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## **UC BERKELEY FACULTY WORK AND FAMILY SURVEY**

### **Preliminary Findings (January 2003)**

The UC system has been a leader in the promotion of family friendly work policies. In July 1988, the UC Office of the President (UCOP) implemented a package of policies whose purpose was to even the playing field for faculty parents with childcare responsibilities. Under the new policies, faculty parents at all UC schools with newborn, newly adopted or newly fostered children under age five were entitled to teaching relief and could request to stop the tenure clock for up to a year; in 1998 tenure clock stoppage was extended to two years. Faculty could also take a paid leave for childbearing and unpaid leave for parenting responsibilities.

These policies remain the subject of controversy, and our current evaluation efforts are the first in over ten years. In the last half year, we convened a research group led by Mary Ann Mason, Dean of the Graduate Division, and Angelica Stacy, Vice Provost for Faculty Equity, to remedy the situation and to learn who uses and who does not use the policies and why. Between June and November, 2002, we created a web-based survey of ladder-rank faculty that asked them about their work and family experiences and their use of family-friendly policies. On November 6, 2002, we sent emails signed by Chancellor Berdahl to all UC Berkeley faculty asking them to participate in the survey. To date, we have achieved a 55% response rate (736 respondents out of 1350 faculty with valid email addresses) and our early findings have been sobering:

- **Work and Family Policies are Underutilized and Women Cite Fear of Retribution As a Major Reason for Not Using the Policies**

Although women make use of these policies more than men, women who do not use them are more likely than men to cite fear of retribution as a major reason in their decision. Fifty-eight percent of the eligible women who chose not to ask for relief from teaching duties (ASMD) cited fear that it would hurt their professional career as a major reason for not using the policy; in contrast, only 27% of eligible men cited this as a major reason.<sup>1</sup>

- **Women Delay or Avoid Family Formation out of Fear It Will Hurt Their Careers**

Only 25% of female assistant professors have children, compared to 41% of male assistant professors. As a result, many women faculty have fewer children than they planned because they reach the end of their fertile years soon after achieving tenure. Women are more than twice as likely as men to indicate that they: had fewer children than they wanted (39% vs. 19%), and tried to time the entry of new children into the household to coincide with the summer break (25% to 9%). They are also twice as likely as men to claim they stayed single because they did not have time for a family and a successful career (13% vs. 6%).

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<sup>1</sup> Many of our findings support Robert Drago's findings on Bias Avoidance.

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- **Both Men and Women Faculty Are Busy, But Women with Children Are the Busiest**  
Women with children spend on average a total of 94 hours a week working, doing household chores, and taking care of others (children, spouse, elderly parents, etc.). In contrast, men with children take an average of 82 hours a week to fulfill their multiple obligations; women without children, 78 hours a week; and men without children, 77 hours per week.
- **Women Are More Likely than Men to Feel that Work and Family Are in Conflict**  
The genders differ dramatically in their assessment of the negative influence of family on work. In an open-ended question about the negative influences of family on career, men who responded to the question are more than four times as likely as women to claim there are no negative effects (23% vs. 5%). Women's comments about the negative effects of family on work were longer than men's comments and often anguished: e.g., "Enormous level of stress"; "I am chronically tired and never get enough sleep. I always feel that I am not doing enough of something—working or spending time with my daughter. It takes a really long time for me to get my research done. I have less time for students." Women with children are more likely than men with children to indicate that they:  
slowed down or made sacrifices in their career in order to be a good parent (70% vs. 50%), missed important events in their children's lives so as not to appear uncommitted to their job (40% vs. 27%), came back to work sooner than they would have liked after having a new child because they wanted to be taken seriously as an academic (42% vs. 14%), and have not brought their children to work because they worry their colleagues would be bothered (29% vs. 15%). In reference to the issue of children and the workplace, one female respondent observed, "If you are a woman, you'll notice if you have your child on campus, colleagues who recognize you when you are by yourself now suddenly only see a walking uterus and ignore you."

