

## Life in the Balance (or lack thereof)

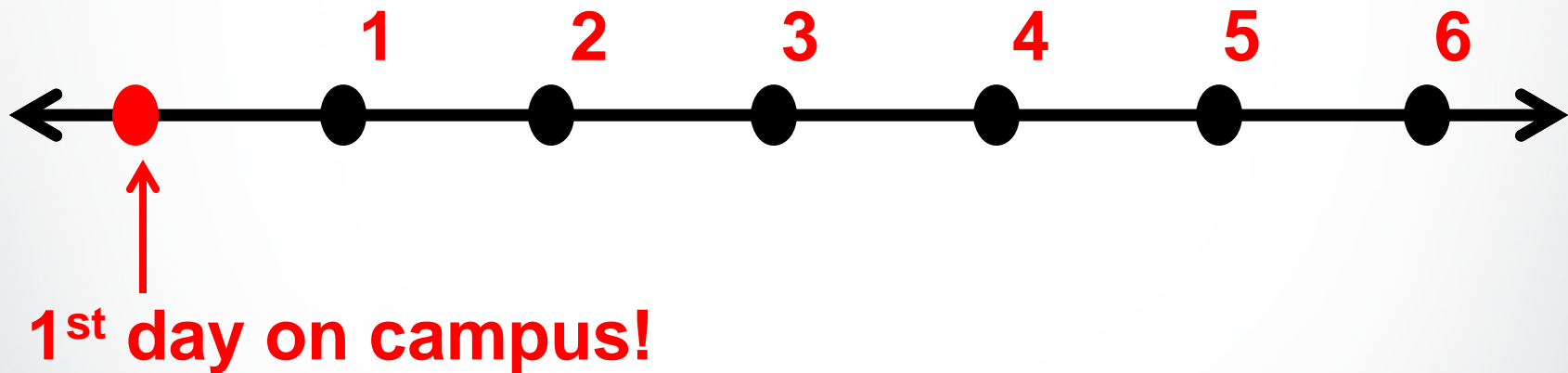
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- This will be preachy.
- This is my point of view.... mostly.
- Outline:
  - 1) The tenure clock: get real.
  - 2) Kids: you really cannot imagine it.

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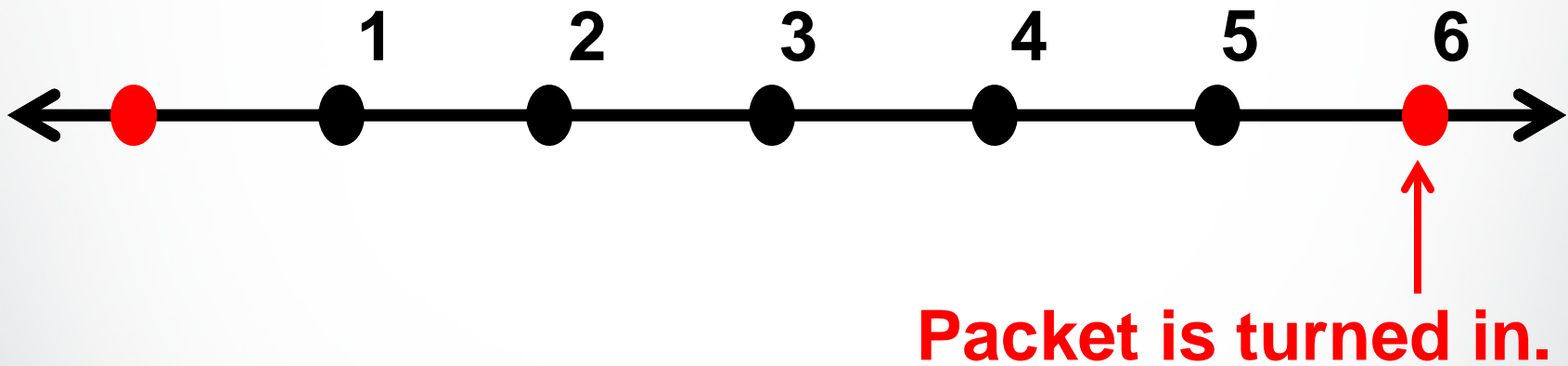
# Tenure: Getting Real

1) Count backwards.



