

The Effects of Gender and Family Formation on Academic Retirements

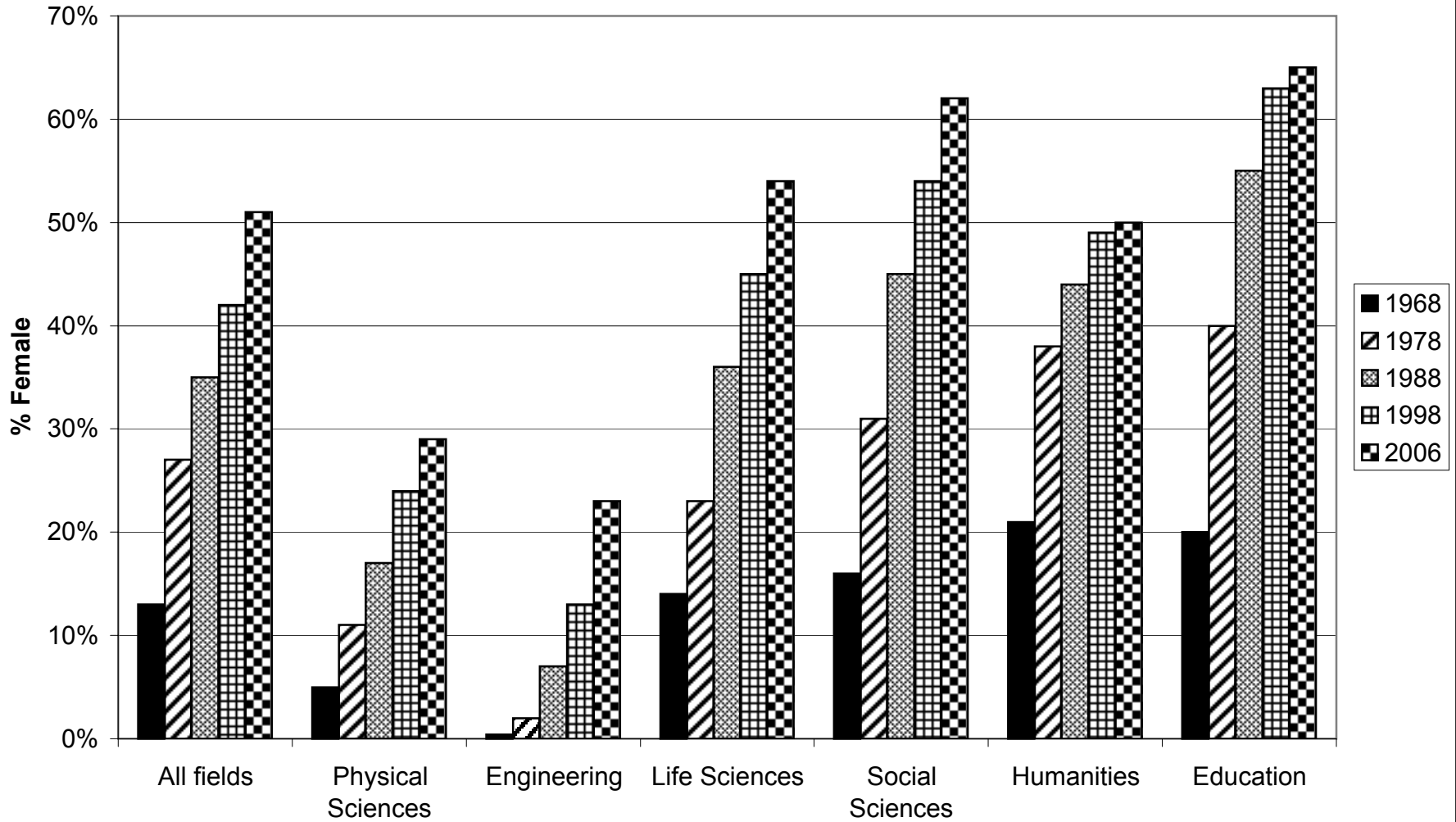
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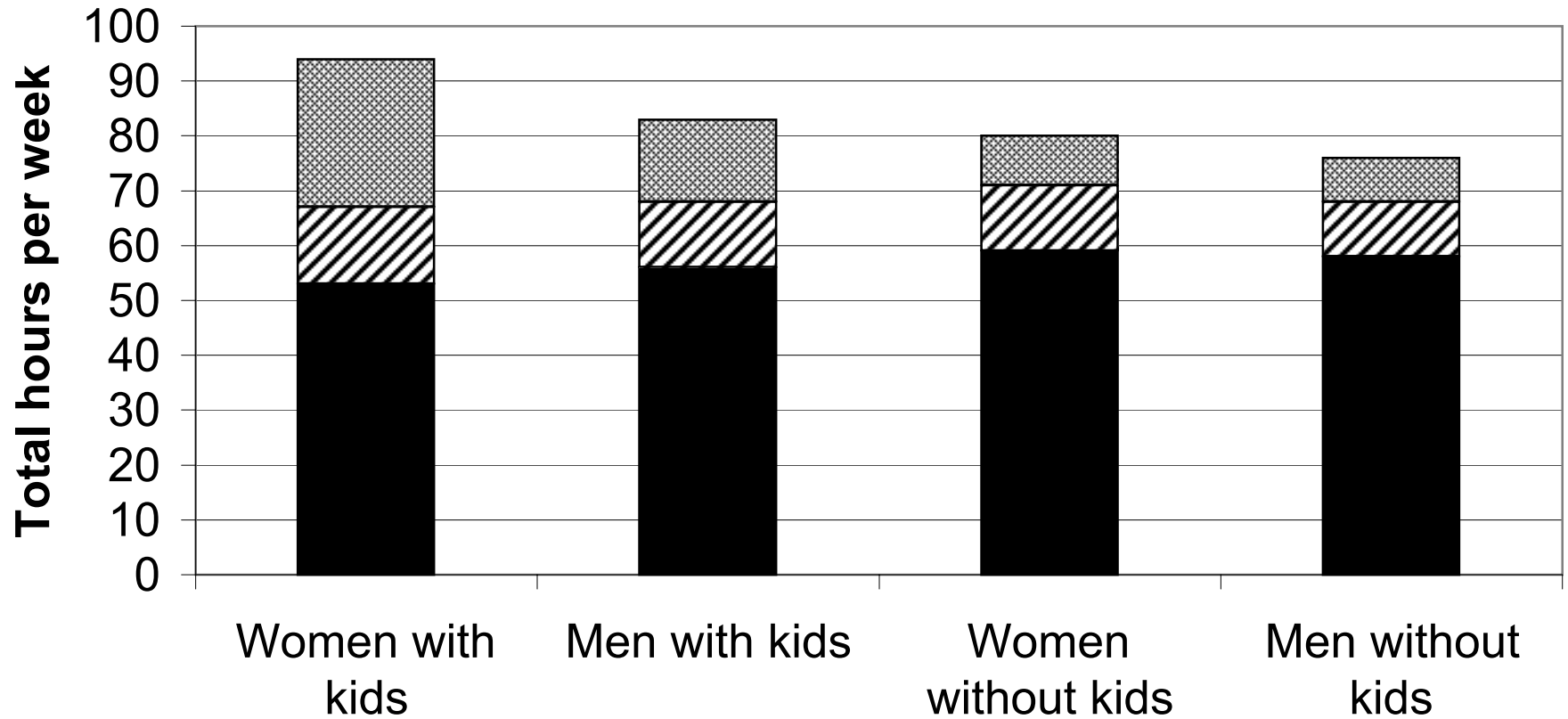
Doctorates by Sex and Field, 1968-2006



