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YOUR NETWORK, YOUR RESOURCE, YOUR VOICE

Work-Life Satisfaction in Academia

Erin Cadwalader, Ph.D.

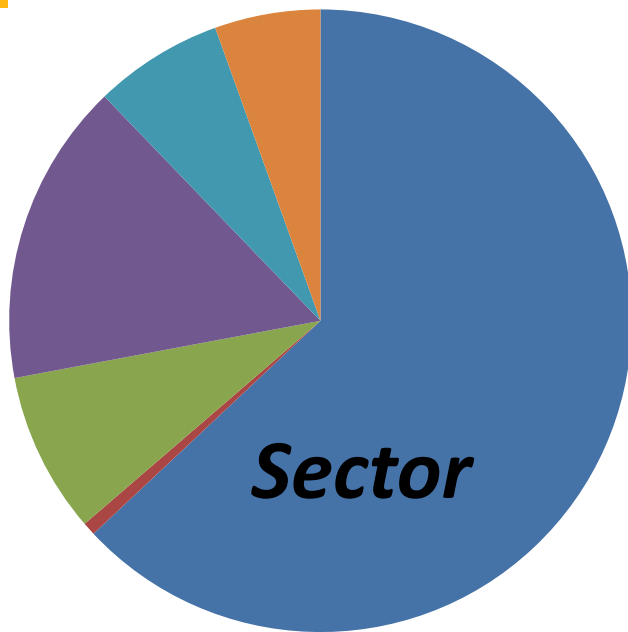
Phoebe S. Leboy Public Policy Fellow

What is AWIS?

- Association for Women in Science
- Largest multi-disciplinary organization for women in science, technology, engineering, and mathematics (STEM)
- Dedicated to achieving equity and full participation of women in all disciplines and across all employment sectors

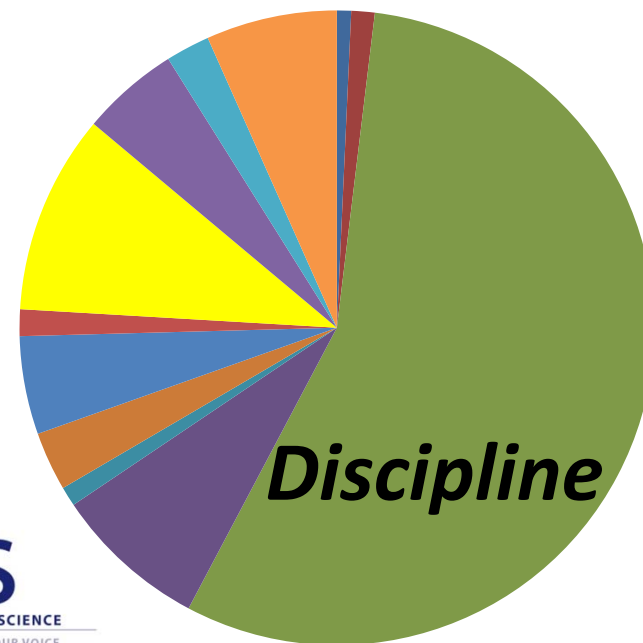


AWIS Members



- Academia - Higher Ed
- Academia - K-12
- Government/Public
- Industry/Business
- Non-Profit Organization
- Other

- Agricultural Science
- Behavioral Science
- Biological Science
- Chemistry
- Computer Science
- Earth / Atmospheric / Ocean Sciences
- Engineering
- Mathematics
- Medical Sciences
- Physical Sciences
- Social Sciences
- Other



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AWIS-FDP Institutional Partners