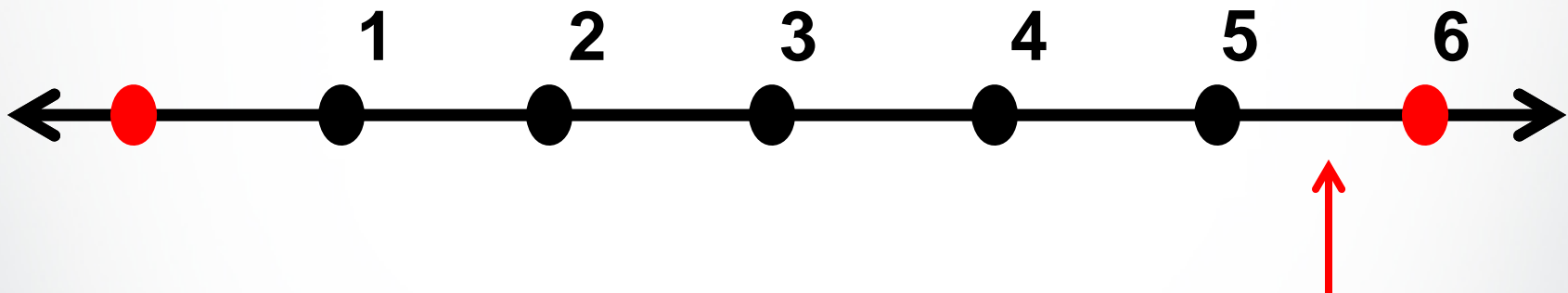
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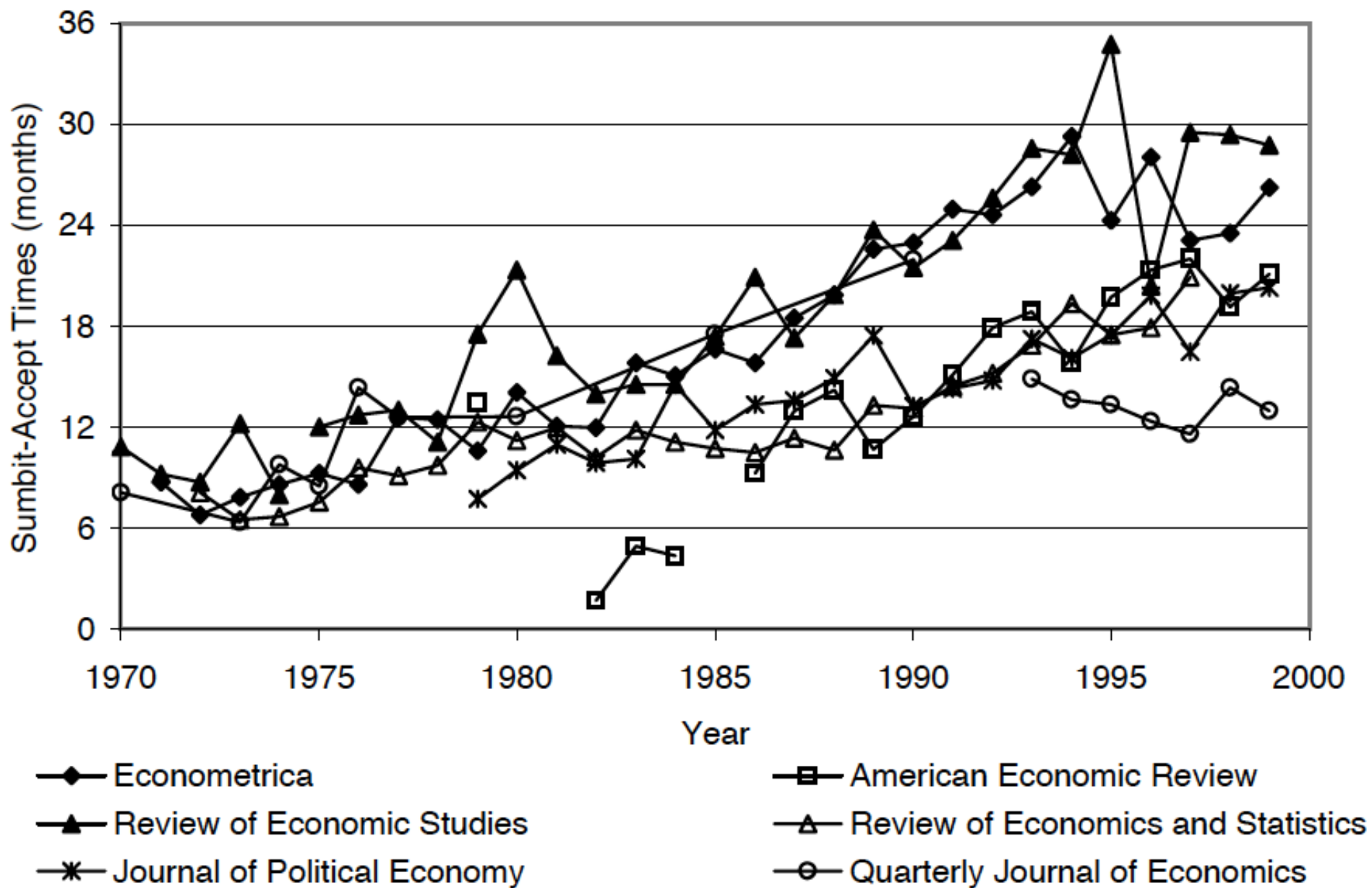


