

Juggling Parenthood and Academia: Exploring Individual Strategies and Developing Collective Practices

Prof. Dr. Julia Nentwich

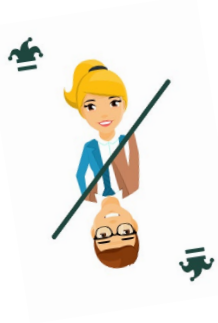
Workshop for Postdoctoral Researchers at University of Fribourg

May 2nd, 2024

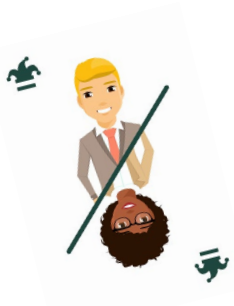
Agenda

- **14-14.45 Getting to know each other**
- **14.45 – 15.30 Lecture & Discussion**
Juggling Parenthood and Academia: Research Insights
- **15.30 - 16.15 Open Space**
Gender-inclusive leadership practices and the ideal researcher: Your challenges, needs and perspectives!
- **16.15 - 16.30**
Conclusions
- **16.30**
Apéro

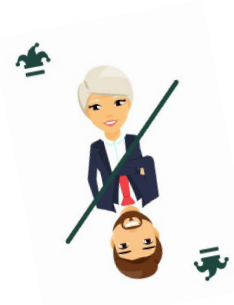
Agenda



- **Looking back:** how balancing work and family became a leadership task at universities



- **Leaders for Equality-Study:** Results



- **Balancing work and family as a leadership task:**
From the 'elephant in the room' to a new ideal?



«Federal Equal Opportunity Program»

Period 1-3: 2000-2011/2012

- Modul 1: Incentive Systems for Women in the workplace
- **Modul 2: Childcare/Dual Careers**
- Modul 3: Mentoring

• Period 4: 2013-2016/2017

- Actionplans
- 7 action areas: Institutional embedding, proportion of women, promotion of young researchers, **work-life balance**, disciplinary segregation of study programmes, proportion of female professors, recruiting and organizational development, other



«Diversity, inclusion, and equity in university development»



- **Period 5: 2017-2020**

- **Actionplans:** Integration of equal opportunities in central processes
- From equal opportunities to diversity
- Diversity as a **leadership task**

- **Period 6: 2021-2024**

- Focus on diversity
- Collaboration among universities



Cycle 1
CHILD CARE

Cycle 2
WORKING TIME CULTURES



Thoroughbred Mother!

"And indeed, the study showed that we already have a larger number of part-time professorships. Interestingly, mainly **women**, successful **women**, who are so successful that they also do something else interesting on the side, which also satisfies them. So not necessarily **law-firm**, but perhaps **caregiving**. (...) But we also respect that. From this point of view, the system has existed for a long time. We don't perceive it as such. (...) Or **family**. So, Mrs. Schmid, for example, was employed 50% as a professor because she was also a **thoroughbred mother** for the other half of the time."

Thoroughbred Politician!

"And indeed, the study showed that we already have a larger number of part-time professorships. Interestingly, mainly **men**, successful **men**, who are so successful that they also do something else interesting on the side, which also satisfies them. So not necessarily **caregiving**, but perhaps a **law firm**. (...) But we also respect that. From this point of view, the system has existed for a long time. We don't perceive it as such. (...) Or **politics**. So, Mr. Schmid, for example, was employed 50% as a professor because he was also a **thoroughbred politician** for the other half of the time."

«Ideal Researcher»



«Career-oriented publishing machine»



- Internationally mobile, successful in third-party funding acquisition
- with an eye for the important things, career-oriented,
- family and 'life' in general are aspects that shouldn't interfere too much with academic life and its challenges.
- Ideally, these tasks can be delegate to a partner.

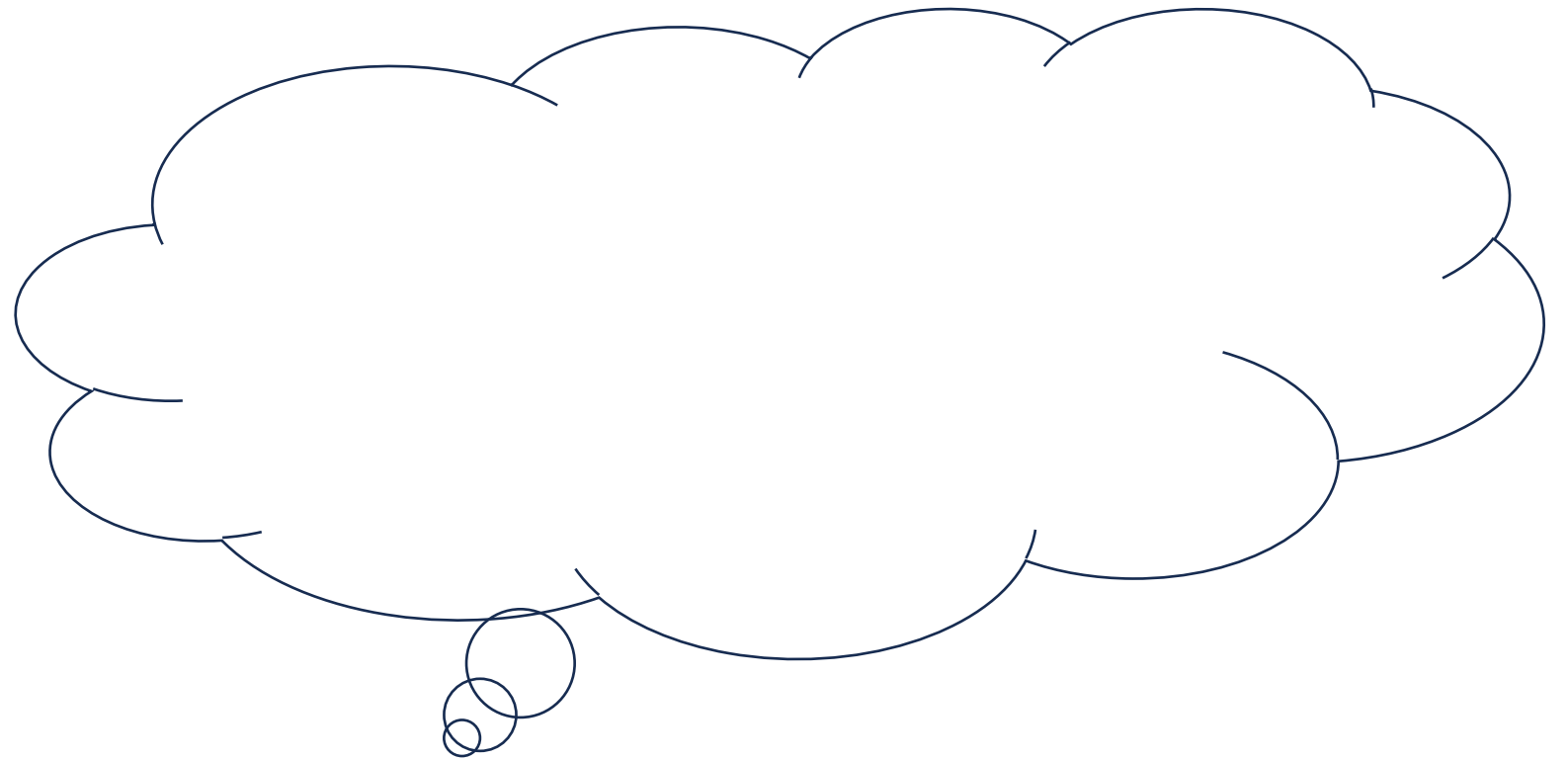


«Expert and leader»

- Locally connected, expert knowledge, communicator
- societal relevance
- socially competent, fostering relationships with students, team, and colleagues.
- The ability to establish work-life balance is seen as an important hallmark of excellence.



What is your image of an ideal researcher?





Work-Life Integration as a leadership task

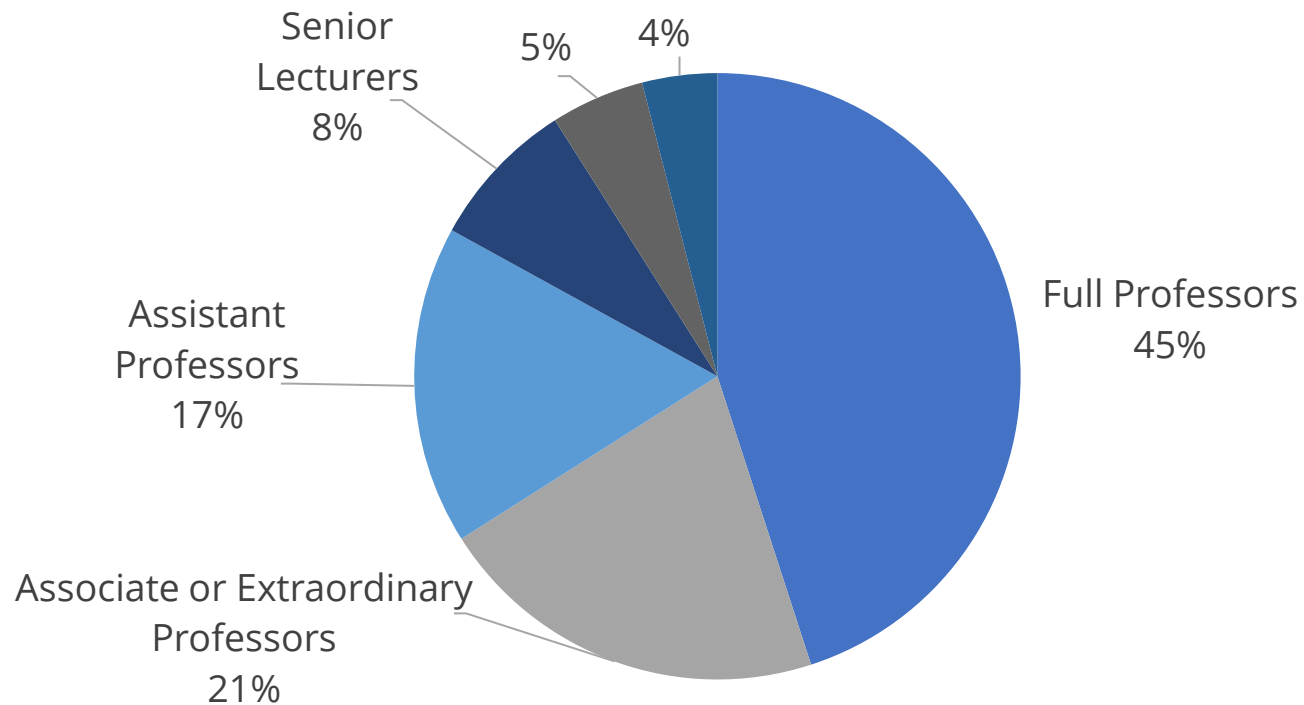
Male Professors and lecturers commitment to gender equality at Swiss universities and ETHs

