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and we proceeded to "regularize" their status. Most of them are now called lecturers (instead of teaching associates) and they enjoy four-year renewable contracts.

3. The third category was the "Sunlighter" status—to be reserved for those part-time faculty members who were indistinguishable in every way from other members of the department, having a terminal degree, research interests, scholarly reputation, ability to teach at the most advanced levels, and long-term commitment to their fields. The only difference between a Sunlighter and a regular member of the faculty was to be time worked and total (but not rate of) pay. Benefits, like pay, were to be prorated, and tenure was to be available on a competitive basis after no more than 17 semesters—a figure arrived at by trying to be both fair and realistic. Committee, tutorial, and other departmental responsibilities would be expected.

After sorting out the Sunlighters from the Twilighters and Moonlighters, we investigated which persons on the faculty qualified for Sunlighter status, bearing in mind, of course, that since we had not previously advertised it we might have very few. Indeed, we found that only three faculty members had made special personal arrangements to work part time with prorated pay benefits and long-term status: two men, one an artist and one a writer, who for personal reasons wished to work no more than 60 percent of the time; and one woman, an instructor in film who, being a mother, chose the same 60 percent option. In the course of time, the men left (one died) and the woman opted not to be considered for tenure, though by then we offered her that possibility. She now holds a series of five-year renewable contracts at the rank of associate professor. Disappointingly, few others have taken up this attractive option.

Younger Women Want Part-Time Leave

The reason for the paucity of Sunlighters may be that the younger generation of women scholars want something else—not

permanent part-time status, but part-time leave for one, two, or three semesters, during which they can raise their infants to the toddler stage. Their intention seems to be to return to full-time status as soon as possible. We did not anticipate this preference when we began our analysis, and to accommodate these women we have had to add a "part-time leave" possibility to our list of options.

Part-time leave is defined by us as reduced load, permitted with the concurrence of the department and of the administration, with no loss in benefits or status, though with reduced pay, and including the possibility, again with everyone's concurrence, of postponing the tenure decision by some amount of time appropriate to the duration of the leave.

This option has become very popular. Its popularity has led us, however, into a new dilemma. Owing to financial pressure, the administration these days tries not to replace unpaid leave-takers. This makes department chairpersons reluctant to grant part-time leaves, although these are legal and encouraged by the central administration. We are working on this issue now. Women faculty want to persuade the administration to accept a policy that exempts the mother-to-be or the new mother from having to overburden her department when she takes her part-time leave.

The other danger, one that we do not face at institutions like mine, but one that seriously threatens the entire profession if not controlled, is that large numbers of regular full-time faculty will be replaced by overworked part-timers so that the university effectively ceases to support faculty research and saves money in the short run. In the long run, of course, this is a very serious threat to the autonomy and to the research orientation of the faculty, and it is for this reason that in the past the AAUP was reluctant to regularize part-time work, fearing that institutions would use it as a guise for halving the number of people the organization supported.

Princeton has demonstrated that it is quite possible to allow part-time status up to and including tenure and, at the same time, to guard against its abuse. But not every institution has the resources or the faculty voice in decision-making that Princeton enjoys.

Questions Still to Be Resolved

The issues facing us, then, are:

1. Who wants part-time work and why? We at Wesleyan started with the assumption that women with children would want to work part time for long periods and we found, at least at our institution, that we were wrong.
2. Who is going to support research if part-timers are employed at the expense of full-timers? And, from this perspective, ought not we who cherish the part-time option be willing to take a position on the allowable ratio, say, between part-timers and full-timers in any one department or at any one institution?
3. What should be the boundaries of part-time tenure? Should one be allowed to be tenured at two institutions?
4. And, finally, what will be the effect of unionization on all of this? □

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TO OUR READERS

The *Women's Studies Newsletter* welcomes both brief news articles and longer essays of description and analysis about any aspect of feminist education. We are eager for accounts of women's studies in elementary or secondary schools. In particular, also, we would like to receive essays or shorter pieces on women's centers—their functions on campus or in the community and their relationship to women's studies programs. Please send us two typed copies of your article and include a stamped, self-addressed envelope.