Claremont McKenna College

Berger Institute for Work, Family and Children
Claremont McKenna College

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Message from the Director

Many exciting things are happening at the Berger Institute! This year marks the Institute's tenth year—and my third as director. Our work continues to transform the institute into a leading source of research on significant issues impacting the intersection between work and family. One of the most significant ways we are achieving this in 2010-11 is through our involvement in the Women and Leadership Series at CMC. The Women and Leadership Series is a joint endeavor to support and promote student programs at CMC that highlight issues faced by women in leadership in business, government and the professions. Other entities involved in the series include the Kravis Leadership Institute, the Office of Development, the Robert Day School of Economics and Finance, the Marian Miner Cook Athenaeum, the Dean of Students Office and Claremont Graduate University. Through this series and our own programming we are able to host panel events and attract experts in the field of work and family to speak on campus as is evidenced by the busy line-up we highlight below.

In Fall 2010 we co-hosted a panel on work and family with the Joint Science Department titled *Women in Science and Medicine: Can You Achieve Work/Life Satisfaction?* In Spring 2011 we co-hosted a second panel on work and family with the Robert Day School of Economics and Finance titled *Women in Finance: Can You Achieve Work/Life Satisfaction?* In February 2011 we co-hosted activist and author Gloria Feldt in the Athenaeum with the Kravis Leadership Institute and the Writing Center and we co-sponsored the Women & Leadership Workshop, which included a keynote address by author Lois Frankel in the Athenaeum, with the Robert Day School for Economics and Finance and the Kravis Leadership Institute. In March 2011 we co-hosted Ellen Galinsky, Founder and President of Families and Work Institute, in the Athenaeum with the Kravis Leadership Institute, the Robert Day School of Economics and Finance, and the Marian Miner Cook Athenaeum. Finally, in April 2011 we welcomed Dr. David Card as the lunch keynote speaker at the Southern California Conference in Applied Microeconomics with the Lowe Institute.

In addition to these exciting events, we also continue to focus on increasing and improving our student research programs. We currently employ 9 research assistants each of whom is working in conjunction with one of our Berger Institute Faculty Affiliates or with our Student/Faculty Research Coordinator, Dr. Kathleen Brown. We also awarded our third Berger Institute Fellowship in Fall 2010; the fellow is working in conjunction with me. In addition, in the summer of 2011 we will award 4 Summer Faculty/Student Research Grants and are proud to continue our Berger summer internship program. Specifically, we are offering 4 summer internships, one each at the following institutions: Eclipse Berry Farms, LLC (Los Angeles), Families and Work Institute (New York), FibroGen (San Francisco), and the U.S. District Court (Los Angeles).

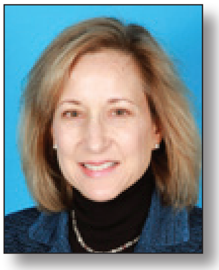
We have continued our ongoing research related to the "Opt-Out Revolution"—whether women (particularly highly educated women) are more likely to exit the labor market than their male counterparts for family responsibilities (i.e., child care and elder care). In particular, my paper titled "*The Opt-Out Revolution: Recent Trends in Female Labor Supply*" is forthcoming in *Research in Labor Economics*. To read the full paper, please visit http://www.cmc.edu/berger/pdf/oo_paperp_RLEFINAL.pdf. Moreover, my paper titled "*A Dynamic Analysis of Married Women's Labor Force Transitions Surrounding Childbirth*" (with Serkan Ozbeklik) is accepted to be presented at the *Society of Labor Economics Meeting* in April 2011 in Vancouver, BC, Canada. For more details, see page 12 of this newsletter. Finally, we launched our Alumni Survey which focuses on the work and family decisions made by male and female graduates of the five undergraduate Claremont Colleges. Surveys were distributed online in the Spring and Summer of 2010. We are currently in the process of reviewing the data and preliminary results will be available in Summer 2011

It has been an exciting and busy year at the Institute and I am extremely pleased at our progress in expanding student programming and our ongoing research platforms. I am excited about the Women and Leadership Series as it will enable the Berger Institute to have an even bigger impact not only on campus but in the greater community as well. Please continue to check our website, http://berger.cmc.edu, for our future events and research projects.

Heather Antecol
Director, Berger Institute for Work, Family and Children

Message From The Chair

Hon. Suzanne Horenstein Segal
Class of 1982



It is a great privilege to begin this year, 2011, as the Chair of the Berger Institute's Advisory Board. I have been a member of the Board since 2005 and am delighted to continue on the Board in this new role. The Berger Institute's focus on work, family and children is one that has always held deep meaning for me. Like so many working parents, finding a way to balance my professional life, both as a lawyer and judge, and my responsibilities as a parent to two children (well, now two teenagers!) has been a serious challenge for me. I'm grateful to be involved in the continuing dialogue about how we, as a society, can find creative solutions to the challenges presented by balancing work and family.

Recently, my son's school invited parents to watch "The Race To Nowhere," a documentary discussing the stress placed on children and families as a result of our driven and competitive world. Although a fair argument could be made that the film only shows a limited side of the discussion, there is no dispute that the stories and interviews portrayed in the movie were thought provoking. Parents who watched the film were forced to ask themselves questions about whether there was balance in their lives and what kind of model they were presenting to their kids. On my drive home, thinking about the film, I reflected on how glad I was to be part of Berger's effort to research and address some of the important concerns that the movie raised.

Its not just Berger's research and work that I value, however - its also the incredible people I have come to know through Berger. First, our former Director, Diane Halpern, was a tremendous leader in the early stages of Berger's development. Her hard work and vision really laid a strong foundation for Berger's growth into what it is today. Following Diane, we were so fortunate to have Heather Antecol take over as director in 2008. Heather's energy, intellect and drive make every board meeting a pleasure to attend. I find myself envying the students who have the good fortune to take classes from Diane or Heather!

In addition to our Directors and our fabulous Program Coordinator, Kirsti Zitar, I've come to really treasure the interesting and accomplished individuals who make up our Advisory Board. From a wide variety of professional and personal backgrounds, we share the common ground of having struggled in some way with the work-family balance and the common goal of supporting Berger in developing solutions. I'm tremendously excited about the upcoming events that Berger is sponsoring, described in greater detail in this newsletter. I hope you will join us, come to Berger events, read our publications, and support our efforts to address the work-family issues that affect all of us.

Women and Leadership Series

This year the Berger Institute joined forces with other entities on campus to start a new venture, the Women and Leadership Series. This series supports and promotes student programs at Claremont McKenna College that highlight issues faced by women in leadership in business, government and the professions, as well as drawing attention to the centennial celebration of International Women's Day on March 8, 2011. Entities currently involved in the series include the Kravis Leadership Institute, the Berger Institute for Work, Family, and Children, the Office of Development, the Robert Day School of Economics and Finance, the Marian Miner Cook Athenaeum, the Dean of Students Office and Claremont Graduate University.

The Women and Leadership Series hosted many exciting events on campus in 2010-11:

- ***September 22, 2010*** – Women in Science and Medicine: Can You Achieve Work/Family Satisfaction? Lunch panel event in the Marian Miner Cook Athenaeum
- ***September 23, 2010*** – Mike and Claudia von der Ohe McKay, '99 in the Marian Miner Cook Athenaeum
- ***September 29, 2010*** – Maria Contreras-Sweet, founder of Promerica, at the Marian Miner Cook Athenaeum
- ***February 4, 2011*** – Carla Christofferson, managing partner, O'Melveny & Myers, LLP; co-owner, Los Angeles Sparks women's professional basketball team; "Lunch with a Leader", at the Marian Miner Cook Athenaeum
- ***February 5, 2011*** – Brunch Conversation for female students and alumni with CMC President Pamela Gann, Jean Lipman-Blumen, and Doug Peterson '80 P'14, in the Marian Miner Cook Athenaeum
- ***February 16, 2011*** – Gloria Feldt, former CEO and president, Planned Parenthood Federation of America (1996-2005); author, *No Excuses: 9 Ways Women Can Change How We Think about Power* (2010) and co-author, *Send Yourself Roses: Thoughts on My Life, Love, and Leading Roles* (2007); "Riding the Leadership Wave: Embracing Controversy", at the Marian Miner Cook Athenaeum
- ***February 25, 2011*** – Women and Leadership Workshop, student workshop and lunch presentation with keynote speaker and author, Dr. Lois Frankel, in the Marian Miner Cook Athenaeum
- ***March 2, 2011*** – Women in Finance: Can You Achieve Work/Family Satisfaction? Dinner panel event in the Marian Miner Cook Athenaeum
- ***March 8, 2011*** – Angela Oh, Executive Director of the Western Justice Center Foundation, capstone speaker for the Centennial Celebration of International Women's Day at the Marian Miner Cook Athenaeum
- ***March 21, 2011*** – Ellen Galinsky, President and Co-Founder of Families and Work Institute (FWI), at the Marian Miner Cook Athenaeum

Women and Economic Development in the Middle East and North Africa:

A Study of the Effects of Women's Education, Empowerment, and Employment on Economic Growth in the Region

Erica Libby '12
Berger Institute Fellow 2010-2011

The Middle East and North Africa (MENA) region is one of the most critical areas of the developing world. It is endowed with great resource wealth that the international community depends on. It has also become critical to international security following the 9/11 attacks and the recent wars in Afghanistan and Iraq. Within the MENA region there are three main types of countries: labor-abundant and resource poor; labor-abundant and resource rich; and labor-importing and resource rich. Each of these types of countries faces challenges in developing and diversifying their economies. As these varying countries attempt to stay competitive in the international market one striking difference exists between them and other emerging markets: the role of women in the society.