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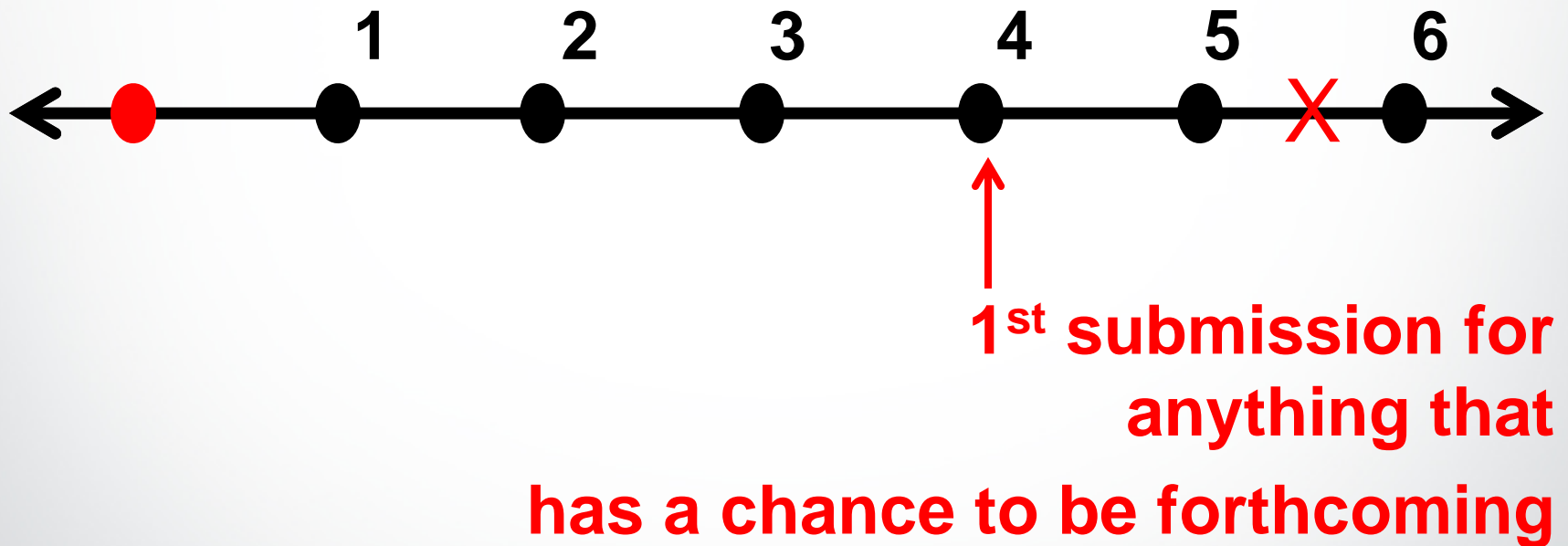
Packet is turned in  
for your external reviewers