Source: Sanderson et al.; Survey of Earned Doctorates

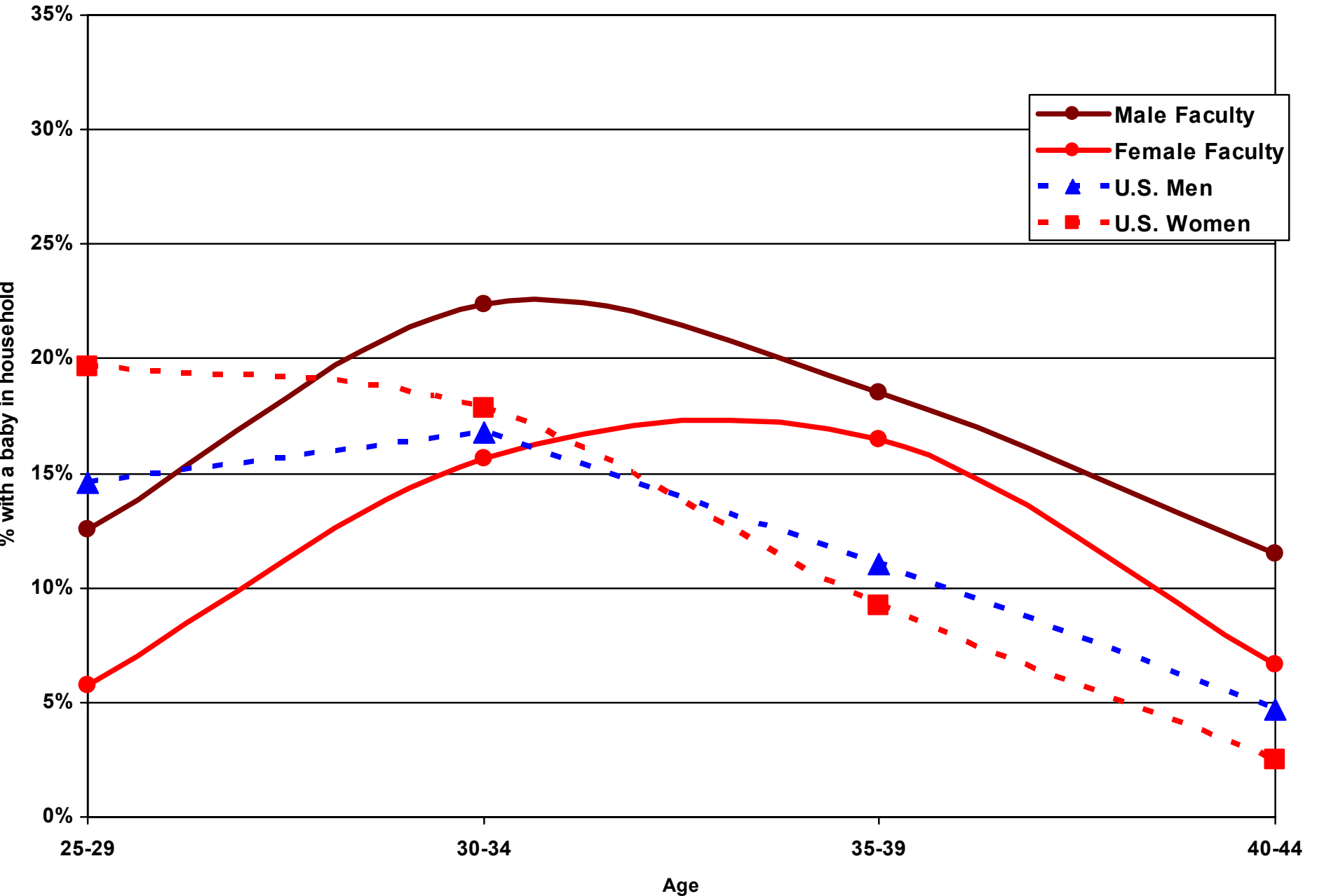
Academics Are Busy

■ Professional ▨ Housework ▩ Caregiving



Source: UC Faculty Survey, 2002-3 (N = 4,239)

The Household Presence of Infants by Age.