The role of women in society has varied widely over time but it has become inarguably clear that women can have a strong positive effect on growth. Research has shown that greater female economic participation in the household or public office increases gender equality and development.[1] Women are also inextricably linked to fertility rates as well as child care. Women who control household income are more likely to spend that income on their children, and also spend it evenly amongst boys and girls.[2] MENA region countries have focused heavily on the human development of their women but the economic contributions of women continue to lag behind both the developed world and other developing areas such as Latin America. Religious and cultural expectations that have persisted in the MENA region present many challenges to women in the region especially with respect to economic participation. Developing a strategy for greater gender equality especially in the labor force requires an understanding of the relationships between women and the economy.

The purpose of this study is to formally analyze the role of women in economic development in the MENA region. The hope is this study will open the door for other researchers to analyze a topic that has often been considered taboo due to its religious connections. This study examines the role of the overall improvement in women's education, lower levels of fertility, higher average ages at marriage for women, greater political involvement either through suffrage or participation in the parliament, and greater levels of women as a percentage of the adult labor force on GDP per capita (in US dollars).

The data for this analysis is from two sources: the United Nations (UN) *World's Women Reports* (1990, 1995, 2000, and 2010) and the CIA *World Factbook*. The countries included in this analysis for the MENA region are: Algeria, Djibouti, Egypt, Mauritania, Morocco, Tunisia, Bahrain, Iran, Israel, Kuwait, Qatar, Saudi Arabia, Syria, and Yemen. However, there are shortcomings in regards to the data and its reliability. The MENA region has historically underreported statistics by gender due to regional biases.

In an attempt to understand how the cultural and religious aspects of the MENA region have affected women's role in society, I compare the MENA region to the developed world (i.e., Europe, North America, Japan, Australia, and New Zealand). Table 1 reveals that there were staggering differences in GDP per capita between the MENA region and the Developed World in 2010. The average GDP per capita in the developed world was $31,859.55 nearly $18,000 larger than that of the MENA region at $13,973.82. Looking at the MENA region as a whole masks some large differences between the three different country-types within the MENA region. Qatar currently has the largest GDP per capita of $69,752.21 while Mauritania has the smallest GDP per capita of only $866.10.[3] The staggering differences between resource rich countries and resource poor areas suggest a difficult dynamic to policy solutions in the

Table 1: Summary Statistics by Region (2010)
Mean (Std. Deviation)

Variable	MENA Region	Developed World
Fertility	2.94	1.58
	(1.02)	(0.26)
Women's Average Age at Marriage	25.37	27.87
	(2.158)	(2.73)
Women's Illiteracy Rate	29.62	1.48
	(18.35)	(2.05)
Women's Percent of Adult Labor Force	28.64	46.14
	(9.75)	(1.39)
Women's Percent of Parliament	8.5	24.29
	(8.23)	(10.53)
GDP per Capita	13973.82	31859.55
	(19782.9)	(23051.87)
# of Observations	14	37

[1] Blumberg, Rae L. "Women's Economic Empowerment as the "Magic Potion" of Development?" *American Sociological Association* (2005). *Jstor*. Web. 28 Mar. 2011.
[2] Ibid.

[3] Summary statistics by country and year are not presented but are available upon request.

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region, and focusing on the economic empowerment of women may help overcome this challenge.

As with GDP per capita, the MENA region lagged far behind the developed world in terms of women's outcomes, perhaps with the exception of women's average age at marriage. In particular, the MENA region averaged an annual fertility rate in 2010 of 2.94 in comparison to the developed world's rate of 1.58 (see Table 1). Within the MENA region there is great variation in fertility rates across countries from as high as 5.30 in Yemen to as low as 1.86 and 1.83 in Tunisia and Iran, respectively, in 2010. Perhaps not surprisingly, the three highest fertility rates correspond to the three countries with the lowest levels of GDP per capita, Yemen, Mauritania and Djibouti. Turning to average age at marriage, Table 1 illustrates that the MENA region in 2010 had very similar mean values for average age at marriage relative to the developed world (25.3 and 27.82, respectively). Interestingly the two countries with the lowest average age at marriage for women also had the two highest rates of fertility and the lowest GDP per capita, Mauritania and Yemen.

The MENA region also lags well behind the developed world in one of the most basic aspects of human development, women's literacy. Table 1 shows that the MENA region has on average female illiteracy rates that are roughly 28 percentage points higher than the developed world. Within the MENA region the countries with the highest levels of literacy also posses the highest levels of GDP per capita. Israel had the lowest percentage of illiterate women in 2010 at only 4.1% and a GDP per capita of $27,060.93. Qatar which had the largest GDP per capita had the third lowest levels of illiteracy. In contrast Yemen which has the third lowest GDP per capita of $1140.90 had the highest levels of illiteracy at 57.2%.

Similarly, women in the MENA region play a much more limited role in politics than in the developed world. For example, in 2010, 8.5% of parliamentary seats were held by women in the MENA region while 24.29% of seats in the developed world were held by women (see Table 1). Tunisia holds the highest rate of female participation with 23% of parliament being composed of women while Saudi Arabia, Qatar and Yemen still have no women in parliament today. Moreover, all of the oil-rich countries have female participation rates in parliament well below 10 percent; perhaps as a result of the traditional religious conservativeness of these countries.

Finally, it can be seen that the MENA region also lies well behind the developed world in the female percent of adult labor force (i.e., the percentage of the total adult labor force that is women).[4] In 2010 only 28.64% of the adult labor force was female in the MENA region in contrast to the developed world where it was 46.14%. This difference is staggering and indicates that women in the MENA region are still struggling to achieve equality in the work force, as well as experiencing difficulties maintaining participation. Resource-rich countries (e.g., Saudi Arabia and Qatar) tended to have the lowest levels of the adult labor force being women. Moreover, high levels of women in the adult labor force coincided with countries that tended to be resource poor (e.g., Iran and Algeria) but have high levels of GDP per capita.

While the descriptive analysis suggests there is a link between women's role in society and economic development, in order to formally test this relationship I estimate a linear regression model. Table 2 reveals that women's illiteracy had a negative effect on GDP per capita indicating that decreasing illiteracy, or increasing literacy, would result in higher levels of GDP per capita. The coefficient estimate is $-354.51, or the equivalent of 1% of the average GDP per capita for the region in 2010. Moreover, granting women the right to vote has a positive effect on GDP per capita while having a greater percentage of parliament comprised of women decreases GDP per capita. Taken together, these findings suggest a mixed role for women in government influencing economic growth. Not surprisingly,

Table 2: Regression Analysis

Variable	Coefficient (Standard Error)
Fertility	1511.77
	(1360.03)
Women's Average Age at Marriage	752.28
	(804.57)
Women's Illiteracy Rate	-354.51
	(69.71)
Women's Percent of Adult Labor Force	-30.03
	(166.21)
Women's Percent of Parliament	-784.68
	(277.57)
Oil Wealth	5647.93
R-Squared	0.5941
Adj R- Squared	0.4926
# of Observations	56

oil wealth has an extremely large and positive effect on GDP per capita; oil rich countries have GDPs per capita that are roughly $6,000 more than their poor counterparts, or roughly 30% of the average GDP per capita for the region in 2010.

Overall, the results of this study are suggestive of a role for women in promoting economic growth in the MENA region. Difficulties in data reliability, data availability, and small sample sizes suggest one should, however, view the results of this analysis with caution and further research on the topic is needed. A fruitful area for future research may be the link between poverty and terrorism in the MENA region. More specifically it would be interesting to discover the role women may play in weakening this relationship either through poverty alleviation, education of their children against extremism, greater political involvement or other means.

