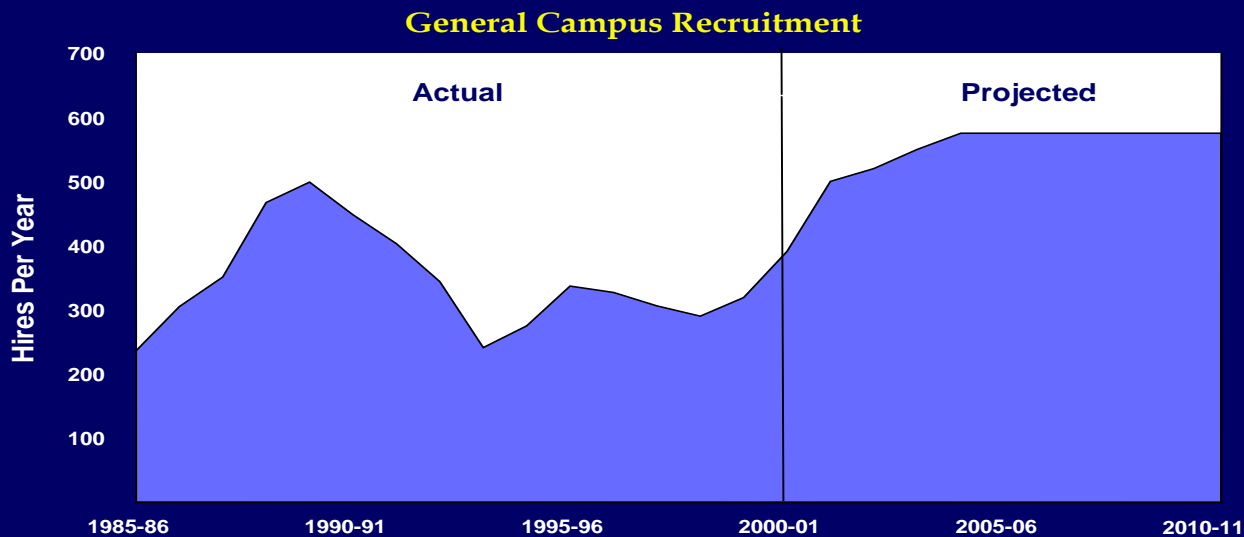


Report on the University of California Work and Family Survey

Developing New Initiatives for a Family Friendly Package

Tenure Track Faculty New Appointments Actual & Projected

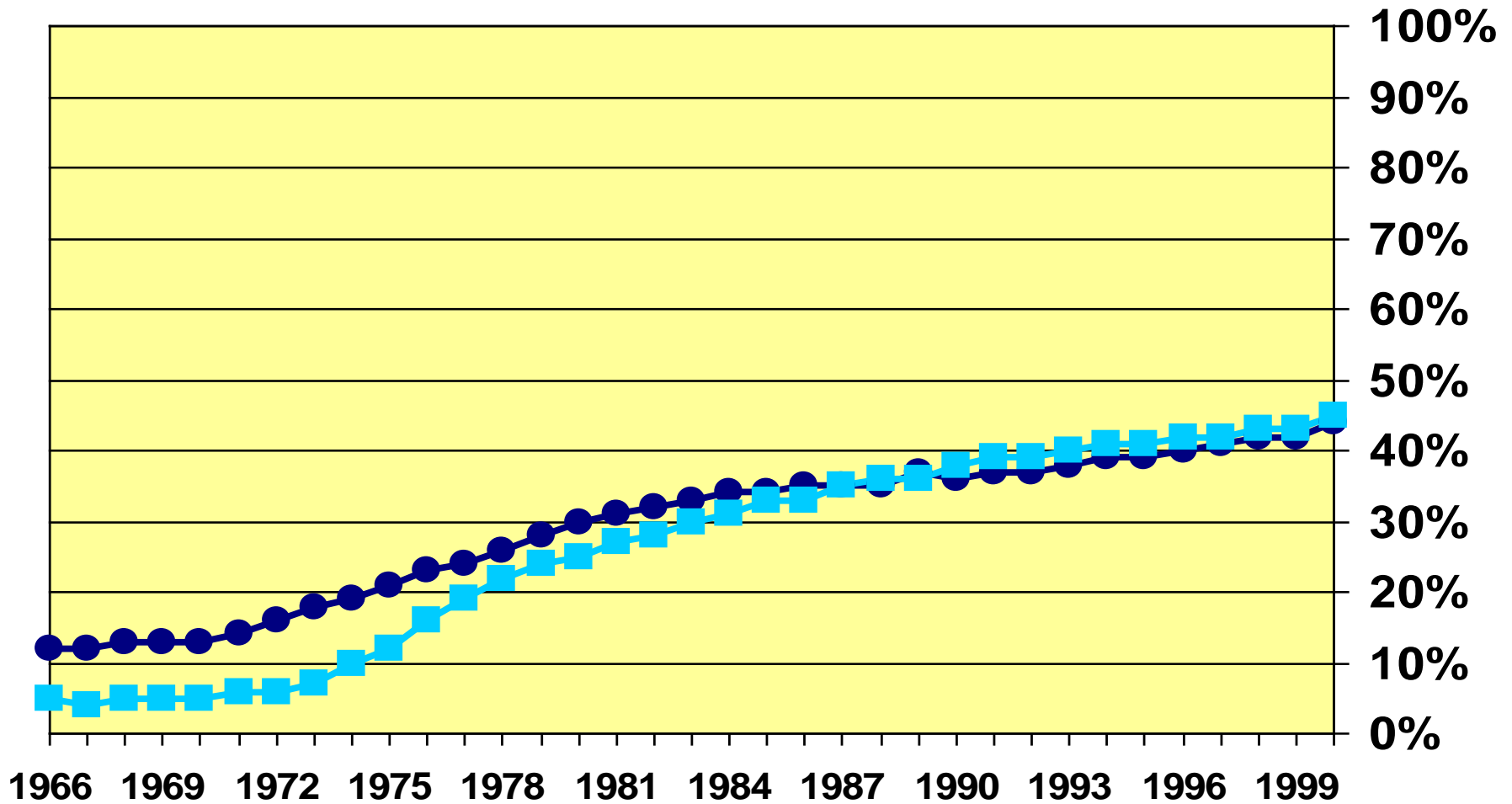


Source: UCOP, "Long Range Planning Presentation," before the Board of Regents, September 2002

Mary Ann Mason, Angelica Stacy, and Marc Goulden, June 9, 2004

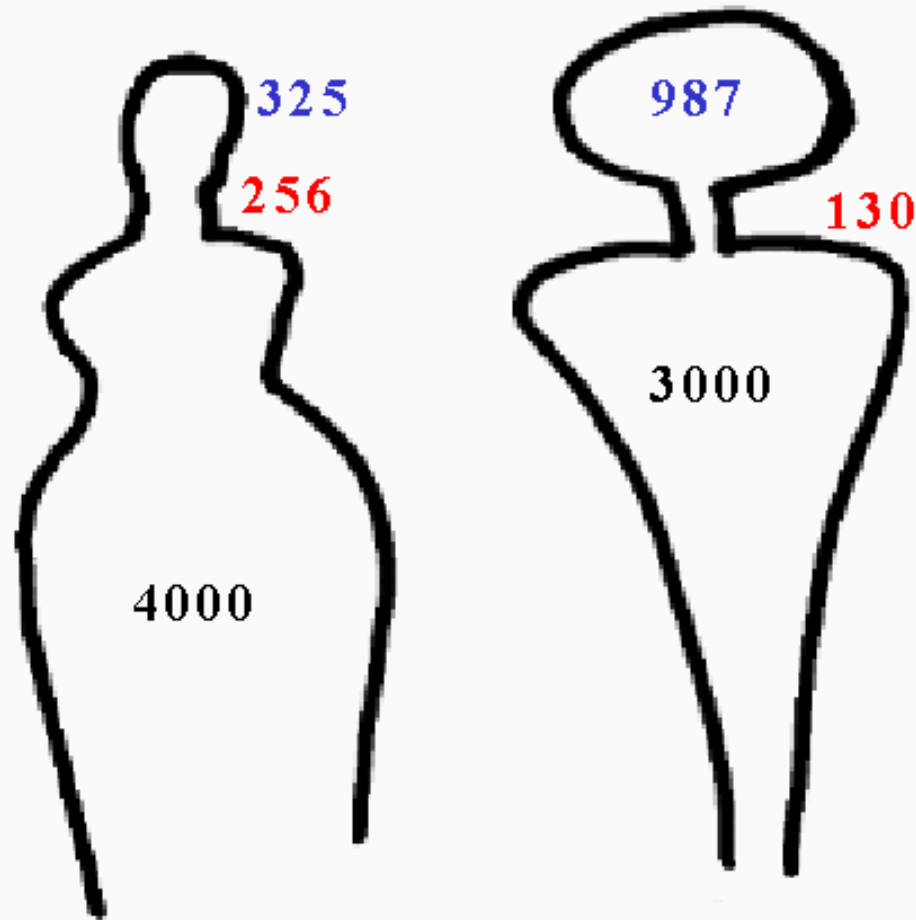
Women As a Percentage of Doctoral and Professional Degree Recipients in the US, 1966-2000

● Doctorate ■ Professional



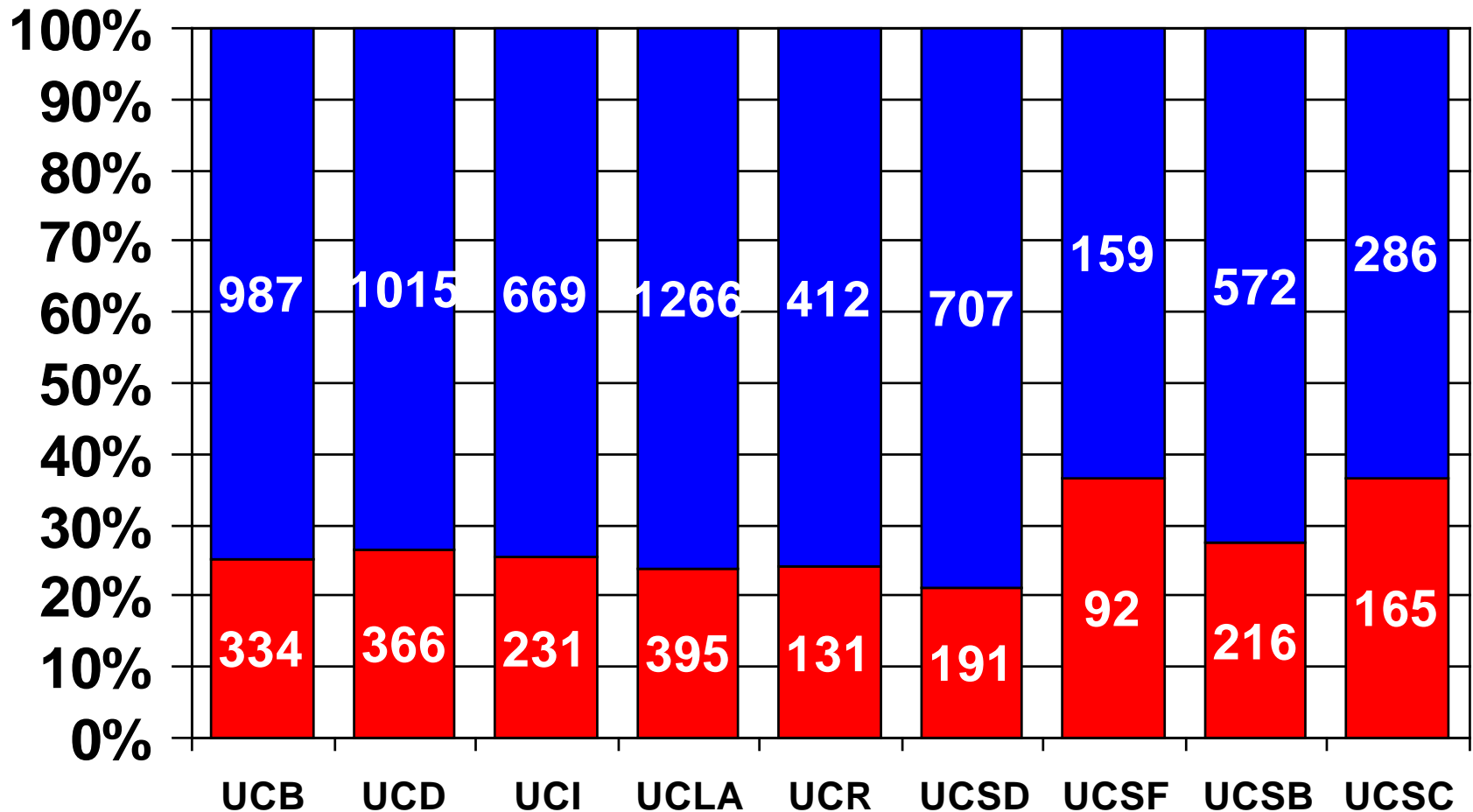
Source: National Center for Education Statistics, "IPEDS Completions Survey," taken from WebCaspar (IPEDS includes Doctorate Records File Data).

