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University of Maryland
1990 Survey:
Student Attitudes on Balancing Career and Family

Gender Equality and Workplace Structure
Professor Jana Singer
May 4, 1990
Final Project: Charles Morton
Padraic McSherry

Paddy and Chuck.

9/1

This is an impressive effort! It reflects creative thinking, perceptive analysis and much hard work. Your results are revealing & your description and analysis are first-rate. I am definitely interested in working with you to turn this into a publishable piece. Let's plan to get together over the summer to ~~to~~ (after the Bar, perhaps)

University of Maryland
1990 Survey:

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to figure out where to go from here. I've made some comments & notes for future reference in the text so be sure to save this copy. I'll hang on to the survey volumes.

Jana Singer

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*Calibration
"take surprise out
of it"*

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I. INTRODUCTION

This study of law students at the University of Maryland School of Law in 1990 reports on the differing ways that women and men perceive their options for balancing work and family demands as they enter the professional world. The survey, a sample of which is attached as Addendum I, revealed a disparity between the genders, and told what these future male and female professionals expect or hope to do to accommodate their desire to "have it all." Unlike other surveys on gender equality in work and family issues, this study looks at law students, not professionals, and focuses on what these people expect to be able to do, not what they have already done. In this way, we are able to get a preview of the conflicts which face young professionals and their employers, and the changes in personal attitudes regarding this most important issue.

The study draws exclusively from data gathered by the survey. The survey focuses on the growing notion among our peers that they want to "have it all," or at least, most of it. Some of the respondents seem to have given more thought to the possibilities of raising a family in tandem with their salaries than others. However, few of the respondents, with the exception of students who have already had families in conjunction with careers, indicated any specific plan for accommodating the conflicting needs of career and family. [For instance, a recent survey conducted by the Women's Bar Association shows that % of the private firms in Baltimore do not provide any kind of family

*but not surprising
but somewhat
disconcerting*

accommodations beyond the minimum maternity leave. In contrast, 68% of the students we surveyed expected their employer to provide accommodations for their family needs, and expected those accommodations to include a wide range of possibilities.]

interesting

One obvious reason for the growing concern of our peers in needing to balance career and family lives is that women are in the work place and in higher, professional positions. While their numbers rose in the 1970's to the shock of the "network," the numbers are now steady. Women represent a significant percentage of the work-force in America. And, they are still having babies. These two facts face each other with an obvious conflict: Women can't be two places at one time.

There has been fruitful discussion in the past regarding how women lawyers who are parents continue to bear substantially greater burdens for child care than men. This is only one way in which we identify the problems associated with balancing work and family responsibilities. What remains is a clear, outstanding need for both men and women professionals to find a solution to the problem. This is no longer only a woman's problem.

We believe that women and men alike are interested in having active careers and rewarding family lives. It is our sense that many answers to the questions posed are not so much a reflection of the respondents' desires to have the woman bear more of the family burdens, but of their expectations and limitations imposed by the formal workplace structure and traditional gender roles.

Because the workplace has not fully integrated women and the circumstances surrounding their employment, namely that they will be having children, the burdens of balancing career and family demands are uneven on the parents. It is our theory, or our hope, that both genders wish, to a growing degree, to share the parental responsibilities; yet, the professional world does not fully accommodate those wishes. What remains to be seen is which force is more powerful: the workplace or the people in it.

II. HYPOTHESIS

good intro

A. PROTOTYPES

As hypotheses are by nature based on stereotypes, we did not hesitate to develop a few of our own. As a guide in shaping our hypotheses, then, we considered a "prototype" male and female student, shaping our hypothesis based upon these projections. These prototypes are shaped by our pre-judgments of our classmates and were prepared with no reliance on survey results.

We expected students, products of the 1980's who had chosen to attend law school, to be relatively materialistic, and, to a certain extent, overly optimistic about their ability to balance their careers with their families. In short, we expected them to believe they could have it all, or at least most of it.

For the female, we considered a typical respondent to be between 24 and 27 years old, single and career-oriented. She expects to be able to have a successful career, successful family life, and supportive work environment. We expected our prototype female to be optimistic regarding the feasibility of

employment accommodations, expecting more than is likely. She expects to work full-time, anticipates family responsibilities early in her career, and, though she hopes for assistance from her spouse or companion regarding housework and childcare, expects to do the majority by herself. She expects her employer to provide family accommodations, including, at the very least, maternity leave and pregnancy-related disability leave. However, she is progressive looking, and thinks her employer should provide more accommodation than the bare minimum. She understands that having children will compromise her employment productivity. However, she does not believe her employer would be justified in discriminating against her in salary and partnership reviews because of her decision to have a family. The types of accommodations she expects include: a delayed "partnership track," hourly salary, or flexible work schedules. This prototype female expects to be able to balance career and family. Above all, she expects to have it all, or at least most of it.

For the male, our prototype is also between 24 and 27 years old, single, career-oriented, and expects to have it all. He, like our female, anticipates making few compromises. Unlike the female, however, he does not expect to do the majority of the work at home or in raising his children. He expects that his spouse will also be a professional. He probably has put even less thought into his own or employer accommodations for family demands than the female prototype. He does not anticipate

interruptions in his career to accommodate family events. He has probably never considered working part-time to raise his children, nor has he considered making less money so that he can be home with his children. He anticipates being able to balance career and family responsibilities, mostly because he assumes his wife will have primary care responsibilities. He expects his wife to manage at least a majority of the house and family demands, and hopes that she will manage even more than that. Work-family accommodations would probably not affect his choice of a potential employer as much as the salary he could make. In short, he thinks he can have it all, too; or at the very least, most of it.

Prototypes sound very plausible. They certainly describe the "typical" male + female students in my law school class

B. SPECIFIC HYPOTHESES

These prototypes helped us to frame more specific expectations. They include:

1. Gender Distinctions

First, we expected dramatic distinctions between male and female respondents. Men were expected to have thought about these issues less thoroughly and, to the extent that they had thought about it, to believe that their careers would suffer little from the decision to have a family. We expected few men to indicate that they hoped that child care and other family responsibilities would be evenly divided. However, we also expected the average male respondent to expect that his spouse will also be a professional.

These results, however, are likely to be different from the

results from men who are currently married and have children. We expected these men to be more sensitive to some of these demands and to expect to work fewer hours, be more likely to anticipate accommodations, and that his professional advancement will be hampered. We also expected the married male respondent with children to be more likely to accept a pay decrease for limited hours.

2. Children of Single Parents

A separate hypothesis addresses children raised by a single parent. We anticipated that this circumstance will dramatically affect both male and female expectations. We expected that respondents raised by single parents would be less likely to want children or a spouse. We also expected these respondents to be more aware of how children could effect their lives and, therefore, to expect more from their employers. If they decided to have children, they would be more likely to accept compromises. In fact, it is our hypothesis that men raised by single mothers would be almost as sensitive to the needs of parenting as all the women we surveyed. The only group substantially more sensitive to the needs of parenting will be women raised by single parents.

interesting

3. Employees of Large Private Firms

We expect people who plan to work in a large private firm to expect to work the longest hours and to be the least willing to sacrifice salary. In contrast, we expect those people who plan to work for the government to expect to work the shortest hours

and to be the most willing to accept less than \$60,000 to limit the numbers of hours necessary. Along those lines, we expect that those with the greatest number of expected hours to be the least likely to currently have a family or to be planning to have a spouse or children in the first five years after graduation.

True for men as well as women?

4. Awareness/Interest Based on Age

We expected younger students to be less concerned than their older classmates about these issues. As a result, we expected the average age of our respondents to be higher than that of the school overall since older students would be more likely to respond. We also expected that older students would be more likely to expect accommodations by employers and to be willing to compromise their own advancement if they decided to have children. Consistent with this, ^{we expected} those older students who are unwilling to make those sacrifices are ~~expected~~ not to expect to have children. In contrast, our ^(younger) prototype is much more likely to believe, both male and female, that somehow they will be able to have a family and not make sacrifices at work.

5. Response Rates Based on Gender Interest

There were certain expectations regarding response rates which we were willing to venture. For example, we expected little over 10% of the students surveyed to respond. Based upon our belief that this issue would be more "appealing" to women, we expected many more women than men to answer.

6. Evening Students are More Likely to Anticipate Sacrifice

Because of the hardships already confronted by evening

students, in terms of working during the day and going to school at night, we anticipated that, as a whole, evening students would be more accustomed to the idea of sacrifice in order to accomplish what they want. Additionally, we expected more evening students to have children than day students, and therefore, to understand the unique demands a family can place on a parent and spouse. We expected that the evening students would understand and be more sympathetic to the difficult nature of making compromises. In this way, we expected that they would have a more realistic attitude toward accommodating the conflicting needs of work and family, and would be more prepared to make the necessary sacrifices.

7. Respondents Who Attended Day Care Themselves are More Likely to Anticipate Making Sacrifices In Their Family Lives

Because this body of respondents grew up in a family structure that depended on outside care, we believed that they would be more likely to understand the compromises that must be made in order to balance career and family. We expected that these students would foresee sacrifices in both parts of their lives, as they had watched their parents make the sacrifices, and felt the impact of those sacrifices.

8. Respondents Who Have Family Responsibilities Now Would Be Willing to Accept Less Pay in Order to Restrict Hours

We expected that respondents who already have children would be willing to make concrete financial sacrifices in order to spend more time with their children. We thought this would be particularly true of female respondents.

These hypotheses provide a useful "roadmap" for the reader.⁸

III. METHODOLOGY

The survey, attached as Addendum I, was prepared by a second and a third year day student at the University of Maryland School of Law. Supervision was provided by Professor Jana Singer as part of a special topic seminar entitled "Gender Equality and Workplace Structure." The questions were developed in part with consideration of studies previously conducted at Stanford University and the University of Michigan.

The surveys were distributed in a single day to mailboxes located on the first floor of the law school. These mailboxes are similar to those common at graduates schools: Each contains material for two or three students and is regularly used to communicate with the students. A total of 650 surveys were distributed to all the students in the second and third year day classes and to the second, third and fourth year evening students. The surveys were accompanied with a cover letter which briefly explained the purpose of the survey and requested that completed surveys be returned to a labelled box located above the mailboxes.

One hundred, fifty-two (152) surveys were returned and compiled. (Completed Surveys, Volumes I, II, and III.) The data from these surveys was entered into DATAEASE, a software package designed for analyzing survey information. The results were produced in statistical format. (Attached as Addendum II.) The actual results were compared with the prototypes by developing statistical data regarding specific answers and by relating

↓ *≈ 25% return rate*

answers to various questions. For example, DATAEASE permitted us to analyze the number of people who were parents and also satisfied with their work-family balance.

This survey/analysis process involves some dramatic margins of error. The most important element of imprecision is the self-selection process of the respondents. While we estimated that the average respondent would only spend five to ten minutes to respond, those with the least interest in this subject were unlikely to take even this amount of time to answer. Conversely, respondents with a greater amount of interest would be more likely to spend extra time considering the questions and their answers to them. We expect that this may have lead to results which over-estimate the amount of concern.

The nature of the survey and the limits of the software package used for analysis also skew the results. In a number of instances, respondents either left answers blank or answered questions inconsistently with the instruction.¹ Some of these areas were clearly the fault of the survey. Others, however, can be explained by a lack of attention by the respondents, or an inability to decide on an answer.

These criticisms aside, the results provide a statistically significant analysis of the student body. The response rate was close to 25%, or one in four. Even accounting for dramatic margins of error, the study provides interesting insights into the views of students.²

IV. STUDENT BODY SAMPLED

Our survey drew exclusively from the 1989-1990 student body of the University of Maryland School of Law. Of these students, 2nd and 3rd year day students, and 2nd, 3rd and 4th year evening students were surveyed. Approximately 400 day and 170 evening students are enrolled in these classes; for the class entering in 1989 approximately 49 percent of the total is female, and 20 percent is minority. Students enrolling in the day classes averaged 26 years of age and the average for evening students was 30.³

The admission criteria for the class entering in 1989 were "highly competitive".⁴ For this class, approximately 3,100 candidates were considered for the 250 places in the entering class.⁵ The majority of candidates accepted for admission had median LSAT scores of 40 and a median Under Graduate Grade Point Average of 3.35.⁶ These figures are presumed to be indicative of the scores for the student body overall.

As of December 1988, a survey conducted by the alumni office indicated that 95% of the class graduating in the preceding May were employed.⁷ Among those employed, 45% were in private law firms, 24% were serving in judicial clerkships, 17% were in government and other public interest organizations, 4% in corporations and businesses, and a total of 5% in military service, academic study and other legal positions.⁸ Reported beginning salaries for 1988 graduates averaged in the mid- to high thirties.⁹

The University of Maryland School of Law, in many ways, differs from schools where surveys have previously been conducted. Unlike both Stanford and Michigan, Maryland is not considered a "top ten" law school. As a result, the student body, while it draws from other geographic areas, is primarily from Maryland. The overwhelming majority of students remains in the greater Baltimore/Washington area upon graduation. Students at the University of Maryland are less likely than students at more prestigious schools to have the most competitive clerkships, private firm offers, or academic career paths open to them.

V. SURVEY RESULTS

The response rate to the survey was higher than we had anticipated. Of the 650 students we surveyed, 152 returned completed forms - 61.2% were women (93 respondents) and 38.8% were men (59 respondents). In reporting some of the bare numbers, we note that they are revealing and useful as isolated information. For instance, 89.5% (136) of the respondents said they expected to be able to balance career and family lives, and

68% (103) of the respondents expect employer accommodations to do so. *Of course, it would be somewhat embarrassing (or defeated) to answer NO to this question. Some who answered yes might mean "yes, but with difficulty."*

In analyzing the data from the student surveys, we will present the information with group totals, and broken down by division and gender. This structure, while cumbersome, reveals some interesting inferences. Additionally, we will present the results in both percentages of the total number of respondents,

Confirms your hypothesis re higher level of interest for 99

Note for future reference: These numbers may be too small to produce statistically significant results. We may need additional responses
and by count, the actual number of persons who answered a question a specific way. The number inside the parentheses indicates the count.

A. QUESTIONS

1. Background Information

Questions 1, 2, and 4.

Ninety-three females and fifty-nine males responded to the student survey, totalling one hundred, fifty-two responses. (Approximately 650 surveys were distributed, therefore, 23.4% of those surveyed responded.) Nineteen of the females were from the evening division, with a mean age of 33. Seventy-four females were from the day division, with a mean age of 26. Sixteen of the males were from the evening division, with a mean age of 32. Forty-three of the males were from the day division, with a mean age of 27. Thirty-five of the total number of respondents were from the evening division, representing 23% of the respondents.

Question 5.

Approximately 26% (39) of the respondents did not work full or part-time, and approximately 74% (113) of the respondents did work. Thirty-two percent (30) of the female respondents were not employed, and 68% (63) were. Eleven percent (2) of the females in the evening division were not employed, while 89% (17) of that group were employed. Of the females in the day division who responded to the survey, 38% (28) were not employed and 62% (46) were. Fifteen percent (9) of the male respondents were not employed, and 85% (50) were. In the evening division, 100% (16)

interesting difference. Wonder what explains this

of the male students were employed. In the day division, 15% (9) of the males were not employed, and 85% (50) were.

Question 6.

In response to the number of hours worked at their jobs per week, 11.5% (13) of the respondents worked between 0-10 hours, 53% (60) worked between 10-25 hours, 16% (18) worked between 25-40 hours, and 19% (22) worked over 40 hours per week. Sixteen percent (10) of the females worked between 0-10 hours. Of this group, 6% (1) of the female evening respondents worked between 0-10 hours, and 20% (9) of the female day respondents worked between 0-10 hours. Fifty-one percent (32) of the females worked between 10-25 hours per week. Of this group, 6% (1) of the female evening respondents worked in this bracket, and 67% (31) of the female day respondents worked in this bracket. Twenty-four percent (15) of the females worked between 25-40 hours per week. Of this group, 53% (9) of the female evening respondents worked in this bracket, and 13% (6) of the female day respondents worked in this bracket. Ten percent (6) of the females worked over 40 hours per week. Of this group, 35% (6) of the female evening respondents worked in this bracket, and no female day respondents worked over 40 hours per week.

Six percent (3) of the male respondents worked between 0-10 hours per week. Of this group, no male evening respondents worked in this bracket, and 9% (3) of the male day respondents worked in this bracket. Fifty-six percent (28) of the male respondents worked between 10-25 hours per week. Of this group,

no male evening respondents worked in this bracket, and 82% (28) of the male day respondents worked in this bracket. Six percent (3) of the male respondents worked between 25-40 hours per week. Of this group, 12.5% (2) of the male evening respondents worked in this bracket, and 3% (1) of the male day respondents worked in this bracket. Thirty-two percent (16) of the male respondents worked over 40 hours per week. Of this group, 87.5% (14) of the male evening respondents worked in this bracket, and 6% (2) of the male day respondents worked in this bracket.

Question 7.

Approximately 13% (20) of the respondents were raised by single parents, and 87% (132) were not. Thirteen percent (12) of the female respondents were raised by single parents. Of this group, 21% (4) of the female evening respondents were raised by single parents, and 79% (15) of the female evening respondents were not. Eleven percent (8) of the female day respondents were raised by single parents, and 89% (66) were not. Fourteen percent (8) of the male respondents were raised by single parents and 86% (51) were not. Of this group, 6% (1) of the male evening respondents were raised by single parents, and 94% of the male evening respondents were not. Sixteen percent (7) of the male day respondents were raised by single parents, and 84% (36) of the male day respondents were not.

Question 8.

Of the group of respondents who were raised by single parents, 5% (1) were raised by their father, and 95% (19) were

raised by their mother. Eight percent (1) of the female respondents were raised by their father, and 92% (11) were raised by their mother. No female evening respondents were raised by their father, and 100% (4) of the female evening respondents who were raised by a single parent were raised by their mother. Twelve percent (1) of the female day respondents were raised by their father, and 88% (7) were raised by their mother. No males from either day or evening division were raised by their father alone. One hundred percent (1) of the male evening respondents who were raised by a single parent were raised by their mother, and 100% (7) of the male day respondents were raised by their mother.

Question 9.

Interesting that this is so high. The figures are very different for today's 0-3 year olds.

In identifying their primary child-care provider, meaning the person who tended daily needs during the normal work day between birth and age 3, 95% (145) of the respondents were cared for by a family member. Ninety-six percent (89) of the female respondents were cared for by a family member in that age bracket. Of that group, 95% (18) of the female evening respondents, and 96% (71) of the female day respondents, were cared for by a family member. Ninety-five percent (56) of the male respondents were cared for by a family member in that age bracket. Of that group, 87.5% (14) of the male evening respondents, and 98% (42) of the male day respondents were cared for by family members in that age bracket.

In identifying their primary child-care provider, with the

same meaning as above, between the ages of 3 to school age, 93% of the respondents (141) were cared for by a family member. Ninety-one percent (85) of the female respondents were cared for by a family member. Of that group, 89% (17) of the female evening respondents, and 92% (68) of the female day respondents were cared for by a family member. Ninety-five percent (56) of the male respondents were cared for by a family member in this age bracket. Of this group, 94% (15) male evening respondents, and 95% (41) male day respondents, were cared for by a family member in this age bracket.

Question 10.

In the group of persons who answered negatively to both parts of the previous inquiry, or in other words, who did not have a family member as a primary care provider from birth through school age, 100% (5: 3 female day respondents, 1 male day respondent, and 1 male evening respondent) of that group attributed the reason for the child care arrangements to be their parent/parents' job.

Question 11.

During their school age years, 89% (135) of the respondents had family member supervision. Eleven percent (16) of the respondents had non-family member supervision, and 9% (14) had no adult supervision at all. Eighty-six percent (80) of the female respondents had family member supervision. Of that group, 89% (17) of the female evening respondents, and 85% (63) of the female day respondents had family member supervision. Ninety-

three percent (55) of the male respondents had family member supervision. Of that group, 100% (16) of the male evening respondents, and 91% (39) of the male day respondents had family member supervision. Fourteen percent (13) of the female respondents had non-family member supervision. Of that group, 21% (4) of the female evening respondents, and 12% (9) of the female day respondents had non-family member supervision. Five percent (3) of the male respondents had non-family member supervision. Of that group, no male evening respondents, and 7% (3) of the male day respondents had non-family member supervision. Ten percent (9) of the female respondents had no adult supervision. Of that group, 5% (1) of the female evening respondents, and 11% (8) of the female day respondents had no adult supervision. Eight percent (5) of the male respondents had no adult supervision. Of that group, 6% (1) of the male evening respondents, and 9% (4) of the male day respondents had no adult supervision.