[4] Ideally one would like to measure the female labor force participation rate, the percentage of adult women that chose to participate in the labor force, however this was unavailable

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Terrorism in the MENA region is one of the greatest challenges to stability in the region and requires grave attention, even more so in the context of today's political revolutions in Egypt, Tunisia, Libya, Jordan, Bahrain, Syria and throughout the region. Many terrorist groups in the region rely on and follow religious extremism as their central motivator. Research has shown that often religious extremism is tied to poverty and low levels of economic development: "poverty will tend to inspire larger numbers of people to seek out and deepen their religious belief."[5] In addition, increasing GDP by 1% decreases terrorism by 0.17%[6]. Given this study suggests that women's role in society can have positive effects on GDP per capita and previous research has shown that higher levels of GDP reduce terrorism, one may conclude that improving women's role in society may be a solution to both poverty and terrorism in the MENA region.

[5] Burgoon, Brian. "On Welfare and Terror: Social Welfare Policies and Political-Economic Roots of Terrorism." *The Journal of Conflict Resolution* 50.2 (2006): 176-203. *JStor*. Web. 11 Apr. 2010.

[6] Abadie, Alberto. "Poverty, Political Freedom, and the Roots of Terrorism." *The American Economic Review* 96.2 (2006): 50-56. *JStor*. Web. 16 Apr. 2010.

Berger Institute Spring 2011 Speaker Series

Since its inception, the Berger Institute for Work, Family, and Children has established a Speaker Series, in which we sponsor quality speakers from various disciplines to discuss relevant issues on work, family, and children. The Berger Institute is proud to present the following speakers at the Marian Miner Cook Athenaeum at Claremont McKenna College for the Spring 2011 Berger Institute Speaker Series.

Marian Miner Cook Athenaeum at Claremont McKenna College

Mind in the Making

Ellen Galinsky
March 21, 2011

Ellen Galinsky, President and Co-Founder of Families and Work Institute (FWI), helped establish the field of work and family life at Bank Street College of Education, where she was on the faculty for twenty-five years. Her more than forty books and reports include the highly acclaimed *Mind in the Making: The Seven Essential Life Skills Every Child Needs*, *Ask The Children* and the now classic *The Six Stages of Parenthood*. She has published over 100 articles in academic journals, books and magazines.

At the Institute, Ms. Galinsky co-directs the National Study of the Changing Workforce, the most comprehensive nationally representative study of the U.S. workforce—updated every five years and originally conducted by the U.S. Department of Labor in the 1977. She also co-directs When Work Works, a project on workplace flexibility and effectiveness funded by the Alfred P. Sloan Foundation that has produced a series of research papers, and has launched the Sloan Awards for Business Excellence in Workplace Flexibility as well as conducted the National Study of Employers, a nationally representative study that has tracked trends in employment benefits, policies and practices since 1998. Information from FWI's research has been reported in the media more than 3 times a day since January 2010.

At FWI, Ms. Galinsky is also directing the national Mind in the Making learning campaign which includes her new book, Mind in the Making, and Vook (video book), learning modules for early childhood teachers, learning modules and online videos for families, a DVD of cutting-edge child development research, community mobilization efforts and major media partnerships. Mind in the Making has had more than 150 million media impressions since its publication.

Ms. Galinsky is the Program Director for The Conference Board's Work Life Leadership Council, a group of business leaders who have spearheaded work life issues in the business community since 1983.

A leading authority on work family issues, Ms. Galinsky was a presenter at the 2000 White House Conference on Teenagers and the 1997 White House Conference on Child Care. She was a planner and participant at the March 2010 White House Forum on Workplace Flexibility and will be working with the Women's Bureau of the Department of Labor on the Regional Forums on flexibility, the next step to follow the White House Forum. She served as the elected President of the National Association for the Education of Young Children, the largest professional group of early childhood educators.

She is the recipient of numerous awards, including the 2004 Distinguished Achievement Award from Vassar College and the 2005 Outstanding Volunteer and Professional Achievement Award from the National Cathedral School. She was elected a Fellow of the National Academy of Human Resources in 2005. A popular keynote speaker, she appears regularly at national conferences, on television and in the media, including the CBS Evening News with Katie Couric, World News Tonight and Oprah.

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Ms. Galinsky is also a photographer. The latest shows of her photography were at the New York Hall of Science (September 2006), UMA Gallery in New York City (January 2007), River Winds Gallery in Beacon, New York (September 2008), GaGa in Rockland County, New York (October 2009) and Upstream Gallery in Dobbs Ferry, New York (February 2009 and February 2010).

She holds a Master of Science degree in Child Development/ Education from Bank Street College of Education, a Bachelor of Arts degree in Child Study from Vassar College and numerous honorary degrees. Ellen Galinsky is married to artist Norman Galinsky, and they are the parents of two grown children: Philip, an ethnomusicologist and founder-director of Samba New York—an inspiring new performance group—and Lara, Senior Vice President at Echoing Green. Since 1987, Echoing Green has provided seed funding to more than 500 social entrepreneurs with bold ideas for social change to launch groundbreaking organizations around the world.

Immigration: Economics, Attitudes and Policies

David Card, Ph.D.
April 15, 2011

David Card is the Class of 1950 Professor of Economics at the University of California, Berkeley and Director of the Labor Studies Program at the National Bureau of Economic Research. His research interests include immigration, wages, education, and health insurance. He co-authored the 1995 book *Myth and Measurement: The New Economics of the Minimum Wage*, and co-edited *The Handbook of Labor Economics (1999)*, *Seeking a Premier Economy: The Economic Effects of British Economic Reforms (2004)*; and *Small Differences that Matter: Labor Markets and Income Maintenance in Canada and the United States (1992)*. He has also published over 90 journal articles and book chapters.

Dr. Card was co-editor of *Econometrica* from 1991 to 1995 and co-editor of the *American Economic Review* from 2002 to 2005. He taught at Princeton University from 1983 to 1996, and has held visiting appointments at Columbia University and the Center for Advanced Study in the Behavioral Sciences. In 1992 he was elected a fellow of the Econometric Society, and in 1998 he was elected to the American Academy of Arts and Sciences. In 1995 he received the American Economic Association's John Bates Clark Prize, which is awarded every other year to the economist under 40 whose work is judged to have made the most significant contribution to the field. He was a co-recipient of the IZA Labor Economics Award in 2006, and was awarded the Frisch Medal by the Econometric Society in 2007.

Work-Family Research Coalition

Under the directorship of Heather Antecol, the Berger Institute manages a Work-Family Research Coalition. The purpose of the Berger Institute Work-Family Research Coalition is to encourage collaborations among the researchers within the coalition. Moreover, the coalition is designed to disseminate research to academics and researchers, as well as to impact public-sector and private-sector business practices.

Members of the Coalition include:

Heather Antecol, Ph.D.
Director, Berger Institute for Work, Family, and Children
Boswell Professor of Economics,
Claremont McKenna College

Rosalind Chait Barnett, Ph.D.
Senior Scientist, Women's Studies Research Center,
Brandeis University

Mary Blair-Loy, Ph.D.
Associate Professor of Sociology,
University of California, San Diego

June Carbone, Ph.D.
Edward A. Smith/Missouri Chair of Law, the Constitution and Society, The University of Missouri at Kansas City

Ellen Galinsky, Ph.D.
President and Co-Founder, Families and Work Institute

Janet Gornick, Ph.D.
Professor of Political Science and Sociology,
The City University of New York

Jeff Greenhaus, Ph.D.
Professor and William A. Mackie Chair in the
Department of Management,
Drexel University's LeBow College of Business

Diane Halpern, Ph.D.
Professor of Psychology, Claremont McKenna College

Heidi Hartmann, Ph.D.
President, Institute for Women's Policy Research

Vicky Lovell, Ph.D.
Senior Policy Analyst, California Budget Project

Pamela Stone, Ph.D.
Professor of Sociology, Hunter College, CUNY

Sherylle J. Tan, Ph.D.
Associate Director, Berger Institute for Work,
Family and Children
Associate Director of Research and Internships,
Kravis Leadership Institute, Claremont McKenna College

Špela Trefalt, D.B.A.
Professor of Organizational Behavior, Simmons College

Jennifer Ward-Batts, Ph.D.
Assistant Professor of Economics, Wayne State University

Research by our CMC Faculty Affiliates and Students

The Berger Institute has an interdisciplinary group of Claremont McKenna College faculty affiliates who examine various topics on work and family from the disciplines of economics, psychology, history, government, and literature. We promote and support our faculty affiliates and their students through summer faculty/student research grants and student funding. Students who work with our faculty affiliates engage in meaningful and valuable roles in their work-family research agendas. This year we hired Dr. Kathleen Brown (Assistant Professor of Psychology) as a Faculty/Student Research Coordinator to assist with directing students in meaningful research. We currently employ 9 student research assistants (4 are working with Dr. Brown, and 5 are working with our CMC Faculty Research Affiliates). As well, we awarded 4 Summer Faculty/Student Research Grants in 2010. The findings of the research funded through these grants are discussed below.