University of California, Berkeley (2002)



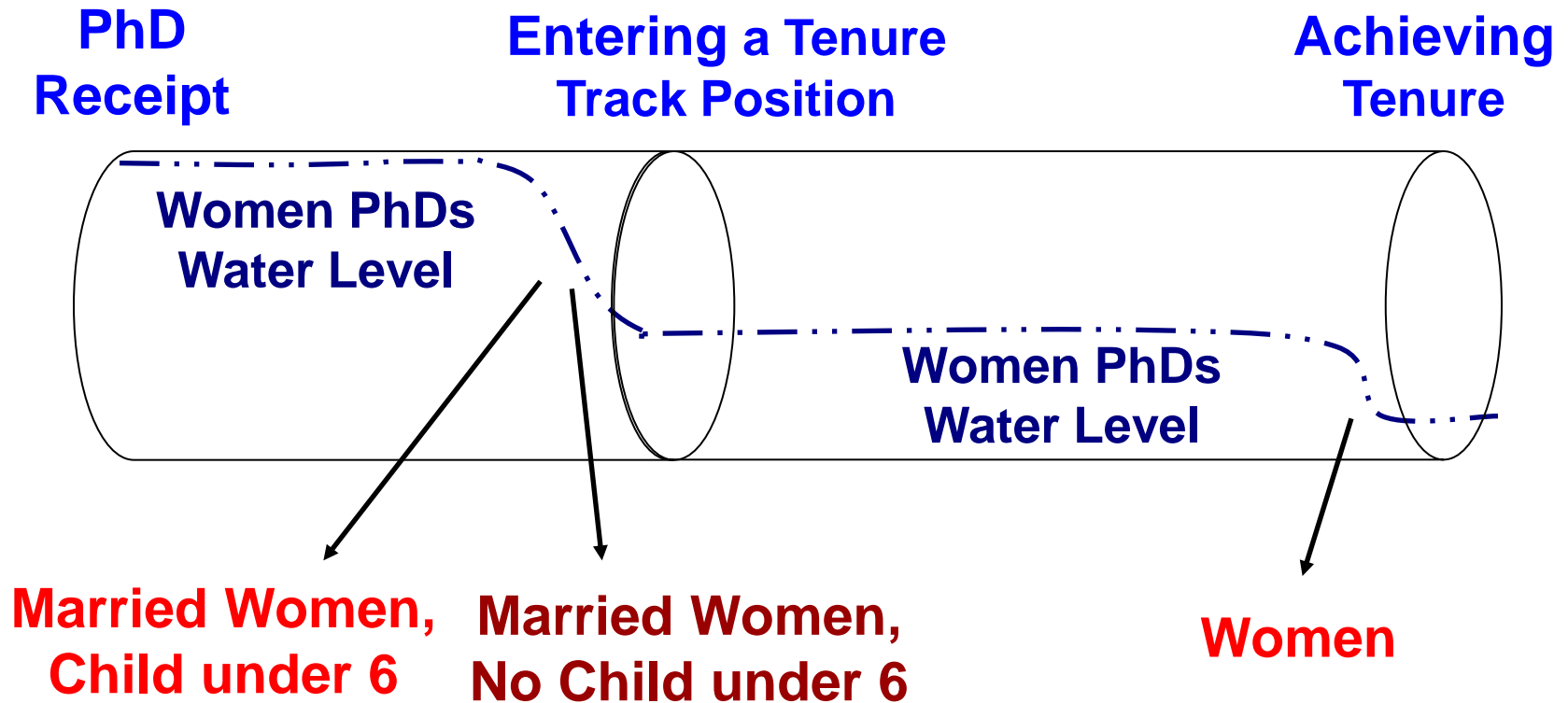
Full-Time Ladder-Rank Faculty at the University of California in 2003, by Gender and Campus

■ Women ■ Men



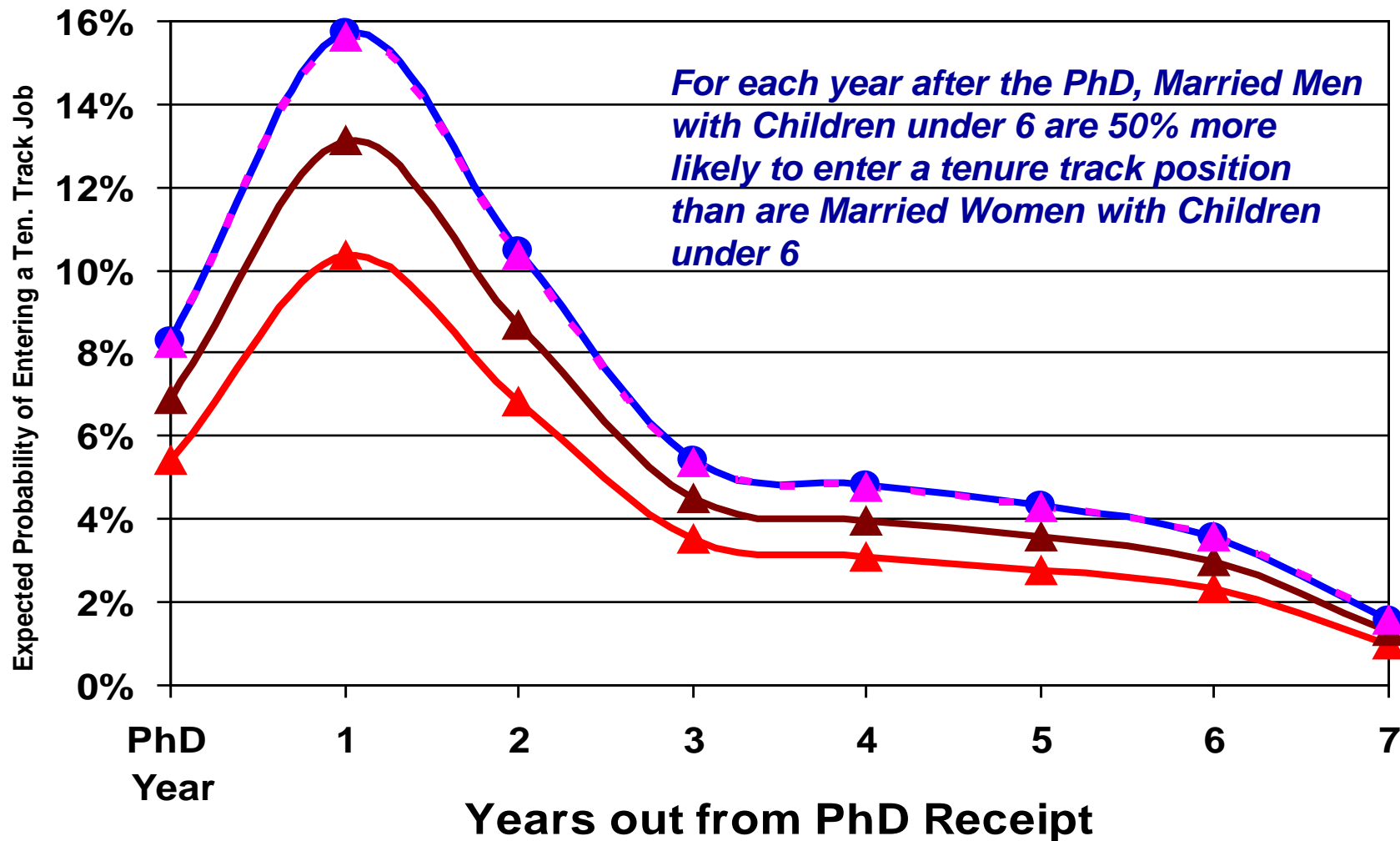
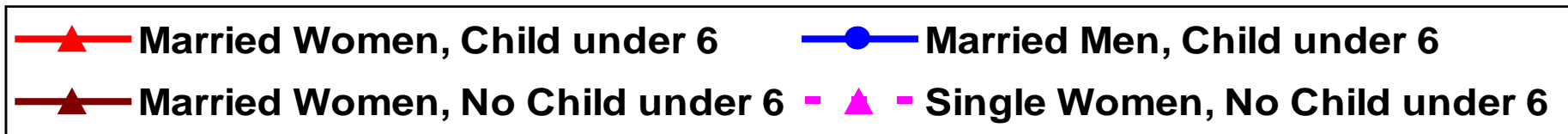
Source: University of California Office of the President, Biennial Higher Education Staff Information (EE0-6) Reports.

Leaks in the Pipeline to Tenure*



*Results are 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). The analysis takes 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 TT job to Tenure), data is limited to a maximum of 16 years. The waterline is an artistic rendering of the statistical effects of family and gender. Note: The use of NSF Data does not imply the endorsement of research methods or conclusions contained in this report.

