
Faculty & Family

Leah Jamieson

John A. Edwardson Dean of Engineering, Purdue University

2007 President & CEO, IEEE

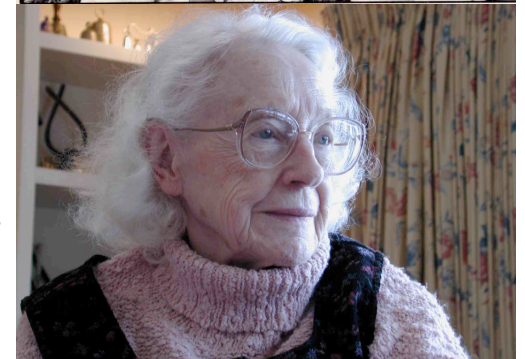
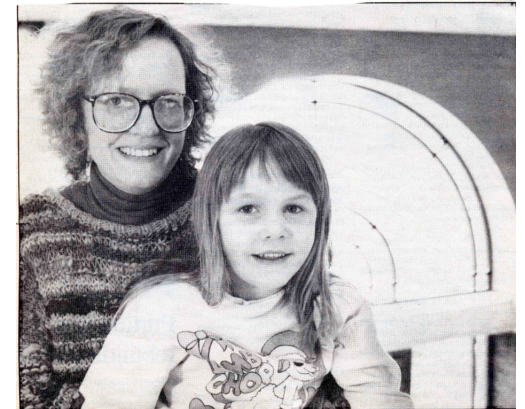
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Outline

- › 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?)

Personal Strategies: Integrating Work and Family - *cont.*

- › 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*