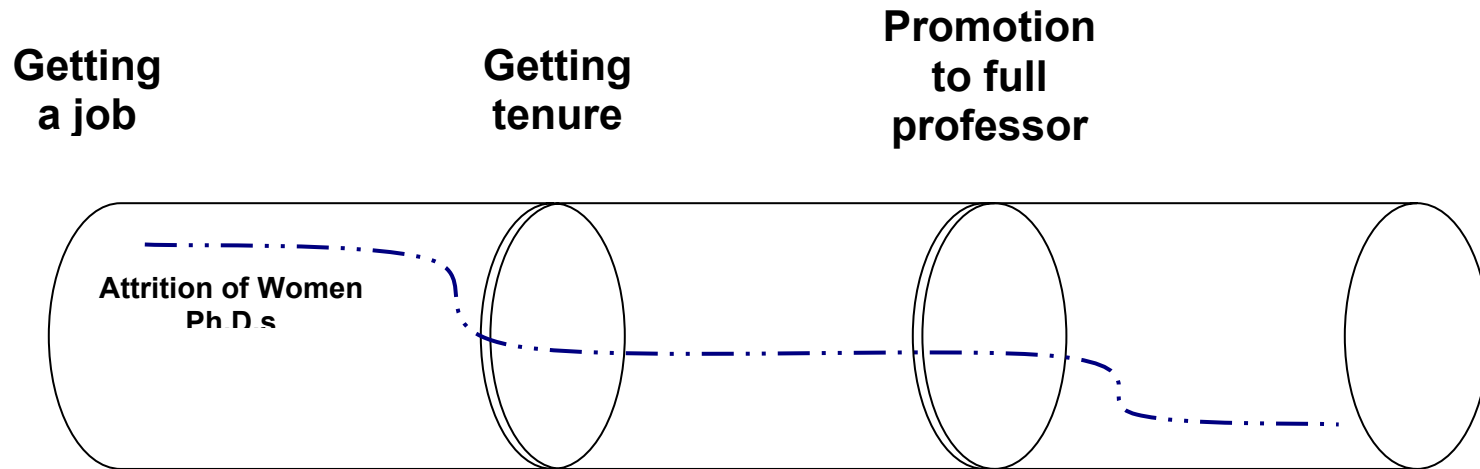
Source: Census 2000, PUMS 5%

Data

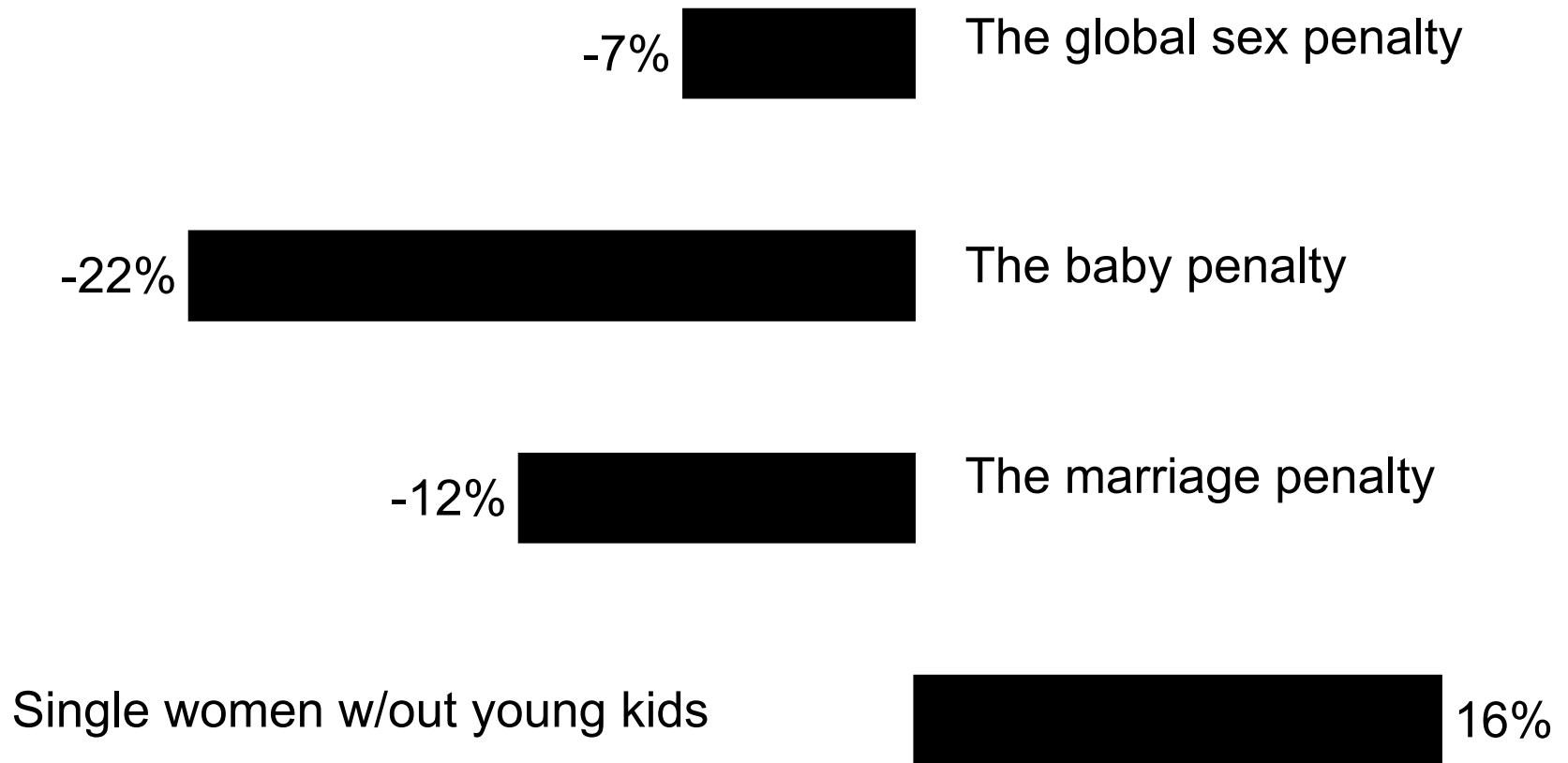
Survey of Doctorate Recipients

<u>Analysis</u>	<u>N</u>	<u>Person-years</u>
Getting a TT job	30,568	95,070
Getting other jobs	16,049	--
Reentry to academia	6,501	21,435
Getting tenure	10,845	37,565
Full professor	6,250	27,137
Retirement	9,426	43,216