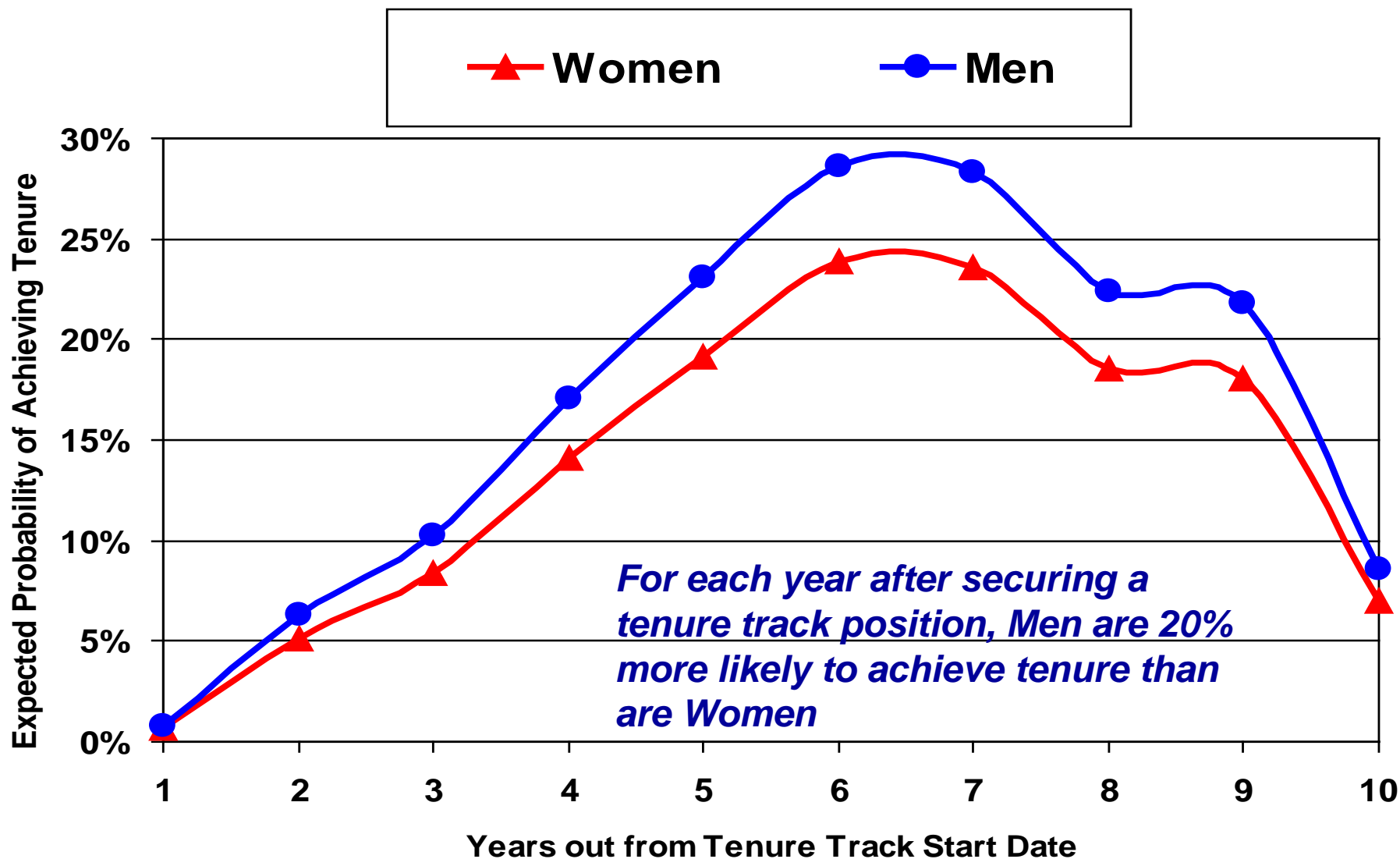
Leaks in the Pipeline: PhD to Tenure Track Position



Source: Survey of Doctorate Recipients, Sciences and Humanities, 1981 to 1995.

Note: The use of NSF data does not imply NSF endorsement of research methods or conclusions contained in this report.

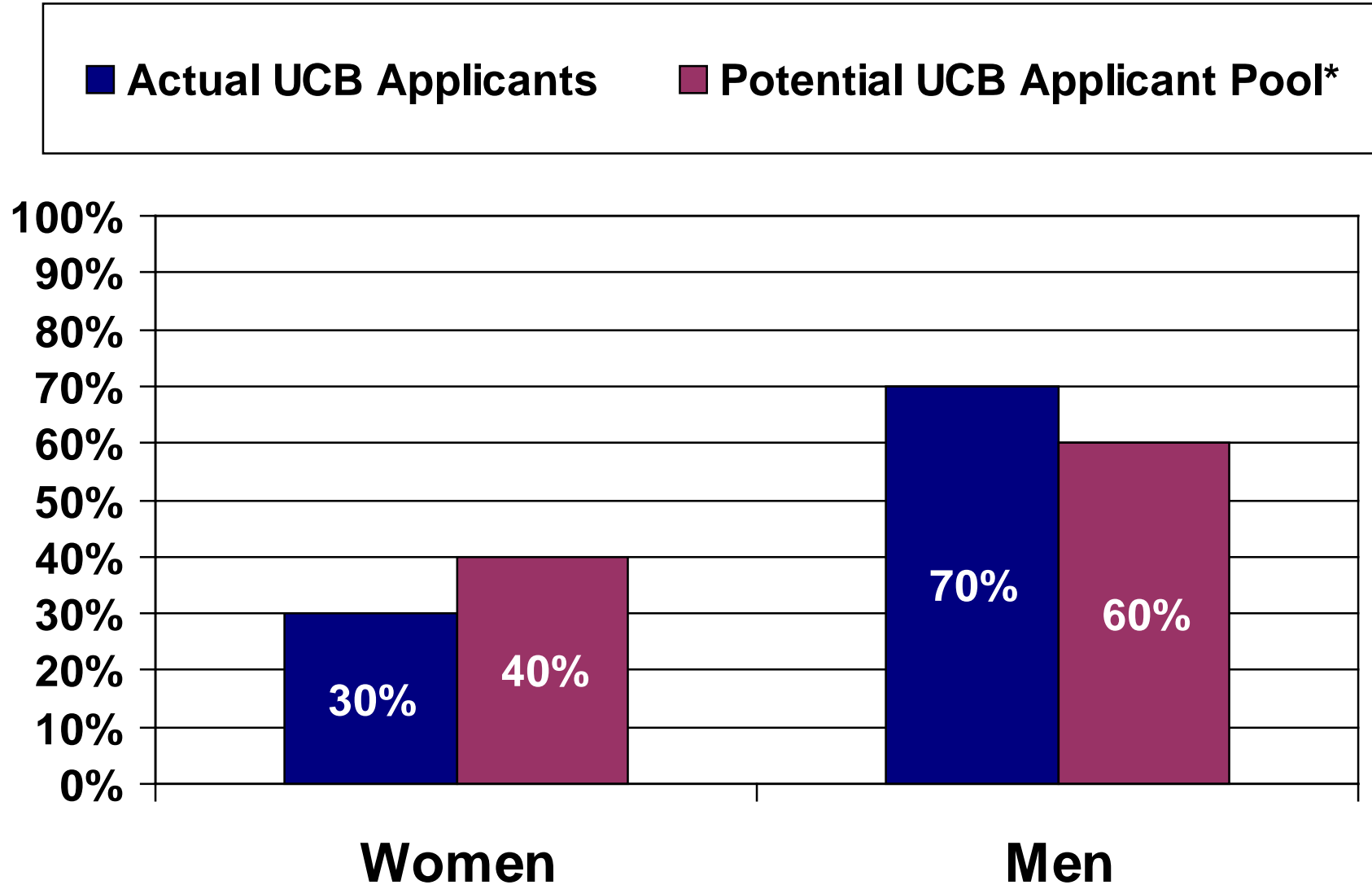
Leaks in the Pipeline: Tenure Track to Tenure



Source: Survey of Doctorate Recipients, Sciences and Humanities, 1981 to 1995.

Note: The use of NSF data does not imply NSF endorsement of research methods or conclusions contained in this report.

The Pool Problem at UC Berkeley: Ladder Rank Faculty



*Data prepared by Angelica Stacy, Associate Vice Provost for Faculty Equity, UCB. *Potential UCB Applicant Pool* is derived from NCES data on PhD degrees granted in 2000, cut to a selected group of top-ranked graduate institutions and cut to relevant disciplinary fields for UCB.

UC Work and Family Survey: History and Response Rates

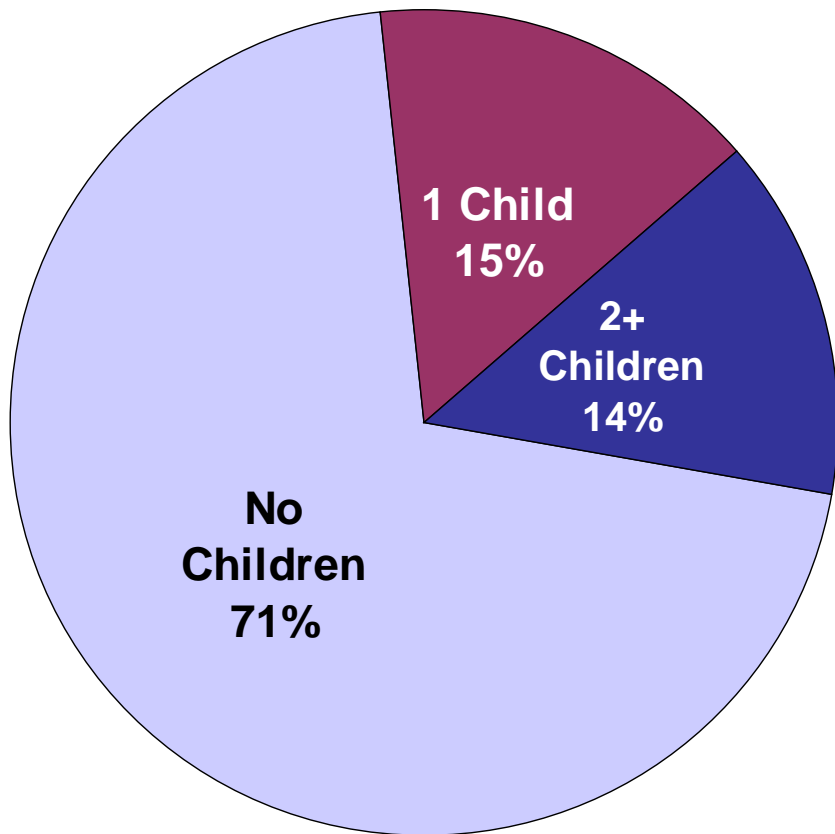
- The survey was designed to assess the effectiveness of UC's existing family friendly policies for ladder-rank faculty (implemented in July 1988).* It was first conducted at UC Berkeley, Fall 2002, and was rolled-out in Spring-Summer 2003 to the other UC universities (except UCM), with President Atkinson serving as the first contact email signatory.

University	# of Responses	# of Surveyed	Response Rate
Berkeley	743	1351	55%
Davis	820	1385	59%
Irvine	445	910	49%
Los Angeles	789	1758	45%
Riverside	367	663	55%
San Diego	472	998	47%
San Francisco	188	357	53%
Santa Barbara	374	802	47%
Santa Cruz	262	481	54%
Total	4460	8705	51%

*Some questions were based on Robert Drago's Mapping Project Survey Instrument (<http://lsir.la.psu.edu/workfam/facultysurvey.htm>).