Question 12.

This is higher than I would have thought. It may indicate that married students were more likely to return the survey.

In describing the composition of their households, 54% (82) of the respondents stated that they had spouses. Fifty-one percent (47) of the female respondents had spouses. Fifty-three percent (10) of the female evening respondents, and 50% (37) of the female day respondents had spouses. Fifty-nine percent (35) of the male respondents had spouses. Ninety-four percent (15) of the male evening respondents, and 47% (20) of the male day respondents had spouses.

again I suspect this exceeds the overall percentage of students with children

↑
Twenty-two percent (33) of the respondents stated that they had children. Twenty-two percent (20) of the female respondents had children. Thirty-seven percent (7) of the female evening respondents, and 18% (13) of the female day respondents stated that they had children. Twenty-two percent (13) of the male respondents stated that they had children. Fifty percent (8) of the male evening respondents, and 12% (5) of the male day respondents stated they had children. In the households where respondents identified having children, the minimum number of children was 1 and the maximum number of children was 5, with the mean number of children being approximately two.

None of the respondents identified dependent parents as members of their household. *Too young*

Six percent (9) of the respondents stated that they had "Other household members," which were counted as housemates. Eight percent (7) of the female respondents stated that they had other household members. Of that group, 5% (1) of the female evening respondents, and 8% (6) of the female day respondents stated that they had other household members. Three percent (2) of the male respondents stated that they had other household members. No male evening respondents and 5% (2) of the male day respondents stated that they had other household members.

Question 13.

In approximating the percentage of household work done by household members, the minimum response of the amount done by a respondent was 2% of the household work, and the maximum response

was 100%, with a mean response of 60%. The minimum response of the amount of household work done by the spouse was 0%, and the maximum response was 90%, with a mean response of 44%. The minimum response of the amount of household work done by "other" persons was 0%, and the maximum amount was 100%, with a mean response of 55%. *It would be interesting to break this down by gender.*

Question 14.

In the households where there were children, the allocation of childcare duties between respondents and spouses varied dramatically. The minimum amount of childcare declared by a respondent was 5%, and the maximum was 100%, with a mean amount of childcare as 45%. The minimum amount of childcare attributed to the spouse was 0%, and the maximum was 95%, with a mean amount of childcare as 44%. The minimum amount of childcare attributed to "other" childcare providers was 5%, and the maximum was 85%, with a mean amount of childcare by "other" persons as 39%. (No one was doing it alone.) *Again, this would be interesting broken down by gender*

Question 15.

In response to question number 15, which asked how satisfied respondents with partners were regarding the distribution of family responsibilities, 51 of the 80 total of respondents with partners indicated they were satisfied. Thus, 62% of the respondents with partners were satisfied while roughly 38% were dissatisfied. Fifty-nine percent (28) of all female respondents with partners indicated they were satisfied and 65% (23) of the male respondents with partners indicated they were

(Not as much of a difference as I might have expected)

satisfied. Of those female students with partners who were evening students, 50% (6) were satisfied and 41% (5) were dissatisfied. Of the female students with partners who are day students, 62% (22) were satisfied and 34% (12) dissatisfied. Seventy-three percent (11) of the men with partners who were evening students were satisfied, while 26% (4) were dissatisfied. Of those men who were day students with partners 60% (12) were satisfied and 40% (8) were not satisfied.

2. Expectations

Question 16.

Question number 16 asked where respondents expected to be employed in their first job following graduation from law school. The answers from all respondents indicated that 20% (31) expected to work for the government, 24% (37) in a small private firm, 21% (32) in a large private firm, 19% (29) in a judicial clerkship, 5% (7) as in house counsel, 3% (4) in a non-legal job and 8% (12) in public interest.

For all female respondents, 22% (20) indicated their first job would be with the government. Of these women, 42% (8) of the evening students and 16% (12) of the day students responded that their first job would be with the government. Of all women, 25% (23) indicated they would be employed by a small private firm upon graduation. Of these women, 21% (4) in the evening division and 26% (19) of those in the day division answered that their first job following graduation would be with a small private firm. Of all women, 23% (21) indicated that their first job

would be with a large private firm. Of these women, 16% (3) of those in the evening division and 24% (18) of those in the day division were going to be so employed. Of all women, 22% (20) indicated their first job was going to be a judicial clerkship. Of these women, none in the evening division and 27% (20) of those in the day division indicated they would be so employed. There were three women who indicated they would work as in-house counsel upon graduation. Of these, 5% (1) of the evening female respondents and 3% (2) of the day female respondents indicated they would be employed as in-house counsel. Three percent (3) of the women respondents also indicated they would not be employed in a legal job upon graduation. Of these, 11% (2) of the female evening students and 2% (1) of the day students were not going to have a legal job. Of all female respondents 3% (3) were going to be employed in public interest law. Of these, 5% (1) of the female evening students and 3% (2) of the female day student planned to be so employed.

Of the male respondents, 19% (11) expect to work for government. Of these, 12.5% (2) of the evening students and 21% (9) of the day student expected to work for the government. Of all male respondents 24% (37) expect to work in a small private firm. Of these men, 12.5% of the evening students and 28% (12) of the day students expect to work in a small firm. Of all male respondents 19% (32) expect to be employed in a large private firm. Of these men, 19% (3) of the evening students and 19% of the day student expected to be so employed. Of all male

respondents, 15% (9) expect to be employed in judicial clerkships. Of these men, none in the evening division and 21% (9) in the day division are going to be so employed. Of all male respondents, 7% (4) indicated they were going to be employed as in-house counsel. Of these, 25% (4) of the male evening students expected to be so employed, while none of the male day students expected to be employed as in-house counsel. Of all male students who responded, 2% (1) expected to be employed in non-legal jobs. Of these men, 6% of the evening students who responded and none of the day students expected to be so employed. Fifteen percent (9) of the men expect to enter public interest law upon graduation. Of these 25% (4) of the evening students and 12% (5) of the day students expect to be so employed.

Question 17.

Question 17 asked how many hours respondents expected to work at their first jobs. Three percent (5) expected to work under thirty hours, 11% (17) expect to work between thirty and forty hours a week, 60% (91) expect to work between ~~fifty~~^{forty} and ~~sixty~~^{fifty} hours a week and 25% (38) expect to work over fifty hours a week. Of all females, 5% (5) expect to work under thirty hours a week. Of these, 16% (3) and 3% (2) the evening and day female respectively expect to work under thirty hours a week. Of all women, 16% (15) expect to work between thirty and forty hours a week. Of these, 21% (4) and 15% (11) of the evening and day women respectively expect to work between thirty and forty hours

so 85%
expected to
work more
than 40 hours

a week. Of all women, 57% (53) expect to work between forty and fifty hours a week. Of these, 37% (7) and 62% (46) of the evening and day respondents respectively expect to work between forty and fifty hours a week. Of all women, 22% (20) expect to work over fifty hours a week. Of these, 26% (5) and 20% (15) of the evening and day students respectively expected to work over fifty hours a week.

No male respondents expected to work less than thirty hours a week. Four percent (2) of the men expected to work between thirty and forty hours a week and both of these respondents were day students. Of all men, 64% (38) expected to work between forty and fifty hours a week. Of these, 62.5% (10) and 65% (28) of the evening and day men respectively expect to work between forty and fifty hours a week. Of all men, 31% (18) expected to work over fifty hours a week. Of these, 31% (5) and 30% (13) of the evening and day male respondents indicated they expected to work over fifty hours per week.

interesting difference

Question 18.

Question 18 asked whether the respondent expected or hoped to have a spouse/companion/partner within the first five years after graduation. Of all respondents, 92% (140) indicated they did hope or expect to be so coupled. Roughly 8% (10) indicated they did not have such hopes or expectations. Of the women, 91% (85) hope or expected to have a partner. Of these, 89% (17) and 92% (68) of the evening and day students respectively had such an expectation or hope. Of the men, 93% (55) hoped or expected to

be so coupled. Of these, 100% (16) of the evening and 91% (39) of the day students had this hope or expectation.

Question 18(a).

Question 18(a) asked those who did not hope or expect to have a companion within five years after graduation what factors influenced that expectation. Of all respondents who did not hope or expect to be coupled, 60% (6) indicated they were not interested, 20% (2) indicated it would be impossible to balance and 20% (2) indicated that the job they wanted would not accommodate the time commitment of a relationship. Of all women who did not hope or expect to have a spouse, 50% (3) were not interested. Of these, 66% (2) were in the day class and 33% (1) was an evening student. Of all women who did not expect or hope to be coupled, 16% (1 day student) expected it would be impossible to balance. Of all women who did not want or hope to be coupled, 33% (2) felt that time accommodations would prevent it. Of the men who answered no to question number 18, all were day students (4). Of these, 75% (3) indicated they were not interested and 25% (1) felt it would be impossible to balance.

Question 19.

Question number 19 asked whether the respondent expected that s/he and her/his spouse or partner would work full-time. Of all respondents, 84% (122) said yes and 16% (23) said no. Of all female respondents, 90% (79) said yes and 10% (9) no. Of all the women, 82% (14) of the evening students said yes and 92% (65) of the day students. Of the men, 56% (9) of the evening students

This is surprisingly high. It shows that 2 job couples have become the norm

said yes and 82% (34) of the day students. In total, 75% (43 of 57) of the men expected that both he and his spouse would work full-time. *Not as high as for women, but still quite high*

Question 20.

Question number 20 asked if the respondent expected or hoped to have care responsibilities for children within the first five years of practice. Sixty-two and one-half percent (95) of all respondents answered affirmatively and 35% (53) negatively. Of all women, 59% (55) answered affirmatively. In the evening class, 63% (12) of the women answered affirmatively and 58% (43) of the day women. Of all men, 68% (40) answered yes. Of these, 81% (13) of the male evening respondents answered yes and 63% (27) of the day male respondents.

I would have expected the reverse

Question 20(a).

Question number 20(a) asked those who answered negatively to question number 20, thus indicating they did not hope or expect to have child care responsibilities within the first five years of practice, if the reason for this decision was 1) not interested, 2) impossible to balance responsibilities or 3) their job would not accommodate the time needed. Of those who answered no to question 20, 55% (29) did so because they were not interested, 15% (8) because they felt it would be impossible to balance the responsibilities and 32% (17) because their job would not accommodate the time needed. For the women, a total of 54% (19) made the decision because they were not interested. Fifty-seven percent (4) of those in the evening class who answered no

to question 20 did so because they were uninterested and 53% (15) of the day students. Of women who answered no to question number 20, 20% (7) indicate they reason was because it would be impossible to balance responsibilities. Of these, 29% (2) of those who answered no to question number 20 in the evening class and 18% (5) of those in the day class did so because they felt it would be impossible to balance. Thirty-four percent (12) of the women who said no to question 20 did so because their job would not accommodate it. Of these, 29% (2) of those in the evening class and 36% (10) of those in the day class who said no to question 20 did so because of their job. Of all men who answered no to question 20, 56% (10) were not interest. By class, 67% (2) of the male evening students who answered no to question number 20 did so because they were not interested. Of the male day students who answered no to question number 20, 53% (8) did so because they were not interested. Of all men who answered no to question number 20, 6% (1 evening student) did so because they felt it would be impossible to balance responsibilities. Of the men who answered no to question number 20, 28% (5) did so because they believed their job would not accommodate the time needed. Of these five, 1 (33% of the male evening students answering no to question number 20) was an evening student and 4 (27% of the male day students who answered no to question number 20) were day students.

Question 21.

Question number 21 asked whether the respondents anticipated

being able to successfully balance career and family responsibilities. Of all respondents 89% (136) believed they would be able to successfully balance career and family demands. Of all female respondents, 85% (79) believed they could reach such a balance. By class, 74% (14) of the evening females and 88% (65) of the day females believed they could reach the balance. Ninety-seven percent (57) of all male respondents believed they could reach such a balance. Of these, all male evening students (16) and 95% (41) of the male day students believed such a balance could be struck.

Question 21(a).

Question number 21(a) asked those who said they anticipated being able to reach such balances, why. Of all respondents who answered yes to question number 21, 21% (28) did so because either they or their partner would not work for a substantial time; 40% (54) believed that either they or their partner would work part-time for a substantial time; 51% (70) were confident that satisfactory child-care would be available and would satisfy their care expectations; and 15% (21) did not anticipate any conflict. Of all the women who anticipated being able to balance, 13% (10) believed either they or their partner would not work for a substantial period of time; 44% (35) believed either they or their partner would work part-time for a substantial period of time; 57% (45) were confident that satisfactory child-care would be available; and 14% (11) did not anticipate a conflict.

Of those female day students who believed they could find the balance, 15% (10) believed either they or their partner would not work for a substantial period of time, 48% (31) believed either they their spouse would work part-time for a substantial period of time, 57% (37) anticipated adequate child-care and 12% (8) anticipate no conflicts. Of women in the evening division who anticipated being able to balance, none expected that either they or their spouse would not work for a substantial period of time, 29% (4) believed either they or their spouse would work part-time for a substantial period of time, 57% (8) anticipated adequate child-care and 21% (3) anticipated no conflicts.

Of the men who answered yes to question number 21, 32% (18) believed either they or their spouse would not work for substantial periods of time, 33% (19) believed either they or their spouse would work part-time for substantial periods, 44% (25) anticipated adequate child-care and 18% (10) anticipated no conflict. Of those men in the day school who answered yes to question number 21, 32% (13) indicated that either they or their spouse would not work for a substantial period of time, 34% (14) answered that either they or their spouse would work part time for a substantial period of time, 47% (19) anticipated satisfactory child-care and 17% (7) did not anticipate any conflict. Of the male evening students who answered yes to question 21, 31% (5) believed either they or their spouse would not work for a substantial period of time, 31% (5) said either they or their spouse would work part-time for a substantial

period of time, 37.5% (6) indicated they anticipated adequate child care to be available and 19% (3) did not anticipate any conflicts.

Question 22.

Question number 22 asked what percentage of family responsibilities the respondent hoped would be managed by them, their spouse and others. The minimum any respondent hoped would be handled by them themselves was 10%, the maximum 100% and the mean that any respondent hoped they would handle personally was 47%. The minimum any respondent expected their spouse to manage was 10%, the maximum 100%, and the mean the respondents expected their spouse to manage was 48%. The minimum any respondent hoped another person would manage was 10%, the maximum 100% and the mean was 40%. *Break down by gender*

Question 22(a).

Question 22(a) asked how much the respondents expected they would handle themselves, how much their partner would handle, and how much any other person would handle. The minimum any respondent expected to handle was 5%, the maximum, 100% and the mean was 50%. The minimum anyone expected their spouse to handle was 5%, the maximum 100%, and the mean 44%. The minimum anyone expected another to manage was 2%, the maximum was 80% and the mean was 32%. *Break down by gender*

3. Employer Accommodations

Question 23.

Question number 23 asked whether the respondent expected

their employer to provide accommodations the family needs. Of all respondents, 68% (103) answered yes and 32% (48) answered no. Seventy-three percent (68) of all women expected such accommodations, while 59% of all men. In the day school, 63% (27) of the men and 73% (54) of the women expected such accommodations. In the evening school, 50% (8) of the men and 74% (14) of the women expected such employer accommodations.

Question 23(a).

Question 23(a) asked those who expected accommodations what kind of accommodations they expected. Of all respondents, 85% (88) expected their employers to have some kind of family leave policy, 62% (64) expected pregnancy related disability leave, 79% (81) expected flex-time and part-time work weeks, 50% (51) expected to be able to work at home, 20% (21) expected on-site day care and 56% (58) expected flexible career paths.

As you indicate earlier, this is very optimistic given current workplace realities
Of the female respondents, 79% (54) expected family leave, 63% (43) expected pregnancy related disability leave, 84% (57) expected flex-time and part-time work weeks, 46% (31) expected to be able to work at home, 16% (11) expected on-site day care and 59% (40) expected their employers to offer flexible career paths. Of the women in the evening class who expected accommodations, 57% (8) expected family leave policies, 50% (7) expected pregnancy related disability leave, 79% (11) expected flex-time and part-time work weeks, 7% (1) expected on-site day care and 21% (3) expected flexible career paths. Of those in the day division, 85% (46) expect family leave policies, 67% (36)

expected pregnancy related disability leave, 85% (46) expected flex-time and part-time work weeks, 44% (24) expected to be able to work at home, 19% (10) expected on-site daycare and 69% (37) expected their employers to provide flexible career paths.

Of the male respondents who expected accommodations, 97% (34) expected family leave policies, 60% (21) expected pregnancy related disability leave, 69% (24) expected flex-time and part-time work weeks, 57% (20) expected the option to work at home to be provided, 29% (10) expected on-site daycare and 52% (18) expected flexible career paths to be provided. Of the men who expected accommodations in the evening division, 87.5% (7) expected family leave policies, 37.5% (3) expected pregnancy related disability leave, 75% (6) expected flex-time and part-time work weeks to be offered, 75% (6) expected work at home to be an option, 25% (2) expected on-site daycare to be provided and 50% (4) expected flexible career paths to be offered by their employers. Of the male day students who anticipated accommodations, 100% (27) expected their employers to provide family leave policies, 67% (18) expected pregnancy related disability leave, 67% (18) expected flex-time and part-time work weeks to be offered, 52% (14) expected working at home to be an option, 30% (8) expected on-site daycare and 52% (14) anticipated flexible career paths to be offered by their employers.

Question 24.

Question 24 asked whether the work-family accommodation policies of a potential employer would affect the respondent's

*This is valuable info to
get communicate to
employers*

decision to take one job over another. The respondents were able to choose between answering substantially, somewhat or little or not at all. Of all respondents, 47% (71) indicated such policies would substantially affect their decisions, 36% (55) indicated such policies would somewhat affect their decision and 16% (24) indicated that such considerations would affect their decision little or none at all.

Of the female respondents, 58% (54) would be substantially affected, 31% (29) would be affected somewhat and 9% (8) would be affect little or none at all by the policies of a potential employer. Of those women in the evening division, 53% (10) would be substantially affected, 26% (5) would be somewhat affected and 21% (4) would be affected little or not at all. Of the women in the day school, 59% (44) would be substantially affected, 32% (24) would be affected somewhat and 5% (4) would be affected little or not at all.

Of the male respondents, 29% (17) would be affected substantially, 44% (26) would be somewhat affected and 27% (16) would be affected little to not at all. Of the male evening students, 31% (5) would be substantially affected, 31% (5) would be somewhat affected and 38% (6) would be affected little to not at all. Of the males in the day school, 28% (12) would be affected substantially, 44% (26) would be affected somewhat and 27% (16) would be affected little or not at all.

Question 25.

Question number 25 asked those respondents who expected to

have family responsibilities if they believed their employer would advance them at the same rate as their colleagues without such commitments. Of all respondents, 36% (48) expected to advance at the same rate. Of the men, 57% (29) expected to advance at the same rate. Of the women, 23% (19) expected to advance at the same rate. In the evening class, 46% (6) of the women and 62% (8) of the men expected to advance at the same rate. In the day division, 19% (13) of the women and 55% (21) of the men expected to advance at the same rate.

interesting difference

Question 25(a).

Question 25(a) asked if the respondents thought their employer should advance them at the same rate despite their decision to have family responsibilities. Of all respondents, 53% (71) indicated they believed their employer should advance them at the same rate as those with family responsibilities. Fifty-two percent (43) of the women said they should be advanced at the same rate and 55% (28) of the men did as well. In the evening division, 69% (9) of the women and 54% (7) of the men believed that advancement should not be affected by family responsibilities. In the day division, 49% (34) of the women and 55% (21) of the men believed that advancement should not be affected by family responsibilities.

Note that the co a gap between expectations for 99 but not for 07

Question 26.

Question 26 asked ^{whether,} if the respondent expected to have family responsibilities, ~~if~~ they expected their career would be affected by their decision. Of all respondents, 87% (122) indicated that

such a decision would affect their career. Ninety-four percent (81) of the women and 76% (41) of the men believed their careers would be affected. In the evening division, 93% (14) of the women and 57% (8) of the men believed their careers would be affected. In the day division, 94% (67) of the women and 82.5% (33) of the men shared this conclusion.

Question 27.

Question number 27 asked those who expected to have family responsibilities and also to work full-time if they would be willing to sacrifice career advancement or salary increases to fulfill their family needs. Respondents were offered three categories in which to answer: substantially, somewhat and little or not at all. Of all respondents, 30% (46) indicated they would be willing to substantially sacrifice career advancement and salary increases, 56% (85) indicated they would be somewhat willing to make such sacrifices and 9% (13) would be little or not at all interested in making such sacrifices. Of the women respondents, 32% (30) were willing to make substantial sacrifices, 53% (49) were somewhat willing and 9% (8) were little or not at all interested in sacrificing. Of the female evening students, 26% (5) were willing to make substantial sacrifices, 47% (9) were somewhat willing and 11% (2) were little or not at all interested in making sacrifices. Of female day students, 34% (25) were willing to make substantial sacrifices, 54% (49) were somewhat willing and 8% were little or not at all interest in such sacrifices.

