This course examines major issues in work and family: the rise in women’s labor force participation and the movement of women into high-wage work, earnings discrimination, occupational segregation, time-management and work/life conflicts, the economic value of stay-at-home moms, the economics of child care, and the role of public policy. Guest speakers will discuss these issues with respect to their own careers and lives as well as the roles their organizations play. The course will provide opportunities to participate in two discussions outside of class and have lunches with speakers.

A ten-page paper, focused on a topic within the scope of the course, will be due at the end of the quarter and will comprise 50 percent of the course requirement and grade. These papers will be individual (as opposed to group) papers.

Class participation will comprise 25 percent of the course requirements and grade, and participation in two discussions outside of class, and lunches with speakers will comprise an additional 25 percent.

This course cannot be audited and it cannot be taken pass/fail.

Course requirements and grading.

1. Class participation (25% of grade)

Students are expected to attend class regularly and to read the materials before class. From time to time, we will begin class with each student writing a short summary of
the readings for that class. Students are also expected to participate in class discussions. Quality (not quantity) of student contributions (including the extent to which their comments assist others’ learning) is important.

Absences: If you must be absent, it is your responsibility to get notes and learn what happened from a classmate. Please notify the TA, not the professor, if you must be absent, as the TA keeps these records. Unfortunately, there are no opportunities for making up classes you miss.

If you are absent more than two times (three times if you have not yet accepted a job and are interviewing), or if the quality or quantity of your class participation is unusually low, your class participation grade may be decreased.

2. Outside class discussions and assignments (25 percent of grade)

Participation in two student-led group discussions outside of class is required. There will also be opportunities to have lunches with speakers outside of class. These smaller group settings permit deeper discussion, and are an important part of the class experience.

3. An individual paper (50% of grade)

Focused on a topic within the scope of the course, the paper is due in class on Thursday, December 8. A paragraph describing the paper topic is due in class on Thursday, November 10. The paper topic, as described in the paragraph, must be approved by Professor Strober. The paper should be a maximum of ten pages, including all appendices, bibliographies, etc. No electronic papers, please. Papers that will be (or have been) turned into other professors for credit, must be approved by both instructors, in accord with GSB policy and the honor code.

Required Texts (Required texts are also on Reserve at Jackson Library)


Course Reader. All articles listed on syllabus are in course reader.

Recommended Books:
Frances K. Conley, M.D., Walking Out on the Boys. New York: Farrar, Straus, and Giroux, 1998. [Conley was the first female tenured full professor of neurosurgery in the U.S. This is the story of her training and her resignation of her position at Stanford to protest gender discrimination.]


Allison Pearson, I Don’t Know How She Does It: The Life of Kate Reddy, Working Mother. New York: Alfred A. Knopf, 2002. [This is a funny, poignant, fictional account of a woman who tries to balance motherhood with a career as a hedge-fund manager in London.]


Robin Wolaner, Naked in the Boardroom. New York: Fireside, 2004. [This is an honest and practical book about succeeding in business from the founder of Parenting magazine, who also became a vice president at Time Warner.]

Laraine Zappert, Getting it Right. New York: Pocket Books, 2001. [This is a study of Stanford MBAs.]

DATES, TOPICS, ASSIGNMENTS

Monday, September 26- Women in the Work Force and The Ideal Worker Norm


Census Bureau, Facts for Mother’s Day, 2005.

Thursday, September 29 – Marriage, Partnership, and Family: Raising Twins-Guest Speakers: Nicole and Jeff Kangas; and Doug Okun and Eric Ethington


Monday, October 3– Physiological Issues- Guest Speaker: Marcia Stefanick, Professor of Medicine and of Obstetrics and Gynecology (by courtesy), Stanford University


Thursday, October 6 – Working in a Non-Profit: A Strategy to Better Balance Work and Family?- Guest Speakers: Donna Hall, Executive Director, Women Donors; Kathy Meyer, Executive Director, Equal Rights Advocates; and Von Ton Quinlivan, Member of Commissions, Boards, and Candidate for Public Office


Monday, October 10– Discrimination from a Legal Perspective- Guest Speaker: Deborah Rhode, Professor of Law, Stanford University

Materials from Professor Rhode’s casebook will be available electronically from Professor Strober.


Thursday, October 13 – No Class

Monday, October 17 – Occupational Segregation and Discrimination I


Thursday, October 20 – Issues for Dual Career Couples - Guest Speakers: Sharon Meers, Former Managing Director, Goldman Sachs, San Francisco; and Steve Dostart, Dostart Development Company, LLC

Judith Steihm, “Invidious Intimacy,” Social Policy, March/April 1976, pp. 12-16. [As you read this, ask yourself to what extent you think the analysis is still applicable today, almost 30 years after it was written.]


Monday, October 24 – Occupational Segregation and Discrimination II


Thursday, October 27 – Consulting as a Strategy to Balance Work and Family -
Guest Speakers: Robbie Baxter, Consultant; Catherine Foster, Consultant,
Policy Consulting; Niti Agrawal, Consultant, Stage Four Solutions

Althea C. Huston and Stacey Rosenkrantz Aronson, “Mothers Time with Infant and
Time in Employment as Predictors of Mother-Child Relationships, and Children’s
Early Development,” Child Development, April 2005, pp. 467-482. [You may wish
to skim this article, rather than read it in its entirety. Pages 467-470 and 478-480 are
the most relevant parts of the article for the course.]

Monday, October 31 - No Class

Thursday, November 3 – Different Paths to Success - Guest Speakers: Robin
Wolaner, Entrepreneur, CEO and Author of Naked in the Board Room; and
Joanna Strober, Venture Capitalist


Monday, November 7 – Case Study: The Graduates of Stanford and Tokyo
University

Myra H. Strober and Agnes M.K Chan, The Road Winds Uphill All the Way:
Gender, Work, and Family in the United States and Japan. Cambridge, MA: MIT
Press, 1999, preface, and chapters 1 -5 (pp. 1-177). You may prefer to skim the
tables; the results are discussed in the text. Skip pp. 76-84. Also skip pp. 73-76,
unless you would like a refresher on how to read and interpret regression results.

Thursday, November 10 – The Value of Caring Labor – The Wendt Case

A paragraph describing the paper you will be writing for this course is due on
November 10 for Professor Strober’s approval.

Strober. “What’s A Wife Worth?” in Marilyn Yalom and Laura Carstensen (Eds.)
Inside the American Couple: New Thinking, New Challenges. Berkeley, CA:

**Monday, November 14 – Work/Life Issues I – Time Use**


**WEDNESDAY, November 16 – Combining Work and Family – Out-of-Class Exercise- Precise Time to be Arranged**


**Thursday, November 17- Stay-at-Home Moms and Dads-Guest Speakers: Amy Friedman, Steve Zuckerman, and others**


Also browse www.RebelDad.com, weblog and website created by Brian Reid
Monday, November 28 – Work/Life Issues II – Division of Household Labor


WEDNESDAY, November 30 – Out-of-Class Exercise on Household Bargaining, Precise Time to be Arranged

Thursday, December 1 – Child Care


Monday, December 5 – Women in Venture Capital and Investment Banking- Guest Speakers: Anita Stephens, OCP Capital; and Louisa Ritter, Goldman Sachs

Thursday, December 8 – Policies for Change
Final Paper is Due in Class today.


