

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 Hierarchical 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.)

Work/life Conflict

*p<.05

**p<.01

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

R² = 18%