Faculty & Family

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Outline

› About me

› Personal strategies
  – Time management
  – Integrating work and family

› Institutional strategies

› Influencing policy & climate
About me

› Professor: Dean of Engineering, IEEE President

› Wife: Married 21 years, 1.5 years with Indiana-California jobs, husband at Purdue

› Mother: 18-year old daughter, born after I was a full professor, starting college in F07

› Daughter: Only child, several years caring for aging mother
Personal Strategies: Time Management

- Spend money, not time
  - Cleaning, laundry, yard work, meals, transportation, …

- Arrange reliable childcare

- Be creative with summer childcare for school-age children
  - Co-hired a Child Development major for several summers

- Be realistic about elder care
  - Moved mother nearby

- Parallel process
  - Think/plan while watching videos, driving

- Develop time management strategies that work for you
Personal Strategies: Integrating Work and Family

› Develop & nurture traditions and rituals
  - Holidays, “dinner and a *West Wing,*” lunch w/ my husband

› Build in flexibility
  - Some holidays have flexible dates

› Plan family travel

› Take advantage of business travel
  - Scotland, Australia, Greece, France (2), Guatemala, Costa Rica, Panama, Peru, Ecuador, Finland, Russia (2), China

› Take advantage of technology
  - Phone, email, IM, (videoconferencing?)

› Talk about work at home
  - *Integrate, don’t segregate*
  - Make it accessible

› Look for/create opportunities to include family in work programs/activities
  - University camps, sports, outreach programs, contests, research projects

› Be open/honest when you’re temporarily stretched

› Set and honor your priorities
  - Key dates, events
Institutional Strategies: Purdue

› Provost’s bridge program for dual-career hiring
› Stop-the-tenure-clock policy
› Childcare
  - University lab school
  - Expanded childcare (including infant care) facility; graduated fee scale
› Teaching reduction for new parents
  - Currently negotiated between faculty and Head; proposal for systemic reduction under consideration
Institutional Strategies: Purdue - cont.

› Diversity hiring
  - 33% of recent CoE faculty hires have been women
  - Identified as a strategic priority; oversight process created and implemented

› Diversity workshops
  - Gender & multicultural, included as an expectation in offer

› College of Engineering M-F 8-5 policy for meetings
How senior women (and men) can influence policy and climate

› Advocate department/college/university policies wrt hiring, tenure, childcare

› Recognize/reward advocacy leaders

› Include families/children in key events (e.g., award & recognition events) when appropriate

› Talk openly about family responsibilities: *lead by doing*

› Recruit supportive male faculty to speak for family-friendly policies and climate
  - *Improving the climate for women improves it for everyone*