

Good Afternoon, and Happy Presidents' Day.

Today I want to bring everyone's attention to women—more generally—and specifically on this campus.

While Clare Booth Luce was a controversial figure in her later years, during her early career, she wrote many interesting pieces about women. She once stated, ““Because I am a woman, I must make unusual efforts to succeed. If I fail, no one will say, ‘she doesn’t have what it takes.’ They will say, ‘women don’t have what it takes.’” As a woman, I am quite familiar with this sentiment and the cultural forces, attitudes, and such that influence perceptions about women in the workforce.

Why must we focus on women Boilermakers in particular?

In 2018, research conducted by Cornelia Lawson and colleagues indicated that women scientists received less funding than their male peers, and citation rates drop for women with young children. In contrast, fatherhood is associated with higher citation rates for male scientists. This "motherhood penalty" and "fatherhood premium" is well established in the sociological literature. Women with children are often perceived as less competent and less committed compared to women without children. But beyond these damaging perceptions, there are economic tolls. Mothers are subject to a wage penalty of 5-7% *per child*. This often leads to getting “mommy-tracked,” where mothers experience fewer opportunities for career advancement and less financial well-being.

Overall, the state of Indiana ranks 44<sup>th</sup> in terms of the wage gap between men and women. At Purdue, for academics, analyses are conducted yearly to work toward ensuring men and women in similar fields are not experiencing this wage gap; however, there are a number of factors that contribute to a wage gap that aren't reflected in productivity and years in rank, which can affect women's salaries, including how effective women were at first negotiating their salaries and start-up packages, and whether they seek out offers at other institutions to be able to receive a counter-offer here.

Fast forward to the pandemic... economic crises always hit women harder. Why? In report based on work done by the UN Women's Policy and Programme Division finds women are especially vulnerable during crises because they earn less, have less available in savings, tend to work more in the informal economy, have less access to social protections, are more likely to be burdened with unpaid care and domestic work, and are more likely to be single parents.

Academia is not immune to these challenges. Female scientists have been hit hard. Recent research examining COVID and faculty members indicates that the proportion of female authors on preprints, submitted manuscripts, and published papers dropped during the early days of the pandemic.

The National Bureau of Economic Research published a working paper presenting results from 20,000 PhD holders collected between May and July 2020. Mothers' research hours declined by

33% compared with fathers. In addition, their time spent in household and child care duties increased more than for fathers.

In Senate Survey 4, we found that the majority of faculty members experienced substantial declines in the number of hours engaged in research activities per week. Those declines were larger for those with dependents.

As you can see here, both men and women with dependents showed significant declines in research hours per week.

Women, both with and without dependents, evidenced significant increases above those of men in the amount of time they spent in Service and Administrative tasks.

In the next slide, we can see the number of hours faculty men and women with and without dependents worked in November 2020. Women with children are doing nearly 25 hours per week of service work, and just under 6 hours per week of research.

BUT...this does not tell the full story. In fact, it makes it look like fathers are experiencing more negative consequences from the pandemic (they are doing less research, teaching more, and doing more service). And perhaps they are, in terms of their overall declines.

Pre-COVID, men with children reported engaging in research activities over 13 hours per week, compared with women with children, who were doing approximately 7.5 hours per week. Even women without children are spending less time engaging in research activities compared with their male peers.

Among staff, those with dependents are working about one additional hour per week compared to those without dependents: over 43 hours versus under 42 hours.

We are also seeing more well-being concerns for women with dependents compared to men with dependents. About 20% of women find it quite difficult to take care of themselves vs. 13% of men; 22% of women say they feel overwhelmed with caregiving most to every day compared with 16% of men; and 45% of women say they feel always on call most to every day compared with 33% of men.

Finally, men who live with a partner are less likely than those who do not live with a partner to feel always on call. This doesn't matter for women. They report feeling on call with regard to caregiving regardless of partner status.