*Not much difference between
♂ + ♀ on this*

Of the male students, 27% (16) were willing to make substantial sacrifices, 61% (36) were somewhat willing and 8% (5) were little or not at all interested in making such sacrifices. Of the male evening students, 12.5% (2) were willing to make substantial sacrifices, 62.5% (10) were somewhat interested and 12.5% (2) were little or not interested at all in sacrifices. Of the male day students, 33% (14) were willing to substantially sacrifice, 60% (26) were somewhat willing and 7% (3) were little or not interested at all in making such sacrifices.

Question 27(a).

Question 27(a) asked what type of career sacrifices the respondents would be willing to accept: not being on the partnership track, being on the delayed partnership track or earning a salary based upon an hourly rate. Of all respondents, 20% (31) were willing not to be on the partnership track, 58% (88) indicated a willingness to be on a delayed partnership track and 31% (47) were willing to accept a salary based upon an hourly rate. Of the women, 22% (20) were willing to not be on the partnership track, 61% (57) were willing to be on a delayed partnership track and 33% (31) to earn a salary based on an hourly rate. Of the men, 19% (11) were willing to not be on the partnership track, 53% (31) were willing to be on a delayed partnership track and 27% (16) were willing to earn a salary based on an hourly rate. Of the evening students, 16% (3) of the women and 25% (4) of the men were willing to not be on the partnership track, 37% (7) of the women and 50% (8) of them were

*Not that
great a
difference*

willing to be on a delayed partnership track, and 32% (6) of the women and 31% (5) of the men were willing to earn a salary based upon an hourly rate. Of the students in the day division, 23% (17) of the women and 16% (7) of the men were willing not to be on the partnership track, 68% (50) of the women and 53% (23) of the men were willing to be on a delayed partnership track, and 34% (25) of the women and 26% (11) of the men were willing to earn a salary based upon an hourly rate.

Question 28.

The final question, question number 28, asked the respondents to assume they were making \$60,000 a year. If they would be willing to accept less money in order to restrict their time at work to a maximum of forty hours per week, they were asked to identify how much less they would be willing to make. Five categories, 0-\$5,000, \$5,000-\$10,000, \$10,000-\$20,000, \$20,000-\$30,000, and any amount of money, were provided from which the respondents could choose. Of all respondents, 89.5% (126) indicated they would be willing to accept a cut in pay to limit their hours to no more than forty per week. Of the female respondents, 93% (86) were willing to take some decrease in pay and 84% (50) of the men were willing to take some decrease. *This is very high*

More specifically, of all the respondents, 15% (23) were willing to make up to \$5,000 less per year, 28% (42) were willing to make between \$5,000 and \$10,000 less per year, 37.5% (57) were willing to accept between \$10,000 and \$20,000 less per year, 8% (12) were willing to accept between \$20,000 and \$30,000 less

So almost 40% were willing to take a 15-30% pay cut.

per year, and 1% (2) were willing to make any amount of money less a year to limit their work week to forty hours. By gender, 12% (11) of the women and 20% (12) of the men were willing to make up to \$5,000 less a year, 28% (26) of the women and 27% (16) of the men were willing to make between \$5,000 and \$10,000 less a year, 41% (38) of the women and 32% (19) of the men were willing to make between \$10,000 and \$20,000 less a year, 11% (10) of the women and 3% (2) of the men were willing to make \$20,000-\$30,000 less a year and 1% (1) of the women and 1% (1) of the men were willing to make any amount of money less a year to limit their hours per week to forty.

Of the evening students, 26% (5) of the women and 31% (5) of the men were willing to make up to \$5,000 less a year, 21% (4) of the women and 19% (3) of the men were willing to make \$5,000 to \$10,000 less a year, 21% (4) of the women and 31% (5) of the men were willing to make \$10,000-\$20,000 less a year, 11% (2) of the women and none of the men were willing to make \$20,000-\$30,000 less a year and 5% (1) of the women and 6% (1) of the men were willing to make any amount of money less necessary to limit their hours to forty. In the day division, 8% (6) of the women and 16% (7) of the men were willing to make up to \$5,000 less a year, 30% (22) of the women and 30% (13) of the men were willing to make \$5,000 to \$10,000 less a year, 46% (34) of the women and 33% (14) were willing to make between \$10,000 and \$20,000 a year less, 11% (8) of the women and 5% (2) of the men were willing to make \$20,000 to \$30,000 a year less and no one was willing to make any

amount of money less each year to limit their hours to no more than forty per week.

B. COMMENTS

The purpose of the "comments" section of the student survey was to provide the respondents with the opportunity to either develop issues which were raised by the survey or introduce new issues. It was our hope that giving the respondents a blank page would evoke more specific, more important issues than we had anticipated with our questions. We hoped to find some of the "answers" in the comments section which would not be in the answers to the survey questions; most importantly, how do these students anticipate balancing the conflicting demands of career and family?

As a preliminary matter, it is important to identify the group of respondents who offered comments. Of the 152 students who answered the survey, 50 provided comments (32.8% of respondents). The composition of the group by gender and division was: Twenty-five female day (50% of all comments and 33.8% of female day respondents) and 7 female evening students (14% of all comments and 36.8% of female evening respondents), totalling 32 females; and 13 male day (26% of all comments and 30.2% of male day respondents) and 5 male evening students (10% of all comments and 31.3% of male evening respondents), totalling

18 males. *So the % of men & women respondents who commented was fairly approximately equal*

We expected the comments to reveal attitudes toward the workplace structures and possible solutions to the work/family

conflict from students who currently have families. Also, we expected to see how the students who don't have families now, but intend to early in their careers, intend to resolve the conflict, if they identify one at all.

For ease in analysis, we have divided the comments into four groups: 1) those who have children and feel they are successfully balancing work and family, 2) those who have children and do not feel they are successfully balancing work and family, 3) those who do not have children and feel they will be able to successfully balance work and family, and 4) those who do not have children and feel they will not be able to successfully balance work and family. It should be noted that this categorization falls short of accuracy. In an effort to make the comments manageable, we have pigeon-holed respondents' comments. This effort may be overly manipulative. Additionally, we have excluded comments, or sections of comments, which do not reveal any attitudes about balancing work and family demands or related issues.

As we have identified that both genders are eager to find a way to accommodate the needs of both professional and personal lives, we did not divide the comments based on gender. However, we have identified the gender of the respondent by placing an (F) or (M) at the end of the quotation for purposes of analysis, because we do theorize a different level of concern between the genders.

The comment that best gives flesh to the body of comments as

This bears out my
comment at p. 12

a whole comes from the male respondent who said, "I plan to win the lottery." None of the respondents, either with or without children, identifies ease in resolving the conflicting demands of career and family. Additionally, those respondents who have managed to balance the demands clearly identify having made sacrifices to do so. Whether or not the comments reflect a positive attitude toward accommodating work and family needs, each of the respondents perceives the intensity of the challenge.

1. Students with children who feel they are, or will be able to, successfully balancing work and family needs.

"I have just about completed 4 years working 40+ hours/wk, commuting 15 hrs/wk, in class 10-12 hrs/wk at night and studying when I get the chance. My wife and I have had 2 children while in law school. I am awake 120 hours a week. If I work for a law firm 50-60 hours a week that leaves 60-70 hours a week to devote directly to my family. I believe that anyone who knows me would say that I am a loving, caring devoted husband and father, who takes time to read to his kids, go out with them on weekends, cuts the grass, cleans the bathrooms, cooks and does the dishes when I am home. The last 4 years have been a tremendous sacrifice for my wife and me but it was our joint decision that I would be the long term primary bread winner for the family and that I better bust my ass to bring home the bacon while my well-educated, well-rounded intelligent wife would primarily be the care giver to our dear children. When she returns to work, it will be something she likes not what she has to do to earn the family fortune. This was not easy for my wife or me to come to grips with. If I were wealthy, believe me I would drop out of this rat race in a heart beat, and spend more time with my wife, children and friends. But I'm driven to provide security for all, a nice home, schools and security. It's duty. Wife, a career person, made conscious decision not to work. She is much more fulfilled by this opportunity in life to spend with our young kids and to nurture them. She can work outside the home the rest of her life is she wants. Not easy for my wife or me. But nothing is easy. Don't jump to the conclusion that I am as macho, paternalistic, domineering chauvinist. I have accepted a job with one of the top firms in Baltimore with the

highest % of women partners in the state. It was in important factor for me - positive. I am a family man and believe that mothers in the workplace only bring a more family oriented outlook to the partnership in the '90's and beyond. I want a balance in my life between family and earnings - but my family assignment is to go out and build long term financial well being for the family - my wife is the primary manager of our household, finances and kids. We do not feel that day care is best for our kids. We would have a lot more income if we both stayed on career paths and worked but we would not be happier about ourselves or our kids. Day care and two working parents is not the answer for us. We feel that we have set our priorities so they are well balanced and in the best interest of our family - well nurtured, well loved kids."(M)

This man has made sacrifices to balance his career and family needs. Though he is not primary care giver, his description of the household reveals efforts to accommodate the needs of his family, both wife and children. The conflict has been resolved in his particular instance by gargantuan efforts. He strikes the balance by working very hard at everything he does, and he seems satisfied, if not exhausted, by his struggle

to overcome the conflict. *This reflects "modern" version of traditional role-divided family. Perhaps not a bad solution provided it is freely chosen by*
"I have an exceptional wife."(M) *all concerned*

This man has identified one system of balancing career and family needs - he relies heavily on his wife to manage the family.

"It's a constant process that changes significantly as children mature. Must be flexible and know what priorities are. But having children and spouse together with career combines the best of all possible worlds. Enables one to have healthy, balanced perspective on law school. Essential ingredients 1) supportive spouse and 2) try not to worry about career when with family and vice versa - Otherwise neither goes smoothly."(F)

This respondent seems to have the perception that having it

all to do is having it all. Although she does not describe the details of her arrangements, it is clear that she perceives a successful balance between work and family; in fact, she goes so far as to suggest that they compliment each other as a lifestyle.

"My future employer has agreed to a part-time schedule -minimum of 20 hrs/wk, after that up to me. I will be paid pro rata, i.e. if I work 30 hours I will be expected to bill 3/4 the number of hrs. 1st year associates must bill and will be paid 3/4 of their individual salaries. I am expected to "keep up with the law" on my own time as are others."(F)

What consequences for career path

Part-time careers appear relatively typical for female professionals with children. While employers who accommodate this arrangement may seem scarce, there are number of female respondents who identify this scenario as the solution to their need to balance work and family.

"My children are all in school. I see no difficulty in my prospective career as an attorney. They will be in elementary and middle school. I do plan on working part-time however. I consider my family more important than my career, also in 2 - 5 years I will work full time."(F)

Although this woman has the advantage of having gotten through the "crisis stage" of child rearing, infancy and preschool, she still intends to work part-time to accommodate her family's needs. As many others, she has identified her family as a priority over her job, and will take care of the family first.

"I probably would have answered some of these questions differently if I didn't already have children and believe how important it is to them and my husband and me that I spend a significant amount of time with them. I'm looking for a career in mediation where I am self-employed and flexible."(F)

This sounds like a reasonable solution, which could result

in a successful balance being struck between this woman's work and her family.

"It is not going to be easy. We are currently working at firms that expect 1800 billable hours. We would try to meet that goal, take turns on who'd stay home w/sick child, etc...We hope to find a nanny - both grandparents are nearby."(F)

This respondent does not identify a particular plan to accommodate the conflicting demands of work and family. While she acknowledges that it is not going to be easy, she sounds not atypically naive regarding the degree of compromise which must be met when caring for children and maintaining employment. Her possible solution of in-home daycare is one method of caring for children's needs, but it does not describe how she will strike a balance between the conflicting demands herself.

"Balance comes from communication with spouse...."(F)

This respondent clearly feels she has found the balance, or at least identifies how it is to be found. We are left wondering how she dealt with her employer, however.

"You didn't ask if I expect my spouse to seek alternative work hours, etc - I do and he will. Also, my firm has made different decisions based on the attorney, their work and the status of things at the firm - it's small enough that we've been able to do that successfully."(F)

This woman is one of the few who has found an employer who will accommodate individual lifestyles. Additionally, she is one of the few whose spouse will sacrifice professional leverage.

"I think you will find that if you have an employer willing to provide flexibility, you will want to work harder with the employer and find ways to accomplish your job and your family responsibilities."(F)

If only more employers were available who would provide flexible work schedules, this woman would have identified a very reasonable solution to the conflict. However, most employers are primarily interested in managing successful businesses, not successful family lives.

"One advantage my wife and I have is that she works for the federal government and their office is going to be building an on-site day care facility. Otherwise, I would anticipate many more problems. With the on-site day care we would not be as tentative to leave our children there since my wife can check on them."(M)

Perhaps the most popular way to balance work and family demands is to find daycare so that both parents can continue working. With the government, the schedule involves fewer hours on a more rigid basis than other types of practice, and on-site day care is yet another benefit; the parents are able to "check in" on their children during the day, and don't have to commute in order to drop them off in the morning or pick them up in the evening.

"I currently work full time and go to school full time. Salary is by straight commission. A good system since you can work more or less as required by family/school with associated loss of salary as part of the system."(M)

One solution to the conflicting time demands of work and family is to do both part-time. As here, this method allows the parent to maintain an income, albeit less than his full-time counterparts, and accommodate his family's needs spending as much time at home as the family can afford.

"In general, employers are much less sympathetic to men who have children than women. I took off the first year of my son's life from work while my wife worked

full time. It is not for me I discovered, but should be available should a father want to pursue such a life. The current emphasis is on female equality in the work-place. But should ALSO emphasize male equality in the home."(M)

This man apparently is very interested in maintaining a balance between his work and family. Though being full-time care provider was not compatible with his personal preferences, he made the effort, and sacrifice of not working, in order to help the family.

"It's tough to do, but both my spouse and I are committed to taking only jobs that allow some leave and some flexibility. I'm interested in litigation but I will not take a job where I have to regularly work 60+ hours a week. I'll definitely forego certain areas of interest for a job that's closer to 40 hours a week."(F)

This respondent recognizes that the type of law she may wish to practice is incompatible with the needs of the family. In order to accommodate those needs, she intends to sacrifice the possibility of working in the type of law she wants. Both she and her spouse intend to take jobs which will allow flexible work schedules so that the family needs can be met.

"...At the associate level, there should be flexible arrangements available for structuring a work schedule which accommodate individual lifestyles. Then the workaholics could make \$60K and the people with other interests could make proportionately less and those who want part time work would still fit into the professional picture. The real problem with balancing a career and family responsibilities is a cultural and perceptual imbalance. Women are expected to bear the bulk of the childcare and family responsibilities while still pursuing a professional career. While men now recognize that they should "pitch in" it is still viewed as primarily the woman's responsibility to manage the home, raise the children and handle social responsibilities. Her choice of a place of employment and the employers choice of whom to hire must take

those expectations into account. Only when society as a whole recognizes that the balance of responsibilities must be reapportioned will the problem be really solved. Men need to start assuming an equal share of these responsibilities and making some career sacrifices to do so. In the meantime, employers can stop penalizing women for having children by admitting that a competent professional doesn't have to work 60 hrs./wk. to prove it."(F)

This respondent identifies both a possible solution to the conflicting needs of work and family, and what she considers the source of the problem. She suggests flexible work arrangements as a way to accommodate the conflict. The reason it is so difficult to balance, she says, is that society still expects women to care for the family exclusively. This is impossible if they are going to be in the workplace as well, and this respondent suggests that societal changes are necessary before professionals will be able to successfully strike a balance between work and family demands.

2. Students with children who do not feel they are, or will be able to, successfully balancing work and family needs.

"Baby and preschooler come first. I intend to nurse the baby and would never work full time with a baby. It is child abuse and woman abuse...Everybody will pay if we put our babies in Baby Farms."(F)

pretty strong statement

This respondent feels it is impossible to balance the conflicting demands of work and family. As an alternative, she has chosen to focus on the family exclusively. There is no indication that she intends to work.

"More difficult for younger women first starting families. Think career plans must be modified if young children are not to be short-changed. Or postpone childrearing."(F)

This woman indicated that she was not able to successfully balance career and family responsibilities. She indicated that career plans must be changed, or family plans must be delayed. The two seem mutually exclusive.

"The main problem for either a man or a woman in trying to balance career and family is the attitude of the business culture toward family priorities which are viewed as being less important than economic ones. There also seems to be an inability to see the relationship between quality of life and quality of production."(F)

This respondent has identified what she believes to be the root of the difficulty in balancing career and family needs. Not unlike other parents, she blames the business world for not allowing room to make the family a priority.

3. Students without children who anticipate being able to successfully balance work and family needs.

"Family demands are a major consideration in deciding on the type of work setting. I intend to avoid large firms because I would like some time for myself/family. Once I am in a (well chosen) job, I think I will be able to handle family responsibilities. I am also extremely lucky that my spouse does not consider this to be just my problem."(F)

This respondent's plan in accommodating the conflicting demands of work and family is to find a job which is flexible enough to provide the latitude she needs in managing both successfully. She considers herself lucky to have a husband who also considers family care to be part of his own responsibility.

"I have a firm commitment to my career and no plans to marry and/or have children in the foreseeable future. As such, it is hard to imagine making any sacrifices at all for 'family responsibilities' - when and if I do face the problem of balancing career and family demands, I hope and expect my husband/partner to make as many sacrifices as I will."(F)

Though this respondent does not anticipate family demands, she expects that if the conflict should arise, she would be able to solve it through equal participation with a spouse. She does not consider what employment sacrifices would have to be made, or how she and/or her spouse would make them. It is interesting, however, that what she does expect is equal participation from her husband.

"...The most important aspect of balancing conflicting demands is through communication and negotiation with the other party. In my own situation, my spousal equivalent and I both work full time jobs; We have negotiated responsibilities with the understanding that when circumstances change, those arrangements will change with them." (F)

This woman has "negotiated" sacrifices with her partner, and seems satisfied that the distribution is, or will be, fair because her partner intends to participate in the sacrifices.

"Excluding large corporations, the private sector (especially law firms) are not going to be responsive to family needs until Congress mandates legislation requiring family accommodations."(F)

This respondent identifies national legislation as the only solution to the problem of balancing career and family needs. Perhaps she is right.

"I anticipate it being difficult to juggle career and family but until you're actually in the situation you can't be sure what it will be like. I plan to make career adjustments/changes depending upon how things actually work out."(F)

Again, this respondent feels that adjustments in career and family will somehow work out. She seems to dismiss the issue as something that will work out when the time comes. Undoubtedly, it will work out. However, based on the body of comments, it is

not likely to work out without a great deal of effort on her part.

"Don't expect much from employer beyond parental leave. But if I were a very young ambitious attorney I would be very upset at having to make difficult choices between dynamic expanding career and having a family. Luckily, I am not driven by consuming ambition and would be willing to sacrifice in order to have a nice family."(F)

I wonder if these are more typical of 90s or 07

This respondent resolves the conflict between work and family by sacrificing career ambition in order to have a "nice" family. She identifies being an older student as alleviating some of the choices in her career. This decision to sacrifice career ambition in order to accommodate the family, however, seems to transgress the lines of age.

"I hope that there are enough interesting legal avenues to be able to have a career and a family. But I expect to delay having a family for a while to establish some credentials and financial security to have a family later."(M)

This respondent feels that it is possible to have a successful career and family only by doing one at a time. He has stated the intention of delaying family so that he will be able to do both well: establish credentials in the professional world, and financial security for his family.

"I have no doubt that the women who answer this survey intend to devote more time and responsibility to child care than the men."(F)

This respondent indicated that she anticipated being able to balance career and family needs. However, it is clear from her comment that she expects other women, and probably herself, to be the parent primarily concerned with, and burdened with the

resolution of the conflict.

"Not everything happens within the four walls of a law firm, and with the appropriate staff and organization, a person can be an efficient, productive worker although only in the office 30 hours a week."(F)

This respondent anticipates balancing work and family by doing in 30 hours what it takes others 40+ to do. While I do not doubt that she will be able to be as productive in those 30 hours as she hopes, it is likely that her lifestyle will be challenging and sometimes stressful. That is one sacrifice in balancing career and family.