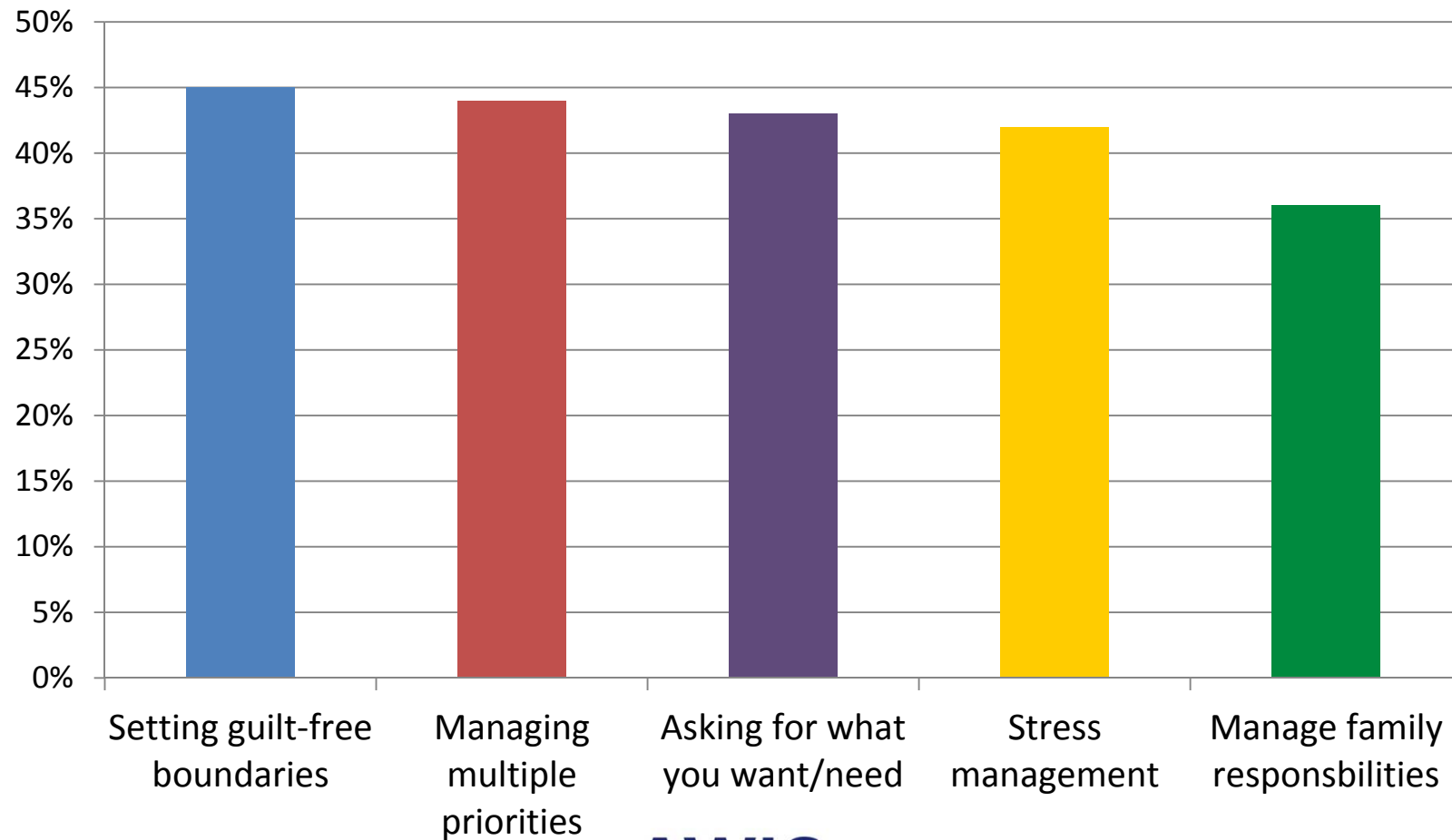
Graduate School of Biomedical Sciences

What Does AWIS Focus On?

- Access to opportunity and resources
 - Title IX compliance
 - Data collection
 - Pay equity, negotiation
- Attrition of women from STEM workforce
 - Importance of recognition and promotion
 - Implicit bias
- Mentoring
- Work-life satisfaction
- Access to safe and affordable family care



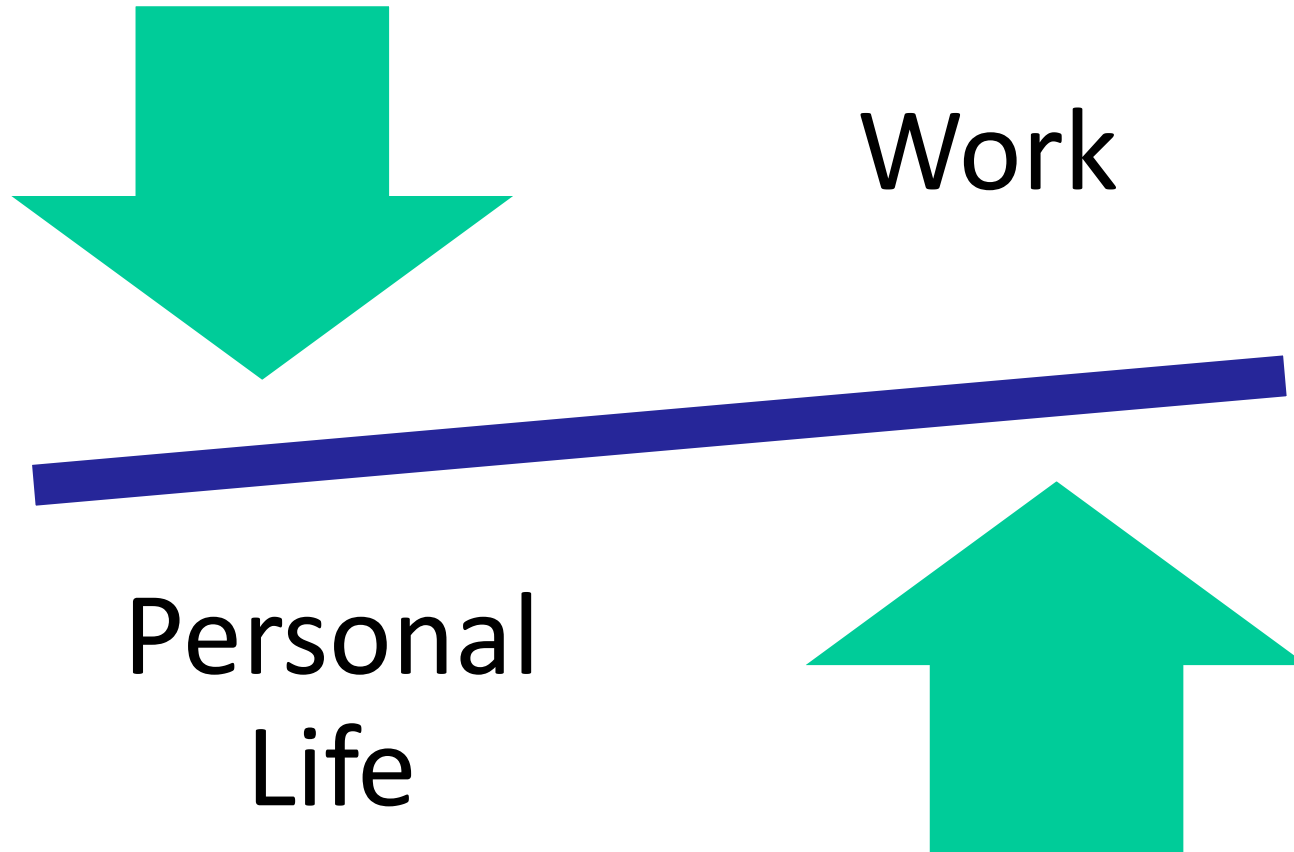
Work-Life Satisfaction More Complicated than Just Family