Kathleen Brown, Ph.D.
Visiting Assistant Professor of Psychology
Meghan Heinke '12

Trends in Paid Parental Leave: An Analysis of the Working Mother 100 Best Companies (2008 – 2010)

Paid parental leave is of critical importance to working parents and their children. Research examining paid maternal leave has demonstrated that paid leave results in better health outcomes for both birth mothers and newborns (Berger, Hill, and Waldfogel, 2005). Additionally, paid leave has been found to improve economic security for families (Lovell, 2007). According to the U.S. Department of Labor, only 10% of private sector workers in the United States are provided with paid family leave (U.S. Department of Labor, 2010). Currently, there are no federal laws requiring paid parental leave. However, both state-level initiatives and federal bills have been proposed to provide U.S. workers with paid family leave.

This article seeks to uncover the recent trends in paid parental leave benefits by analyzing *Working Mother*'s 100 Best Companies Charts from 2008, 2009, and 2010. *Working Mother* is a national magazine that has annually published a list of the nation's top 100 companies for the past 25 years. The 100 Best Companies List recognizes the top companies in the nation that are family-friendly in their resources, policies, and management programs. The magazine selects the companies from an applicant pool based on eight areas, which include workforce profile, benefits, women's issues and advancement, childcare, flexible work, paid time off and leaves, company culture, and work-life programs.

The average number of paid weeks of maternity leave, paternity leave, and adoptive leave were examined. If information on paid leave was not provided in the 2008, 2009, or 2010 charts, the latest available information provided by charts from previous years was used, and thus, data from charts dating as far back as 2006 were utilized. If information on paid leave was not provided by any chart from a previous year, the company was assumed to offer zero weeks of paid leave. Years on the job influenced the amount of paid leave for many companies, and in those instances, the longest possible paid leave based on job tenure was taken as the leave provided. Additionally, all statistical tests were performed at the 90% confidence level.

According to Table 1, in 2008 the average number of weeks of paid maternity leave at the *Working Mother's* 100 Best Companies was 6.89. The average number of weeks of paid maternity leave increased to 7.00 in 2009, and increased again to 7.31 in 2010. These increases are not statistically significantly different, however, from the average number of paid maternity weeks provided for 2008, nor are they statistically significantly different from each other. Additionally, in 2008, 2009, and 2010, the modal mean of paid weeks of maternity leave was 5-6 weeks with roughly 25% of the 100 Best Companies offering such leave. Generally, there were no statistically significant

Table 1. Working Mother 100 Best Companies 2008-2010
Paid Maternity Leave for Birth Mothers by Maximum Leave Amount

	2008	2009	2010
Paid Maternity Leave (Weeks)	6.89	7.00	7.31
Number of Weeks of Paid Maternity Leave (%)			
0 Weeks	4%	5%	5%
1-2 Weeks	13%	12%	12%
3-4 Weeks	12%	14%	13%
5-6 Weeks	26%	23%	23%
7-8 Weeks	17%	20%	15%
9-10 Weeks	7%	5%	8%
11-12 Weeks	14%	9%	8%
More than 12 Weeks	7%	12%	**16%**
No. of Obs	100	100	100

Notes: If specified, paid maternity leave includes paid pre-maternity leave. If information on paid maternity leave was not provided in 2008, 2009 and/or 2010, we used the latest avaliable information provided by charts dating as far back as 2006. If information on paid maternity leave was not provided by any chart from a previous year, the company was assumed to offer 0 weeks of paid maternity leave. Given years on the job influences the amount of paid leave in many companies, this table assumes the longest possible paid leave based on job tenure. Bold indicates significantly different from 2008 at the 10% level or less.

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differences in the percent of companies that fell within each mutually exclusive category between 2009 and 2010, and between 2008 and the later years. The one exception is that, in 2010, significantly more companies offered over 12 weeks of paid maternity leave (16%) as compared to 2008 (7%).

Despite the lack of statistically significant differences in paid maternity leave over this time period, many companies have increased the number of weeks of paid maternity leave. For example, Children's Healthcare of Atlanta doubled its weeks of paid maternity leave in both 2009 and 2010. Specifically, Children's Healthcare of Atlanta offered 1 week of paid maternity leave in 2008, but increased that leave to 2 paid weeks in 2009, and increased it again to 4 paid weeks in 2010. Additionally, Lego Systems Inc. offered 3 weeks of paid maternity leave in 2008, but increased the leave to 4 paid weeks in 2009, and increased it again to 13 paid weeks in 2010.

Notwithstanding the 100 Best Companies' demonstration of some improvement in their paid maternal leave policies, less prominent changes were found in the companies' paid paternity leave policies. As reported in Table 2, the average number of paid weeks of paternity leave offered by the 100 Best Companies was 1.97 in 2008. In 2009, the average number of paid weeks of paternity leave increased to 2.19, and in 2010, the average number of paid weeks of paternity leave increased yet again to 2.36. Although the average number of weeks of paid paternity leave increased in both 2009 and 2010, these average numbers are not statistically significantly different from the average number of paid paternity weeks provided in 2008, nor are they statistically significantly different from each other. Additionally, there were no statistically significant differences in the percent of companies that fell within each mutually exclusive category between 2009 and 2010, and between 2008 and the later years. For all three years, the modal mean of paid weeks of paternity leave was 1-2 weeks with roughly half the companies offering such leave.

Table 2. Working Mother 100 Best Companies 2008-2010
Paid Paternity Leave by Maximum Leave Amount

	2008	2009	2010
Paid Paternity Leave (Weeks)	1.97	2.19	2.36
Number of Weeks of Paid Paternity Leave (%)			
0 Weeks	26%	28%	21%
1-2 Weeks	49%	45%	52%
3-4 Weeks	12%	11%	12%
5-6 Weeks	10%	10%	9%
7-8 Weeks	3%	4%	2%
9-10 Weeks	0%	0%	0%
11-12 Weeks	0%	1%	2%
More than 12 Weeks	0%	1%	2%
No. of Obs	100	100	100

Notes: A father is assumed to be the secondary caregiver. If information on paid paternity leave was not provided in 2008, 2009, and/or 2010, we used the latest avaliable information provided by charts dating as far back as 2006. If information on paid paternity leave was not provided by any chart from a previous year, the company was assumed to offer 0 weeks of paid paternity leave. Given years on the job influences the amount of paid leave in many companies, this table assumes the longest possible paid leave based on job tenure. Bold indicates significantly different from 2008 at the 10% level or less.

Interestingly, many of the 100 Best Companies did not alter the number of weeks of paid paternity leave offered during this time period. For example, Accenture, AstraZeneca, Boston Consulting Group, Bristol-Myers Squibb Co., Hewlett-Packard, Johnson & Johnson, Morgan Stanley, and Proctor & Gamble all offered only 1 week of paid paternity leave in 2008, 2009, and 2010. One exception to this trend is Credit Suisse Securities, which offered 6 weeks of paid paternity leave in 2008, but increased to 12 paid weeks in 2009, and ultimately decreased to 1 paid week in 2010.

Although the *Working Mother* 100 Best Companies showed minimal improvement in their paid paternity leave policies, more noteworthy changes occurred in the amount of paid adoptive leave offered. According to Table 3, the number of paid weeks of adoptive leave increased over this time period from 4.03 in 2008, to 4.16 in 2009, and to 4.25 in 2010. Nonetheless, they are not statistically significantly different from the average number of paid adoptive weeks provided in 2008, nor are they

Table 3. Working Mother 100 Best Companies 2008-2010
Paid Adoptive Leave by Maximum Leave Amount

	2008	2009	2010
Paid Adoptive Leave (Weeks)	4.03	4.16	4.25
Number of Weeks of Paid Adoptive Leave (%)			
0 Weeks	19%	22%	17%
1-2 Weeks	29%	29%	28%
3-4 Weeks	19%	13%	**22%**
5-6 Weeks	13%	14%	14%
7-8 Weeks	8%	10%	8%
9-10 Weeks	0%	0%	0%
11-12 Weeks	9%	7%	6%
More than 12 Weeks	3%	5%	5%
No. of Obs	100	100	100

Notes: An adoptive parent is assumed to be the primary caregiver. If information on paid adoptive leave was not provided in 2008, 2009, and/or 2010, we used the latest avaliable information provided by charts dating as far back as 2006. If information on paid adoptive leave was not provided by any chart from a previous year, the company was assumed to offer 0 weeks of paid adoptive leave. Given years on the job influences the amount of paid leave in many companies, this table assumes the longest possible paid leave based on job tenure. Bold indicates significantly different from 2008 at the 10% level or less.

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significantly different from each other. For all three years, the modal mean of paid weeks of adoptive leave was 1-2 weeks for approximately 30% of the companies. There were generally no statistically significant differences in the percent of companies that fell within each mutually exclusive category between 2009 and 2010, and between 2008 and the later years. The one exception is that significantly more companies offered 3-4 weeks of paid adoptive leave in 2010 (22%) relative to 2009 (13%).

