

1. I am a member of (choose as many as apply)

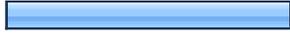
		Response Percent	Response Count
AMS		37.1%	63
SEM		29.4%	50
SMT		51.2%	87
		answered question	170
		skipped question	0

2. Institution Name (If you would rather not disclose the full name, please indicate the province/state only, and whether the institution is public or private; e.g., “New York Public” or “British Columbia Private”)

	Response Count
	162
answered question	162
skipped question	8

5. Did your institution have any of the following policies to help academics balance the need for tenure and promotion with family life (check as many as apply)?

		Response Percent	Response Count
part-time tenure-track positions that segued to full-time when the academic's child/children were older		4.3%	6
job-sharing a single tenure-track position between an academic couple		7.8%	11
allowing the academic to work from home		29.8%	42
allowing the academic to teach from home (via video conferencing)		4.3%	6
parental leaves for primary caregivers of either gender		67.4%	95
maintaining research/travel grants for academics on parental leave		9.2%	13
maintaining full salary and benefits for academics on parental leave		44.7%	63
stopping the tenure-track clock when parental leave is taken		58.9%	83
stopping the research-grant clock when parental leave is taken		5.7%	8

no-cost grant extensions when parental leave is taken		4.3%	6
providing funds to hire research/teaching assistants to parents of newborns (regardless of whether they are on parental leave)		2.1%	3
reducing teaching loads for parents of newborns (regardless of whether they are on parental leave)		18.4%	26
providing grants/programs that help parents re-enter academic life after parental leave		2.1%	3
hiring both members of an academic couple		24.8%	35
offering child care during departmental meetings		2.8%	4
offering child care on campus		39.0%	55
offering emergency child care on campus		2.1%	3
instructing hiring committees to ignore family-related gaps in candidates' CVs		7.1%	10
Other (please describe)			48
answered question			141
skipped question			29

Page 2, Q5. Did your institution have any of the following policies to help academics balance the need for tenure and promotion with family life (check as many as apply)?

1	None of the above!	Sep 8, 2012 9:19 PM
2	Many benefits may be available to tenure-track faculty. Almost none are available to adjunct faculty. There are many ethnomusicologists who work outside academia in non-tenure track positions.	Sep 8, 2012 7:45 PM
3	I could be omitting some of what the institution offers, as I have no children and have not used these myself. I know them from having arranged some when chairing my department, or by hearsay. That said, I would say that my institution is much better about children than about married couples who are both academics--virtually hostile to spousal appointments in most cases (or willing to allow individual hostility to rule). This is particularly so when partners are of comparable rank; the system anywhere favors the combination of one senior and one non-tenure-track. And <u>that</u> said, my department has consistently been good about confining my teaching to the middle of the week to facilitate commuting--through several different regimes, and with no special pleading required.	Sep 7, 2012 7:29 AM
4	Not sure	Sep 5, 2012 2:50 PM
5	Nothing beyond FMLA leave No on-campus childcare	Sep 5, 2012 2:41 PM
6	1) Stop hiring men based on the assumption "they need to care for their family" (True story: heard this one from two separate committees) 2) Stop assessing whether recent women PhDs are going to take time off to have children. This is illegal, but it happens ALL THE TIME on search committees. I know, because I've been asked several times during my job searches.	Sep 5, 2012 12:45 PM
7	Most work-family life balance remedies are provided at the discretion of the department, so practices vary widely across campus.	Sep 5, 2012 12:36 PM
8	I was asked to be on MANY extra committees when my child was a baby. The norm at the time was for each faculty member to serve on one major committee and one minor committee; I was asked to be on five major committees. The deans said that they wanted me to "still feel involved" in on-campus activities; I saw it as punitive for daring to be an academic mom. I was the first woman in my generation of female faculty to have a child, and almost none of the older generation of faculty women had had children. There was something of a backlash against me for that, but since then most women of my generation and younger have had just one child. Those who have two have faced the same backlash I did.	Sep 5, 2012 11:07 AM
9	All the above are relatively recent (within the last decade).	Sep 5, 2012 10:48 AM
10	Additional year added to tenure clock for each parental leave taken, up to two.	Sep 5, 2012 10:16 AM

Page 2, Q5. Did your institution have any of the following policies to help academics balance the need for tenure and promotion with family life (check as many as apply)?

11	I do not know of any of these being available specifically, although things like couple hirings I'm sure happen on an ad hoc basis. Child care offered on campus is neither free nor guaranteed. (There is a long wait list that takes at least a year, probably two or three years, to get through).	Sep 5, 2012 10:08 AM
12	None of these were provided.	Sep 5, 2012 9:53 AM
13	Don't know as I am an adjunct.	Sep 5, 2012 9:22 AM
14	I have taken unpaid family leaves twice in my 4 years at the university I work within. I have had two children and two complicated pregnancies that required bedrest during my time at the institution. I work at an institution that is rather contradictory about its message to students and faculty. While I work within the school of liberal arts in an all-women college that asserts that it educates women to lead and influence, there is no paid maternity (or paternity) leave. Institutional policy is not family-friendly, though individuals within the system are supportive of family. For instance, the chair of my department permits me to work a 4-day work week as long as my course schedule allows for it.	Jul 9, 2012 4:38 PM
15	In general i don't think we have a way to put the tenure trajectory on hold due to family leave it childcare, new baby etc., but we are able to request extension for one year.	Jul 9, 2012 12:37 AM
16	You may well know this, but be aware that Canadian law provides allows parental leave for up to 12 months, with the guarantee that those on leave can return to their old job or a comparable one. During the leave, government Employment Insurance provides a replacement for wages. However, this is capped at a relatively low amount compared to most faculty salaries. Cape Breton University "topped up" my salary for about 6 months so that my benefits approximated my salary. After that, I had only the government EI benefits. I believe that the 6-month "top-up" is a relatively common benefit among Canadian universities. Although there is no official spousal hiring policy, my Dean was very generous in providing travel support for my husband (who is also an ethnomusicologist) and providing funds to hire him to teach courses on a part-time basis.	Jun 26, 2012 5:18 AM
17	lack of a check shouldn't indicate negative in all cases. I'm not necessarily informed in each of these cases. Several are definitely *no*; several others are maybe.	Jun 21, 2012 5:45 PM
18	None of these were options	Jun 21, 2012 5:18 PM
19	Until shortly before my first child was born, family leave was at reduced pay, and since my second child was born there has been discussion of returning to that previous reduced pay level, though I am unsure of how or if that debate has been resolved.	Jun 21, 2012 4:59 PM
20	The institution hired my wife as a part-time instructor; however, her pay is atrociously low. She earned more as a	Jun 6, 2012 5:43 AM

