

Contents

Foreword	xiii
Acknowledgments	xvii
About the Authors	xix
Introduction	1
The People	4
The Places	5
The Methods	6
The Author: “I Had to Get Divorced to Find a Healthy Balance in My Life”	12
Organization of the Book	16
1. Early Career: “It Is Tenure or It Is Nothing”	19
The Curse of Ill-Defined Expectations: “It’s a Moving Target”	19
Parents on the Tenure-Track: “I Always Feel Like My Attention Is Divided”	25
Single Women	46
The Two-Body Problem: “People Have to Think of This More as a Package Deal”	52
The Immigrant Scholar: “I Feel Many Times I Live Between Cracks”	58
Making It Work and Dealing with It: Enablers and Coping Strategies: “Keep Moving and Getting It Done”	70

viii CONTENTS

2. Mid-Career: “I’m Not Sleepwalking; I’m Making Decisions”	81
Lumbering Under the Load: “It’s Only Work, Work, Work”	82
Mothering in Mid-Career: “We Are the Ones Who Never Have the Cookies Baked”	85
Defining Your Identity: “I Didn’t Want to Play This Game Anymore”	102
Making It Work and Dealing with It: “Psyching Out What Does Really Count and Reconciling That with My Own Values and Priorities”	109
3. Late Career: “This Is Who I Am, and I’m Going to Be Who I Want to Be”	127
Defining the Relationship: “You’ve Reached That Level of Self-Actualization”	127
Providing Elder Care: “Those of Us Who Are the Sandwich Generation”	136
Regrets and Sacrifices: “There Are Always Costs”	140
About Pioneers and Outsiders: “Nobody Is Going to Give a Five-Year Grant to a Seventy-Five-Year-Old Woman”	154
Thinking About Retirement: “I Just Hope I Know When It Is Time to Leave”	162
Making It Work and Dealing with It: Enablers and Coping Strategies	168
4. Comparisons	191
Men: “I Still Experience a Lot of Male Privilege”	192
Generations: “We Still Have Strides to Make, but at the Same Time, We Have Come a Long Way”	206
5. Recommendations	231
What Women Want: Reform of Academe	232
While Women Wait: Advice for the Interim	249
Conclusion	261

Contents ix

Appendix A: Balancing Personal and Professional Lives—A Quantitative Assessment	273
Appendix B: The Survey	287
Appendix C: Frequencies and Histograms	315
References	329
Index	337

