



Faculty and Families: Negotiating Dual Career Hires and Caretaking Leaves

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COACHE SURVEY, 2006

1. Institution does what it can to make having children and the tenure track compatible

Humanities		Social Sciences		Physical Sciences		Biological Sciences	
4	46	3	65	n/a	n/a	4	65

2. Institution does what it can to make raising children and the tenure track compatible

Humanities		Social Sciences		Physical Sciences		Biological Sciences	
4	49	5	27	6	16	4	54

3. Departmental colleagues do what they can to make having children and the tenure track compatible

Humanities		Social Sciences		Physical Sciences		Biological Sciences	
2	89	2	57	6	14	5	35

4. Departmental colleagues do what they can to make raising children and the tenure track compatible

Humanities		Social Sciences		Physical Sciences		Biological Sciences	
1	89	2	51	6	14	5	32

5. Balance between professional time and personal or family time

Humanities		Social Sciences		Physical Sciences		Biological Sciences	
2	65	2	35	6	8	3	49

Mean:

Humanities		Social Sciences		Physical Sciences		Biological Sciences	
2.6	67.6	2.8	47	6	13	4.2	47

Concerns

- Divisional disparities
- Rated lower than peer institutions (>1 standard deviation below mean) on several of above
- Relatively low satisfaction with “stop-the-clock” policy

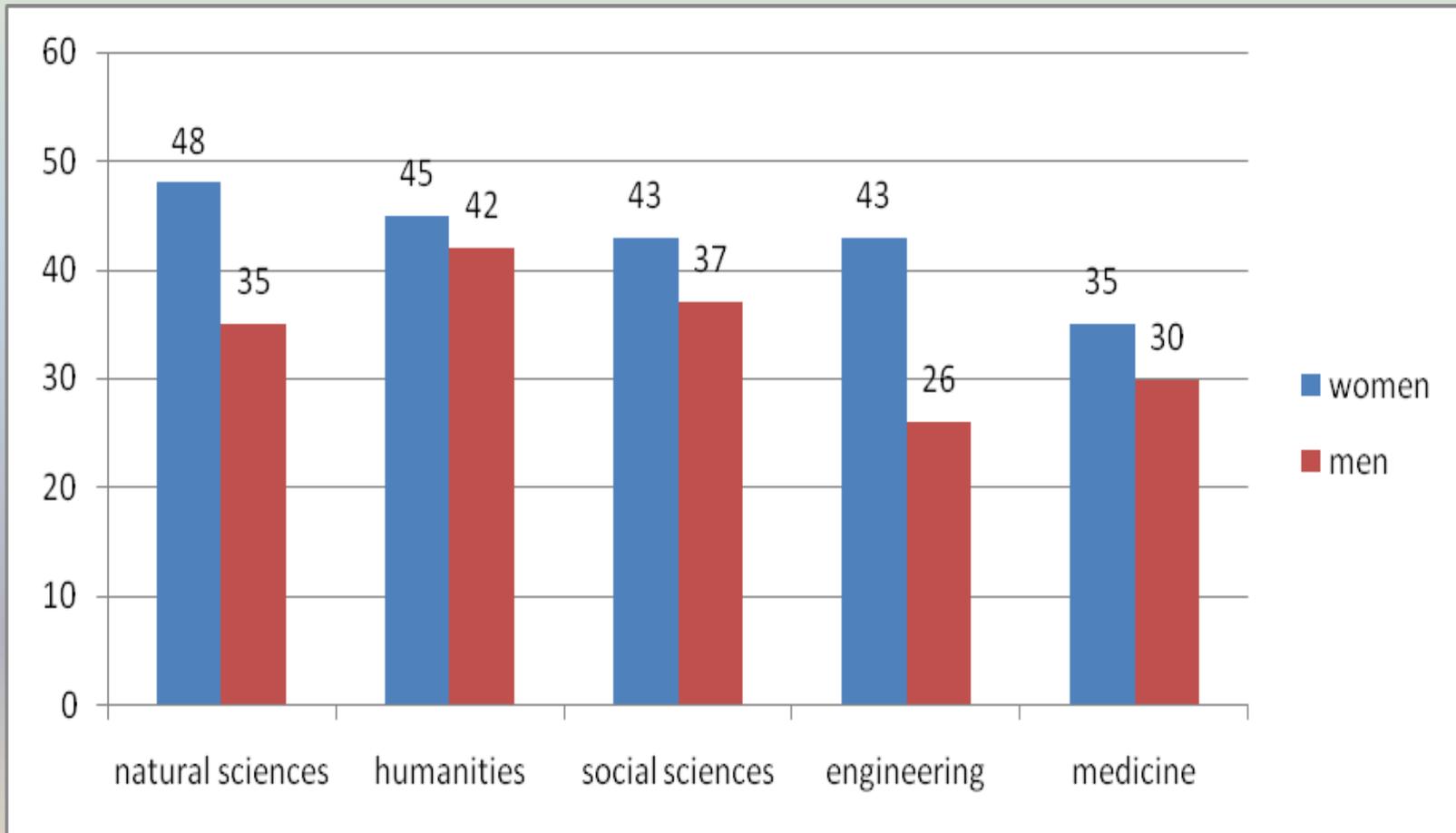
Other Issues

- Faculty in science departments “continue to report more sexism, disadvantage because of gender, and work-family conflicts” (2009 Advance report)
- Some faculty report having been pressured not to take family leave
- Concern that making use of family friendly policies signals lower commitment/dedication
- Double standard around parental leave: “good fathers” vs. “traditional mothers”

