

State child care is offered at two locations—Ackerman Road and the new Buckeye Village. For more information on the university's Child Care Program, visit hr.osu.edu/childcare/home.htm.

For more parenting and child care resources, visit hr.osu.edu/worklife/parenting.htm.

Camp Programs

Camp Recky provides fun and innovative recreational day camp programming to bridge the child care gaps during school breaks, including winter, spring, and summer. Please visit recsports.osu.edu/camps_camps.asp for more information.

Elder Care

Elders cared for in the home of eligible faculty and staff may also qualify for medical, dental, and vision coverage for sponsored dependents. See hr.osu.edu/benefits/dompa-sd.htm. You can access information about additional elder care resources by visiting hr.osu.edu/worklife/eldercare.aspx.



I was one of the first faculty to benefit from “tolling of the tenure clock” in my college. Without a doubt, it contributed to my successfully obtaining promotion and tenure. But more importantly, it allowed me to balance being a professor and being a mom.

Antoinette Miranda
Associate Professor, College of Education and Human Ecology



Partners and Spouses

Partners and spouses are also an important part of many faculty members' lives. The university honors these relationships with the following services and benefits.

Dual Career Services

Dual career services are available upon request through the Office of Human Resources. Talent management consultants are available to meet with partners or spouses of faculty and staff recruited in national searches to create and customize a recruitment package to meet their needs. For more information, visit hr.osu.edu/emp/dualcareer.pdf or oaa.osu.edu/handbook/ii_dualcareerhire.html to view the policy.

Dual Career Hiring

Many faculty have partners who desire faculty positions as well. The university wishes to accommodate partners when it is feasible to do so. Such accommodation requires negotiation between the unit wishing to hire the primary partner, the unit most suitable for the secondary partner, the respective deans, and the Office of Academic Affairs. Please see oaa.osu.edu/handbook/ii_dualcareerhire.html for more information.

Domestic Partner Benefits

Same-sex domestic partners and their eligible dependents may qualify for a range of health, life insurance, child care, and related benefits. Please visit hr.osu.edu/benefits/dompa-ss.htm.

Opposite-sex domestic partners and other sponsored dependents may also be eligible for medical, dental, and vision coverage. Please visit hr.osu.edu/benefits/dompa-sd.htm for more information.

Tuition Assistance for Dependents

In addition to tuition assistance for children, Ohio State offers a tuition assistance benefit to spouses of faculty to pay a portion of instruction and general fees. Visit hr.osu.edu/benefits/educationtuition.htm.



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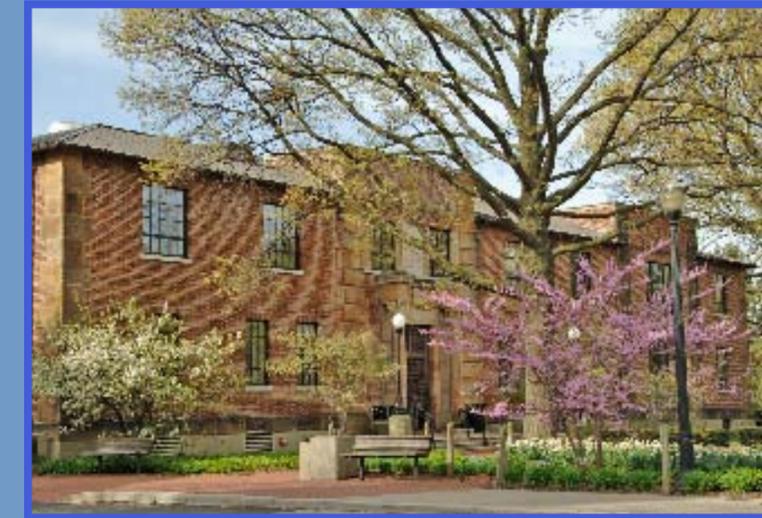
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Faculty Are People, Too!



Prepared by
The Office of Human Resources, Work Life
and The Women's Place, Office of Academic Affairs

THE OHIO STATE UNIVERSITY

May 2007

What Is Work Life?

The Ohio State University is committed to providing a work environment that is healthy, supportive, and considerate of employees' work and personal life obligations. The university's work life effort entails providing policies, programs, and services to assist faculty and staff with better integration of their professional and personal lives to help members of the Ohio State community feel more productive, engaged, and satisfied in their work environment. We recognize that **faculty are people too**.

The Office of Human Resources, Work Life

In pursuit of its mission to be one of the greatest public research and teaching universities, The Ohio State University has set a goal of being an employer of choice that attracts and retains a talented faculty and staff. In its pursuit of this goal, the university has recognized that addressing faculty work life issues is critical and has created the Office of Human Resources, Work Life to meet this need. This office works collaboratively with the Office of Academic Affairs.

