

# Faculty and Family

Adapted from

“Considering an Academic Career In Science and Engineering,” Richard M. Reis,  
Stanford University, 2007

“Academic Skills Workshop: Work/Life Balance,” Deborah C. Rubin,  
Washington University School of Medicine.

# What Are the Most Significant Issues/Challenges/Opportunities Facing Women Scientists Today?

Categories	Means of Responses %			
	1997	1998	1999	2000
<b>A. Pressures women face in balancing career and family (e.g., dual career)</b>	<b>31.9</b>	<b>30.8</b>	<b>35.0</b>	<b>32.4</b>
<b>B. Problems faced by women because of their low numbers and stereotypes held by others regarding gender (e.g., networking, negative social images)</b>	<b>12.3</b>	<b>10.1</b>	<b>9.8</b>	<b>14.5</b>
<b>C. Issues faced by both men and women scientists and engineers in the current environment of tight resources, which may pose particular difficulties for women (e.g., time mgt, lack of funding)</b>	<b>10.0</b>	<b>4.8</b>	<b>8.2</b>	<b>7.9</b>
<b>D. Discrimination and harassment</b>	<b>3.0</b>	<b>4.4</b>	<b>5.8</b>	<b>4.8</b>

Source: Sue V. Rosser, 2004: The Science Glass Ceiling: Academic Women Scientists and the Struggle to Succeed. Table 6.

# Balancing Family and Career

- So what's the problem?
  - So many “hats” to wear
  - Results are stress, exhaustion and guilt
    - Family – children, spouse/partner, extended family
    - Work – highly demanding of time and energy
    - Home – running the household
    - Community responsibilities
  - Coping “tools” are required

# Work-Life Balance

## Key #1

Learn how to say

YES

as well as

NO

It's easier to say no to unwanted tasks if you've already committed to something you do want to do.

# Work-Life Balance

## Key #2

Establish your  
ABSENCE  
as well as your  
PRESENCE

Set a schedule for being physically elsewhere and unavailable, and stick to it.

# Work-Life Balance

Key #3

Do a  
LITTLE BIT OF EVERYTHING  
as well as  
ALL OF ONE THING

Master the art of multitasking.

# Work-Life Balance

## Key #4

**Determine your**

**TASKS**

**as well as your**

**PRIORITIES**

Many activities, small and large, are the steps that lead to your goal.

# Work-Life Balance

## Key #5

**Work until your  
TIME IS UP  
as well as until your  
TASK IS DONE**

Approach every task with the goal of making progress during a specific amount of time, then move on to the next task to maintain forward momentum.



# Work-Life Balance

## Key #6

**Bring some of your  
HOME TO WORK  
well as some of your  
WORK TO HOME**

You live in both worlds; look for ways to bring them together

# Work-Life Balance

## Key #7

Seek to

**INTEGRATE YOUR PROFESSIONAL AND  
PERSONAL ACTIVITIES**

as well as to

**SEPARATE WORK AND PLAY**

Doing so can maximize your effectiveness and satisfaction in both spheres.

# How can we deal with the obstacles?

- Hone your organizational skills
  - **Plan ahead** for major stress periods at work (e.g. grant and other deadlines, presentations. This is difficult to do but critically important)
  - Set up a good work space at home

# How can we deal with the obstacles?

- Simplify your daily life and routines
  - Can you live close to work?
  - Seek day care/sitters/nannies with flexible hours
  - Use health care professionals with weekend or evening hours
- Compromise
  - Learn to say no
  - Plan your travel as much as possible
  - Focus on what you **must** accomplish to succeed. Don't get side-tracked. Prioritize.

# How can we deal with the obstacles?

- Compartmentalize:
  - Guarantee your children set times when you will be home; they know what to expect and that their needs are your highest priority
- Avoid Guilt
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- Avoid Guilt