1988 Maternity Leave Committee, Various Documents

Commission for Women
Office of the Chancellor

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COMMISSION FOR WOMEN  
Maternity Leave Committee  
4/6/88

Members:  Lynn Blinn  
           Charlene Rice  
           Krystie Ball  
           Juli Stewart

Charge:  to review the Tennessee law pertaining to maternity leave  
to review the UTK policies for staff and faculty  
to determine if this area needs our attention

Comments from June Cassell (UTK Personnel Department)  
maternity addressed under LEAVE OF ABSENCE in UTK Personnel  
Policy Manual  
full time employees have the option of taking sick and/or  
annual leave and/or leave without pay  
position must be held open for the person  
person can be replaced permanently only with the permission of  
the Chancellor  
leave period: 4 months

Comments from Nina Elliott (Provost's Office)  
12 month faculty follow UTK Personnel Policy  
9 month faculty do not accumulate annual leave or sick leave  
9 month faculty must arrange with their dept. heads for leave  
opportunity of leave without pay  
quarter banking (work during summer but paid during absence)  
appeals to Dean of school or college

In General:  
Staff and 12 month Faculty are covered by a campus wide policy with  
strict procedures and established appeal process while 9 month  
faculty leave is determined by department head.

Nina said Faculty could appeal to Dean and on up to Provost, but it  
seems not to be a written statement. She hasn't heard of leave  
being a problem or of paternity leave requests

submitted to committee by J. Stewart
MEMORANDUM

TO: Linda Burton, Chair
Commission for Women

FROM: Juli Stewart, Chair
Maternity Leave Committee

DATE: July 8, 1988

SUBJECT: Report to the Commission

While the Committee has discussed the comments and issues concerning UT maternity leave policy generated at the April 7, 1988 Commission meeting, the members decided to concentrate for the moment on the issue of the formal policy relating to maternity leave for nine month faculty women.

It is the impression of the chair after speaking with Dr. Nina Elliot and Mr. Hardy Liston that the Provost’s Office believes that the present situation is satisfactory. Nevertheless, the Committee is inclined to favor a clarification of policy concerning maternity leave. Before a request is submitted to the Chancellor we need to gather data upon which to base our recommendations. We, therefore, submit the following to the Commission for consideration:

--to request permission and funding from the Chancellor to conduct a survey of faculty women to determine what impact the present policy has had on them;

--if the Chancellor thinks the study is a possibility, the Committee will submit a proposal with the consent of the Commission to the Chancellor.

--if the Chancellor agrees to provide support for a graduate student in Child and Family Studies, Dr. Lynn Blinn has volunteered to oversee that student in the writing of the proposal and the project.

The results of the study could be included in faculty candidates interviewing at UTK as an illustration that this institution is addressing nationwide issues concerning women.
October 6, 1988

Dr. Linda Burton
Personnel
302 Alumni Hall
Campus

Dear Linda:

I discussed with the staff the possibility of a survey of faculty women by the Commission concerning maternity leave policies. We agreed that you might want to discuss the matter with George Wheeler to see if a survey would be useful or if we could obtain that information more informally. George indicated that he would like to meet with you to see which alternative is better.

Thanks. Please let me know the outcome of your meeting.

Sincerely,

Jack E. Reese
Chancellor

cc: Provost George Wheeler
Form A

A. Project Directors: Lynn M. Blinn Linda Burton

B. Mailing addresses: 115 Harris Building 302 Alumni Hall
   Campus Campus
   974-6291 974-6657

C. Title: Faculty Attitudes Concerning Maternity Issues

D. Department: Child and Family Studies

E. External funding: none

F. Grant submission deadline: none

G. Starting date: Upon CRP approval

H. Estimated completion date: June 1, 1989

I. Objectives of project:

To determine how faculty members at UTK feel about maternity issues in relation to their

a. age
b. rank
c. departmental gender ration
d. marital status
e. number of children
f. gender
g. college affiliation
h. previous related experiences

II. Subjects

All male and female faculty members employed full time at
UTK during Spring 1989.

III. Methods

All tenured and nontenured, male and female, faculty members
will be mailed the attached questionnaire which includes
eight demographic questions, nine questions concerning
maternity experiences at UTK and 43 questions called the
Maternity Attitude Questionnaire For Academics. This is a
new instrument developed by the researcher after examining
the literature and reviewing copies of maternity leave
policies from universities across the country. Mailing will
be done through campus mail.
This survey is completely anonymous. Faculty members will be instructed NOT to put their names on the answer sheets. Two weeks after receiving the survey all faculty members will be sent a reminder letter. The letter will thank those that have completed and returned the survey. It will also remind those that have not returned their survey to please do so. Two weeks after the reminder letter a postcard will be sent to all faculty members. The same procedure will be followed as with the reminder letter. Surveys will be returned to the researcher’s department through campus mail.

Data will be analyzed using descriptive statistics, factor analysis, chi squared and analysis of variance procedures.

