

Promising Family-Friendly Programs for Women Faculty

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Symposium Highlighting Evidence-Based Interventions for
Addressing the Underrepresentation of Women in Science,
Engineering, and Medicine

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The Faculty Work-Life Study

Frank Dobbin, Harvard University

Alexandra Kalev, Tel Aviv University

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Data

IPEDS Faculty Composition Data, 1993-2015

All U.S. colleges and universities

Faculty race, ethnicity, gender

Retrospective Survey of 668 Colleges & Universities

Representative of Medium & Large, Pvt. & Public Schools

History of work-life, diversity, employment practices

Labor market controls

Analysis: How Innovations Affect Tenure-line Faculty

Change in group representation

Average change in group share over program life

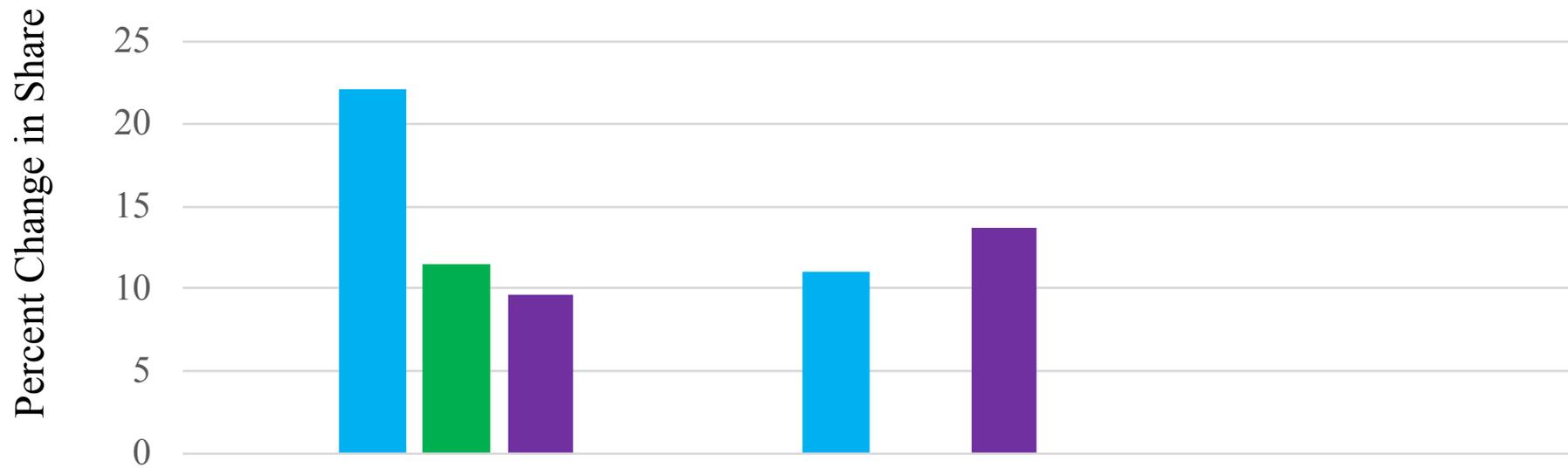
Methods

- IVs: Work-Life Policies
- DVs: log Odds of Gender x Race/Ethnic Group in Faculty
- Controls for Internal/External Labor Markets, HR, Diversity, Harassment Practices
- Fixed Effects for Institution, Year, Panel Models
 - Huber-White Robust Standard Errors
- Showing Only Statistically Significant Effects

