

Work-Family Balance PAESMEM Stanford Workshop

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Most Important



- 1 Husband
- 2 Children (3.5 & 1.75 yrs.)
- 0 pets



My Story

- Jan. 2001 AvaJean Arrived
- Jan. - March Maternity Leave (Winter '01)
- March - June Teaching Buy-out for Research (Spring '01)
- 2001 / 2002 Sabbatical Leave
- Sept. 2002 Jonathan Arrived
- Sept. - Dec. Maternity Leave (Fall '02)
- Jan. 2003 Back to Normal - HA!
- Winter '03 Difficult
- Spring '03 Better
- Fall '03 Work Load - too high
- Spring '04 Found the Secret - HA!

Stages

- Preparing for the new addition
- Early Months
- Steady State

Preparing for the New Addition

- The initial condition
- Things to think about
 - How do you want particular individuals (dept. chair, your graduate students, etc.) to receive the news?
 - What are the policies at your university? What really happens?
 - Who do you want to take the lead in determining leave, teaching loads, service duties?
 - How will colleagues react to a change in teaching schedule? Do you care?
 - How will your “condition” influence decisions on future department / college / university roles? How does that make you feel?
- What you think you want before baby may not be what you want after baby arrives

Early Months

- This maybe a productive time. If... If... If...
- Storing credits: pluses and minuses
- First term back
- How will you handle?
 - Sick child, explaining it again and again
 - Travel schedules, yours and your partner's
 - Confidence swings
 - The inevitable comments

A Typical Teaching Day

Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
Home	Teach	Research	Teach	Research	Home	Home
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5:30 - 7:30 am		Wake up, books, play, Bob the Builder				
7:30 - 8:30 am		Getting dressed, breakfast				
8:30 - 9:00 am		Getting out the door				
9:00 - 9:30 am	2	Drop offs				
	10:15 am	In office				
11am - noon		Office hours - sneak in graduate student meetings				
noon - 1:15 pm		Course prep, misc				
1:35 - 3:30 pm		Class and follow-up questions				
3:30 - 5:30 pm		Meetings, misc.				
6:00 - 8:00 pm		Play, Dinner				
8:00 - 9:00 pm		Bed time				
9:00 - 11:00 + pm		Catch up, relax, writing				

Steady State

What Works

- A schedule
- Reliable childcare
- Back-up childcare
- Shared responsibilities - if possible
- Anticipating the unknown
- Working from home
- Email accessibility
- Friday nights out
- Planned travel

What Doesn't Work

- Lack of schedule
- Winging childcare
- Finding someone when you need it
- Trying to do it all
- Cutting it too close
- With the kids at home
- Putting the laptop in the kitchen
- Not having time for yourself
- “I have to be in NY tomorrow”

All Things Considered

Let it all bounce off b/c
It's the best job in the world
&
It's worth it!