



Bias Against Caregiving and Faculty Advancement

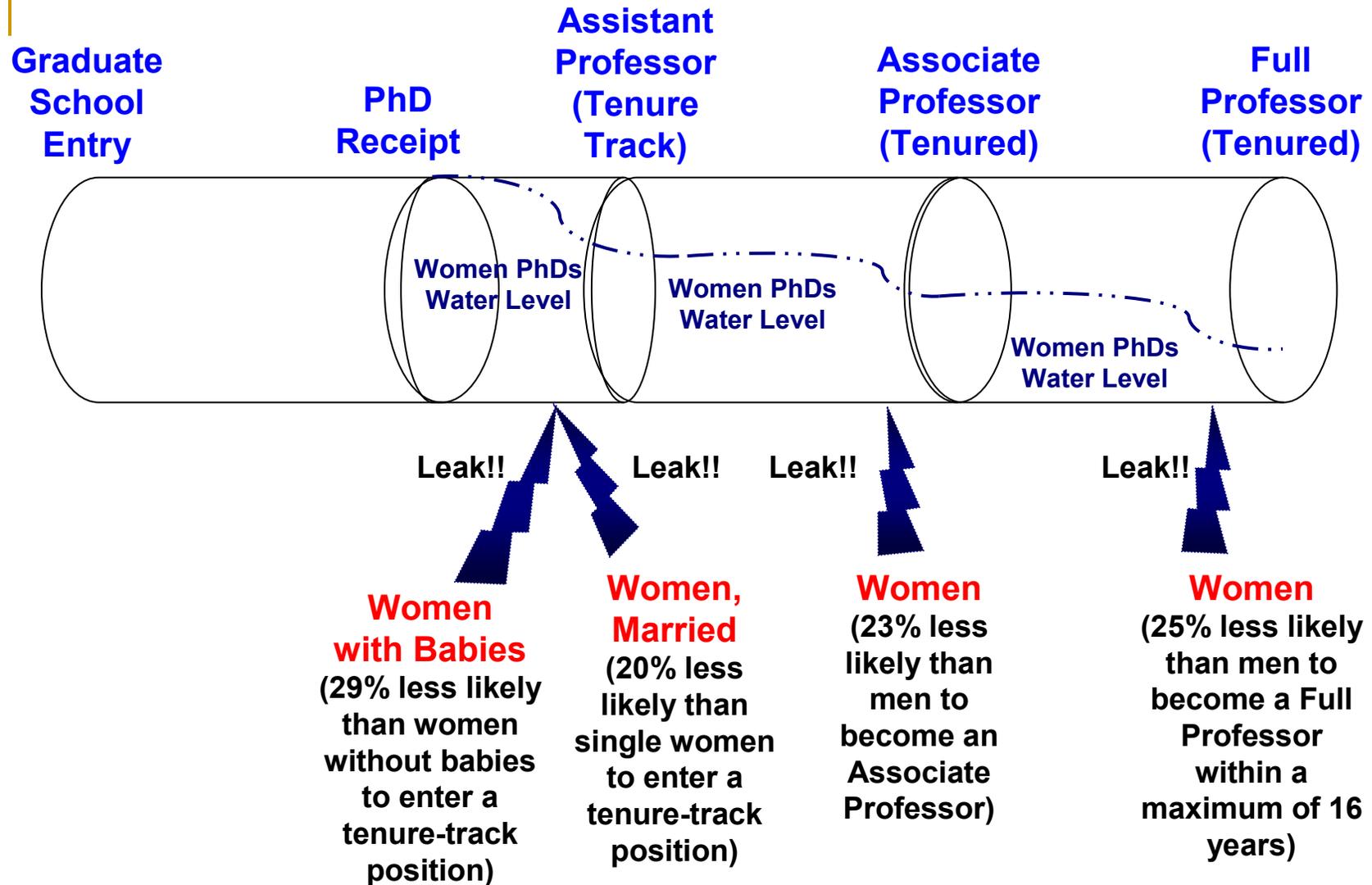
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