



# **Bias Against Caregiving and Faculty Advancement**

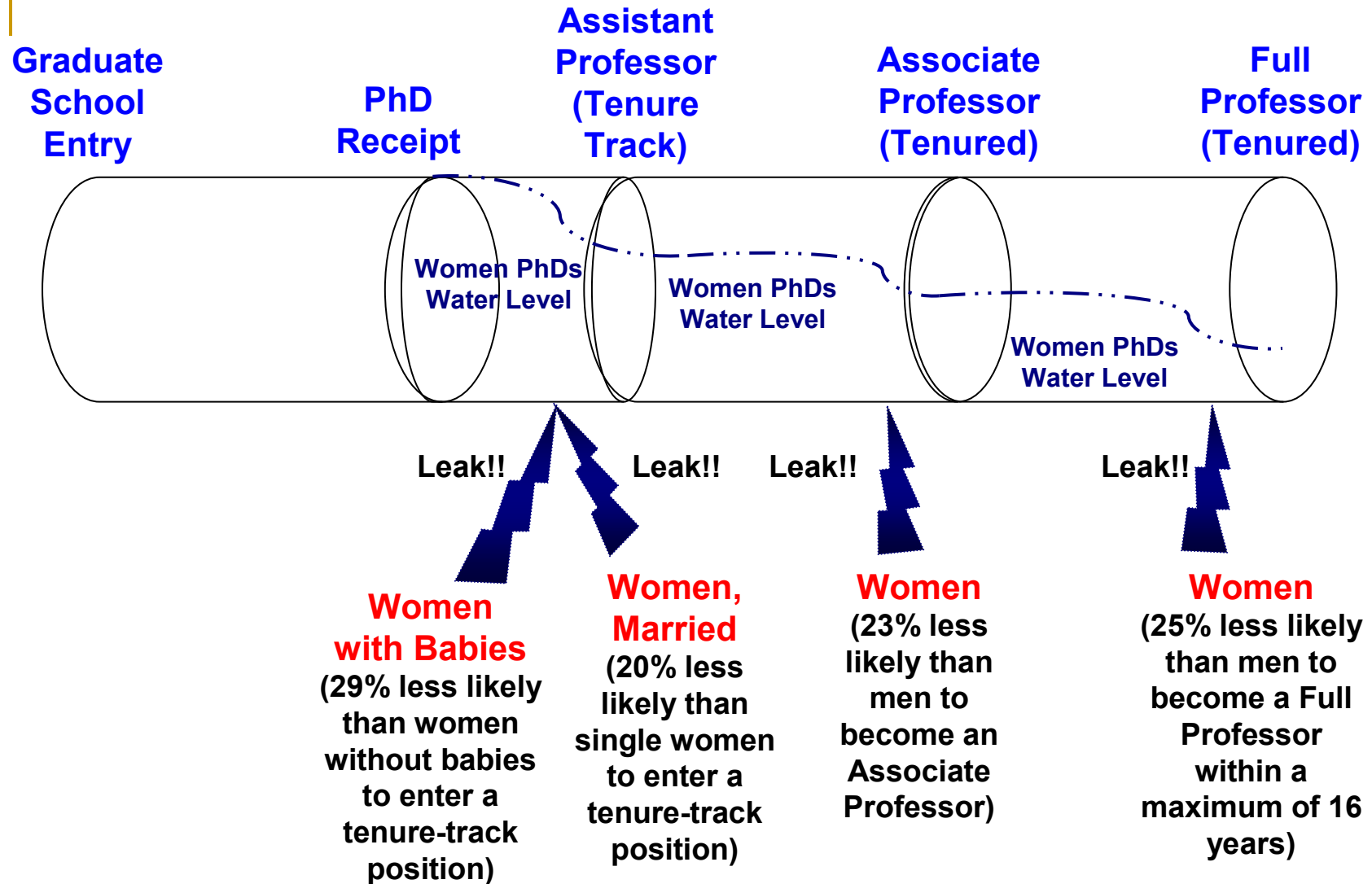
Presentation for the  
**ACE /Alfred P. Sloan**  
**Invitational Conference for Medical School**  
**Deans**  
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**Robert Drago, Ph.D.**