These findings dovetail with the results of our earlier work with the Survey of Doctoral Recipients (a national biennial longitudinal survey of PhD recipients in the US since 1973). Our ongoing analysis of the SDR suggests a fundamental gender split. For men, high career gains are associated with high familial gains such as higher rates of marriage and family formation, while for women; high career gains are associated with low familial gains, including lower rates of marriage, more divorce and fewer children.<sup>2</sup>

Taken as a whole, these findings suggest that at UC Berkeley the existing policies are in need of revision and new policy interventions need to be developed. But what we do not know is whether these findings hold true across the entire UC system and what type of future policy interventions would be most effective.

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<sup>2</sup> Mason and Goulden, "Do Babies Matter? The Effect of Family Formation on the Lifelong Careers of Academic Men and Women," *Academe* (November-December 2002).

# UNIVERSITY OF CALIFORNIA, IRVINE

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THE HENRY SAMUELI  
SCHOOL OF ENGINEERING  
CHEMICAL ENGINEERING  
AND MATERIALS SCIENCE

IRVINE, CALIFORNIA 92697-2575

January 22, 2003

Charlotte Fishman  
Equal Rights Advocates  
1663 Mission Street, Suite 250  
San Francisco, CA 94103

Dear Charlotte,

Here is a copy of the campus salary differentials from UC Irvine, comparing women and white men. As noted on the Xerox copy, this data is on the Executive Vice Chancellor's website at <http://www.evc.uci.edu/issues/index.html>

Pauline Yahr of UC Irvine has the data broken down for each school (BioSci, Physical Sciences, Arts, etc) for each of these years, and only the data for 2001 by school is posted on the ADVANCE website at UC Irvine <http://advance.uci.edu/pages/ED-UCI-SR.html>

I very much look forward to the meeting on February 1<sup>st</sup>.

Sincerely,

A handwritten signature in black ink, appearing to read "Martha Mecartney".

Martha Mecartney

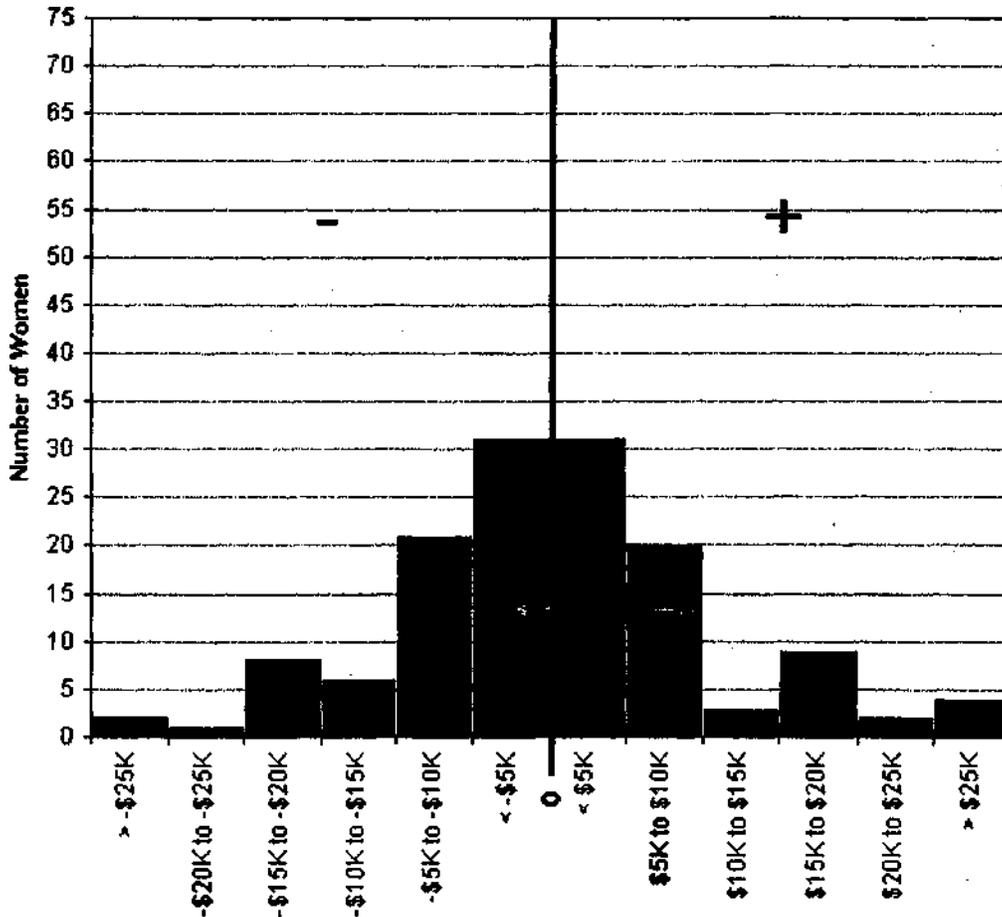
# Salary Differences for Women Faculty at UC Irvine Compared to Expected Salaries for White Male Faculty with Similar Experience in Similar Fields