Page 2, Q5. Did your institution have any of the following policies to help academics balance the need for tenure and promotion with family life (check as many as apply)?

	graduate student.	
21	My department very kindly allowed me to bring my toddler daughter to departmental meetings.	Jun 5, 2012 8:16 PM
22	I personally did not have a very positive experience with my academic (now ex-) spouse, who briefly worked as an adjunct but was not hired for a tenure-track position when one arose in her specialty (though she was a finalist, I am fairly certain that one or more colleagues on the search committee did not take her seriously). Because of this, I have made a point of encouraging spousal hires and other kinds of family accommodations as I have come into a position to be able to advocate for such.	Jun 5, 2012 7:06 PM
23	None of the above	Jun 5, 2012 3:32 PM
24	Nothing, not even maternity leave. No interest in hiring both members of academic couple unless senior. Only accommodation was federally required FMLA.	Jun 5, 2012 2:13 PM
25	Nothing was offered.	Jun 5, 2012 10:01 AM
26	Since my children were grown when I arrived here, I may not be aware of all the breaks the department gives young families. It is a very humane and family friendly department.	Jun 5, 2012 8:35 AM
27	On a one-year sabbatical replacement basis. My spouse and I shared a position and an office.	Jun 5, 2012 8:02 AM
28	one full semester maternity leave with full pay, the most generous policy I've seen	Jun 5, 2012 7:56 AM
29	I don't yet have a child so I don't know my school's policy on childcare/job balance. I am mostly interested in how other academics balance having a family with their work as that is something that will be coming up for me in the future.	Jun 5, 2012 7:35 AM
30	My institution offers none of these benefits. I accrue 8 hours of sick leave each month, which could be used with the permission of a doctor.	Jun 5, 2012 6:21 AM
31	Child care is offered on campus, but costs half of my monthly salary for one child. It is not a viable option.	Jun 5, 2012 6:14 AM
32	Quebec has a very generous parental leave plan which McGill supplements.	Jun 5, 2012 6:05 AM
33	While my institution doesn't have a formal policy guaranteeing a course reduction for new parents, it does have a tradition of reducing teaching loads for a semester during/after an infant is born. All TT faculty have short-term disability which they can use after the birth of a child. All TT faculty can also use their sick days from previous years toward paid time off;	Jun 5, 2012 6:04 AM

Page 2, Q5. Did your institution have any of the following policies to help academics balance the need for tenure and promotion with family life (check as many as apply)?

	sick days accumulate year to year, so that can constitute a significant amount of paid time away. There is no maternity/paternity leave provided by my institution; other than using short-term disability and/or accumulated sick days, a faculty member can use FMLA time for non-paid leave (3 months.)	
34	There is a six-week maternity leave for the birth of a child, and it has also been applied for the adoption of a child. In my case, we decided to make it a one-course release for a full semester rather than a six-week leave.	Jun 5, 2012 5:56 AM
35	I have a part-time tenure-track position (60% time). I am tenured.	Jun 5, 2012 5:42 AM
36	I believe Rutgers offers tenure-track candidates with recently born children the option of coming up in 7 rather than 6 years.	Jun 4, 2012 12:32 PM
37	not sure	Jun 3, 2012 9:27 PM
38	There is partial-semester maternity leave. I do not know if paternity leave is available.	Jun 3, 2012 12:01 PM
39	One full prof announced that due to child care responsibilities, s/he would not be available to teach before 10am. No administrator has challenged this. Causes huge scheduling issues.	Jun 2, 2012 4:04 PM
40	none of the above were available	Jun 2, 2012 12:19 PM
41	Scripps College has this policy: 1. Leave of Absence Family Care/Baby Bonding Pay If a faculty member takes a FMLA/CFRA leave of absence due to the birth of a child, placement of a child with the employee for adoption or foster care, or to care for a spouse, child or parent with a serious health condition, Scripps College will pay 50% of the faculty member's salary for one semester or its equivalent. The faculty member will have no academic responsibilities during this period. Scripps College will extend the duration of the faculty member's FMLA/CFRA leave from 12 weeks to one semester or its equivalent. 2. Reduced Teaching Load For faculty members wishing to take FMLA, CFRA, and/or disability leave on a reduced workload basis, Scripps College will pay 100% of the faculty member's salary and grant a one-course reduction in teaching responsibilities for one semester. The faculty member will continue all other academic responsibilities, such as advising, senior thesis supervision and committee assignments. 3. Enhanced Reduced Teaching-Load For faculty members taking FMLA, CFRA, and/or disability leave on a reduced workload basis who (i) have sustained and substantial care giving responsibilities (as determined in Scripps College's discretion), or (ii) whose own illness or disability requires an enhanced reduced teaching-load, Scripps College will pay 100% of the faculty member's salary and grant a two-course reduction in teaching responsibilities for the academic year or equivalent. Faculty members who are eligible for this option may take the two-course reduction in a single semester or spread it over two semesters. Faculty members will continue all other academic responsibilities, such as advising, senior thesis supervision and committee assignments. ---In other words, the primary care-giver/pregnant woman gets full salary with	Jun 2, 2012 11:17 AM

Page 2, Q5. Did your institution have any of the following policies to help academics balance the need for tenure and promotion with family life (check as many as apply)?

the equivalent of one semester off (with expectation of teaching 3 courses in the other semester). The non-primary care-giver gets a one course reduction (out of 5) or 50% salary for one semester off (75% for the year). This policy was instituted about five years ago. Before that the only option available was #1.