"As a gay male with strong desires for children, I expect my family desires will have to be quite creative. Because of the unique family unit I'm picturing and the obstacles and prejudice we are facing, we may have to spend a lot more time and effort in making this family work - which will certainly impact on career and life goals."(M)

Although this respondent has even more obstacles to meet and overcome than most parents, he seems hopeful that effort will be able to make the difference. His hard work toward making a family is his planned solution. This has proved an effective, if not overwhelming, method for meeting the challenge of balancing career and family for other professional parents, and may very well work for him.

4. Students without children who do not anticipate being able to successfully balance work and family needs.

"Over the next 5 years, both my spouse and I intend to work full time; however, should we have children I have made my feelings clear that I will not be a primary care provider. I would rather have no children than sacrifice my career and serve as a primary care provider. Consequently, my spouse, who wants children and wants to stay at home with them for a few years, is planning to start her own company which would allow her

to work out of the home. Once the children are toddlers, they will go to day care. We both believe that no professional couple can have are raise children properly and still remain fully committed to their respective careers: someone must be willing to take some time off during the early years of the childrens' development, and this means that spouse will fall behind. My spouse has accepted that fact. Leaving your job to raise your kids while your co-workers press on in "the firm" is still viewed negatively from a career perspective. I, unhappily, doubt this will change during my career."(M)

*OP the more time
of of Man of
of ♀?*

This respondent represents an alarming extreme: he would rather not have a family than sacrifice the competitive edge at work. His priority is so clearly focused on his career that balancing family and career is a non-issue. He and his spouse both believe that it is impossible to strike the balance, and she will forego her career altogether so that she can have children. It seems to be that important to her. The career perspective which this respondent identifies as a "negative view" of taking time to raise children is one of the elements of the professional world which perpetuates the impossibility of balancing the equally legitimate goals of having a successful career and a successful family.

"At this point, I don't see how it would ever be possible. Unfortunately, the career will have to come first in order to meet basic financial needs, and sadly family interests and interpersonal relationships will suffer. I wish there were something that could be done."(F)

This person identifies an extreme solution to the challenge of balancing career and family: forego one. Her sense of helplessness is alarming. However, it is a choice many female professionals have to face.

"I think it is very difficult to balance career and family unless one partner stays home. I think this would be alleviated if all employers were required to have on-site day care and maternity/paternity leave."(F)

This respondent expresses her opinion that the balance is struck by avoiding a balance: if one partner does not have a career, the "balance" of career and family is met. This does not provide a solution for two-professional parents who want to have children.

"I expect to substantially place my career on back burner for up to 5 years after law school. We are planning to start our family in my third year to accomplish this. I may not work at all and may work part time. Possibly not even in the law. But then there will be no stopping me when my kids reach age 18...It's worth delaying the career rewards."(F)

Interesting strategy

Again, this respondent indicates that she will balance by not balancing. Her sacrifice in accommodating family needs is to not work. This is a very real solution to the problem of facing conflicting needs. However, it is more of a sacrifice than others are willing or able to make.

"...I expect the workplace not to be accommodating to employees with children, and I don't expect there to be adequate childcare available or affordable facilities. I expect that I will have to make many sacrifices both from my family life and my career."(F)

The severe attitude of this respondent may be more realistic than any of us would like to admit. Many employers do not provide family accommodations to speak of, and satisfactory childcare is often difficult to find. This harsh look at the sacrifices she expects highlights the difficulty of balancing career and family.

"I intend to work for a few years - then raise a family and then go back to work. I prefer to raise my own children and not work during that time."(F)

Always a part of balancing work-family conflict

This respondent, like others, has chosen to resolve the conflict by eliminating the conflict. If you don't have to balance career and family because you are concentrating on one or the other, the problem is solved in a limited way.

"This survey assumes that the current job structure is ok. Thus you miss the point. The point is that the whole structure is backwards. I should not have to [choose whether or not to be on the partnership track or earn salary based on an hourly rate]. The workplace must be built around real life; real life includes spouse and kids. The status quo is on an anachronistic LaLa land where an Employer assumes the Employee is a male with a wife at home tending the kids. Since that is not true, it is the Employer who is wrong in making the assumptions that underly the above choice. In part, over-inflated legal salaries exacerbate this problem. Insofar as the "partnership track" means exorbitant, and completely unwarranted high salaries, [your question regarding how much less than \$60,000 I would be willing to make] also assumes the LaLa land status quo. If (when) lawyers' wages are brought down to respectable levels, the expectations among Employers that led to 80 hour work weeks will disappear. They will disappear because the cash incentive for "partner" won't be so great. Imagine a law "firm" that has simple corporate type management; or better yet a cooperative. The economics of our profession, as they are currently set up, lead to incentives that are all backward. One of the fall outs to the mixed up incentives is too long hours, too high wages, law school grade races, and burnt out middle aged lawyers. Change the incentives and the structure to eliminate the problems."(M)

This respondent identifies the solution to the challenge of balancing work and family as restructuring the legal work community. He indicates that the legal community does not focus on "real life," and as a result, the accommodations are not anticipated by employers. Because employers are not ready to

face the fact that women are in the workplace, too, and no one is at home tending to the family, the accommodation is impossible.

5. Conclusion

What seems blatant in this series of comments is the disproportionate amount of sacrifices being made by women parents rather than men parents. While the male respondents seem aware of the struggles to balance work and family, very few of their comments show a willingness to work part-time to care for the children. (It is, however, interesting to note that the text of their comments was considerably longer than that of female comments.) In the inverse, part-time work or no work for a period of years seem the most common accommodation made by the women respondents who commented.

VI. ANALYSIS

In this section, we attempt to analyze the raw results in a form where certain limited conclusions can be reached and related to our expectations. Each question is presented, with an analysis of the specific results. This section is broken down in the same fashion as the questionnaire itself.

A. BACKGROUND INFORMATION

Question 1. F M (circle one)

Of the six-hundred, fifty surveys distributed, we received responses from one-hundred, fifty-two students. Of these, ninety-six were from women and fifty-nine were from men. As a result, nearly two-thirds of the respondents were women despite

that fact that the student body is roughly fifty percent men and fifty percent women. Women were almost twice as likely as men to respond. This phenomenon, while dramatic, was anticipated. We attributed it to the increased interest in this topic by women and the perception of many of the male respondents that these issues are somehow exclusively the concern of women.

Question 2. Year of birth _____.

Respondents simply listed their year of birth. The responses, outlined above, demonstrated a mean age of respondents consistent with the mean age of the classes for both day and evening students. There was no significant difference between the ages of male or female respondents. The seven year age difference between day and evening students, roughly 26 versus roughly 33, could explain some of the differences between the experiences and expectations of each group.

Question 3. Year graduated from college _____

These results were not analyzed for two reasons: difficulty in obtaining meaningful results and our decision that the answers to this question were relatively unimportant.

Question 4. Are you a day or evening student? E D

Thirty-five evening students responded and one-hundred, seventeen day students. This is roughly consistent with the ratio of evening students to day students. Of the thirty-five evening students, sixteen were men and nineteen women. This is far more equal than the seventy-four female day students and the forty-three male day students (who answered. This could have

occurred because of the struggles faced by evening students to accommodate their busy schedules and their greater family responsibilities (see question 12). Perhaps it is an indication of heightened awareness of these issues amongst the male evening students.

Question 5. Are you presently working full or part-time? Y N

Of all respondents, 74% are currently employed. This number, which includes approximately 95% of the evening students, was higher than we had anticipated. Of the day students, approximately 60% of the women were employed and 80% of the men. This distinction is indicative of the lingering differences between men and women and the expectations of self-sufficiency, or at least work, that is still prevalent. It is further demonstrated in the fact that all male evening students were employed outside the home, while 11% of the women were not employed outside the home. This could also reveal the class background of many of the students which requires them to work to support their professional studies, an occurrence which may cause many to be more concerned about their financial well-being.

Question 6. If yes, how many hours do you work per week at that job?

A plurality of respondents, 53%, indicated they worked between 10 and 25 hours a week. This number was bolstered by responses by the working day students, which comprise roughly 75% of the category. The evening students, on the other hand, were far more likely to work more hours. Of all evening students, roughly 90% work over 25 hours a week.

So even in law school male female differences in work patterns emerge

The men in both classes, however, worked many more hours than the women. In the evening division, 87.5% work over 40 hours a week outside the home. In the day division, over twice as many of the women worked 0 to 10 hours a week than the men. This over representation of women in this category is also reflected in the evening division where no men work that little each week and almost 6% of the women do.

These results continue to support the discovery of the lasting expectation that men should work more. The cause or causes of this observed occurrence, either nature or nurture, are beyond the scope of this paper.

Question 7. Were you raised by a single parent for a substantial period of your youth? Y N

The overwhelming number of respondents, 87%, were not raised by single parents. This is a dramatic discovery given that perhaps as much as fifty percent of children are currently being raised by single parents. Even accounting for the age of the respondents, a disproportionately high number of respondents, when compared to the overall population, were raised by both parents.

Possible explanations abound, from the self selection of respondents from backgrounds where families have been prioritized, to the decreased likelihood that children raised in single family homes will attend law school. For whatever reasons, however, this was a surprising response and made it difficult to draw any meaningful comparison of the differences between the attitudes of those raised by single parents and those

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Two thoughts on this

- ① a generation ago the % of children raised by single parents was much lower; and*
- ② respondents who spent a relatively short period with a single parent may not have responded affirmatively*

raised by both parents.

Question 8. If so, which one? ____ Father ____ Mother

Of those respondents raised by single parents, 95% were raised by their mothers. This is consistent with what we expected to discover.

Question 9. Was your primary child-care provider, meaning the person who tended your daily needs during the normal work-day, a family member when you were between the ages of :

-birth-3: Y N
-3-school age: Y N

Of all respondents, 95% were tended by a family member prior to age three. This compares with 85% of those who were raised by a single parent during some substantial period of their life. The results are not startling.

Between age three and school age, 93% of all respondents were tended by a member of the family. Of those raised by single parents, 75% were tended by family members. Once again, little surprise.

One problem with this question is ascertaining which member of the person's family was tending to their needs. It could very well be the case that those raised by single parents were watched by grand-parents or aunts and uncles rather than their parents. Unfortunately, the question is not designed in such a way as to discover these results.

Question 10. If no, was your day-care arrangement a result of your parent/parents' job?

Y N
Or other considerations?
Y N

Of those who were tended by non-family members from birth to

school age, all explained this occurrence as a result of their parents' job situation. This is consistent with our expectations.

Question 11. During your school age years, 5-16, were you supervised by:

- a family member
- non-family member
- no adult supervision

Of all respondents, 89% were supervised by family members, 11% by non-family members and 9% had no adult supervision. These numbers are not noteworthy. What is noteworthy, however, are the differences between the day and evening divisions and the male and female students. For example, roughly 95% of all evening students and only 85% of all day students were supervised by a family member. Seven years made important differences in this regard. *interesting*

It is interesting to note that 25% of female evening students were either watched by non-family members or had no adult supervision while only 6% of the male evening students were similarly cared for. Some distinction is also found in the female day students who were watched by a non-family member 12% of the time while male day students had such care only 7% of the time. The only explanation we can offer is that females who were independent as children are more likely to chose a career in the law than females raised in more traditional environments.

Question 12. Whom does your current household include (check all applicable)

- Spouse, companion, significant other
- children; if so how many?
- dependent parent

Of all respondents, 53% indicated that their current household included a spouse, companion, or significant other (hereinafter companion). Twenty-two percent of the respondents indicated they had children. No homes included a dependent parent. Six percent said their home included some other household member, ie. a roommate.

The overall number of people with companions was surprisingly high. When broken down by division, roughly 48% of all day students include a companion in their household. The number is higher for evening students with 94% of all male evening students and 53% of female evening students. This gap between the genders, which is not found in the day students, is difficult to explain.

The most children anyone had was five. The mean was 2.07. Thus, those people who had children tended to have, for the most part, between one and three. Once again, this is not unexpected.

Question 13. What percentage of the household work is done by:

- you
- companion/spouse
- other; please specify

Of all respondents, the lowest amount anyone indicated they were responsible for was 2% and the highest was 100%. The mean, however, was 60%. For spouses, the lowest amount anyone indicated they did was none and the highest was 90%. The mean was 44%. For "other," every part of the spectrum was covered with the highest amount being 100% and the lowest being 0. The mean was 55%.

The last number is the most amazing. It is shocking that on

the mean, students household work is done 55% by someone other than themselves or their companions. Perhaps people with roommates who would list their roommate contributions in this category skewed the results. Additionally, it would be less surprising for evening students to rely upon such assistance and for them to have the resources with which to hire the help.

The other results to this question are also, although less, unexpected. For law students to do 60% of the household work is commendable. Unfortunately, we did not break down the responses by gender or ask what the respondents' companions did for work. These would have proved interesting. Self-reporting could also have lead to an over-estimate of what work is being done by the respondents. Also, since far more women than men answered, the results may be more indicative of the extra housework done by the women than the adequate sharing of the responsibilities by the men.

Question 14. If your household includes children, what percentage of child-care is done by:

- you
- companion/spouse
- other; please specify

Of all respondents with children, the mean response was that the respondent was responsible for 45% of the child care. Respondents indicated that their spouse was responsible for 44% of the care and 39% of the care was provide by other people. The error by the respondents is clear. The overall numbers add up to 128% There is an overestimation in one of the categories.

Other than this error, the general breakdowns are also

surprising. The respondents indicated that they and their companions had roughly the same responsibility for child care and only slightly less than the mystery "other." Given that many of the evening students have children and work full-time in addition to attending school, it is difficult to imagine that they are sharing the responsibilities equally. Nonetheless, even assuming the self-inflationary evaluation of their care for their children, the level of responsibility these respondents have over their children under less than ideal circumstances is impressive.

Question 15. With reference to question 13 and 14, if you have a partner, are you satisfied with the distribution of family responsibilities between the two of you?

Of all respondents, 63% indicated they were satisfied and only 36% indicated they were dissatisfied. Of all women, 60% were satisfied and 37% not satisfied. Of the men, 66% were content and 34% not. The number of men who were content relative to the number of women was not unexpected. If anything, the margin between the two was surprisingly small. The one area where there is a large gap, however, is between male and female evening students. Of the male evening students, 73% were satisfied, compared to only 50% of the female evening students. The expectations that must be placed on the women in their home-lives must be greater than those place upon the men. Under the particularly demanding schedules of evening students, such demand can obviously lead to discontent.

B. EXPECTATIONS

Question 16. Upon graduation, whom do you expect or hope your first job to be with?

- | | |
|---|---|
| <input type="checkbox"/> federal/ state/ local government | <input type="checkbox"/> in-house counsel |
| <input type="checkbox"/> small private firm | <input type="checkbox"/> non-legal job |
| <input type="checkbox"/> large private firm | <input type="checkbox"/> public interest |
| <input type="checkbox"/> judicial clerkship | |

Of all respondents, most (24%) indicated they expect to work for a small private firm in their first job. The next most popular answer (21%) was large private firms followed by government (20%) and then judicial clerkships (19%). After clerkships, the number dropped dramatically to public interest (8%), in-house counsel (5%) and lastly, non-legal jobs (3%). These numbers roughly reflect where graduates have actually obtained jobs in the past and therefore are not surprising. The only noteworthy gender distinctions are between those men and women who expect to get judicial clerkships, 21% of the women and 15% of the men, and those men and women going into public interest law, 15% of the men and 3% of the women. The latter comparison is particularly surprising given the perception by many that women constitute a majority in the public interest sector.

Between the day and evening division the most marked distinction was between those who expected to get a judicial clerkship. No men or women in the evening division had such an expectation, where 27% of the female day students and 21% of the male day students did.

Question 17. How many hours do you expect to work at this job?

- 0-30
- 30-40
- 40-50
- 50+

Of all respondents, 3% expected to work not more than thirty hours per week following graduation, 11% expected to work between 30-40 hours, 60% expected to work between 40-50 hours and 25% expected to work over fifty hours per week. There were no notable distinctions between day and evening students. The differences between the sexes, however, were dramatic. No men expected to work under thirty hours per week. In contrast, 16% of the female evening students and 3% of the female day students indicated they would work under thirty hours a week. Similarly, 16% of all women said they would work between 30-40 hours a week, while only 3% of the men would work these hours.

In contrast, 57% of the women indicated they would work between 40-50 hours a week, while 65% of the men chose that response. Twenty-one percent of the women and 30% of the men chose the over 50 hour category. As a result, women are twice as likely as men to expect to work forty or fewer hours a week. Men, on the other hand, are fifty percent more likely than women to expect to work over fifty hours a week.

The differing expectations between men and women are highlighted in these answers and may cause these answers to be more dissimilar than the actual hours the respondents will work. This is particularly true since there was an equal number of men and women who indicated they were going to work in the most time consuming positions - the private sector. Nonetheless, these answers are very revealing when it comes to the expectations the respondents will bring to the job, and thus, will play an

important role in both job and life satisfaction.

Question 18. Do you expect or hope to have a spouse/companion/partner within the first five years following graduation.

Y N

An overwhelming 92% of the respondents indicated they expected or hoped to have spouse/companion/partner within the first five years following graduation. The percentages were approximately the same for men (93%) and women (91%). The only comparison where there was any distinction to speak of was between the female evening students (89%) and their male colleagues (100%).

Presuming respondents anticipated marriage rather than the other options, these numbers are unexpectedly high. Given the demanding nature of the legal profession and the number of failed marriages, we expected respondents to be more cautious about becoming coupled. The faith these answers show in monogamous relationships is heartening.

Question 18(a). If No, is that expectation influenced by the following (check all appropriate)

- not interested.
- feel it is impossible to successfully balance career and interpersonal relationship.
- feel the specific job that you want would not accommodate the time commitment required of a successful relationship.

Given how few people answered no to question 18, these results are very suspect. In fact, only eight respondents answered this question. Of those, six indicated they were not interested and two people indicated it would be impossible to balance and their job would not permit the time accommodations.

We had anticipated that more people would be deciding to

forgo relationships in order to pursue their careers. The fact that only 2 of 152 people felt like their job would prohibit them from pursuing a meaningful interpersonal relationship was encouraging.

Question 19. Do you expect that both you and your partner will work full-time?

Y N N.A. (Not Applicable)

Eighty-five percent of all respondents expect that their spouse will work full-time. There are only slightly more females (90%) than males (75%) who believe both parties will work full-time. The only glaring departure from this general reaction was among male evening students, where only 56% expect that both they and their spouse will work full-time.

These responses were generally what we expected. While we didn't expect male evening students to be so far off the average, we did expect them to represent the group least likely to have both spouses working. We expected most of the respondents to anticipate working full-time, as well as expecting their spouse to work full-time. Two incomes are now the norm among young professionals.

Question 19(a). If no, who will not work full-time?

___ you
___ partner

No women chose to respond to this question despite the fact that 9 indicated that either they or their spouse would not work full-time. Of the men who answered, all indicated that it will be their spouse who does not work full-time.

Facially, these responses sound clearly sexist. One

possible gender-neutral explanation, however, is that the respondents are all going to be attorneys. Attorneys make more money than most other professions and if one person were going to work part-time it would likely be the person earning less. Therefore, at least the male respondents may be justified in expecting their spouse to work part-time, presuming their spouse is not also an attorney. Even assuming this explanation, however, this data is noteworthy, as it reveals disparate expectations between the genders.

The lack of a response by all the women who indicated they or their spouse would not work full-time also speaks volumes. One can only speculate as to their motives for not responding to the question.

Question 20. Do you expect or hope to have care responsibilities for children within the first five years of practice?

Y N

Of all respondents, 62.5% indicated they expected or hoped to have children within the first five years following graduation. These numbers were basically what we had anticipated. Once again, the only areas where there were discrepancies were with the male evening students. Of these, *They are older* 81% expect or hope to have children within the first five years following graduation. This compares to the approximately 60% for all day students.

The differences between the evening students, particularly the men, and the day students, is easy to explain based upon age. Many day students may want to postpone child rearing more than

five years following graduation in an effort to become more settle financially and professionally. Evening students, on the other hand, with a mean age of 33, are running out of time to make such decisions. For many, the next five years may be the last chance they have to become parents safely.

Question 20(a). If No, is that expectation influenced by the following: (Check all appropriate)

- not interested
- feel it is impossible to successfully balance career and care responsibilities.
- feel that the specific job you want would not accommodate the time commitment required for caring for children.

Of those who are not interested in having children in the first five years following graduation, 55% indicated they are not interested. Thirty-two percent responded that their job would not accommodate the time required and 15% that it is impossible to balance career and care duties. These are roughly the types of responses we expected. Nearly half of the respondents indicated that their desire not to have children is related to their career decisions.