Information from the Executive Vice Chancellor's Office Website at  
<http://www.evc.uci.edu/issues/index.html>

University of California, Irvine  
Ladder Rank Faculty Salary Residuals

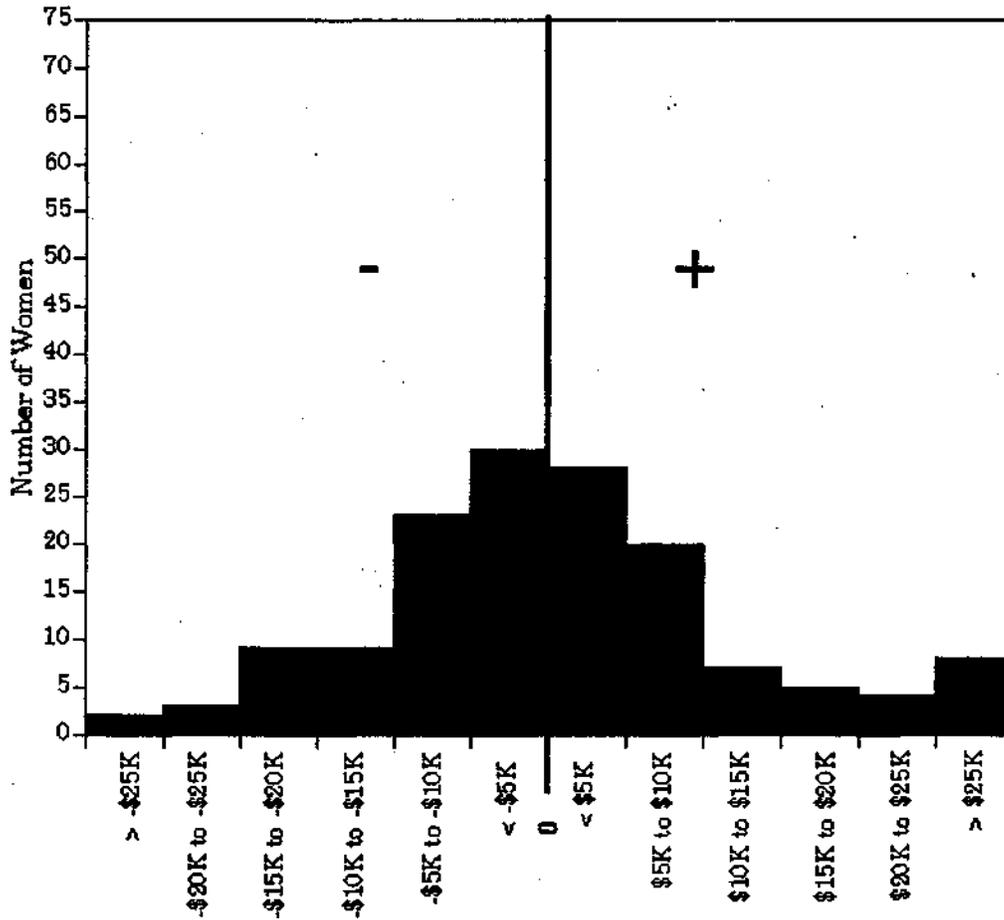
## General Campus Women

October 1997



Residual = actual salary - predicted salary  
Residuals are determined separately for each academic unit.