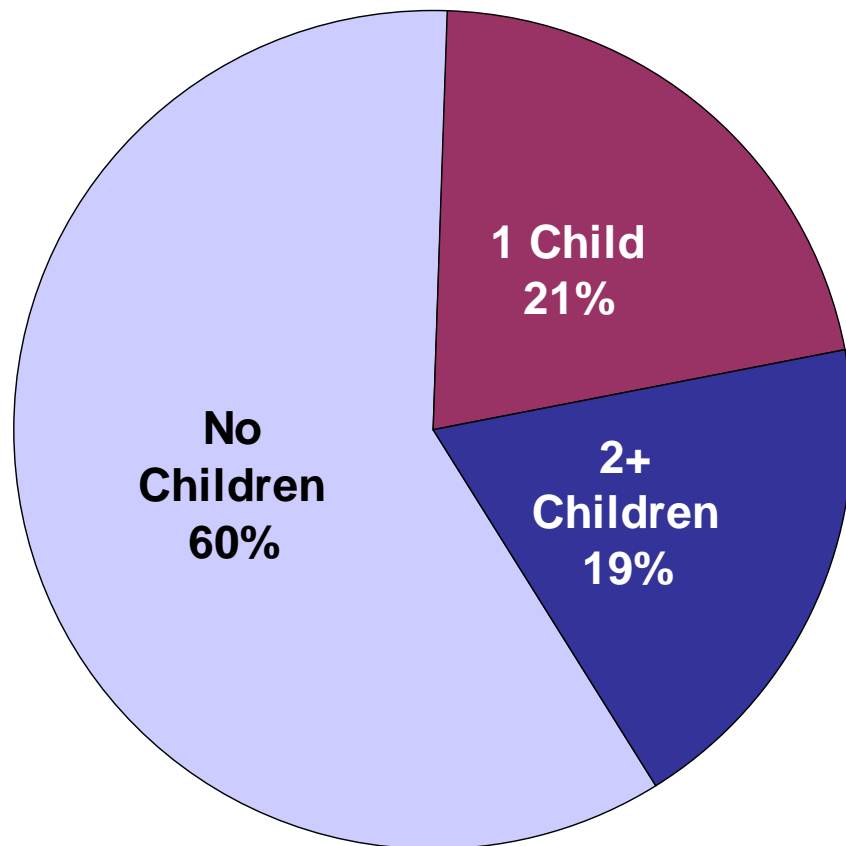
Number of Children in UCB and UCLA Assistant Professors' Households by Gender*

Women



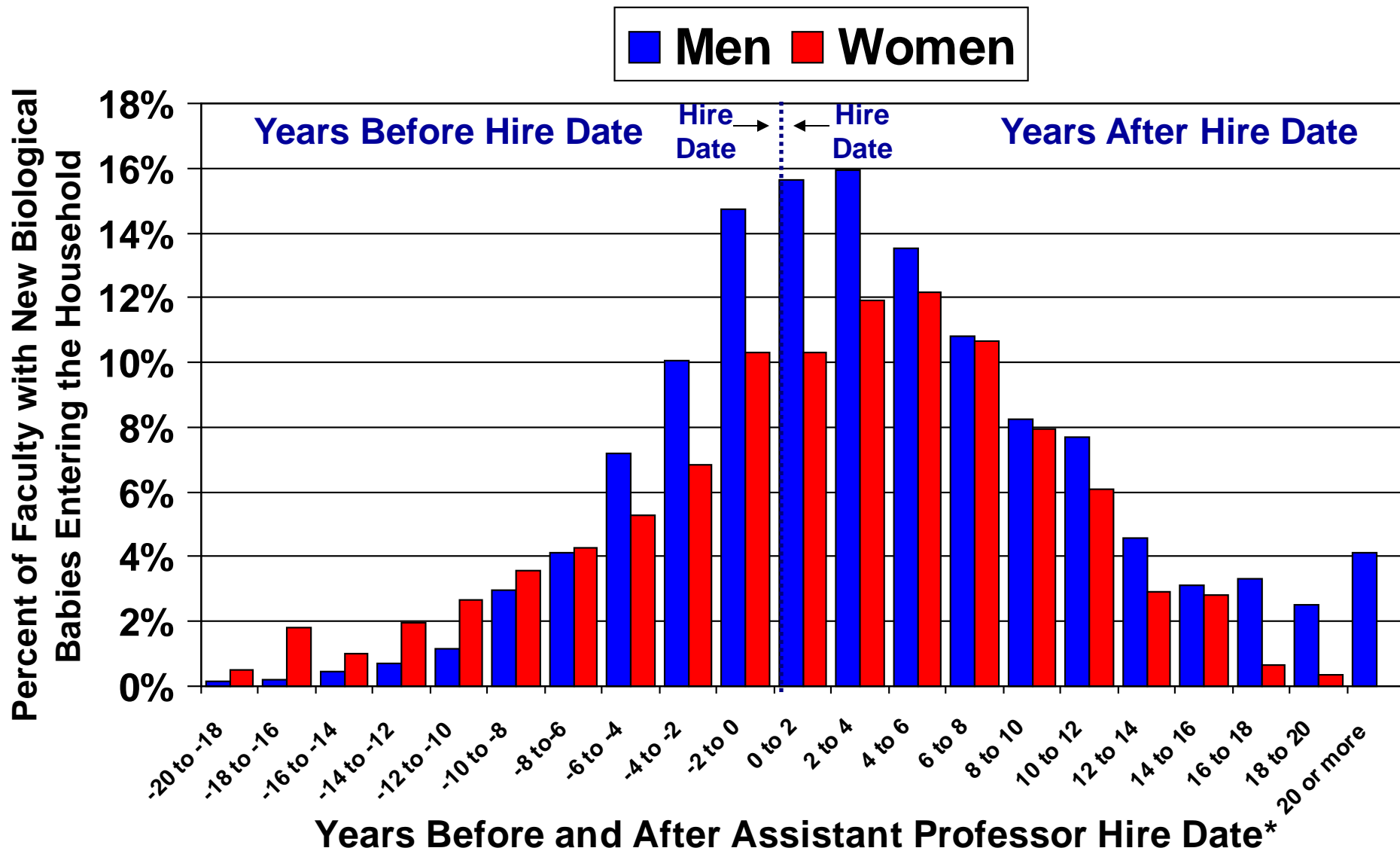
N=78

Men



N=131

The Baby Lag for UC Women Faculty in Pursuit of Tenure



Men Women

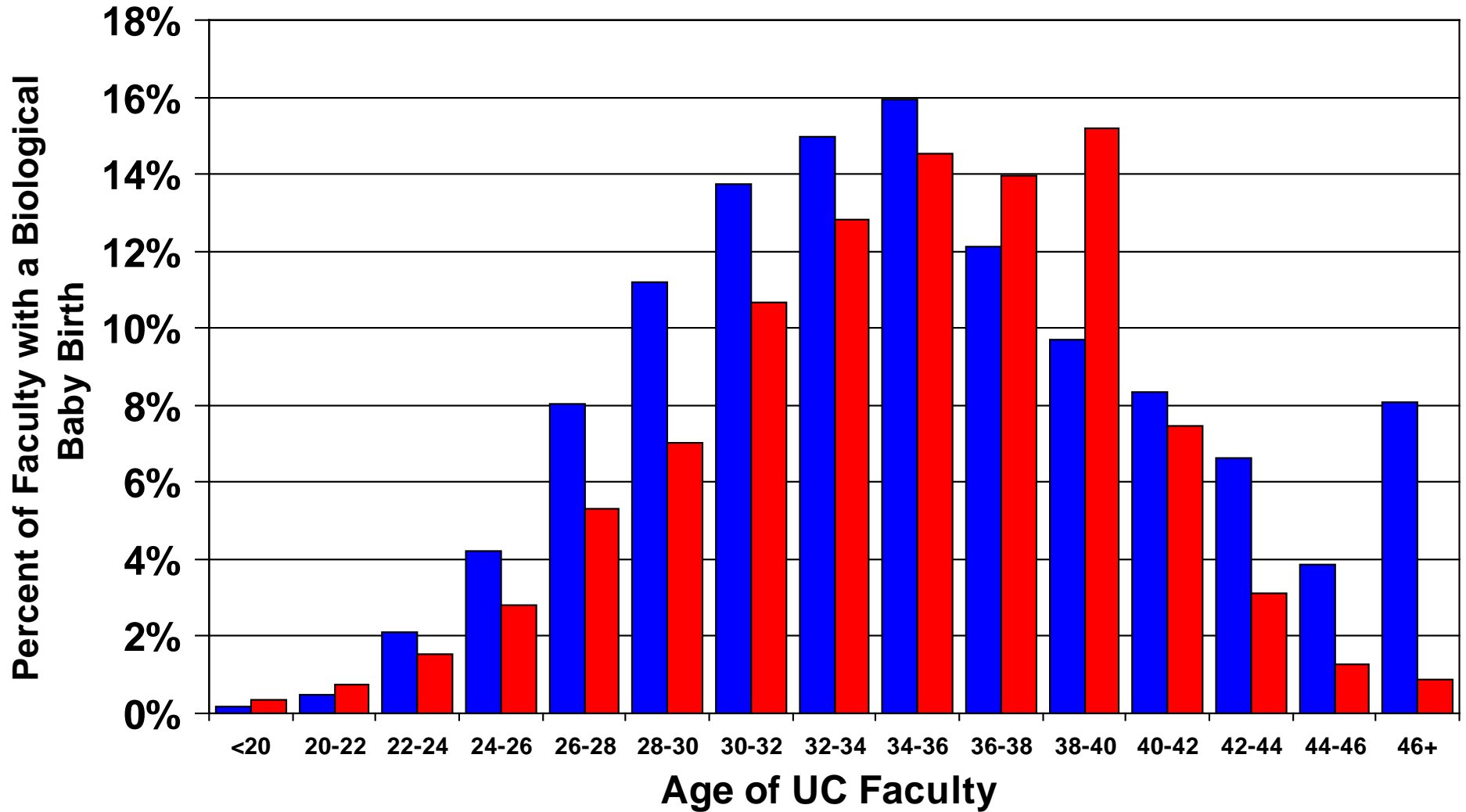
Years Before Hire Date Hire Date Hire Date Years After Hire Date

N=2340 Men
982 Women

*Year 0 represents Assistant Professor Hire Date

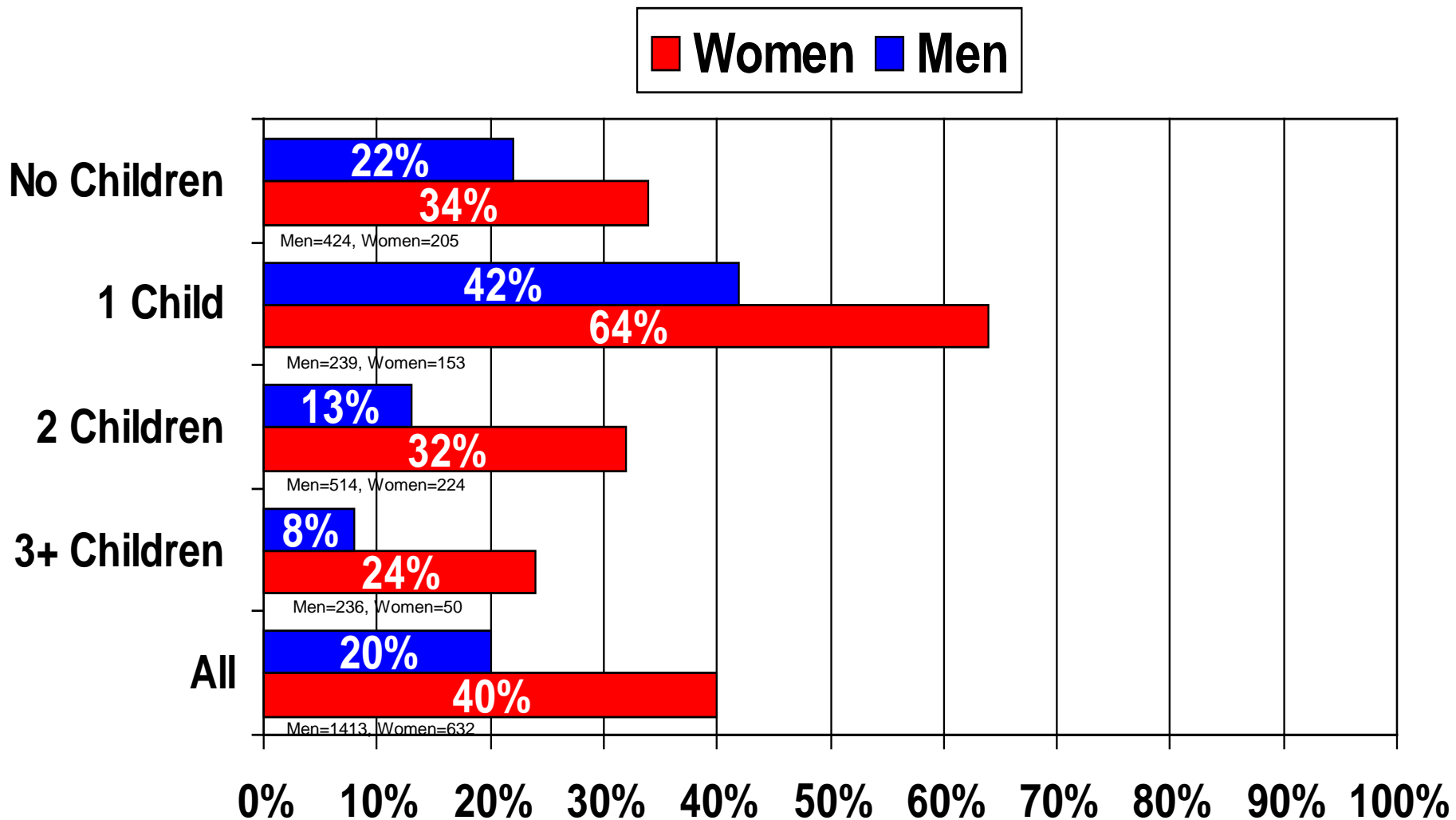
Biological Baby Births by Age of UC Faculty