We must do more to support the women on Purdue's campus, all the women. Faculty, staff, graduate students, undergraduate students. We must recognize the work they do on campus and support them in the work they do in their personal lives. When we lift women up, we lift everyone up.

Amanda Gorman—you may recognize her as the poet who read her amazing poem, "The Hill We Climb," at President Biden's inauguration—wrote another poem that I think captures the

importance of this moment and taking action. This is just an excerpt from that poem, "The Way Forward," written for the Forbes Women's Summit in 2019. I encourage you to look it up and read it all. (<https://www.forbes.com/sites/moiraforges/2021/01/22/inaugural-poet-amanda-gorman-on-why-the-future-is-female/?sh=1355c4791ad7>)

Forged forth by a future that is female.  
We will not be slowed, come the loads, roadblocks, hills that may.  
We'll keep fulfilling this path  
Until the world goes still to say:  
Where there's will, there's women  
And where there's women  
There is always a way.

Thank you.

# *PURDUE UNIVERSITY SENATE*

**Prepared by Deborah L. Nichols, Ph.D.  
University Senate Chair  
15 February 2021**

# Happy Presidents' Day!

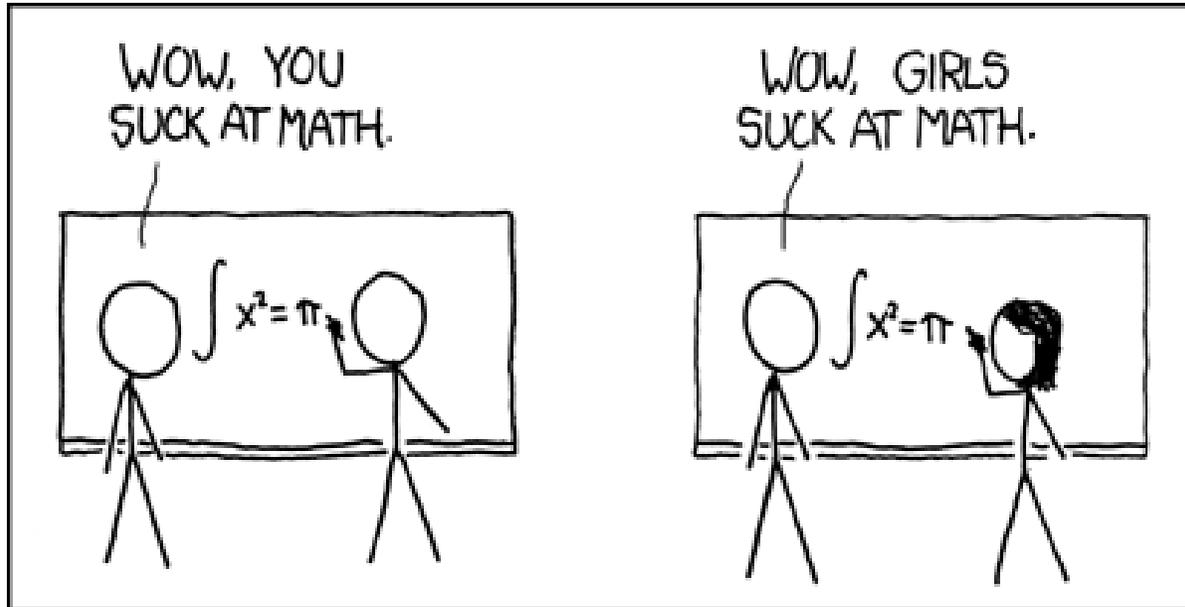


**JOHN ADAMS.** When George Washington declined to serve a third term, it left a giant hole in the heart of America. A hole John Adams tried desperately to fill with karaoke.



**ABRAHAM LINCOLN.** Putting America back together wasn't nearly as hard as keeping the peace in Abe's Monday Night Bowling League.

# Women in the Workforce



<https://xkcd.com/385/>

“Because I am a woman, I must make unusual efforts to succeed. If I fail, no one will say, ‘she doesn’t have what it takes.’ They will say, ‘women don’t have what it takes.’”