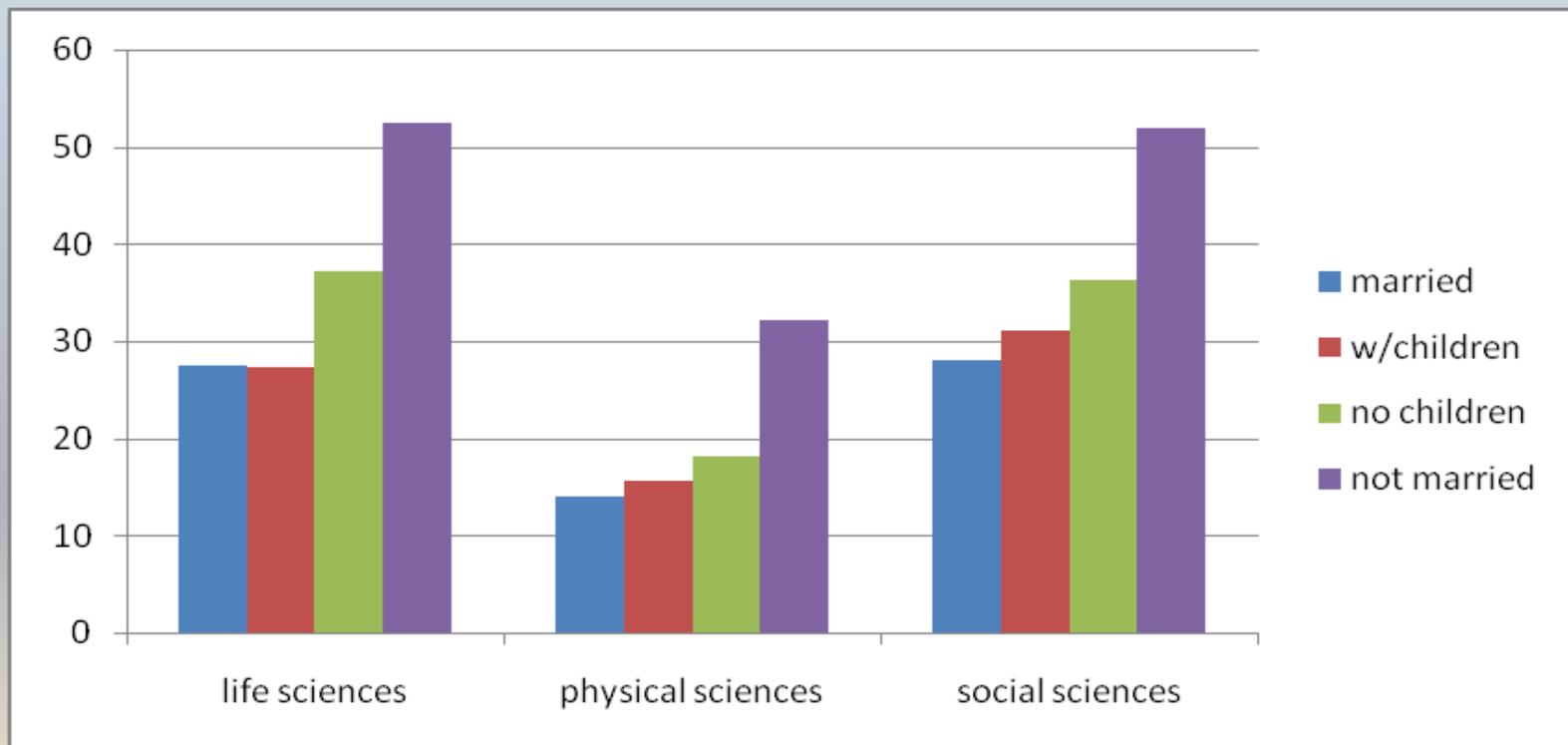
Family-Friendly Policies

- Dependent Care Travel Fund
- Parental teaching relief
- Automatic extension of the probationary period
- Child care
- Dependent care back-up

Percentage of faculty members with academic partners by field and gender, 2006



Women as percentage of full time tenured or tenure track faculty by marital status, presence of children in the home and field of doctorate, 2006



Partners Matter

- 36 percent of full-time faculty in study had academic partners
- another 36 percent had employed (but non-academic) partners
- women are more likely than men to have academic partners: 40% of female faculty; 34% of male faculty
- women cite lack of opportunities for partner as the most common reason for refusing an offer
- significant implications for institutions seeking to recruit top women
- special challenges in natural sciences, where 83 percent of women scientists in academic couples are partnered with another scientist, compared with 54 percent of men scientists

Source: “Dual Career Academic Couples: What Universities Need to Know,” Stanford University, 2008.

Brown Policy

Brown University recognizes that recruiting and retaining excellent faculty requires that we offer job placement assistance for dual career partners. Brown does not have a specific dual career partners program. But the University does offer resources to address concerns and questions for dual career partners. Staff members in both the offices of the Dean of the Faculty and the Office of Institutional Diversity may be helpful in offering advice and assistance. We encourage department chairs to contact the Dean of the Faculty and the Dean of Biology and Medicine for advice on dual career partner job placement assistance.