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

General Campus Recruitment


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

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

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

For each year after the PhD, Married Men with Children under 6 are 50% more likely to enter a tenure track position than are Married Women with Children under 6.

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

For each year after securing a tenure track position, Men are 20% more likely to achieve tenure than Women.

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.
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.

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

*Some questions were based on Robert Drago’s Mapping Project Survey Instrument ([http://lsir.la.psu.edu/workfam/facultysurvey.htm](http://lsir.la.psu.edu/workfam/facultysurvey.htm)).
Number of Children in UCB and UCLA Assistant Professors’ Households by Gender*

**Women**
- No Children: 71%
- 1 Child: 15%
- 2+ Children: 14%

N=78

**Men**
- No Children: 60%
- 1 Child: 21%
- 2+ Children: 19%

N=131
The Baby Lag for **UC** Women Faculty in Pursuit of Tenure

**Percent of Faculty with New Biological Babies Entering the Household**

- **Years Before Hire Date**
  - -20 to -18
  - -18 to -16
  - -16 to -14
  - -14 to -12
  - -12 to -10
  - -10 to -8
  - -8 to -6
  - -6 to -4
  - -4 to -2
  - -2 to 0
  - 0 to 2
- **Years After Hire Date**
  - 2 to 4
  - 4 to 6
  - 6 to 8
  - 8 to 10
  - 10 to 12
  - 12 to 14
  - 14 to 16
  - 16 to 18
  - 18 to 20
  - 20 or more

**N=2340 Men**
**982 Women**

*Year 0 represents Assistant Professor Hire Date*
**Having Fewer Children Than They Wanted:**
UC Faculty, Ages 40-60, by Gender and Number of Children

<table>
<thead>
<tr>
<th>Number of Children</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Children</td>
<td>22%</td>
<td>34%</td>
</tr>
<tr>
<td>1 Child</td>
<td>42%</td>
<td>64%</td>
</tr>
<tr>
<td>2 Children</td>
<td>13%</td>
<td>32%</td>
</tr>
<tr>
<td>3+ Children</td>
<td>8%</td>
<td>24%</td>
</tr>
<tr>
<td>All</td>
<td>20%</td>
<td>40%</td>
</tr>
</tbody>
</table>

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

*This question was based on Robert Drago’s Mapping Project Survey Instrument ([http://lsir.la.psu.edu/workfam/facultysurvey.htm](http://lsir.la.psu.edu/workfam/facultysurvey.htm)).*
Everybody is Very Busy (UC Faculty, ages 30-50)

- Professional
- Housework
- Caregiving

<table>
<thead>
<tr>
<th>Category</th>
<th>Total Hours per Week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women with Children</td>
<td>51.2</td>
</tr>
<tr>
<td>Men with Children</td>
<td>55.6</td>
</tr>
<tr>
<td>Women without Children</td>
<td>59.8</td>
</tr>
<tr>
<td>Men without Children</td>
<td>59.1</td>
</tr>
</tbody>
</table>

- Professional: 14.6, 20.3, 8.1, 8.6
- Housework: 11.9, 10.6, 10.6
- Caregiving: 35.5, 20.3, 8.1, 8.6

Sample sizes: N=338, 701, 248, 505
UC Faculty Parents Experience Work-Family Conflict

<table>
<thead>
<tr>
<th>Statement</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have not brought children to work because I worry that my colleagues would be bothered</td>
<td>16%</td>
<td>28%</td>
</tr>
<tr>
<td>I tried to time new children to come during the summer break</td>
<td>9%</td>
<td>31%</td>
</tr>
<tr>
<td>I missed some of my children's important events so as not to appear uncommitted to job</td>
<td>27%</td>
<td>39%</td>
</tr>
<tr>
<td>I came back to work sooner than I would have liked after becoming a parent to be taken seriously as an academic</td>
<td>16%</td>
<td>53%</td>
</tr>
<tr>
<td>I slowed down or made sacrifices in my career in order to be a good parent</td>
<td>49%</td>
<td>71%</td>
</tr>
</tbody>
</table>