--Clare Booth Luce



# Working with Dependents



*“Career track or mommy track?”*

SOURCE. Donald Reilly, The New Yorker collection, 12/03/1990

Indiana ranks

**44<sup>th</sup>**

**In the nation in the wage gap.  
Women Hoosiers make 75 cents  
for every \$1.00 men make.**

<https://www.insideindianabusiness.com/story/41901835/indiana-ranks-low-for-gender-pay-gap>

# *Women and Crises*

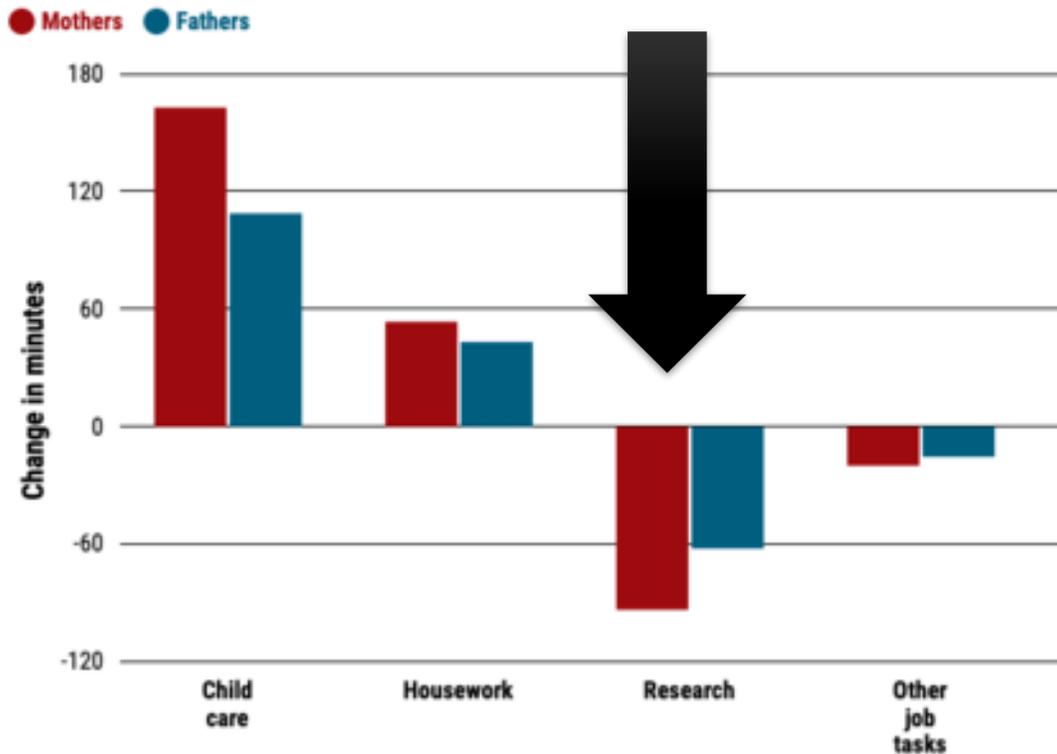
## Economic Crises Hit Women Harder

- Women tend to earn less
- Women have less available in savings
- Women are disproportionately more in the informal economy
- Women have less access to social protections
- Women are more likely to be burdened with unpaid care and domestic work, and therefore have to drop out of the labor force
- Women make up the majority of single-parent households

<https://www.unwomen.org/en/digital-library/publications/2020/09/gender-equality-in-the-wake-of-covid-19>