Work-Life Office and Partner Job Assistance



Tenure-Track Faculty



Work-Life Office

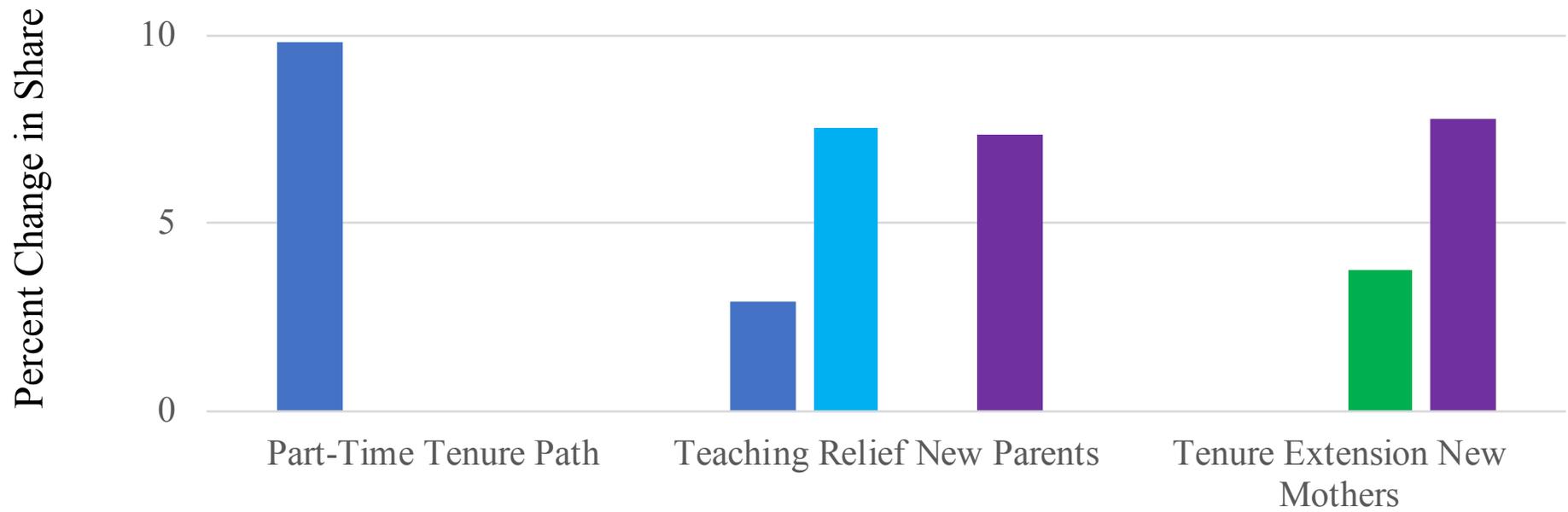
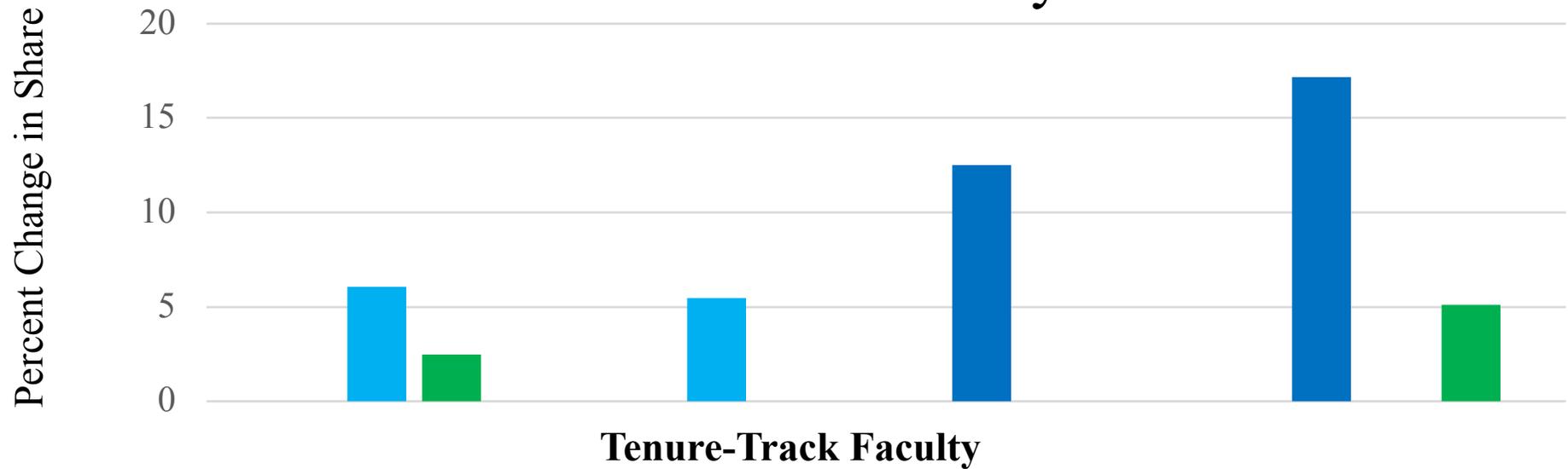
Partner Job-Search Aid