IV. Categories for exempt research per 45 CFR 46: ___ 3 _____

Certification: The research described herein is in compliance with 45 CFR 46 (101)b and presents subjects with no more than minimal risk as defined by applicable regulations.

Investigator________________________________________ Date________

Dept. Head________________________________________ Date________

Certification by Director,
Office of Research Compliances______________________ Date________
March 9, 1989

Dear Faculty Member:

We need your help. Please take a minute to read this letter. As a member of the Commission For Women at UTK, I am conducting research on how the UTK faculty feel about maternity related issues. The results will help the Commission For Women better serve the needs of faculty members as they attempt to integrate the roles of parent and academic.

Your participation is completely voluntary. If you choose not to participate neither I nor the Commission For Women will feel any hard feelings or ill will toward you. There is no penalty for declining to participate.

If you choose to participate the questions will take approximately 20 minutes to complete and you may leave any questions blank that you do not wish to answer. No one will be able to identify your answers. Your answers will be completely anonymous. PLEASE DO NOT PUT YOUR NAME ON THE ANSWER SHEET. When the project is completed all of the answer sheets will be destroyed. Until that time they will be kept in a locked filing cabinet in the Department of Child and Family Studies. Returning the completed questions will be taken as an indication of your willingness to participate and indicates informed consent.

We hope you find this survey educational and thought provoking. The results will be available upon request during Fall semester 1989. Please feel free to contact us if you have any questions. Your participation is greatly appreciated.

Sincerely,

Lynn M. Blinn, Ph.D.  
Assistant Professor  
Child and Family Studies  
974-6291  

Linda Burton, President  
UTK Commission For Women  
974-6657
Major research question:

How do faculty members feel about the issue of maternity benefits in relation to their

a. age
b. rank
c. departmental gender ratio
d. marital studies
e. number of children
f. gender
g. college affiliation
h. previous related experiences
Directions: The following questions concern your attitudes and feeling about the relationship between maternity, parenthood and faculty responsibilities. There are no right or wrong answers. Your name will not be able to be identified with your answers.

1. Age: ______

2. Sex: Male ___ Female ___

3. Marital Status: Married ___ Single ___ Divorced/Widowed ___

4. Number of years you have been at each rank at UTK
   ___ Assistant ___ Associate ___ Full Professor

5. Number of male faculty in your department ______

6. Number of female faculty in your department ______

7. Your college: ______________________________________

8. If you have children, please give their current ages (do not include stepchildren)
   ______________________________________

FEMALES ONLY - QUESTIONS 9-17

9. Did you become a parent at least once (birth or adoption) while on the faculty at UTK?
   ___ yes ___ no

10. If yes, what rank did you hold during each pregnancy?

     1st pregnancy ___ Assistant ___ Associate ___ Full Professor
     2nd pregnancy ___ Assistant ___ Associate ___ Full Professor
     3rd pregnancy ___ Assistant ___ Associate ___ Full Professor
     4th pregnancy ___ Assistant ___ Associate ___ Full Professor

11. If yes, what was your tenure status during each pregnancy?

     1st pregnancy ___ nontenured ___ tenured
     2nd pregnancy ___ nontenured ___ tenured
     3rd pregnancy ___ nontenured ___ tenured
     4th pregnancy ___ nontenured ___ tenured
12. During your pregnancies were you provided with any of the following: (check all that apply)

<table>
<thead>
<tr>
<th>Pregnancy</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
</tr>
</thead>
<tbody>
<tr>
<td>leave of absence</td>
<td></td>
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<td></td>
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<tr>
<td>reduced teaching load</td>
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<tr>
<td>reduced service expectations</td>
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<td></td>
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<tr>
<td>reduced committee assignments</td>
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<tr>
<td>reduced research expectations</td>
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<td>other (please specify)</td>
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</tbody>
</table>

13. Please use the space below to describe your experiences with maternity/early parenthood while at UTK. Include information about your situation benefits provided, assistance from colleagues, etc.
14. If you were pregnant as a nontenured faculty member at UTK, assess the impact on the quality of your teaching by circling a number from 1 (extremely negative) to 5 (extremely positive)

1 2 3 4 5
extremely extremely
negative positive

PLEASE EXPLAIN:

15. If you were pregnant as a tenured faculty member at UTK, assess the impact on the quality of your teaching by circling a number from 1 (extremely negative) to 5 (extremely positive)

1 2 3 4 5
extremely extremely
negative positive

PLEASE EXPLAIN:
16. **If you were pregnant as a nontenured faculty member at UTK, assess the impact on the quality of your SCHOLARLY PRODUCTIVITY by circling a number from 1 (extremely negative) to 5 (extremely positive)**

1 2 3 4 5
extremely extremely
negative positive

PLEASE EXPLAIN:

17. **If you were pregnant as a tenured faculty member at UTK, assess the impact on the quality of your SCHOLARLY PRODUCTIVITY by circling a number from 1 (extremely negative) to 5 (extremely positive)**