Research Director, Institute for Women's Policy Research  
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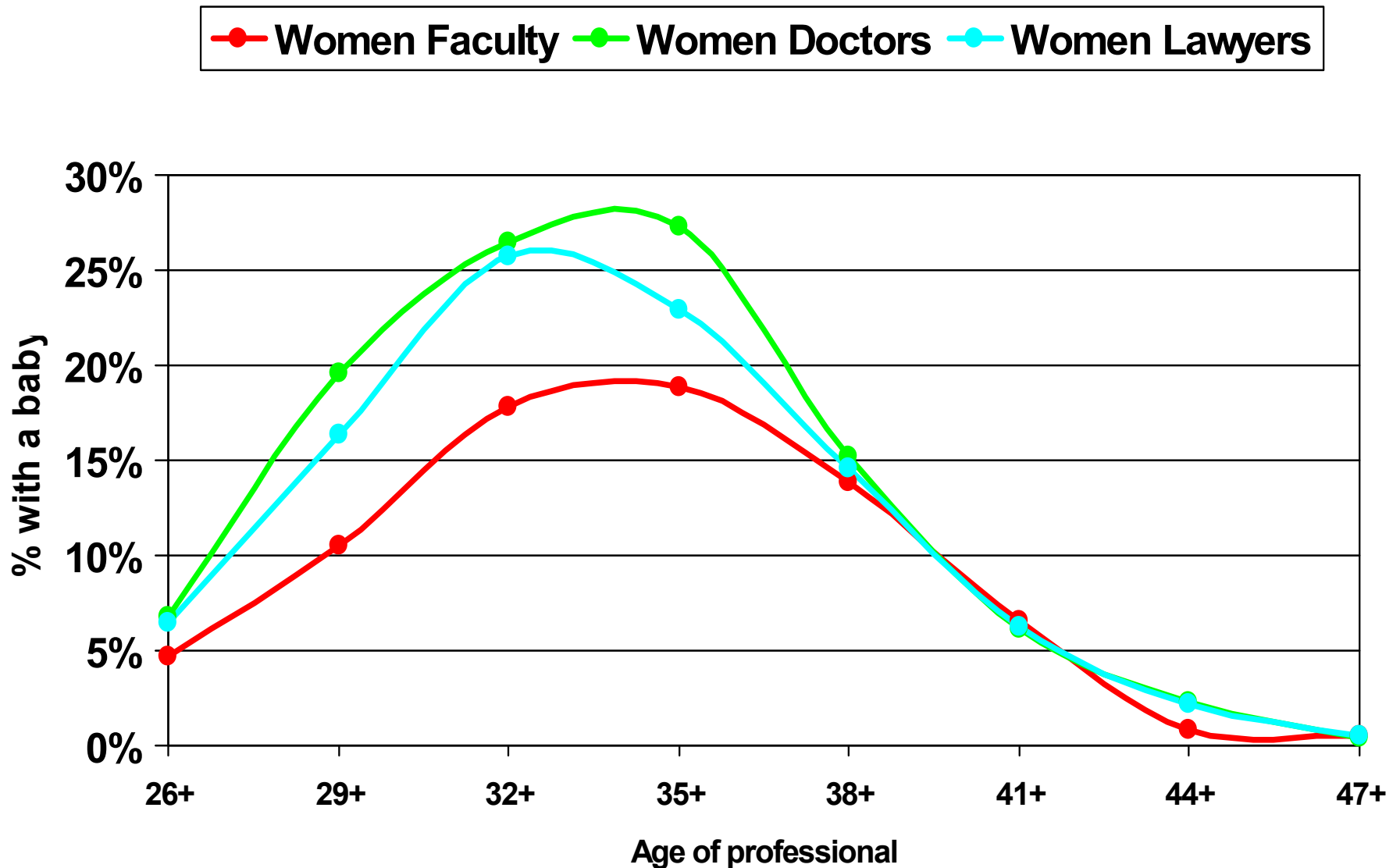
Contact: [drago@iwpr.org](mailto:drago@iwpr.org)

# Leaks in the Academic Pipeline for Women\*



\* Preliminary results based on Survival Analysis of the *Survey of Doctorate Recipients* (a national biennial longitudinal data set funded by the National Science Foundation and others, 1979 to 1995). Percentages take into account disciplinary, age, ethnicity, PhD calendar year, time-to-PhD degree, and National Research Council academic reputation rankings of PhD program effects. For each event (PhD to TT job procurement, or Associate to Full Professor), data is limited to a maximum of 16 years. The waterline is an artistic rendering of the statistical effects of family and gender. Mary Ann Mason & Marc Goulden.