Men Women



N=2809 Men
1095 Women

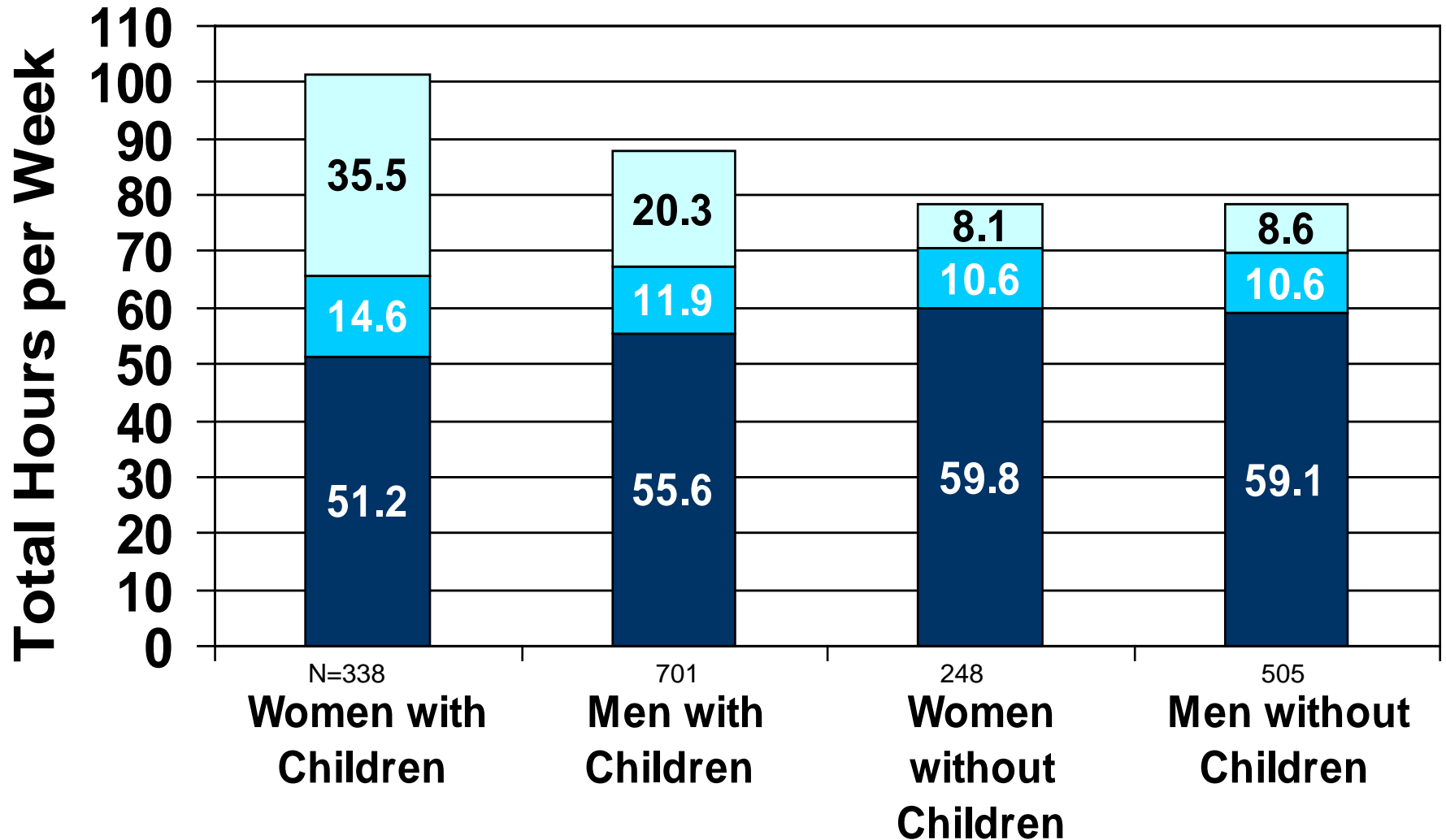
Having Fewer Children Than They Wanted: UC Faculty, Ages 40-60, by Gender and Number of Children



Percent who indicated "Yes," "I had fewer children than I wanted"

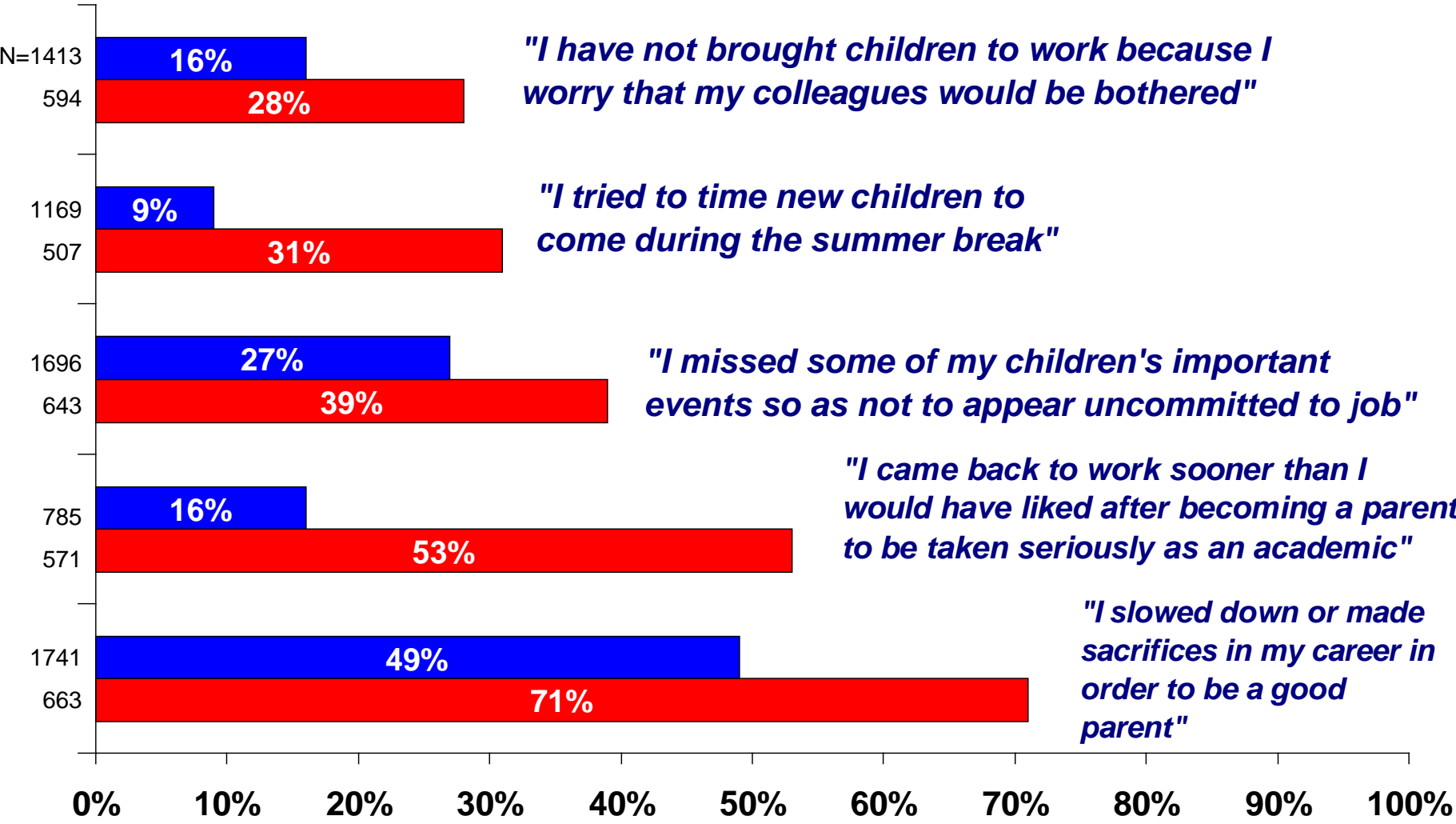
Everybody is Very Busy (*UC Faculty, ages 30-50*)