The Women's Place

The Women's Place serves as a catalyst for institutional change to expand opportunities for women's growth, leadership, and power in an inclusive, supportive, and safe university environment. We support the work life initiative as an opportunity to make Ohio State a fair and equitable institution that expands opportunities for women's growth and success by supporting life both inside and outside the university.

The Working Mothers Support Network (WMSN)

WMSN is an initiative co-supported by The Women's Place and the Office of Human Resources, Work Life. Created in 2001 by a grassroots effort of university staff women, the network provides a brown-bag lunch venue and other activities for Ohio State women (students, staff, and faculty) to discuss and find support for issues related to work life balance and work life integration. Please visit hr.osu.edu/worklife/events.htm for more information.

Tenure Clock Flexibility

The Ohio State University adheres to a six-year tenure clock for regular faculty and a 10-year clock for clinical faculty who are appointed as assistant professors. Individuals appointed as associate professors without tenure have individualized schedules for mandatory review. Every faculty member is eligible to be reviewed for tenure prior to the mandatory year, and such decisions are made locally in the tenure initiating unit (TIU).

At Ohio State, we recognize that life needs don't always match a rigid tenure clock. Thus, we have introduced a variety of mechanisms to meet a range of needs.

Part-Time Rule

It is possible, both for untenured and tenured faculty, to negotiate a part-time appointment. To remain on tenure track, faculty must retain at least a 50% appointment. University rules allow individual faculty members to adjust their percent effort for a negotiated length of time, and the probationary period can be extended. We have untenured faculty who have moved to a part-time position while caring for their young children. Other faculty who are close to retirement use the part-time provision to wind down their careers. Still others just want more personal time or need time to care for their elderly parents.

Regular tenure-track faculty who desire a reduced appointment should consult with their TIU head regarding negotiating a temporary or permanent reduction. The rules concerning part-time tenure-track faculty, including extensions of the tenure clock, are available at oaa.osu.edu/handbook/ii_reducefte.html.



Tolling the Tenure Clock

University rules permit faculty, including part-time faculty, to exclude time from the tenure clock for one year for a variety of reasons. The exclusion can be taken up to three times for a total exclusion of three years. Over the last 10 years, 13% of probationary faculty have made use of those provisions.

Untenured regular tenure-track faculty, women and men, will automatically have time excluded from the probationary period in increments of one year per child to reflect the care-giving responsibilities associated with the birth of a child or adoption of a child under the age of six. The faculty member need only notify his or her department chair/school director or dean of the birth or adoption event. Probationary faculty may choose to decline the exclusion.

Tenure-track faculty may also apply to exclude time from the probationary period in increments of one year due to personal illness, care of a seriously ill or injured person, an unpaid leave of absence, or factors beyond the faculty member's control that hinder the performance of duties. Extensions have been granted due to unforeseen delays in setting up a laboratory, a serious personal crisis such as a particularly difficult divorce, or research results lost through a disaster. Requests for these reasons must be submitted for review to the chair, dean, executive vice president, and provost.

A maximum of three years can be excluded from the probationary period for any reason or combination of reasons for an instructor, assistant professor, or associate professor. Exceptions require approval. The standard for promotion and tenure (P&T) remains the same as if the clock had not been extended. Moreover, all work completed during the year(s) excluded will be included in the P&T dossier. Additional years may be granted for extraordinary circumstances.

Tenure-track faculty will be reviewed annually during their probationary period regardless of whether time is excluded from that period unless otherwise determined to be impractical. For a full explanation of this policy and its conditions, please visit trustees.osu.edu/rules6/ru6-03.php.

Children and Families

Children are an important part of many faculty members' lives. The university honors faculty members' roles as parents in a variety of ways.

Parental Leave

Paid parental leave provides a birth mother, father, domestic partner, or adoptive parent with paid time off to recover from childbirth and/or to care for and bond with a newborn or newly adopted child within the guidelines of family medical leave. The Parental Care Guidebook, available online at hr.osu.edu/hrpubs/Parentalcareguidebook.pdf, provides an easy-to-follow explanation of this policy.

Adoption Assistance

The university provides reimbursement for some of the costs involved in adopting. This benefit reimburses all eligible Ohio State employees up to \$4000 per child for eligible adoption-related expenses upon placement of a minor child in the home. For more information, visit hr.osu.edu/benefits/additionaladoption.htm.

Tuition Assistance for Dependents

Ohio State offers a tuition assistance benefit to eligible children of faculty that pays a portion of instruction and general fees. Visit hr.osu.edu/benefits/educationtuition.htm for more information.

Child Care

The Ohio State University Child Care Program provides quality child care for families in the university community. Licensed by the State of Ohio Department of Job and Family Services and accredited by the National Association for the Education of Young Children, Ohio



My early years as a part-timer provided the flexibility to do the work expected of tenure-track faculty and also to raise my children.

Joan Herbers
Dean, College of Biological Sciences