Work, family and how to manage it all

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Personal Background

- 2015- Professor, Dept. of Psychological and Brain Sciences, University of Delaware
- 2009-15 Associate Professor (2012- : Graduate Director)
- 2004-09 Assistant Professor
The Baby-Before-Tenure Question
Balancing an academic career with the realities of a biological clock

By Patricia Maurice AUGUST 03, 2016
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, 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)