Glenn Ellison, JPE, 2002

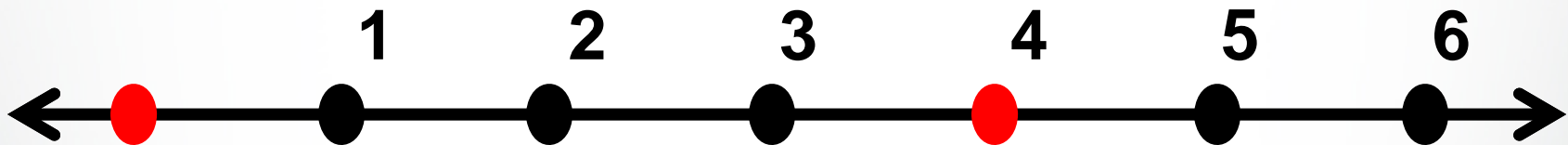
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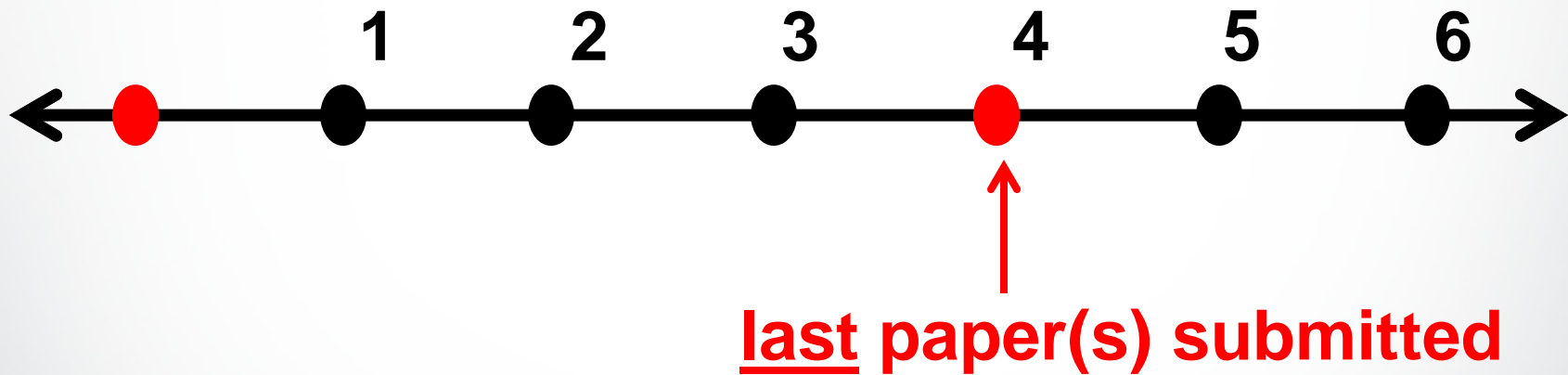
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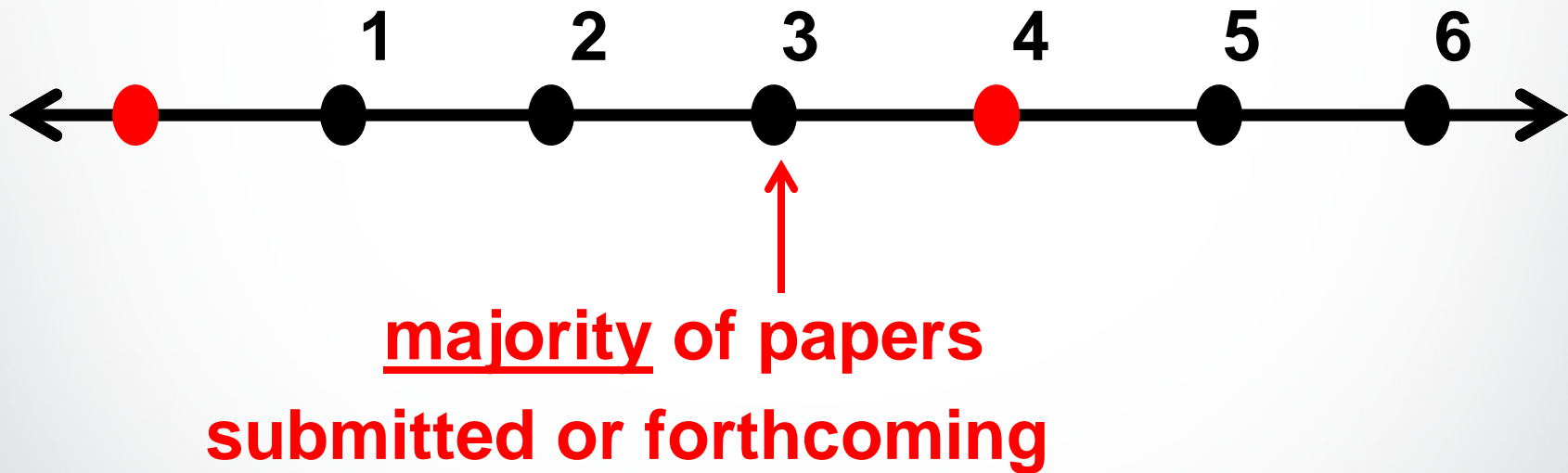
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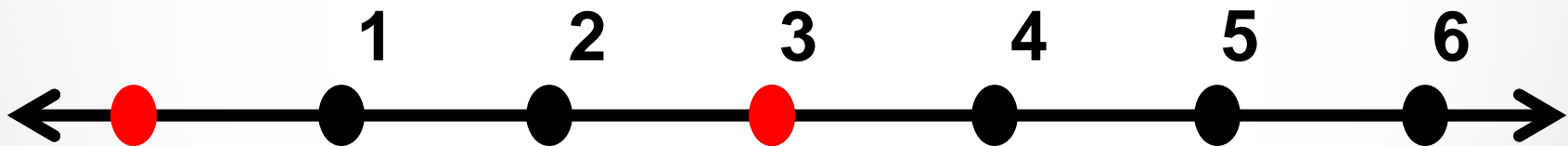
# Tenure: Getting Real

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# Tenure: Getting Real

1) Count backwards and try not to panic!



# Tenure: Getting Real

## What do you have to get done?

- 2.5 papers per year, moving  
(beware of “too many balls in the air” syndrome)
- apply for external funding
- conference participation
- collaborative work
- be careful with allocation of time to:
  - Teaching: diminishing returns to prep set in rapidly & loss function is asymmetric
  - Citizenship: it matters, don't be a jerk (its obvious), but be careful not to end-up the “go to” person. Say no tactfully.