42	In Brazil, which is probably not the main concern of this survey, academe has very different procedures than in US. All workers (the whole country) have some work stability (slightly similar to semi-tenure), meaning that nobody can be fired without a good, plausible cause, and even so there is an extra month-payment, plus 3 days for each worked year. There is, however, no advantage for professors of any sort or level. The only ones that have different working benefits are public servants, who have a full tenure with lots of extra benefits, usually common to all places and functions in the public service — so the exact same is applied to federal, state, or municipal professors. At private schools, most people earnings are regulated only by the hours one teaches. If in one semester one teaches 6 hours per week, the earnings will reflect that amount exactly. In another semester, if one teaches only 4 hours per week, the earnings will also reflect only that amount, and so forth. All workers (no matter what position) in Brazil are able to take a 1-week leave as a father of a newborn, while the mother can take a 4-month leave, and the position will be secure for at least 1 year after the birth. On the other hand, only big, big corporations offer child care on location. (Of course, one can always take the child to a public child care, but those are generally unreliable, and only people with almost no financial means use that kind of service.) As for grants for attending conferences, writing papers, or researching, they are rare in public institutions and virtually non-existent in private ones.	Jun 2, 2012 8:34 AM
43	We were able to enroll our daughter after only a year wait in the Child Development Lab preschool on campus--very competitive to gain access due to limited enrollment size--likely due to the fact that both parents taught at the university.	Jun 2, 2012 6:15 AM
44	I am unaware of any of the above situations. I was offered 6 weeks paid maternity leave as a NTT for the Fall 2010 semester. My course load was actually MORE than full-time when I returned from leave to make up for the missed week in a graduate course (met 5 days a week for 7 weeks instead of 3 days a week for 15 weeks). This schedule included teaching back-to-back-to-back courses making it impossible to have a break to breastfeed/pump while at work. This, however, was my only option other than reducing my contract to part-time. My desire to deliver the first weeks of class online from home were not authorized by administration. In actuality, the university did not have a policy that allowed for the paid leave. If I had delivered on my due date, I would have received 2 week paid (using all of my vacation time) and 4 week unpaid under FMLA. Because I delivered 4 week early, I was medically cleared to work 4 days after my contract began. I was able to use 4 vacation days and then "work from home" for the remainder of the leave. While on leave, the administration told me that I had verbally turned down my offer for the next semester. There was no written evidence of this taking place. When I strenuously denied this happening, I was told "there are no classes for you to teach." While I had hoped this was a poorly handled misunderstanding, I have yet to be contacted to teach again.	Jun 1, 2012 8:46 PM
45	Rooms for nursing mothers	Jun 1, 2012 8:03 PM

Page 2, Q5. Did your institution have any of the following policies to help academics balance the need for tenure and promotion with family life (check as many as apply)?

- | | | |
|----|---|---------------------|
| 46 | My wife was a staff member at the time we started our family. She had maternity leave at 60% of her regular salary. | Jun 1, 2012 7:52 PM |
| 47 | My area colleagues worked together to allow faculty with children or other special timing needs to have their classes scheduled at a time that worked for everyone--a faculty member with a middle school student might not have classes until after 10 to allow him to be home with his child until the bus came at 9 am; another faculty member who needed to pick up children in the afternoon was able to teach early, when she had child care, and leave in the mid-afternoon to get her children; a colleague who needed mid-morning physical therapy sessions had his teaching arranged to allow him to get to therapy, etc. Colleagues traded classes/times to allow everyone to have a schedule that was good for him/her. All this required was thought, flexibility of colleagues to swap times in order to take care of each other, communications, and kindness--no deans, money, administrative mandate needed! | Jun 1, 2012 7:06 PM |
| 48 | None of the above were official policy when I was pre-tenure and starting a family. My college w/in the university has been open to hiring spouses/partners, but there is no university policy that supports this. However, my departmental colleagues were very accepting of me bringing my very young kids into the building and even to the occasional meeting, though, which made working & breastfeeding possible even without maternity leave. My kids spent a lot of time in my office, w/ frequently with student sitters, during their early years. I'm sure this was not in line w/ university policy! | Jun 1, 2012 3:55 PM |

Page 2, Q6. Please use this space for any additional comments or clarifications on the previous question:

1	Child care offered on campus, but waitlist is approximately 200+ children, and incredibly expensive	Sep 6, 2012 9:46 AM
2	Canada is very family friendly	Sep 5, 2012 9:21 PM
3	The UC provides one quarter of course reduction and a one year stop-the-tenure-clock provision for parents of either gender who bear 50% or more of childcare responsibilities. This must be applied for and approved - it is not granted automatically.	Sep 5, 2012 6:01 PM
4	A very discouraging situation for scholars who wanted to have a family	Sep 5, 2012 2:41 PM
5	I believe younger faculty members at my institution have negotiated for reduced teaching loads (with reduced pay) for parents of young children but this was not something done during my childbearing years.	Sep 5, 2012 1:27 PM
6	2 week paid paternity leave offered, however need of finding substitute and not sure if that person will get paid	Sep 5, 2012 12:32 PM
7	Not too familiar with the policies, but I consider our school (department) largely family friendly.	Sep 5, 2012 12:22 PM
8	Please note that my institution only allows for maternal leave, not paternal leave	Sep 5, 2012 11:28 AM
9	Biggest problem is the complete lack of childcare on campus. I have a 6-month old and it is a huge cause of stress.	Sep 5, 2012 11:26 AM
10	leave is only partial, and entails a salary reduction. i.e. for a full-time 3/3 load, parental leave means a reduction of one course and an equivalent reduction in salary.	Sep 5, 2012 11:18 AM
11	There are good things about working here: 1) half the faculty are women. 2) my well-behaved child was always welcome at faculty meetings and committee meetings (she would draw pictures for other faculty members). 3) Whatever backlash I have experienced for having a child has been entirely social and not professional (in other words, there were never any repercussions in terms of room choices, leaves, class teaching assignments, etc.).	Sep 5, 2012 11:07 AM
12	Some of these I'm not sure if we have, such as emergency child care. Our kids were born before I started working here, and were over campus child care age. I am responding primarily based on colleague's experience and from being on bargaining teams for union.	Sep 5, 2012 11:06 AM
13	Since questions aren't applicable to myself, my knowledge of these policies is second hand	Sep 5, 2012 10:57 AM
14	While there are few university wide polies for many of the issues above, it is up to the dean to make allowances. If you happen to be in a college with an understanding dean, you might be able to find relief. When I gave birth (Feb) my dean gave me an administrative task for the semester that I could do at home.	Sep 5, 2012 10:48 AM

Page 2, Q6. Please use this space for any additional comments or clarifications on the previous question:

15	I'm actually not sure of the official policies, but am basing some responses on heresay (from colleagues who have families).	Sep 5, 2012 10:39 AM
16	If there are other policies to help with balancing tenure and promotion with family life, I am not aware of them.	Sep 5, 2012 10:16 AM
17	Maternity leave policies are good for the mother (but bad for the department, since there is no funding available for teaching/admin replacement). I have seen colleagues take unpaid parental leave for multiple years-- it's nice to have the flexibility to be able to take a long time off and still have job security. I have also seen mothers go from full-time to part-time while having tenure-track jobs, but once on part-time I don't know if it's possible to go back to full-time (it seems that, for my one colleague who has done this, the other half of her job has disappeared).	Jul 16, 2012 12:52 PM
18	I do not know if any of these are official policies but have heard that department chairs have tried to make things easier for parents of newborns in these ways.	Jul 11, 2012 4:38 AM
19	Adjuncts don't get any of these privileges. When I had my babies I was back at work two weeks later and felt I needed to do so to keep my part time position. I had to arrange for others to teach my classes and pay them out of my own pocket for covering for me when I was in the hospital.	Jul 9, 2012 7:21 AM
20	There was actually no "parental leave." When I had my child, my leave was termed "disability." (. . .)	Jul 9, 2012 6:41 AM
21	some people do negotiate for a lighter teaching load in return for reduced pay, along with other special arrangements.	Jul 9, 2012 5:34 AM
22	I think it's important to know that I'm male. Despite the perception of equality, that's often not the case in family leave situations. One colleague suggested to me that when a man goes on family leave, he finishes a book in addition to child care (whereas women take care of family). That statement rings pretty true to me.	Jul 9, 2012 2:15 AM
23	I have heard that some of the above considerations may be negotiable with tenure committees or dept heads. The family leave that we take is under the federal family leave act, up to for months, male or female.	Jul 9, 2012 12:37 AM
24	Parental leave is supposed to be six weeks, but I was not offered it because my child was born in late summer. I was supposed to be offered eight weeks because I had a cesarean, but when I brought it up it was not pursued. All members of the campus community have access to the child care center, but we all have to pay for it individually.	Jun 24, 2012 2:55 PM
25	I work on contract. Not tenure track.	Jun 24, 2012 9:01 AM
26	I was hired as an adjunct at this institution while I was finishing my dissertation so I have not really been fully 'in the know' to answer these questions. I do know that full time instructors and tenure track folks have had children in my dept w/ some consideration on their teaching duties (Winthrop is mainly a teaching institution). I'm upgrading to a full time	Jun 22, 2012 8:30 AM

Page 2, Q6. Please use this space for any additional comments or clarifications on the previous question:

	instructor (not tenure track although chair supports converting it to a tenure track position).	
27	sorry, but why is this survey just addressing these issues in relation to the tenure-track? That *sucks* a lot. Grad students, postdocs, lecturers, adjuncts, and on and on and on have families. It really sucks an enormous amount that I come to this survey thinking that some group in the sem/ams/smt universe is trying to think about these issues, and it's limited to the tenure-track.	Jun 21, 2012 5:45 PM
28	Some of the above can be arranged informally---varies by department.	Jun 19, 2012 8:49 AM
29	parental leaves are unpaid unless granted as a "special leave" Merit pay and leave guidelines expressly indicate that there should be no special consideration given to candidates who are on leave. In other words, gaps are expressly not ignored.	Jun 17, 2012 9:59 PM
30	child care was actually for students, parental leave somewhat fictional as it didn't change clock or provide support	Jun 14, 2012 6:41 PM
31	School provided none of these.	Jun 8, 2012 11:44 AM
32	Only given a six-week maternity leave. None of the others items mentioned above were offered.	Jun 5, 2012 5:51 PM
33	I am a female faculty member, and am taking my first maternity leave this fall. Though I know the 6-week leave is guaranteed, I am not yet sure that it will be fully paid.	Jun 5, 2012 5:35 PM
34	N/A	Jun 5, 2012 3:32 PM
35	My university does relatively little to accommodate any semblance of balance between work and family life, regardless of whether the couple has children or not.	Jun 5, 2012 11:38 AM
36	My husband and I both have Ph.Ds, though in different fields. When searching for academic positions after receiving these degrees, the likelihood that I would be able to raise our two young children and successfully attain tenure (for low pay) was highly unlikely. My husband makes more money in his academic position than a musicologist ever would, so we moved to where his position would be. I left the academic world, but continue to do research, present papers, etc.	Jun 5, 2012 10:11 AM
37	While the parental leave policies are University wide - there was no-one from the music department who discussed or brought the info to my attention. Since I did not pursue either "stop the clock" or parental leave, it was never discussed.	Jun 5, 2012 9:22 AM
38	none of the schools I taught at ever offered any help to parents - although they would understand if we needed to leave an occasional meeting early to pick up a child.	Jun 5, 2012 8:43 AM

Page 2, Q6. Please use this space for any additional comments or clarifications on the previous question:

39	The Parental Leave policy was put in place during my first years at SU--when I started here, there was nothing.	Jun 5, 2012 8:14 AM
40	Our school system now gives preference to teachers' children who apply to our school, making it much easier on teachers and their children. This is a relatively new policy. My son is 20, but was 4 when our 3-10 public school opened. He was still 111 on the waiting list when he began 4th grade (the last grade at our 3-10 school). After settling him in middle school I began teaching at H-JMM. Now our policies seem much more family friendly.	Jun 5, 2012 7:38 AM
41	The college has a number of positions split between two spouses or partners, but the conservatory, to my knowledge has none.	Jun 5, 2012 7:19 AM
42	Both male and female faculty are permitted a semester of paid parental leave after the birth or adoption of a child. But this semester of leave has often turned into a research leave for male faculty (who often are not primary caregivers). As a result, there is now a misguided expectation for ALL faculty, male and female, that a semester of parental leave will actually be a productive time to research.	Jun 5, 2012 6:16 AM
43	for the boxes I checked: teaching from home/working at home is possible at least some of the time; online classes are available according to departmental decision-making. If a dept wanted to help out a faculty member with children, they could. Hiring both members: there is no policy for or against this, so it would be up to the dept. Child care on campus: happens to be offered there by the county.	Jun 5, 2012 6:10 AM
44	In Canada there is a national parental leave program for those who have contributed to Employment Insurance, but it has a maximum weekly amount. The EI program allows for one year of leave, which can be shared between the parents. At my university our salaries are "topped up" to a certain percentage (I can't remember now - 90%?), for a maximum period of 34 weeks for the mother ("pregnancy" leave + parental leave), or 17 weeks for the non-child bearing partner (ie just the parental leave portion). The tenure clock was not automatically stopped for parental leave, but individuals could apply to have an extra year. Our last Dean, though, was notoriously unsupportive of stopping the clock. When I went up for tenure, I didn't request it. One of my colleagues though was told that her "sabbatical clock" stopped because she took the full year of parental leave and she had to go for seven years, rather than six, before her first sabbatical (just a few year ago). This meant that the university presumed that parents on leave were really still working when it came to the tenure clock, but were NOT really still working when it came to the sabbatical clock. The national granting agency in Canada (SSHRC) allows for grant extensions for parental leave. I don't believe that my university has a standard policy on this for internal grants. Certainly regular travel grants are not available to anyone on leave for any reason.	Jun 5, 2012 5:41 AM
45	The U of Chicago provides three options for tenure-track faculty who are parents of newborns: (1) one-year clock stoppage; (2) release of one course; (3) one-quarter paid leave. The faculty member may take advantage of any or all of these. Item (1) -- the clock stoppage -- applies automatically, so that faculty need not request it. They need only make a request if they do *not* wish to stop the clock.	Jun 4, 2012 6:50 AM

