work a week (and not just hours spent away from home) over the long haul requires tremendous commitment. And as one senior chemist in our survey remarked, working long hours does not necessarily foster creativity.

**Hiring Household Help**

Our study also reveals an important strategy women deploy to manage household labor and remain scientifically productive: “outsourcing,” or employing others to help with this work. At each rank, women scientists outsource twice as much core housework as do men scientists (figure 3). Despite significantly lower salaries, women assistant professors outsource the same proportion of housework as men full professors. Senior-ranking women outsource 20 percent of their basic housework. For these women, employing others to assist with housework does not equalize divisions of labor, but it does somewhat lighten their share, and it shaves off almost four hours from the total weekly household load. Housecleaning is subcontracted to third parties more than any other core household task (figure 1).

Interestingly, our data suggest that employing others to help with core housework is characteristic of highly productive science faculty (where productivity is defined as total self-reported number of published articles over one’s career) even after rank, gender, salary, and one’s own share of labor are controlled (analysis was limited to scientists in dual-career partnerships). This is true for both women and men—we often find that practices that are good for women’s careers also assist men in reaching their career goals.

Nearly sixty-hour workweeks, combined with a disproportionate share of household labor and child care, make young women think twice about careers in academic science. As Mason and Goulden put it in their 2004 *Academe* article, “Do Babies Matter? (Part II),” “this model is not very attractive for women who hope to succeed in academia.” Indeed, their recent research indicates that women PhDs turn away from academic science because they face a culture that excludes time and responsibility for home, family, and life. Considering the cost of training PhD scientists, this is an expensive proposition for science and society.

**The Stalled Revolution**

U.S. society has witnessed “half of a revolution” with respect to women. Women have entered the workforce in large numbers; they have entered the sciences, become university professors, deans, and presidents—this latter in rather astonishing proportions (half of the presidents of Ivy League universities currently are women). The public world is changing, pushed forward by legislation and institutional action. The private world of the home, however, remains largely mired in tradition. In *The Mind Has No Sex?* Londa Schiebinger has documented how the workplace separated and became distinct from the domestic sphere in Western societies only about two hundred years ago and how this separation undergirded the exclusion of women from modern universities and professional life more generally. These divides are historical and can be changed.

For more than forty years, women in the United States have struggled to create equality in the home. Women’s strategy has been to get men to assume their responsibilities and do their fair share. Some, like the sociologist Arlie Hochschild in her 1975 *Second Shift*, argue the need for men’s participation in terms of equality of burdens and responsibilities. Others, like Sharon Meers and Joanne Strober...