# Motherhood Penalty

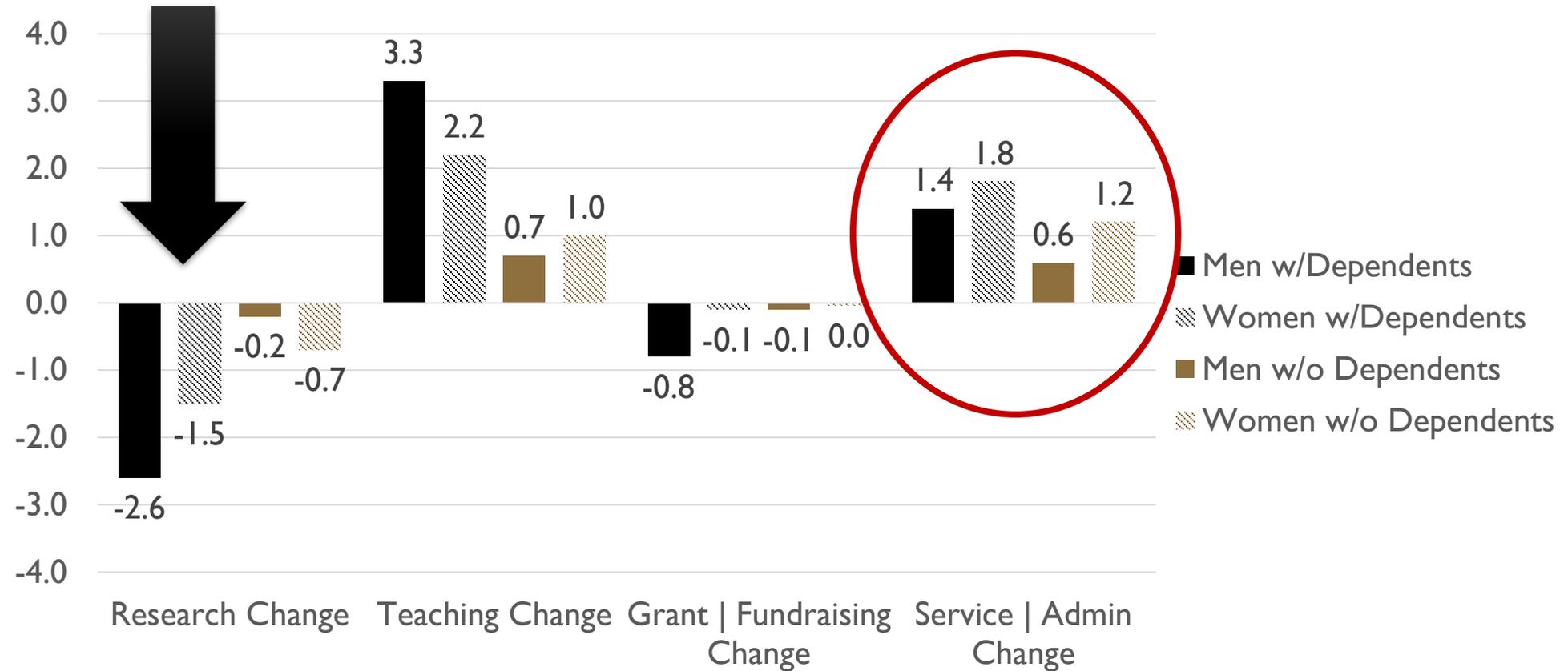
From the National Bureau of Economic Research...