Page 2, Q6. Please use this space for any additional comments or clarifications on the previous question:

46	Four years ago, I was awarded a competitive research fellowship that included a one-semester leave. When I then asked to postpone the fellowship one semester because of maternity leave, I was told that no, I could not do that and would have to forfeit the fellowship entirely. Eventually, a secretary with the fellowship organization quietly and privately found another scholar who was willing to trade semesters with me, but the official answer had been "tough luck." My experience is that the institution and department pays lip service to family-friendly policies, but actually does not create a working environment that is appropriately accommodating of parents with young children.	Jun 3, 2012 8:12 PM
47	the full salary and benefits were offered via accrued sick leave. Once the accrued sick leave was exhausted, the employee had to switch to unpaid leave (hopefully under the FMLA) for the duration of the requested parental leave	Jun 3, 2012 5:55 PM
48	We have a 1-semester paid parental leave for parents of either gender. The "official" policy suggests that the tenure clock will be paused during this time, but nothing in the tenure committee instructions call attention to this. One male colleague in music composition was regularly "teased" about being "Mr. Mom" while on leave, and others regularly expressed jealousy about all the research he must have completed during this time.	Jun 3, 2012 2:59 PM
49	Obviously, the categories above are necessarily general, and gradations/specifics of the yes/no responses will vary widely. For example, at my institution, there is a difference between maternal childbirth leave (1 semester paid), and paternal childbirth leave (1 course release, paid)--I'm not sure how they adjust this for same sex couples who are adopting.	Jun 3, 2012 8:27 AM
50	Some of the above benefits are gender specific (for instance, both men and women can take a new-child leave, but the tenure clock stops only for women). Hiring both members of an academic couple is of course something that needs to be negotiated on a case by case basis. Part-time tenured positions (not tenure-track) are possible, but I've never known anyone who has taken one.	Jun 2, 2012 10:48 PM
51	There are few institutional guarantees of support for new parents at LSU, but fortunately a collegial atmosphere in my unit makes allowances.	Jun 2, 2012 7:18 AM
52	many more accommodations are possible, but are up to the department chair and dean	Jun 1, 2012 8:03 PM
53	The policies I checked off definitely pertain to IU as a university, but I only know of them through my colleagues in other departments (except child care). The music school itself, as far as I know, has none of the policies described above.	Jun 1, 2012 7:11 PM
54	I have answered the items above with what is available NOW. When I started teaching, the only one of these benefits available was on-campus child care (spaces were limited and parents paid the usual and customary fees for it). That was very helpful to me--I could ride the campus bus over to have lunch with my daughter, as well as dropping her off and picking her up at convenient times to do my day's work. We now have a range of options beneficial to new parents, though the budget issues as of late have precluded adding any expensive new ones.	Jun 1, 2012 7:06 PM

Page 2, Q6. Please use this space for any additional comments or clarifications on the previous question:

55	I question the use of the term "parents of newborns." Many of us are adoptive families, who adopt children who are not newborns (anything from a few months old to several years old), and we need at least as much support from our employers.	Jun 1, 2012 5:31 PM
56	Parental leave policy was pretty recently formalized, but done informally previously. Reduced load is negotiated with chair. I don't know whether we have emergency child care.	Jun 1, 2012 5:07 PM
57	none of the above! this University has intermittently pursued spousal hires in an ad hoc, inconsistent way, sometimes very helpfully	Jun 1, 2012 4:46 PM
58	Not aware of issues since I don't have a family	Jun 1, 2012 4:06 PM
59	We're now unionized faculty and policies regarding (I believe unpaid) family leave and stopping the tenure clock have been negotiated and are in place. I don't know anyone who has taken leave under the new system, though, so I can't say if stopping the tenure clock really happens.	Jun 1, 2012 3:55 PM
60	Hiring both members of an academic couple is not a university policy, but just a trend I have noticed. Parental leaves have to be accrued (10 days per year you work at the institution, up to a maximum of 90 days).	May 26, 2012 6:37 AM

Page 2, Q7. Any additional comments on your experiences balancing tenure and promotion issues with your family life while at this institution?

1	Not applicable	Sep 8, 2012 7:45 PM
2	<p>For me, the hardest issue is balancing family life and big teaching loads (due to increased student population and decreased budgets) with the high demands of research. There is so much human contact hours between classroom time, office hours time, and family time, that finding quiet time to think about research, much less write it out, is very challenging (I also share an office because our building is overcrowded- to there is little alone time at all!). Also, the demand on publishing is so high- not just did you publish, but how esteemed is the journal, etc.- that it makes it all seem too overwhelming to even attempt getting work out there. I can't help but feel like it's the part of my job that can only be accomplished by those with no family or much older kids. Or burning the midnight oil so much that quality of life greatly diminishes for an already overtired mom/professor. I could, of course, ask my husband to quit his job to take care of the kids (surviving on my meager salary alone) so I can "write." It doesn't seem worth it and the academic machine may lose another very motivated and talented female theorist if there aren't changes going forward. In that same vain, I would most definitely like to find a mentor of sorts. There are none in my department, furthering the gap of isolation. Only one female in my area has children- she is much older, a super NTT position, and financially set. In other departments, most with families are men with stay at home wives or much older children. I'd also like to say that I'm disappointed that this survey is geared towards tenure. The situations for those with young families, or starting a family, are even more challenging as resources are far more limited, and the need to be recognized as a scholar, not just a teacher, is so much higher. They struggle to work for less pay and possibly try to get ahead even more than those fortunate enough to have landed a TT position in this job market. I feel like the likelihood of getting out of an adjunct position into a tenure one is demonstrably small... how can you be considered at all when you have no time or resources to publish?</p>	Sep 6, 2012 9:46 AM
3	I had my son while working in the US - BIG difference	Sep 5, 2012 9:21 PM
4	I'm an adjunct and teach one course that meets once a week in the evenings, so for me it's perfect!	Sep 5, 2012 2:50 PM
5	did not have children	Sep 5, 2012 2:41 PM
6	Interpretation of the policies seems very dependent on the particular person (and gender of the person) occupying the Dean's position.	Sep 5, 2012 1:27 PM
7	Very difficult load (more than 5+5, always overloaded) make it difficult to balance work load and having a family	Sep 5, 2012 12:32 PM
8	My department chair is very supportive of my relationship with my child, but has discouraged me from thinking about adopting another child	Sep 5, 2012 11:28 AM
9	Institution and department are supportive, but UC policy about writ reviews mean that I am up for review this year even though I am off the tenure clock, since I'm required to be reviewed every 2 years.	Sep 5, 2012 11:26 AM