There is a pronounced difference between men and women in response to this question. In total, 54% of the women attributed their decision not to have children to their career. In contrast, only 32% of the men attributed it to their career. As a result, women were approximately fifty percent more likely than men to feel that their career would prevent them from having children in the first five years after law school. The contrast is most marked in the responses from the evening division which indicated it would be impossible to balance career and care

responsibilities. Of the female evening students who did not want to have children in the first five years following graduation, 29% indicated it was because of the impossibility in balancing these aspects of their lives. No male evening students shared this concern. This is even more striking when it is noted that roughly an equal number of female and male evening students, 29% and 33% respectfully, believed that their jobs would simply not accommodate the time needed. This demonstrates that the men were only able to understand the question when addressed within the context of the demands placed on them by their jobs; not when the focus was on the balance that is necessary between the job and home.

Question 21. Do you anticipate that you will be able to successfully balance career and family?

Y N

There were an incredibly high number of respondents who indicated that they anticipated being able to balance their career and family obligations. Of all respondents, 89% answered yes to this question. There were, however, distinctions between both the day and evening divisions and even greater distinctions between the men and women. Of the men, more respondents in the evening division (100%) than in the day division (95%) indicated they thought they would be able to find the balance. While the 5% difference is modest in our sample, it is noteworthy when compared to the women, where 14% fewer of the evening students than the day students expected being able to reach such a balance.

The overall difference between men and women, where 96% expected satisfaction versus 85% who did not, is magnified when comparing the results between evening men (100%) and evening women (74%). The fact that a third more men than women expect to be satisfied says something about the experiences of each of these groups. Many possible explanations exist. It could be that the men in the evening division are more likely to have an at-home spouse and to be in a traditional family structure. This arrangement is more likely to provide a supportive home life to help them deal effectively with the professional world. It could also be that these men have merely never fully considered the difficulties which will face them once the goal of graduating from law school is achieved. Alternatively, perhaps female evening students, who are the least satisfied with their current situations, best recognize the difficulties that will greet them in professional practice. There are still very important burdens which fall disproportionately on women which may make it more difficult for women to reach this balance.

Question 21(a). If yes, is this because:

(check all appropriate)

you/your partner will not work for a substantial time

you/your partner will work part-time for a substantial time

you are confident that satisfactory child-care will be available and will satisfy your care expectations

you do not anticipate any conflicts at all.

Of all respondents, 21% expect that either they or their partner will not work for a substantial period of time, 40% expect that either they or their partner will work part-time for a substantial period of time, 51% are confident that satisfactory

child-care will be available and 15% do not expect any conflicts.

The only overall number which was higher than we had expected was the number who expected no conflicts. The fact that 15% of law students do not expect conflicts in balancing career and family is very alarming. The evening students were most likely not to anticipate conflicts: 21% of the women and 19% of the men chose this answer. Female day students were the least likely to believe that they are not going to encounter conflicts. In all, 12% of the female day students chose this answer.

It is not surprising that evening students do not expect conflicts in the future. To the extent that they have family obligations now, work full-time and attend school, it is hard to imagine things getting much more demanding. For many, they may view graduation and free evenings, no matter how demanding their future jobs, as a dramatic increase in the amount of free time they will have.

It is also clear from these responses that both men and women, but more women, are relying upon adequate child-care to fulfill their needs. While 51% of all respondents are confident that such care will be available, only 43% of the men and 57% of the women chose this answer. Once again the males in the evening division are least sensitive, only 37.5% of these men indicated that they believed they would be able to reach a happy balance because of the availability of child-care.

The men, far more than the women, expected that either they

or their spouse would not work for a significant period of time in order to reach a balance. In the evening division 31% of the men and none of the women expected that either they or their spouse would not work. In the day division 32% of the men and 15% of the women felt that either they or their spouse would not work. It is unclear who these men, and the day women to a lesser extent, expect to take time off. One could speculate, however, that at least in the case of the men, they are not the ones whom they expect to take time off.

Women were more likely than men to expect that either they or their partner will work part-time. By a margin of 44%-33%, women were more likely than men to chose this response. This is consistent, however, with the reliance by the men on one person simply not working for a substantial period of time. Given this reliance, men are less likely than the women to indicate that a part-time arrangement will be used. Additionally, given that the male respondents are likely not to be the party taking the time off, this may reflect the fact that the female respondents are less likely to expect their spouses to take time off and rather anticipate shifting to part-time work themselves.

Question 22. In distributing family responsibilities, what percentage do you hope will be managed by:

- you
- companion/partner
- other; please specify _____

Of all respondents, the mean percentage that the respondents hoped to manage was 47%. The mean that the respondents hoped their partner to manage was 48% and the mean that respondents

hoped some other person to handle was 40%. These answers were not broken down by gender of class. The answers that we do know are not particularly impressive. *Break down by gender*

Question 22(a). What percentage do you expect will be managed by:

- you
- companion/partner
- other; please specify _____

All respondents who answered indicated they expected to manage 50% of the family responsibilities. They expected their companion/partner to manage on mean 44% of the responsibilities and for some other person to manage 32%. While having a total of more than 100% was not of concern in question 22 because it is easy to understand that someone may hope for more assistance than they actually get, it is surprising that the totals to this question add up to 125%. Regardless, the generally even distribution between respondent and spouse with significant assistance may not be an unreasonable expectation. What actually awaits people, however, particularly women, may be very less satisfying. *Break down by gender*

C. EMPLOYER ACCOMMODATIONS

Question 23. Do you expect your employer to provide accommodations for your family needs?

Y N

Of all respondents, 68% expect their employers to make accommodations. The numbers are even higher amongst the women where 73% have this expectation. Among the men overall, 59% expect accommodations. Once again, the male evening students expect the least accommodations. Only 50% of these men answered

yes to this question.

These responses are what we expected. Both in terms of the generally positive response and in regard to more women than men expecting such treatment. While these numbers may not be particularly interesting on their face, when compared to the number of employers who actually provide such programs, these numbers become interesting. YES

Question 23(a). If yes, do these accommodations include: (check all appropriate)

- family leave policies, including maternity and paternity leave
- pregnancy-related disability leave
- flex-time, including four day/extended hour weeks and part-time
- working at home
- on-site day care
- flexible career paths

Of all respondents who expect employer accommodations, 85% expected these accommodations to include family leave policies, 79% indicated they expected flex-time and part-time work weeks, 62% expected pregnancy leave, 56% expected flexibly career paths, 50% to be able to work at home and 20% for their employer to provide on-site day care. These demonstrate a broad-based expectation that employers will react with diverse policies to meet the needs of their employees.

There are noteworthy distinctions between the expectations of the women and men. Ninety-seven percent of all men who expect their employer to make accommodations, expect family leave policies to be in place. This compares to only 80% of the women. Another distinction of import was that 84% of the women expect flex-time and part-time options to be available while only 69% of

the men did. In contrast, only 46% of the women versus 57% of the men anticipated working at home to be an option.

The responses where men and women were similar is also interesting. Roughly an equal number of men and women expected their employer to offer pregnancy-related disability leave, on-site day care and flexible career paths. The fact that at least as many men as women expected family leave policies, pregnancy related leave, to be able to work at home, on-site day care and flexible career paths is an indication that when the men have become aware enough of the issues to expect employer action, they are no less, and in fact in some cases more, demanding than their female counterparts.

The male evening students were surprisingly consistent with the other respondents. The only answer where the male evening students differed dramatically from the other respondents was in their response to the pregnancy-related disability leave question. Only 37% of the male evening students, compared to 62% of all respondents, expected such accommodations to be made. In all the other categories, their responses were within a number of percentage points of the overall response rate. The lone inconsistent response to the pregnancy disability leave question is inexplicable given the consistency on the other questions.

One factor to keep in mind while analyzing these responses is that the number represents only those who expect some kind of accommodations. Thus, the least sensitive men have already been weeded out of the pool of respondents. Even with this in mind,

however, the parity between the men and women is more striking than we had anticipated.

We were also surprised that more people did not expect on-site day care. This leads us to believe that people were doing their best to keep their responses focused on what they expect their employers to provide, not what would be helpful. This helps to explain the results.

Or it could indicate that respondents do not want on-site daycare

These answers, number 23 and 23(a), should send a loud message to employers that employees expect accommodations.

Question 24. Would the work-family accommodation policies of a potential employer affect your decision to take the job over another?

Of all respondents, only 16% indicated that such policies would have little or no affect on their decision to take a job.

This question revealed some of the greatest distinctions between men and women. Nearly 60% of all female respondents said their decision to take one job over another would be substantially affected by the work family accommodation policies of a given firm. In contrast, slightly under 30% of the men indicated that such policies would substantially affect their decision. Of women respondents, 31% would be somewhat affected versus 44% of the men. The contrast on the little or not at all end of the spectrum was as great as that on the substantial end—only 9% of the women and over 27% of the men indicated that such policies would have little or no affect on their decision to take one job over another.

There were some distinctions between the evening and day

classes with regard to their responses in the somewhat and little or not at all category. For the men, 31% of the evening students and 49% of the day students said they would be somewhat influenced. Of the women, 32% of the day students and 26% of the evening students shared this response. More dramatically, 21% of the female evening students versus only 5% of the female day students indicated they would be affected only little or not at all. The men also revealed the greater probability that evening students would not be affected (37.5%). The younger men were far less likely (23%) not to consider their employer work-family accommodation practices than the male evening students.

Question 25. If you expect to have family responsibilities, do you think that your employer will advance you at the same rate as others who do not have such commitment?

Y N N.A. (Not Applicable)

Of all respondents who expect to have children, 62% believed that their employer will not advance them at the same rate as other employees without such commitments. There were marked differences in the responses given by men and women. In all, 73% of the women and 43% of the men indicated they did not expect to be advance at the same rate as their counterpart with family responsibilities. As a result, women were almost twice as likely to indicate that their careers would be hampered by the decision to have children than men.

The evening students, once again, had dramatically different perspectives than the day students. Forty-six percent of the female evening students and only 19% of the female day students indicated that they thought they would be advanced at the same

rate as their colleagues at work without family obligations. Of the men, 62% of the evening students and 55% of the day students thought that their advancement would not be slowed by family obligations. This perception by the evening students may be caused by their time pressures now which they believe will be decreased following graduation. Or, perhaps they have simply made their career their priorities over their families and therefore will not allow family obligations to get in the way of their career advancement.

The reactions were not surprising. We had anticipated that most would recognize that a decision to have a family would negatively impact ones career advancement.

Question 25(a). Do you think that the employer should advance you at the same rate as other who may be spending more time at work.

Y N

The respondents were generally split on this question with 53% indicating that the employer should advance the employee with family responsibilities at the same rate and 42% indicating that they should not. There is little distinction between men and women and day and evening students with one exception - female evening students. Of these women, 70% indicated that their employers should advance employees at the same rate as others who may be spending more time at work.

The way this question was drafted tended to cause some confusion. There were a number of respondents who distinguished between spending time at work and performing meaningful tasks. It was the intention of the question to investigate whether

I agree that the wording of the question may have left this unclear ↗

people felt that attorneys who billed fewer hours should be paid the same salary. We believe, that despite the confusion caused by the question, that the responses fairly reveal the split which exists amongst the student body on this issue. These answers highlight how arbitrary billable hours are as a way to determine someone's worth to an employer.

More people than we had expected believed that people should advance at the same rate. We had anticipated more would accept billable hours as a reasonable guide to what someone earns. After all, in many circumstances the revenue an attorney generates for the firm is directly tied to their billable hours. These responses either reflect a lack of understanding of this basic fact or a deeper challenging of billable hours as the means to measure ones work.

Question 26. If you expect to have family responsibilities, do you expect that your career will be affected at all by your decision.

Y N N.A. (Not Applicable)

Of all respondents who expect to have children, 87% expect their career to be affected. Ninety-four percent of the women and 76% of the men indicated that they believed their career would be so affected. The most glaring departure from the norm was among the evening males, where only 57% expected their careers would be affected. These results demonstrate the widespread recognition, although more widespread among women than men, that families affect your career.

To the extent there are any surprises in the results it is that 82.5% of the men in the day division expect that their

careers will be affected by their decision to have families.
This could indicate a growing recognition among younger men of the responsibilities they will have to bear within the family context. Responsibilities which will involve more than having a successful career which provides the livelihood for their family.

Question 27. If you expect to have family responsibilities, and maintain a full-time position, will you be willing to sacrifice career advancement or salary increases to fulfill your family needs?

 substantially somewhat little or not at all

A surprising consistency of results emerges from this question. Of all respondents, 30% indicate a willingness to make substantial sacrifices to fulfill their family needs, 56% are somewhat willing to make sacrifices and only 9% are willing sacrifice only little or not at all. There are only nominal distinctions between the men and women respondents. In the day division, for example, there were 34% of the women and 33% of the men willing to make substantial sacrifices, 54% of the women and 60% of the men willing to sacrifice somewhat and 8% of the women and 7% of the men willing to sacrifice only a little or not at all. The evening students were less consistent, but not nearly as divergent as on other questions. For example, the greatest disparity was in the numbers willing to sacrifice substantially - of the women there were 26% and of the men 12.5%. This number, however, is compensated by the 15% more male evening students than female evening students who are willing to sacrifice somewhat.

These numbers were higher than we had expected. The fact

that 91% of law students are willing to sacrifice career advancement and salary increases in order to fulfill their family needs is impressive.

Question 27(a). Would you be willing to:

(check all appropriate)

not be on the "partnership track"

be on a delayed "partnership track"

earn a salary based on an hourly rate, which results in substantially lower pay, if you only work 40 hours/week.

Sixty percent of those surveyed indicated a willingness to be placed on a delayed partnership track versus 30% who were willing to receive a salary based upon the hours works and 20% willing to accept not being placed on the partnership track. The responses between the genders and classes were surprisingly similar. The only great departure from the norm was by the female evening students of whom only 36% were willing to be placed on the delayed partnership track. The other responses included no statistically significant variance from the norm.

These responses reveal a much greater willingness to accept serious sacrifices than we had expected. With the uproar surrounding the mommy track, it was surprising to see that 78% of the respondents were willing to accept either a delayed partnership track or not being on that track at all. The thirty percent of the respondents who were willing to take a substantial decrease in pay were also unanticipated.

These results should be of interest to employers

Question 28. Assume you take a job making \$60,000/year. If you would be willing to accept less pay in order to restrict your work week to a maximum of 40 hours, how much less each year would you be willing to make: (check maximum amount)

- 0-\$ 5,000
- \$5,000-\$10,000
- \$10,000-\$20,000
- \$20,000-\$30,000
- any amount of money

Very high %

Of all respondents, 89.5% were willing to take some decrease in pay in order to limit their work week to forty hours. The break down was as follows: 15% willing to accept 0-\$5,000 less a year; 28% willing to accept \$5,000-\$10,000 less a year; 37.5% willing to accept \$10,000-\$20,000 less a year; 8% willing to accept \$20,000-\$30,000 less a year and 1% willing to accept any amount of money less a year. As a result, 37% of the respondents were willing to accept \$10,000 or more less a year in order to limit their work week to forty hours. Sixty-four percent of the respondents were willing to accept \$5,000 or more less a year.

There were more women willing to sacrifice more of their salary than men. For example, 40% of the women and only 32% of the men were willing to sacrifice \$10,000-\$20,000 a year. In contrast, 20% of the men and 11% of the women were willing to sacrifice the least expensive option, 0-\$5,000 a year. As a result, the totals of the men and women willing to sacrifice were the same although how seriously they were willing to sacrifice differed slightly.

Evening students were also less willing than the day students to accept dramatic decreases in pay for their families. This is demonstrated by 45% of female day students willing to

sacrifice \$10,000-\$20,000 compared to the 21% of the evening female students. On the lower end of the sacrifice scale, 26% of the evening students were willing to sacrifice 0-\$5,000 a year and only 8% of the female day students chose this answer. The gaps in the sacrifices acceptable to the men were less dramatic, but still mirrored those of the women.

D. MULTI-VARIABLE QUESTIONS

The software package we used, Database, allowed us to analyze responses from narrowly defined groups based upon the answers to various questions. For example, we were able to see how many females with children and no spouse who expect to be able to balance work and family expect accommodations by their employers. As one would expect, 80% of such women are expecting such accommodations. These types of questions afforded us the opportunity to do cross-referential analysis and to develop some interesting results.

We expected that those raised by single parents would be more likely to be aware of the difficulties facing parents in their quest to balance their work and family lives. Of all those raised by singles parent who expected to become parents, 75% indicated they thought they would be able to balance. Of these, only 57% of the women and 100% of the men thought they would be able to reach such a balance. These results, overall, are roughly the same as the results of the general population of respondents and does little to prove or disprove our hypothesis on this subject.

*Also the
number of
responses analyzed
is very small*

Of these same people raised by single parents who expect to have children, 66% expect employer accommodations. The number of men and women of this group who expect such accommodation are roughly equal and not significantly different from our results overall. Once again, this data is not sufficient to prove or disprove our hypothesis.

We were also interested in the number of people who expect to work at large firms and their interest in having children. Our expectation was that those who want the challenges and demands of a large firm would be less likely to want to have children. No such correlation was discovered. Of those who expect their first job to be at a large private firm, 59% hope or expect children in their first five years following graduation. This compares to 62.5% of all the respondents. This difference is nominal.

interesting

Those who expect the salary and the prestige of large firms may be forced to reconsider their family goals. The work demands will obviously make it much more difficult for people who are so employed to balance their responsibilities. Either they are going to have to make accommodations or the firms are.

We were also interested in how influenced those who anticipate working over fifty hours a week will be by the work/family accommodations of their potential employers. We expected these respondents to be more interested in such issues since they will be more likely to need the services. In fact, the inverse was true. Of the respondents who expect to work over 50 hours

This does not surprise me since those that expect to work 2-50 hours a week may be the least interested in family issues

a week 45% indicated that the employers work-family accommodation policies would have little to no affect on their decision to take a job with a given employer. In contrast, only 25% of those who expect to work over fifty hours a week would be substantially influence by an employer's work-family accommodation practices. Thirty-percent indicated that it would affect their decision somewhat.

These results are the opposite of the result for the general respondents. From the overall group, roughly 45% was substantially affected and only 15% affected little or not at all. Instead of those who expect to work over fifty hours a week recognizing that they will most need the services, they seem to care about little other than their salary. This is inconsistent with the result to the questions which indicate a broad willingness to sacrifice for family. Further research may reveal that those who expect to work over fifty hours a week are generally unwilling to make such sacrifices.

In relating these results to the hypothesis that we had developed there are certain areas where our anticipations were wrong. We will address our prototypes and specific expectations in the order they were presented in analyzing the results.

The prototypical female was in fact pretty close to what we discovered in the results. The background information, including age, was very close to correct. Fifty percent of the female respondents' households included a spouse, companion, or significant other. This was more than we had anticipated.

Ninety-seven percent of the female respondents expected to have a job in the legal profession following law school. Seventy-eight percent of the female respondents expected to work forty or more hours a week at this job and 90% percent expected both she and her partner would work full-time. Ninety-one percent of these women expected to have a partner or companion within five years of graduation from law school.

The first signs of moderation came when only 59% of the female respondents indicated they expected or hoped to have children within the first five years after graduation. While this is only slightly less than the number of men who wanted to have children in this time period, it is less than we had anticipated. The sense of optimism felt by these women is clear in their response to question number 21 which asked about their ability to balance career and family. Eighty-five percent of the women believed they would find this balance.

These women, as we expected, are looking to their employers to provide accommodations. Only 13% percent did not believe that they would face conflicts between there personal and professional lives. Furthermore, only 13% believed that either they or their spouse would not work for some period of time in order to reach the balance. The rest are depending on their employers to make some kind of accommodations. In fact, 73% of all female respondents expect employer accommodations. The overwhelming number expect the accommodations to be in the form of flexible schedule, 84%, and family leave, 80%, and pregnancy

related disability leave, 63%. This was exactly what we had expected of our prototypical female. The reliance on these programs was further demonstrated by the 58% of the female respondents who indicated they would be substantially affected by an employers family accommodation package.

Our expectation that our prototypical female would expect to advance at the same rate regardless of her decision to have children was wrong. Seventy-three percent of the female respondents indicated that they did not believe they would advance at the same rate. While a majority (51%) said they should advance at the same rate, it was the narrowest of majorities. *It is unclear whether these answers incorporate expectations of less than full-time work.*

Women were MORE willing to make sacrifices than we had expected. Eighty-five percent indicated a willingness to have their career substantially or somewhat affected by their family life. The vast majority were willing to be on either no partnership track or a delayed partnership track. Over 50% were willing to make over \$10,000 less a year to work no more than forty hours a week.