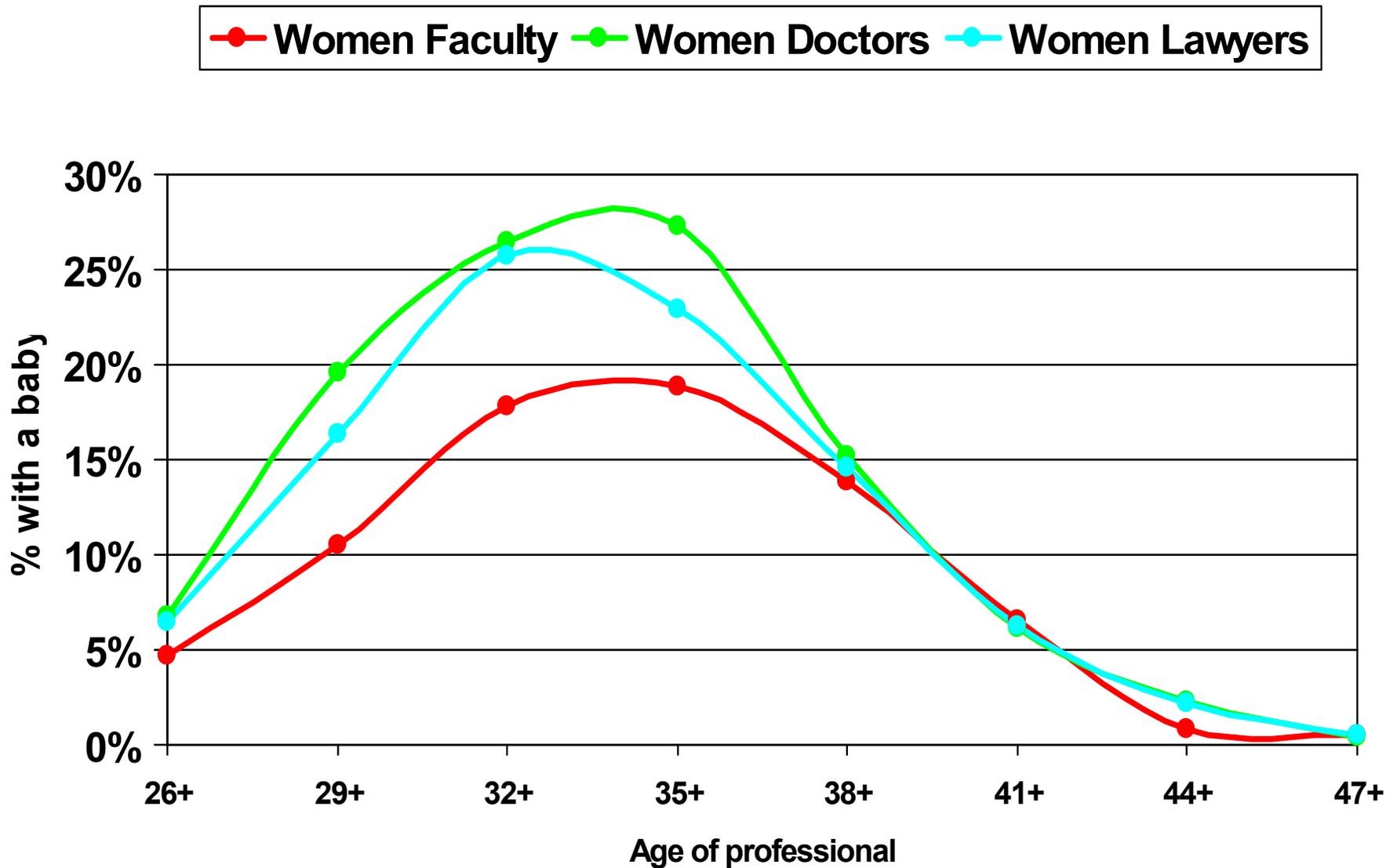
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Leaks in the Academic Pipeline for Women*