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Strive for *equipoise* or *equilibrium*



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AWIS Strategies to Address Work-Life Satisfaction

- Elsevier Work-Life Satisfaction International Survey
- Professional development strategies for members
- Workshops for Institutional Partners
- Engagement in calls to action
- Raise awareness of rights among members

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Research Projects on Work Life Satisfaction



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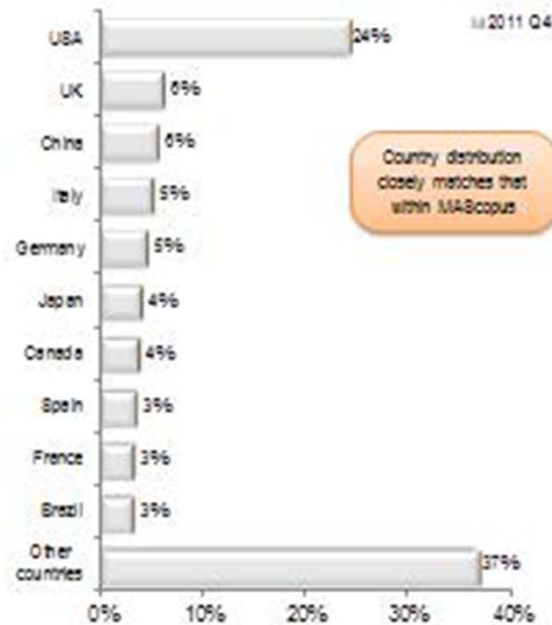
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Elsevier Study: Individual Focus

Who was surveyed: country, region, age

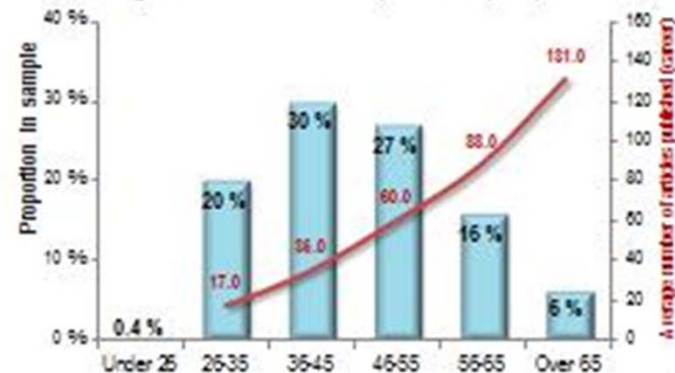
Proportion of top 10* countries* within base
*Top 10 countries by research output



Regions within base (Q4 2011)