LEADERS
FOR
EQUALITY

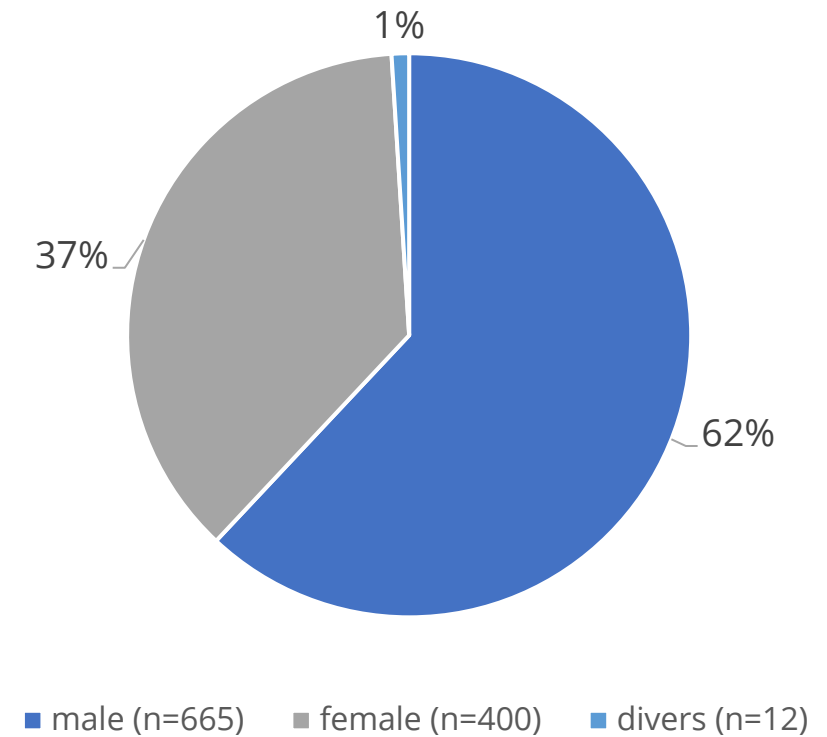
- ❖ Status Quo Family and Work-Life Integration
- ❖ Climate for Inclusion
- ❖ Bias and Burden
- ❖ Gender Inclusive Leadership Practices
- ❖ (Motivation and Hurdles)



Leaders for Equality-Study at Swiss universities and ETHs



Participants Survey



Men and women in professorships

- 55% older than 51 years, of which 17% older than 60 years
 - 52% Full Professors;
12% Assistant Professors
 - *65% have children, 48% of whom have two or more children*
 - 7% not in a partnership
 - *92% work 90% or more*
 - 33% of the partners work in 90% jobs or more
35% of the partners work in 60% jobs or less
- 62% younger than 50 years, of which 27% younger than 40 years
 - 26% Assistant Professors;
35% Full Professors
 - *64% have children, 41% of whom have two or more children*
 - 15% not in a partnership
 - *85% work 90% or more*
 - 64% of partners work in 90% jobs or more
14% of the partners work in 60% jobs or less



Men and women in leadership positions



- 42% older than 51 years
- 52% Vocational training/degree
- 71% more than 5 years in the company

- **60% have children (45% two or more)**

- 91% work full-time



n = 824

- 58% of the partners work in 60% jobs or less

- 36% younger than 41 years
- 58% university degree
- 49% less than 5 years in the company