In all, however, we found the women to be very similar to the prototype we had imagined.

Our prototypical male was also pretty close to what we actually discovered. The general age information was what we expected. Once again, however, 59% of the male respondents' households included a spouse, companion or significant other. This was higher than we had expected.

The males' expectations were very similar to the females. In fact, the prototypical male over-estimated the differences that we would discover between the genders. The place where the male and female respondents expect to work were basically the same. Men expected to work slightly more than the women. However, we had anticipated this in our prototypes. Even roughly the same number of men and women wanted to have a spouse and children within the first five years following graduation.

Our expectation that the men would have thought less about the topics and value them differently was born out in other responses. For example, men were less likely than women to be substantially influenced by the family-leave practices of a potential employer. They were slightly more likely to believe they would be able to find a balance than the women were. They were also slightly less willing to accept decreases in pay in order to limit their week.

When they did look at lists of potential accommodations, however, respondents could easily identify those that would be of most benefit to them personally. Of the male respondents who expect family accommodations from their employers, 97% want family leave. This is nearly thirty percent more than the next answer, which was flexible scheduling. Interestingly enough, the male respondents were not as interested in being able to work part-time as they were interested in being able to take off two weeks at the time of their child's birth, a typical form of family leave.

The picture of the average male which evolves from the responses is actually more sensitive than we had expected and more willing to make sacrifices. We had expected that men in the abstract would indicate their support for equality in the family structure. We were less sure of their willingness to make sacrifices to accomplish it. While our male respondents were not as willing as their female counterparts to make concessions, they were more willing than we had anticipated.

Our first specific hypothesis was that the responses would differ based upon the gender of the respondents. As has been discussed throughout this paper, there have been some important differences and some surprising similarities in the results.

Our next specific hypothesis dealt with the attitude of the children of single parents. Unfortunately, there were so few respondents who were raised by single parents it made an in-depth analysis of this group not meaningful. The cursory investigation into this subgroup of respondents which was conducted revealed none of the expected differences between this group and all the other respondents.

We anticipated that those working at large firms would be less likely to be willing to make sacrifices and less likely to want family responsibilities. In fact, we discovered that there was no significant distinction between the expectations of those who want to work at large firms and the other respondents. More investigation of this group is in order to establish a complete picture.

We anticipated that the older respondents would be more willing to make sacrifices in order to spend time with their families. In fact, once again, the opposite was true. The evening students were the least likely to be willing to make such sacrifices and the least likely to expect accommodations at work. The male evening students were particularly set in their ways.

We expected that the increased interest in the topic by women would be demonstrated by more female respondents than male. This was precisely what occurred. Nearly twice as many women answered. The men who did answer are probably not typical of all men at the school. This could explain the differences between our prototypical male and what we actually discovered.

We also expected those who were kept in daycare to be more sensitive to these issues. As with the numbers raised by single parents, there were too few respondents in this category to make any meaningful analysis.

Our final specific hypothesis was that those with children now would be more likely to be willing to sacrifice. Because of time constraints, we were unable to explicitly run this variable. The responses from the evening students who are more likely to have children make this hypothesis suspect. Additional research is needed on this point.

VII. CONCLUSION

This survey has revealed that most students at the University of Maryland School of Law are interested in varying degrees in this topic and are concerned about their ability to balance their work and family lives. The students are more willing than expected to make sacrifices, and they have greater expectations of their employers than we had expected.

Much more can still be done with the evidence gathered as a result of this study. The unanswered questions raised by this study and comparisons with other studies which were not even attempted are fertile ground for additional investigation. It is our hope to work with you in the future to translate this into a publishable piece. YES!

The lessons of this study for various groups are clear. For employers: Your young associates of tomorrow expect accommodations at the office, will make employment decisions based upon the packages you provide, and are willing to take salary decreases to pay for them in order to work reasonable hours. For men: If you expect your companion or spouse to be a professional, you had better be willing to make sacrifices, both in terms of advancement and salary. For the women: While professional men may not be the neanderthal creatures of years gone by, they are still not expecting to make the same level of sacrifices that you are.

We have concluded that the stereotypes upon which we based our prototypical male and female were justified. Though more

Good
Well stated!

respondents indicated a willingness to make sacrifices to balance work and family demands than we had expected, the responses to the surveys indicated that both groups were interested in having it all, or at least most of it.

1 For example, one question requested that students indicate what they expect to do after graduation. In many case, students provided multiple responses. Unfortunately, we were only able to do analysis with a single answer to that question.

2 The findings are even more credible when used for comparison purposes with the contemporaneous study of alumni which included many of the same flaws, including self-selection and limits upon the software used for analysis. While both of these studies are limited in their accuracy because of these flaws, they are very helpful for comparison purposes.

True

3 University of Maryland School of Law Prospectus; 1989-1990 at 3.

4 Id. at 13.

5 Id.

6 Id.

7 Id. at 25.

8 Id.

9 Id.



University of Maryland
1990 Survey:
Student Attitudes on Balancing Career and Family

SAMPLE SURVEY

Addendum I

**WORK-FAMILY
SURVEY QUESTIONNAIRE**

I. BACKGROUND INFORMATION

1. F M (circle one)

2. Year of birth _____

3. Year graduated from college _____

4. Are you an evening or day student? E D

5. Are you presently working full or part-time? Y N

6. If yes, how many hours do you work per week at that job?

Part-Time: ___ 0-10

 ___ 10-25

Part- or Full-Time: ___ 25-40

 Full-Time: ___ 40+

7. Were you raised by a single parent for a substantial period of your youth?

 Y N

8. If so, which one? ___ father ___ mother

9. Was your primary child-care provider, meaning the person who tended your daily needs during the normal work-day, a family member when you were between the ages of:

-birth-3: Y N

-3-school age: Y N

10. If no, was your day-care arrangement a result of your parent/parents' job?

 Y N

Or other considerations?

 Y N

11. During your school age years, 5-16, were you supervised by:

- a family member
- non-family member
- no adult supervision

12. Whom does your current household include? (check all applicable)

- spouse, companion, significant other
- children; If so, how many?
- dependent parent

13. What percentage of household work is done by:

- you
- companion/spouse
- other; please specify _____

14. If your household includes children, what percentage of child-care is done by:

- you
- companion/spouse
- other; please specify _____

15. With reference to questions 13 and 14, if you have a partner, are you satisfied with the distribution of family responsibilities between the two of you?

Y N N.A. (Not Applicable)

II. EXPECTATIONS

16. Upon graduation, whom do you expect or hope your first job to be with?

- federal/state/local government
- small private firm in-house counsel
- large private firm non-legal job
- judicial clerkship public interest

17. How many hours do you expect to work at this job?

0-30

30-40

40-50

50+

18. Do you expect or hope to have a spouse/companion/partner within the first five years following graduation?

Y N

18(a). If No, is that expectation influenced by the following: (check all appropriate)

not interested

feel it is impossible to successfully balance career and interpersonal relationship.

feel the specific job that you want would not accomodate the time commitment required of a successful relationship.

19. Do you expect that both you and your partner will work full-time?

Y N N.A. (Not Applicable)

19(a). If no, who will not work full-time?

you

partner

20. Do you expect or hope to have care responsibilities for children within the first five years of practice?

Y N

20(a). If No, is that expectation influenced by the following: (check all appropriate)

not interested

feel it is impossible to successfully balance career and care responsibilities.

feel that the specific job you want would not accomodate the time commitment required for caring for children.

21. Do you anticipate that you will be able to successfully balance career and family responsibilities?

Y N

21(a). If yes, is this because:
(check all appropriate)

you/your partner will not work for a substantial time

you/your partner will work part-time for a substantial time

you are confident that satisfactory child-care will be available and will satisfy your care expectations.

you do not anticipate any conflicts at all

22. In distributing family responsibilities, what percentage do you hope will be managed by:

you

companion/partner

other; please specify _____

22(a). What percentage do you expect will be managed by:

you

companion/partner

other; please specify _____

III. EMPLOYER ACCOMODATIONS

23. Do you expect your employer to provide accomodations for your family needs?

Y N

23(a). If yes, do these accomodations include:
(check all appropriate)

- family leave policies, including maternity and paternity leave
- pregnancy-related disability leave
- flex-time, including four day/extended hour weeks and part-time
- working at home
- on-site day care
- flexible career paths

24. Would the work-family accomodation policies of a potential employer affect your decision to take the job over another?

- substantially
- somewhat
- little or not at all

25. If you expect to have family responsibilities, do you think that your employer will advance you at the same rate as others who do not have such commitments?

Y N N.A. (Not Applicable)

25(a). Do you think that the employer should advance you at the same rate as others who may be spending more time at work?

Y N

26. If you expect to have family responsibilities, do you expect that your career will be affected at all by your decision?

Y N N.A. (Not Applicable)

27. If you expect to have family responsibilities, and maintain a full-time position, will you be willing to sacrifice career advancement or salary increases to fulfill your family needs?

- substantially somewhat little or not at all

27(a). Would you be willing to:
(check all appropriate)

not be on the "partnership track"

be on a delayed "partnership track"

earn salary based on an hourly rate, which results in substantially lower pay, if you only work 40 hours/week

28. Assume you take a job making \$60,000.00/year. If you would be willing to accept less pay in order to restrict your work week to a maximum of 40 hours, how much less each year would you be willing to make: (check maximum amount)

0 - \$5,000

\$5,000 - \$10,000

\$10,000 - \$20,000

\$20,000 - \$30,000

any amount of money

Comments Welcome on any aspect of your attitude toward your ability to balance career and family demands:



University of Maryland
1990 Survey:
Student Attitudes on Balancing Career and Family

SURVEY RESULTS - DATA FORM

Addendum II

=====
 Currently Currently
 Employed = Employed =
 No Yes

Q5

Sex Female

Division Evening
 percent 10.53 89.47
 count 2 17

Division Day
 percent 37.84 62.16
 count 28 46

GENDER TOTALS
 percent 32.26 67.74
 count 30 63

Sex Male

Division Evening
 percent 0.00 100.00
 count 0 16

Division Day
 percent 20.93 79.07
 count 9 34

GENDER TOTALS
 percent 15.25 84.75
 count 9 50

 GRAND TOTALS
 percent 25.66 74.34
 count 39 113
 =====

=====
 Hours Hours Hours Hours
 worked = worked = worked = worked =
 0 - 10 10 - 25 25 - 40 Over 40
 hours hours hours hours

Q6

Sex Female
 Division Evening

percent 5.88 5.88 52.94 35.29
 count 1 1 9 6

Division Day

percent 19.57 67.39 13.04 0.00
 count 9 31 6 0

GENDER TOTALS

percent 15.87 50.79 23.81 9.52
 count 10 32 15 6

Sex Male
 Division Evening

percent 0.00 0.00 12.50 87.50
 count 0 0 2 14

Division Day

percent 8.82 82.35 2.94 5.88
 count 3 28 1 2

GENDER TOTALS

percent 6.00 56.00 6.00 32.00
 count 3 28 3 16

 GRAND TOTALS

percent 11.50 53.10 15.93 19.47
 count 13 60 18 22
 =====

=====
 Raised by Single Raised by Single
 Par = Par =
 Yes No

Sex Female

Division Evening

percent	21.05	78.95
count	4	15

Division Day

percent	10.81	89.19
count	8	66

GENDER TOTALS

percent	12.90	87.10
count	12	81

Sex Male

Division Evening

percent	6.25	93.75
count	1	15

Division Day

percent	16.28	83.72
count	7	36

GENDER TOTALS

percent	13.56	86.44
count	8	51

 GRAND TOTALS

percent	13.16	86.84
count	20	132

=====

Q7

```

=====
      Which      Which
      parent =   parent =
      Father     Mother
=====

```

Q8

Sex Female

Division Evening

percent	0.00	100.00
count	0	4

Division Day

percent	12.50	87.50
count	1	7

GENDER TOTALS

percent	8.33	91.67
count	1	11

Sex Male

Division Evening

percent	0.00	100.00
count	0	1

Division Day

percent	0.00	100.00
count	0	7

GENDER TOTALS

percent	0.00	100.00
count	0	8

GRAND TOTALS

percent	5.00	95.00
count	1	19

=====

=====
Cared for
by Family
Member
until 3 =
Yes

=====
Cared for
by Family
Member
Until School
Age = Yes

*Respondants
who were raised
by Single Parent.*

Q9

Sex Female

Division Evening

percent 100.00 75.00
count 4 3

Division Day

percent 75.00 75.00
count 6 6

GENDER TOTALS

percent 83.33 75.00
count 10 9

Sex Male

Division Evening

percent 100.00 100.00
count 1 1

Division Day

percent 85.71 71.43
count 6 5

GENDER TOTALS

percent 87.50 75.00
count 7 6

GRAND TOTALS

percent 85.00 75.00
count 17 15
=====

=====
Cared for
by Family
Member
until 3 =
Yes

=====
Cared for
by Family
Member
Until School
Age = Yes

All Respondent

Q9

Sex Female

Division Evening

percent	94.74	89.47
count	18	17

Division Day

percent	95.95	91.89
count	71	68

GENDER TOTALS

percent	95.70	91.40
count	89	85

Sex Male

Division Evening

percent	87.50	93.75
count	14	15

Division Day

percent	97.67	95.35
count	42	41

GENDER TOTALS

percent	94.92	94.92
count	56	56

GRAND TOTALS

percent	95.39	92.76
count	145	141

=====

REASONS FOR CHILD CARE ARRANGEMENT INVOLVING
 PROVIDER OTHER THAN A FAMILY MEMBER

parent/parents'		other
job =		considerations
Yes		=
		Yes

Persons who
 answered No
 to both parts
 of Q9

Q10

Sex Female		
Division Day		
percent	100.00	0.00
count	3	0
GENDER TOTALS		
percent	100.00	0.00
count	3	0
Sex Male		
Division Evening		
percent	100.00	0.00
count	1	0
Division Day		
percent	100.00	0.00
count	1	0
GENDER TOTALS		
percent	100.00	0.00
count	2	0
GRAND TOTALS		
percent	100.00	0.00
count	5	0

=====

REASONS FOR CHILD CARE ARRANGEMENT INVOLVING PROVIDER OTHER THAN A FAMILY MEMBER

All Respondent

Q10

parent/parents' job = Yes
 other considerations = Yes

Sex Female

Division Evening

percent 15.79 0.00
 count 3 0

Division Day

percent 9.46 1.35
 count 7 1

GENDER TOTALS

percent 10.75 1.08
 count 10 1

Sex Male

Division Evening

percent 12.50 0.00
 count 2 0

Division Day

percent 4.65 0.00
 count 2 0

GENDER TOTALS

percent 6.78 0.00
 count 4 0

GRAND TOTALS

percent 9.21 0.66
 count 14 1

=====

SUPERVISION DURING SCHOOL YEARS

	Family	Non-family	No adult
	member =	member =	supervision =
	Yes	Yes	Yes

Sex Female

Division Evening

percent	89.47	21.05	5.26
count	17	4	1

Division Day

percent	85.14	12.16	10.81
count	63	9	8

GENDER TOTALS

percent	86.02	13.98	9.68
count	80	13	9

Sex Male

Division Evening

percent	100.00	0.00	6.25
count	16	0	1

Division Day

percent	90.70	6.98	9.30
count	39	3	4

GENDER TOTALS

percent	93.22	5.08	8.47
count	55	3	5

GRAND TOTALS

percent	88.82	10.53	9.21
count	135	16	14

=====

A handwritten note consisting of the characters 'Q11' enclosed in a hand-drawn rectangular box with slightly irregular corners.

=====

COMPOSITION OF HOUSEHOLDS

	Yourself	Spouse	Children	Dependent Parent	Other household member
--	----------	--------	----------	------------------	------------------------

Sex Female

Division Evening

percent	100.00	52.63	36.84	0.00	5.26
count	19	10	7	0	1

Q12

Division Day

percent	100.00	50.00	17.57	0.00	8.11
count	74	37	13	0	6

GENDER TOTALS

percent	100.00	50.54	<u>21.51</u>	0.00	7.53
count	93	47	20	0	7

Sex Male

Division Evening

percent	100.00	93.75	50.00	0.00	0.00
count	16	15	8	0	0

Division Day

percent	100.00	46.51	11.63	0.00	4.65
count	43	20	5	0	2

GENDER TOTALS

percent	100.00	59.32	<u>22.03</u>	0.00	3.39
count	59	35	13	0	2

GRAND TOTALS

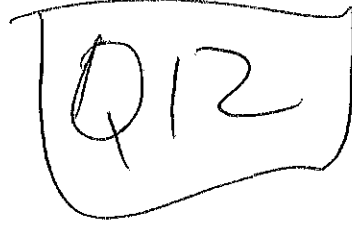
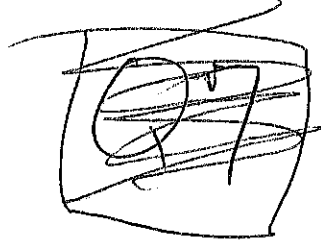
percent	100.00	53.95	21.71	0.00	5.92
count	152	82	33	0	9

=====

STATISTICAL ANALYSIS
OF NUMBER OF CHILDREN
IN HOUSEHOLDS WITH
CHILDREN

Number of
children

min	1
max	5
mean	2.07



STATISTICAL ANALYSIS OF ANSWERS TO QUESTION 14 - ALLOCATION OF
CHILDCARE DUTIES IN HOUSEHOLDS WITH CHILDREN

	You	Spouse	Other
min	5	0	5
max	100	95	85
mean	45.17	43.68	38.79
variance	981.2192118226	1054.81	567.5659340659

Q14

=====

SATISFACTION WITH DISTRIBUTION OF FAMILY
RESPONSIBILITIES

Yes

No

Sex Female

Division Evening

percent	50.00	41.67
count	6	5

Division Day

percent	62.86	34.29
count	22	12

GENDER TOTALS

percent	59.57	36.17
count	28	17

A handwritten note in a rectangular box with a pointer on the left side. The text inside the box is "Q15".

