Report Recommendations

• Collaborative on Academic Careers in Higher Education (COACHE)
• Status of Women
• Flexible Work Life
“MSU offers an array of services and policies that support...yet there is unevenness in the awareness, promotion, or implementation of those...by deans, directors, and supervisors.”
“Academic women perceive a significant variation between...administrators regarding support.”
“The University would benefit from an overall communication strategy that highlights (that) MSU offers an excellent and supportive work place for faculty and academic staff...
...(Including) a widely articulated philosophical statement from the President and Provost concerning the University’s commitment to being a supportive work place.”
Recruit and Retain Diverse Faculty and Staff

• Enhance recruiting packets and Web presence

• Make data transparent regarding hiring, promotion, and staff development as it relates to women on a unit-by-unit basis
Increase Mentoring Opportunities

• Provide training programs, incentives to create programs, and recognition of successful mentoring programs for women

• Improve formal mentoring for all early-career faculty
Foreground Family-Friendliness

• Clarify policy language (with scenarios) around maternity, child, family, and parental leave

• Additional child/elder care

• Additional child care scholarships for students
Enhance Professional Development for Administrators

- Educate/refresh on work/life services
- Update on policies related to evaluation and treatment of women and hold accountable for practice
Improve Communication

- Clarify policies regarding tenure, early consideration, and stopping the tenure clock
- Consistent electronic, print, and face-to-face practices for supervisors at all levels
- Direct electronic communication from the Provost to faculty