
Bias Against Caregiving in the Academic Workplace: Evidence and Implications

Presentation for
“Gender Equity: Strengthening the Physics Enterprise in
Universities and National Laboratories”

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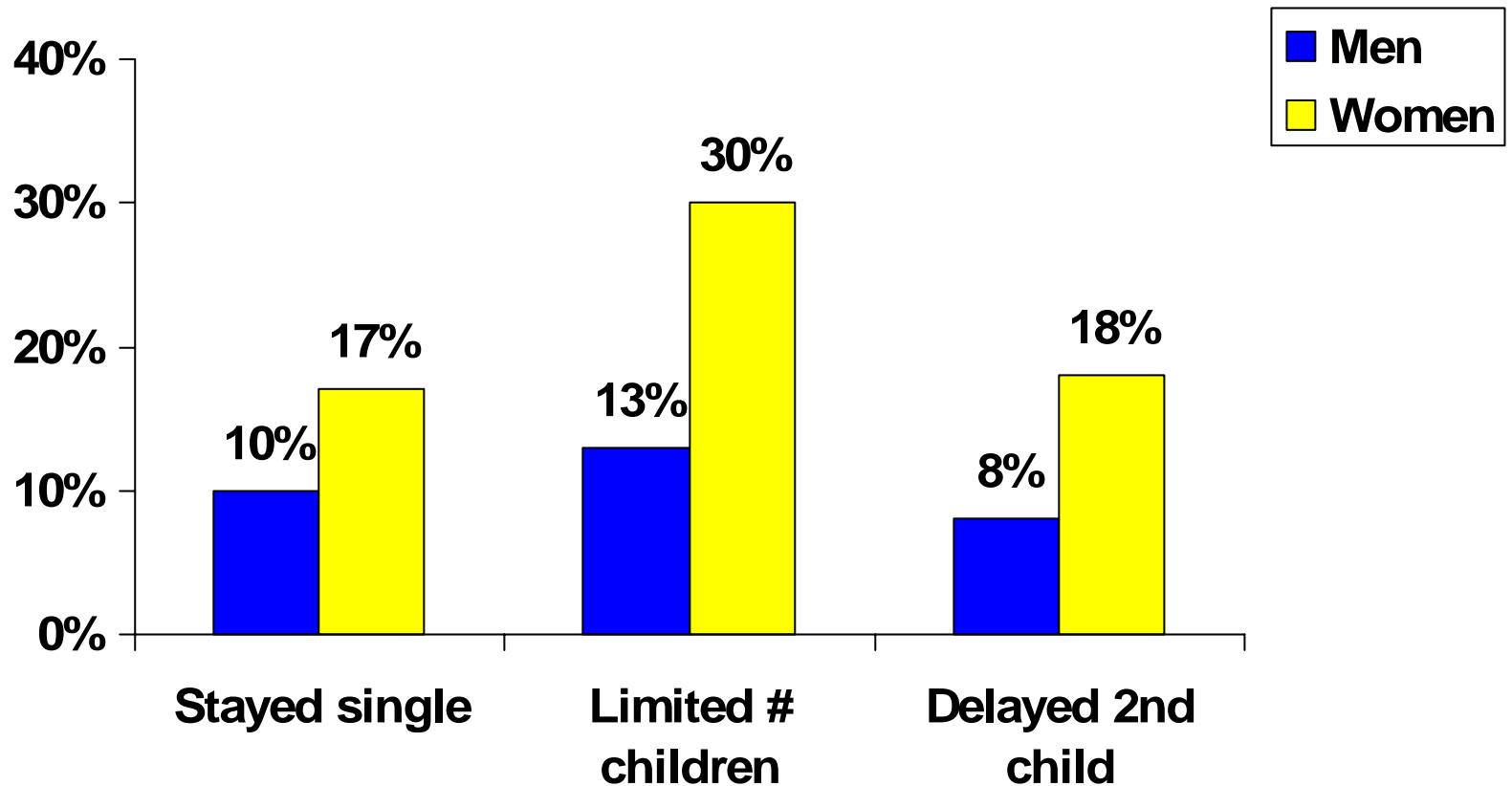
The Mapping Project