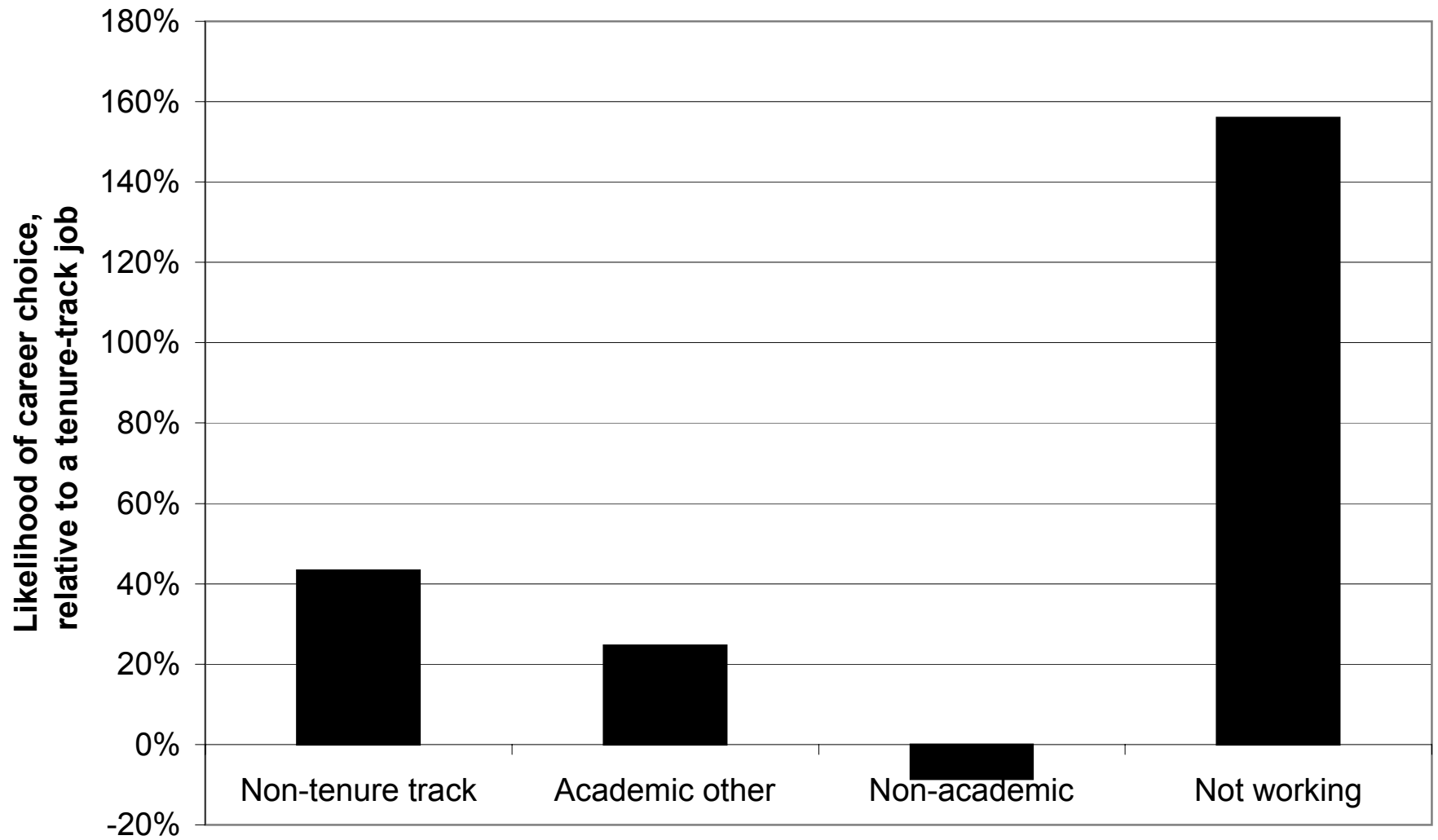
Leaks in the Pipeline to Tenure for Women PhDs in Academia



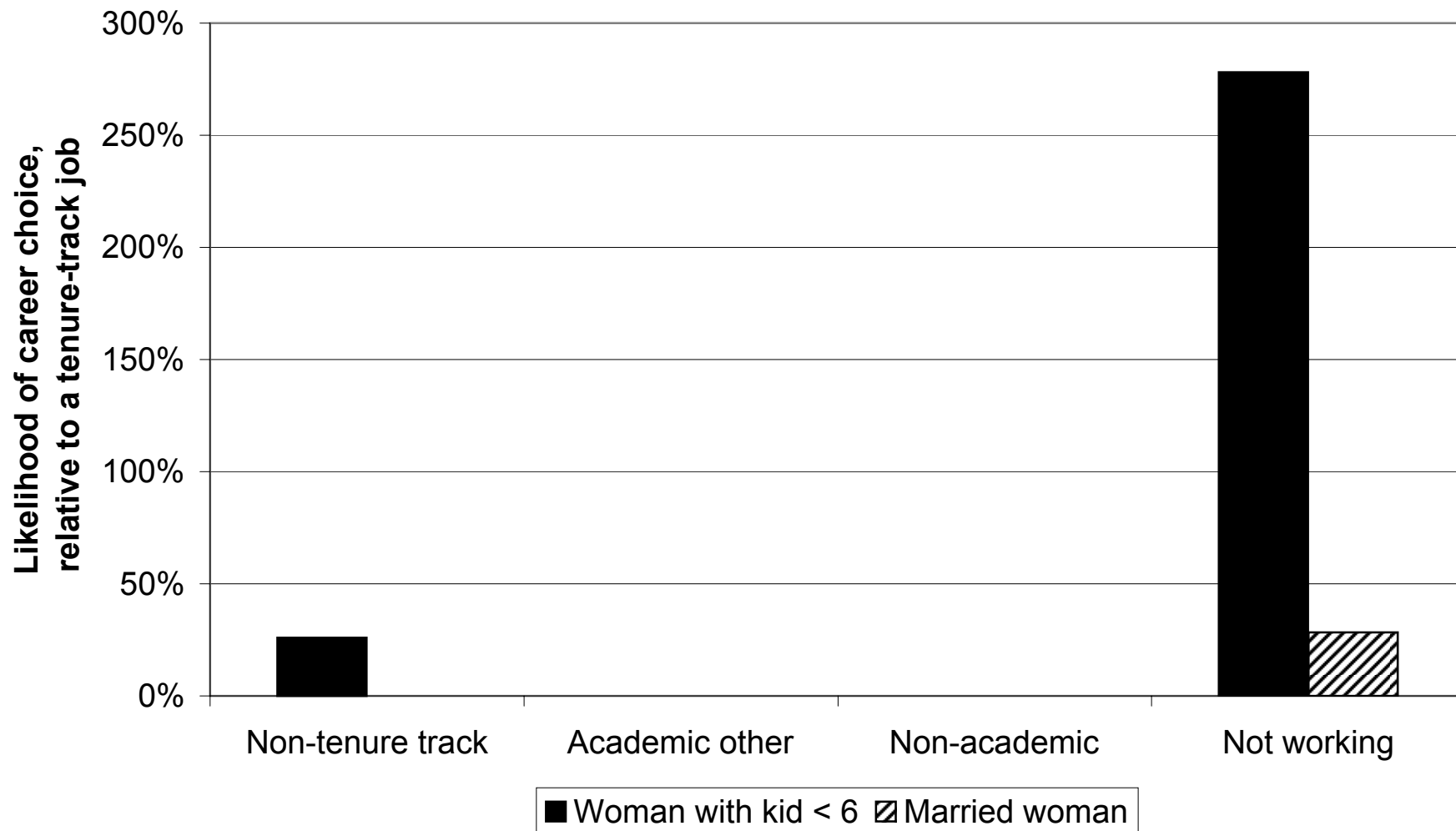
The Effects of Family Formation on Obtaining a Tenure-Track Job