- **63% no children, mostly no partnership**

- 72% work full-time – only 11% work in 80% jobs or less

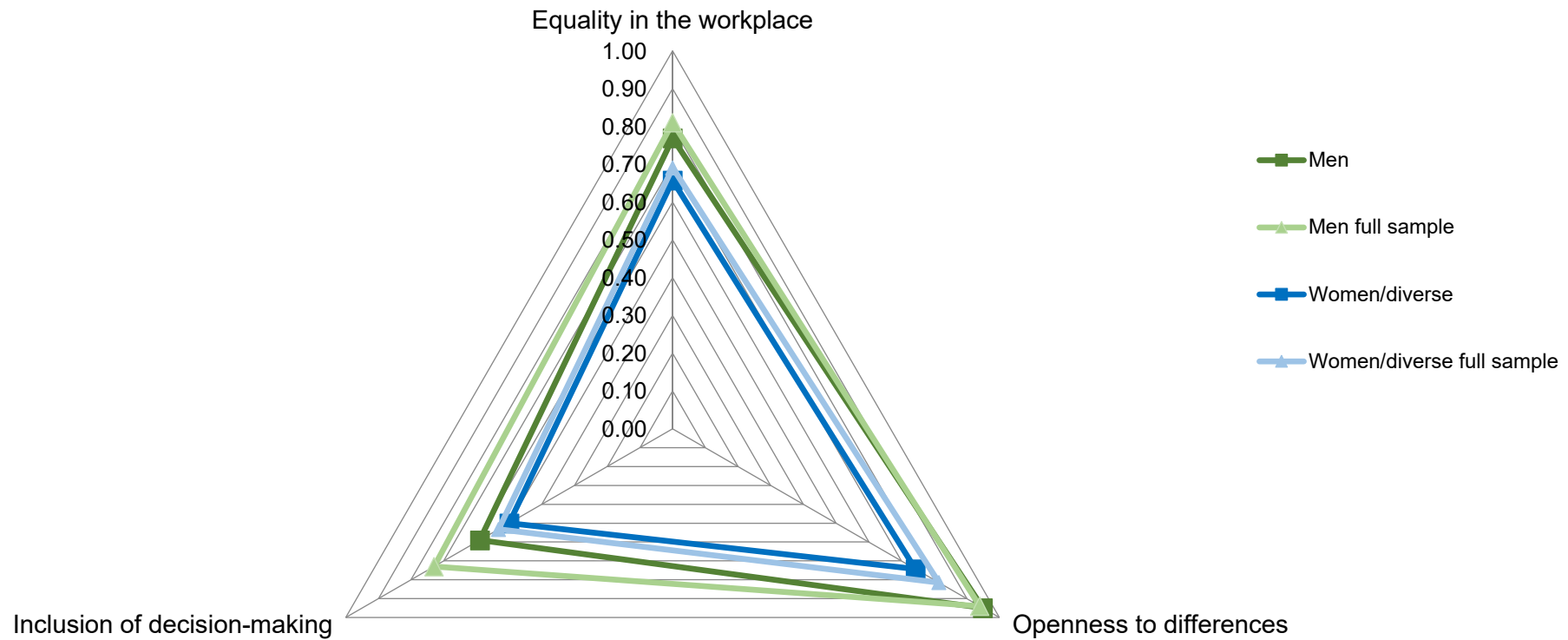


n = 364

- 66% of the partners work in 80% jobs or more

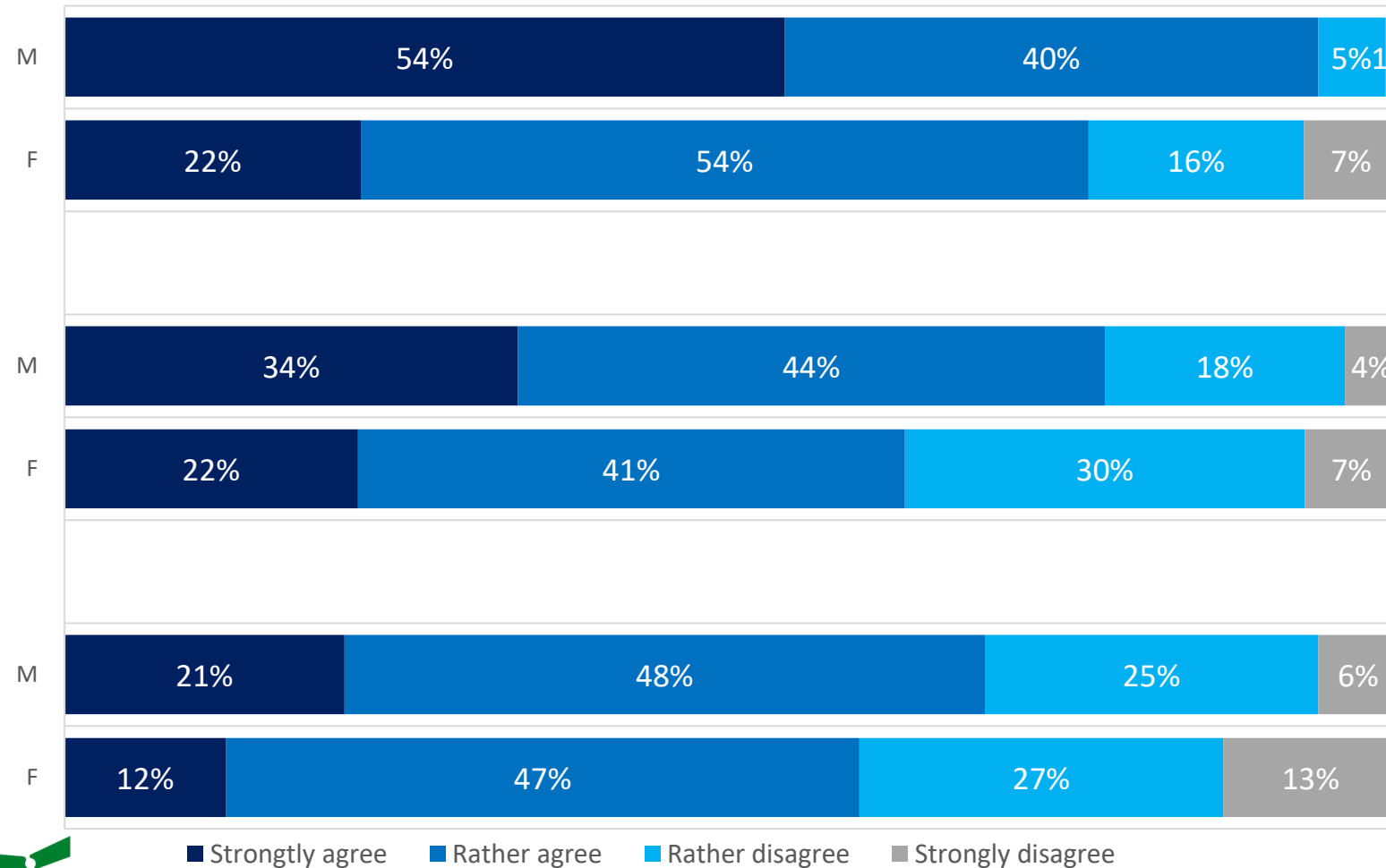
Climate for Inclusion

Université de Fribourg



Strongly agree & rather agree = 1
Rather disagree & strongly disagree = 0

Integration of differences



At my university, we foster an open exchange among faculty members, and we learn from each other as individuals.

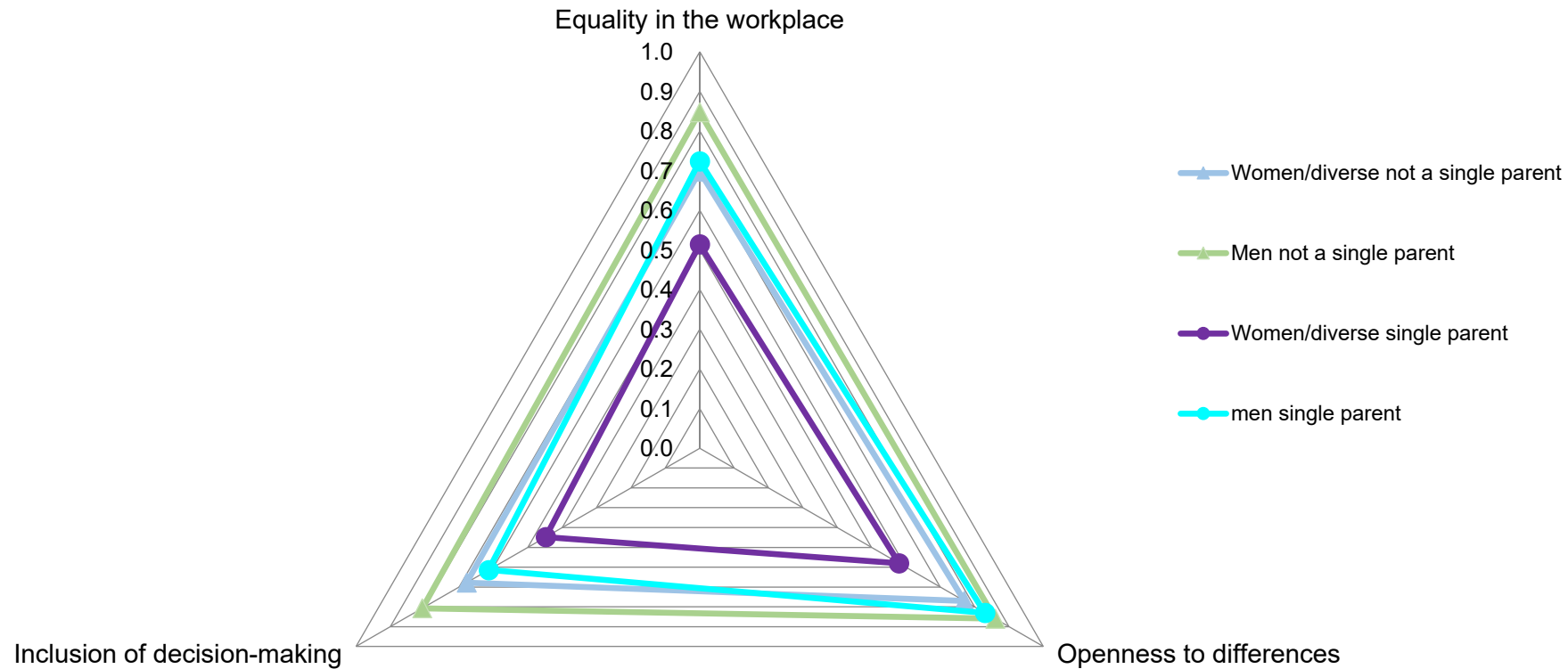
My university enables a good work-life balance

At my university, there is a respectful and trusting interaction between men and women