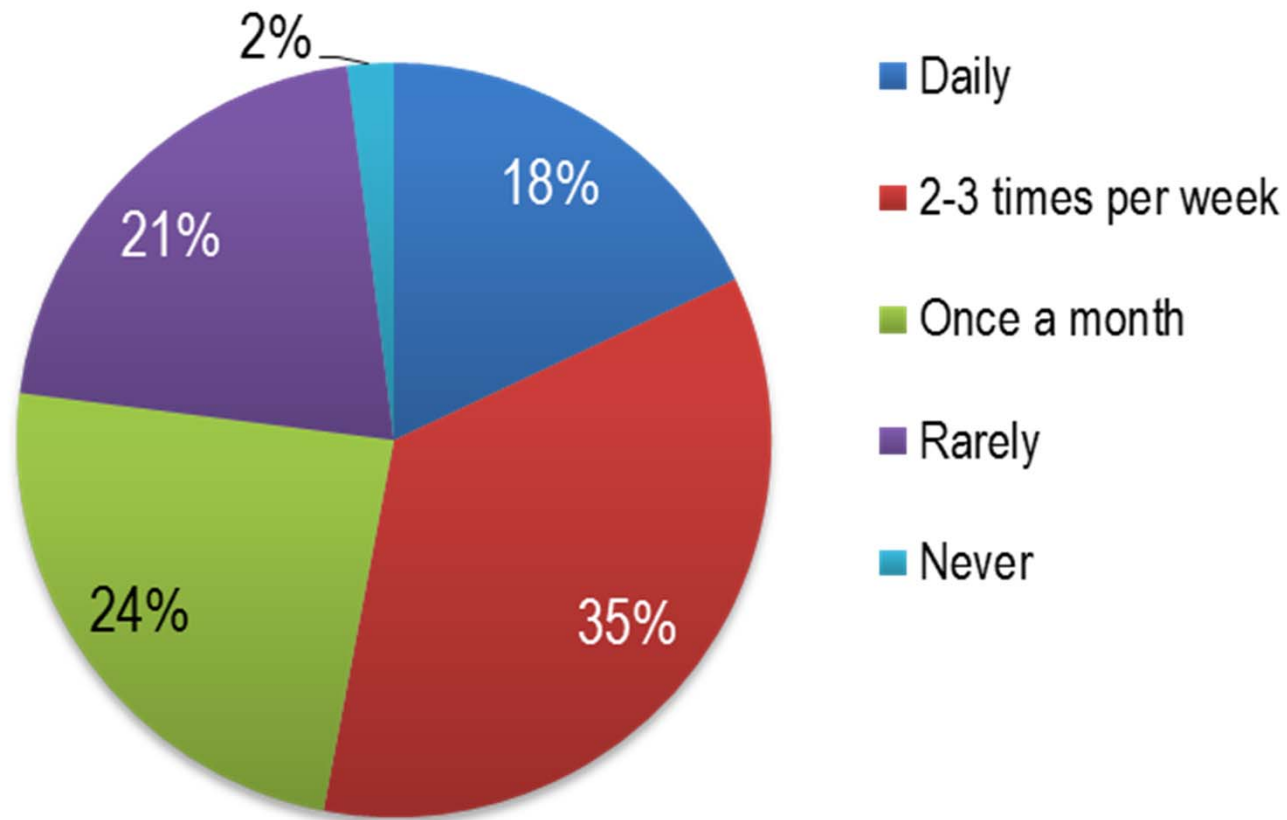


Age & Number of articles published (2011)