■ Professional ■ Housework ■ Caregiving



UC Faculty Parents Experience Work-Family Conflict

■ Women ■ Men



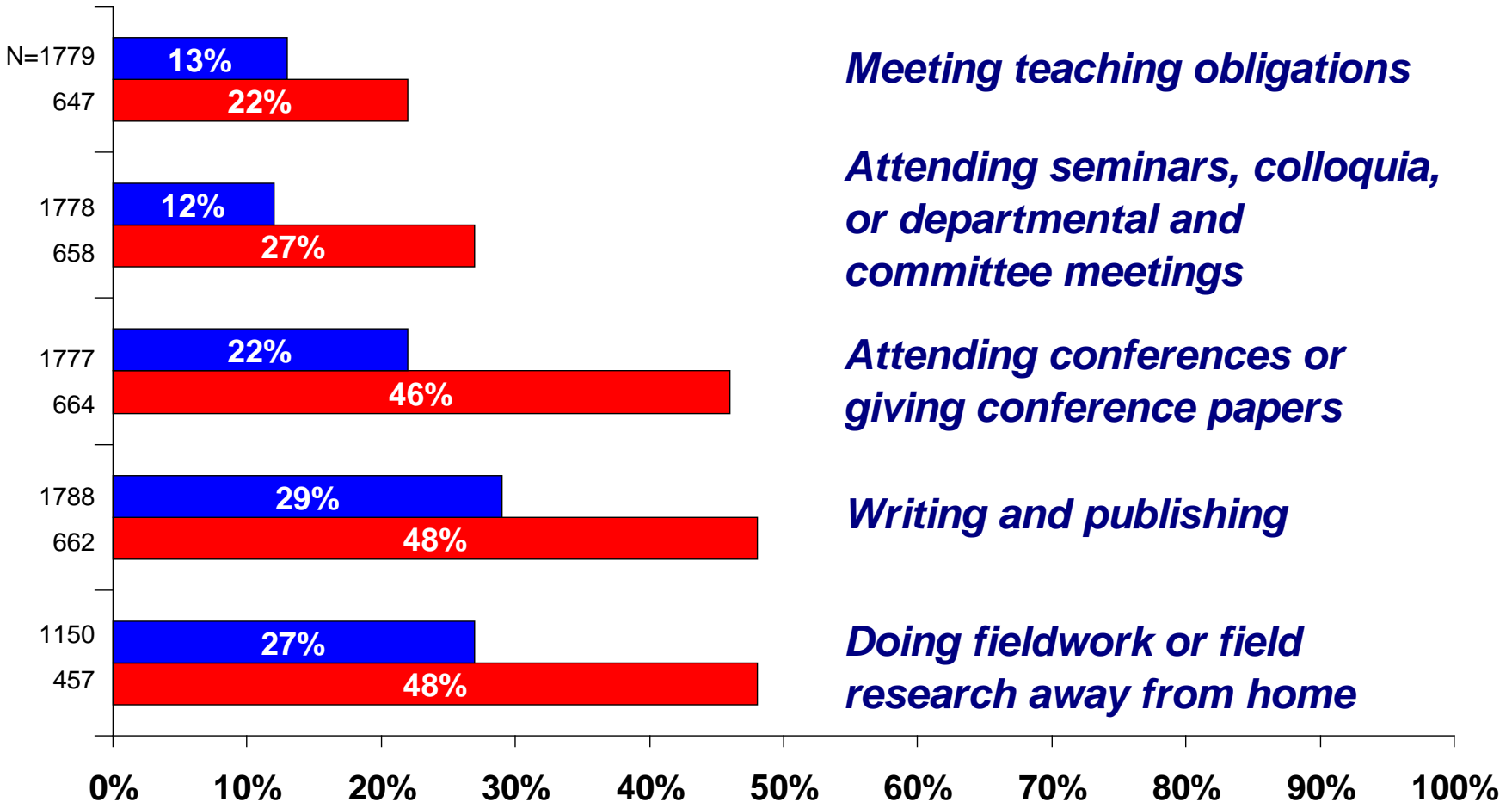
Percent Who Indicated "Yes," the Statement Accurately Described Their Past or Present Situation ("Not applicable" has been excluded and "Partially Accurate" has been grouped with "No")

*These questions were based on Robert Drago's Mapping Project Survey Instrument (<http://lsir.la.psu.edu/workfam/facultysurvey.htm>).

Career Duties That Place Stress on Parenting

■ Women ■ Men

Career Duties

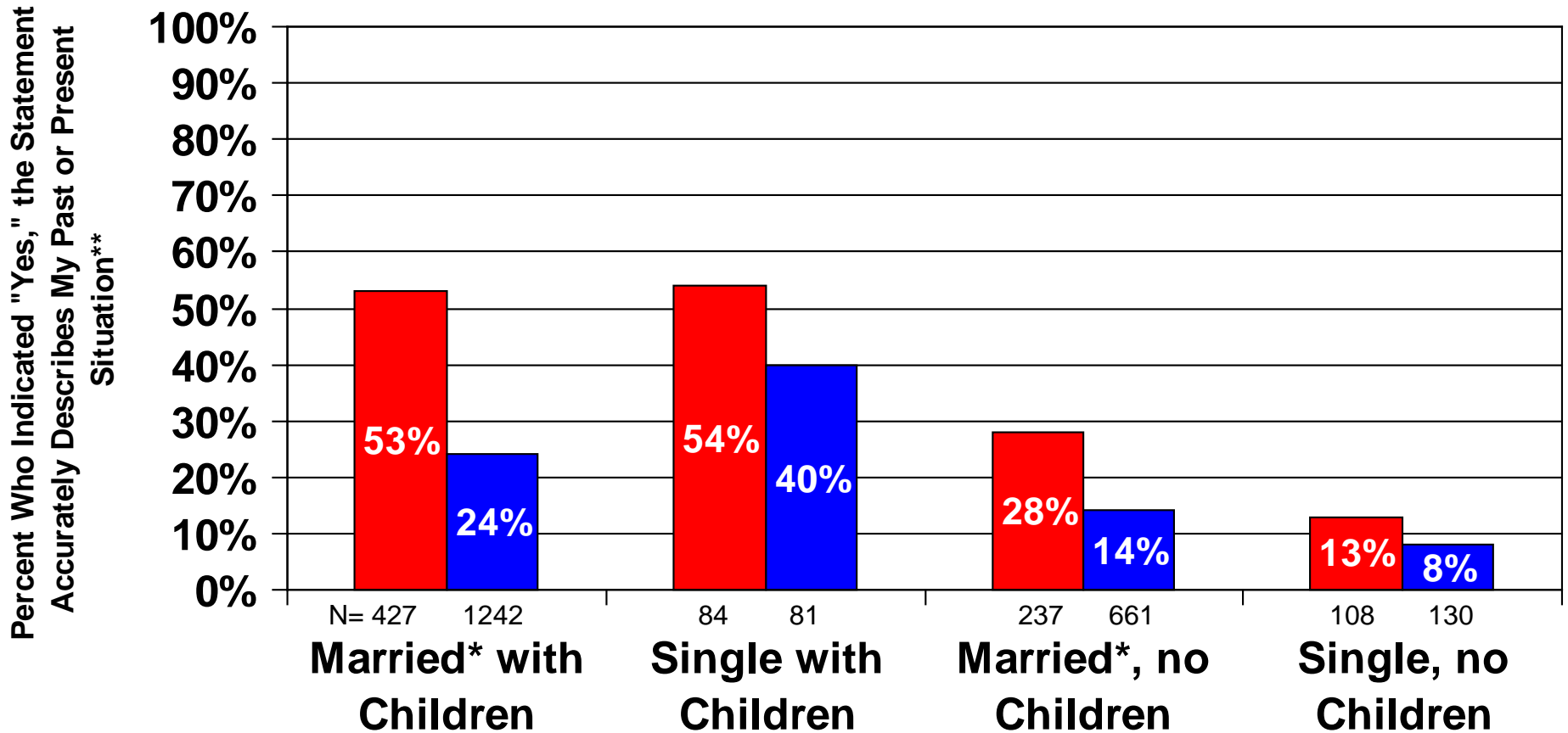


Percent of UC Faculty Experiencing a “Great Deal” of Stress in Parenting as a Result of Specific Career Duty
(“Not Applicable Excluded,” “Some,” “A little,” and “None” Are Grouped)

Location, Location, Location *(UC faculty)*

“I have been unable to consider job offers outside my current geographical location because of family reasons.”

■ Women ■ Men



*Married includes “Partnered”

** “Not Applicable” has been excluded and “No,” “Partially Accurate,” and “Not Sure” have been grouped.

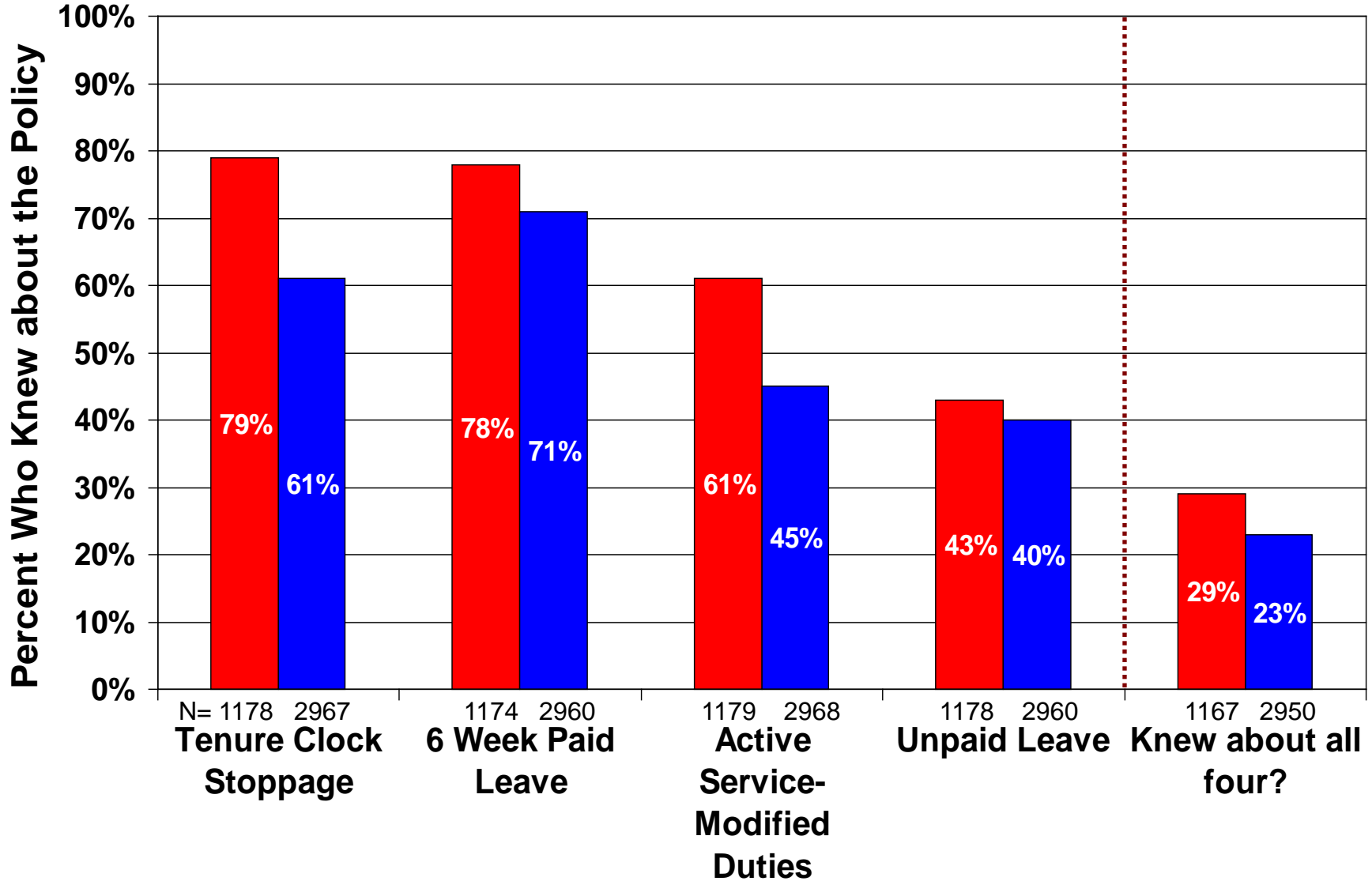
Existing Family Friendly Policies for Ladder-Rank Faculty*

- **Active Service-Modified Duties (ASMD)** — Ladder-rank faculty who have "substantial responsibility for the care of a newborn child or child under age five placed for adoption or foster care" may upon request be granted a temporary relief from duties (normally partial or full relief from teaching for one semester).
- **Tenure-Clock Stoppage** — Tenure-track faculty who have "substantial responsibility for the care of a newborn child or child under age five placed for adoption or foster care" may request a year stoppage of the tenure clock (capped at a total of 2 years).
- **Paid Leave** — Childbearing leave is granted on request to an academic appointee, before, during, and after she gives birth to a child. Academic Senate members on childbearing leave may receive base pay for up to six weeks. Those who need additional leave for medical circumstances may request it.
- **Unpaid Leave** — The Chancellor may also grant academic appointees up to one year of unpaid parental leave to care for their own child, their spouse's child, or the child of their domestic partner. If this unpaid leave is combined with childbearing leave, family and medical leave or a period of Active Service-Modified Duties, the total period may not normally exceed one year for each birth or adoption.

