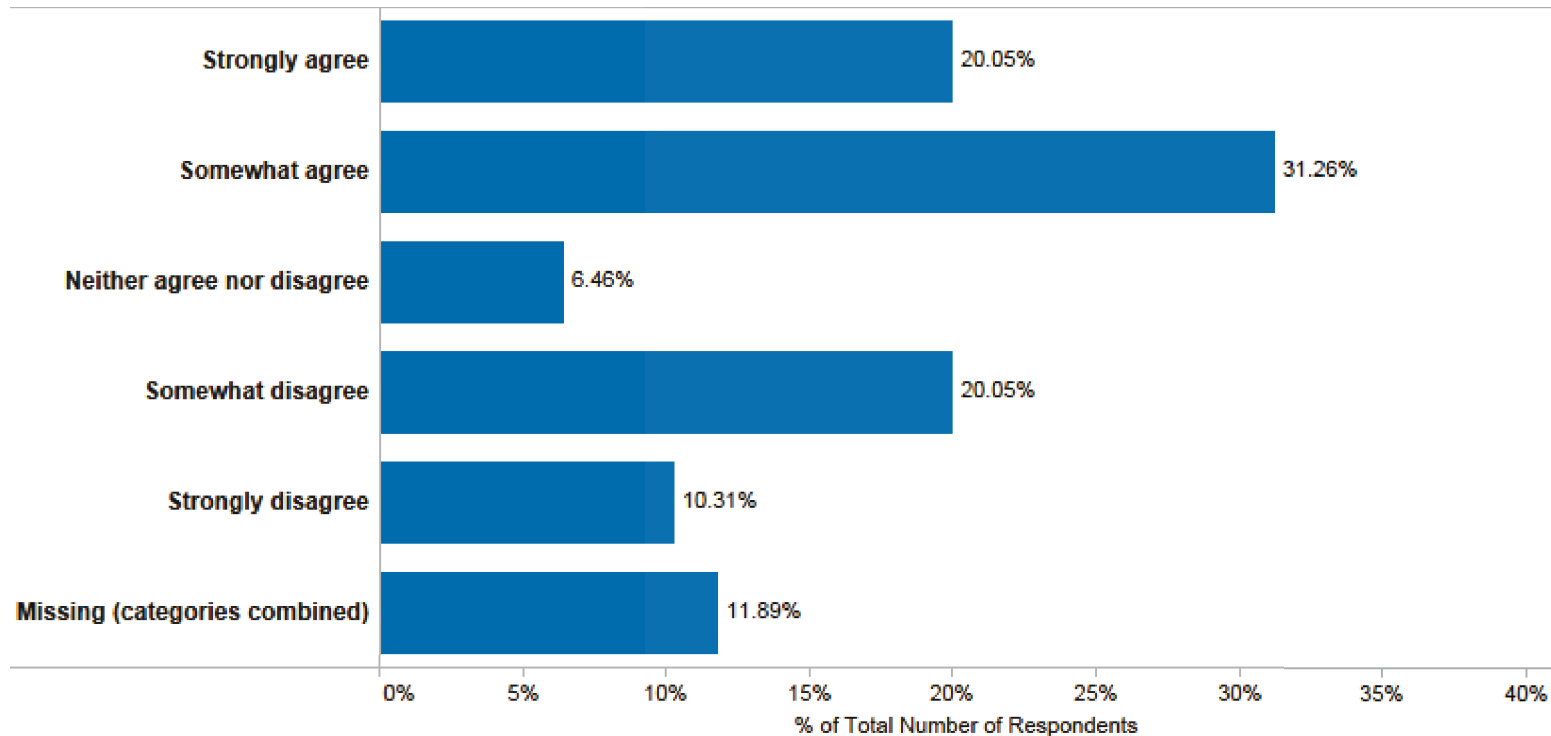


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Right balance between professional/personal life