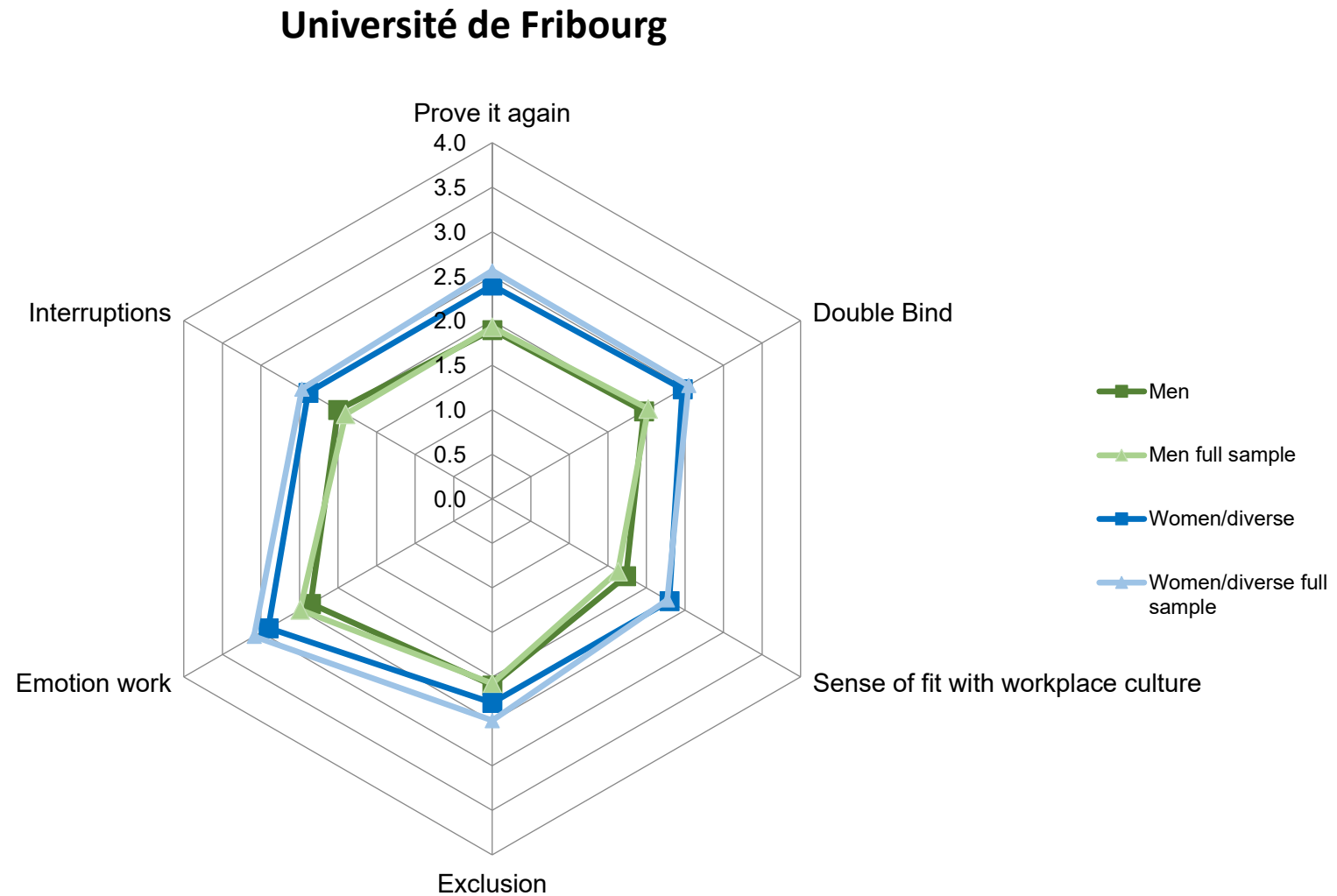
Single parent

Climate for Inclusion

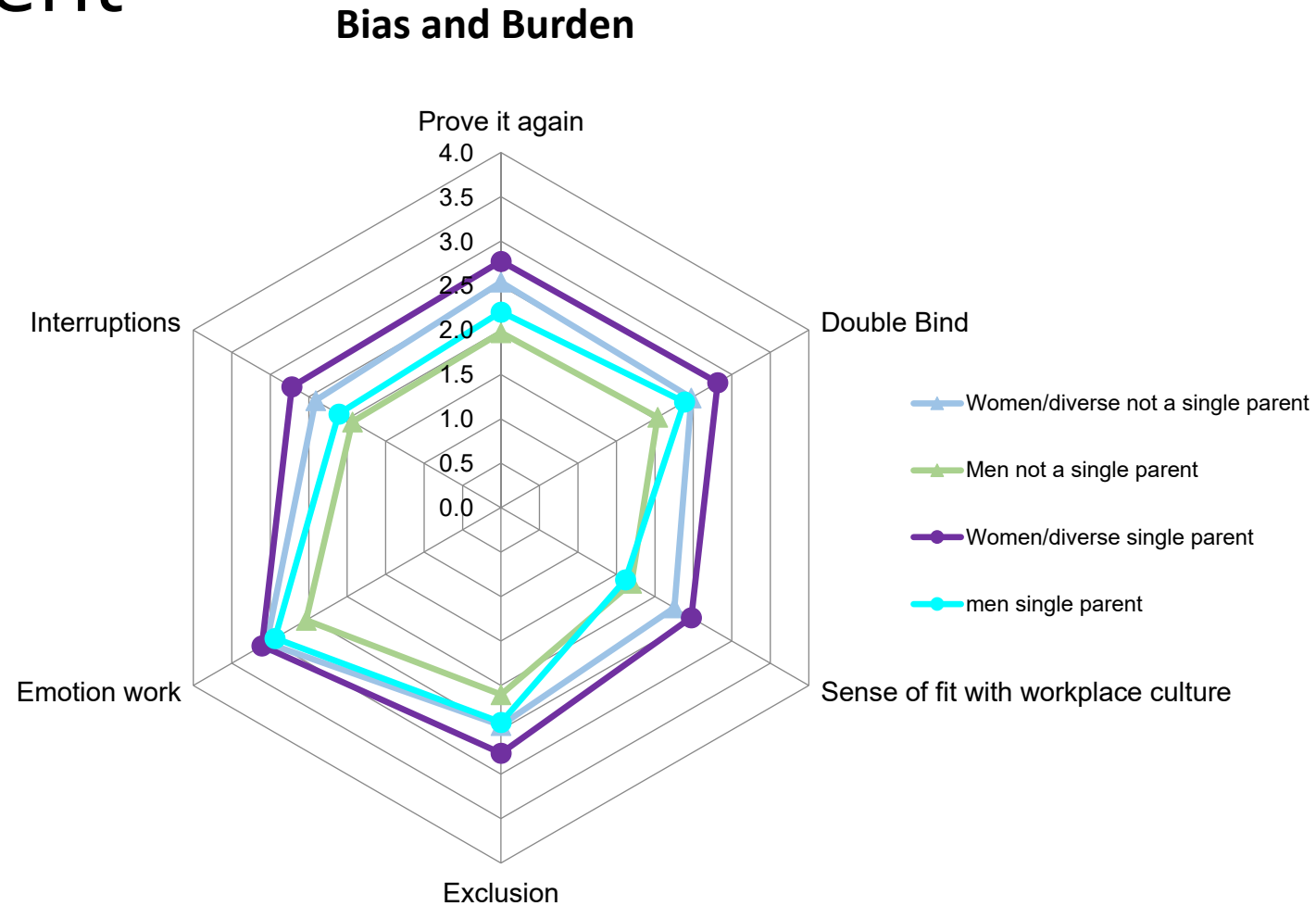


Strongly agree & rather agree = 1
Rather disagree & strongly disagree = 0

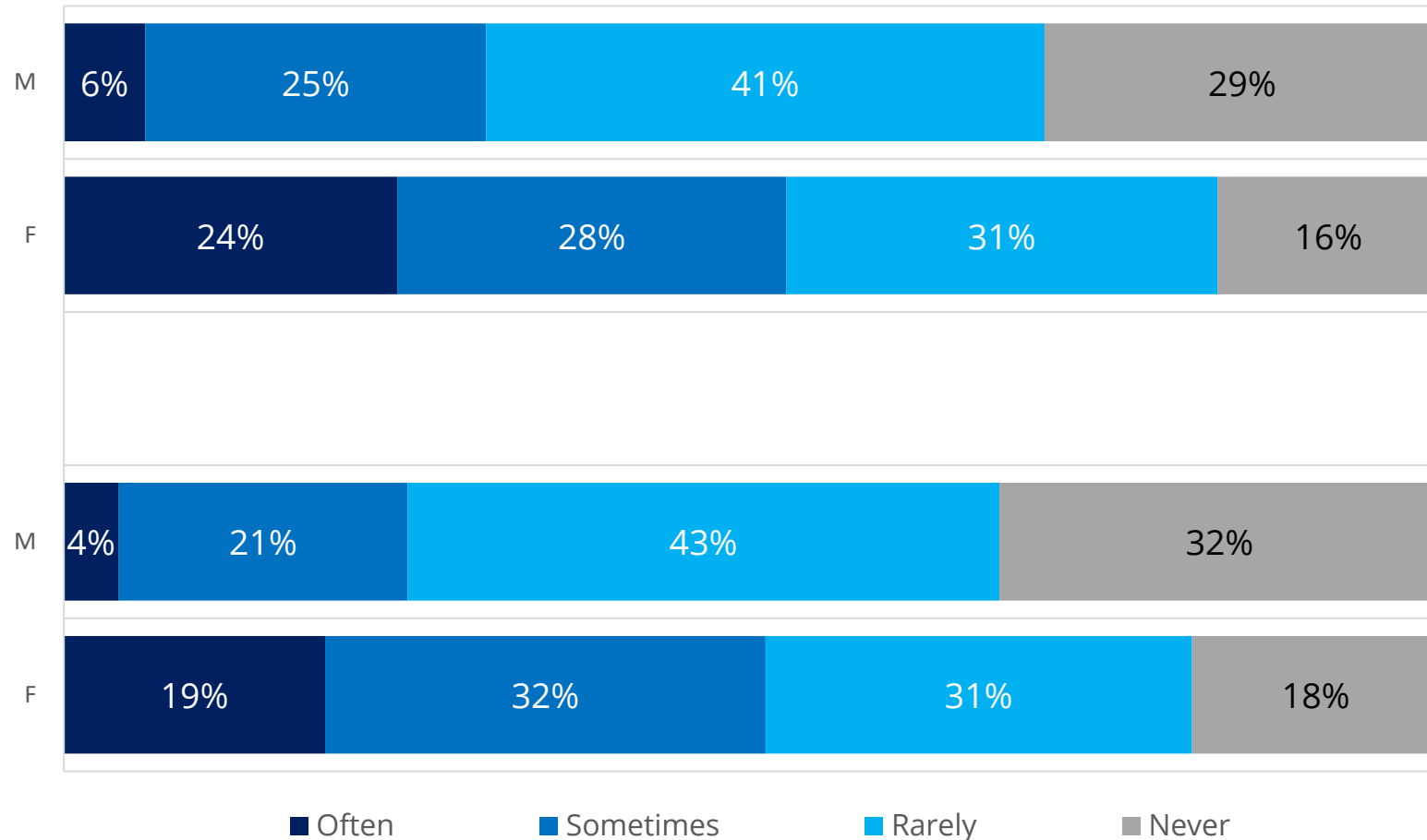
Bias and Burden



Single parent



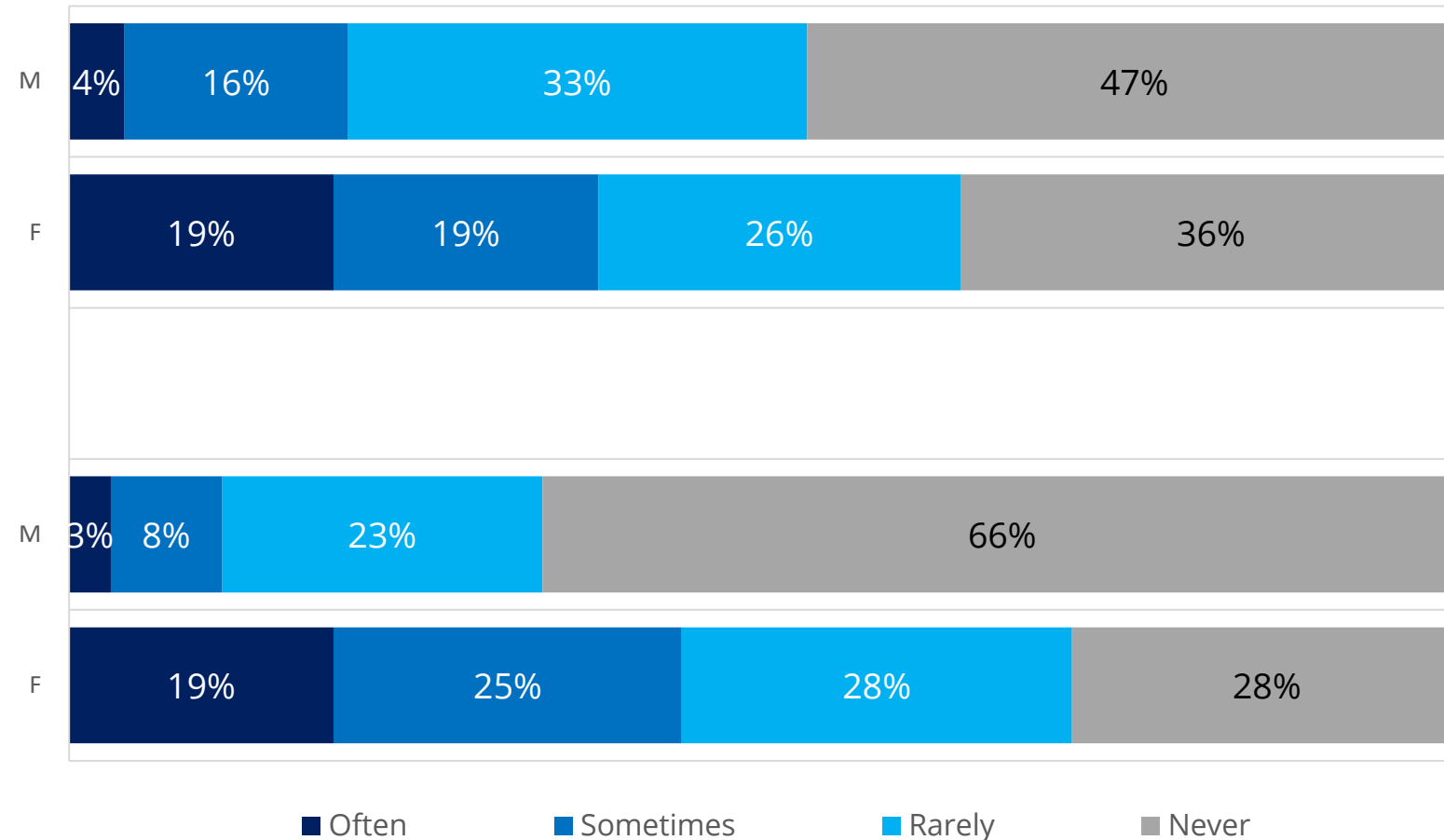
Tightrope/Double Bind



As soon as I act assertively,
others react with rejection.

