



DO BABIES MATTER

GENDER AND FAMILY IN THE IVORY TOWER

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“Here’s the path-breaking research that convinced the huge University of California system to implement the best package of family-friendly policies anywhere. Want to retain women in academia? Read this book.” —Joan Williams, Distinguished Professor and Director, WorkLife Law, University of California, Hastings

“*Do Babies Matter* is data rich, empirically sound, and full of practical application. The authors’ life course perspective is one that is often missing from research about faculty careers. Their experiences are a welcome addition to what we know about work and family in higher education.” — Kelly Anne Ward, author of *Academic Motherhood*

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.

MARY ANN MASON is Professor of the Graduate School and Faculty Codirector of the Berkeley Law Center on Law and Social Policy at the University of California at Berkeley. She is the author of *Mothers on the Fast Track: How the New Generation Can Balance Career and Family*, and coeditor of *All Our Families: New Policies for the New Century*, Second Edition.

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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