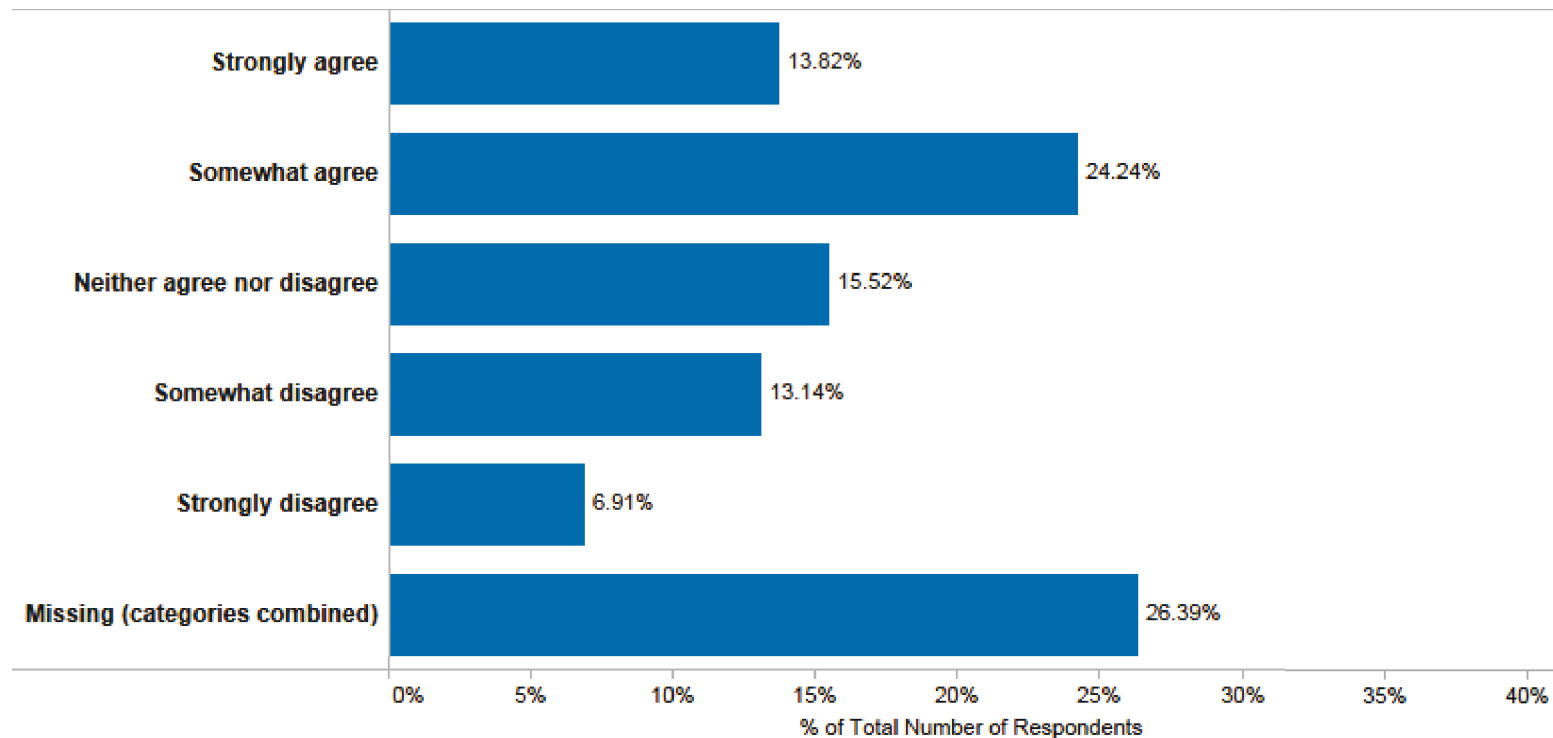


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Institution does what it can for work/life compatibility



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Variation across faculty

- No gender differences on any of these items
- Our faculty are significantly more satisfied than our peers on all 4 items

Should we do more?

- Is there need for further action for IU to better support work-life balance for faculty?
- If yes, what actions?
 - Policies?
 - Increase awareness?