Partner Recruitment Consortium (HERC)

Tenured Faculty

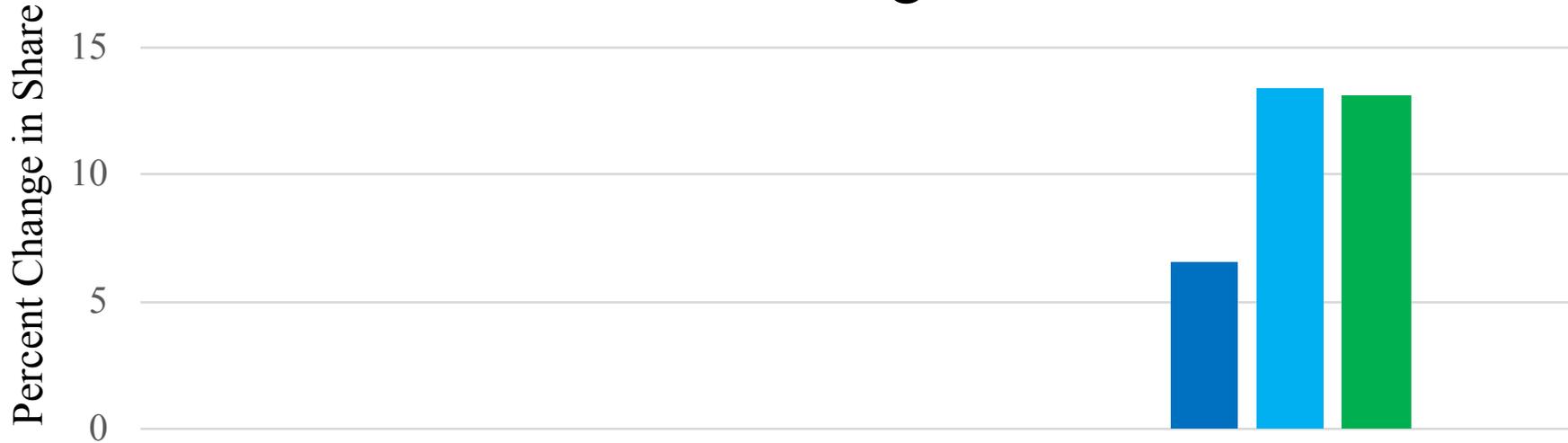
White Black Hispanic Asian-American

Work-Life Flexibility

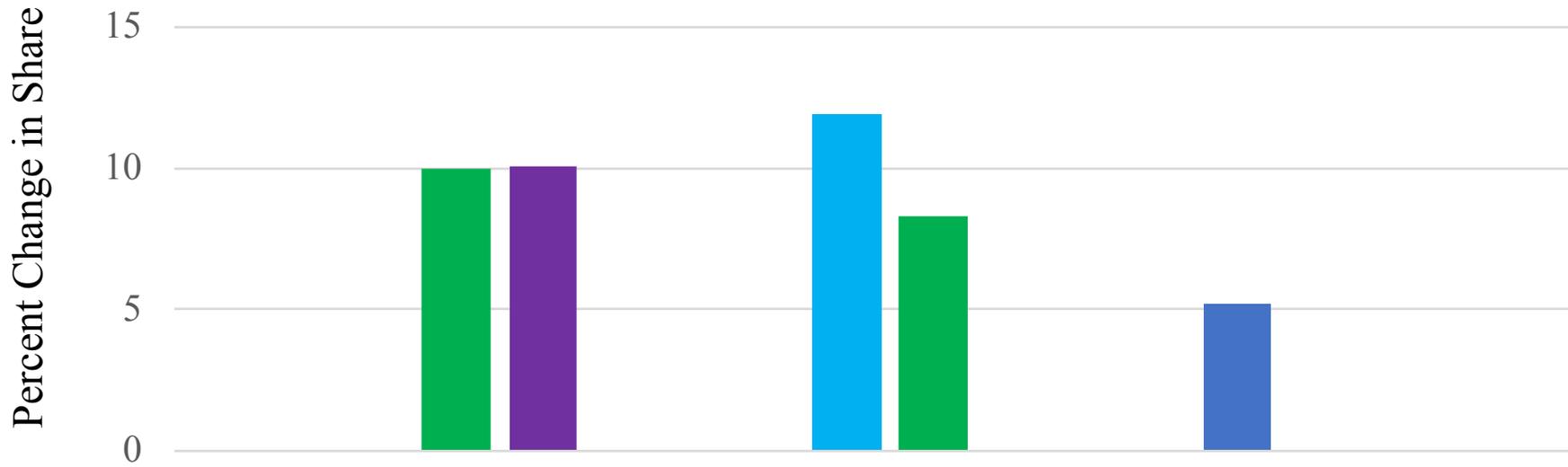


Tenured Faculty
■ White ■ Black ■ Hispanic ■ Asian-American

