Faculty and Family

Adapted from

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

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

<table>
<thead>
<tr>
<th>Categories</th>
<th>Means of Responses %</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>1997</td>
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<tr>
<td>A. Pressures women face in balancing career and family (e.g., dual career)</td>
<td>31.9</td>
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<td>B. Problems faced by women because of their low numbers and stereotypes held by others regarding gender (e.g., networking, negative social images)</td>
<td>12.3</td>
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<tr>
<td>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)</td>
<td>10.0</td>
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<tr>
<td>D. Discrimination and harassment</td>
<td>3.0</td>
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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
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?

• Compartamentalize:
  – 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
• Avoid Guilt
• Avoid Guilt