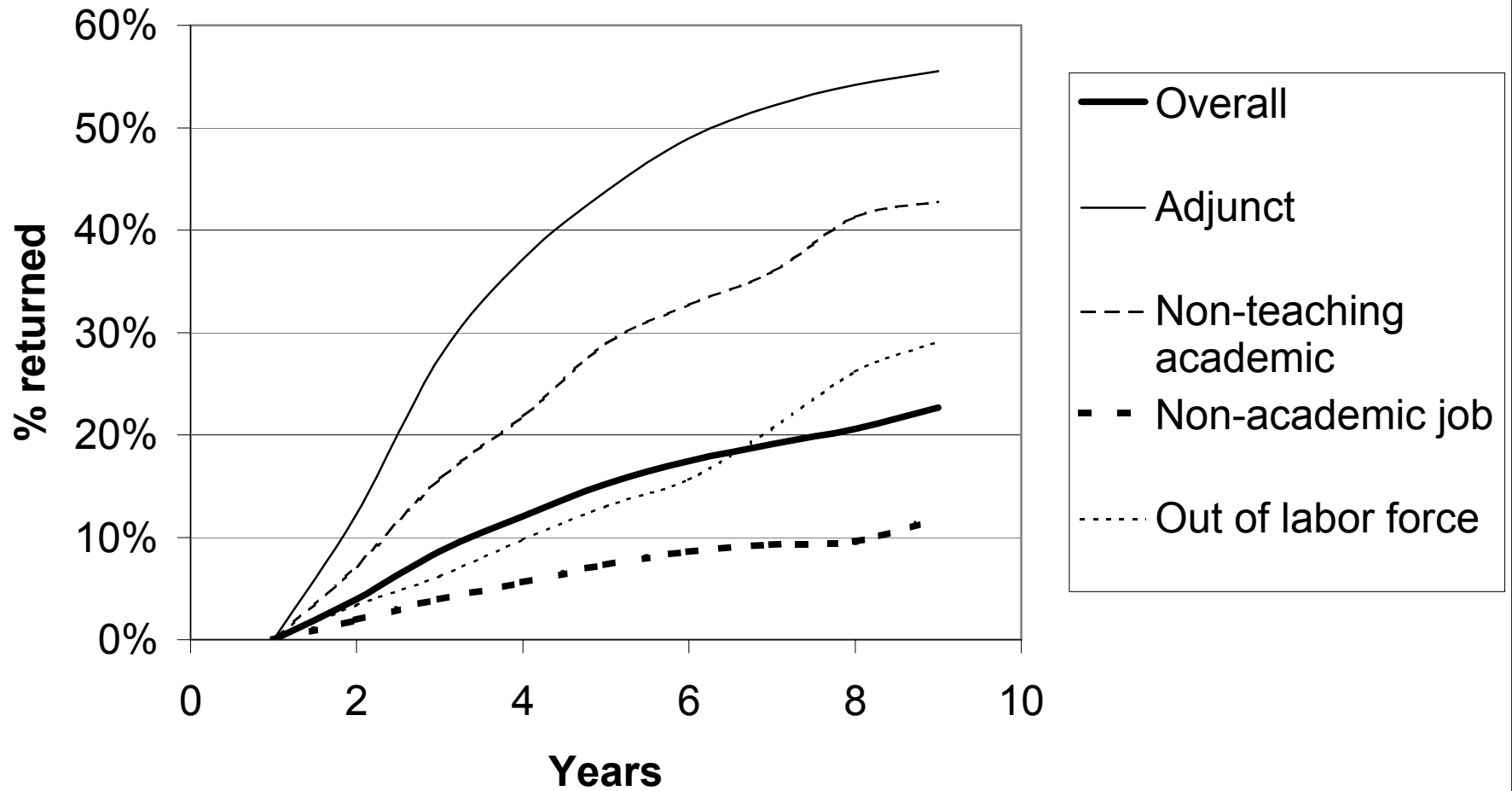
Female Employment Subsequent to Ph.D. Receipt