Childcare Programs



Tenure-Track Faculty



Percent Change in Share

Childcare Center

Childcare Funds for Travel

Emergency Childcare

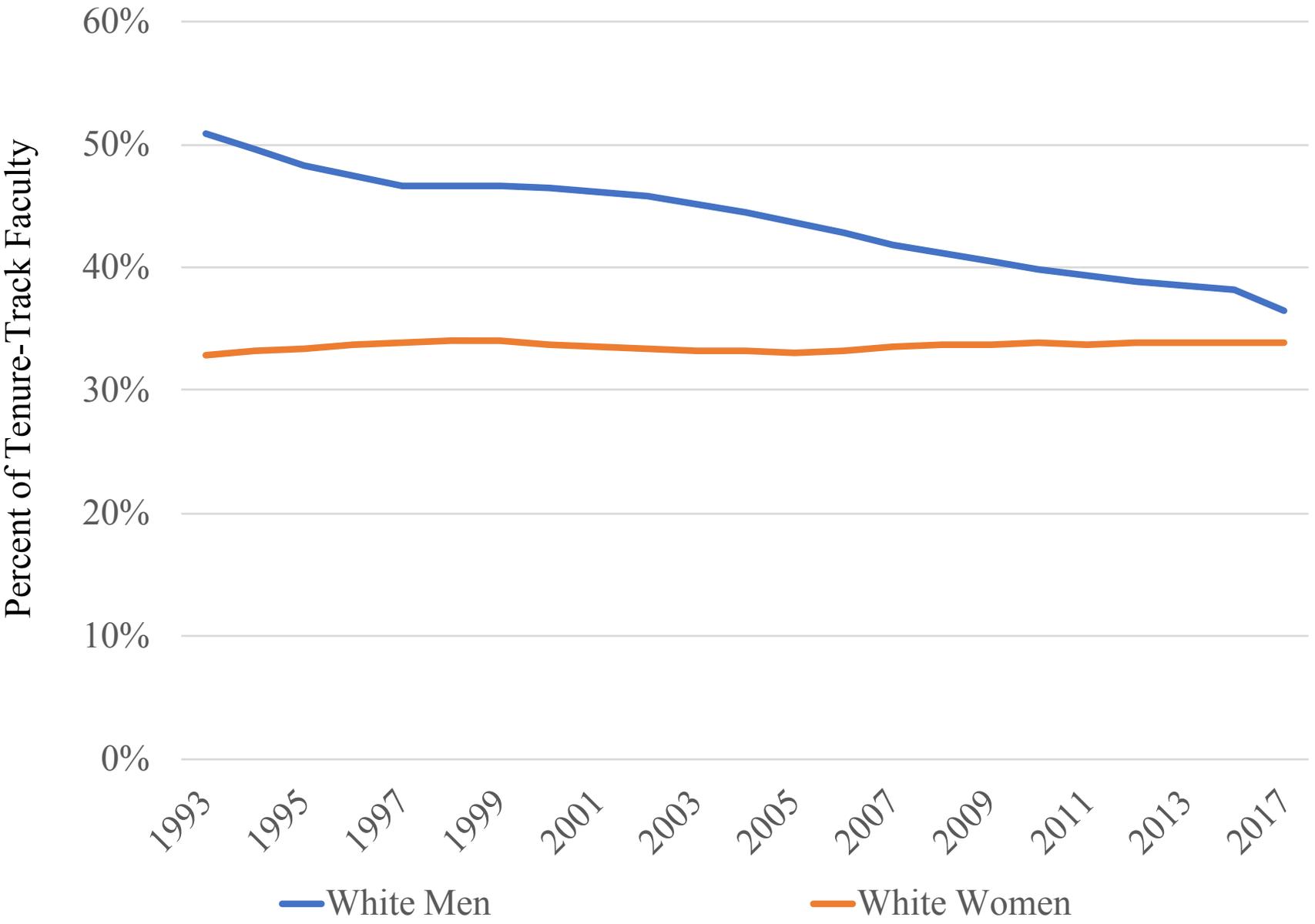
Tenured Faculty

White Black Hispanic Asian-American