N=4,225 women and men

Elsevier Study

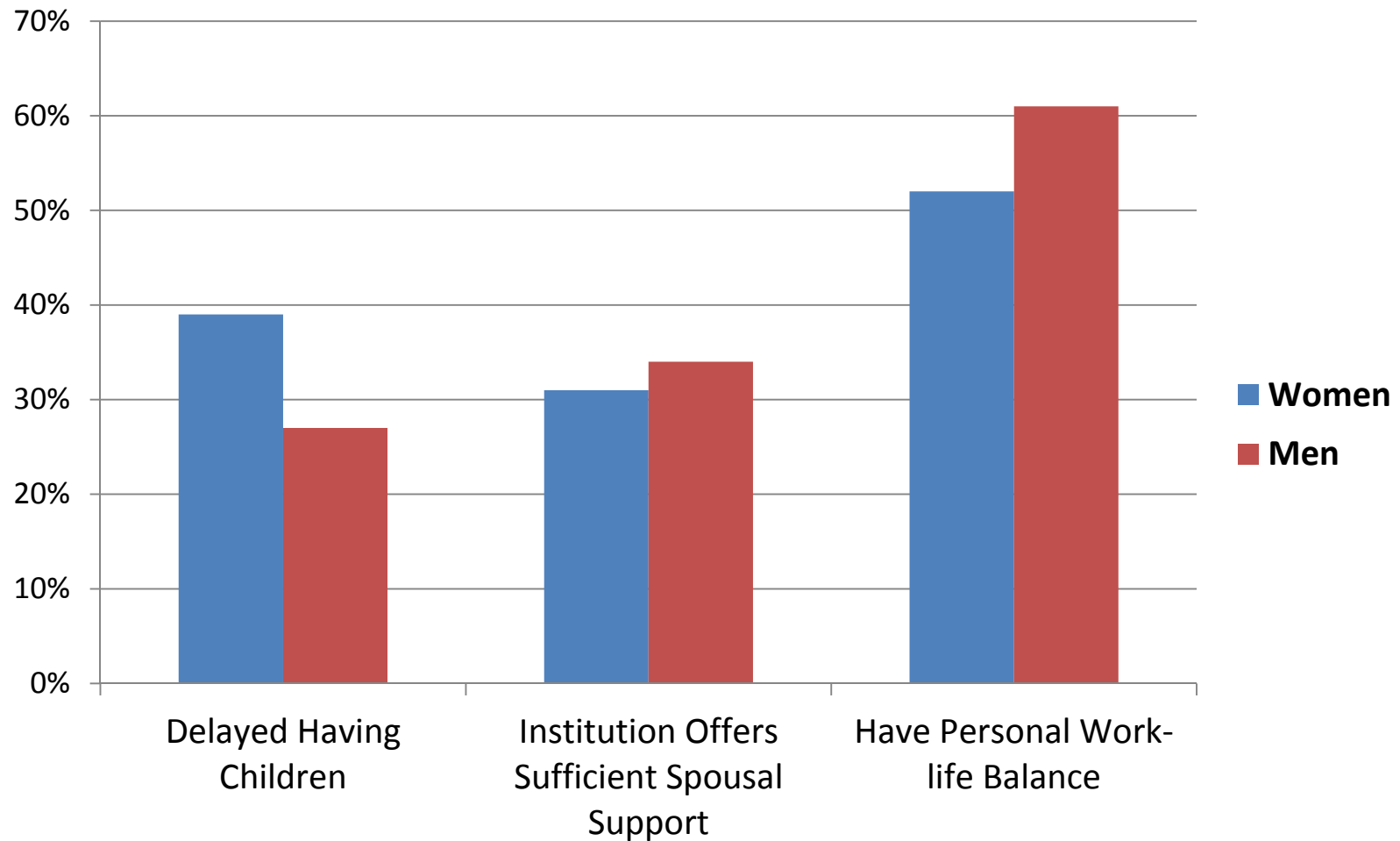


How often do work demands conflict with life demands?

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Elsevier Study



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Tools for Change: Institutional Focus

NSF-funded project
to address causes of
attrition of women
in STEM

(NSF Grant Number 106411)

The screenshot displays the Tools for Change website. The header includes navigation links: About the Project, Contact Us, AWIS, UC Faculty Family Friendly Edge, WorkLife Law, and Sign In. The main banner features the Tools for Change logo with the tagline 'Boosting the Retention of Women in the STEM Pipeline' and a search bar. Below the banner, a navigation menu lists: RESEARCH AREAS, ONLINE TRAINING, NEWS & EVENTS, GROUP PRESENTATIONS, SIMULATOR, and RESOURCES.

The main content area is titled 'Do Babies Matter in Science?'. It contains a paragraph explaining the Do Babies Matter Workshops I, II, and III, which address the fact that although women now receive more than 50% of PhDs, there are far fewer women than men at the top of the academic hierarchy. A 'View Training' button is located below the text.

To the right of the text is a video player for 'DO BABIES MATTER?' featuring Professor Mary Ann Mason, Faculty Co-Director of the Earl Warren Institute for Law and Social Policy at the University of California, Berkeley. The video player includes a play button and a copyright notice: '© Copyright 2013. Mary Ann Mason, University of California, Berkeley'.

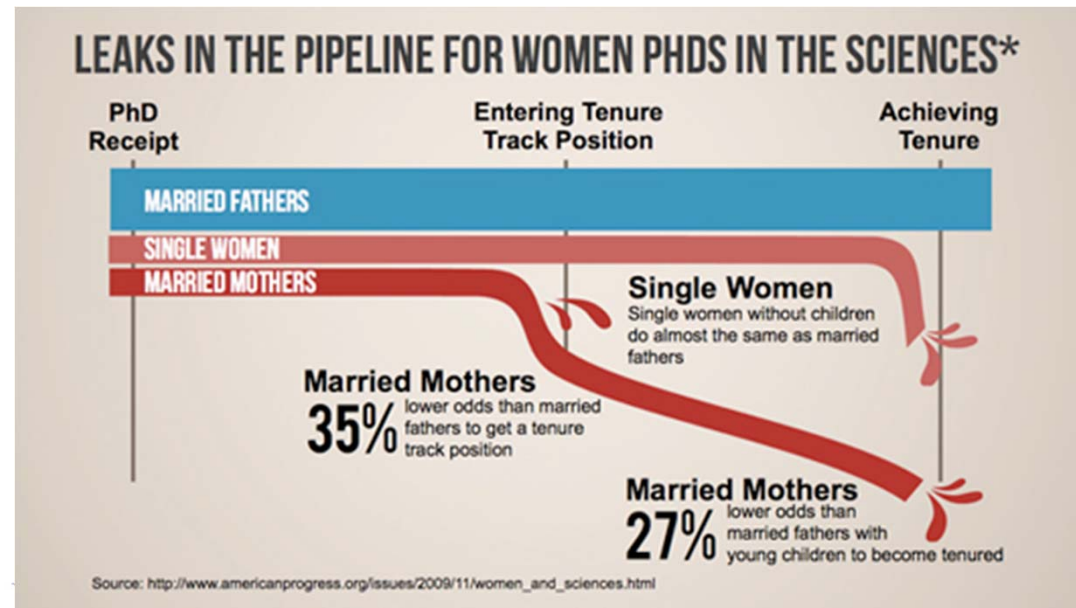
Below the main content area, a section titled 'What does the Tools for Change project offer?' lists three options:

- Receive Our Best Practices**: Sign up for the Tools for Change email list to receive a PDF download of our Best Practices "Effective Policies and Programs for Retention and Advancement of Women in Academia."
- Online Training**: It is clearly recognized that marriage, childbearing and caregiving are major factors that push women out of the scientific pipeline. Studies also show that gender bias plays a role.
- Become a Facilitator**: To effectively disseminate these new training tool, we are offering Workshops-in-a-Box so that individual at campuses can become facilitators to advocate for women in STEM.

At the bottom of the page is the AWIS logo (Association for Women in Science) with the tagline 'YOUR NETWORK, YOUR RESOURCE, YOUR VOICE'.

Tools for Change Modules

- What Works for Women at Work
- Double Jeopardy: Gender Bias and Race
- Best Practices for Family Friendly Policies
- Some Things Are Illegal
- It's Cheaper to Keep Her
- Do Babies Matter?




Educate and Engage Members



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Proposed OMB Uniform Guidance: Cost Principles, Audit, and Administrative Requirements for Federal Awards

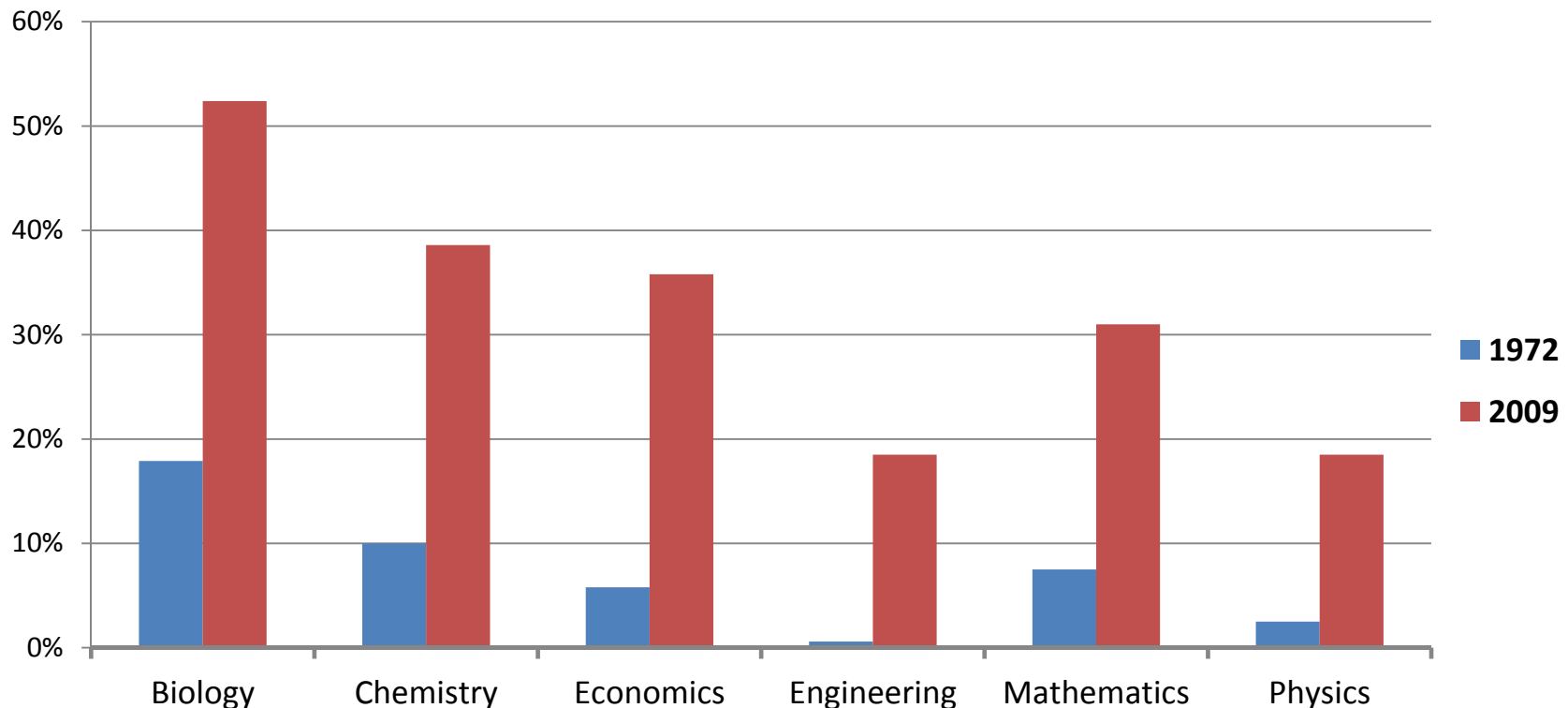
- **C-11 Compensation-Fringe Benefits** (p.93): *Fringe benefits include, but are not limited to, the costs of family-related leave*
- **C-32 Meetings and conferences (external)** (p.120-1): *Conferences should include list of local care-provider options for attendees*
- **C-53 Travel Costs** (p. 131): *Grants can pay for dependent care costs so that you can attend a conference is permitted*