Page 2, Q7. Any additional comments on your experiences balancing tenure and promotion issues with your family life while at this institution?

10	We are rather isolated in rural Iowa -- i.e. more than a 90 min. drive from any other 4-year institutions -- so the college has been particularly good at finding adjunct, staff, or other positions (at least) for academic couples, which they rightly see as a necessary step for retention and recruitment. The rather parsimonious accommodations for child birth and rearing are a much bigger problem, particularly when coupled with our pretty expensive and unhelpful health plan. I know several colleagues who have decided they simply can't afford to have children.	Sep 5, 2012 11:18 AM
11	I had to learn to assert myself over and over. For example, my daughter was five weeks old when I was asked to plan the retirement party of a colleague. She was two when I was asked to plan a huge college-wide festival. I said no to both these assignments, and in each case, I asked, "Is there any particular reason that you're choosing me for this job when I have a newborn/toddler?" The answer was this: "If you want something done effectively, ask a working mom because they have the best time management skills in the world." I still turned them down.	Sep 5, 2012 11:07 AM
12	I have found my institution very accommodating on this issue. As faculty. I believe staff members don't have as many of these benefits.	Sep 5, 2012 11:06 AM
13	I can't yet be more specific since I am pregnant with my first child right now. I have taken the opportunity to have a semester of maternity leave followed by a semester of parental leave with reduced teaching load, and I have stopped the tenure clock for one year.	Sep 5, 2012 11:04 AM
14	I have a chronically ill child, now 20. When she was young she was hospitalized. My colleagues often covered my classes, so it was a hardship for them.	Sep 5, 2012 10:48 AM
15	Information on what is available to new parents is extremely difficult to find and certainly not advertised.	Sep 5, 2012 10:16 AM
16	No attempt has been made by this institution to acknowledge that faculty may be balancing work and family in any way. On the contrary, I have seen colleague after colleague leave the institution in search of better balance.	Sep 5, 2012 9:53 AM
17	There don't seem to be any policies in the EU (as far as I can tell) for helping academic couples stay together. For this reason, my partner and I will be looking for jobs in the US soon.	Jul 16, 2012 12:52 PM
18	I always knew that I wanted a family and a career. I also knew that female academics with children were somewhat unusual. My PhD advisor had two children and was very supportive of my decision to start a family while finishing my PhD. I feel fortunate that research requirements are not as stringent as they are at most academic institutions. However, the teaching load is significant. On the whole, I have had positive experiences and the individuals within the institution seem willing to work with me to find as much work-life balance as is possible.	Jul 9, 2012 4:38 PM
19	I think young women of childbearing age are viewed as unreliable and a hiring risk. I was asked during the hiring process if I was planning on having children in the near future.	Jul 9, 2012 7:21 AM

Page 2, Q7. Any additional comments on your experiences balancing tenure and promotion issues with your family life while at this institution?

20	I had/have an extremely supportive group of colleagues in my department--I have been very lucky in this regard. However, my College as a whole has been less than "family friendly." With a change in administration at the highest level, I have reason to believe this will change. Both Interim President and incoming President are single mothers.	Jul 9, 2012 6:41 AM
21	because my institution is small, there is great pressure, for example, to attend every event within my department. all of those events take place outside business hours.	Jul 9, 2012 5:34 AM
22	1. I decided to waive my right to stop the tenure clock while on family leave, and was advised against doing so by the sous-Dean. 2. My family leave semester was also the one where I found out I had been denied tenure, thus requiring me to mount a (successful) appeal.	Jul 9, 2012 2:15 AM
23	I probably could have taken advantage of some of these.	Jul 9, 2012 12:37 AM
24	It would be nice if professional organizations also addressed the question of family issues. It can be very challenging for single parent academics to attend conferences, especially if they have had to take a job far from family (who might otherwise be able to care for a child while the parent is away). In my own case, being married to another ethnomusicologist has made conferences challenging: we generally have to split conferences between us because it is not worth it for us to take our son with us (both due to travel costs and due to the fact that one of us would always be on child-minding duty). It would be nice if academic conferences could provide childcare. The ability to present at major conferences is obviously one contributing factor to achieving tenure or promotion.	Jun 26, 2012 5:18 AM
25	I was asked to do extra work during my child's toddlerhood. One (female) dean said "Everyone knows that if you want to get a job done, you ask a working mother because they are the best at time management." We always teach on teams where I work, and the people I worked with had had WIVES to raise their children, so they had no idea what was involved in child-rearing. It was hard. This was during the 1990s.	Jun 24, 2012 2:55 PM
26	At this stage, a tenure track job seems an impossible dream.	Jun 24, 2012 9:01 AM
27	The intense workload at this institution either demands that one has considerable paid help at home, a stay-at-home spouse, or superhuman family; I was not able to even consider having a child on my own without my husband's being in another state because I could not afford fulltime childcare. I am leaving after my husband was not able to find a job in the area, and after my health suffered as a result of having no support systems available.	Jun 23, 2012 12:18 PM
28	i have lots of thoughts about having a child as a grad student and caring for a child as a full-time lecturer and an adjunct, but none of the questions here are relevant to that.	Jun 21, 2012 5:45 PM
29	Reading this many options makes me very envious about the variety of options that could be available to professors. I truly hope that AMS/SEM/SMT can pass a resolution of best practices to urge music departments and universities to offer	Jun 21, 2012 5:42 PM

