Perceptions of Work/Life Conflict in Academia: Organizational, Interactional, and Individual Predictors

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Work/Life Conflict

The pipeline may be getting leakier in academia (Mason, Goulden, and Frasch, 2009)
8,000 doctoral students in UC system

A Cultural Contradiction:
the ideal worker versus the ideal family
NSF ADVANCE Institutional Transformation Program at
the University of Rhode Island
2003 - 2008

Recruitment: Faculty Fellows Program

Retention (Climate Change):
Faculty Development
Work/Life Program
Mentoring
Informed by 3-Level Model of Organizational Processes:

Chilly Climate operates on three levels:

- Institutional
- Interactional
- Individual

IT initiatives targeted at each level
ADVANCE Climate Survey 2004 & 2007

2007 results

N = 129 female; 110 male faculty
Response rate: 37.5%; 56% female faculty; 27% male faculty

Half from STEM fields

Rank: 24% Assistant
22% Associate
46% Full
8% other appointments
Work/Life Conflict (coefficient alpha= .73)  
(adapted from Families and Work Institute  
National Study of the Changing Work Force)

• How often have you not had enough time for your family or other important people in your life because of your job at URI?

• How often has your job kept you from concentrating on important things in your family or personal life?

• How often has your family or your personal life drained you of the energy you needed to do your job?

• How often have you found enough time for your job as well as for your family or personal life?

• Overall, how much do your job and your life off the job interfere with each other?
Final Step of Hierarchial Multiple Regression Predicting Work/Life Conflict

Gender (n.s.)

**Rank**

Number of children (n.s.)

**Individual:**
- influence/efficacy (n.s.)

**Interactional:**
- perception of gender equity*
- positive departmental leadership (n.s.)

**Organizational:**
- resource satisfaction*
- attitudes about mentoring (n.s.)
- perceptions of discrimination (n.s.)

* $p<.05$
** $p<.01$

$F (9,148) = 3.6, p<.0001$

$R^2 = 18\%$