Part time Guidelines and Faculty Career Flexibility: Thank you to the Working Group

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Enhanced flexibility and part time work arrangements are a competitive necessity

• Importance recognized by private sector 15-20 years ago
• UMMS ACE/Sloan Jr. Faculty Task Force: CRITICAL for recruitment/retention
• Issue faced by UMMS Department Chairs—but with limited guidance from policy/procedure
• Inconsistencies identified and questioned by faculty
• Transparent and objective guidelines can help ensure fair consideration of part time requests
• Part time decisions must balance faculty requests and institutional/departmental needs for success
17.8% of the employed faculty are part time; (15.8% of SOM faculty). Wide variation (0-32%) by department.
Faculty at all ranks and both genders use part time as a mechanism for flexibility in their career journey; women use/need this option early in their careers.
Peer Intelligence shows wide variability across institutions and departments

- UMMS peer institutions: part time use low (1.5-5%)
- AAMC aggregate data: wide variability (2% to 70%)
  - definition of part time unclear and likely variable
- All institutions have some use of part time employment
- Decisions rest primarily with department chairs
- Variability between departments common
- Part time in research/tenure tracks generally low
- Concern over stigma and academic impact of part time status exists regardless of structure
Key Features of proposed UMMS Guidelines

• Institutional assumption and expectation is that faculty employment is *full time* unless otherwise negotiated
• Defines part time *anything less than full time* (1.0 FTE)
• Objective, transparent criteria
• Balances individual requests with dept/institution needs
• Maintains *decision authority with Chairs*
• Defines a *process for resolution*
• Request/resolution sent to OFA/UMMMG for tracking and consultation if needed
• Allows UMMS/UMMMG to gain experience that could inform policy development, if desired, in the future.