## Life in the Balance

- This is a story about **children**.
- Supportive spouse is absolutely critical.
  - Private sector = more constraints, typically
  - The flexibility of your job is a **blessing and a curse**
  - You must be an **effective team** prior to kids

## Life in the Balance

- Do not underestimate the **substantial reduction** in your available hours.
- Spend money & outsource everything you can

## Life in the Balance

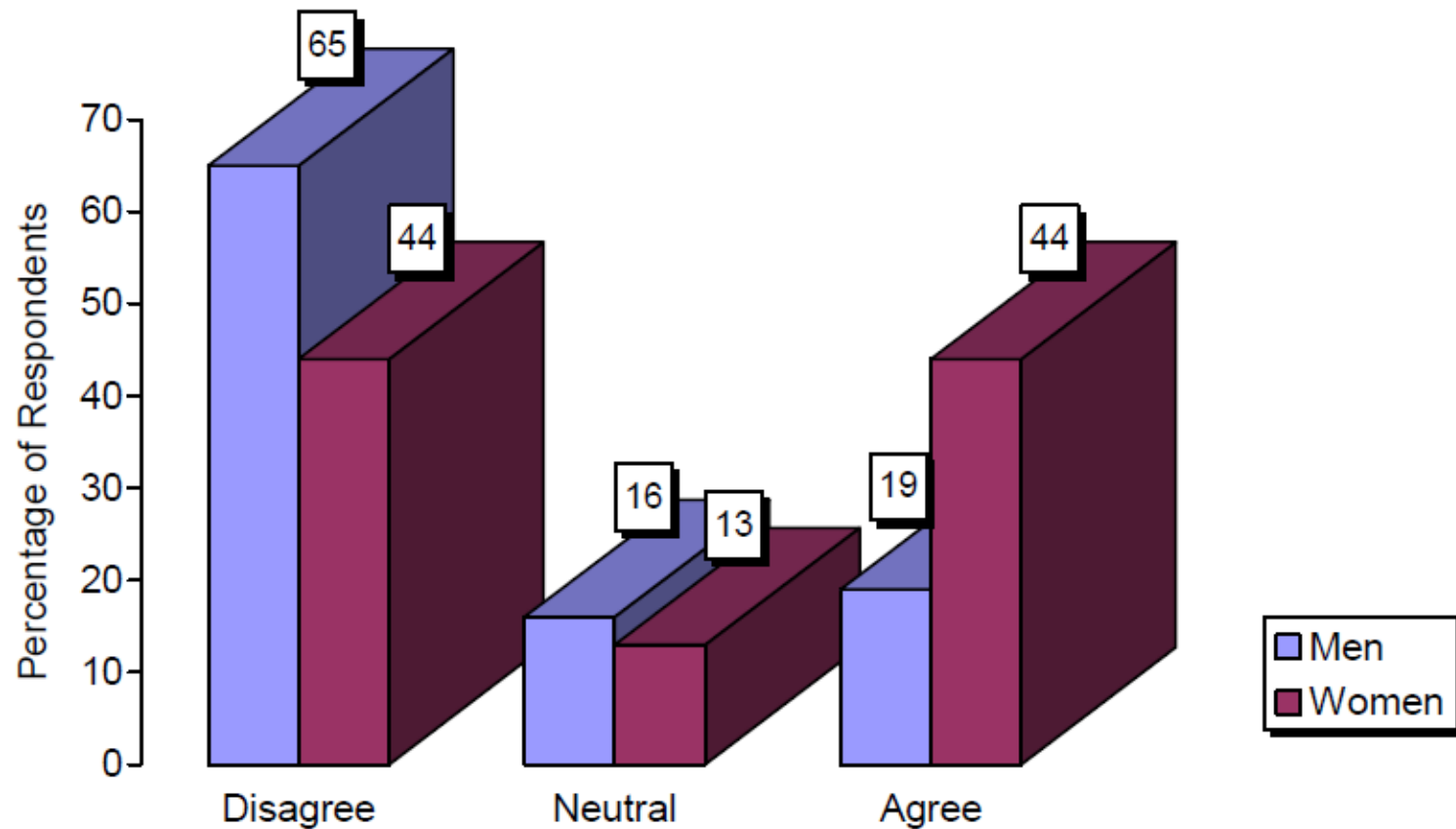
- 1<sup>st</sup> four years of your job are critical
  - Kids now?
- Parental leave policies vary substantially across universities
- Tenure clock may be stopped – but it is **unlikely** to level the playing ground
- There are documented gender differences

# Yoest & Rhoades, 2002

## The Survey

- Conducted spring 2002
- Respondents (n=184):
  - tenure-track assistant professors
  - child under age 2
  - at institutions with *some* paid leave policy

"I feel overwhelmed by my parenting responsibilities"  
**Gender Differences Among Non-Leave Takers**

