

Work, family and how to manage it all

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Personal Background

- 2015- **Professor**, Dept. of Psychological and Brain Sciences,
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- 2009-15 **Associate Professor** (2012- : Graduate Director)
- 2004-09 **Assistant Professor**

THE CHRONICLE OF HIGHER EDUCATION

The Baby-Before-Tenure Question

Balancing an academic career with the realities of a
biological clock

By Patricia Maurice AUGUST 03, 2016



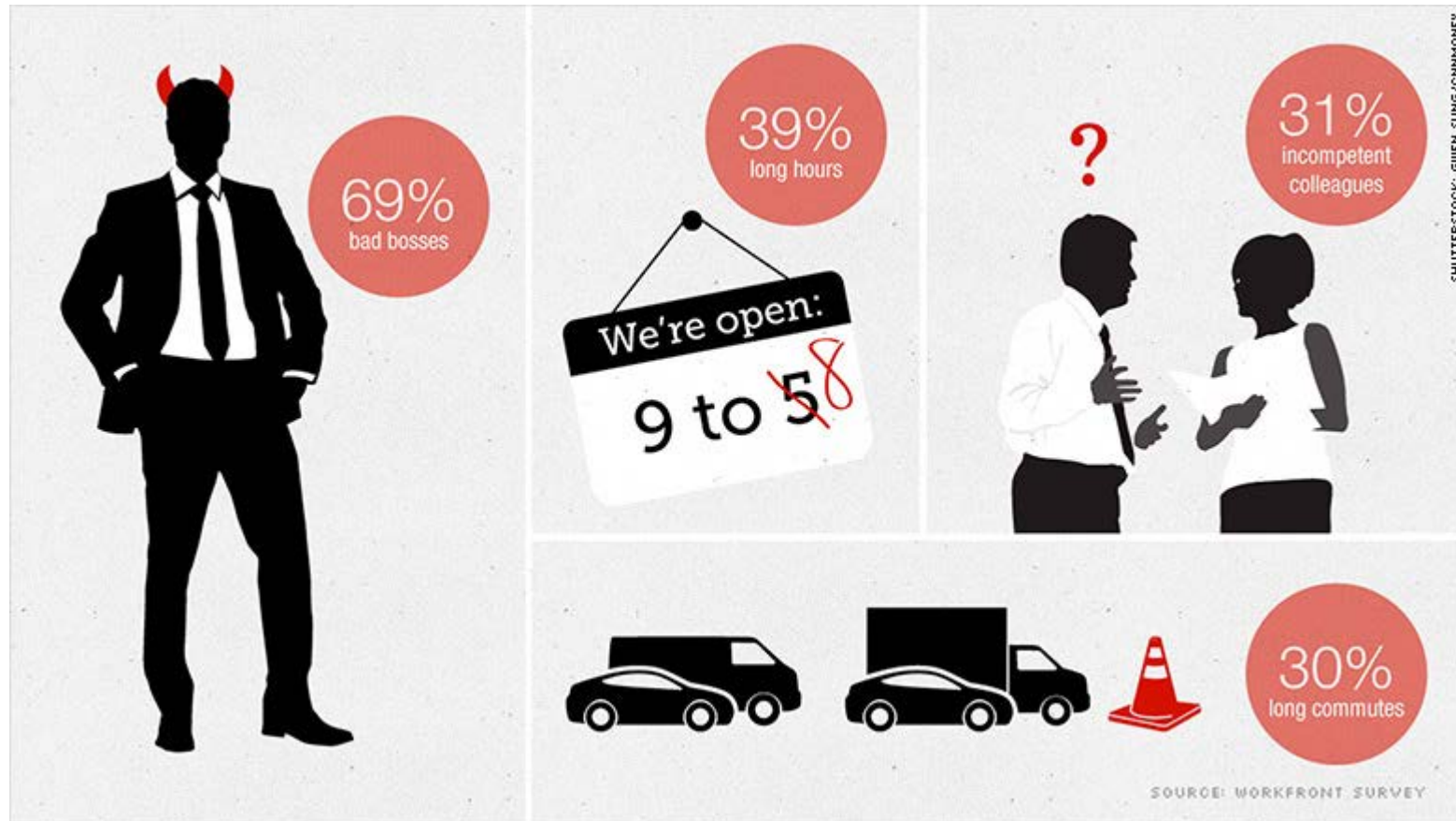
David Cutler for The Chronicle Review

Work-life issues in academia

- Fortunate to have a flexible, creative profession
- In many areas of cognitive science, lots of women colleagues (but not computer science, philosophy)
- Many people to talk to



Major causes of bad work-life balance



by Jeanne Sahadi [@CNNMoney](https://www.cnn.com/author/jeanne-sahadi), April 21, 2015

The big picture

- Enjoy your work and your personal/family time
- Each part of your life enriches the other
 - Having a family can help you be a better teacher and researcher
 - Being an academic means bringing a sense of discovery and a love of travel to family life

Starting a family

- Everyone is different – think about YOUR priorities and needs
 - There's no 'perfect' time
- It's ok to make plans – but be prepared for a dose of chaos

The home environment

- 'Division of labor' at home
 - Role of partner: communication is key
 - Women spent about 2.1 hours each day on household activities in 2014, compared with men's 1.4 hours. (Labor Dept survey)
- Arrange for help
 - nannies, daycare, extended family, parent networks
- Be realistic
- Free up some quality time for yourself
 - Friends, extended family, personal activities and hobbies

The work environment

- Find out about Department, School support
 - adjusted tenure clock
 - adjusted teaching loads
 - on-campus daycare
- Talk to your Chair and others about additional support
- In-home backup care for faculty and staff: an idea from UPenn
 - For unexpected gaps in regular routine (max. 10 days per year)
 - Partnership with Parents-in-a-Pinch, subsidized in part by the University
 - Can be arranged on short notice, or same day via phone or web
 - Was created after employee input

Priorities

- Working from home 1-2 days a week
- Traveling
- Time management
 - Manage Committee work
 - Say 'No' to non-essential things
 - Delegate
- Promotion beyond tenure

“In the great ratings scheme of life, you are the only reviewer who matters”

(P. Maurice, Chronicle, 2016)