



Managing Work/Life Demands Across the Career Cycle

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What's on your mind about work and family?



Why I Collapsed on the Job



DO BABIES MATTER?



GENDER AND FAMILY
IN THE IVORY TOWER

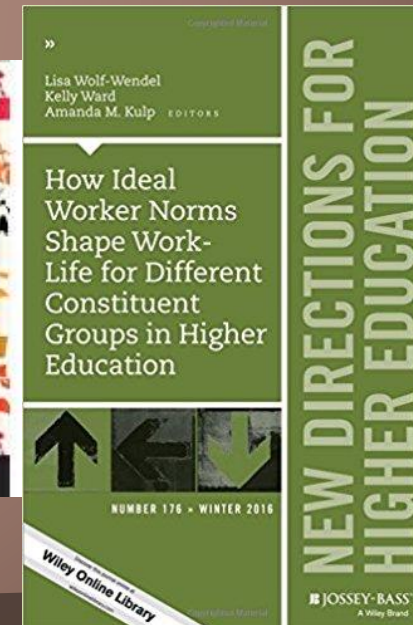
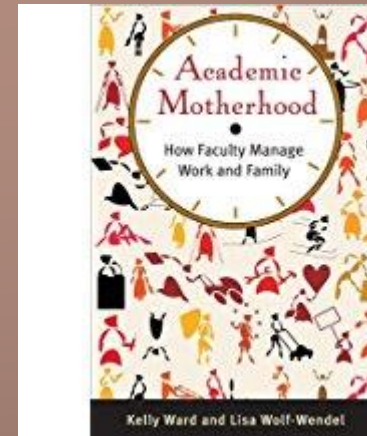
Mary Ann Mason • Nicholas H. Wolfinger
Marc Goulden

Problems in the Pipeline: Gender, Marriage, and Fertility in the Ivory Tower

Nicholas H. Wolfinger, Mary Ann Mason & Marc Goulden



A Bad Reputation





Work-life integration: What can be included?

- Dual Career couples
- Elder/ family care
- Parenthood/ child care
- Sick care (self and others)
- Same sex couples/families
- Birth and adoption
- Personal Health and well-being
- Civic engagement /hobbies
- Other?



Why Institutions are Becoming “Family Friendly”

- To recruit and retain quality faculty
- Concerns about (under)representation of women
- To have higher morale and greater productivity
- To create more equitable work places
- Pressure from external sources
 - AAUP Statement on Family and Academic Work
 - Funding Agencies(NSF)
 - Other institutions

Academic context

- Greedy workplaces
- Greedy jobs
- Bad reputation
- Ideal worker norms
- Work-life conflicts
- Culture of doing more with less
- Crisis orientation
- Historically not friendly to women





Personal contexts

- Choice
- Timing
 - Careers (e.g., wait to be full)
 - Family (e.g., when kids get older)
- Readiness
- Socialization
- Dual careers
- Family/personal needs
- Synergy between teaching, research, service, and clinical practice

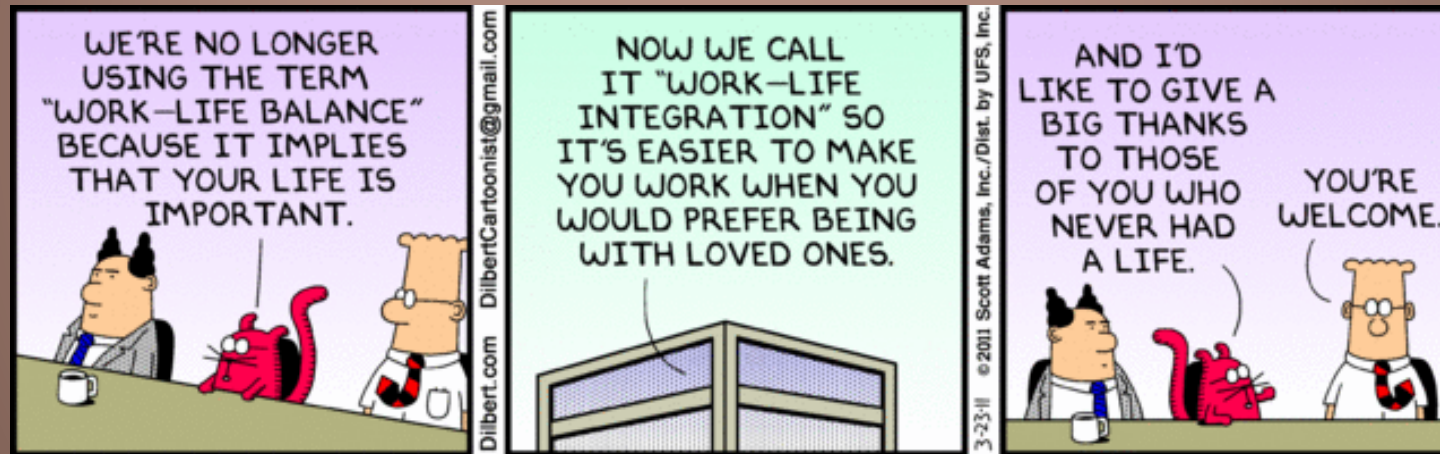
it's
Complicated



What is at stake?

