



# Academic Motherhood

How Faculty Manage  
Work and Family

Kelly Ward and Lisa Wolf-Wendel

# Academic Motherhood How Faculty Manage Work And Family

**Marci R. McMahon, Marie T. Mora, Ala  
R. Qubbaj**



## **Academic Motherhood How Faculty Manage Work And Family:**

**Academic Motherhood** Kelly Ward, Lisa Wolf-Wendel, 2012-08-31 Academic Motherhood tells the story of over one hundred women who are both professors and mothers and examines how they navigated their professional lives at different career stages Kelly Ward and Lisa Wolf Wendel base their findings on a longitudinal study that asks how women faculty on the tenure track manage work and family in their early careers pre tenure when their children are young under the age of five and then again in mid career post tenure when their children are older The women studied work in a range of institutional settings research universities comprehensive universities liberal arts colleges and community colleges and in a variety of disciplines including the sciences the humanities and the social sciences Much of the existing literature on balancing work and family presents a pessimistic view and offers cautionary tales of what to avoid and how to avoid it In contrast the goal of Academic Motherhood is to help tenure track faculty and the institutions at which they are employed make it work Writing for administrators prospective and current faculty as well as scholars Ward and Wolf Wendel bring an element of hope and optimism to the topic of work and family in academe They provide insight and policy recommendations that support faculty with children and offer mechanisms for problem solving at personal departmental institutional and national levels Family-Friendly Policies and Practices in Academe Erin K. Anderson, Catherine Richards

Solomon, 2015-04-16 This volume discusses why faculty and administrators of academe should care about implementing family friendly policies and practices as well as how they can advocate for policy changes In section one the book's focus is on empirical studies that demonstrate the need for innovative programs and policies for faculty at colleges and universities These pieces explore issues such as the value of work life programs for employee retention the need for a variety of family support policies including elder care and the influence of workplace culture on the use of existing policies Section two includes case studies of the process of formulating family friendly policies and their adoption at a variety of universities The subjects of these chapters include use of the Family and Medical Leave Act the enactment of a parental leave policy the development of a unique life cycle professorship program and strategies used to implement new policies The case study chapters provide descriptions of the identification of faculty and staff needs and the process of policy development as well as advice to faculty and administrators who seek to develop similar policies at their institutions **Critical Approaches to**

**Women and Gender in Higher Education** Pamela L. Eddy, Kelly Ward, Tehmina Khwaja, 2017-01-12 This volume provides a critical examination of the status of women and gender in higher education today Despite the increasing numbers of women in higher education gendered structures continue to hinder women's advancement in academia This book goes beyond the numbers to examine the issues facing those members of academia with non dominant gender identities The authors analyze higher education structures from a range of perspectives and offer recommendations at individual and institutional levels to encourage activism and advance equality in academia **Advancing Women in Academic STEM Fields through Dual**

**Career Policies and Practices** Marci R. McMahon, Marie T. Mora, Ala R. Qubbaj, 2018-06-25 This book explores the underrepresentation of women particularly Latinas and other women of colour in STEM academia Through essays and case studies it highlights how dual career policies can improve equity recruitment and retention offering best practices for inclusion

**Higher Education: Handbook of Theory and Research** Michael B. Paulsen, 2017-02-09 Published annually since 1985 the Handbook series provides a compendium of thorough and integrative literature reviews on a diverse array of topics of interest to the higher education scholarly and policy communities Each chapter provides a comprehensive review of research findings on a selected topic critiques the research literature in terms of its conceptual and methodological rigor and sets forth an agenda for future research intended to advance knowledge on the chosen topic The Handbook focuses on a comprehensive set of central areas of study in higher education that encompasses the salient dimensions of scholarly and policy inquiries undertaken in the international higher education community Each annual volume contains chapters on such diverse topics as research on college students and faculty organization and administration curriculum and instruction policy diversity issues economics and finance history and philosophy community colleges advances in research methodology and more The series is fortunate to have attracted annual contributions from distinguished scholars throughout the world

