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-ss.htm. You can access information about additional elder care resources by visiting hr.osu.edu/worklife/eldercare.aspx.

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/pdf/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-ss.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.

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

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

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

**Tenure Clock Flexibility**

It is possible, both for untenured and tenured faculty, to negotiate a part-time appointment. To remain on tenancy tenurc, faculty must retain at least a 50% appointment. University rules allow individual faculty members to choose their percent effort for a negotiatedly length of time, and the probationary period can be extended. We have untenured faculty who have moved to part-time positions 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 associated with their TTU load regarding negotiating a temporary or permanent reduction. The rules concerning part-time tenure-track faculty and the tenancy clock, including the ability to negotiate a part-time Clock, are available at oaa.osu.edu/handbook/ii_reducfte.html.

Telling the Tenure Clock

University rules permit faculty, including part-time faculty, to exclude time from the tenancy 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 these provisions.

Unregulated tenured tenure-track faculty, men and women, 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 of such a 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, or 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 due to a laboratory crisis. 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 in increments of one year. For accidental or natural disasters, request for the exclusion can be made up to five years. 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 or not. The reviews are formal and substantial. For a full explanation of this policy and its conditions, please visit tenan.osu.edu/tenan/100-45.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**

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 to help adoptive-related expenses upon placement of a minor child in the home. For more information, visit hr.osu.edu/hrpubs/Parentalcareguidebook.pdf.

**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 to help adoptive-related expenses upon placement of a minor child in the home. For more information, visit hr.osu.edu/hrpubs/Parentalcareguidebook.pdf.

**Tuition Assistance for Dependents**

Ohio State offers a tuition assistance benefit to eligible children of faculty that pay a portion of instruction and general fees. Visit hr.osu.edu/hrpubs/Parentalcareguidebook.pdf.

**Child Care**

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

### What Is Work Life?

The Office of Human Resources, Work Life is responsible for the implementation of strategies 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 professional and personal lives. The Office of Human Resources, Work Life strives to develop 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 Women’s Place serves as a catalyst for institutional change to provide an easy-to-follow explanation of this policy.