The Baby Penalty: Gender Disparities and the (Im)Possibility of Achieving a Work-Life Balance in Academia

Researchers have found that while male academics with families are more successful (by several measures) than their single counterparts, women in academia pay a penalty for having children and often have to make sacrifices to get ahead. At the same time, many academics, both male and female, long for better work-life balance. Panelists will discuss their own experiences of balancing careers and families and possibilities for creating institutional policies that promote fulfilling personal and professional lives for a broad range of academics (including graduate students, fixed-term faculty, and tenured/tenure-track faculty).

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