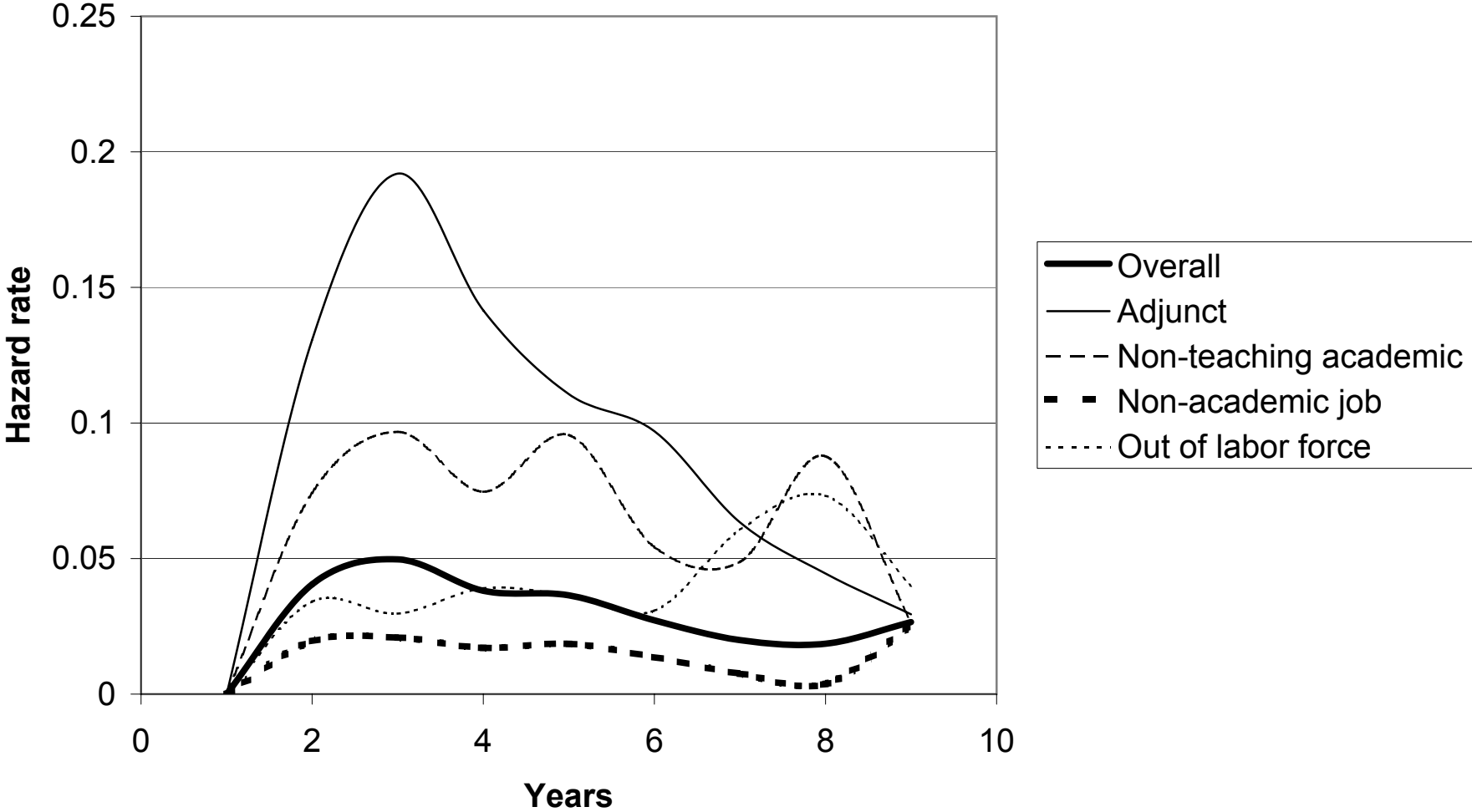
The Effects of Marriage and Young Kids on Women's First Post-Ph.D. Job



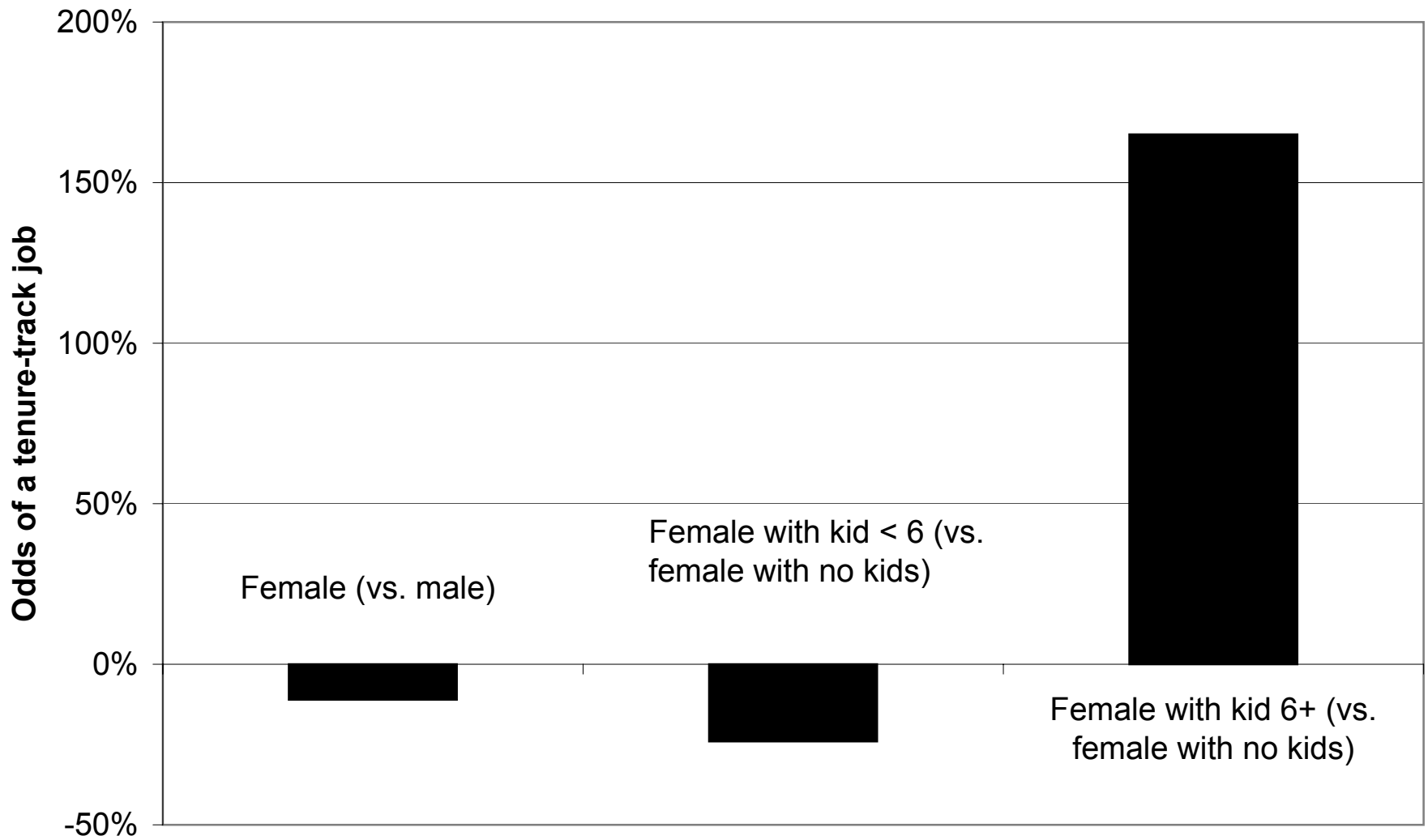
Reentry Rates for Ladder-Rank Employment after Time off the Tenure-Track.



