

Jan 1st, 12:00 AM

Balance is Bunk – Organizational and Marital Turnover in Dual Academic Career Couples

Merideth Thompson
merideth.thompson@usu.edu

Follow this and additional works at: <https://docs.lib.purdue.edu/worklifeinclusion>

Recommended Citation

Thompson, M. (2019). Balance is bunk: organizational and marital turnover in dual academic career couples. Abstract of a paper presented at the NSF Workshop: Fostering Gender and Work-Life Inclusion for Faculty in Understudied Contexts: An Organizational Science Lens. (#1837920). Organizers: E. Kossek & K. Lee, Purdue University, West Lafayette, IN. Retrieved from <https://docs.lib.purdue.edu/worklifeinclusion/2018/dccsowfs/3/>

Academic couples make up 36% of the professoriate. Women (40%) are more likely than men (34%) to have academic partners. Dual hiring offers universities an opportunity to hire the best and brightest, but couples vote with their feet and are apt to leave institutions of higher education that they perceive as unsupportive of their work and/or nonwork lives. However, what organizational research has yet to tell us is what makes a difference in reducing the organizational turnover of academic couples. Further, but perhaps just as important - or more so given the impact of our nonwork lives on our work lives – research is silent on how the unique work-life challenges faced by academic couples may motivate marital/relationship turnover. Recommendations are made for future research into resources and situations that universities can provide that might enhance work-life balance and limit both organizational and marital turnover in academic couples.