



Navigating a career and family together

Why have children and a career?

- Having children is an amazing experience
- Having a career in science is completely awesome
- Doing both together is sometimes synergistic

Roadmap

- Timing
- Resources
- Logistical details (family configurations, etc)
- 3 practical things to do

Timing

- End of graduate school (26-28)
- During postdoc years (29-35)
- Pre-tenure (35-42)- get extra year on tenure clock
- Post-tenure (42+)

Part time?

Resources: you can't do this alone

- Primary resources (you need 2)
 - Partner
 - Family
 - Money
- Secondary resources
 - Institutional resources (usually crappy for postdocs, better for faculty- except CSHL)
 - Friends
 - Your parenting skills:

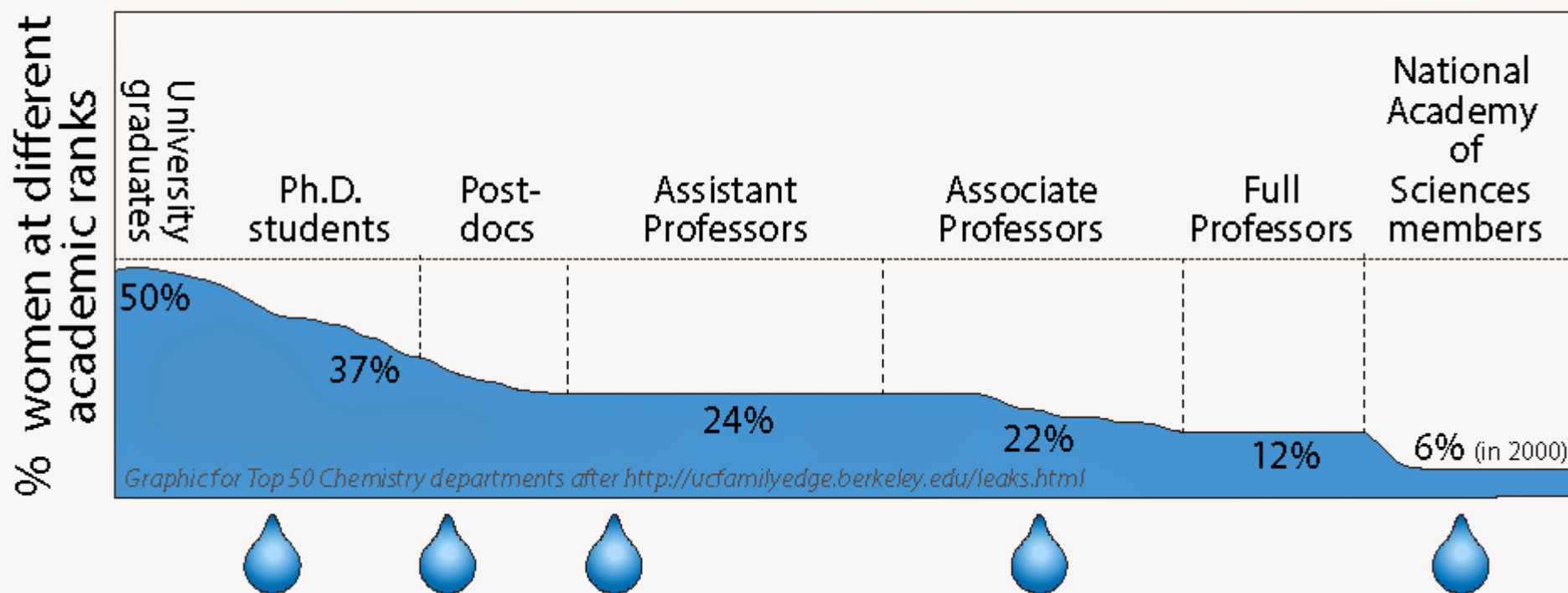
Family configurations

- Both parents are scientists
- Both parents are working but only one is a scientist
- One parent has a career in science, the other parent is at home.