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
 General Campus Women  
 October 1998



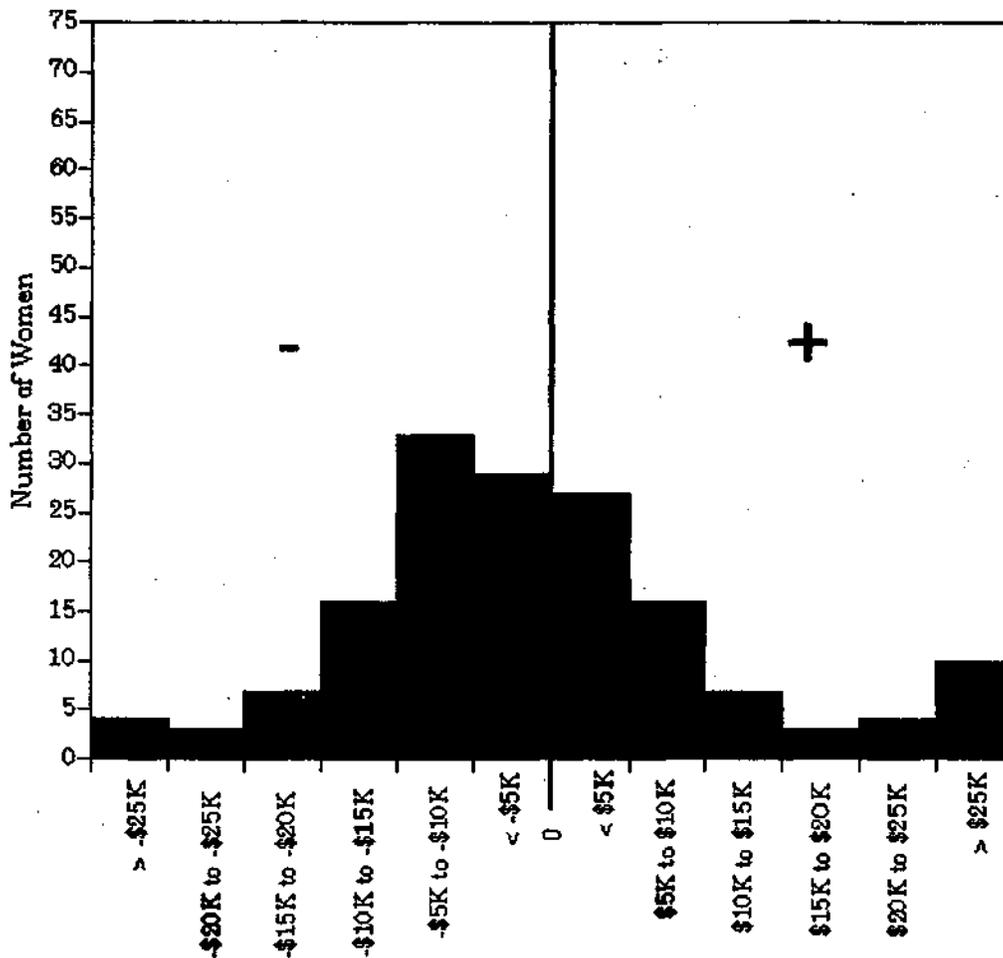
Residuals (actual salary - predicted salary) are determined separately for each academic unit.  
 Standard error ranges from \$8,038 to \$15,376.

Sources: Payroll/Personnel System Extract as of 10-31-98,  
 Academic Personnel.

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals

**General Campus Women**

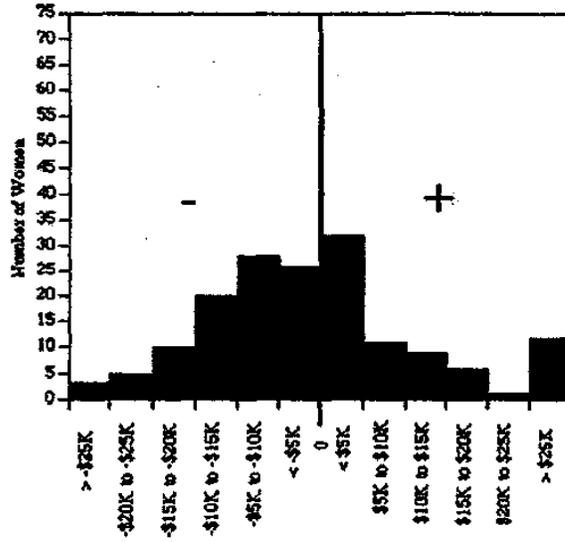
October 1999



Residuals (actual salary - predicted salary) are determined separately for each academic unit.  
 Standard error ranges from \$10,075 to \$16,763.