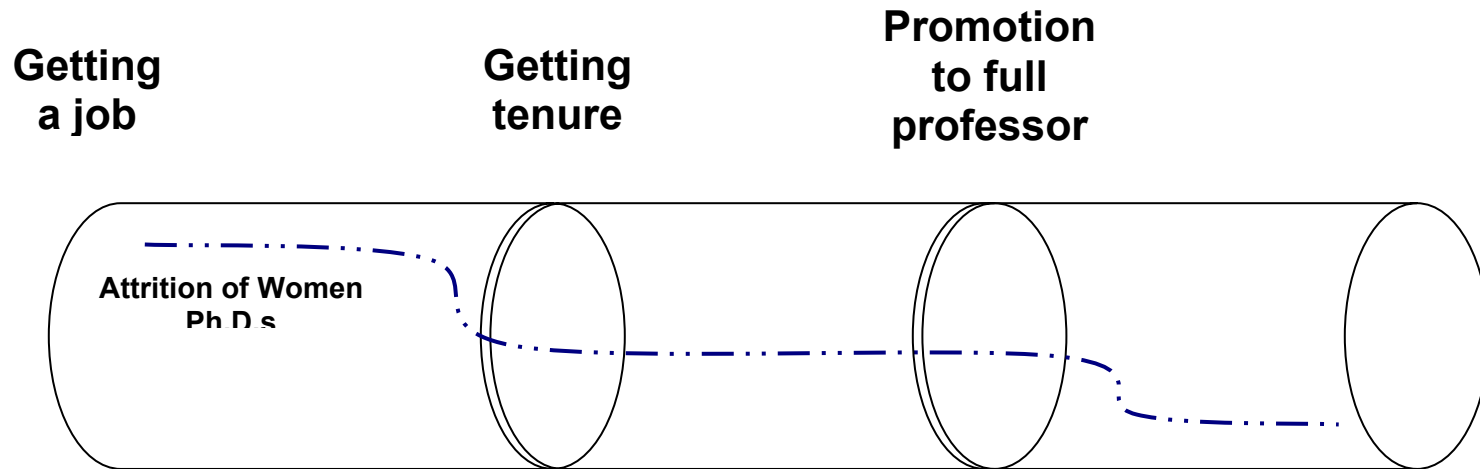
Hazard Rates for Ladder-Rank Employment after Time off the Tenure-Track.