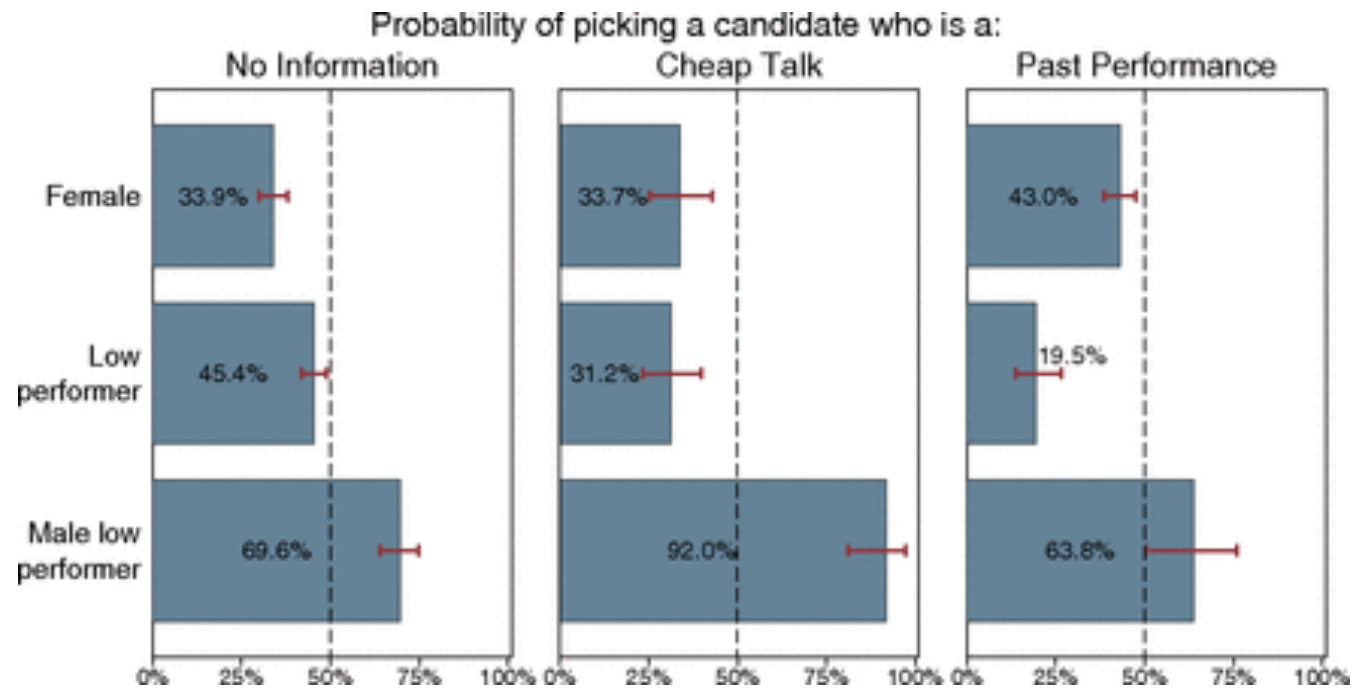
Challenges specific to female scientists

There are very few tenured female faculty

Leaks in the academic pipeline for women in STEM fields



Men and women aren't evaluated equally



Ruben et al, 2014

Men and women were equally biased in hiring.

I am biased, too: [http://
www.understandingprejudice.org/iat/index2.htm](http://www.understandingprejudice.org/iat/index2.htm)

Note: this issues apply to underrepresented groups too

Challenges specific to female scientists

- Being a woman is expensive
- Pregnancy/nursing can be complicated and tiring
- People view working mothers very differently from working fathers
- Parenting has a larger impact on women's time at work than on men's

Challenges specific to male scientists

- If your partner is not a scientist, it can be challenging for the partner to understand the intensity of a scientific career.
- If your partner is not a scientist, the pressure to provide for the family financially is stressful
- If your partner IS a scientist, your role in her success cannot be understated
- If your partner IS a scientist, you will have an expanded role in childcare
 - This isn't exactly a disadvantage!

Does the experience of being a parent benefit a scientific career?

- Being a parents requires you to lead a (slightly boring) lifestyle that is conducive to productivity.
- Being a parent teaches you organizational skills that are helpful in running a lab, managing time, and so on
- New experiences, parenting among them, often lead to innovation

Does the experience of having a scientist for a parent benefit children?

- Most children thrive spending part of their day with a nanny or in a daycare
- Children love science- they like to come to the lab and hear about what scientists are doing
- A really nice side-bonus of a career in science is being able to go to interesting places and meet with colleagues there. Children benefit from this as much as adults do. This is more than just a vacation.

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3 practical things to do

- Make peace with the idea of childcare.
- Start to develop a network of supporters & friends
- Do some awesome science! Now!



- Don't be scared! You can do this.

