

RESEARCH ARTICLE

“You can’t hide your children anywhere”: Perceptions of organizational support for work-life during the pandemic among academic couples who parent

Dawn K. Culpepper¹  | Daniel J. Blake² 

¹ADVANCE Program for Inclusive Excellence, University of Maryland, College Park, Maryland, USA

²Higher Education Division, University of Pennsylvania, Philadelphia, Pennsylvania, USA

Correspondence

Abstract

The COVID-19 pandemic has refocused higher education on issues of work-life conflict among faculty members with children. This study draws from interviews with 13 heterosexual couples (26 participants) who were employed as faculty members and who cared for at least one child during the pandemic. Using the