The Effects of Sex and Kids on Returning to the Tenure-Track

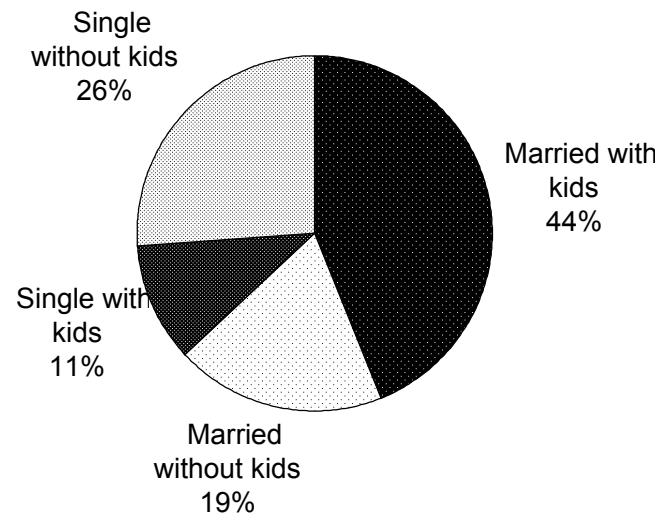


Leaks in the Pipeline to Tenure for Women PhDs in Academia

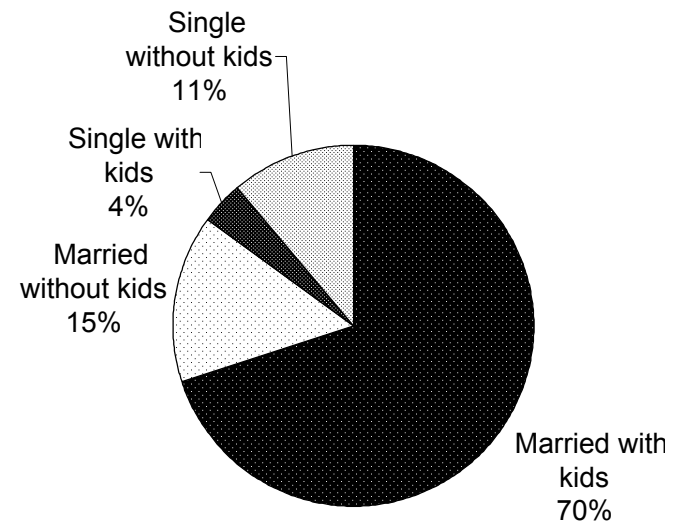


Family Status of Tenured Faculty Twelve Years After Doctorate Receipt

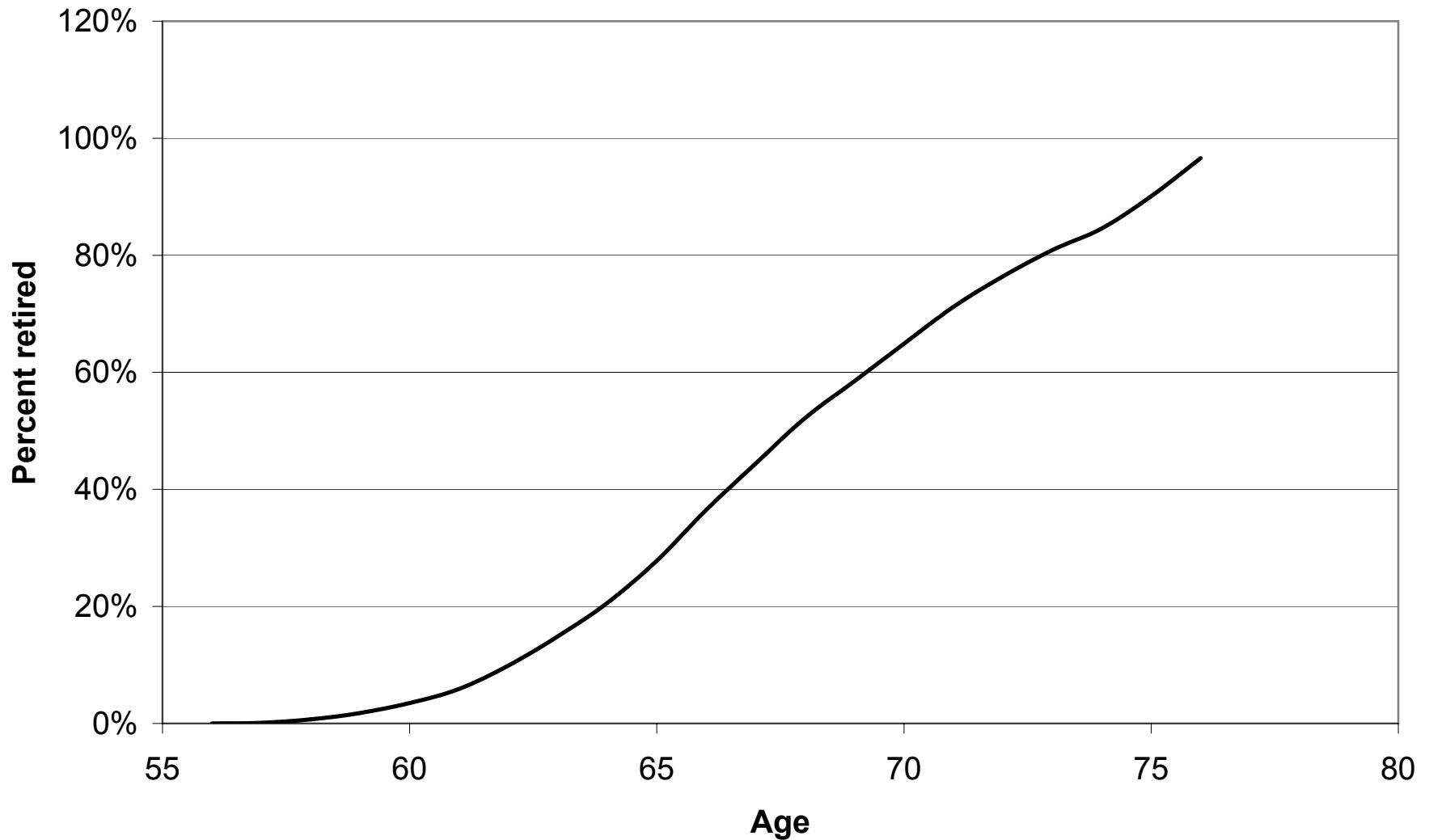
Women



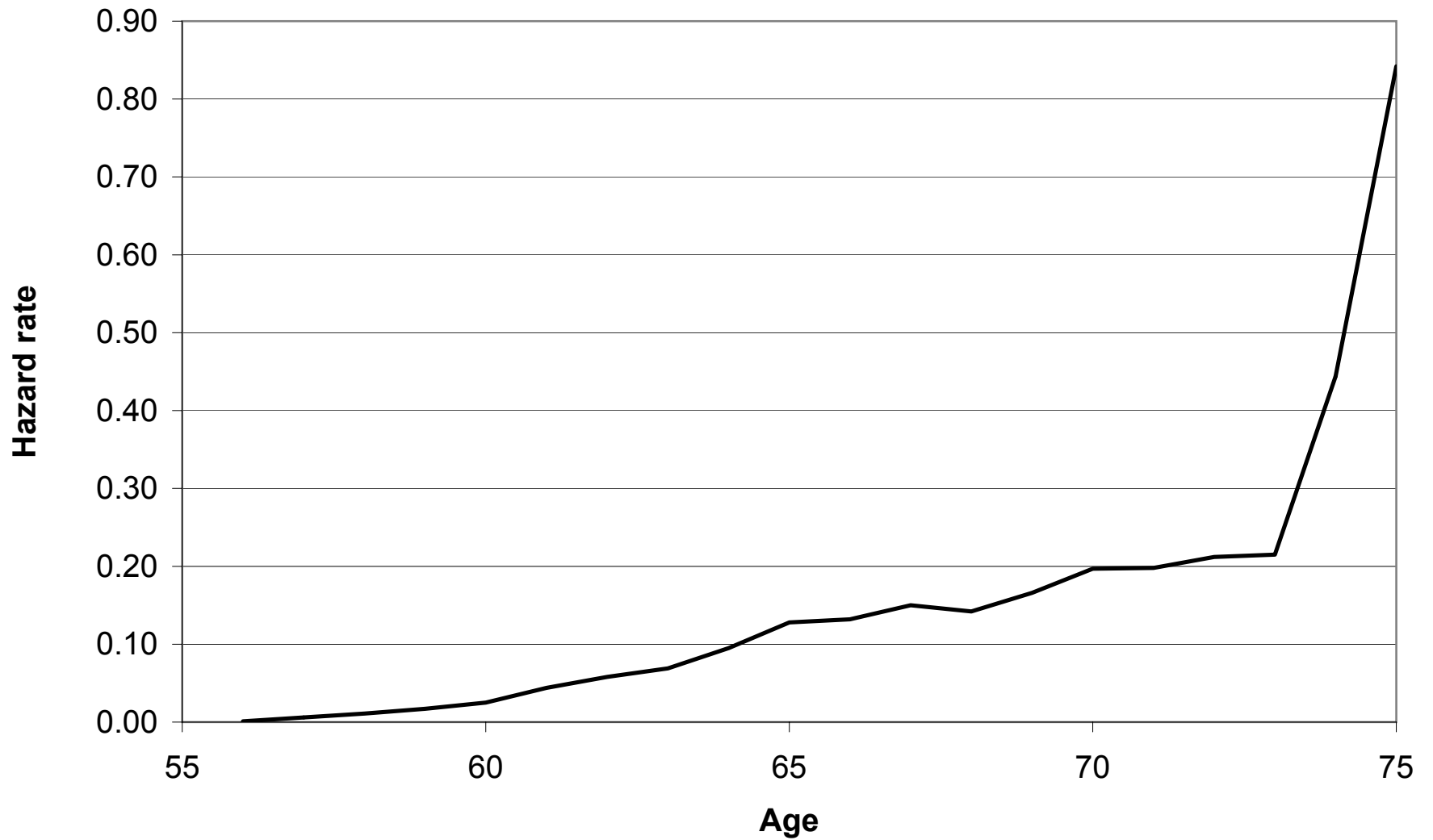
Men



Cumulative Retirement Probabilities by Age



Hazard Rates for Academic Retirement



Results of Event History Analysis of Retirement, Survey of Doctorate Recipients, 1981-2006

Who Retires?

- Married people
- Non-teachers

Who Does Not Retire?

- Physical and social scientists
- People employed at R1 schools
- Asians/Pacific Islanders
- People with children

No Effect

- Sex