

FORWARD Lecture Series

Joan Williams, JD, Distinguished Professor of Law

How to Have Both a Job and a Life: Excelling in Academia without Losing Your Soul

January 20th, 2012

Attendance

- 53 individuals completed evaluations.
 - Six attendees were a staff, twenty nine were faculty, four were administrators, ten were students, three were “other,” and one did not identify a role.

Quantitative Results from the Evaluation Form

I feel that my understanding of how to balance work and life commitments has improved after today’s panel.

	Frequency	Percent	Cumulative Percent
Valid Disagree	3	5.7	5.8
Agree	25	47.2	53.8
Strongly Agree	24	45.3	100.0
Missing Data	1	1.9	
Total	53	100.0	

As a result of my participation in this lecture, I will be able to implement new strategies in my own process of balancing work and life commitments.

	Frequency	Percent	Cumulative Percent
Valid Disagree	6	11.3	11.8
Agree	23	43.4	56.9
Strongly Agree	22	41.5	100.0
Missing Data	2	3.8	
Total	53	100.0	

I will be able to use the information that I learned today in my work and/or studies at NDSU.

	Frequency	Percent	Cumulative Percent
Valid Strongly Disagree	1	1.9	1.9
Disagree	4	7.5	9.4
Agree	19	35.8	45.3
Strongly Agree	29	54.7	100.0
Total	53	100.0	

I would recommend this lecture to others.

	Frequency	Percent	Cumulative Percent
Valid Disagree	1	1.9	1.9
Agree	16	30.2	32.1
Strongly Agree	36	67.9	100.0
Total	53	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this workshop? Please list any areas or topics that you would like to receive additional information about or that need further clarification.
 - More about how to balance worklife.
 - How do you help upper administration understand the costs of doing business- childcare, dual hires, etc.
 - I would like to know more specific ways to balance family life/work.
 - What can graduate students do early on in order not to tap into the problems described? How should I divide my time properly?
 - Is NDSU in violation of federal law when it comes to its leave policies?
 - Issues & strategies for single women without children.

- Worklife balance for women who are single or in non-traditional relationships. How to create institutional change when buy-in from administrators & men lack.
- We learnt mostly about problems but not many strategies (let go: only strategy learnt).
- Addressing more of racial bias in the work place and at school (graduate student pre-occupation).
- How to actually make progress on balancing work & life without losing my career; respect within my department; college.
- What are actual strategies that aren't mother blaming?
- I have no children. I would like to know more about rights for those who have to pick up the slack for those who need to take leave.
- Work-life balance strategies that don't revolve around accommodating children.
- No questions at this point. This was very informative!
- What can NDSU do? What are we doing?
- Would like to see more updated studies/statistics on the issues covered in this lecture.
- Expansion on creating balance (how to).

2. What do you think were the most helpful or valuable aspects of the workshop you attended today?

- Individual strategies.
- The numbers and quotes made great points.
- Legal rights.
- Current research on bias and institutional solutions.
- I appreciated how well Dr. Williams could speak directly to being a faculty member. She knows academics, which was very helpful.
- I never really thought about how important my emotional tone is with children. When I reflect on my childhood that is what I remember. Thank you for pointing it out.
- The notion that we should not be obsessive about our work. It's quality over quantity.
- Her real life experience & her real life examples.
- Clarity & practicality of her ideas & the candor of her advice – she's a realist and she's 'been there.'
- The information presented.
- Tips.
- Understanding that my personal stress is part of a systemic problem.
- Very relevant to me.
- I read Dr. Williams book in graduate school and was excited to hear her speak at NDSU. Excellent talk. Dr. Williams spoke to many relevant issues at NDSU. Helpful strategies.
- The incidences were so great & I could relate to them so much, that it brought tears to my eyes.
- I really identified with the comment about 'choose which level of elite you want.'
- Learned new information about standing up for myself.
- Understanding the statistics behind the ideas.
- Time management/Your rights in academics.
- Highlight differences between men and women.
- Good statistics, ideal worker idea.
- The lecture validated my strategies for work-life balance. I often feel guilty, but the lecture showed me I'm doing the right things.
- Thinking about ideal worker; not speaking up – encouragement to do so.
- Helped me to see that there really can be a division that forms between the parents and nonparents – Need to be fair – often isn't.
- Information provided about what is legal about obtaining parental leave.
- Glad it was taped. Hope will be available on the website.
- A few interesting points about setting priorities and not logging into the work-centered culture of academia.
- Exposing the reality of gender bias and the existence of Neanderthalian thinking in some administrators' minds in this day and age.
- Addressing issues associated with family leave particularly maternity leave.
- It wasn't just about women with children. Looked globally at work-life balance.
- All of it was very good.
- The strategies.
- Viewpoints in the wide range of views.

3. How could this workshop be improved to be more beneficial to you?

- I would like to see these lectures acknowledge that not all faculty members at NDSU are heterosexual.
 - More specific strategies of how to balance – strategies to change stigma with success and amount of work hours → can we?
 - Promote work-life balance & discuss it.
 - Having breakout sessions to discuss the issues raised.
 - Please continue to bring in high quality, reputable speakers to campus. Now it is a matter of actually getting department heads and deans to listen.
 - More of this type of lectures and those addressing racial bias.
 - Have a real discussion about what is going on with the new President & Provost's goals to turn NDSU into top 20 status with respect to a variety of programs & how that will be accomplished – I personally perceive a great deal of pressure to 'produce' more than the PTE doc. I came in under states in order to meet their vision, I could do that, I could 'produce' above & beyond BUT there would be no balance, I would be unhappy, AND my family would be negatively impacted. If the discussion leads to, well you'll only be held to your PTE doc., then what is going to happen to the new folks coming? Are they going to be expected to carry this institution forward to top 20? While I might add, the rest of their Dept. is held to a different standard? I need to hear people talk about this issue.
 - Was hard to find info on the web.
 - Keep up the good work. You always bring interesting topics into the spotlight!
 - I liked how this lecture covered issues found by both women + men. Wish there had been a few more men in attendance.
 - Make administrators attend. They are the ones who really need to know some of this info.
 - Time of day/day of week/topic all affect ability to attend. More information about going from non-tenure to tenure track. Balance of teaching & publishing.
 - More about Balancing work + home.
4. Please provide any additional comments you have about today's workshop and/or the FORWARD program in general below or on the back of this page.
- I wish that more people had attended – especially administrations.
 - This presentation needs to be given to department chairs and deans.
 - I really appreciated the focus on statistics of working mothers and balance.
 - I really liked the presenter.
 - Great speaker.
 - I was slightly disappointed by the hetero-normative focus. Would have liked to learn more about lesbian and single academic women. Appreciated 'cafeteria benefits.'
 - Lecturer was interesting and really liked it despite the fact that it addressed mostly issues pertaining to professors and I am a graduate student.
 - Great speaker!
 - Very heterosexist examples.
 - This session was informative but not about the topic that was promoted. Very little was said about the broader issues of work-life integration. The lecture really was about being a parent in academia, a tiny slide of the broader topic.
 - Make today's video open to Dept's to share.
 - Good topic – more topics related to this would be helpful – information about non-tenure track publishing (finding time).
 - None. Excellent speaker!!
 - Great speaker.