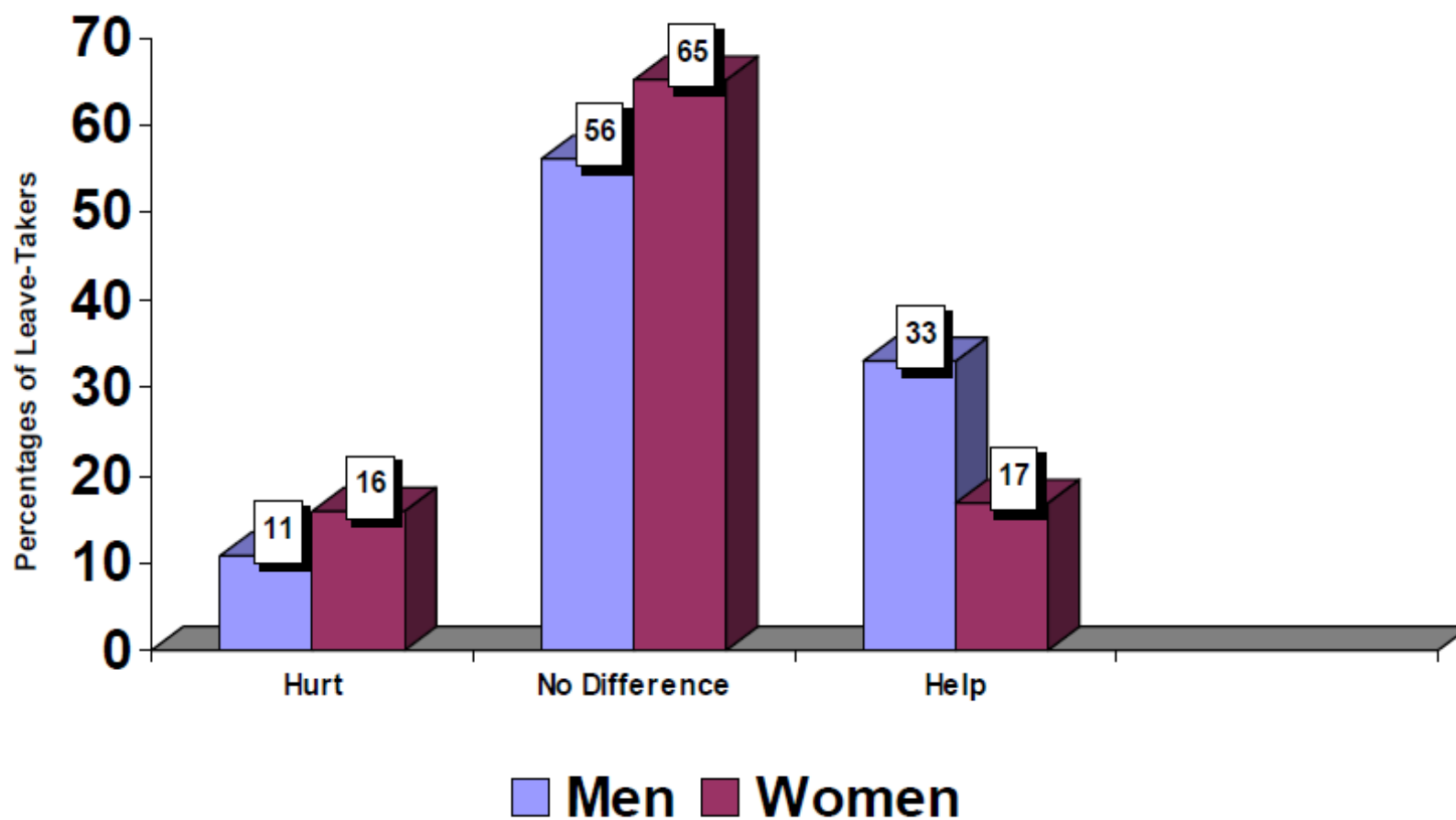


N= 92 non-leave takers; 69 men and 23 women;  
male mean = 2.48, female mean = 3.0,  $t=-2.254$ ,  $df=90$ ,  $p=.03$