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	as many of these options as possible to faculty.	
30	Because these are not options at most academic institutions I've seen and because most academic employers offer one-two year non-renewable positions, I gave up on an academic career long ago. After all, why pay an experienced educator when there are 50 fresh PhDs waiting to do the job with no teaching experience or education degrees? Bah.	Jun 21, 2012 5:18 PM
31	Although official policies are not supportive in general, colleagues and administrators have been flexible and cooperative.	Jun 17, 2012 9:59 PM
32	Delayed child bearing resulted in infertility and a long time trying....	Jun 17, 2012 10:28 AM
33	The lack of financial research support exacerbates supporting a family in an incredibly expensive city.	Jun 14, 2012 6:41 PM
34	I feel I was extremely lucky in that my colleagues made unofficial allowances to accommodate me, even if official policy was pretty strict about maternity leave (take a 10% cut in salary for a semester off, or else nothing at all.) There was no way my family could afford that pay cut, so my colleagues allowed me four weeks of teaching via Blackboard, until I could come back to work. Fortunately, my daughter was born at the beginning of a semester, so the timing worked out.	Jun 5, 2012 8:16 PM
35	It has been extremely difficult to fulfill the obligations of teaching and research while starting a family.	Jun 5, 2012 5:51 PM
36	No	Jun 5, 2012 3:32 PM
37	I have tenure but my partner and I made many sacrifices to get this point.	Jun 5, 2012 11:38 AM
38	Hoping that this is no longer relevant, but at the time of my hiring (1987) I was told point blank that as a woman I would be paid less "because I didn't have to support a family." The bad old days...	Jun 5, 2012 10:26 AM
39	No services at all were ever offered--not even childcare--absolutely, nothing. During this time I actually divorced and became a single parent. (My child is 11 years old now). I was awarded tenure about 4 years ago. Any number of the items above would have helped me tremendously in the process, but nothing of the sort was offered or even considered.	Jun 5, 2012 10:01 AM
40	I've spent the past decade watching people get extravagant privileges and accommodations for family and spousal issues, while nothing is done to improve the quality-of-life of single people who've (in many cases) given up almost everything they loved to relocate and do this job. It's the only blot on what's otherwise been a delightful career so far at Big Southeastern Private.	Jun 5, 2012 9:58 AM
41	The faculty is nice and seem to enjoy children at some gatherings (i.e. the environment is welcoming), but they do not promote, encourage, or suggest taking advantage of any parent-support policies.	Jun 5, 2012 9:22 AM

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42	I have had to remain part-time while my husband is a full-time faculty member so we can balance child/family responsibilities. We could not find a place that would allow us both time to take tenure-track jobs and have a family. So I opted out of the tenure track and he stayed in. The price we require in America for raising a family, I guess.	Jun 5, 2012 8:43 AM
43	Change is hard: older faculty members sometimes have the attitude that if they had to suffer through the grueling pre-tenure juggling of work and family, then younger colleagues should as well. Others have the attitude that "having children is a choice, and we shouldn't have to lower the bar for you." I also find a curious kind of gender dynamics at work. I am male, and am responsible for perhaps 75% of the child care (my wife has a much less flexible schedule than I do). Some folks in my institution assume that since I am married, my wife will be the primary caregiver. They don't take men seriously as fathers.	Jun 5, 2012 8:14 AM
44	My spouse and I applied jointly for a tenure-track position, but the institution was not ready to work with that situation; my spouse was hired individually, and I taught a few summer courses.	Jun 5, 2012 7:58 AM
45	We were a two-academic family, and I decided to give up this prize position in order to keep our young family together. There had been a position open for which my spouse applied, but was not seriously considered.	Jun 5, 2012 7:56 AM
46	I missed most parent-teacher conferences for my own child unless his teachers were willing to come in extra early or to stay later to accommodate school hours. That also has improved, but primarily, because our principal has three younger children of her own & is more flexible than her predecessors.	Jun 5, 2012 7:38 AM
47	Spousal hiring at our institution seems to be done at my institution depending on how important the administration believes you to be personally, rather than because of demonstrated academic or administrative ability.	Jun 5, 2012 7:19 AM
48	My institution does not care about my personal well being or my family life. My wife just gave birth to our first child in May and no one from my institution told me anything about anything. My faculty handbook offers nothing in the way of assistance. I currently teach 7 ET and Theory classes a semester without grading assistance, and so in the fall I plan on losing my mind.	Jun 5, 2012 6:21 AM
49	The responsibilities specific to music faculty (like attending evening and weekend concerts, for example) make academic life even less compatible with family life than other academic fields. I do not feel that I can have or adopt children before reaching tenure; should I do so, I would see my children very little and would probably have to hire a nanny to be able to continue working.	Jun 5, 2012 6:16 AM
50	My institution hired me as TT after being a lecturer for 2 years knowing I had two small children. They are supportive in that sense. However, the childcare is outrageously expensive.	Jun 5, 2012 6:14 AM
51	there is no maternity/paternity leave, just sick leave. Free tuition for faculty children helps. Teaching is foremost here, so	Jun 5, 2012 6:10 AM

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	failure to publish does not necessarily result in no tenure.	
52	More than half the women with kids were denied tenure during several years. Men who made thus far with barely any or a few articles were promoted	Jun 5, 2012 6:07 AM
53	Even with the year off for maternity leave, I've found it extremely difficult to find time for research/writing.	Jun 5, 2012 6:05 AM
54	I have not yet hit the stage of really dealing with these issues, but I am invested in the question, as it will be a reality in the next few years. Thank you for offering this session and opening it up to the other subdisciplines.	Jun 5, 2012 5:52 AM
55	Child care is terribly inadequate in our community, and this creates enormous stress for academic families, disproportionately for women.	Jun 5, 2012 5:42 AM
56	Almost all of my colleagues were extremely supportive when I announced that I was pregnant almost exactly a year before I went up for tenure. But one tenured colleague's reaction was, "What?? Before tenure??"	Jun 5, 2012 5:41 AM
57	Not relevant for me.	Jun 4, 2012 12:32 PM
58	Administrators and faculty at our school have great respect for faculty with family.	Jun 3, 2012 9:27 PM
59	There were so few children among my colleagues, and the tenure pressure was so extreme that I hid my first pregnancy from my colleagues entirely until I was almost six months along and the departmental tenure vote had been taken. I also find it outrageous that the institution does not permit people on parental leave to have access to conference-travel funds. In many cases, conference acceptances occur well before a person even knows he/she will be a new parent on leave, and since we're not granted any extensions in the tenure/promotion clocks, we have to keep our careers moving along yet without the institutional support. Another comment that falls outside the "tenure/promotion" issues per se is the uncertainty that parental leave introduces for graduate students when their dissertation advisor is on leave. Finally, I've overheard people at SMT saying that they won't consider so-and-so for a particular committee or assignment because that person has a new baby. While the intentions behind such a comment are good and show an awareness of people's time commitments, the opportunities to serve on SMT committees and in various organizational positions are very important for tenure and promotion, and I think those choices should be left to the new parent, rather than those opportunities withheld from them altogether. Finally, I find that one difficulty with parental leave is that one's graduate advisees still need advising. Thus, when I've taken parental leave, I have still been advising dissertations and theses and doing all sorts of other academic work (finishing books, writing articles, copy-editing publications...). The idea that parental leave always results in a "gap" in someone's resume is simply not true, and that's another reason why I think that institutions should provide regular professional resources (such as travel grants for conferences) to parents if requested.	Jun 3, 2012 8:12 PM
60	There is a 1-year extension on the tenure clock for each child born within (or up to two years prior to) the probationary	Jun 3, 2012 5:55 PM