If I put myself in the
right light, it repels
others.

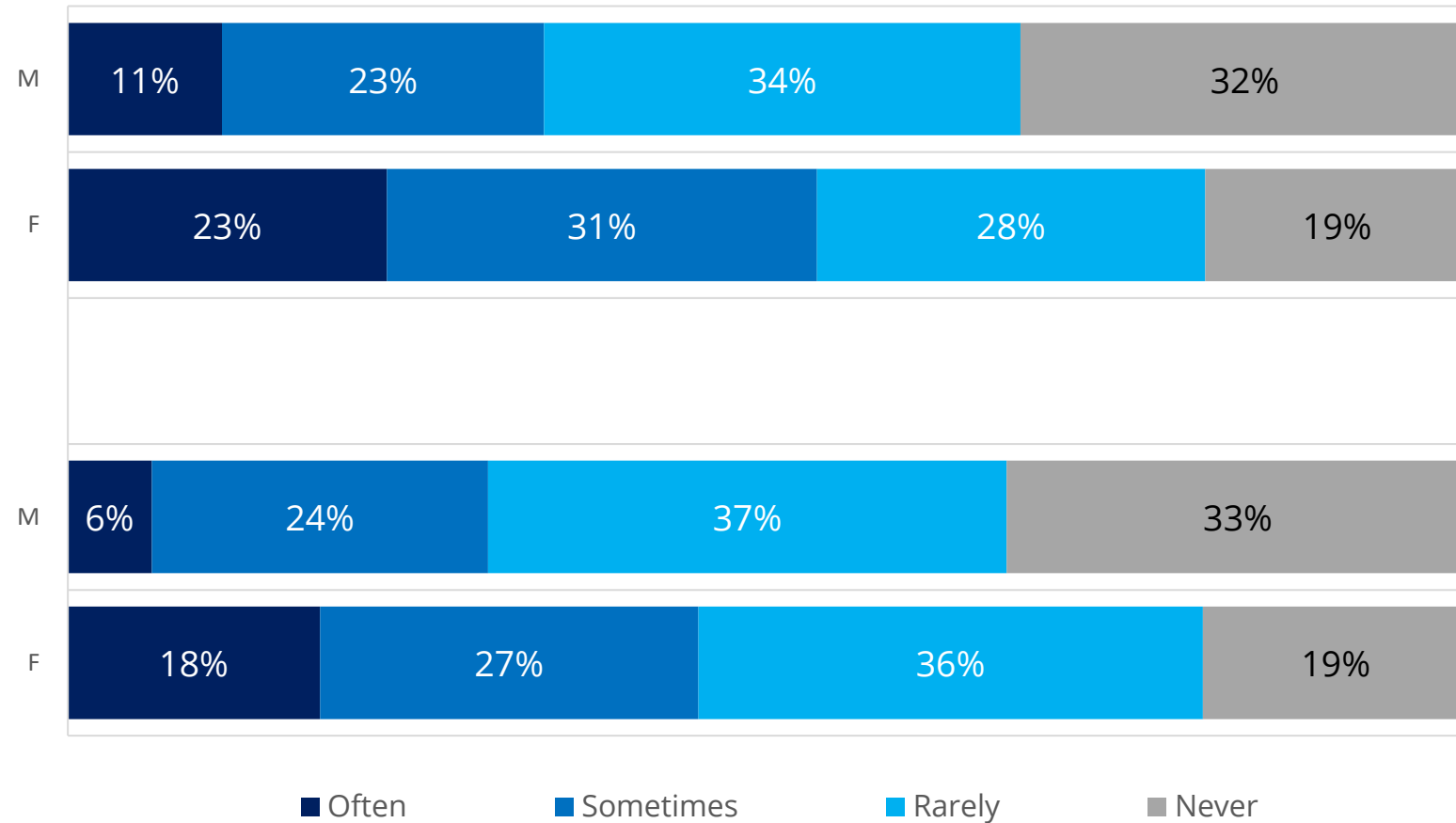
Sense of fit with workplace culture



I find it difficult to get administrative staff to do the kind of support work for me that they do for others in comparable positions.

Even though I have a professorship, people assume I work in administration or housekeeping.

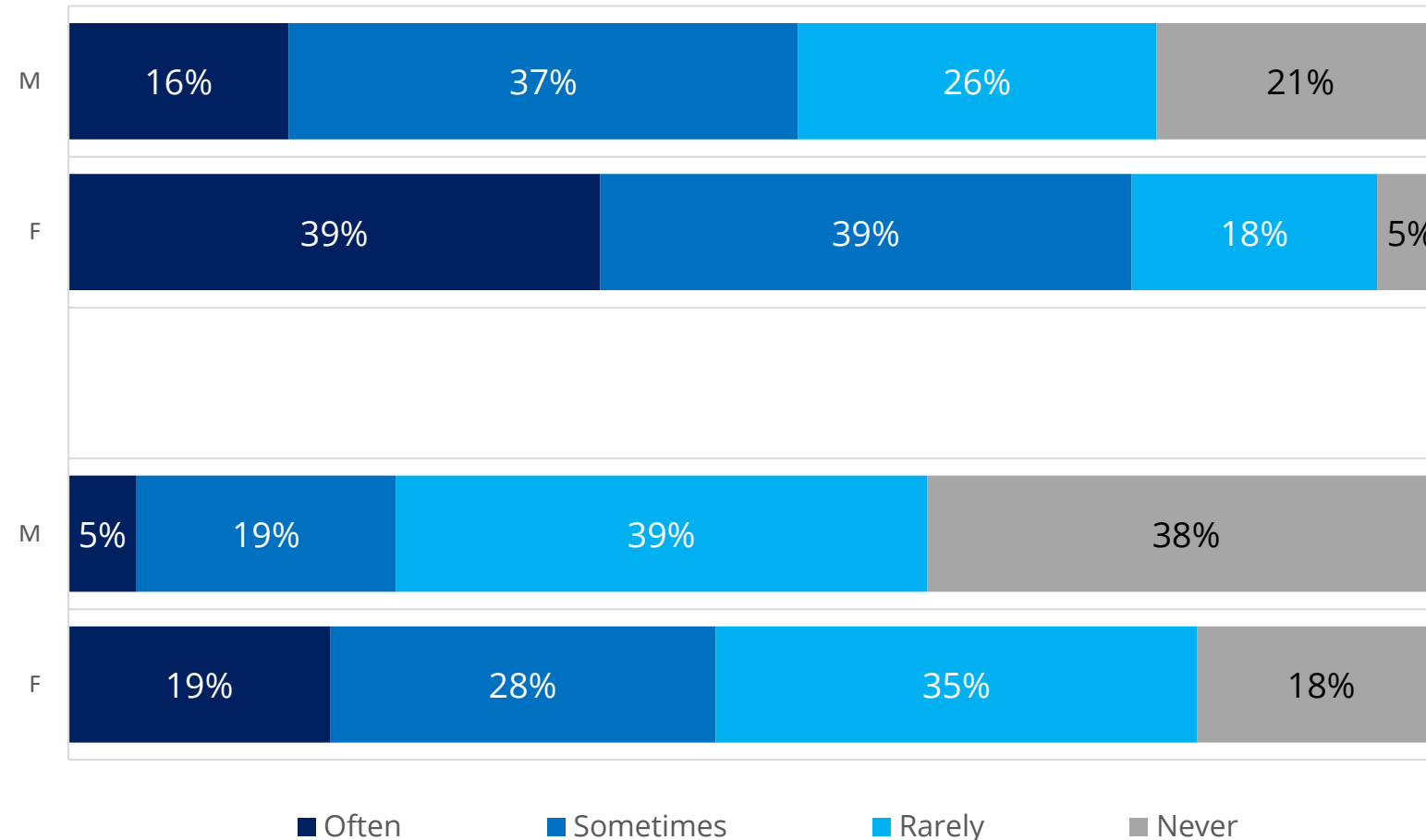
Exclusion



There are unwritten rules for getting ahead that others seem to know but remain hidden from me.

My colleagues share important information with others, but not with me.

Emotion work & Interruptions



Compared to my colleagues, I do the emotional work more often.

I get interrupted more often than others during meetings.