# Women Fast-Track Professionals with Babies\* in the Household, by Age of Professional



\*Children, Ages 0 or 1 in Household.

Source: Census 2000, provided by Marc Goulden.

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# Doctors and PhDs?

- Are careers in Med Schools more like:
    - Traditional MDs?
    - Traditional academics?
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# Bias Avoidance

- Bias against caregiving
    - Joan Williams' New glass ceiling
    - Valian's Cumulative disadvantage
  
  - Bias avoidance: the dog that doesn't bark
    - Productive & Unproductive BA
    - Game with unknown rules
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# Research Projects

- Mapping Project (Drago/Colbeck)
    - 5087 faculty at 507 schools, 10 case studies, 13 shadowing participants
    - *Gender, Work & Organization* (Mar 2010), *American Behavioral Scientist* (May 2006), *Change* (Nov-Dec 2005), *Academe* (Sep-Oct 2005), *Ivey Bus. J.* (Jul-Aug 2005)
  
  - Survey of College/University Policies (Hollenshead/Sullivan)
    - 2343 faculty at 255 colleges and university
    - <http://www.cew.umich.edu/PDFs/designing06.pdf>
    - *Changing Realities of Work & Family* (chapter, Halpern, ed., Blackwell, 2008)
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# Gender and Bias Avoidance

- Motherhood norm
    - Assumption women should provide care
    - Unequal household division of labor
  - Ideal worker norm
    - Assumption professionals committed to career
    - Lengthening of workday/workweek for professionals
  - => Women engage in bias avoidance more often
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## Bias Avoidance: Focus Groups

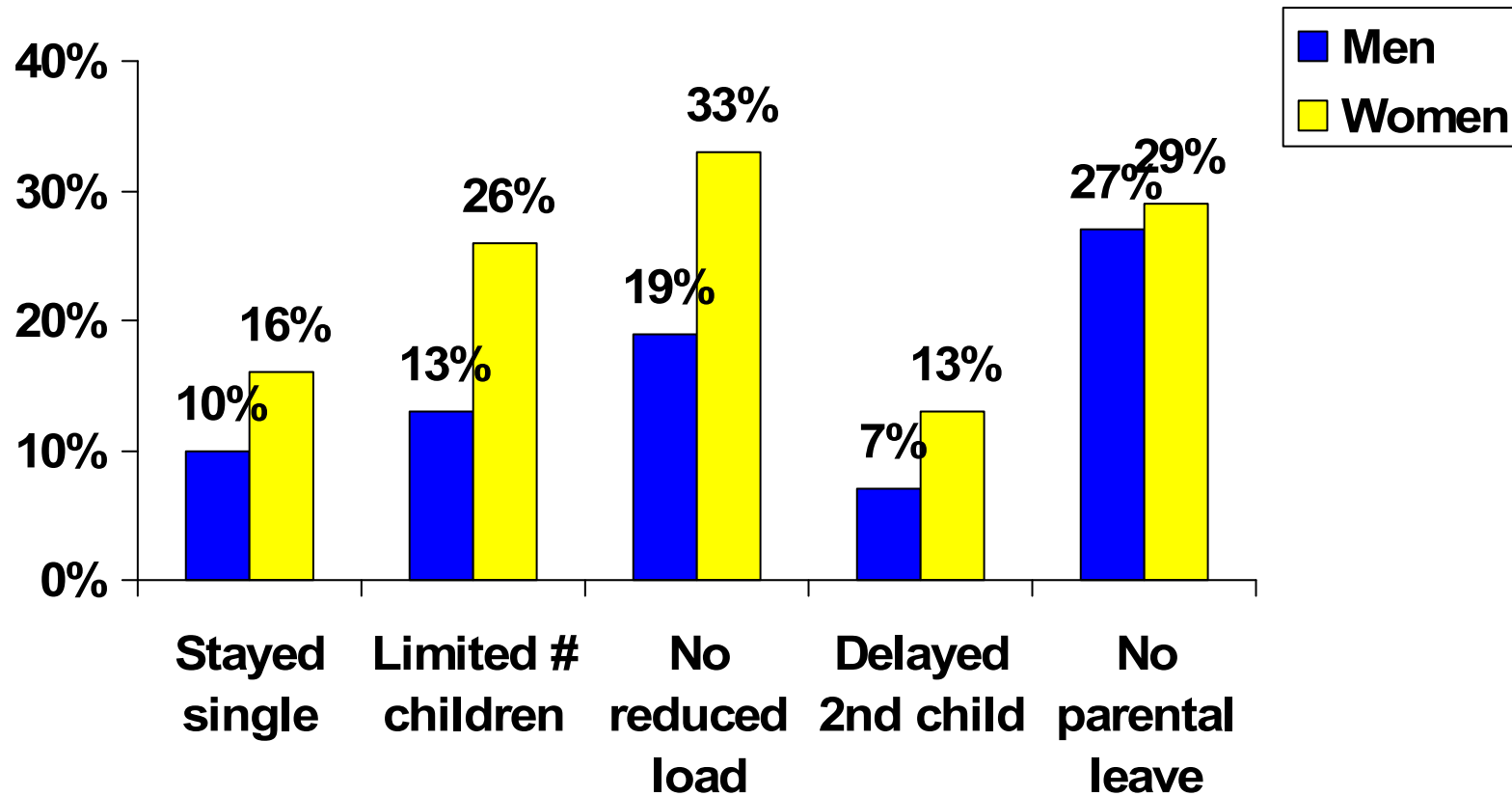
“My baby’s sick, my mother-in-law’s dying, and I can’t be at the meeting. And I actually ended up going to the meeting and leaving it in tears...”