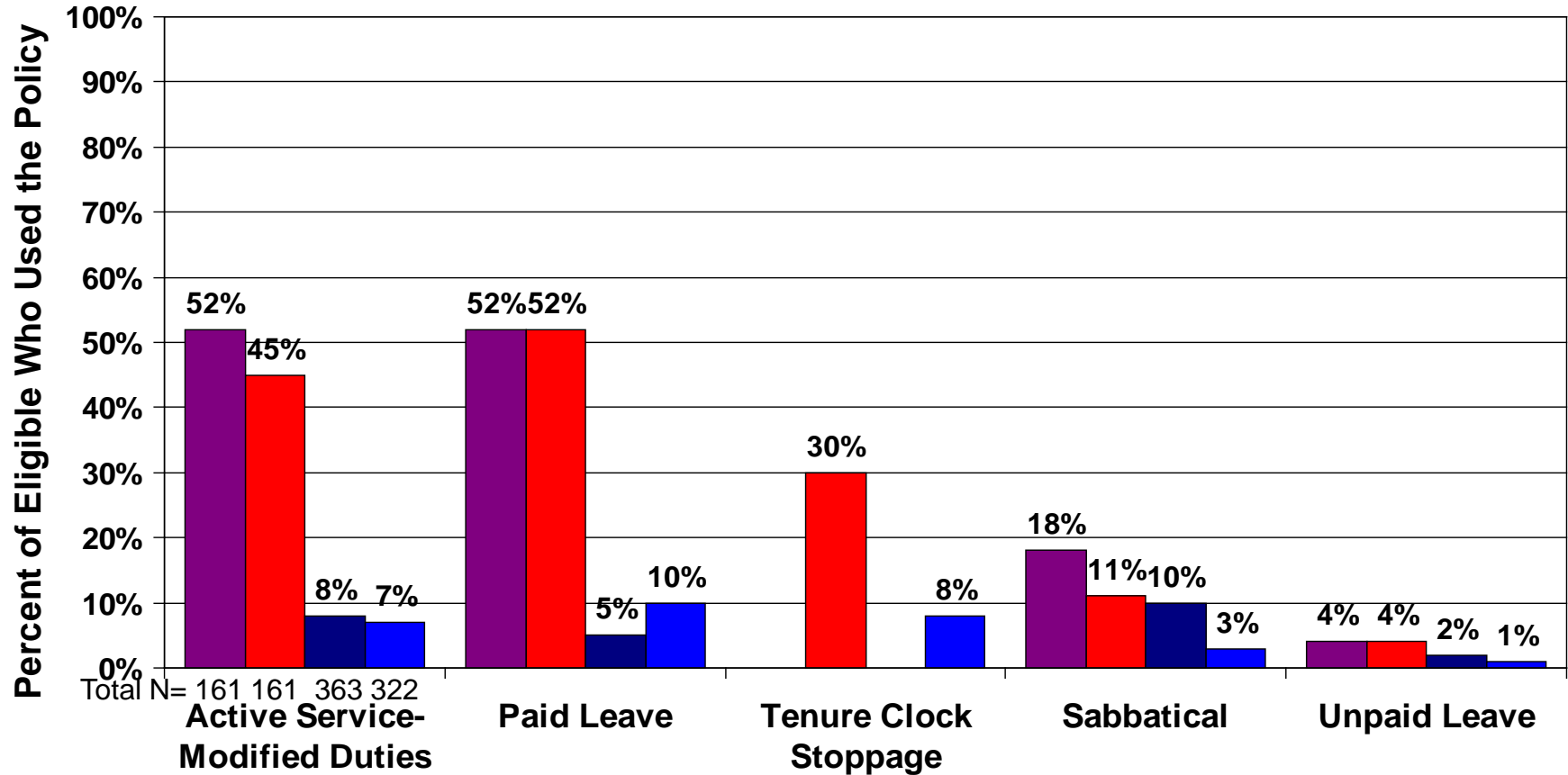
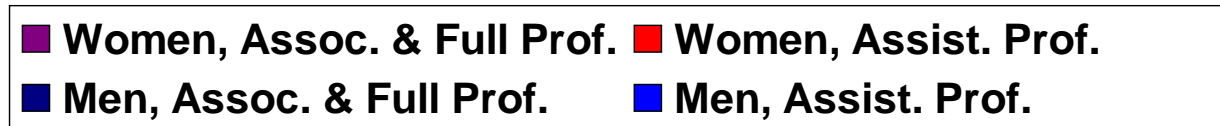
*All of these family friendly policies were first instituted by UC Office of the President in July, 1988.

UC Faculty Members' Awareness of Policies

■ Women ■ Men



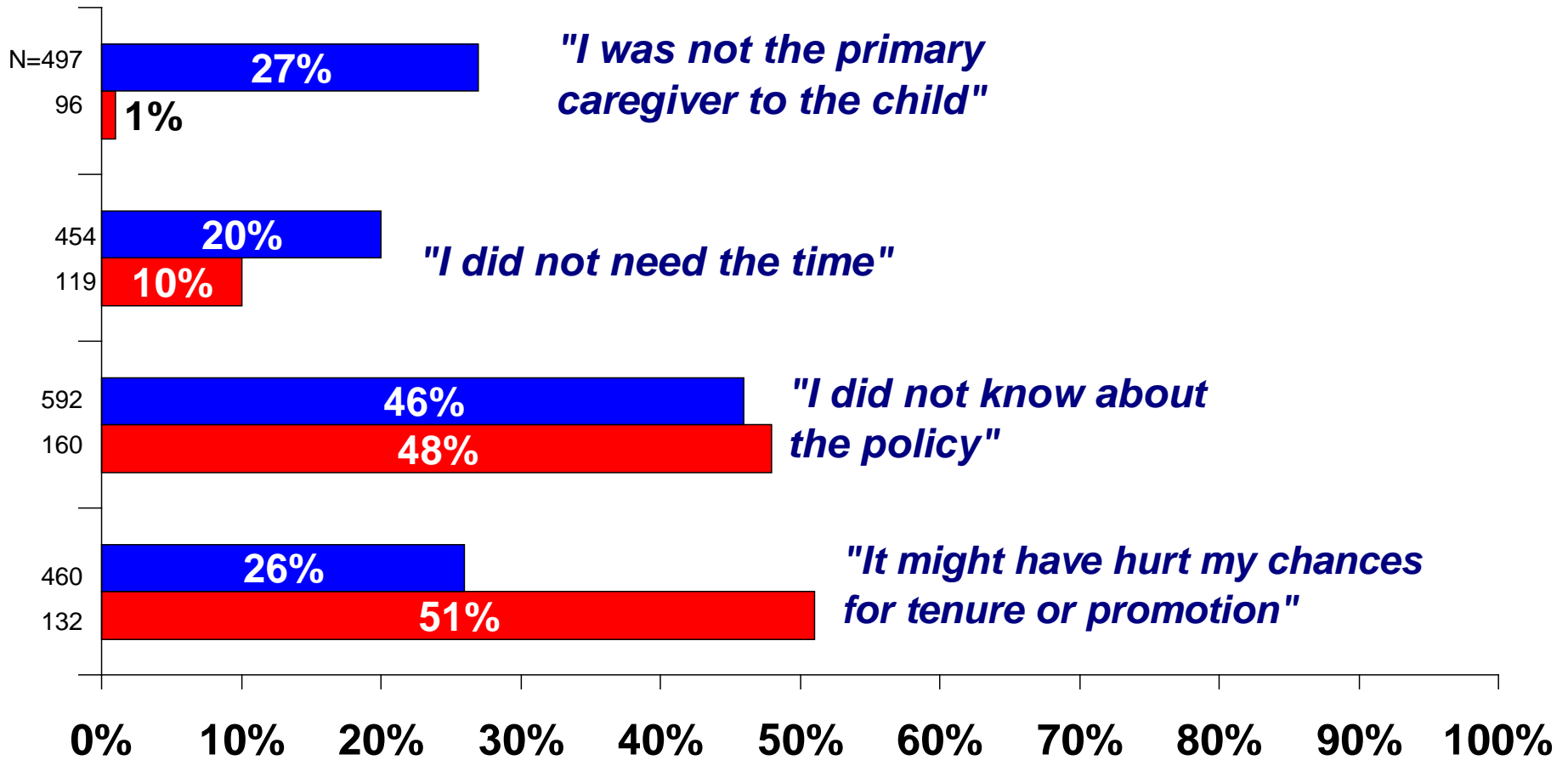
Use of Family Friendly Policies and Sabbaticals by UC Faculty Parents, by Gender and Rank*



*At the time of first child's entry into household at a pre-tenure or post-tenure faculty rank, post policy implementation (August 1, 1988 to present). The faculty member needed to be employed at UC at time of child's arrival into the household and the policy had to be in place.

Major Reasons Eligible UC Parents Did Not Use ASMD

■ Women ■ Men

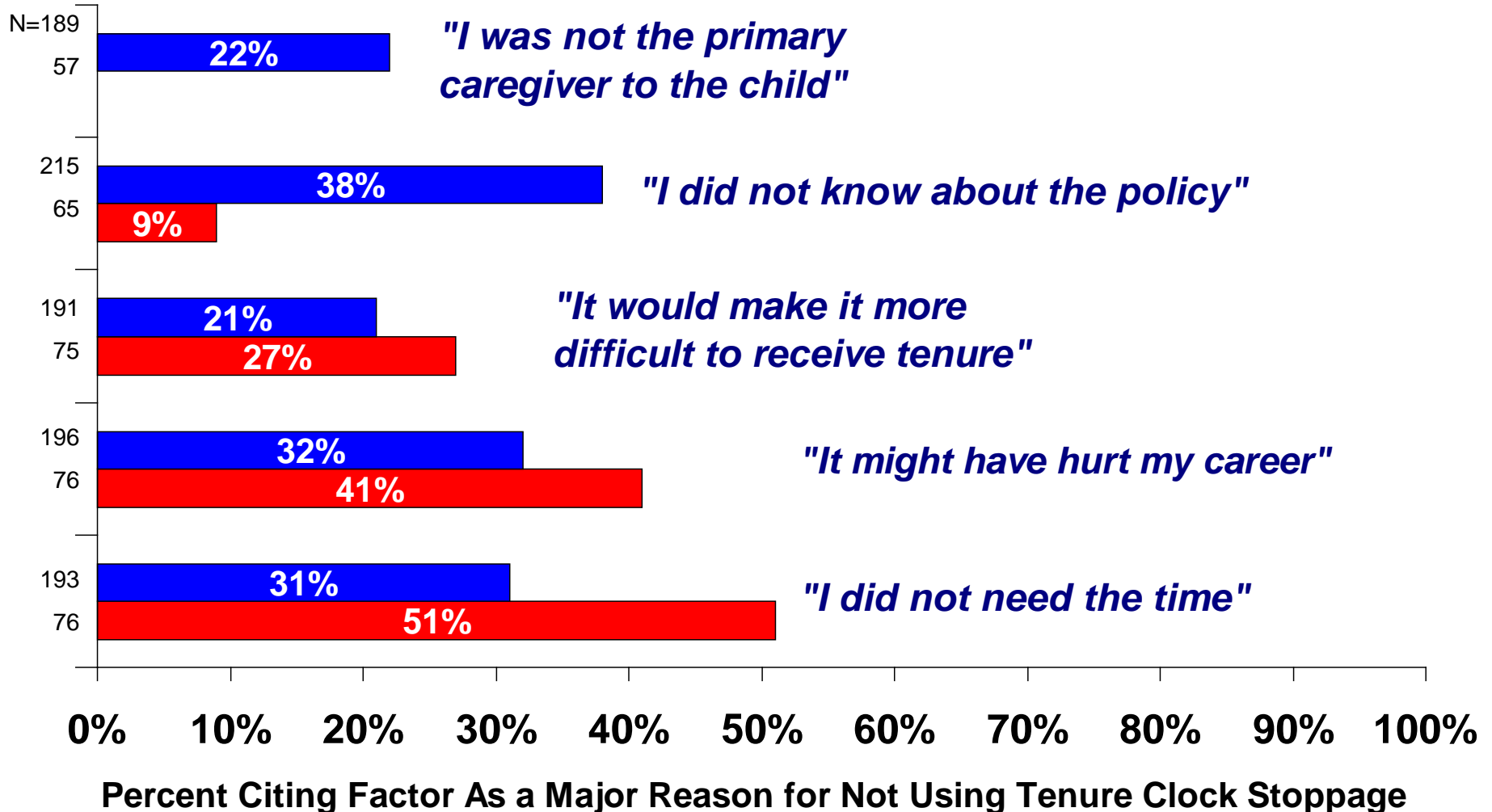


Percent Citing Factor As a Major Reason for Not Using ASMD

*These questions were based on Robert Drago's Mapping Project Survey Instrument (<http://lsir.la.psu.edu/workfam/facultysurvey.htm>).