Sex Male

Division Evening

percent	73.33	26.67
count	11	4

Division Day

percent	60.00	40.00
count	12	8

GENDER TOTALS

percent	65.71	34.29
count	23	12

GRAND TOTALS

percent	62.20	35.37
count	51	29

=====

=====

EXPECTATIONS FOR FIRST JOB

=====

government small large judicial in-house non-legal public
 private private clerkship counsel job interest
 firm firm

Q16

Sex Female

Division Evening

percent 42.11 21.05 15.79 0.00 5.26 10.53 5.26
 count 8 4 3 0 1 2 1

Division Day

percent 16.22 25.68 24.32 27.03 2.70 1.35 2.70
 count 12 19 18 20 2 1 2

GENDER TOTALS

percent 21.51 24.73 22.58 21.51 3.23 3.23 3.23
 count 20 23 21 20 3 3 3

Sex Male

Division Evening

percent 12.50 12.50 18.75 0.00 25.00 6.25 25.00
 count 2 2 3 0 4 1 4

Division Day

percent 20.93 27.91 18.60 20.93 0.00 0.00 11.63
 count 9 12 8 9 0 0 5

GENDER TOTALS

percent 18.64 23.73 18.64 15.25 6.78 1.69 15.25
 count 11 14 11 9 4 1 9

GRAND TOTALS

percent 20.39 24.34 21.05 19.08 4.61 2.63 7.89
 count 31 37 32 29 7 4 12

=====

=====

EXPECTED WORKING HOURS AT FIRST JOB

0 - 30 30 - 40 40 - 50 over 50
 hours hours hours hours

Q17

Sex Female

Division Evening

percent	15.79	21.05	36.84	26.32
count	3	4	7	5

Division Day

percent	2.70	14.86	62.16	20.27
count	2	11	46	15

GENDER TOTALS

percent	5.38	16.13	56.99	21.51
count	5	15	53	20

Sex Male

Division Evening

percent	0.00	0.00	62.50	31.25
count	0	0	10	5

Division Day

percent	0.00	4.65	65.12	30.23
count	0	2	28	13

GENDER TOTALS

percent	0.00	3.39	64.41	30.51
count	0	2	38	18

GRAND TOTALS

percent	3.29	11.18	59.87	25.00
count	5	17	91	38

=====

	Hope for spouse, etc = yes	Hope for spouse, etc = no
--	----------------------------	---------------------------

Sex Female

Division Evening

percent	89.47	10.53
count	17	2

Division Day

percent	91.89	5.41
count	68	4

GENDER TOTALS

percent	91.40	6.45
count	85	6

Sex Male

Division Evening

percent	100.00	0.00
count	16	0

Division Day

percent	90.70	9.30
count	39	4

GENDER TOTALS

percent	93.22	6.78
count	55	4

GRAND TOTALS

percent	92.11	6.58
count	140	10

Q18

92

REASONS FOR NOT EXPECTING TO HAVE A SPOUSE, ETC.

not interested Impossible to balance Time accomodation

Q18a

Sex Female

Division Evening

percent 50.00 0.00 0.00
 count 1 0 0

Division Day

percent 50.00 25.00 0.00
 count 2 1 0

GENDER TOTALS

percent 50.00 16.67 0.00
 count 3 1 0

Sex Male

Division Day

percent 75.00 25.00 0.00
 count 3 1 0

GENDER TOTALS

percent 75.00 25.00 0.00
 count 3 1 0

GRAND TOTALS

percent 60.00 20.00 0.00
 count 6 2 0

Will both Partners
Work full-time

Q19

=====
Spouse work Spouse work
fulltime = fulltime =
Yes No
(Excluding "Not Applicable")

Sex Female

Division Evening

percent 82.35 17.65
count 14 3

Division Day

percent 91.55 8.45
count 65 6

GENDER TOTALS

percent 89.77 10.23
count 79 9

Sex Male

Division Evening

percent 56.25 43.75
count 9 7

Division Day

percent 82.93 17.07
count 34 7

GENDER TOTALS

percent 75.44 24.56
count 43 14

GRAND TOTALS

percent 84.14 15.86
count 122 23
=====

=====
 IF ONLY ONE PARTNER WILL WORK
 FULL TIME

Who will	Who will
work	work
fullti =	fullti =
you	partner

Q 19a

Sex Female

Division Evening

percent	0.00	0.00
count	0	0

Division Day

percent	0.00	0.00
count	0	0

GENDER TOTALS

percent	0.00	0.00
count	0	0

7
 0

Sex Male

Division Evening

percent	0.00	85.71
count	0	6

Division Day

percent	0.00	71.43
count	0	5

GENDER TOTALS

percent	0.00	78.57
count	0	11

GRAND TOTALS

percent	0.00	47.83
count	0	11

=====

=====

	Hope for	Hope for
	children =	children =
	yes	no

Sex Female

Division Evening

percent	63.16	36.84
count	12	7

Division Day

percent	58.11	37.84
count	43	28

GENDER TOTALS

percent	59.14	37.63
count	55	35

Sex Male

Division Evening

percent	81.25	18.75
count	13	3

Division Day

percent	62.79	34.88
count	27	15

GENDER TOTALS

percent	67.80	30.51
count	40	18

GRAND TOTALS

percent	62.50	34.87
count	95	53

=====

Q20

=====
 Not interested Impossible to balance responsibilities Job will not accomodate time needed

Sex Female

Division Evening

percent	57.14	28.57	28.57
count	4	2	2

Q 20a

Division Day

percent	53.57	17.86	35.71
count	15	5	10

GENDER TOTALS

percent	54.29	20.00	34.29
count	19	7	12

Sex Male

Division Evening

percent	66.67	0.00	33.33
count	2	0	1

Division Day

percent	53.33	6.67	26.67
count	8	1	4

GENDER TOTALS

percent	55.56	5.56	27.78
count	10	1	5

 GRAND TOTALS

percent	54.72	15.09	32.08
count	29	8	17

=====

=====
 Will be Will not be
 Able to Able to
 balance balance
 career and career and
 family family

Sex Female

Division Evening

percent	73.68	21.05
count	14	4

Division Day

percent	87.84	9.46
count	65	7

GENDER TOTALS

percent	84.95	11.83
count	79	11

Sex Male

Division Evening

percent	100.00	0.00
count	16	0

Division Day

percent	95.35	4.65
count	41	2

GENDER TOTALS

percent	96.61	3.39
count	57	2

 GRAND TOTALS

percent	89.47	8.55
count	136	13

=====

Q21

REASONS FOR BEING ABLE TO BALANCE CAREER AND FAMILY

	You/partner will not work	You/partner will work PT	Satisfactory child-care available	No conflicts anticipated

Sex Female				
Division Evening				
percent	0.00	28.57	57.14	21.43
count	0	4	8	3
Division Day				
percent	15.38	47.69	56.92	12.31
count	10	31	37	8
GENDER TOTALS				
percent	12.66	44.30	56.96	13.92
count	10	35	45	11
Sex Male				
Division Evening				
percent	31.25	31.25	37.50	18.75
count	5	5	6	3
Division Day				
percent	31.71	34.15	46.34	17.07
count	13	14	19	7
GENDER TOTALS				
percent	31.58	33.33	43.86	17.54
count	18	19	25	10

GRAND TOTALS				
percent	20.59	39.71	51.47	15.44
count	28	54	70	21
=====				

Q21a

 ANTICIPATED DISTRIBUTION OF FAMILY RESPONSIBILITIES

	HOPEd FOR			EXPECTED		
	You	Partner	Other	You	Companion/partner	Other
min	10	10	10	5	5	2
max	100	100	100	100	100	80
mean	47.05	47.88	40.07	50.26	43.86	32.25

7
 0

Q22

Q22a

=====

EXPECTATION OF EMPLOYER ACCOMODATION

no yes

Sex Female

Division Evening

percent	26.32	73.68
count	5	14

Division Day

percent	25.68	72.97
count	19	54

GENDER TOTALS

percent	25.81	73.12
count	24	68

Sex Male

Division Evening

percent	50.00	50.00
count	8	8

Division Day

percent	37.21	62.79
count	16	27

GENDER TOTALS

percent	40.68	59.32
count	24	35

GRAND TOTALS

percent	31.58	67.76
count	48	103

=====

Q 23

KINDS OF EMPLOYER ACCOMODATIONS EXPECTED

	Family leave policies	Pregnancy related disability leave	Flex-time and part- time work weeks	Working at home	On-site daycare	Flexible career path

Sex Female						
Division Evening						
percent	57.14	50.00	78.57	50.00	7.14	21.43
count	8	7	11	7	1	3
Division Day						
percent	85.19	66.67	85.19	44.44	18.52	68.52
count	46	36	46	24	10	37
GENDER TOTALS						
percent	79.41	63.24	83.82	45.59	16.18	58.82
count	54	43	57	31	11	40
Sex Male						
Division Evening						
percent	87.50	37.50	75.00	75.00	25.00	50.00
count	7	3	6	6	2	4
Division Day						
percent	100.00	66.67	66.67	51.85	29.63	51.85
count	27	18	18	14	8	14
GENDER TOTALS						
percent	97.14	60.00	68.57	57.14	28.57	51.43
count	34	21	24	20	10	18

GRAND TOTALS						
percent	85.44	62.14	78.64	49.51	20.39	56.31
count	88	64	81	51	21	58
=====						

Q23a

=====

EXTENT TO WHICH EMPLOYER FAMILY ACCOMODATION
POLICIES WOULD AFFECT DECISION TO TAKE A JOB

substantially somewhat little or
not at
all

Sex Female

Division Evening

percent	52.63	26.32	21.05
count	10	5	4

Division Day

percent	59.46	32.43	5.41
count	44	24	4

GENDER TOTALS

percent	58.06	31.18	8.60
count	54	29	8

Sex Male

Division Evening

percent	31.25	31.25	37.50
count	5	5	6

Division Day

percent	27.91	48.84	23.26
count	12	21	10

GENDER TOTALS

percent	28.81	44.07	27.12
count	17	26	16

GRAND TOTALS

percent	46.71	36.18	15.79
count	71	55	24

=====

Q24

=====

EXPECTATIONS FOR ADVANCEMENT

Will advance at same rate = yes Will advance at same rate = no Should advance at same rate = yes Should advance at same rate = no

Sex Female

Division Evening

percent	46.15	53.85	69.23	30.77
count	6	7	9	4

Division Day

percent	18.57	77.14	48.57	42.86
count	13	54	34	30

GENDER TOTALS

percent	22.89	73.49	51.81	40.96
count	19	61	43	34

Sex Male

Division Evening

percent	61.54	38.46	53.85	46.15
count	8	5	7	6

Division Day

percent	55.26	44.74	55.26	42.11
count	21	17	21	16

GENDER TOTALS

percent	56.86	43.14	54.90	43.14
count	29	22	28	22

GRAND TOTALS

percent	35.82	61.94	52.99	41.79
count	48	83	71	56

=====

[Q25]

+ Q 25a

=====

EXPECTATION THAT CAREER WILL BE

AFFECTED BY HAVING FAMILY

RESPONSIBILITIES

Yes No

	Yes	No

Sex Female		
Division Evening		
percent	93.33	6.67
count	14	1
Division Day		
percent	94.37	4.23
count	67	3
GENDER TOTALS		
percent	94.19	4.65
count	81	4
Sex Male		
Division Evening		
percent	57.14	42.86
count	8	6
Division Day		
percent	82.50	17.50
count	33	7
GENDER TOTALS		
percent	75.93	24.07
count	41	13

GRAND TOTALS		
percent	87.14	12.14
count	122	17
=====		

Q 25

=====

WILLINGNESS TO SACRIFICE CAREER ADVANCEMENT TO HAVE
A FULL-TIME JOB AND FAMILY RESPONSIBILITIES

substantially somewhat little or
not at
all

Sex Female

Division Evening

percent	26.32	47.37	10.53
count	5	9	2

Division Day

percent	33.78	54.05	8.11
count	25	40	6

GENDER TOTALS

percent	32.26	52.69	8.60
count	30	49	8

Sex Male

Division Evening

percent	12.50	62.50	12.50
count	2	10	2

Division Day

percent	32.56	60.47	6.98
count	14	26	3

GENDER TOTALS

percent	27.12	61.02	8.47
count	16	36	5

GRAND TOTALS

percent	30.26	55.92	8.55
count	46	85	13

=====

Q 27

=====

SPECIFIC CAREER SACRIFICES

	Not on partnership track	Delayed Partnership track	Salary based on hourly rate
--	--------------------------------	---------------------------------	--------------------------------------

Sex Female

Division Evening

percent	15.79	36.84	31.58
count	3	7	6

Division Day

percent	22.97	67.57	33.78
count	17	50	25

GENDER TOTALS

percent	21.51	61.29	33.33
count	20	57	31

Sex Male

Division Evening

percent	25.00	50.00	31.25
count	4	8	5

Division Day

percent	16.28	53.49	25.58
count	7	23	11

GENDER TOTALS

percent	18.64	52.54	27.12
count	11	31	16

GRAND TOTALS

percent	20.39	<u>57.89</u>	30.92
count	31	88	47

=====

Q27a

=====

WILLINGNESS TO ACCEPT LESS SALARY

0 -	\$5,000 -	\$10,000 -	\$20,000 -	any
\$5,000	\$10,000	\$20,000	\$30,000	amount of
				money

Sex Female

Division Evening

percent	26.32	21.05	21.05	10.53	5.26
count	5	4	4	2	1

Division Day

percent	8.11	29.73	45.95	10.81	0.00
count	6	22	34	8	0

GENDER TOTALS

percent	11.83	27.96	40.86	10.75	1.08 - 83
count	11	26	38	10	1

Sex Male

Division Evening

percent	31.25	18.75	31.25	0.00	6.25
count	5	3	5	0	1

Division Day

percent	16.28	30.23	32.56	4.65	0.00
count	7	13	14	2	0

GENDER TOTALS

percent	20.34	27.12	32.20	3.39	1.69 - 84
count	12	16	19	2	1

GRAND TOTALS

percent	15.13	27.63	37.50	7.89	1.32
count	23	42	57	12	2

=====

15
28
37.5
8
1

84.5

Q 28

=====
Year of
Birth

(1)

Sex Female

Division Evening

Year of Birth 1945
1945

YEAR TOTAL
count 1

Year of Birth 1946
1946

YEAR TOTAL
count 1

Year of Birth 1949
1949

YEAR TOTAL
count 1

Year of Birth 1951
1951
1951

YEAR TOTAL
count 2

Year of Birth 1952
1952

YEAR TOTAL
count 1

Year of Birth 1954
1954

YEAR TOTAL
count 1

Year of Birth 1956
1956
1956

YEAR TOTAL
count 2

Year of Birth 1957 ←
1957
1957

YEAR TOTAL
count 2

Year of Birth 1958
1958
1958
1958

1

YEAR TOTAL
count 3

Year of Birth 1962
1962

YEAR TOTAL
count 1

Year of Birth 1963
1963

YEAR TOTAL
count 1

Year of Birth 1964
1964

YEAR TOTAL
count 1

Year of Birth 1966
1966

YEAR TOTAL
count 1

Year of Birth 1967
1967

YEAR TOTAL
count 1

DIVISION TOTAL
count 19

← Female wearing

Division Day

Year of Birth 1943
1943

YEAR TOTAL
count 1

Year of Birth 1944
1944

YEAR TOTAL
count 1

Year of Birth 1945
1945

YEAR TOTAL
count 1

Year of Birth 1946
1946

YEAR TOTAL
count 1

Year of Birth 1950
1950

YEAR TOTAL
count 1

Year of Birth 1951
1951

YEAR TOTAL
count 1

Year of Birth 1954
1954
1954

YEAR TOTAL
count 2

Year of Birth 1955
1955
1955

YEAR TOTAL
count 2

Year of Birth 1956
1956
1956

YEAR TOTAL
count 2

Year of Birth 1957
1957
1957

YEAR TOTAL
count 2

Year of Birth 1958
1958
1958
1958

YEAR TOTAL
count 3

Year of Birth 1959
1959

YEAR TOTAL
count 1

Year of Birth 1960
1960
1960
1960
1960

YEAR TOTAL
count 4

Year of Birth 1961
1961
1961
1961

YEAR TOTAL

count 3

Year of Birth 1962

1962
1962

YEAR TOTAL

count 2

Year of Birth 1963

1963
1963
1963
1963
1963
1963

YEAR TOTAL

count 6

Year of Birth 1964

1964
1964
1964
1964
1964
1964
1964
1964
1964
1964
1964
1964
1964
1964

37

YEAR TOTAL

count 13



Year of Birth 1965

1965
1965
1965
1965
1965
1965
1965
1965
1965
1965
1965
1965
1965
1965
1965
1965
1965
1965
1965

YEAR TOTAL

count 17



Year of Birth 1966

1966
1966
1966
1966
1966

1966
1966
1966
1966

YEAR TOTAL
count 9

Year of Birth 1967
1967
1967

YEAR TOTAL
count 2

DIVISION TOTAL
count 74

GENDER TOTAL
count 93

Female day
93 Females

Sex Male

Division Evening

Year of Birth 1951
1951

MA

YEAR TOTAL
count 1

Year of Birth 1953
1953
1953
1953

YEAR TOTAL
count 3

Year of Birth 1954
1954

YEAR TOTAL
count 1

Year of Birth 1956
1956
1956

YEAR TOTAL
count 2

Year of Birth 1958
1958
1958
1958

←

YEAR TOTAL
count 3

Year of Birth 1959
1959

YEAR TOTAL
count 1

Year of Birth 1961
1961
1961
1961

YEAR TOTAL
count 3

Year of Birth 1962
1962

YEAR TOTAL
count 1

Year of Birth 1964
1964

YEAR TOTAL
count 1

DIVISION TOTAL
count 16

make wing

Division Day

Year of Birth 1951
1951

YEAR TOTAL
count 1

Year of Birth 1954
1954

YEAR TOTAL
count 1

Year of Birth 1958
1958
1958

YEAR TOTAL
count 2

Year of Birth 1959
1959

YEAR TOTAL
count 1

Year of Birth 1960
1960
1960

YEAR TOTAL
count 2

Year of Birth 1961
1961
1961
1961
1961
1961

YEAR TOTAL
count 5

Year of Birth 1962

1962

1962

1962

1962

1962

YEAR TOTAL

count 5

Year of Birth 1963

1963

1963

1963

1963

1963

1963

1963

1963

mean ←

YEAR TOTAL

count 8

Year of Birth 1964

1964

1964

1964

1964

1964

YEAR TOTAL

count 5

Year of Birth 1965

1965

1965

1965

1965

1965

1965

1965

1965

YEAR TOTAL

count 8

Year of Birth 1966

1966

1966

1966

1966

YEAR TOTAL

count 4

Year of Birth 1967

1967

YEAR TOTAL

count 1

DIVISION TOTAL

count 43

mob day

GENDER TOTAL

```
count      59
-----
count      152
=====
```

59 males

1

2

Response Number Sex Division if (long:comments1 = blank , "NO", "YES")

SS-001	Female	Day	NO
SS-002	<u>Female</u>	Day	YES
SS-003	<u>Female</u>	Evening	YES
SS-004	<u>Female</u>	Evening	YES
SS-005	Female	Evening	NO
SS-006	<u>Female</u>	Day	YES
SS-007	<u>Female</u>	Day	YES
SS-008	Female	Day	NO
SS-009	Female	Day	NO
SS-010	Female	Evening	NO
SS-011	Female	Day	NO
SS-012	Female	Day	NO
SS-013	Female	Day	NO
SS-014	Female	Evening	NO
SS-015	<u>Female</u>	Day	YES
SS-016	Female	Day	NO
SS-017	Female	Day	NO
SS-018	<u>Female</u>	Day	YES
SS-019	Female	Evening	NO
SS-020	<u>Female</u>	Day	YES
SS-021	Female	Day	NO
SS-022	<u>Female</u>	Day	YES
SS-023	Female	Day	NO
SS-024	Female	Day	NO
SS-025	Female	Day	NO
SS-026	Female	Day	NO
SS-027	<u>Female</u>	Day	YES
SS-028	Female	Day	NO
SS-029	Female	Day	NO
SS-030	<u>Female</u>	Day	YES

Student Survey

50 comments

♀ day: 25 } ♀: 32
 ♀ eve: 7 }

♂ day: 13 } ♂: 18
 ♂ eve: 5 }

T = 93 ♀ respondents
 59 ♂ respondents

SS/

SS-031	<u>Female</u>	Day	YES
SS-032	Female	Day	NO
SS-033	<u>Female</u>	Day	YES
SS-034	Female	Day	NO
SS-035	Female	Day	NO
SS-036	Female	Day	NO
SS-037	Female	Day	NO
SS-038	<u>Female</u>	Day	YES
SS-039	<u>Female</u>	Day	YES
SS-040	Female	Day	NO
SS-041	Female	Day	NO
SS-042	Female	Day	NO
SS-043	<u>Female</u>	Day	YES
SS-044	<u>Female</u>	Day	YES
SS-045	Female	Evening	NO
SS-046	Female	Day	NO
SS-047	<u>Female</u>	Day	YES
SS-048	Female	Day	NO
SS-049	Female	Day	NO
SS-050	Female	Day	NO
SS-051	Female	Day	NO
SS-052	<u>Female</u>	Day	YES
SS-053	Female	Day	NO
SS-054	<u>Female</u>	Evening	YES
SS-055	Female	Day	NO
SS-056	Female	Evening	NO
SS-057	<u>Female</u>	Evening	YES
SS-058	Female	Day	NO
SS-059	Female	Day	NO
SS-060	Female	Day	NO
SS-061	Female	Evening	NO
SS-062	<u>Female</u>	Day	YES
SS-063	Female	Day	NO

SS-064	Female	Evening	NO
SS-065	<u>Female</u>	Day	YES
SS-066	Female	Evening	NO
SS-067	Female	Evening	NO
SS-068	Female	Evening	NO
SS-069	Female	Day	NO
SS-070	Female	Day	NO
SS-071	Female	Day	NO
SS-072	Female	Day	NO
SS-073	<u>Female</u>	Day	YES
SS-074	Female	Day	NO
SS-075	<u>Female</u>	Evening	YES
SS-076	<u>Female</u>	Evening	YES
SS-077	Female	Evening	NO
SS-078	Female	Day	NO
SS-079	Female	Day	NO
SS-080	Female	Day	NO
SS-081	<u>Female</u>	Day	YES
SS-082	<u>Female</u>	Day	YES
SS-083	Female	Day	NO
SS-084	Female	Day	NO
SS-085	<u>Female</u>	Day	YES
SS-086	Female	Day	NO
SS-087	<u>Female</u>	Day	YES
SS-088	Female	Day	NO
SS-089	Female	Day	NO
SS-090	Female	Day	NO
SS-091	<u>Female</u>	Day	YES
SS-092	<u>Female</u>	Evening	YES
SS-093	Male	Day	NO
SS-094	Male	Day	NO
SS-095	Male	Evening	NO
SS-096	<u>Male</u>	Evening	YES

SS-097	Male	Day	NO
SS-098	<u>Male</u>	Day	YES
SS-099	Male	Day	NO
SS-100	Male	Day	NO
SS-101	Male	Day	NO
SS-102	Male	Day	NO
SS-103	Male	Day	NO
SS-104	Male	Day	NO
SS-105	<u>Male</u>	Day	YES
SS-106	Male	Day	NO
SS-107	Male	Day	NO
SS-108	<u>Male</u>	Evening	YES
SS-109	Male	Day	NO
SS-110	<u>Male</u>	Evening	YES
SS-111	Male	Evening	NO
SS-112	Male	Day	NO
SS-113	<u>Male</u>	Evening	YES
SS-114	Male	Day	NO
SS-115	Male	Day	NO
SS-116	Male	Evening	NO
SS-117	Male	Day	NO
SS-118	Male	Day	NO
SS-119	Male	Day	NO
SS-120	Male	Evening	NO
SS-121	Male	Evening	NO
SS-122	<u>Male</u>	Day	YES
SS-123	Male	Evening	NO
SS-124	Male	Day	NO
SS-125	Male	Day	NO
SS-126	Male	Day	NO
SS-127	<u>Male</u>	Evening	YES
SS-128	Male	Evening	NO
SS-129	<u>Male</u>	Day	YES

SS-130	<u>Male</u>	Day	YES
SS-131	<u>Male</u>	Day	YES
SS-132	Male	Day	NO
SS-133	<u>Male</u>	Day	YES
SS-134	Male	Day	NO
SS-135	Male	Day	NO
SS-136	Male	Day	NO
SS-137	<u>Male</u>	Day	YES
SS-138	Male	Evening	NO
SS-139	<u>Male</u>	Day	YES
SS-140	Male	Day	NO
SS-141	Male	Day	NO
SS-142	Male	Day	NO
SS-143	Male	Day	NO
SS-144	<u>Male</u>	Day	YES
SS-145	<u>Male</u>	Day	YES
SS-146	Male	Day	NO
SS-147	<u>Male</u>	Day	YES
SS-148	<u>Male</u>	Day	YES
SS-149	Male	Evening	NO
SS-150	Male	Evening	NO
SS-151	Male	Evening	NO
SS-152	Female	Day	NO

Student Comments

Response Number - SS-002

♀
III.