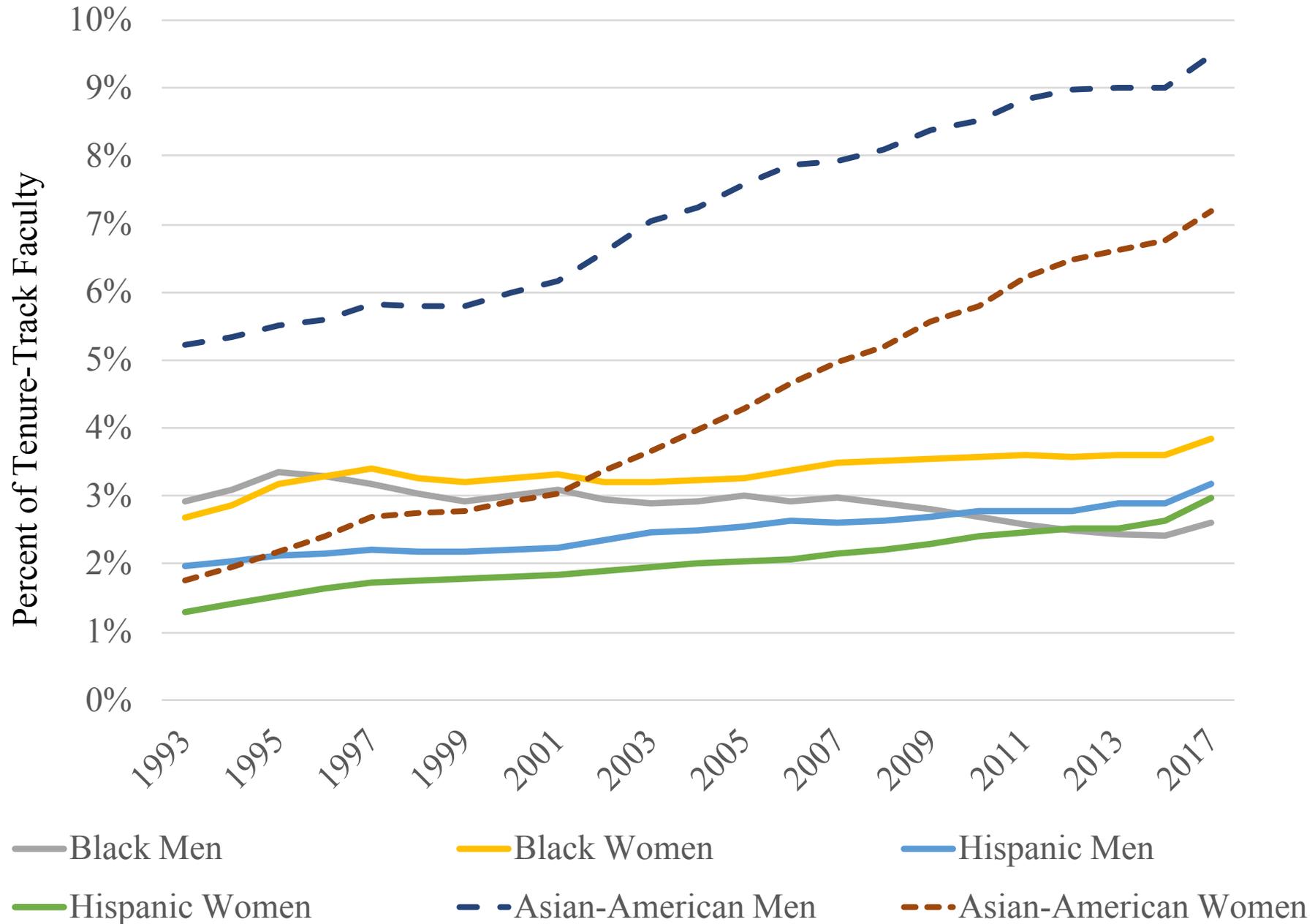
Work-Life Programs Help Women

- Work-Life Office & Partner Job Assistance
 - Strong Effects for Minority Women
- Work-Life Flexibility (PT Career Path, Teaching Relief, Tenure Extensions)
