

## Parenting in the Academy: Policy, Personal Experience, and the Future

The *New York Times* recently published an article under the headline “Perverse Incentives: Can Family Leave Policies Be Too Generous? It Seems So.” The article cites research that suggests that “even as family leave boosts labor force participation by women, it can have negative effects on their job opportunities” (Miller 2014).

This paper examines the research cited by that article and also meditates on my own twelve-year experience as a parent. I focus on these topics particularly as they are relevant to University faculty members (whether part-time or tenure track), and to my own personal history as a mother at a large state university. Although I was a tenured associate professor when I adopted my two children under parent-friendly conditions, my paper will explore issues beyond my own experience, such as pregnancy, paternity leave, caretaking in *loco parentis*, and the situations of non-tenure-track instructors.

My sources in addition to various articles published by the *New York Times* and the *Chronicle for Higher Education* (and Chronical.com blogs) include the website of the U.S. Equal Employment Opportunity Commission (EEOC), a recent White House report prepared by the Council of Economic Advisers, and a handbook on the federal Family and Medical Leave Act (FMLA) published by the American Association of University Professors (updated in 2013 to include information pertaining to same sex couples).

### Bibliography

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