Do Babies Matter is a pioneering, comprehensive examination of the effects of family over the career span of academics. It draws on over a decade of research, using such unprecedented data resources as the Survey of Doctorate Recipients and multiple surveys of faculty and graduate students at the ten-campus University of California system.

Individual chapters consider graduate school, how recent PhD recipients get into the academic game, the tenure process, and life after tenure. The authors explore the family sacrifices women often have to make to get ahead in academia and discuss how gender and family interact to affect promotion to full professor, salaries, and retirement. Concrete strategies are suggested for transforming the university into a family-friendly environment at every career stage.


NICHOLAS H. WOLFINGER is an associate professor in the Department of Family and Consumer Studies and an adjunct associate professor of sociology at the University of Utah. He is the author of Understanding the Divorce Cycle and coeditor of Fragile Families and the Marriage Agenda.

MARC GOULDEN is the director of data initiatives at the University of California at Berkeley.

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