1 2 3 4 5
extremely extremely
negative positive

PLEASE EXPLAIN:
Maternity Attitude Scale
for Academics

Directions: Please read each statement and rate your level of agreement from 1 (strongly agree) to 5 (strongly disagree)

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
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<tbody>
<tr>
<td>1. Colleagues should cover classes for faculty members who are pregnant or new parents.</td>
<td>1 2 3 4 5</td>
<td></td>
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<tr>
<td>2. It is a burden to expect colleagues to cover classes for faculty members who are pregnant or new parents.</td>
<td>1 2 3 4 5</td>
<td></td>
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<tr>
<td>3. Employers should treat pregnancy as a medical disability.</td>
<td>1 2 3 4 5</td>
<td></td>
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<tr>
<td>4. Adoption of an infant should be considered equivalent to giving birth in terms of employee benefits provided.</td>
<td>1 2 3 4 5</td>
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<tr>
<td>5. A faculty member should have the option of stopping the tenure clock during pregnancy and the parenting of an infant.</td>
<td>1 2 3 4 5</td>
<td></td>
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<tr>
<td>6. Maternity arrangements should be negotiated between the faculty member and the department chairperson.</td>
<td>1 2 3 4 5</td>
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<tr>
<td>7. New fathers do not need the same considerations from their employers as new mothers do.</td>
<td>1 2 3 4 5</td>
<td></td>
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<tr>
<td>8. Pregnancy jeopardizes one's chances to tenure.</td>
<td>1 2 3 4 5</td>
<td></td>
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<tr>
<td>9. Faculty members do not need maternity leave because they can have their children during the summer.</td>
<td>1 2 3 4 5</td>
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<tr>
<td>10. There is a need for paternity leave for new fathers as well as maternity leave for new mothers.</td>
<td>1 2 3 4 5</td>
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<tr>
<td>11. It is difficult for women to achieve tenure and be a good parent at the same time.</td>
<td>1 2 3 4 5</td>
<td></td>
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</tbody>
</table>
12. Faculty members who chose to become pregnant before tenure are not very serious about their academic careers.

13. Teaching suffers when a faculty member becomes pregnant.

14. Research suffers when a faculty member becomes pregnant.

15. Community service suffers when a faculty member becomes pregnant.

16. Pregnancy places heavy burdens on the individual's department.

17. Pregnancy should not influence the criteria used to evaluate an individual for promotion.

18. Universities should look to industry for direction in planning maternity leave policies.

19. Faculty and staff maternity leave policies should be similar.

20. Fathers' and mothers' careers are affected equally by the birth of children.

21. Fathers are playing a more active role in parenting and should be considered eligible for paternity leave.

22. Pregnancy should not influence the criteria used to evaluate an individual for merit pay.

23. Pregnancy should not influence the criteria used to evaluate an individual for tenure.

24. Specific policies concerning length and timing of leaves and absences do not take into consideration particular medical needs or individual circumstances that might arise during pregnancy.

25. Maternity leave policies should be carefully written statements which spell out the rights and responsibilities of all parties involved.
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<tr>
<td>26.</td>
<td>Faculty members who feel comfortable with their roles as both parents and scholars will become more productive employees in the long run.</td>
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<td>27.</td>
<td>Maternity leave policies should be restricted to tenured faculty.</td>
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<td>28.</td>
<td>Women who return to work full time soon after having a baby should not be allowed to stop the tenure clock.</td>
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<td>29.</td>
<td>During maternity leave a woman is expected to devote her time to parenting and not scholarly activities.</td>
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<td>30.</td>
<td>Only women who take a leave of absence during or after pregnancy should be allowed to stop the tenure clock.</td>
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<td>31.</td>
<td>Because of the flexible schedules of academics, women should be able to bear children and earn tenure.</td>
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<tr>
<td>32.</td>
<td>Because of flexible schedules of academics, women should be able to bear children and earn promotion.</td>
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<td>33.</td>
<td>Adoption of an infant should not be included in maternity leave guidelines because it is not a medical disability.</td>
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<td>34.</td>
<td>Employers should reimburse adoptive parents for some of their adoption expenses.</td>
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<tr>
<td>35.</td>
<td>Women who return from maternity leave should not be expected to assume greater responsibilities than they had prior to pregnancy.</td>
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<td>36.</td>
<td>Faculty members need to provide their departments with advance notice prior to requesting maternity leave.</td>
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<td>37.</td>
<td>Pregnant and women with infants should be given priority in their departments in decisions such as class times, courses taught, numbers of students, number of advisees, etc.</td>
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<td>38.</td>
<td>Pregnancy jeopardizes a woman’s chances to achieve tenure.</td>
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</tbody>
</table>
39. Pregnancy jeopardizes a woman's chances to earn promotions.

40. It is difficult for women to achieve promotions and be good parents at the same time.

41. It is difficult for men to achieve promotions and be good parents at the same time.

42. It is difficult for women to achieve tenure and be good parents at the same time.

43. It is difficult for men to achieve tenure and be good parents at the same time.