- Health and well-being
- Productivity
- Making WSU a great place to work
- Mimetic isomorphism – keeping up with the Jone's
- Millennial faculty
- Shared parenting
- New models for families
- Other?

Work and life integration?



Really?

Methods



- Qualitative study
- Interviews with 120 women pre-tenure (1998-2000) (early career)
 - Research universities, comprehensive colleges, liberal arts, community colleges
 - All with young children, all tenure track
 - Variety of fields
- Follow up interviews with 87 post-tenure (2007-2009) (mid career)
- Follow up interviews 2014-2017 (n=82 mid mid-career)



Conceptual lenses

- Socialization
 - Linear (pipeline)
- Life Course Perspective
 - Synergistic/Integrative View of Life and Work
- Feminist Perspectives
 - Liberal
 - Post structural

Early career



*"I can only do so much in a day.
Having a family helps me be more
efficient with my time and also
gives me much needed perspective."*

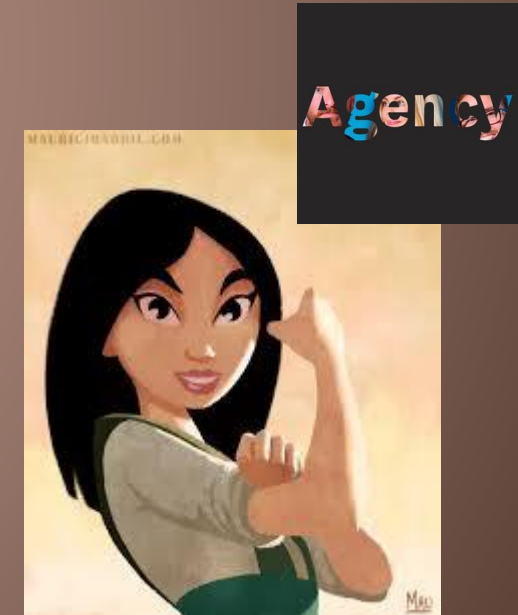
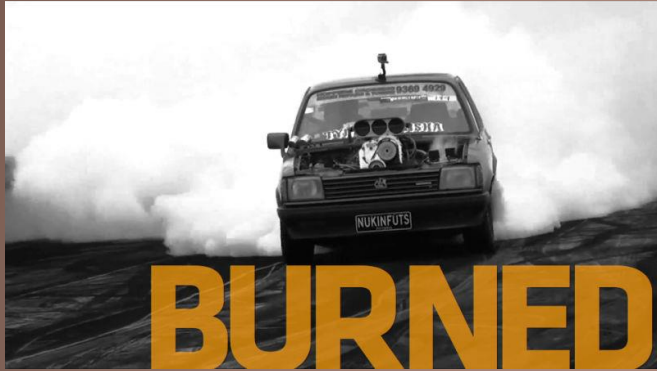
Mid-career



“You get tenure and you never hear anything about promotion.”

“I am not really interested in moving up at this time.”

Mid mid-career



“Going into administration isn’t really worth it. You have to work all the time and that doesn’t seem that appealing to me.”



The difference that difference makes...

- Race/ethnicity
- Sexual orientation
- Gender identity
- Socioeconomic status
- Dual careers
- Single moms
- Institutional type
- Rank and status
- Disciplinary differences



Women in STEM

- Not all STEM is the same
- Managing labs
- Field Work
- Grant funding
- Identity as a scientist
- Options beyond academe
- Collaboration (+/-)



In sum....

- Family life and academic careers evolve
- Both life long propositions
- Progress more than just leaning in
- Friction between structure and agency
- Tenure process—based on the male clock
- Getting stuck in the middle—Associate Professor/Associate Dean
 - Smile work (Tierney & Bensimon, 1986)
 - “good professor”/ “good mother”
- Women at the top – leadership not a priority



Implications

- Update, monitor, publicize campus policies
- Leadership development programs
- Lead by example
- It's not just about women, but gendered
- It's not just about agency – it's structural
- Problem with pipeline metaphor



Questions?

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