Sources: Payroll/Personnel System Extract as of 10-31-99,  
 Academic Personnel.

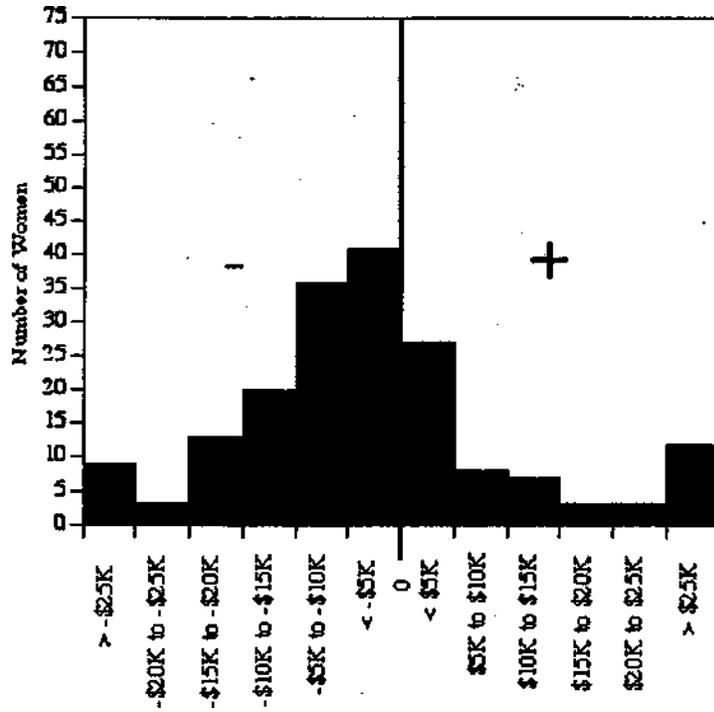
University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
 General Campus Women  
 October 2000



Residuals (actual salary - predicted salary) are determined separately for each academic unit.  
 Standard error ranges from \\$9,780 to \\$22,662.

Source: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.

University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**General Campus Women.**  
October 2001



## **ABOUT ADVANCE**

UC Irvine is one of nine universities nationwide to receive a special National Science Foundation (NSF) ADVANCE Institutional Transformation grant of \$3.45 million that seeks to ensure greater participation and advancement of women faculty in science and engineering. With the Dean of Biological Sciences Sue Bryant, Principal Investigator (PI), Associate Executive Vice Chancellor Herbert Killackey, Co-PI, and Dr. Priscilla Kehoe, Director, the UCI ADVANCE Program is designed to assist in recruitment, retention and advancement of women faculty members across UCI. While the grant was originally written to include the eight SMET schools (Biological Sciences, College of Medicine, Engineering, Graduate School of Management, Information Computer Science, Physical Sciences, Social Ecology and Social Sciences), Executive Vice Chancellor Gottfredson wanted the entire campus included in the ADVANCE Program and thus provided funding to include the School of Humanities and the School of the Arts.

In order to achieve our goals we are implementing the following:

- A Faculty Equity Advisor has been appointed in each school to tailor an equity program that is school based.
- Collection and analysis of objective data by social sciences faculty and graduate students to quantify equity parameters, and to conduct surveys and interviews to collect anecdotal and subjective information
- Ensure gender equity in the faculty recruitment process
  - Composition of search committees to be appropriately diverse
  - Use and advertising of cluster hiring and partner appointments to improve application rates of women
- Appointment of two term chairs to scholars committed to gender equity
- Workshops to improve awareness of gender equity issues
- Discipline based scholarly conferences to promote networking and advancement
- Implementation of a faculty development program for retention and advancement
  - Junior Mentoring program to prepare faculty for tenure
  - Senior Mentoring program to advance faculty careers to their fullest extent
- Networking with other universities to share information about potential candidates and positions

The UCI ADVANCE Program will benefit all by establishing a better and more diverse faculty and an equitable environment that is dynamic with multiple perspectives.

## **EQUITY FOR EXCELLENCE**