Despite the lack of statistically significant differences in paid adoptive leave over this time period, many companies have increased the number of weeks of paid adoptive leave that they offer. For example, Arnold & Porter LLP offered 12 weeks of paid adoptive leave in 2006, but increased to 18 paid weeks in 2009 and 2010. Additionally, Deloitte offered 2 weeks of paid adoptive leave in 2006, but increased adoptive leave to 8 paid weeks in 2009 and 2010.

Overall, this analysis demonstrates that the *Working Mother* 100 Best Companies still primarily emphasize paid leave for new birth mothers while fathers and adoptive parents have greatly restricted access to similar paid leave benefits.

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Lisa Cody, Ph.D.,
Associate Dean of the Faculty and Associate Professor of History
Ari Zyskind '12

Divided We Stand: Divorce and Female Independence in the Age of the American Revolution

Divorce is rarely viewed as a positive in twenty-first-century American discussions, and perhaps with good reason. Economists show that women and children do not fare better financially on average after a marital split, and critics view a "broken home" as both a sign and a cause of social, moral, and spiritual crisis. As a historian, I will not dispute the compelling evidence that exists today illuminating the consequences—negative and otherwise—when households break apart. But, as a historian, my current research on marital and household conflict between 1660 and 1820 in the Atlantic World—Britain, France, North America, and the West Indies—shows a more politically and socially complicated story. First, the evidence my research assistants and I have amassed so far does not necessarily or always show the devastating economic effects of marital breakdown on wives and children. And second, at least in some Protestant and secular states (including France, 1792 forward), divorce was understood as a civil, not religious category, and so proponents and critics discussed marital breakdown from multiple points of view. Even when church courts handled separation and divorce, the evidence shows that marital separation was often viewed as socially positive.

Several CMC and Claremont College students have undertaken archival research for me in the United States and the British Isles, thanks to the support of very generous funds from the Berger Institute, and their findings have helped to illuminate the world of marital crisis in important new ways. It is the archival work that Nicole Latham (Scripps '09), Andrew Bogrand, '09, Bri Riggio, '10, Meagan Biwer, '12, and Ari Zyskind '12 have undertaken at the London Metropolitan Archives, reading through and transcribing hundreds of marital disputes from London's ecclesiastical courts and other courts that shows the eighteenth-century demand for marital separation correlating with positive social and political values that most twenty-first-century Americans greatly value. This surprising contrast between our attitudes now and then is captured by Ari Zyskind's description of his time in the London Metropolitan Archives for several weeks during the summer of 2010:

"I distinctly remember my first day of research. I hopped on the Underground, or "the tube," as it is called, and took the Northern Line to Moorgate--two stops over to Farringdon and then just a half mile walk to the London Metropolitan Archives (LMA). I walked past a few banks and restaurants. From inside, televisions and radios blared as the air conditioning blasted cool air through the open door. I crossed the streets wary of right-handed cars that whizzed by. My laptop in my backpack and a free copy of the *Metro* in my hand, I passed a pub and turned up the steps in a tall brick warehouse where Professor Cody and earlier CMC research assistants promised me the 18th century documents awaited.

I had never been in an archive before. I expected a place that housed such "old" documents to be something similar to Westminster Palace: a grand building, a few hundred years old, with dusty shelves stacked with leather bound books, dim lights overhead, wood furniture, etc. I could not have been more off the

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mark, after I walked the three flights up to the main reading and research rooms: computers littered the archive. Outlets set in the walls at each desk and tables for laptops and lamps. Windows covered many of the walls bringing light into the rooms. The chairs rolled on wheels and left my back pain-free. Everything was modern and new!

Just as surprising as the modernity of the LMA today, was what I began to read, once the dusty, string-tied, wax-sealed documents arrived. In piles, large and small, vellum, parchment, and cheaper yellowed paper, all covered with the handwriting of 18th-century court clerks, paid scribes, individual husbands, wives, parents, servants, and witnesses revealed their stories for the first time in hundreds of years. Sometimes the blotting sand fell out, as I opened up depositions, testimony, and collections of discovery evidence, and the long-ago voices actually described advanced notions of rights and independence in these mid-18th century Ecclesiastical Court marital dispute cases. Many women did not accept their difficult situations. According to one letter, a wife refused her husband's request to return home and order to fulfill her matrimonial duty to serve her spouse. Earlier in the year the court warned Mr. Colli to abstain from striking his wife. As he did not comply, the court followed its previously outlined consequences; the two were separated and Mr. Colli paid alimony.[1] In a time that I commonly thought bred total female servility to man, duty to the husband, and male dominance, there were surprising cases of men with power—judges and priests—showing significant support for women's access to some basic rights. And I also found many signs of female independence, both through law and culture, suggesting that even if the law gave them few political rights such as voting, women nonetheless believed they had a right for their voice to be heard.

In other cases women flexed their individual might. One wife, dismayed by her husband's constant absence, sought legal separation on the grounds that her husband failed to fulfill his matrimonial duties.[2] Other women cast off the seemingly oppressive shackles of marriage and found other sex partners.[3] While we can assume that many women did not seek legal recourse it is evident that the ideas that women were equal to men, that men and women should be held to the same standards, had already begun to surface at this time. We can only assume that following decades would bring more change, equality, and individuality to the forefront of cultural thought."

[1] London Metropolitan Archives; DL/C series; Colli v. Colli. Img 688; 13 lines from bottom of the page, "and that in case the said Andrew shall…strike or abuse …the said Jane that thou she the said Jane may be of liberty to laws such as go from him the said Andrew and his place of abood withough …able to any restraint …person from him the said Andrew….Provided and it is herby declared and agreed that in case he the said Andrew shall…find hereafter… strike or abuse her the said Jane that thou and in such case anything herein… the said Jane…. which she may have for Alimony or a separate… maintenance from…."

[2] LMA; DL/C series: Bumford v. Jefferson.

[3] LMA; DL/C series; Baltimore v. Baltimore; Dingley v. Dingley

Tomoe Kanaya, Ph.D.,
Associate Professor of Psychology
Christian Alvarez '11

The relationship between memory, language and story-telling within Latino and White Families

This summer, Chris Alvarez and I examined the relationship between mother-child storytelling practices and children's language and memory development. More specifically, we interviewed a sample of 101 bilingual, Latino and monolingual, European-American 4-7 year olds and their mothers. The families were recruited through local libraries, schools and playgrounds, and all data collection interviews were conducted in the families' homes. The mother-child pairs were given two minutes to create a story based on a picture that was created for the study. While the pairs were told that we were interested in hearing the story, we were actually interested in examining how they communicated with each other when creating the story. Afterwards, we administered a series of memory and language tasks to the children.

The interviews were audio-recorded and transcribed. All transcriptions were then coded and the codes were statistically analyzed. The story-creation data reveal that bilingual pairs engage in fewer turn-taking patterns compared to monolingual pairs. In other words, monolingual pairs took a more collaborative approach, where mother and child contributed equally towards the story creation task, whereas the task tended to be more one-sided among bilingual pairs. Furthermore, the bilingual mothers were more likely to speak exclusively in Spanish during the task, while bilingual children spoke in English and in Spanish with equal frequency.

As expected, the memory and language data reveal that older children outperformed the younger children on the memory tasks. Surprisingly, bilingual children showed stronger recall skills in English compared to their performance in Spanish. Furthermore, English memory performance among the bilingual

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children was comparable to monolingual children without highly educated parents, but not to monolingual children with highly educated parents. A more in-depth examination of the data from the bilingual families also revealed that maternal education and household income were not significant predictors of their children's memory and language development, despite the fact that these variables are significant predictors among monolingual children.

Taken together, these findings reveal that the bilingual children in our sample are losing proficiency in their native language at a very young age, despite the heavy use of the native language in their homes. Therefore, children from this population may no longer be bilingual by the time they reach adolescence and adulthood, and may not experience the long-term cognitive and social benefits associated with adulthood bilingualism.

Furthermore, an overwhelming majority of the research on family-child dynamics have been conducted on well-educated, upper-middle class European-American families. It is clear, however, that these previous findings cannot be applied to Latino families. Therefore, our study also underscores the need to conduct research on Latino families, who are the largest and fastest growing minority in the United States. Latinos are also among the lowest performing ethnic minority groups within academic and occupational settings, making them an important population to study among researchers and policy-makers.

Portions of these findings will be presented at this year's annual meeting of the Western Psychological Association (Alvarez, Marsh, Alejandro, Morales, & Kanaya, accepted), and are under review in the peer-reviewed journal, *Bilingual Research Journal* (Kanaya, under review).