Percent Who Indicated "Yes," the Statement Accurately Described Their Past or Present Situation

("Not applicable" has been excluded and "Partially Accurately" 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](http://lsir.la.psu.edu/workfam/facultysurvey.htm)).
Career Duties That Place Stress on Parenting

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)

- Meeting teaching obligations
- Attending seminars, colloquia, or departmental and committee meetings
- Attending conferences or giving conference papers
- Writing and publishing
- Doing fieldwork or field research away from home
Location, Location, Location *(UC faculty)*

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

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent Who Indicated “Yes,” the Statement Accurately Describes My Past or Present Situation**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Married* with Children</td>
<td>53%</td>
<td>24%</td>
</tr>
<tr>
<td>Single with Children</td>
<td>54%</td>
<td>40%</td>
</tr>
<tr>
<td>Married*, no Children</td>
<td>28%</td>
<td>14%</td>
</tr>
<tr>
<td>Single, no Children</td>
<td>13%</td>
<td>8%</td>
</tr>
</tbody>
</table>

*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

Percent Who Knew about the Policy

- **Tenure Clock**
  - Women: 79%
  - Men: 61%

- **6 Week Paid Leave**
  - Women: 78%
  - Men: 71%

- **Active Service-Modified Duties**
  - Women: 61%
  - Men: 45%

- **Unpaid Leave**
  - Women: 43%
  - Men: 40%

- **Knew about all four?**
  - Women: 29%
  - Men: 23%

Sample Sizes:
- Women: N= 1178, 2967
- Men: N= 1174, 2960
- Total: N= 1179, 2968, 1178, 2960, 1167, 2950
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

- 51% Women, 48% Men: "I did not know about the policy"
- 26% Women, 46% Men: "I was not the primary caregiver to the child"
- 1% Women, 10% Men: "I did not need the time"
- 96 Women, 119 Men: "I did not know about the policy"
- 454 Women, 592 Men: "I was not the primary caregiver to the child"
- 592 Women, 160 Men: "I did not need the time"
- 132 Women, 460 Men: "It might have hurt my chances for tenure or promotion"

Percent Citing Factor As a Major Reason for Not Using ASMD

*N*These questions were based on Robert Drago’s Mapping Project Survey Instrument ([http://lsir.la.psu.edu/workfam/facultysurvey.htm](http://lsir.la.psu.edu/workfam/facultysurvey.htm)).
Major Reasons Eligible UC Parents Did **Not** Use Tenure Clock Stoppage as Assistant Professors

![Bar chart showing reasons](chart.png)

- **"I was not the primary caregiver to the child"**
  - Women: 22%
  - Men: 38%

- **"I did not know about the policy"**
  - Women: 9%
  - Men: 22%

- **"It would make it more difficult to receive tenure"**
  - Women: 27%
  - Men: 32%

- **"It might have hurt my career"**
  - Women: 41%
  - Men: 32%

- **"I did not need the time"**
  - Women: 51%
  - Men: 31%

*These questions were based on Robert Drago’s Mapping Project Survey Instrument ([http://lsir.la.psu.edu/workfam/facultysurvey.htm](http://lsir.la.psu.edu/workfam/facultysurvey.htm)).*
Usefulness of Proposed Family Friendly Policies/Resources? UC Faculty Parents* by Gender

**Percent Indicating Policy or Resource Would be Very or Somewhat Useful to Them**

- A flexible *Part-Time Option* with pro-rated career timelines and parity
- Emergency *Back-up Child Care* with copay by user
- Readily Available *Infant and Child Care Slots*

*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)

A flexible Part-Time Option with pro-rated career timelines and parity

Emergency Back-up Child Care with copay by user

Readily Available Infant and Child Care Slots

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.