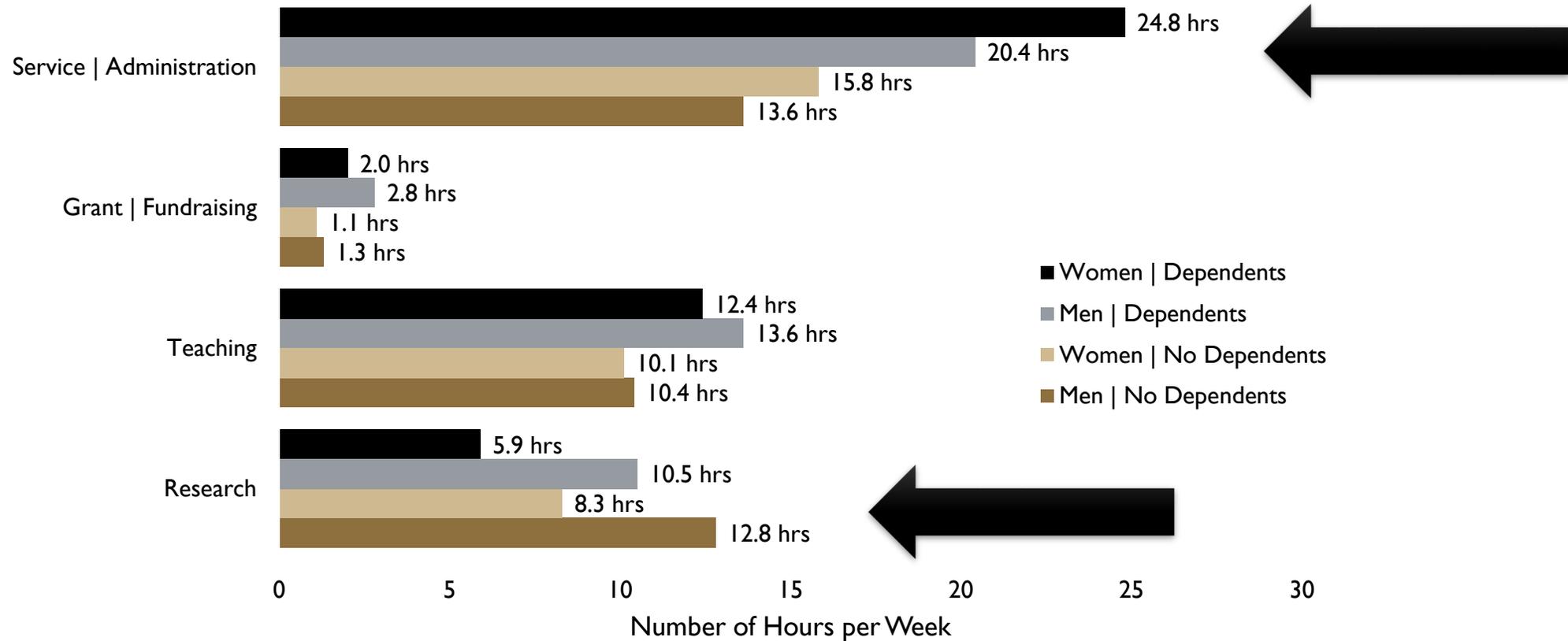
<https://science.sciencemag.org/content/368/6492/724.1>  
DERYUGINA ET AL., NATIONAL BUREAU OF  
ECONOMIC RESEARCH, 10.3386/W28360 (2021)