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period. This is only the policy for two children (eg, maximum extension of 2 years). This extension is automatic--one does not have to ask for it, and the reviews are still counted as "second year" etc to minimize any terminological give-away about the extra time. The extension can be rejected in writing by the candidate in consultation with his/her tenure committee and administrators. However it's been my experience that the clock extension is not in fact mandatory for males who don't take a parental leave--I have a number of male colleagues who were unaware or surprised by a late-received offer to extend, and who seemingly ignored the extra year(s).

61	With three young children and two full-time parents, the journey has not been a simple one, nor could anything about my experience be considered "balanced." That said, I have been absolutely thankful for the willingness of my two department heads to allow me a very fine control over my own teaching schedule. This has made tag-team parenting a possibility. In addition, I have been absolutely reliant on our university's undergraduate job listings, which has allowed us to find a dynamic series of fun, thoughtful, and (mostly) reliable undergraduate helpers.	Jun 3, 2012 2:59 PM
62	Teaching is over-balanced - from 50-80% of the P&T evaluation; teaching loads are expected to be overloads at 16-18 classroom hours/week	Jun 3, 2012 10:22 AM
63	It would be fascinating to know if there is a trend towards offering long term, part time, benefits eligible positions to academics who hope to find a better family/work balance. This is essentially what I'm doing.	Jun 3, 2012 8:27 AM
64	There's a destructive silence around parenting and academia. When a candidate is up for hiring/promotion, committees will not generally ask about parenting - yet parenting inevitably affects a candidate's CV. Clear gaps may be apparent and then up for discussion, but "thin spots" on a CV will simply be attributed to academic inferiority, and the candidate will be passed over. Better to ask candidates about parenting history and have policies to protect the candidate/parent, I think.	Jun 3, 2012 4:37 AM
65	The campus has done a good job of not creating resentment among those w/o children either; which is very different from other places I've taught (where single/childless faculty were expected to take almost all of the responsibilities for evening/weekend events); all the childless faculty have been happy to do more than average of those events, but once it gets near 100% tension ensues.	Jun 2, 2012 10:48 PM
66	I have no children. What about the fact that the childless are expected to pick up tasks when those with children are relieved of duties?	Jun 2, 2012 4:04 PM
67	Well, I had my child right before I came up for tenure, and it made me less nervous about tenure. All of a sudden, I had a really good reason why I may not want to work.	Jun 2, 2012 11:17 AM
68	I teach Survey in Music History, and serve as advisor to Undergraduate Theses. Currently, I have a work load of 8 hours per week in each of the two colleges where I teach, current net payment (converting to dollars) is approx. \$ 15-20,00 per	Jun 2, 2012 8:34 AM

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	hour.	
69	There is no help whatsoever!	Jun 2, 2012 8:27 AM
70	My wife had our 2nd child during my first year as an asst. professor here. My colleagues were supportive, but my tenure clock was not extended. 18 years later I'm glad to say that a young colleague was granted an extra year on her clock due to the birth of her first child. I could have used such an accommodation!	Jun 2, 2012 7:18 AM
71	There are more helpful policies for when a child enters the family compared to when an elderly parent needs care. I wish there were leaves and/or accommodations for taking care of an elderly parent.	Jun 1, 2012 8:23 PM
72	None except that the institution didn't provide any child-related support (nor did I think to expect it to).	Jun 1, 2012 7:11 PM
73	It is not easy to balance care of children and work--no matter where one works. I was fortunate to be able to leave campus to participate in my child's school activities--volunteering on days when I was not teaching, being there for the special events, and even missing class (excused!) to go on an overnight elementary school field trip (my dean, who had just missed two days of work to help his daughter move was not about to say no to me!). Our school got out prior to the public schools, which meant I could be there for full day special events at the end of school semesters (field days, graduation). Being a professor made it possible for me to be there for my child when she needed me much more easily than other professionals among the parents of children in her school. I worked more than full time (as all faculty do), yet always seemed to be able to get away when she needed me. I am very thankful for that I did not have any problems getting my work done for tenure and promotion--it was all a matter of being well organized, working efficiently, and taking care of what I needed to do. In the summer, she went to summer camp when older, and her regular daycare on campus when younger, and I was able to get a lot done on research during that time. My daughter is now 25, and is a doctoral student in ethnomusicology--she has chosen to do work very similar to what I have chosen, in part because of the flexibility the work affords.	Jun 1, 2012 7:06 PM
74	my school doesn't have tenure.	Jun 1, 2012 6:29 PM
75	Not only were there no supports as listed above, but I was judged harshly by my colleagues for not being able to take on additional duties, like Chairing the department, during the same year when my child arrived. There is a great need for educating institutions and colleagues about these issues.	Jun 1, 2012 5:31 PM
76	I don't have kids, but, as a Catholic institution, Loyola is generally sensitive to issues about raising them.	Jun 1, 2012 5:07 PM
77	Colleagues and staff have been considerate about commuting; colleagues failed to overcome one member's hostility to otherwise acceptable non-spousal (i.e. through normal search) hiring of spouse, and administration was deceptive in negotiation.	Jun 1, 2012 5:00 PM

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78	totally up to the individual to find a way to meet work and tenure/promotion demands while dealing with whatever family situation exists	Jun 1, 2012 4:46 PM
79	Department chair was very supportive, and fought for extra accommodations on my behalf to upper administration. My experience would have been very different without the support of the chair.	May 25, 2012 6:24 AM