**Constructions of Gender** Pamela L. Eddy, 2017-09-26 A ground swell of activism on campus is underway to recognize a wider understandings of gender to support long time marginalized populations and to open up leadership pipelines that result in a reflection of the populations community colleges servewhich include women minorities and diverse stakeholders This issue expands on the research regarding the stubborn persistence of the glass ceiling and thinking about constructions of gender inclusivity and strategies to advance equity for all Tackling new and extended conceptions of gender to include issues facing the LGBTQ community it highlights the intersections of race and gender addresses how gender performance continues to influence the experiences of men and women in the 2 year college sector presents strategies for supporting women leaders updates readers on the Clery Act on campus and includes strategies for inclusivity This is the 179th volume of this Jossey Bass quarterly report series Essential to the professional libraries of presidents vice presidents deans and other leaders in today s open door institutions New Directions for Community Colleges provides expert guidance in meeting the challenges of their distinctive and expanding educational mission

**Identity and Leadership in Virtual Communities: Establishing Credibility and Influence** Hickey, Dona J., 2014-02-28 The presence and ubiquity of the internet continues to transform the way in which we identify ourselves and others both online and offline The development of virtual communities permits users to create an online identity to interact with and influence one another in ways that vary greatly from face to face interaction Identity and Leadership in Virtual Communities Establishing Credibility and Influence explores the notion of establishing an identity online managing it like a brand and using it with particular members of a community Bringing together a range of voices exemplifying how participants in online communities influence one another this book serves as an

essential reference for academicians researchers students and professionals including bloggers software designers and entrepreneurs seeking to build and manage their engagement online      **Navigating Academic Motherhood** Elizabeth Gates Bradley,Vonzell Agosto,2025-06-30 This volume offers a range of scholarly narratives from tenured faculty mothers across North America sharing insights into their unique struggles compromises and successes from their journeys to tenure Featuring personal essays and research based commentaries about effective mentoring for mothers in academia this book unpacks the varied and complex challenges involved in achieving a work family balance With contributors from a multitude of types of institutions and disciplines including psychology education music chemistry philosophy and more this collection of essays presents a diverse and engaging array of perspectives on topics ranging from navigating pregnancy to staying productive while managing competing home and work responsibilities This important volume is intended for graduate students professors higher education administrators and scholars across education gender and sexuality in education and women s studies It will also be a vital resource for those with interests in gender equity in education more broadly

Faculty Fathers Margaret Sallee,2014 Explores the challenges faculty fathers face in navigating the demands of work and family For the past two decades colleges and universities have focused significant attention on helping female faculty balance work and family by implementing a series of family friendly policies Although most policies were targeted at men and women alike women were intended as the primary targets and recipients This groundbreaking book makes clear that including faculty fathers in institutional efforts is necessary for campuses to attain gender equity Based on interviews with seventy faculty fathers at four research universities around the United States this book explores the challenges faculty fathers from assistant professors to endowed chairs face in finding a work life balance Margaret W Sallee shows how universities frequently punish men who want to be involved fathers and suggests that cultural change is necessary not only to help men who wish to take a greater role with their children but also to help women and spouses who are expected to do the same

**New Books on Women and Feminism** ,2015      SWE ,2005      *Journal of the Association for Research on Mothering* ,2003      **Journal of Education for Social Work** ,2001      *Mothers in Academia* Mari Castaneda,Kirsten Isgro,2013-05-21 Featuring forthright testimonials by women who are or have been mothers as undergraduates graduate students academic staff administrators and professors *Mothers in Academia* intimately portrays the experiences of women at various stages of motherhood while theoretically and empirically considering the conditions of working motherhood as academic life has become more laborious As higher learning institutions have moved toward more corporate based models of teaching immense structural and cultural changes have transformed women s academic lives and by extension their families Hoping to push reform as well as build recognition and a sense of community this collection offers several potential solutions for integrating female scholars more wholly into academic life Essays also reveal the often stark differences between women s encounters with the academy and the disparities among various ranks of women working in academia Contributors including

many women of color call attention to tokenism scarce valuable networks and the persistent burden to prove academic credentials They also explore gendered parenting within the contexts of colonialism racism sexism ethnocentrism ageism and heterosexism