# Parenthood Penalty

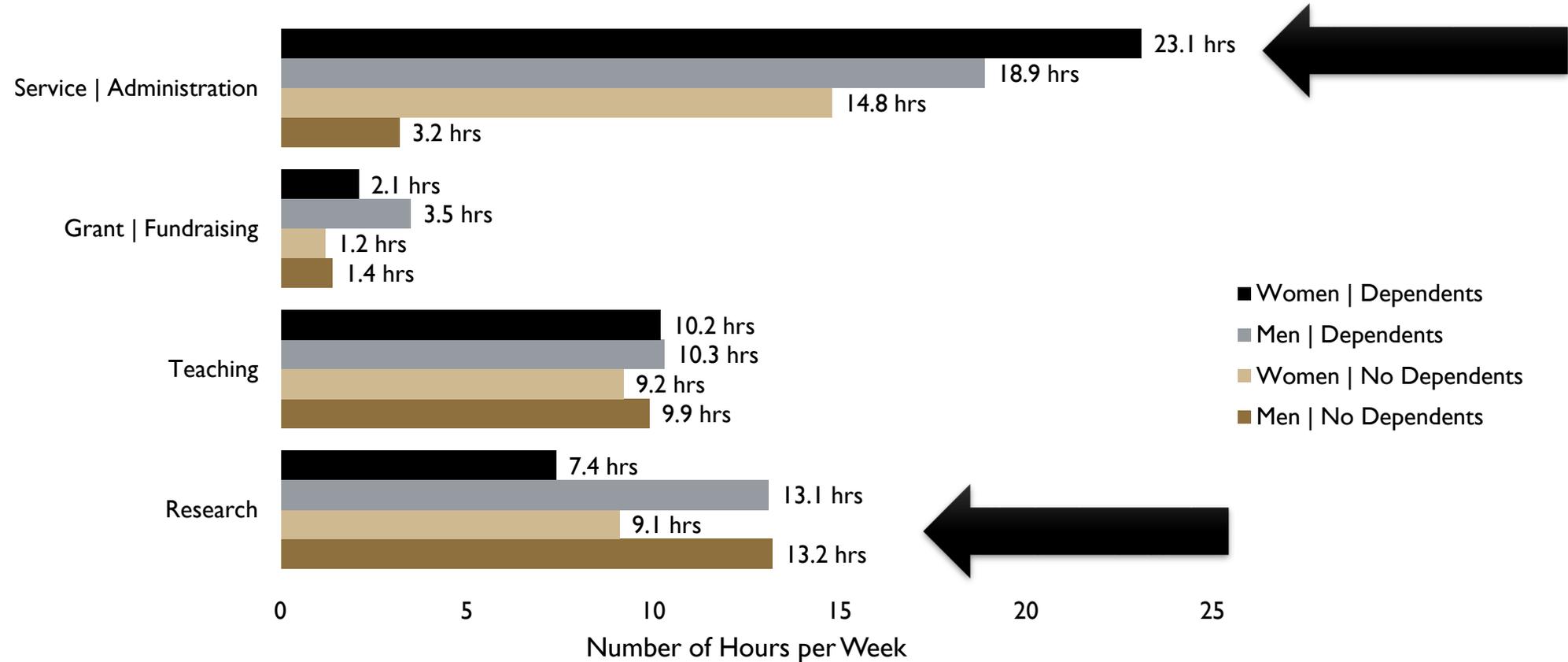
From Our Senate Survey 4: Change in Hours Worked PreCOVID to November 2020



# Faculty Work Hours by Gender and Dependent Status – November 2020



# Faculty Work Hours by Gender and Dependent Status – PreCOVID



# Caregiving Concerns and Well-Being

## Differences by Gender

Variable	Men			Women		
How difficult is it to take care of yourself due to CG responsibilities?	33% not at all	55% a little bit	13% quite a bit	27% not at all	53% a little bit	20% quite a bit
How often have you felt overwhelmed by your CG responsibilities	37% never	48% some days	16% most/ every day	25% never	52% some days	22% most/ every day
How often have you felt always on call due to your caregiving responsibilities?	35% never	32% some days	33% most/ every day	25% never	29% some days	45% most/ every day

# Caregiving Needs and Second Shift

- Women with dependents who live with partners tend to take on more “second shift” work (domestic labor) compared with men with dependents who live with partners.

Variable	Men with dependents		Women with dependents	
Live with a partner	92%		83%	
Feel always on call in relation to CG responsibilities	41% who do not live w/partner	32% who live w/partner	43% who do not live w/partner	46% who live w/partner

# *The Way Forward*

A Poem Presented at the Forbes Women's Summit in 2019

Forged forth by a future that is female.  
We will not be slowed, come the loads,  
roadblocks, hills that may.  
We'll keep fulfilling this path  
Until the world goes still to say:  
Where there's will, there's women  
And where there's women  
There is always a way.

<https://www.forbes.com/sites/moiraforges/2021/01/22/inaugural-poet-amanda-gorman-on-why-the-future-is-female/?sh=441722531ad7>



Amanda Gorman on 1/20/21 at President Biden's inauguration

AP Photo/Patrick Semansky, Pool

***THANK YOU!***  
***STAY SAFE AND HEALTHY***