“I mean I don’t discuss this stuff with anybody... you know what I mean?”

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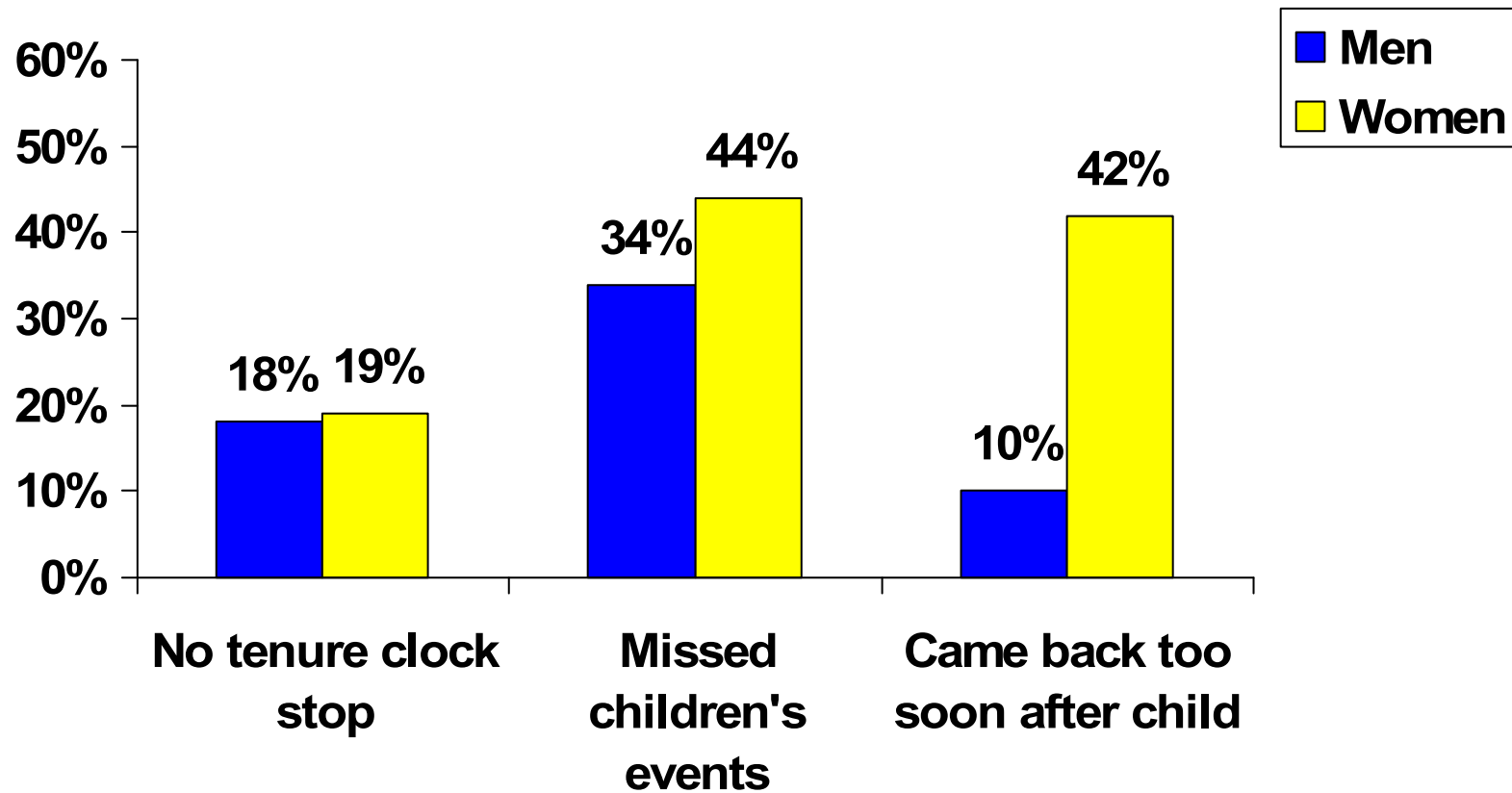