* 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.

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

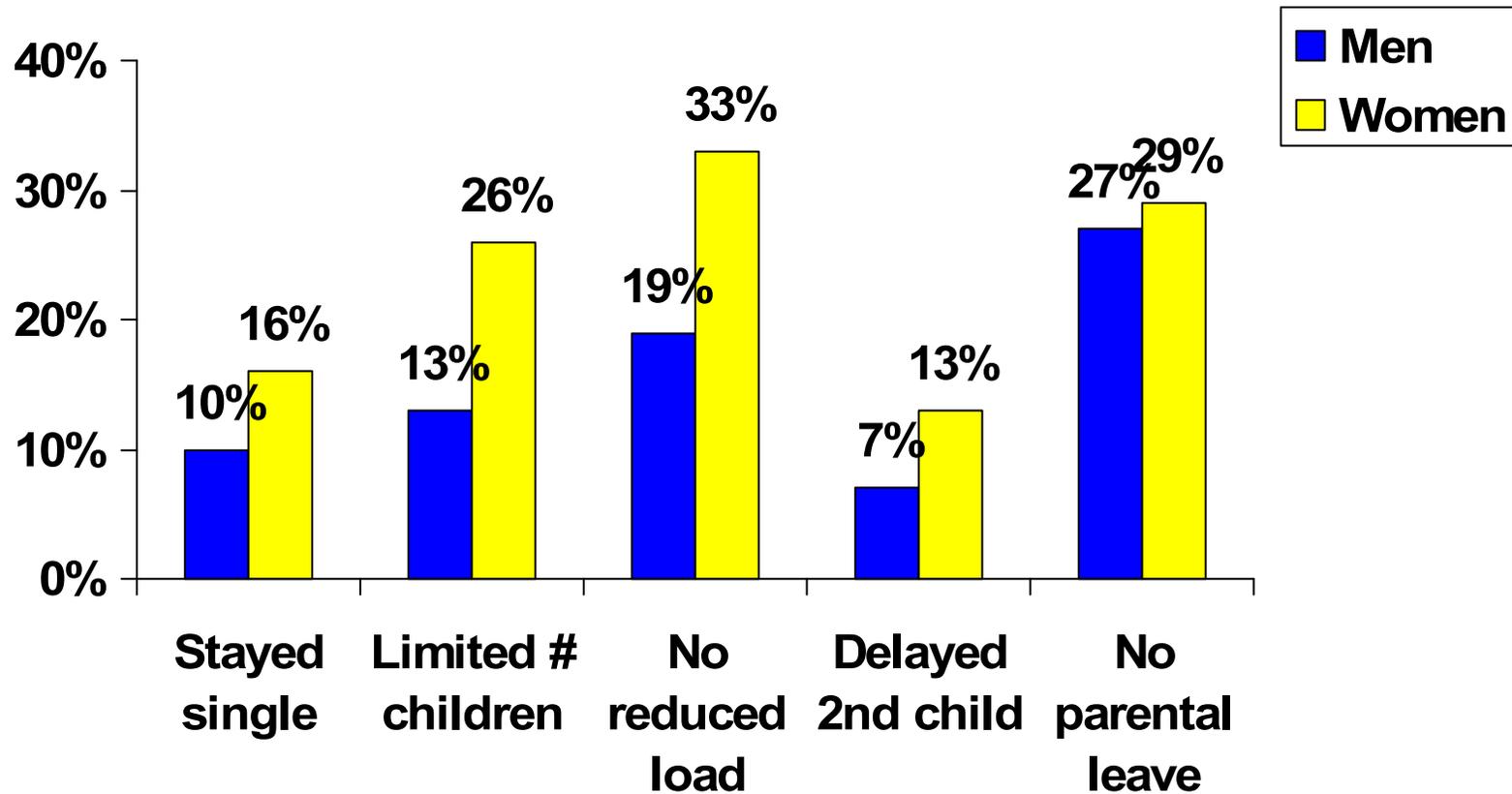
- Motherhood norm
 - Assumption women should provide care
 - Unequal household division of labor
 - Ideal worker norm
 - Assumption professionals committed to career
 - Lengthening of workday/workweek for professionals
 - => Women engage in bias avoidance more often
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Bias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