Major Reasons Eligible UC Parents Did Not Use Tenure Clock Stoppage as Assistant Professors

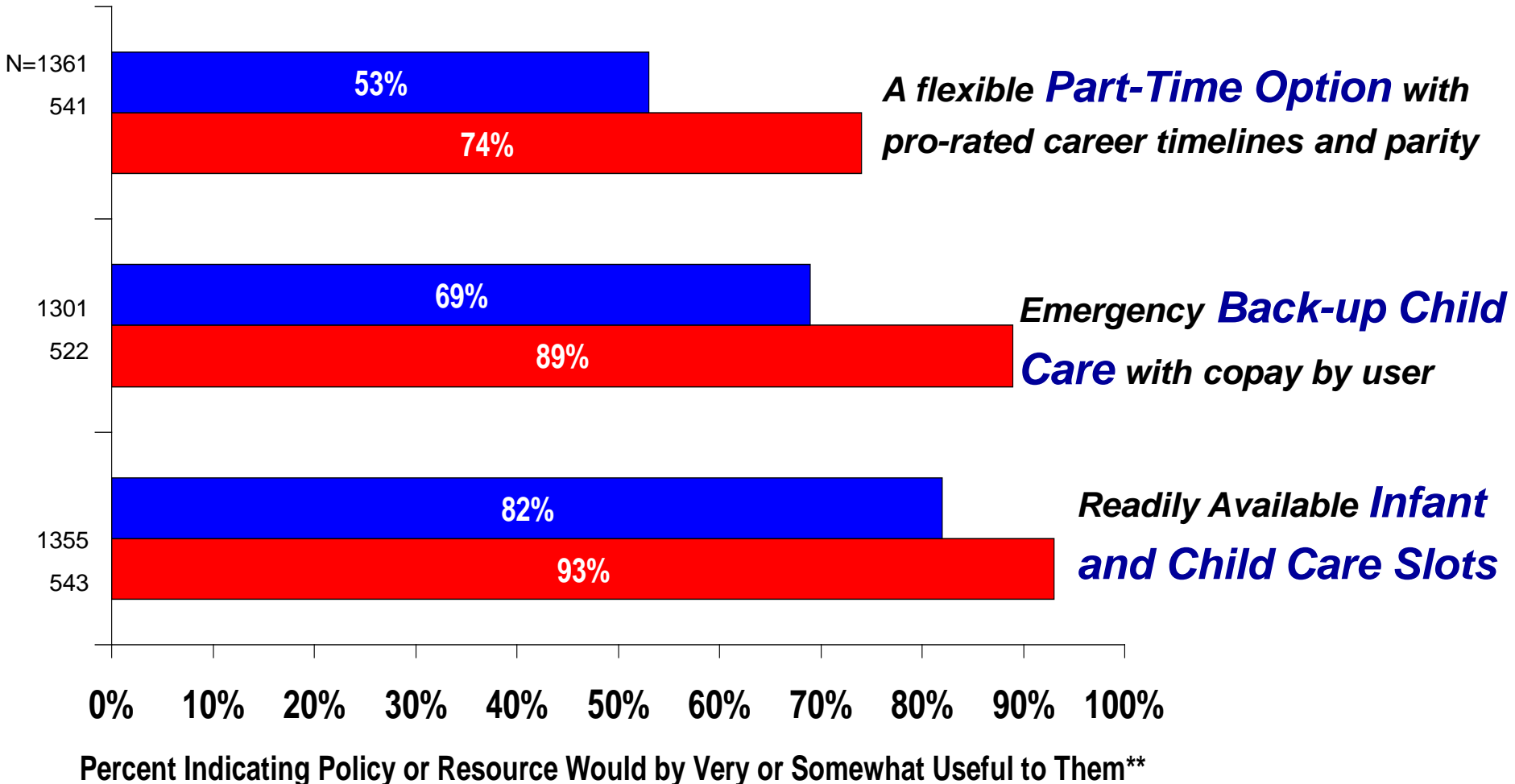
■ Women ■ Men



*These questions were based on Robert Drago's Mapping Project Survey Instrument (<http://lsir.la.psu.edu/workfam/facultysurvey.htm>).

Usefulness of Proposed Family Friendly Policies/Resources? UC Faculty Parents* by Gender

■ Women with Children ■ Men with Children

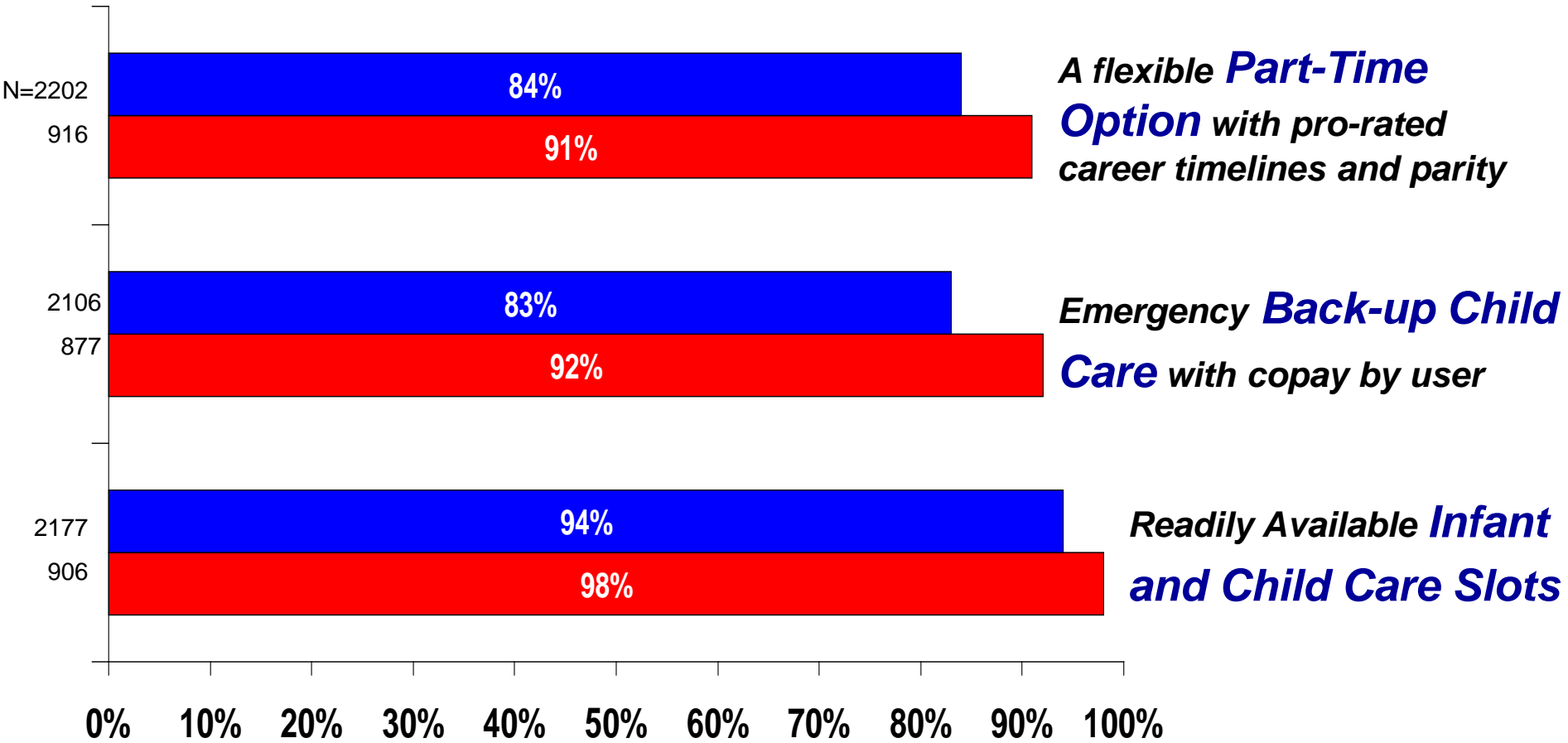


*Excluding UC Berkeley faculty who were not asked these questions.

**vs. Not Too Useful or Not Useful at All

Support for Proposed Family Friendly Policies/Resources? All UC Faculty* by Gender (*with and without children*)

■ Women ■ Men



Percent Indicating They Are Very or Somewhat Supportive of the Policy or Resource**

*Excluding UC Berkeley faculty who were not asked these questions.

**vs. Not Too Supportive or Not Supportive at All

Recent UC Family Friendly Initiatives

- **President Atkinson's Childcare Facilities Initiative (March 2001)**
- **UC Berkeley Work and Family Survey (Fall 2002)**
- **UC President Atkinson's summit on Faculty and Gender Equity (November 2002)**
- **President Atkinson's proposed revisions of existing family friendly policies (February 2003)— central funding of modified duties and leaves and changing the default relationship of policy use.**
- **Alfred P. Sloan Foundation provides UC Berkeley research team led by Mary Ann Mason and Angelica Stacy a two-year grant to assess existing family friendly policies and propose new initiatives across the UC—*A Family Friendly Package for UC Ladder-Rank Faculty***
- **UC-Wide Work and Family Survey with President Atkinson serving as signatory (Summer 2003)**

New Proposed Elements of a Family Friendly Package for UC Ladder-Rank Faculty

- A flexible **part-time option** for ladder-rank faculty with substantial familial caregiving responsibilities.
- A guarantee to make **high quality child care and infant care slots** available to ladder-rank faculty, particularly new hires.
- An institutional commitment to **assist new faculty with spousal/partner employment** and other familial-related relocation or location issues.
- **Reentry postdoctoral fellowships** to encourage parents who have taken time off to return to the academy.
- Discounting of familial-related **resume gaps** in the hiring of faculty.
- An establishment of **school-break childcare and summer camps**.
- Emergency **back-up child care** programs.
- Marketing of the ***Family Friendly Package*** as a major recruitment tool.
- Building the **necessary institutional mechanisms** to assure success of new and existing policies (e.g. “School for Chairs,” “Family Friendly Brochures,” “New Faculty Orientation,” “Work and Family Web Sites”, etc.)
- **Result—University of California will enjoy a competitive advantage in hiring and retaining the best and brightest faculty in the country, particularly women faculty.**