# Productive Bias Avoidance by Gender



Source: Mapping Project, 2002-2003.

# Unproductive Bias Avoidance by Gender



Source: Mapping Project, 2002-2003.

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# The Mapping Project

Daddy Privilege: [On missing work:] "...[I]t's [viewed as] cool when a dad is involved with his kids... But when a mom is doing [that,] it's like "oh, there she goes again, you know, she's off doing the mom thing..."

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# Work-Family Policies

## Hollenshead/Sullivan Survey

Unpaid leave to care for dep.s beyond FMLA  
Paid leave for dep.s beyond sick/vacation leave  
Temp. relief from teaching or modified duties  
for dep. care  
Stoppage of the tenure clock  
Reduced appt/pay for dep. Care  
Part-time appt.s or job sharing  
Dual-career assistance  
Additive scale:  $\alpha=.686$

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# Summary of Results

- Women => More BA
  - Main correlates reduced BA:
    - Organizational climate
    - Supervisor support
    - Univ. policies
  - Chemistry => more kids, more BA
  - Faculty unions => less BA
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# Are Med Schools Different?

- Long hours – restrictions on residents
  - Odd hours – ‘family physician’ problem
  - Danger/Importance – my child has a soccer game v. saving a life...
  - Authoritarian/patriarchal?
  - Other commitments okay if private practice only?
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## ...and It is Not Just Children

MetLife Survey (Feb 2010) =>

- 12% of employees w Elder Care responsibilities.
  - More likely to report own health problems.
  - As a result: Health insurance costs 8% higher.
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# Ways to Improve

**1) Inclusive Practices**

**2) Work-life Policies**

**3) Bias Resistance**

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# Inclusive Practices

## **Alternative School:**

A faculty woman on bringing children to the office: “The department does not have a problem with it... [and] the students don’t have a problem with it, but in reality it doesn’t work well because the kids want attention and students need attention...” (Woman in focus group)

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# Inclusive Practices

- Involvement in decision-making
    - Course offerings, scheduling of patient visits or tests or surgery, physical plant, etc.
  - Consideration of disparate groups
    - Ethnicity, sexual orientation, age, religion, family status
  - Support for “whole individual”
    - Not just families
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## Work-Life Policies

- Paid leave, reduced hours, child- elder-care supports, flexible hours
  - Design to constituency:
    - Faculty – back-up child care
    - Staff – child care res. & ref.
    - Students – child care subsidies
  - Communicate outside & inside
  - Have broad constituencies evaluate work-life impact of policies...
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## Bias Resistance

“It’s illegal to ask somebody [in the faculty hiring process] if they’re married and about their family, but I volunteered that information because I wanted... them to know who they were hiring. They’re not just hiring a teacher and a researcher; they’re hiring a dad and husband, too.” (A faculty father’s report in a shadowing interview)

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# Moving Forward

Working successfully on serious issues may not solve the problems... but it means we are making progress; we are doing the right thing.

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