I have a firm comitment to my career and no plans to marry nd/or have children in the foreseeable future. As such, it is hard to imagine making any sacrifices at all for "family responsibilities" - when and if I do face the problem of balancing career and family demands, I hope and expect my husband/partner to make as many sacrifices as I will.

Response Number - SS-003

I/II.

[Baby and preschooler come first. I intend to nurse the baby and would never work full time with a baby. It is child abuse and woman abuse. But after age 5, a mother and father should have equal time outside the home for professional development, and before age five, some outside work is possible and beneficial.] Everybody will pay if we put our babies in BAbY Farms.

Response Number - SS-004

♀
III.

Answer to 28 would be lower if I were a day student w/no work experience. But I currently earn above \$50K and find it difficult to reconcile that I would earn less w/a law degree than w/out it. I realize that this may be totally unrealistic.

The most important aspect of balancing basically conflicting demands is tharu communication and negotiation w/the other party. In my own situation, my spousal equivalent and I both work full-time jobs; in addition, I am in law school in the evening and he is attempting to launch his own business. We have negotiated responsibilities w/understanding that when circumstances change, those arrangements will change with them.

Response Number - SS-006

II.

I think it is very difficult to balance career and family unless one partner stays home. I think this would be alleviated if all employers were required to have on-cite day care and maternity/paternity leaves.

Response Number - SS-007

I.

My children are all in school. I see no difficulty in my prospective career as an attorney. They will be in elementary and middle school. I do plan on working parttime however. I consider my family more important than my career, also in two - five years I will work full time.

Response Number - SS-015

♀

Advancement in a career should be dtermined by skill, quality of

I.

work, ability to successfully complete a task, and to work independently or, if required, as a team - not on the amt. of hours you sit at a desk! I probably would have answered some of these questions differently if I didn't already have children and believe how important it is to them and my husband and me that I spend a significant amt. of time w/them. I'm looking towards a career in mediation where I am self-employed and flexible.

? O. + single no kids

Response Number - SS-018

I have no doubt that the women who answer this survey intend to devote more time and responsibility to child care than the men.

? O. + single mom

Response Number - SS-020

More difficult for younger women first starting families. Think career plans must be modified if young children are not to be short-changed. Or postpone childrearing.

? O. + single no kids

Response Number - SS-022

Not everything happens within the four walls of a law firm, and with the appropriate staff and organization, a person can be an efficient, productive worker although only in the office 30 hours a week.

♀
♀
♀

Response Number - SS-027

~~I don't anticipate having any family responsibilities in the next five years at this point;~~

Response Number - SS-030

~~is a good question: many attorneys feel this way.~~

Response Number - SS-031

III.

Family demands are a major consideration in deciding on the type of work setting. I intend to avoid large firms because I would like some time for myself/family. Once I am in a (well chosen) job, I think I will be able to handle family responsibilities.

I am also extremely lucky that my spouse doesn't consider this to be just my problem.

? O. + married 2 kids

Response Number - SS-033

The main problem for either a man or woman in trying to balance career and family is the attitude of the business culture toward family priorities which are viewed as being less important than economic ones. There also seems to be an inability to see the relationship between quality of life and quality of production.

Response Number - SS-038

It is not going to be easy. We are currently working at firms that expect 1800 billable hours. We would try to meet that goal, take turns on who'd stay home w/sick child, etc...We hope to find a nanny -- both grandparents are nearby.

Response Number - SS-039

Balance comes from communication with spouse. Your form does not consider older student whose children are grown.

Response Number - SS-043

It's tough to do, but both my spouse and I are committed to taking only jobs that allow some leave and some flexibility. I'm interested in litigation but I will not take a job where I have to regularly work 60 plus hours a week. I'll definitely forego certain areas of interest for a job that's closer to 40 hrs/week.

Response Number - SS-044

At this point I don't see how it would ever be possible, Unfortunately, the career will have to come first in order to meet basic financial needs, and sadly faomily interests and interpersonal relationships will suffer. I wish there were something that could be done.

Response Number - SS-047

career advancement should be based on the quality of the work done, not just the raw amount. Hours worked are a legitimate factor in determining pay, however, at the associate level there should be flexible arrnagments available for structuring a work schedule which accomidates individual lifestyles. Then the workaholics could make 60K and the people with other interests could make proportiocinately less and those who want part time work would still fit into the professional picture. The real problem

with balancing a career and family responsibilities is a cultural and perceptual imbalance. Women are expected to bear the bulk of the childcare and family reponsibilites while still pursuing a professional career. While men now recognize that they

should "pitch in" it is still viewed as primarily the woman's responsibility to manage the home, raise the children and handle social reponsibilities. Her choice of a place of employment and the employers choice of who to hire must take those expectations into account. Only when society as a whole recognizes that the balance of reponsibilites must be reaportioned will the problem be really solved. Men need to start assuming an equal share of these reponsibilities and making some

career

sacrifices to do so. In the meantime, employers can stop penalizing women for having children by admitting that a competent professional doesn't have to work 60 hours a week to prove it. You can be just as good for 40-50 hours a week and still deserve

Response Number - SS-052

III.

I anticipate it being difficult to juggle career and family but until you're actually in the situatio you can't be sure what it will be like. I plan to make career adjustments / changes depending on hou things actually work out.

Response Number - SS-054

I.

It's a constant process that changes significantly as children mature. Must be flexible and know what priorities are. But having children and spouse together with career combines the best of all possible worlds. Enables one to have healthy, balanced perspective on law school. Essential ingredients 1) supportive spouse and 2) try not to worry about career when with family and vice versa - Otherwise neither goes smoothly.

Response Number - SS-057

+

This survey is geared toward having children. My family considerations are more likely with an elderly out-of-state parent. When I did have a young child, I did not have or expect employer assistance. However, I had a day care center close to work (3 blocks), was in a management position and had flexibility. All of my employers have been flexible in regards to family considerations.

Response Number - SS-062

I. single kid

firm flexibility in hour requirements was primary inquiry in interviewing in fall - trend slowly is moving toward accomodation.

Response Number - SS-065

I.

You didn't ask if I expect my spouse to seek alternative work hours, etc- I do and he will. Also- my firm has made different decisions based on the attorney, their work and the staus of things at the firm- its small enough that we've been able to do that successfully.

Response Number - SS-073

II. Plus Fault

The law school ignores the needs of parents equally. Rarely, if ever, are students acknowledged by professors as having any family responsibilites. How could the legal community be

expected to be any different.

Response Number - SS-075

I.

I think you will find that if you have an employer willing to provide flexibility, you will want to work harder with the employer and find ways to accomplish your job and your family responsibilities.

Response Number - SS-076

II or IV. Single no kids

Excluding large corporations, the private sector (especially law firms) are not going to be responsive to family needs until Congress mandates legislation requiring family accommodations.

Response Number - SS-081

III.

I expect to substantially place my career on back burner for up to 5 years after law school. We are planning to start our family in my third year to accomplish this. I may not work at all and may work part-time. Possibly not even in the law. But then, there will be no stopping me and when my kids reach the age 18 I hope to be able to equal my colleagues work hours each week and have a wonderful family as well. It's worth delaying the career rewards.

Response Number - SS-082

IV.

Many of the questions force yes or no answers or expectations with out giving opportunity to express how we would like the situation to be. For example, in 21, the reason I answered "no" was because I expect the workplace not to be accommodating to employees with children, and I don't expect there to be adequate childcare available or affordable facilities. I expect that I will have to make many sacrifices both from my family life and my career.

Response Number - SS-085

III.

I intend to work for a few years - then raise a family and then go back to work. I prefer to raise my own children and not work during that time.

Response Number - SS-087

III.

Don't expect much from my employer beyond parental leave. But if I were a very young ambitious attorney I would be very upset at having to make difficult choices between dynamic expanding career and having a family. Luckily, I am not driven by consuming ambition and would be willing to sacrifice in order to have a nice family life.

Response Number - SS-091

I.

I.

My future employer has agreed to a parttime schedule - minimum of 20 hours/wk, after that up to me. I will be paid pro rata, i.e. if I work 30 hrs. I will be expected to bill 3/4 the number of hrs. 1st year associates must bill and will be paid 3/4 of their individual salaries. I am expected to "keep up with the law" on my own time as are others.

Response Number - SS-092

♀

Great idea - whose time has come.

Response Number - SS-096

♂
III.

I think it is time for the legal profession to realize that working 60-70 hour/wk. doesn't make better lawyers - it only makes tired lawyers. I contend that tired lawyers are less efficient and more mistake prone. There are times when long hours and hard work will be necessary but they should not be the norm, and I refuse to work at any firm where they are the norm.

Handwritten bracket and flourish on the right side of the page.

Response Number - SS-098

♂
III.

I hope that there are enough interesting legal avenues to be able to have a career and a family. But I expect to delay having a family for a while to establish some credentials and financial security to have a family later.

Response Number - SS-105

♂
I.

One advantage my wife and I have is that she works for the federal government and their office is going to be building an on-site day care facility. Otherwise, I would anticipate many more problems. With the on-site day care we would not be as tentative to leave our children there since my wife can check on them.

Response Number - SS-108

♂
I.

I have just about completed 4 years working 40+ hours/wk, commuting 15 hours /wk, in class 10-12 hours /wk at night and study when I get the chance. My wife and I have had 2 children while in law school. I am awake 120 hours a week. If I work for a

law firm 50-60 hours a week that leaves 60-70 hours a week to devote directly to my family. I believe that anyone that knows me would say I am a loving, caring devoted husband and father, who takes time to read to his kids, go out with them on weekends, cuts the grass, cleans the bathrooms, cooks and does the dishes when I am home. The last four years have been a tremendous sacrifice for my wife and I but it was our joint decision that I would be the long term primary bread winner for the family and that I better bust my ass to bring home the bacon while my well-educated, well-rounded intelligent wife would primarily be

Compromise

the care-giver to our dear children. When she returns to wk, it will be in something she likes not what she has to do to earn the family fortune. This was not easy for my wife or me to come to grips w/. If I were wealthy, believe I would drop out of this rat race in a heart beat, and spend more time w/wife, children & friends. But I'm driven to provide security for all, a nice home, schools and security. It's duty. Wife, a career person, made conscious decision not to work. She is much more fulfilled by this opportunity in life to spend w/our young kids and to nurture them. She can workSee hard copy of survey!!!!!!

Response Number - SS-110

♂ As a gay male with strong desires for children, I expect my family desires will have to be quite creative. Because of the unique family unit I'm picturing and the obstacles and prejudice we are facing, we may have to spend a lot more time and effort in making this family work- which will certainly impact on career and life goals.

Response Number - SS-122

♂ One important area survey left out is age of children. Upon graduation, my children will all be school age. This will shift focus away from day time care towards afternoon and evening activities.

Response Number - SS-127

♂ I currently work full time and go to school full time. Salary is by straight commission. A good system since you can work more or less as required by family/school with associated loss of salary as part of the system.

Response Number - SS-129

♂ IV. The questionnaire bothers me - it assumes that the current job structure is ok. Thus you miss the point, and the questions beg the issue. This point is that whole structure is backward. The fact that such questions as 27(a) are asked shows that the questionnaire is on the status quo mindset. I should not have to make such a choice. The workplace must be built around real life; real life includes spouse and kids. The status quo os an anachronistic La-La land where and E'er assumes the E'ee is a male

w/ a wife at home tending the kids. Since that is not true, it is the E'er who is wrong in making the assumptions that underly question 27(a). In part, over-inflated legal salaries exacerbate this problem. Insofar as the "P'ship track" means exorbanant, and completely unwarranted high slaaries, the question posed in 28 also assumes the La-La- land status quo. If (when) lawyers' wages are brought down to respectable levels, the expectations (among E'ers) that led to 80 hr. work weeks will disappear.

They will disappear because the cash incentive for "partner" won't be so great. Imagine a low "firm" that has simple corporate type management; or better yet a cooperative. The economics of our profession, as they are currently set up, lead to incentives that are all backward. One of the fall outs to the mixed up incentives is too long hrs, too high wages, law school grade races, and burnt out middle aged lawyers. Change the incentives and the structure to eliminate the problems.

Response Number - SS-130

Without a doubt, we need more and better quality of child care. The bottom line is that someone must raise and care for the children. Either you pay outsiders to do this out of your income, or you or a family member foregoes that income.

Response Number - SS-131

I have an exceptional wife.

Response Number - SS-133

It's not easy.

Response Number - SS-137

Some questions difficult to answer. Also, some questions did not define "family". Does family mean adults or children, or can family simply mean two partners? Before having children, couples ought to talk about what that will mean for respective careers. Full discussion at this time will hopefully avoid later conflicts.

Response Number - SS-139

I plan to win the lottery.

Response Number - SS-144

In general, employers are much less sympathetic to men who have children than women. I took off the first year of my son's life from work while my wife worked full time. It is not for me I discovered, but should be as available should a father want to pursue such a life. The current emphasis is on female equality in the work-place. But should ALSO emphasize male equality in the home.

Response Number - SS-145

Over the next 5 yrs., both my spouse and I intend to work full time; however, should we have children I have made my feelings clear that I will not be a primary care provider. I would rather have no children than sacrifice my career and serve as a

primary care provider. Consequently, my spouse, who wants children and wants to stay at home with them for a few years, is planning to start her own company which would allow her to work out of the home. Once the children are toddlers, they will go to day care. We both believe that no professional couple can have and raise children properly and still remain fully committed to their respective careers: someone must be willing to take some time off during the early years of the children's development, and this means that spouse will fall behind. My spouse has accepted this fact. Leaving your job to raise your kids while your co-workers press on the "the firm" is still viewed negatively from a career perspective. I, unhappily, doubt this will change during my career.

07
Response Number - SS-147

Many of these questions are hard to answer yes or no.

08
Response Number - SS-148

Call me old fashioned, but family comes first.

```

=====
Family      Family
needs =    needs =
  no       yes

```

```

-----
percent    80.00    20.00
count       4         1
=====

```

*female w/ kids, no spouse, who anticipate
successfully balancing:*

How many expect accom. from Eler?

=====

	Able to balance = no	Able to balance = yes
--	----------------------------	-----------------------------

*single, no kids or spouse, who expect
50+ /w/ ^{How many} ~~no~~ artistic balancing
successfully?*

Sex Female

Division Evening

DIVISION TOTAL		
percent	0.00	100.00
count	0	1

Division Day

DIVISION TOTAL		
percent	25.00	75.00
count	2	6

GENDER TOTAL		
percent	22.22	77.78
count	2	7

Sex Male

Division Day

DIVISION TOTAL		
percent	20.00	80.00
count	1	4

GENDER TOTAL		
percent	20.00	80.00
count	1	4

GRAND TOTAL		
percent	21.43	78.57
count	3	11

=====

Family Spouse work
 needs = fulltime =
 yes No

Sex Female

Division Evening

DIVISION TOTAL
 percent 100.00 0.00
 count 1 0

Division Day

DIVISION TOTAL
 percent 50.00 0.00
 count 3 0

GENDER TOTAL
 percent 57.14 0.00
 count 4 0

Sex Male

Division Day

DIVISION TOTAL
 percent 50.00 25.00
 count 2 1

GENDER TOTAL
 percent 50.00 25.00
 count 2 1

GRAND TOTAL
 percent 54.55 9.09
 count 6 1

*raised by single parent, expect
 kids*
How many expect to balance?
How many expect 2'er accom?

*single, antic. wkng 50+, antic.
 successful balance*

*How many expect spouse
 to wrk. part-time?*

How many expect 2'er accom?

```

=====
Able to      Family
balance =   needs =
yes         yes
=====

```

*raised by single parent, expect
kids*

*How many expect to balance?
How many expect Elsew accom.?*

Sex Female

Division Evening

```

DIVISION TOTAL
percent  33.33      66.67
count    1          2

```

Division Day

```

DIVISION TOTAL
percent  75.00      75.00
count    3          3

```

```

GENDER TOTAL
percent  57.14      71.43
count    4          5

```

Sex Male

Division Day

```

DIVISION TOTAL
percent  100.00     60.00
count    5          3

```

```

GENDER TOTAL
percent  100.00     60.00
count    5          3

```

```

-----
GRAND TOTAL
percent  75.00      66.67
count    9          8
=====

```

expect (g. firm

How many want kids?

=====
Hope for Hope for
children = children =
no yes

Sex Female

Division Evening

DIVISION TOTAL
percent 33.33 66.67
count 1 2

Division Day

DIVISION TOTAL
percent 44.44 44.44
count 8 8

GENDER TOTAL
percent 42.86 47.62
count 9 10

Sex Male

Division Evening

DIVISION TOTAL
percent 0.00 100.00
count 0 3

Division Day

DIVISION TOTAL
percent 25.00 75.00
count 2 6

GENDER TOTAL
percent 18.18 81.82
count 2 9

GRAND TOTAL
percent 34.38 59.38
count 11 19

```

=====
Decision to   Decision to   Decision to
take job =   take job =   take job =
substantially , somewhat   little or
                                not at
                                all
-----

```

50% hour.

*How influenced by
Elers accom. plan ?*

Sex Female

Division Evening

DIVISION TOTAL			
percent	0.00	0.00	100.00
count	0	0	3

Division Day

DIVISION TOTAL			
percent	55.56	33.33	11.11
count	5	3	1

GENDER TOTAL			
percent	41.67	25.00	33.33
count	5	3	4

Sex Male

Division Evening

DIVISION TOTAL			
percent	0.00	33.33	66.67
count	0	1	2

Division Day

DIVISION TOTAL			
percent	0.00	40.00	60.00
count	0	2	3

GENDER TOTAL			
percent	0.00	37.50	62.50
count	0	3	5

```

-----
GRAND TOTAL
percent      25.00      30.00      45.00
count        5         6         9
=====

```

Pub. Interest job

How many have kids?

Children = Children =
no yes

Sex Female

Division Evening

DIVISION TOTAL
percent 100.00 0.00
count 1 0

Division Day

DIVISION TOTAL
percent 100.00 0.00
count 2 0

GENDER TOTAL
percent 100.00 0.00
count 3 0

Sex Male

Division Evening

DIVISION TOTAL
percent 75.00 25.00
count 3 1

Division Day

DIVISION TOTAL
percent 60.00 40.00
count 3 2

GENDER TOTAL
percent 66.67 33.33
count 6 3

GRAND TOTAL
percent 75.00 25.00
count 9 3