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Title IX: More than Sports



Doctoral degrees in STEM fields earned by women as a percent of total degrees in 1972 and 2009

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[https://webcaspar.nsf.gov/
http://www.nsf.gov/statistics/wmpd/pdf/tab7-2.pdf](https://webcaspar.nsf.gov/http://www.nsf.gov/statistics/wmpd/pdf/tab7-2.pdf)

Title IX: Know Your Rights



Title IX and the Baby Bias



While overt discrimination is increasingly becoming a thing of the past, subtle bias against women with children persists in academia and remains a serious obstacle to tenure progression and promotion. These issues may start during graduate school and postdoctoral research and continue through early tenure track, when women are in their key child-bearing years and also when they need to be the most productive scientifically. Although some may argue the dearth of full professor level women is an indication that women don't want to have it all, research and personal anecdotes suggest that the reality is far more complex.

- GAO 2014 update
- Educate readers about their rights via:
 - AWIS blog
 - *AWIS in Action!* monthly policy newsletter
 - *AWIS Magazine*
 - AWIS Webinar series

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AWIS Magazine: Affordable Care Act Provisions

awis@work



Image credit: Aaron Thurman (photo: Thurman Photography, aaronthurmanphoto.com)

Motherhood: Behind Closed Doors

Erin Cadwalader, PhD (AWIS Member since 2012)
AWIS Phoebe S. Leboy Public Policy Fellow

In a recent survey of our LinkedIn group, AWIS inquired about access to lactation facilities in the participants' workplaces. Roughly 3 in 5 respondents from both academia and industry said they had access to some sort of designated lactation room. However, many stated that although their school has such facilities, it is either 20 minutes away or it is so busy that they can never actually schedule a time. This means that they are still forced to use other people's offices, the microscope rooms, bathrooms, etc.

The Patient Protection and Affordable Care Act contains a provision to the Fair Labor Standards Act for employers with 50 or more employees requiring breaks for nursing mothers as well as clean, accessible lactation facilities other than a lavatory. With frequent visits to Capitol Hill and meetings with regulators, AWIS continually advocates for better access to maternity leave, safe and affordable child care, and compliance with laws that protect employees, because nobody should be forced to pump or

breastfeed behind the closed bathroom stall door.

One major obstacle to fair and legal treatment regarding pregnancy and parenting is being aware of your rights and recognizing when they are being violated. Here is a quick primer.

What is Title IX?

Title IX states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

Although frequently associated with guaranteeing equal access to sports teams for girls, Title IX is also intended to protect against pregnancy discrimination and sexual harassment. Regarding pregnancy and maternity discrimination, universities are in violation of Title IX if, for example, they fail to allow pregnant mothers a reasonable period of leave for childbirth, and/or if they fail to guarantee that mothers can return to their former positions as teaching assistants, researchers, or postdocs after maternity leave. Title VII covers other employees, including professors and technicians, and those issues fall under the domain of the Equal Employment Opportunity Commission.

Enforcement of Title IX

In order to facilitate the enforcement of Title IX, any institution which receives federal funds is supposed to perform self-evaluations to ensure compliance with laws regarding admissions, hiring, coursework accommodation, leave policies, and health insurance coverage. This is a bit like having the fox watch the chickens. While a failure to comply with Title IX can result in a loss of federal funding, this has yet to be applied, though substantial damages and fines have been levied recently against some institutions.

If You're Experiencing Pregnancy or Parenting Discrimination

Graduate students and postdocs are often the most vulnerable in the academic population when it comes to infringement upon their rights because they are uniquely beholden to advisors for current, as well as future, employment. If you are a grad student or postdoc and feel you have experienced discrimination, you have some options; however, they are not easy choices.

