

WORKLIFE INTEGRATION: CARING FOR YOUR FAMILY, YOUR CAREER, AND YOURSELF

5/30/19

SCENARIOS

Scenario 1

Professor Smith is a new assistant professor in a large department. The transition from postdoc to faculty member has been challenging, and Professor Smith doesn't feel like he's gotten a lot of support from his department chair or more senior faculty in the department. As one of very few faculty members of color in the department, Professor Smith feels especially isolated and is finding it hard to develop collegial relationships. In addition, with a new baby at home, "worklife balance" is non-existent.

1. What issues come up for you, if any?
2. What resources exist that might be helpful for Professor Smith, and how?
3. If Prof. Smith shared these concerns with you, what would you do or say?

Scenario 2

Dr. Schmidt is a Specialist in Cooperative Extension, and the job requires Dr. Schmidt to travel out of town several days a week. Lately, Dr. Schmidt's children have been acting out at daycare and at school, and Dr. Schmidt is feeling guilty that the majority of the family care issues fall to their partner, who works part-time. Last night, Dr. Schmidt's partner said that they were considering quitting their part-time job so they could be more involved at the kids' school. Dr. Schmidt is really worried about the financial impact this could have on the family.

1. What issues come up for you, if any?
2. What resources exist that might be helpful for Dr. Schmidt, and how?
3. If Dr. Schmidt shared these concerns with you, what would you do or say?

Scenario 3

Professor Herrera is an Associate Professor in a small department. Because of its size, this department often asks associate professors as well as full professors to serve as Department Chair. Professor Herrera is in their second year as Chair, and they are enjoying many aspects of being in a leadership position. However, their productivity has really suffered. There just aren't enough hours in the day to handle all the administrative issues, teach, and make progress on a book that will be really important in their next merit review. Professor Herrera is not sleeping well and has lost some weight in recent months. They've also noticed they always seem to have a stiff neck and a sore back. A number of colleagues and family members have said, "You seem really stressed – is everything ok?"

1. What issues come up for you, if any?
2. What resources exist that might be helpful for Professor Herrera, and how?
3. If Professor Herrera shared these concerns with you, what would you do or say?