## Percent Taking Leave when Available

Male	13.8%
Female	68.5%

## Did Taking Leave Help or Hurt Your Tenure Chances?

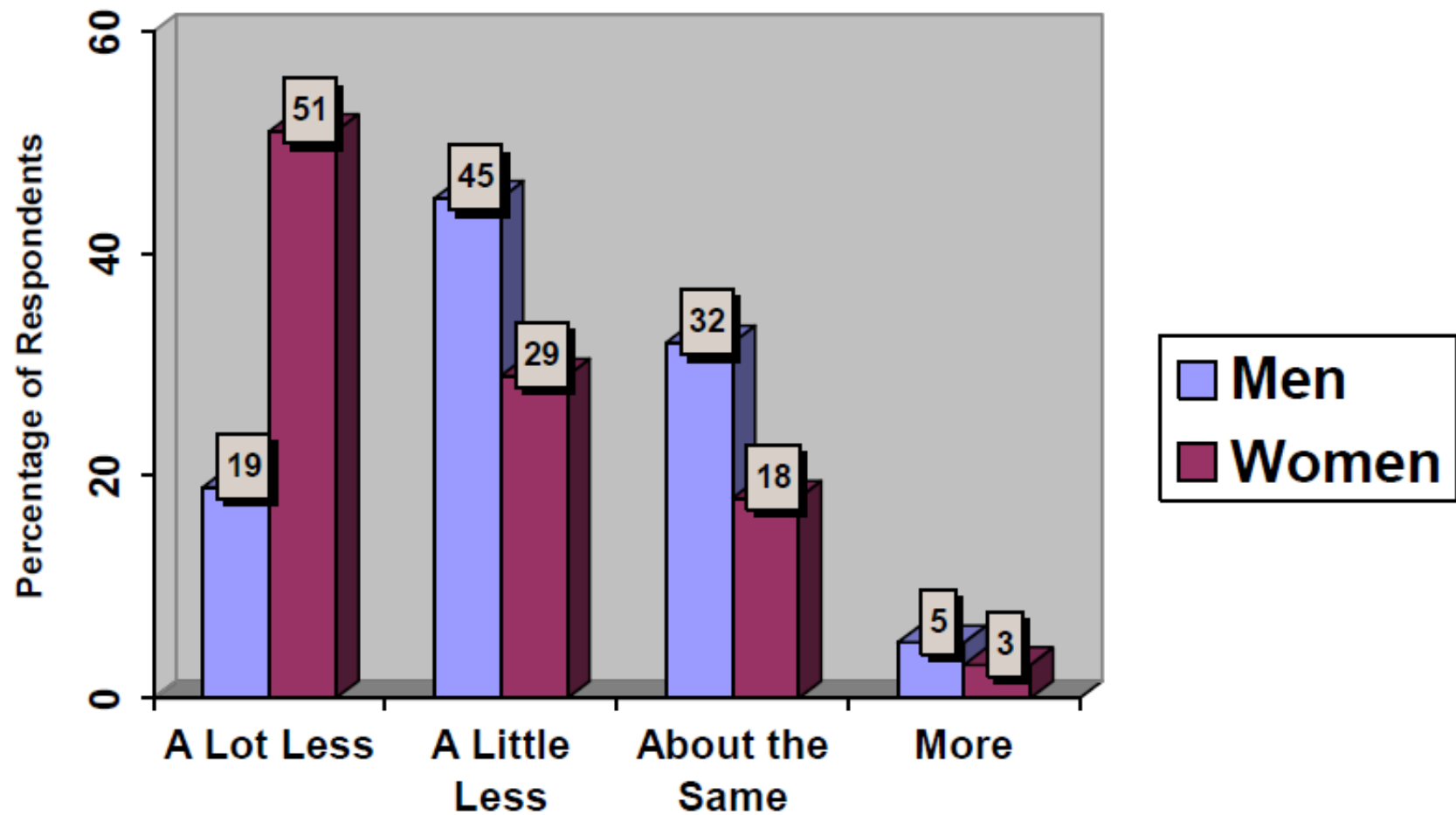


N= 40 leave-takers; 9 men and 31 women

# Percent Doing more Child Care than Spouse/Partner

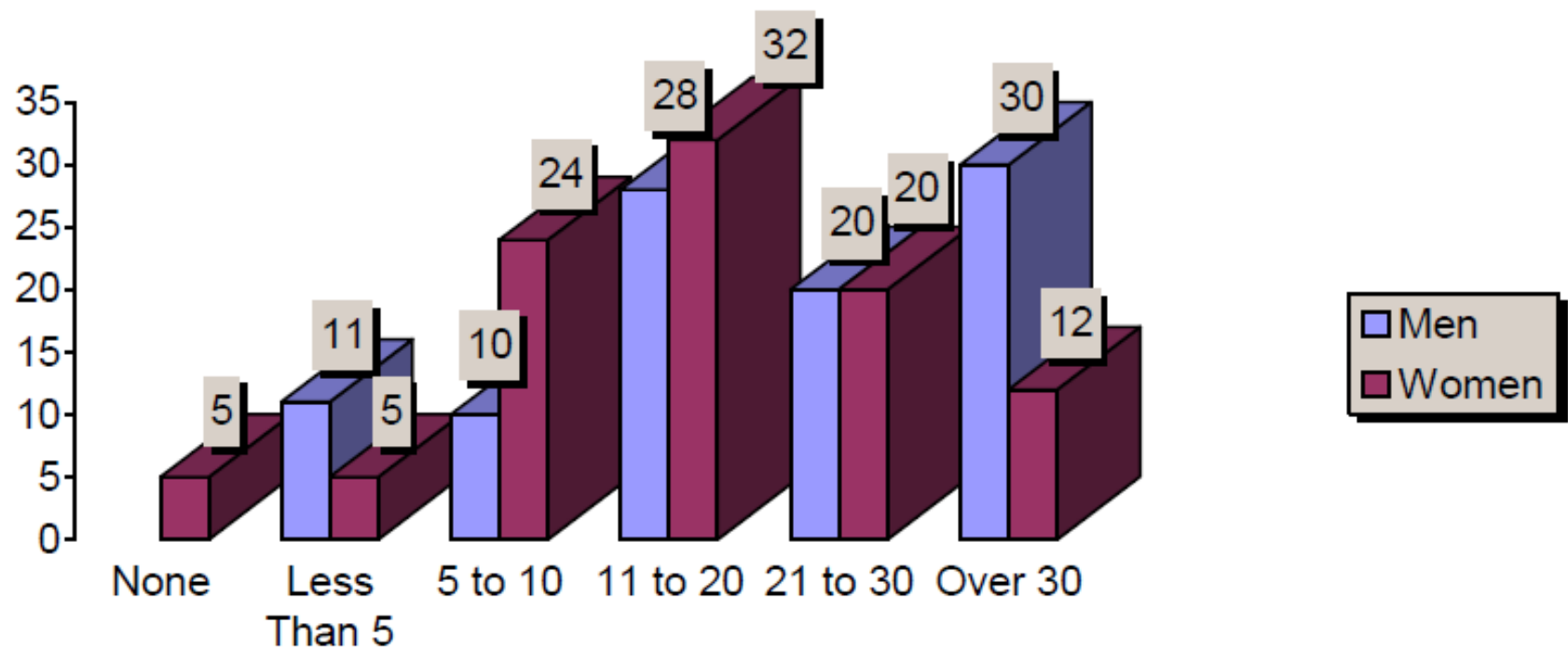
Male	2.8%
Female	95.9%

How does the time you spend now on research and writing compare to the time you spent before your child was born?



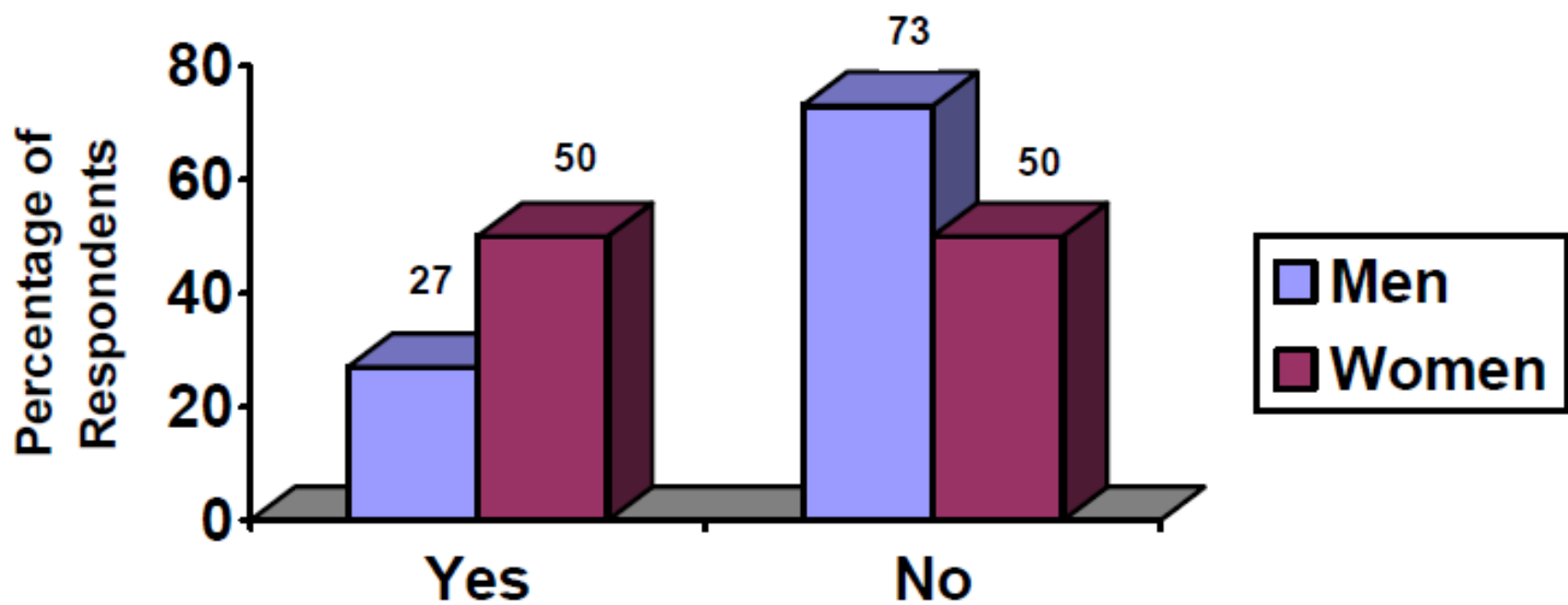
N=180,  $\chi^2=20.617$  df = 3,  $p = .001$

## How many hours a week do you do research and writing, while someone else cares for your child?



N=183,  $\chi^2=19.738$ ,  $df = 7$ ,  $p = .006$  for gender difference

Have you ever thought of dropping off the tenure track, because of work and family pressures?



$N = 181$ ,  $\chi^2 = 9.9$ ,  $df = 1$ ,  $p = .002$  for gender difference

## Hope...

- Your department is on your side
- Get lots of advice – listen for common themes
- Be pro-active
  - Give seminars / attend conferences
  - Seek collaborations
- Watch your clock, write out your projects, define timelines
- Do what is right for you.

In the end, it is just a job.