Option 1: If your PI informs you that you will be booted out of the lab if you get pregnant, or demands that you are back 1 week after giving birth, for example, your first step should be to look into the grievance procedures at the institution and find out who the Title IX coordinator is on campus. You should also speak to the department chair about the issue and find out if that individual can help with negotiations.

Option 2: If the department chair is not helpful and you are in danger of losing your position, filing a formal Title IX complaint, which must be done within 180 calendar days of the date of the initial discrimination, may not help keep you at the institution. In fact, it may create a more hostile environment, despite the claims that you will be protected from retaliation, and most likely won't help your career in academia. However, it could help protect you financially if the complaint goes to court.

Alternatively, if you feel you are being treated unfairly but want to remain in academia, exploring your options with the Title IX coordinator is a good idea.

Option 3: Call in an anonymous complaint of the Title IX violation to the regional Office of Civil Rights, of the Department of Education, which oversees Title IX issues. You can find the correct local number at wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus. This last option is unlikely to benefit you directly, but if several complaints are lodged against an institution, the school may be audited. This may lead to a better policy that more clearly spells out the rules for maternity-related issues and makes others aware that they do have some options. ■

The AWIS blog (awisblog.wordpress.com) and LinkedIn page have additional discussion and information on this issue!



**If all these rules are in place,
what's the problem?**

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1. Not a “women’s issue”...

- In surveys, men are nearly as likely as women to say that work-life satisfaction is important to them, yet it is still often framed as an issue that uniquely affects women
- Gen X, Millennials increasingly want opportunities to balance work and life
- Both women and men fear penalization if they take advantage of these policies designed to make their lives more manageable

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2. Lack of Awareness

- Often, people simply aren't aware what policies are in place to support them
- Universities, departments need to do a better job of communicating these options to researchers



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3. Federal Policies Could Be Better

- One of three countries without paid maternity or paternity leave, paid care leave
- No organized access to safe and affordable child care
- “Silver Tsunami” elder care will be an increasing strain as well

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Suggestions for Discussion

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Strategies for Hiring

- Dual Career Support
 - Develop policy
 - Create a resource to help with finding jobs at institution, nearby institutions, etc.
- Gender bias training for committees
- Use gender neutral, non-stigmatizing language in solicitations (ie. “accompanying partner” better than “trailing partner”)

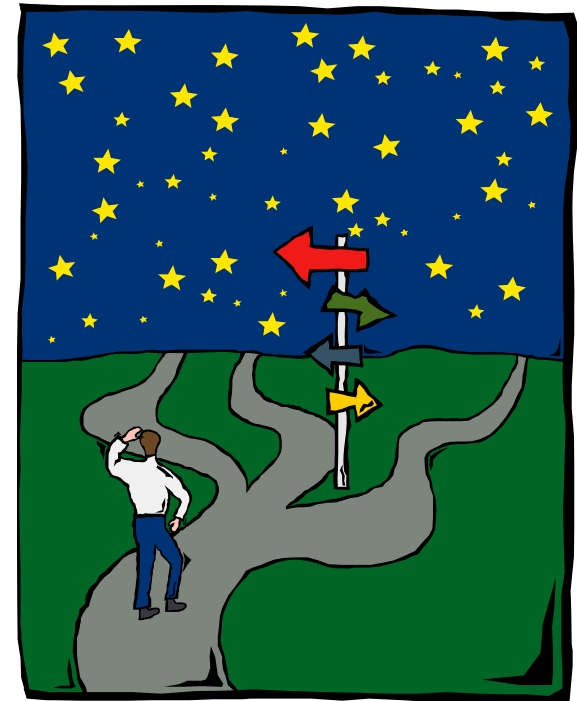
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Alternative Tracks

- Offer part-time tenure track alternatives
- Destigmatize “Stop the clock” options
- Opt-out system, rather than opt-in



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Pregnancy & Child Care

- Treat pregnancy same as medical disability
- Establish on campus child care
 - Help subsidize if infrastructure not currently available
 - Sick leave for families when kids can't go to daycare
- Travel grants for conferences
- Distribution of lactation facilities on campus



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Mentoring

- Create mentoring programs to support junior faculty
- Help facilitate networking opportunities for women at multiple levels



Title IX

- Consider Title IX self-evaluation (NASA guidelines)
- Title IX campus coordinator clearly identified
- Grad students and post-docs are particularly vulnerable populations

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Questions?



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Broader Impacts

- Increasing transparency and efficiency of committee processes
- Tenure, grant review panel, hiring, etc.
- Women are underrepresented in many spaces
 - Science Advisory Boards
 - Commercialization activity
 - University and corporate leadership
 - Cross-disciplinary research teams
- *Greater diversity in ideas leads to better decisions*



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Attrition from STEM Careers

- “Chilly Climate”
- Implicit bias
- Wage gap
- Lack of promotion
- Lack of recognition
- Work-life satisfaction challenges



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