Developing a culture of equality



Claiming fairness

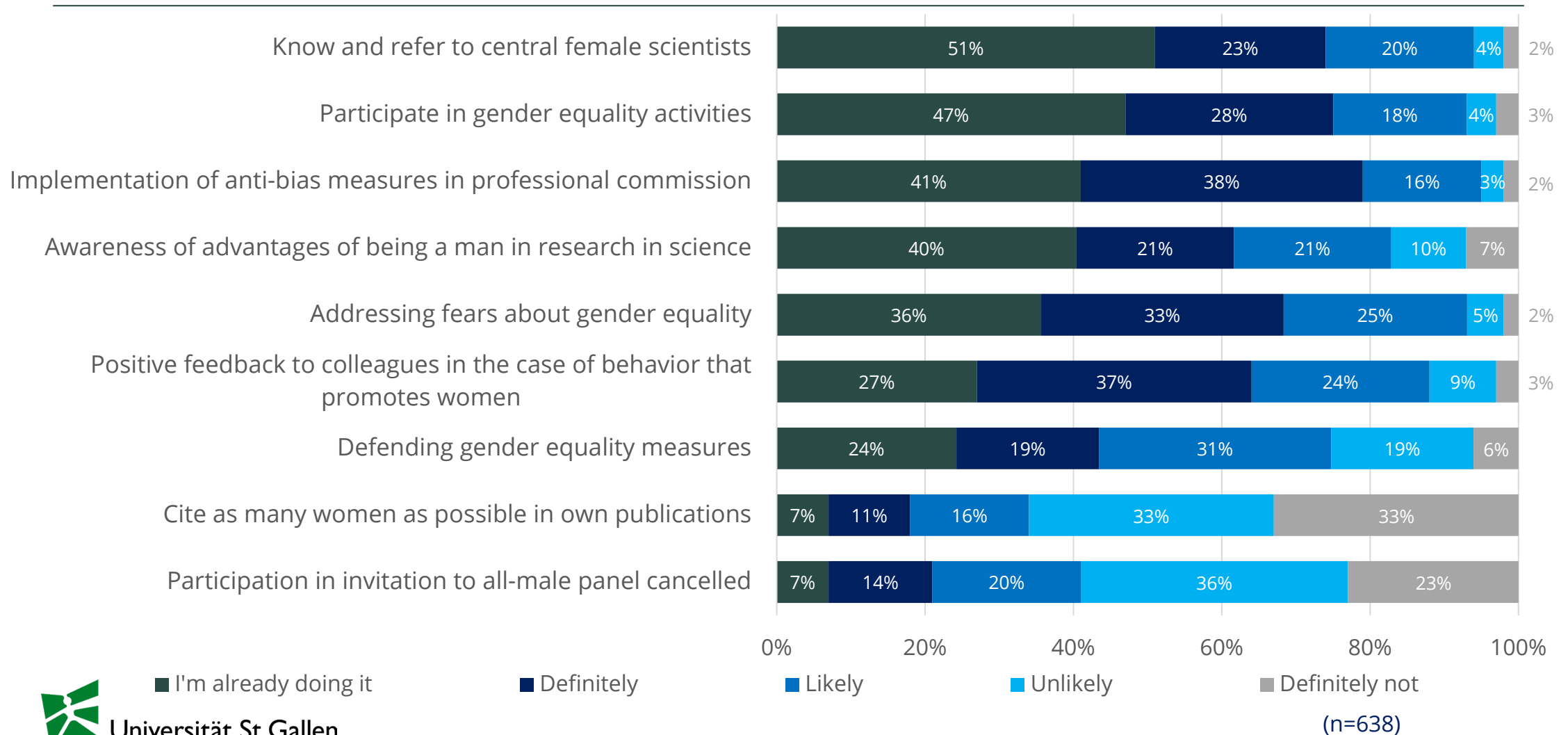


Supporting and promoting women



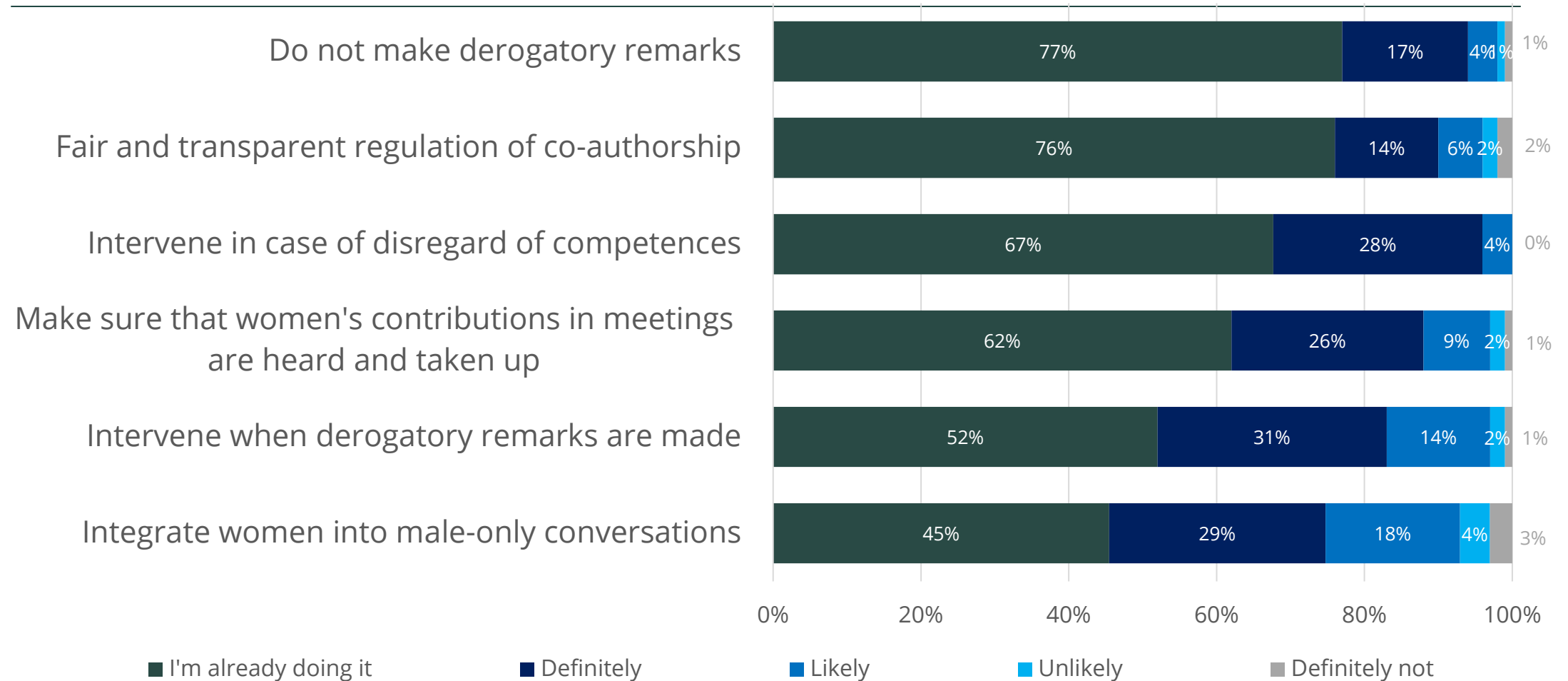
Facilitating work-life integration

Developing a culture of equality



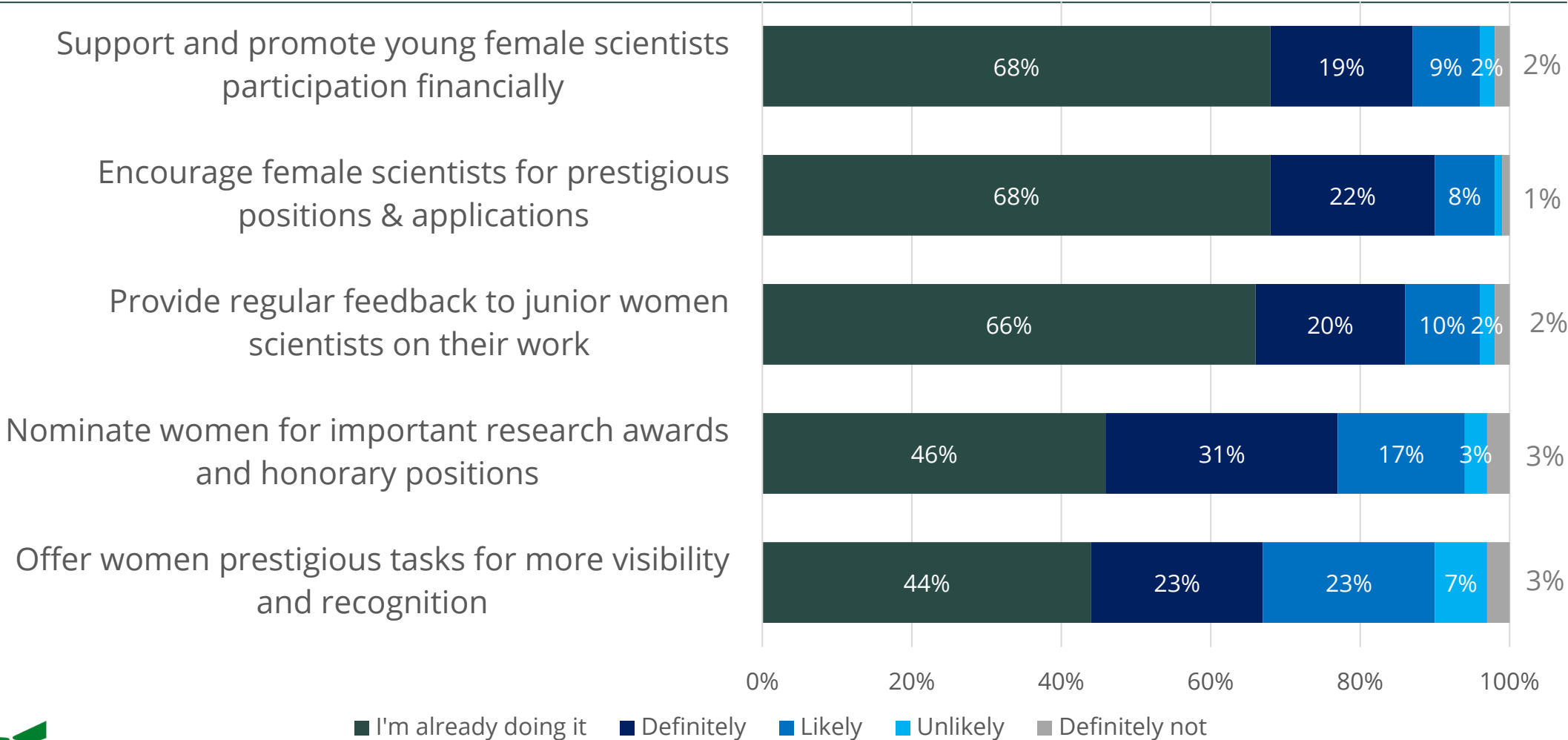


Claiming fairness

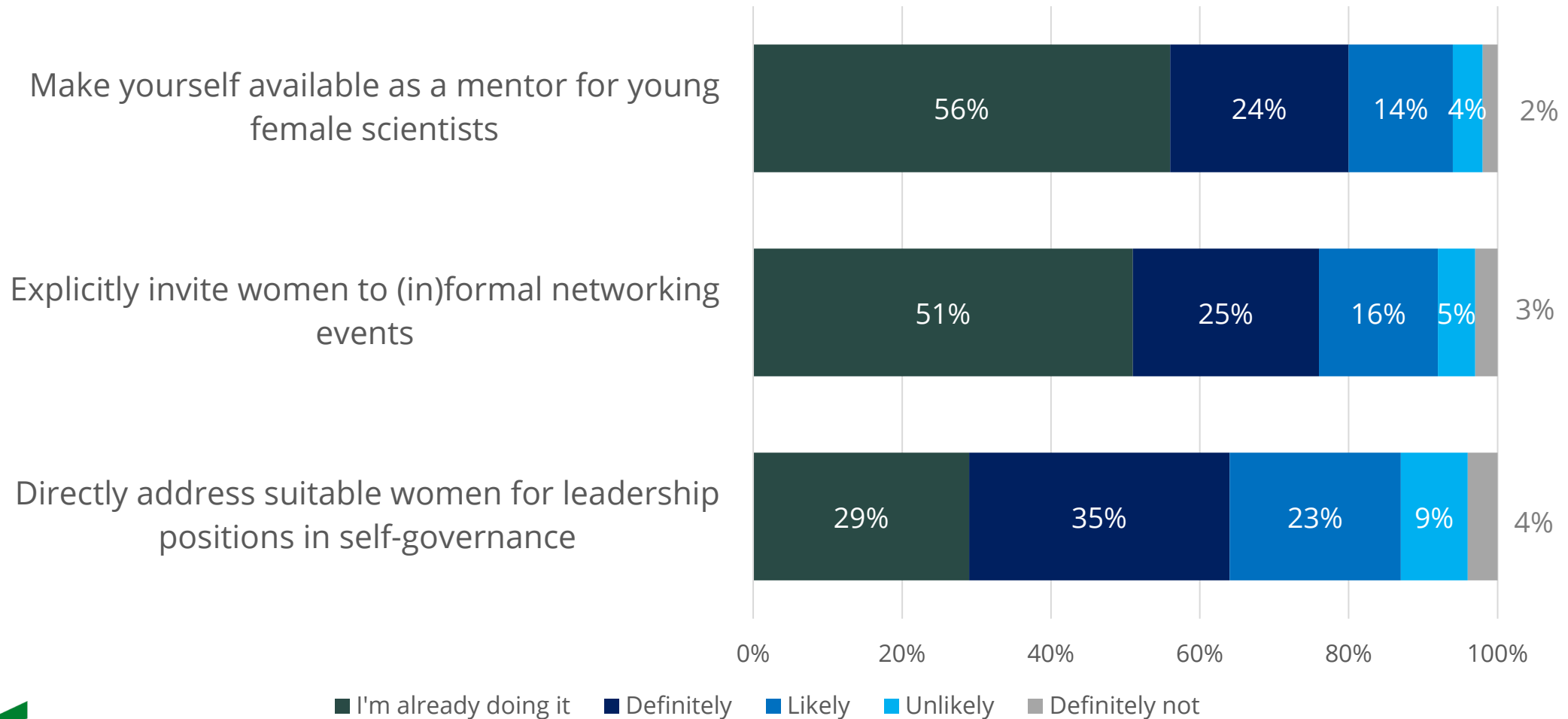




Promoting women: In your own team

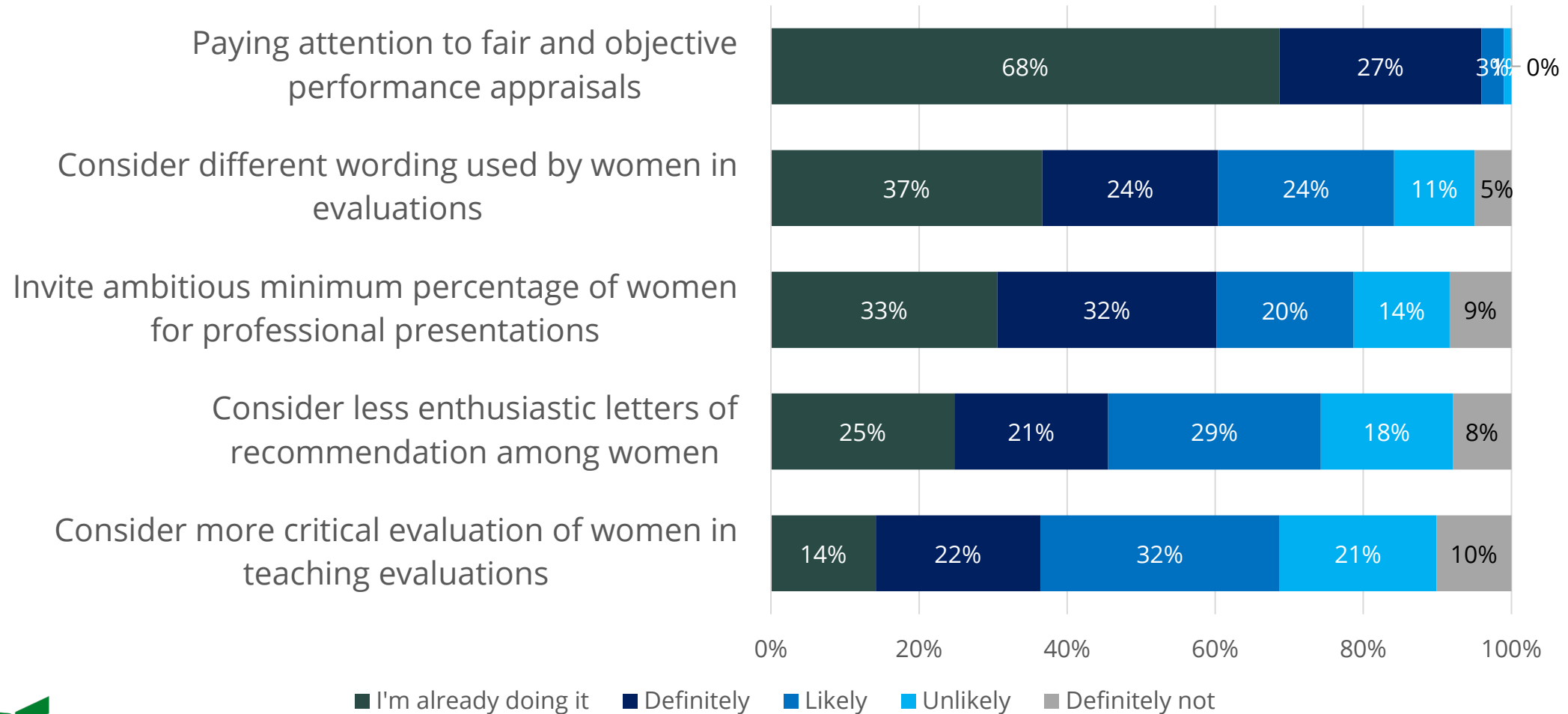


Promoting women: At the university and network



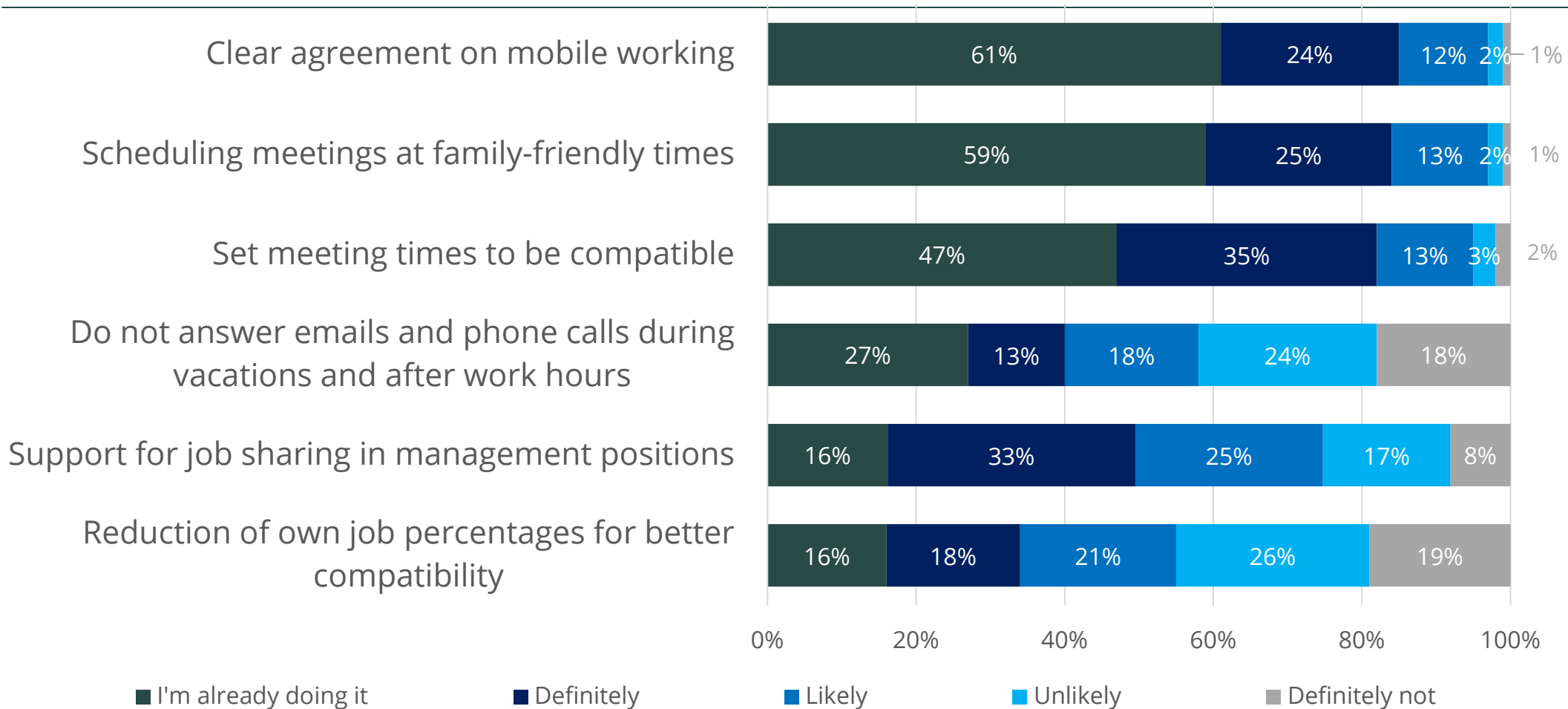


Promoting women: In assessment situations