**Black Women in the Academy** Sheila T. Gregory,1995-05-09 This revised and updated edition of Black Women in the Academy adds updated data on the status of Black faculty women a forty four page bibliography and a new chapter on the status of international faculty women from twenty different countries to the only study of the decisions of African American women to remain in return to or voluntarily leave the academy Sheila Gregory creates a conceptual framework from economic psychosocial and job satisfaction theories to construct a model to explain the factors that affect the decision patterns influencing career mobility She uses a survey of the members of the Association of Black Women in Higher Education to illustrate to what degree the designated variables predict decision patterns Gregory s analysis focuses on the women who remained in the academy noting that those who did remain were usually successful high achievers who managed to overcome numerous obstacles involving career and family The author also provides an outline detailing how to attract and retain talented Black women scholars along with possible interventions that might help interinstitutional mobility

**AWIS Magazine** ,2004 **Helping Faculty Find Work-Life Balance** Maïke Ingrid Philipsen,Timothy B.

Bostic,2010-10-19 Helping Faculty Find Work Life Balance gives voice to faculty and reveals the myriad personal and professional issues faculty face over the span of their academic careers Based on years of in the field research and two gender based studies Maïke Ingrid Philipsen and Timothy Bostic give the issue of work life balance a fresh perspective by taking a comparative approach to the topic in regard to both gender and career stage The authors research reports on the experiences of male and female faculty at early mid and late career stages In addition the book goes beyond the typical family friendly approach and takes an all encompassing life friendly view recognizing the need to strive for balance in the lives of all faculty members Philipsen and Bostic describe enablers and obstacles that faculty encounter during their careers and how policies and programs might more effectively address the needs of faculty Helping Faculty Find Work Life Balance is filled with illustrative cases from exemplary institutions to showcase what they are doing to reform the system Praise for Helping Faculty Find Work Life Balance As a junior faculty member and father of three I know that balancing family and work can be a significant challenge Philipsen and Bostic s research provides a wonderful opportunity to consider different approaches I can take to successfully navigate the road ahead Scott J Allen assistant professor of management John Carroll University The authors have presented a best practices approach to real work life dilemmas that they have documented among American faculty Administrators should find this book of great practical help Teresa A Sullivan president University of Virginia

**Sociological Abstracts** Leo P. Chall,1999 CSA Sociological Abstracts abstracts and indexes the international literature in sociology and related disciplines in the social and behavioral sciences The database provides abstracts of journal articles and citations to book reviews drawn from over 1 800 serials publications and also provides abstracts of books book

chapters dissertations and conference papers      **Can We Have It All? Painting a Picture of the Adjunct, Clinical, and Tenured/ Tenure-Track Faculty Mother Experience At a Large Southern Public Research University** Paton Michelle Roden, 2022 Historically gender norms have allowed faculty who were men to remain an ideal worker by being dedicated to work regardless of family status because they had a wife to keep up the domestic and childcare duties Tierney Wolf Wendel Ward 2006 Although both men and women have served as faculty members and parents the physical demands of motherhood and the gendered expectations for mothers proved the work parenting role balance to be harder on faculty women Academic women have suffered what is referred to as a motherhood penalty by taking on a disproportionate burden of childcare responsibilities compared to academic men counterparts which has the potential to influence promotional opportunities for women and lead to a lack of women's representation and diverse perspectives within roles of power at institutions of higher education Silbert Dub 2021 To improve equity for and representation of faculty mothers we need to better understand the challenges goals and separation integration of their faculty and mother roles This qualitative research study aimed to better understand faculty mothers lived experiences serving as both a faculty member and a mother within the southern culture of a large public research institution located in the southeastern region of the United States The study focused on better understanding adjunct clinical and tenure track faculty mothers integration and or separation of the two full time roles of faculty member and mother The researcher used narrative analysis informed by portraiture and took interviews letter writing photo submission and observations to co construct detailed portraits of 13 participants lived experiences Portraits revealed both unique and valuable stories of each participant and portrayed overlapping aspects from findings that have implications about the experiences of faculty mothers in higher education One overarching finding represented in each faculty mother portrait was the positivity strength and resiliency they used to thrive in both roles As one participant noted You have achieved what might have seemed impossible for so long You are in a good place in your career able to add to a discipline you love all the while getting the blessing of being a mother      *Resources in Education* ,1981

Delve into the emotional tapestry woven by in Experience **Academic Motherhood How Faculty Manage Work And Family** . This ebook, available for download in a PDF format ( PDF Size: \*), is more than just words on a page; itis a journey of connection and profound emotion. Immerse yourself in narratives that tug at your heartstrings. Download now to experience the pulse of each page and let your emotions run wild.

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