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Nita Kumar, Ph.D.,
Brown Family Chair of South Asian History
Maren Hotvedt, '12, Saraswati (Nandini) Majumdar, '10, Avantika Saisekar, '13

Teachers as Subjects and Role Models: Work and Family for Girls in India

My project was to use ethnography and oral history to see how women teachers balanced their professional and domestic responsibilities, and to also try and see how girl students regarded them as role models and learned from their work-family juggling of responsibilities.

My research was located in India, in the three cities of Bangalore, Lucknow and Varanasi. In Bangalore, I had one of my three research students, Avantika, conduct the interviews. She located teachers upon discussion with me and interviewed them. Avantika also came to Varanasi and did oral interviews with me and independently with teachers both while they were at work and when they were at home. I had two other research assistants, Nandini, who was already in India, and Maren, who I helped in obtaining extra funds to travel. They worked for a month each in Lucknow and Varanasi. Nandini looked specifically at the home spheres and Maren at the classrooms and teachers' professional lives. She went with me to a range of schools to talk to women teachers in their offices and classrooms. All three research assistants were also with me in going to some girls' homes to talk to them and see how their home settings compared with the models they saw in their female teachers. I had extensive discussions with the research assistants in the methodology we were using, the larger context of the problem we were investigating, and the hypotheses and probable conclusions. I met them after each visit or interview and discussed their research.

The research revealed, in brief, the following dynamics of teachers' lives:

a) Teaching was clearly regarded as a 'safe' profession for women, and the term 'profession' was watered down in this context to mean an occupation that could be both secondary to the husband's, or temporary, if the need arose to leave it.

b) While engaged in it, women were supposed to be flexible regarding their work timings and days, if the need were to arise that their services were required by family members.

c) The teachers themselves were unhappy about these stereotypes of women as unsatisfactory workers that they were living out from the administration's (and now, the researchers') perspectives.

d) They could only suggest that a bigger change needed to be made. How or instigated by whom or what, they could not say. The change would give them more professionalism in the eye of the family and enable them to live up to the working model that they desired.

The research on girls did not produce such clear conclusions and needs to be pursued further. My idea is to have sufficient data

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that I could begin processing and writing up as an article for a journal in women's studies, history/anthropology, or education. I need another round of fieldwork mostly with the girl students, supplemented by secondary data on women teachers in India, before I can begin the writing. Meanwhile, some of the data is going into my chapters on teachers and on home culture in a book I am working on.

All three of my research assistants have had a very educational experience, by their account. I know that it was surely unmatched, both because of its location and the nature of the questions being asked.

Serkan Ozbeklik, Ph.D.
Assistant Professor of Economics
With Heather Antecol, Ph.D.
Director and Boswell Professor of Economics

A Dynamic Analysis of Married Women's Labor Force Transitions Surrounding Childbirth

Women have become an important part of the U.S. labor market. Not only has female labor force participation increased substantially since the 1960's from 37.7 percent in 1960 to 59.3 percent in 2007, women in 2007 comprised roughly half of the US workforce (Statistical Abstracts, Various Years). In order to ensure that the U.S. continues to be successful in the global economy it is important to make it feasible for women, particularly highly educated women, to remain attached to the labor market in light of their family responsibilities (e.g., elder care or child care).

Before one can determine how to keep women fully engaged in the labor market, one must first determine if women (particularly highly educated women) are indeed becoming less attached to the labor market to care for their families, and if so, on what margins are they adjusting their labor market participation? Are women exiting (opting-out of) the labor market completely?[4] If women do exit the labor market due to family responsibilities, for how long do they exit? If they do choose to return to the labor market, do they return as full-time workers or do they return as part-time workers? Do they return in the same occupation or in different occupations (outside of their trained area of expertise)? Do they shift from wage and salary work to self-employment? If women are found to be less attached to the labor market to care for their families, then answering the latter set of questions will highlight that it is unlikely that it is just family pulls (e.g., the birth of a child) behind women's labor market decisions, but that there is a role for workplace pushes (e.g., lack of flexibility on the job) as well. This finding in turn can help highlight policies that would be effective in keeping women fully attached to the labor market.

[4] The opt-out revolution, which posits that highly educated women (relative to their less educated counterparts) are exiting the labor market to care for their families at higher rates today than in earlier time periods, was first sensationalized by Belkin (2003) in a *New York Times* article. Since the Belkin (2003) article broke, there has been intense media attention on opting out. See for example, Story 2005, St. George 2009.

While there has been a growing amount of literature examining whether women (particularly highly educated women) are opting-out of the labor market to care for their families (Antecol 2011, Boushey 2005; 2008, Goldin 2006, Vere 2007, Cohany and Sok 2007, Fortin 2008, Shang and Weinberg 2009, and Percheski 2008), to the best of our knowledge no one has formally examined the duration of out of the labor market spells surrounding childbirth conditional on leaving. Nor have they examined what types of employment women transition back into.[5]

In this project, using the National Longitudinal Survey of Youth 1979 (NLSY79), Heather Antecol and I formally analyze women's transitions back into the labor market surrounding the birth of their first child. Ideally one would like to examine the labor market transitions surrounding childbirth of women today, rather than those of women between the mid 1980s and the late 1990s. However due to the lack of longitudinal data availability for the current time period, which is necessary to construct detailed labor market histories, we are unable to examine the labor market transitions of women today. We argue however that looking at the transitions of women surrounding the birth of their first child and who were in the labor market between the mid 1980s and the late 1990s is still extremely informative about what drives women's labor force attachment decisions surrounding childbirth more generally for a number of reasons. First, the largest influx of women into the U.S. labor market occurred prior to the mid-1980s; female labor force participation increased by roughly 17 percentage points between 1960 and 1985 compared to roughly 5 percentage

[5] Several qualitative studies (see, for example, Hewlett 2007, and Stone 2008) find that (conditional on leaving) women do not believe that their decision to opt-out of the labor market is permanent, nor do they believe that transitioning back into the labor market will be difficult. What women have reportedly found, however, is it takes long periods of time to re-enter the labor market and it many cases it requires the women to shift from their trained area of specialization.

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points between 1985 and 2007 (Statistical Abstracts, Various Years). Second, there is little evidence to suggest that women (particularly highly educated women) are exiting the labor market in larger numbers today relative to the 1980s and the 1990s to care for their families (see for example, Antecol 2011 Boushey 2005; 2008, Goldin 2006, Vere 2007, Cohany and Sok 2007, Fortin 2008, and Percheski 2008). Third, this is the first paper, to our knowledge, that formally analyzes women's labor market transitions surrounding childbirth in a dynamic setting, a contribution in its own right.

We first examine a two-state hazard model, non-employment (unemployment and out of the labor force) to employment by level of education. We then examine three-state competing risks models by level of education for two types of labor market transitions: non-employment to part-time or full-time employment and non-employment to the same occupation or to a different occupation. Each of these models allows us to empirically determine to what extent women (particularly highly educated women) in the mid to late 1980s and early to late 1990s became less attached to the labor market surrounding the birth of their first child.

Our results show that roughly 13 percent of married women (irrespective of their level of education) do not transition out of the non-employment state within our sample period (i.e., 156 weeks) after the birth of their first child. We also find that highly educated women (relative to their less educated counterparts) are more likely to return to the labor market in a reduced capacity (i.e., switching to part-time employment or a different occupation relative to their pre-birth occupation) if they stay out of the labor market for a sufficient length of time, despite the fact that we find that college educated women transition from non-employment into employment faster than their less educated counterparts.

While we are not able to ascertain from our data why married women have chosen to re-enter the labor market in a reduced capacity, our results suggest that it is not just family pulls but also workplace pushes that appear to be behind their decisions. This is in line with recent research by Herr and Wolfram (2009) whose evidence suggests it is the lack of work family-friendly policies that influence women's labor market decisions in highly educated fields of study. Further research is needed to determine exactly what types of policies need to be implemented to ensure that women are given the option to return to the labor market in the same capacity, rather than being pushed out. One possibility is flexible work arrangements. The impact of such arrangements is currently being investigated by the Obama Administration. [6]

[6] For more information on the initiatives of the Obama Administration with respect to workplace flexibility see http://www.whitehouse.gov/search/site/workplace%20flexibility.

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New Advisory Board Members

Interview with Mari Adam '80

By Rosabella Magat '12

Mari Adam attended Claremont McKenna College for her undergraduate degree and obtained an M.B.A in International Finance from George Washington University. She began her career as a Foreign Service Officer, and was stationed in multiple locations overseas in Washington. After graduate school, she switched to private sector corporate life. In 1995, she established her own financial planning and investment advisory practice, Adam Financial Associates, Inc. She is the mother of two children and resides in Boca Raton, Florida. She is a welcome addition to the Berger Institute's Advisory Board and shares her insight on becoming a board member and work/family issues in the following interview.

What interested you in becoming an Advisory Board member for the Berger Institute? How did you hear of the Berger Institute and how do you hope to contribute to Berger?

