

Preliminary Income Results
from Athena 2005 Survey

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Highly career-committed group

- 56% have an advanced degree
- 45% have at least 16 years professional experience
- Average of 52 and a max of 80 hours worked per week
- Only 48% have children
- 33% are highest ranking woman in organization
- High levels of a sense of control over job (autonomy), satisfaction, and commitment
- 84% earns half or more of the household income

Income by Athena Membership Type and Major Industry

Note: 2 outliers (over \$1.3 M) excluded from preliminary results

Assoc	Govt. or university	12	\$103,000	52,000	155,000
	Science or tech.	42	\$110,000	45,000	250,000
	Service (aligned)	28	\$126,000	50,000	280,000
Exec.	Govt. or university	16	\$154,000	70,000	280,000
	Science or tech.	101	\$191,000	70,000	525,000
	Service (aligned)	73	\$238,000	56,000	1 M
Missing data on income		34			
Total		306			

- Many factors affect income.
- The method of linear regression allows us to see which factors are associated with income while controlling for all other factors. In **preliminary** analyses, I looked simultaneously at three kinds of factors: human capital, family status, and organizational work-life policies.
- Human capital factors are the most important. Higher incomes are associated with:
 - An advanced degree
 - Working for service firm (aligned)
 - More senior job title
 - Working longer hours
- Family status. Having children did not negatively affect members' income. Being married seems to have a positive association with income (controlling for all other factors).
- Company's work-life policies: Members who reported using an informal policy to help them balance work and family had lower incomes than other members (controlling for all other factors). But using formal family leave and formal flexibility policies did not negatively affect income. However, only a small proportion of members reported using family leave and flexibility policies, and many of these probably thought they could use them without career penalty. Members who feared a career penalty were probably more likely to avoid using the policies altogether.