 - Strong Effects for All Groups of Women
- Childcare Programs (Center, Emergency, & Travel)
 - Strong Effects for All Groups of Women
- Minimal Effects for Men

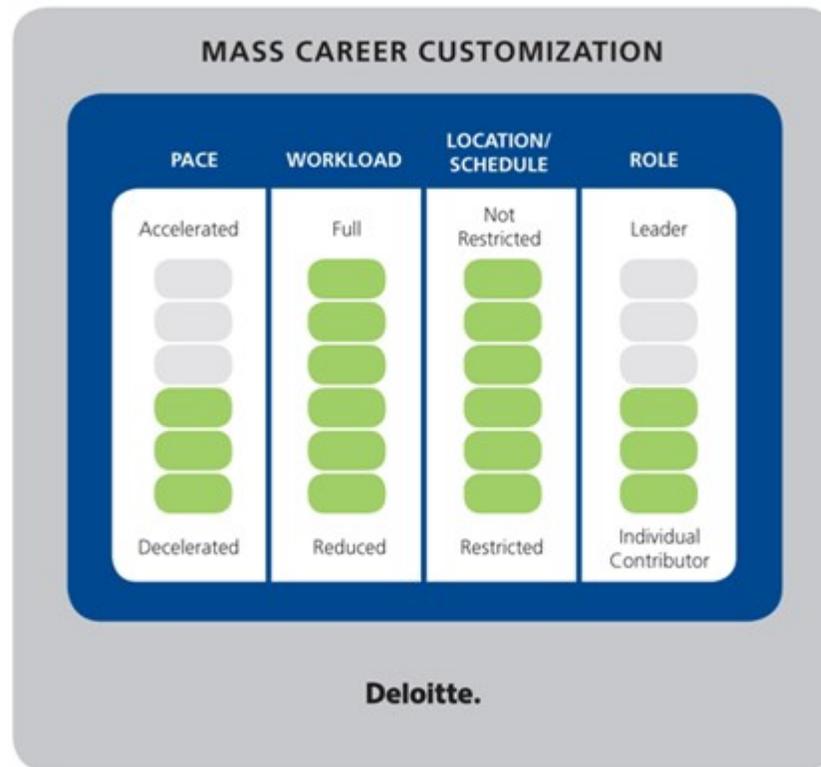
Tenure-Track White Faculty in Sampled Institutions