I'm very excited to work with the Berger Institute as it explores some of the important work-family issues facing both men and women in our society. I first got involved when I attended one of Berger's "Living Room Conversations" in November 2008 hosted by Ryder and Nicole Smith. It just happened to be taking place on a day I was in Los Angeles on business. The informal gathering was a wonderful way to reconnect with CMC and share ideas on how work/family issues have shaped our lives and our own participation in the workforce. Through my own life experiences as a married and then divorced mother of two, plus years of helping clients juggle their lifestyle and financial goals, I hope to bring a real-world perspective to the work/family challenges affecting American men and women in all walks of life.

What kind of work and family issues are you concerned with?

One of the most significant financial imperatives shaping the future is that Americans need to be more self-sufficient and proactive in managing their personal finances. In our practice, we work with many women and see firsthand the traps that can undermine their financial security – "opting out" and other career interruptions, poor planning, inadequate financial education, divorce and widowhood. Work and family issues affect both men and women, but because of the lower earnings and longer lifespans of most women, women can be impacted more severely by the lifestyle choices they make.

As the founder and president of Adam Financial Associates, how do you balance your work-family balance, and what business practices have you instilled to ensure that your company upholds your personal goals in championing this balance?

As small business owners know, the work is there 24/7. It's important to know where to draw the line and keep some of your personal time, and personal life, off limits. Barring true emergencies, I don't meet with clients after-hours or on weekends. That's my personal time to recharge and spend with family and friends. Part of our philosophy in working with clients is that money is to help you achieve your personal goals, not a goal in itself. We practice what we preach.

What advice can you give future CMC graduates on balancing life and work?

Make sure your priorities are clear and understand the possible consequences of the choices you make. It's true that you usually can't have everything, but you should be able to get what matters the most.

Interview with Gigi Birchfield '82

By Erica Karp '13

Gigi graduated with a B.A. in English (magna cum laude) in 1982 from Claremont McKenna College. She received her J.D. in 1986 from the University of California at Los Angeles School of Law. She is currently the managing partner of Major, Lindsey, & Africa's (MLA) Los Angeles office. MLA is a global legal search firm specializing in the permanent placement of attorneys and legal professionals. Before founding the LA office of MLA 11 years ago, Gigi practiced law at Paul, Hastings, Janofsky & Walker in Los Angeles as a real estate transactional attorney. In 1992 she moved to the Los Angeles office of Citicorp Real Estate Inc. where she worked as the in-house attorney supporting the Western Region. In addition to her legal career, Gigi has also been a member of the Real Estate Finance Committee Subsection of the Los Angeles County Bar Association, president of the Claremont McKenna College Alumni Association, an ex-officio member of CMC's Board of Trustees, and a member of the Support Council for the Rape Treatment Center in Santa Monica, CA. Gigi joined the Berger Institute Advisory Board in the Spring of 2010.

Gigi is no stranger to the challenges many women face while juggling a demanding career while raising a family. She credits her work at both Citicorp and MLA with offering her the stability and flexibility necessary to balance work and family. She also acknowledges that "having [her] mother live with [her] since her three kids were infants, has been a huge help to her. The support of her mother has allowed for [her] to work full-time in challenging positions with demanding workloads." Gigi realizes the balance between work and family is a challenge for everyone. “As a young lawyer I saw a lot of colleagues leave the practice of law completely. During my three-year break from work, between Citicorp and MLA, I met many women who left private practice because it is so demanding and I have seen women leave law completely. For many high achieving women, it comes down to not having adequate time to devote to doing everything you want to do in the way you want do it. There is often that nagging feeling that you are not doing enough, that you are not the “perfect” wife/mother/career-person that you so want to be. Law, in particular, is very demanding time-wise and you are constantly redefining your personal notion of success.”

In terms of the practice of law, Gigi advises women to explore other ways to stay in the field, which may offer more flexibility and sanity than private practice – such as an in house role, or perhaps a part-time or contract position. She also advises mothers who take time off to stay networked and connected to their field because it is not easy to re-enter the work world even after just a few months of leave. Maintaining some separation between work and family life is also important; i.e., leave your work at the office and focus on your family when you are at home.

Gigi was a member of the third class of women to enter CMC after it became co-ed and she recalls the school as being much smaller and more male-dominated. However, she said the “frat house feel” of CMC at that time prepared her very well for practicing law “where you are the only woman in a room full of male lawyers and clients most of the time.” Overall, she looks back on her time at Claremont McKenna College fondly and is proud to have been the Alumni president and now an Advisory Board Member for the Berger Institute. She is excited to share her perspectives as a working mother and hopes she can contribute her time and energy to the Berger Institute and be an example of a professional woman who has continued to work while raising three children. As the mother of two daughters (one a current CMC student) who will soon be entering the work force and/or entering college, Gigi is keenly aware of the tensions that can arise between work and family. She advises students to “try and find the thing that you are passionate about and pursue it because you are likely to be in the work world for a long time and it is important to find something you are interested in. I know many lawyers who are unhappy because they did not find the best fit for themselves, even within the practice of law. Go ‘outside of the box’ and pursue unconventional career paths that may be more satisfying for you in the long run than pursuing more traditional careers.”

When Gigi is not busy working she likes to exercise, garden, travel, and unwind with a good book. She also likes visiting her eldest daughter at CMC and spending time with her two kids not yet in college. She is excited about working with the Berger Institute and hopes to attend more living room discussions about work and family issues.

Interview with Venisa Ibarra ‘96

By Jacquilyn Anderson ‘11

Venisa is a native Californian and graduated from Claremont McKenna College in 1996. She majored in Econ-Accounting and Psychology, which helped her secure a position at Deloitte, a major international accounting and consulting firm. Venisa’s history with Deloitte began the summer before her senior year at CMC when she worked at Deloitte as an audit intern. Upon graduation, she received a full time position as an audit staff person and for the past 14 years has been working her way up to making partner. The last three years of her life have been incredibly blessed and overwhelming with her engagement and marriage, the arrival of her son (now 10 1/2 months old), and making partner at the firm.

Venisa’s interest with the Berger Institute began a few years ago when she attended a living room discussion regarding work, family, and children. Even though Venisa was not yet a mother herself, she was always empathetic to the mission of the Berger Institute. After becoming a mother, Venisa was presented with the opportunity to join the board and jumped at the chance. Venisa feels like she now has greater insight and hands on experience with the day-to-day struggles of finding balance between work and family.

Venisa supports other working moms by being a mentor to her female colleagues with children. A challenging aspect of her work life is that she is one of the very few female partners with children, so her approach to work differs from her colleagues at times. For instance, many of her colleagues may stay awake “burning the midnight oil and working on Saturdays”, but Venisa cannot adopt these practices because she wants to spend quality time with her family. Venisa is grateful for Deloitte’s flexible work options and is currently on a “dial down schedule”, which allows her to work at a 60% load. She admits finding a balance between flexibility and meeting deadlines can be challenging. Due to the nature of Deloitte’s client-based service, there are always deadlines to be met, but Deloitte works hard to provide flexibility for their employees.

Venisa says with all the recent changes in her life she is still learning how to optimize her time. She constantly strives to do her best in home and work life while maintaining a respectable level of quality in her work. In order to do this she says that sometimes you must only pay attention to the most urgent and time sensitive things and let the other stuff take a backseat. It certainly sounds like Venisa is doing a great job in her role at work and as a new mother. Venisa’s thoughts about work and family life balance can be summarized as, “At the end of the day, having a family and trying to maintain a career is a choice. It’s a choice you have to keep making every day and sometimes you have to adjust your goals, but for now I’m taking it one day at a time.”

Reflections on my Summer Internship
A Better Chance Southwest Regional Intern - Los Angeles

Yaneli Ruiz '12

The underlying premise has remained simple since 1963: better educational opportunities lead to better lives. Today, more than 12,000 scholars and the millions of people they have touched are a testament to the validity of this premise; including me. A Better Chance (ABC) is the oldest and only national educational non-profit organization of its kind that identifies academically talented students of color in grades 6 through 10 and helps provide access to rigorous educational opportunities in over 300 public and independent college preparatory schools. At a time when access to higher education is being undermined, and students of color have become a stronger demographic presence, it was a privilege to have the opportunity to work alongside an organization that is truly changing lives.

Each of the six regional managers play a vital role in helping to fulfill ABC's mission: "to increase substantially the number of well-educated young people of color who are capable of assuming positions of responsibility and leadership in American society (A Better Chance Inc.)." During the summer of 2010 I was hired as the Southwest Regional Program Intern in the Los Angeles office, which consisted of just the Program Manager and me. Given the extremely small scale of the Los Angeles office, the internship gave me great visibility of the program and I was heavily involved in the planning and implementing of strategic support for both the ABC Scholars and the college preparatory schools.

