The goal of ADVANCE at WSU is to reduce, and ideally remove, barriers to the recruitment, retention and advancement of tenure-track and tenured faculty women, especially in Science, Technology, Engineering and Mathematics (STEM) disciplines. Addressing work/life balance concerns are key. Relatively little research has explored the impact of elder care for employees of institutions of higher education, particularly faculty. Thus, ADVANCE at WSU supported survey and interview data collection on over 300 WSU faculty/staff regarding the personal and professional impact of elder care.

**Survey Highlights**
- 83.6% were women (n=313)
- 89% were full time employees
- 25% Faculty, 39% Administrative Professional, 36% Classified Staff
- 28% dealt with elder and child care concurrently
- 60% anticipate dealing with elder care in the next 5 years
- 44% had their elder living with them or nearby
- 14% reported spending more than 30 hours/week caring for an elderly family member
- 45% reported physical and/or emotional strain
- 47% indicated productivity loss
- 32% indicated that due to elder care responsibilities they had missed 1-3 days of work in the last 3 months
- 43% indicated elder care duties caused them to leave work early 1-3 days in the last 3 months

**Interview Highlights**
- Increased STRESS
- Culture of silence-caregivers feel that they must remain silent about the strain between work and caregiving
- Caregiving’s negative impact on relationships with family and friends
- Females are primarily responsible for elder care
- Faculty members are unaware of resources
- Financial concerns
- Need for emotional/informational support

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**References**
2 American Association of State, County, and Municipal Employees: Eldercare Fact Sheet: www.afscme.org/issues/1761.cfm

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There are only four kinds of people in the world; Those who have been caregivers Those who are currently caregivers Those who will be caregivers Those who will need caregivers. ~Roslyn Carter, *Helping Yourself Help Others*