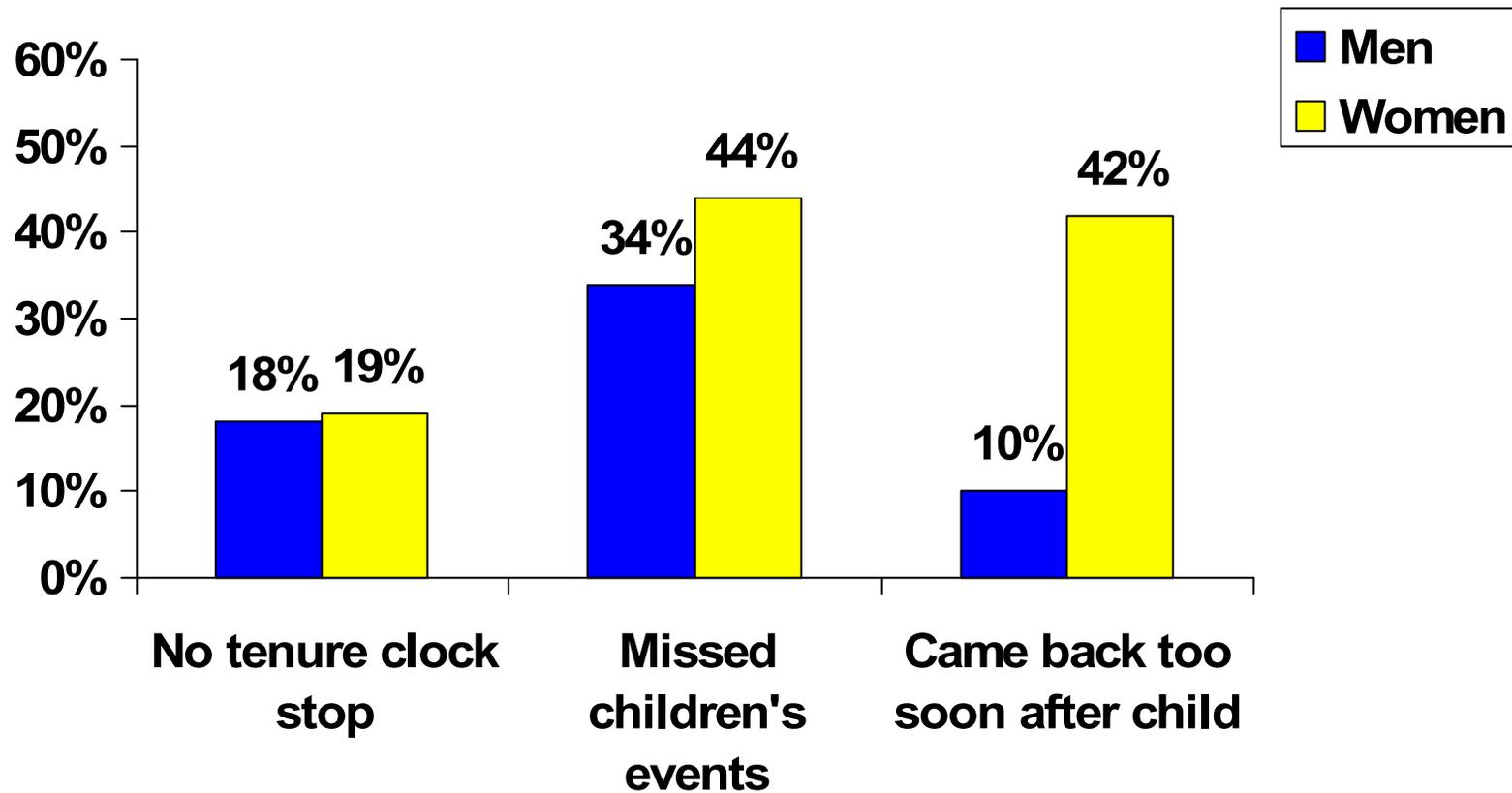
“I mean I don’t discuss this stuff with anybody... you know what I mean?”

Productive Bias Avoidance by Gender



Source: Mapping Project, 2002-2003.

Unproductive Bias Avoidance by Gender



Source: Mapping Project, 2002-2003.

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..."

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: $\alpha=.686$

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

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)

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)



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.