Strengthening ABC's partnerships with counselors at the respective college preparatory schools, as well as making new ones, was very much a high priority; especially as the Los Angeles Program Manager was leaving this past summer. This truly gave me the opportunity to be hands-on and actively participate in implementing my own ideas. As such, with a primary focus in the Orange County region, I had the opportunity to not only contact existing school counselors, but personally meet them and network with new counselors at the ABC informative presentations I gave throughout the summer.

The Program Manager is the primary point of contact with school counselors as well as the ABC Scholars and their families, and as such it was my intention to provide a set form of communication between scholars, families, and ABC. I took upon the task of planning annual end of the year celebrations with our scholars; this involved securing venues both in the Los Angeles and Orange County Regions to hold a Karaoke Party and a Beach Day Extravaganza where all scholars, alumni, families, and our ABC representatives could come together. By the end of my internship, networking sites such as Facebook, Twitter and Flicker were up and running for the Southwest Region of ABC, thus allowing scholars to network with one another, alumni, and stay up to date with resources offered by the Southwest Region office.

This hands-on and rewarding opportunity, given to me by the Berger Institute for Work, Family, and Children, has given me a completely different insight into non-profits, and is most certainly a significant factor in my continued involvement with ABC. It gives me great happiness to know that I was blessed with the opportunity to contribute my grain of salt to this grand organization in a way that allowed me to interact directly with the ABC Program Managers, students, alumni, and parents throughout the summer!

To learn more about A Better Chance and get involved in giving a student A Better Chance, please visit http://www.abetterchance.org.

Reflections from the 11th Annual Microcredit Summit Campaign Conference in Nairobi, Kenya

In 2010, the Berger Institute provided funding to two CMC students (Miles Bird '12 and Francesca Ioffreda '10) to attend the Africa/Middle East Regional Microcredit Summit in Nairobi, Kenya.

Microcredit has been lauded as one of the most innovative and effective means of alleviating poverty in the developing world. Microcredit is the provision of financial services to low-income clients, primarily women, who lack the traditional means to access banking and other sources of monetary support. Microcredit was pioneered by Dr. Muhammad Yunus, a former Professor of Economics at Chittagong University in Bangladesh and current CEO of Grameen Bank, the 2006 Nobel Peace Prize recipient organization recognized for its unprecedented success in pulling millions of rural borrowers in Bangladesh out of poverty.

The conference itself was extremely well structured and comprehensive. It was complete with plenary sessions, breakout discussions, guest speakers, and field visits. It featured prominent world leaders such as Queen Sofia of Spain, Princess Maxima of the Netherlands, Muhammad Yunus, Ingrid Munro, Mwai Kibaki and the President of Kenya.

Below are some of Miles' and Francesca's reflections and experiences from the conference and their time spent in Africa.

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Francesca Ioffreda

My experience at the Africa/Middle East Regional Microcredit Summit in Nairobi, Kenya was unlike anything I had ever experienced before. Not only did I learn firsthand about microfinance, but I also met dynamic industry leaders from around the world and had the opportunity to explore a new country and continent. On the whole, the conference helped me gain an understanding of the realities, limitations, challenges, and opportunities in microfinance. Through site visits, discussions with people from around the world, and cultural exploration, I experienced a global community firsthand and left with a renewed vigor to work with individuals from around the world towards a better future. I returned to campus, sad to leave behind the conference and friends made, but profoundly moved and better equipped to tackle some of the most pressing challenges of the 21st century.

One of the most gratifying components of the conference was the opportunity to network with smart, dynamic individuals from around the world. Surrounded by development gurus, I felt completely in my element. I relished discussing inequality measures, poverty indicators, innovative government programs, and renowned economists with people who both cared and understood. It was invigorating to meet individuals like John, a former criminal, who started a soccer team in the slum to engage vulnerable youths, or Yanze, a woman helping provide entrepreneurship training to former prostitutes in Namibia, and countless other individuals taking action to affect change in communities around the world. These conversations gave me renewed optimism in a future of tomorrow- a shared future for a global community.

In addition to networking and in-conference learning, I was able to explore a beautiful new country. Nairobi is at once stunning and colorful and volatile and decrepit. The streets hum with excitement as nature, people, and cars intermingle. However, unlike most cities I've visited, Nairobi is surrounded by lush vegetation and wildlife. A quick jaunt to the Nairobi National Park, just minutes from the city center, unveils zebras, giraffes, antelopes, bison, hippos, and more. Similarly, biking through Hell's Gate National Park we were blessed with breathtaking vistas, a deep blue sky, and countless animals. Later, we partook in local culture- hawking with street vendors, sampling assorted meats, playing soccer against a neighborhood team, and venturing on local transportation. These kinds of experiences- one of the greatest gifts of traveling- helped me to better understand Kenyan culture and gain a greater appreciation of the daily lives of most people there.

I am extremely grateful to the Berger Institute for Work, Family, and Children for affording me the opportunity to attend this conference. Ten days in Nairobi taught me more than I could I have learned in a year in the classroom and provided me with memories that I will cherish for a lifetime.

Miles Bird

The Nairobi Conference was an incredible 10 days of experiential learning. During one of the most inspiring moments of our stay in Nairobi, we were told the story of the formerly most wanted man in Nairobi, a man known simply as "The General." The General had been involved in leading much of the slum related violence during the post-election unrest of 2008, and had only been stopped following his encounter with Andrew, a Jamii Bora Branch officer who convinced him and his followers to put down their weapons and repair the damage they had done, despite great personal risk to himself. Amazingly, after hearing the description of Jamii Bora and its efforts to alleviate slum dwellers from poverty, the General and his followers were eventually convinced to put down their weapons. They went on to become successful borrowers of Jamii Bora and are some of its strongest advocates, going on to start their own businesses and a slum soccer team for at-risk youth. Firsthand success stories such as this one are the most powerful proof of the success of microfinance.

As part of the student delegation, we were granted private sessions with Muhammad Yunus, Ingrid Munro, Hasan Abed, Hans Reitz, and several other personalities. This opportunity to network and learn from individuals at the forefront of their respective fields was only matched by the incredible learning that took place at the various conference presentations and associated sessions.

Without the generous financial support of The Berger Institute, I would have been unable to attend this unparalleled opportunity for learning and growth. The Berger Institute for Work, Family, and Children seeks to be a leader in the issues impacting the intersection between work and family. Microfinance, by its very definition, has been a successful experiment in poverty alleviation through the support of female entrepreneurship and collaboration. I returned from Kenya with a new breadth of knowledge and firsthand experience, and an expanded network in the microfinance world which will prove invaluable as I continue my involvement in the field of microfinance.

About the Berger Institute

The Berger Institute for Work, Family, and Children was established in 2001 to be a leading source of research on significant issues impacting the intersection between work and family. The Berger Institute focuses on quantitative research impacting business practices and families; supports high-quality interdisciplinary research by talented CMC professors, which will lead to publishing opportunities; provides challenging and stimulating educational experiences for CMC students from freshman year through graduation, resulting in high-quality student work and publishing opportunities; and connects the wider CMC community, including alumni and parents of students to provide practical information about significant work/family issues.

How to get involved

- By spreading the word to others about the Berger Institute.
- By referring friends and colleagues to the Berger Institute.
- By getting involved in the Berger Institute in substantive ways like contributing to our newsletter, participating on panels, working with CMC students on work-family projects, and sponsoring student fellowships and internships.
- By supporting the Berger Institute with a gift.

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Giving to the Berger Institute

The Berger Institute for Work, Family, and Children at Claremont McKenna produces and disseminates high quality research for employees, employers, and policy-makers about a wide range of work and family issues. We hope that you will think about the Berger Institute and how, over the next few years and decades, it can inspire CMC students to think about these important issues. Think about these students not only on a personal level, but also how a few years from now they might carry these issues forward in corporate or governmental policy.

The Berger Institute depends on contributions from individuals to support its important work. *Will you please join our growing family of supporters?*

Your gift of:

- $3,500 will sponsor a student summer research fellowship.
- $1,500 will sponsor a student independent study project.
- $750 will sponsor a student trip to a national conference to present their independent study project or thesis.
- $300 will provide travel funds for a student to conduct off-site research.

No matter how you choose to support the Institute, please know that your gift will be spent wisely on these timely—and timeless—issues. Thank you for thinking about this request. *Should you choose to make a gift, you have many options:*

1. Use our secure online gift form, which can be found at http://www.cmc.edu/berger/gift.php
2. Send a check to CMC, 400 N. Claremont Blvd., Claremont, CA 91711
3. Call the College's toll-free number 800-GIVE-2-CMC
4. Call Rena Bever to discuss your gift and its impact in greater detail (909-607-2343)

This is a very exciting time for the Berger Institute for Work, Family, and Children as we embark on our new research agenda on the decision to opt out of or stay in the workforce and we thank you for your continued support.