Tenure-Track Minority Faculty in Sampled Institutions

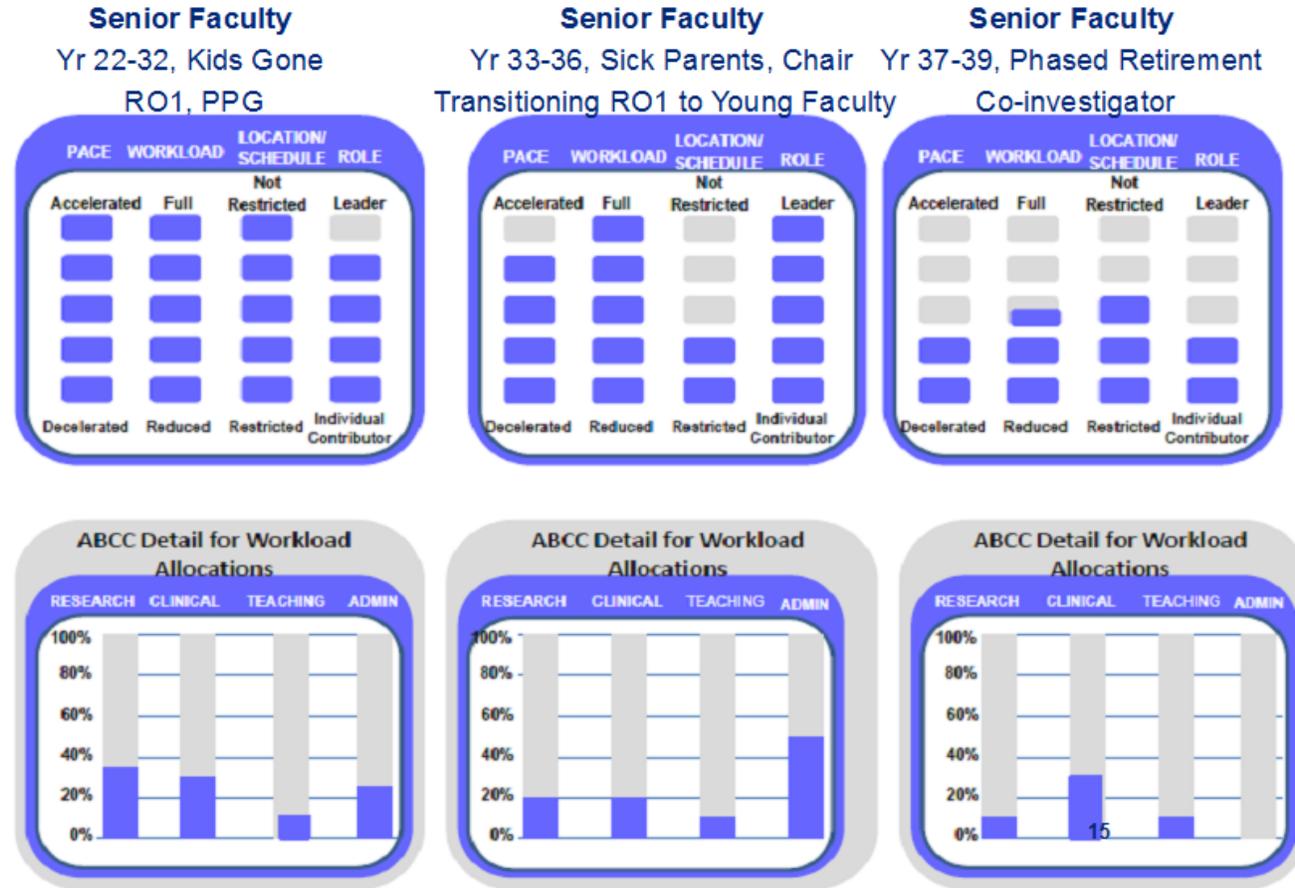


Stanford Medical School: Academic Biomedical Career Customization



Example Profile, Clinical Faculty, Senior to Retirement

ACADEMIC BIOMEDICAL CAREER CUSTOMIZATION (ABCC)



<p>Policy Sabbatical for part of year to increase research focus.</p>	<p>Policy Eldercare benefits. Predictable clinical schedule to account for eldercare.</p>	<p>Policy Phased retirement.</p>
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Results of the ABCC Intervention

ABCC participants

- higher institutional satisfaction
- 1.3 more grant awards than non-participants
- \$1.1 million more in grant awards than non-participants