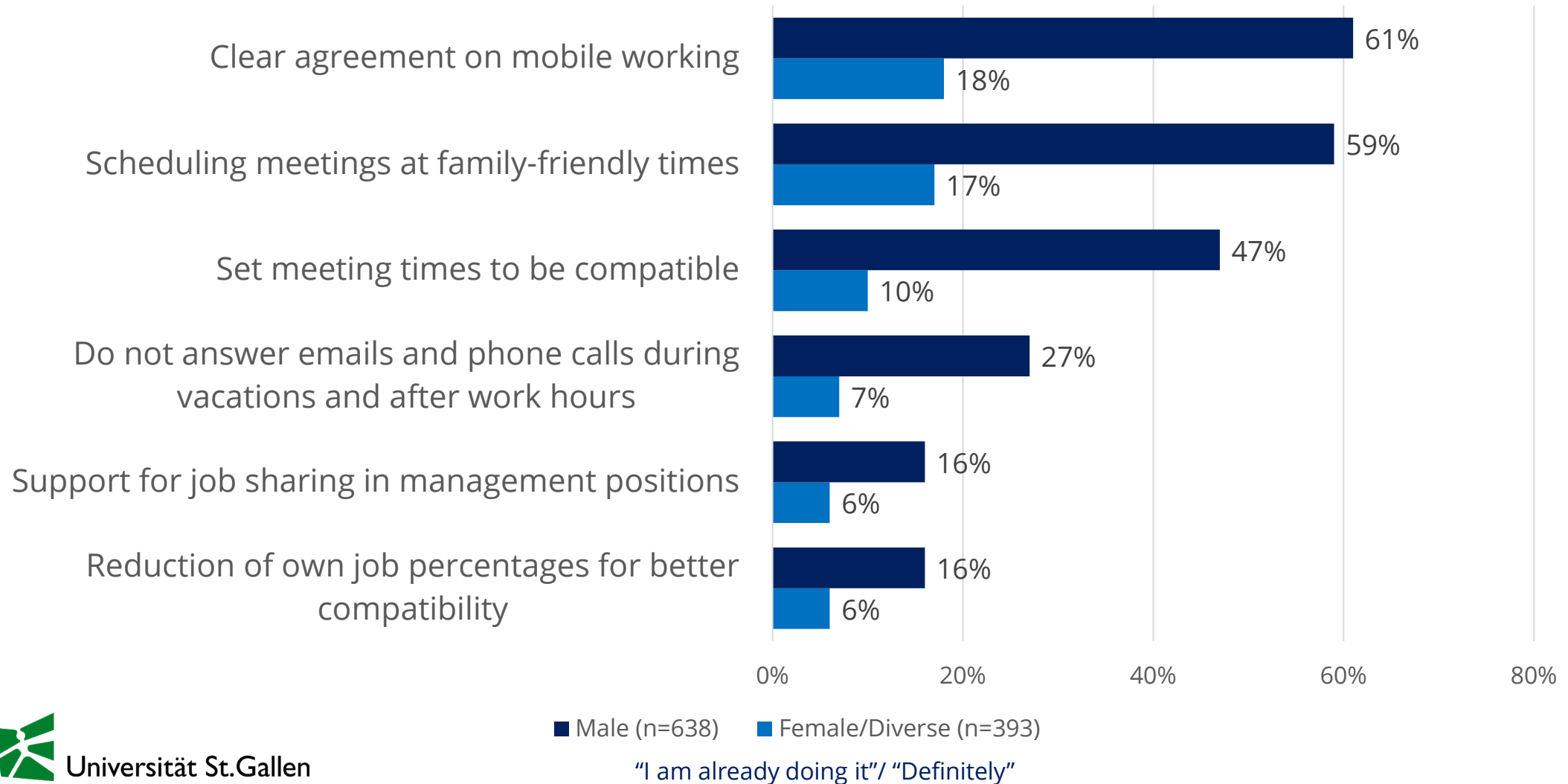
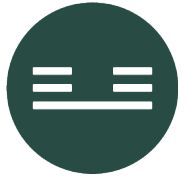




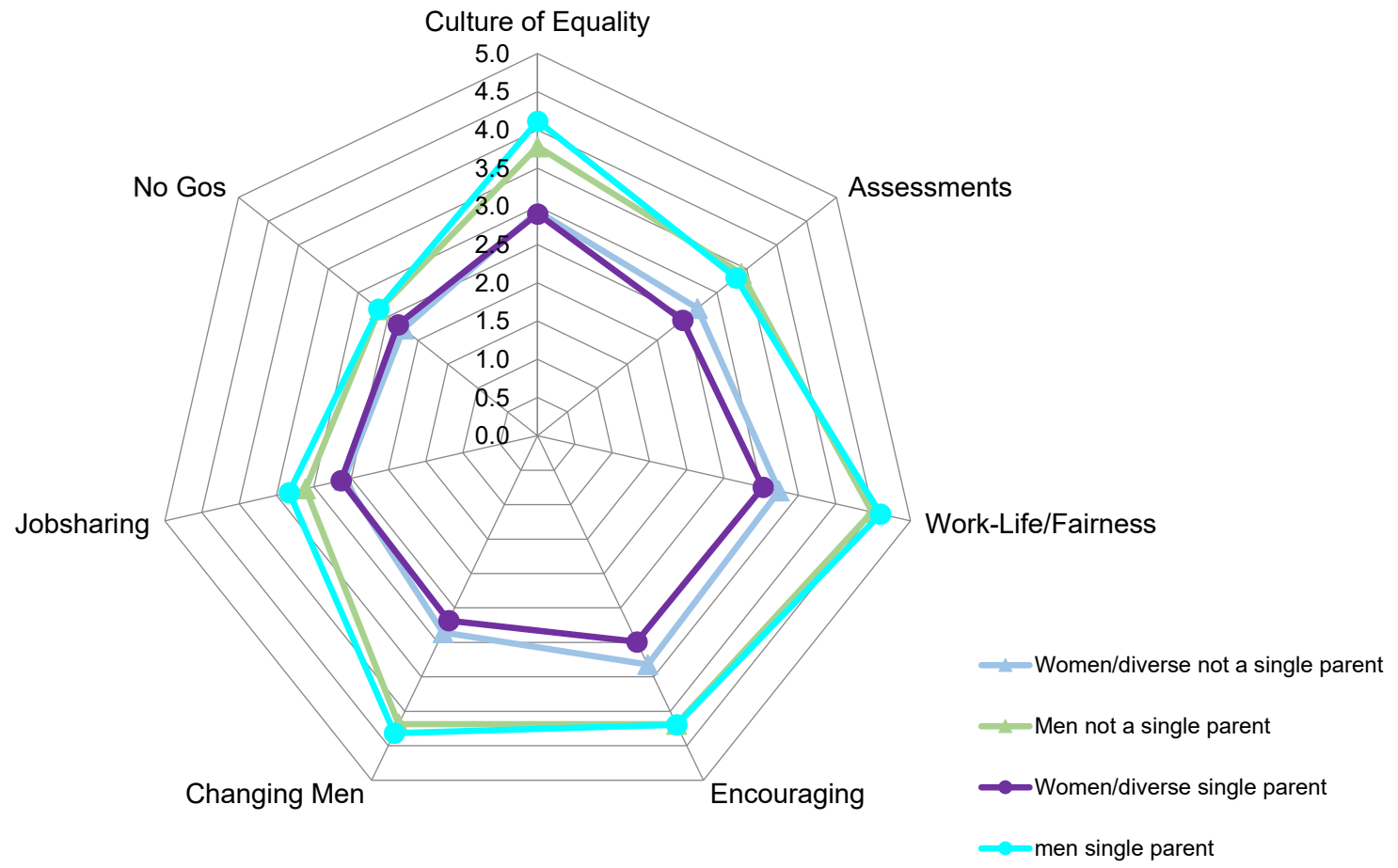
Work-life integration



Work-life integration – Comparing women and men



Gender Inclusive Leadership Practices



Questions?
Comments?

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EQUALITY





- Gender-inclusive leadership practices: What do you need from team leaders, faculty, the university
- What are important intersectional perspectives on parenthood? Discipline? Age? Nationality?
- What are father's needs, challenges, perspectives?
- What are mother's needs, challenges, perspectives?
- Ideal Researcher: What is a new image of an ideal researcher?

Sources

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- Nentwich, J., & Offenberger-Kazich, U. (2018). Kennzahlen als Verräterinnen und Verbündete zugleich: Eine übersetzungstheoretische Perspektive auf hochschulische Gleichstellungsreformen. In S. Hark & J. Hofbauer (Eds.), *Vermessene Räume—Gespannte Beziehungen. Unternehmerische Universitäten und Geschlechterdynamiken* (pp. 283–308). Suhrkamp.