- Bias against caregiving
 - Joan Williams & New glass ceiling

 - Bias avoidance
 - Productive & Unproductive BA
 - Game with unknown rules

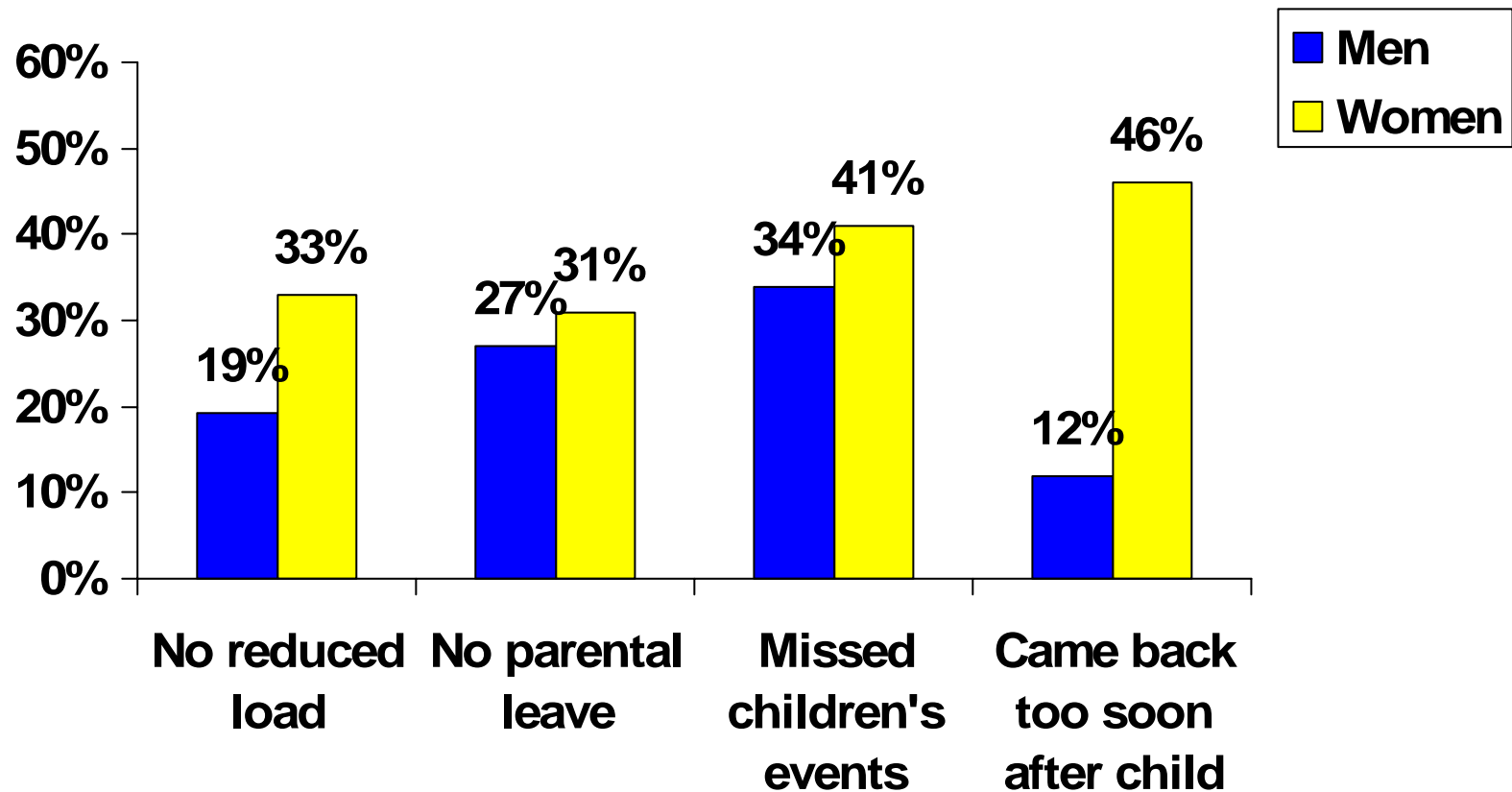
 - Mapping Project (Drago/Colbeck, Sloan Foundation)
 - Survey 5087 faculty at 507 schools, 10 case studies, 13 shadowing participants
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Productive Bias Avoidance by Gender, Research Universities



Source: Mapping Project, 2002-2003.

Unproductive Bias Avoidance by Gender, Research Universities



Source: Mapping Project, 2002-2003.

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Bias Avoidance: *Academe*, Sept-Oct 2005

- 1. BA more often affects women**
 - 2. BA reduced by supervisor support**
 - 3. BA reduced by positive affect**
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4. Productive Bias Avoidance for women

- a. **Reduce yrs to tenure 8.6 to 7.6 yrs**
- b. **Reduce age at tenure 41 to 39.1**

5. Unproductive Bias Avoidance

- a. **Men: reduce yrs to tenure 9.7 to 8.9 yrs**
 - b. **Women: reduce age ten. 40.9 to 39.9 yrs**
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Bias Avoidance

“My baby’s sick, my mother-in-law’s dying, and I can’t be at the meeting. And I actually ended up going to the meeting and leaving it in tears...”

“I mean I don’t discuss this stuff with anybody... you know what I mean?”

“I could not have [had children] while the tenure clock was ticking... [I]t would have just sent me over the edge...”

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Bias Acceptance

“I stopped the tenure clock... and then I moved and lost some more years toward tenure and again when I moved here and I knew I was gonna to lose a few [more] years... I knew we were going to have another child so I was like that's ok because that's the only way its going to work.”

Ways to Improve

1) Inclusive Practices

2) Work-life Policies

3) Bias Resistance

Inclusive Practices

Alternative School:

A faculty woman on bringing children to the office: “The department does not have a problem with it... [and] the students don’t have a problem with it, but in reality it doesn’t work well because the kids want attention and students need attention...” (Woman in focus group)

Work-Life Policies

- Paid leave, reduced hours, child- elder-care supports, flexible hours
- Design to constituency:
 - Faculty – back-up child care
 - Staff – child care res. & ref.
 - Students – child care subsidies
- Communicate outside & inside
- Have broad constituencies evaluate work-life impact of policies...

Bias Resistance

- Ask for meetings/classes during weekdays
 - Take 6 weeks w. no work for new child
 - Ask to include family/friends in functions
 - Bring children to class/office
 - Create “culture of covering the work”
 - Be honest
 - Use “daddy privilege”
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