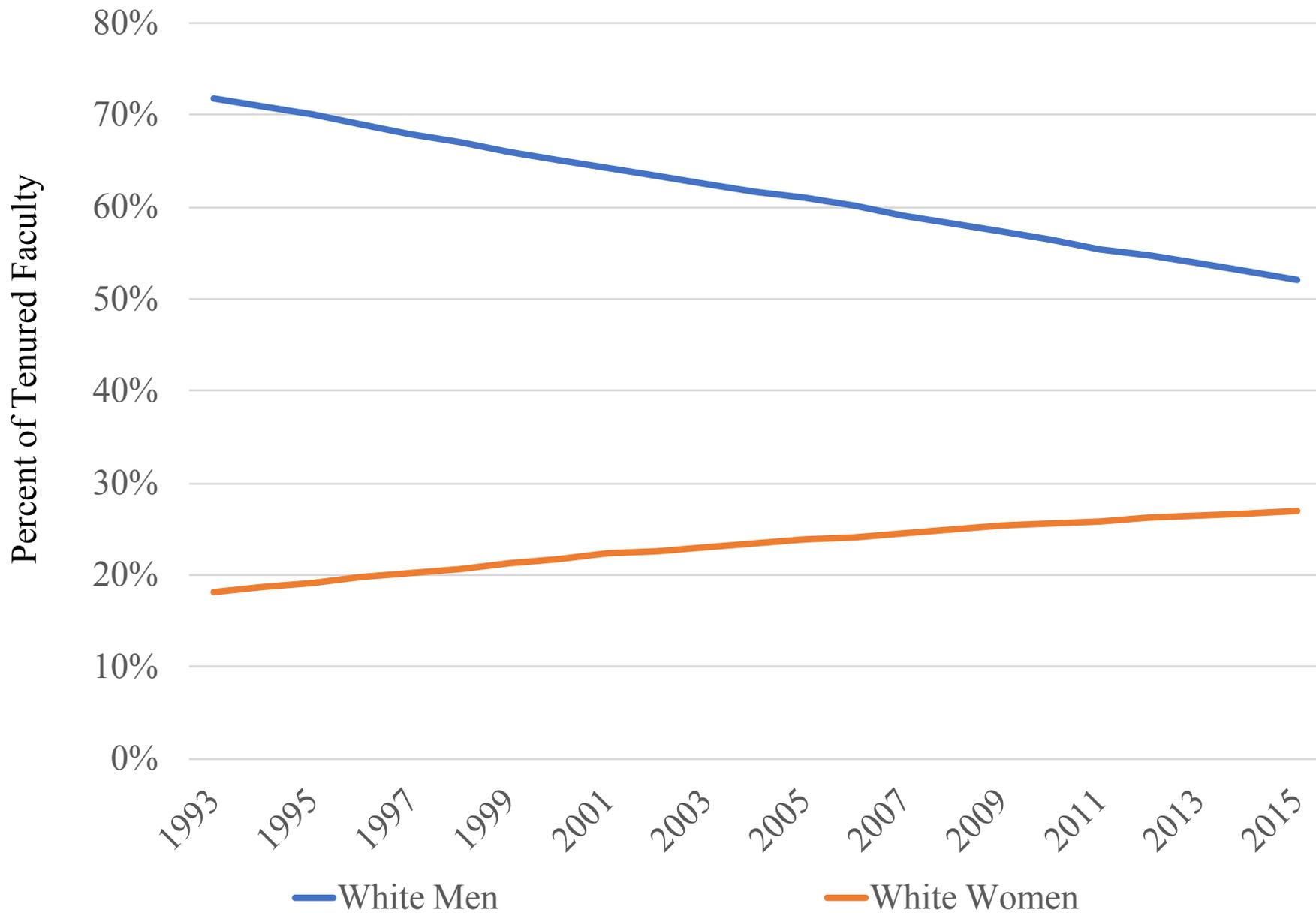
Next Steps

Faculty Work-Life Study Analyze Individual-Level Panel Data for 8000 Faculty at the 668 Surveyed Schools

- How do programs affect women and men by career stage, marital status, and parental status?
- Do early program benefits (e.g., teaching reductions) have long-term career consequences?
- Do institutional supports (e.g., work-life office) catalyze the effects of particular programs?

Think Beyond Existing Work-Life Programs & Policies

Tenured White Faculty in Sampled Institutions



Tenured Minority Faculty in Sampled Institutions

