Self-Care and Well-being for Women in Higher Education: The work/life balance conundrum

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Women are falling behind men when trying to get their first promotion

- http://www.marketplace.org/2016/09/26/world/women-face-more-challenges-salary-and-promotion-negotiations-work
- Gender disparity and women of color

Career Women

- ## Statistics
  - In the U.S., 46.4% of people over age of 16 years are women (Statistical Abstracts, 2014).
  - Nearly one-half (48%) of women ages 18-64 have children under age 18 at home.
  - In addition to their other roles and responsibilities 10% of all women ages (18-64) provide care to family who are disabled, chronically ill, or elderly such as a parent, parent-in-law (54%) or child (18%)
  - 48% of caregivers have children under age 18; 63% are employed.

Women in Education

- <u>Statistics</u>
  - In the Southern region of the U.S., women account for 37% and 53% of faculty at public 4 year and 2 year colleges respectively (Fact Book on Higher Education, 2015).
  - 44% of administrators at public four-year universities and 50% at public two-year colleges, and 46% of all post-secondary teachers are women
  - About 22% of these women are Black, Latina, and Asian.

Professional Obligations

- The career demands of higher education include:

    1.) Working towards tenure

    2.) Demonstrating research productivity and stellar teaching skills

    3.) Service to the institution

Personal Obligations

- Primary Caregivers
  - Children
  - Aging Parents
- Multiple Life Roles
  - Mother
  - Friend
  - Sister
  - Daughter
  - Mentor
  - Community Member/Supporter

Breakout Groups; Part 1

– Get into groups of 5

– List challenges of balancing work (school) and family

– Then, choose just 1 challenge

– Using the materials, create a pictorial account of the challenges to share with the group.

– Creativity & Flexibility are encouraged!!!

Related Literature

- Vasquez, M.J.T. & Bingham, R.P. *Women of Color in Leadership* state that women face many challenges:
  - Challenges in Workplace
  - Traditional Socio-cultural expectations
  - Devaluation of Work/Contributions
  - Subtle discrimination (racial/gender)
  - Role restrictions
  - Anxiety about performance
  - Lack of mentoring/Networking opportunities

Related Literature (cont.)

- Vasquez & Bingham. Additional aspects that may affect experience in leadership:
  - Sexual orientation

  - Disability

  - Physical size

  - Socioeconomic factors

Related Literature (cont.)

- Vasquez & Bingham Strategies & Benefits in leadership:
  - Risk taking
  - Persistence
  - Adaptability/Flexibility
  - Seeking Support (Expertise & Emotional)
  - Providing & Receiving Mentoring
    - Have both Male/Female Mentors

Related Literature

- Stress, Rewards, and Change in Centrality of Women's Family and Work Roles (Norton, et. al)

- Is mastery in mediation a reality?

- Role centrality—degree to which a role is a person's source of identity or self-definition

- Mastery in 4 roles: parent care provider, mother, wife, and employee

Coping with Overload in Dual Earner Families

- Strong beliefs persist about the negative effects of maternal employment on women, their marriages, and their children, in spite of considerable systematic research indicating that, on average, employment has positive effects.

- These beliefs affect clinical practice, fostering a concern among mental health professionals about whether women can handle the demands of multiple roles without serious negative health consequences.

Coping with Overload in Dual Earner Families

- Demographic trends suggest that the number of employed women with children is increasing, that paid employment will be a central component in most women's life experiences, and that as a society we are highly unlikely to return to the days of the 'traditional' family.

- In today's political world, there are many implications that maternal employment give life to the causes of many social ills including drug abuse, school drop outs, juvenile violence, and divorce.

Managing Multiple Roles: Personality, Stress, and Work-Family Interference in Dual-Earner Couples.

- Today many parents have multiple roles.

- Personality, domain-specific stress, and work-family interference are interrelated when it comes to affecting these roles.

- To further investigate this, questionnaire data of 276 Dutch dual-earner couples with young children were analyzed using structural equation modeling.

- Findings demonstrated that job stress and parenting stress were positively related to work-to-family conflict and family-to-work conflict, respectively.

Managing Multiple Roles: Personality, Stress, and Work-Family Interference in Dual-Earner Couples.

- For women, family-to-work conflict was strongly associated with increased levels of job stress.

- Emotional stability helped decreased the levels of job stress and parenting stress for both men and woman.

- Typical in-home family caregiver providing care for an aging parent is: female, employed outside the home, expected to spend as many years caring for a parent as for her children (Clark & Weber, 2016).

- Engaging in multiple caregiver roles can lead to mental and physical exhaustion and increased stress.

Breakout Groups; Part 2

Solutions

- Get into groups again
- List solutions for balancing work (school) and family
- Then, choose just 1 solution
- Using the materials, create a pictorial account of the challenges to share with the group.
- Remember, Creativity & Flexibility are encouraged!!!

# Triadic Model for Positive Self-Enhancement (TMPSE)

- The model that is being proposed in the paper has taken the related literature and the experiences of women in roundtable discussions and presentations into account-- seeking to honor both experiential and measurable data.

TMPSE

- Across all workshops, women from a variety of backgrounds report indicating the need for a deeper sense of support

- This support is often related to both professional and personal development

- Need for colleagues and mentors who understand the unique dynamics of trying to find balance between the workplace and home environment

Triadic Model for
Positive Self-Enhancement

Popkin, J.E. & Oatis-Ballew, R.
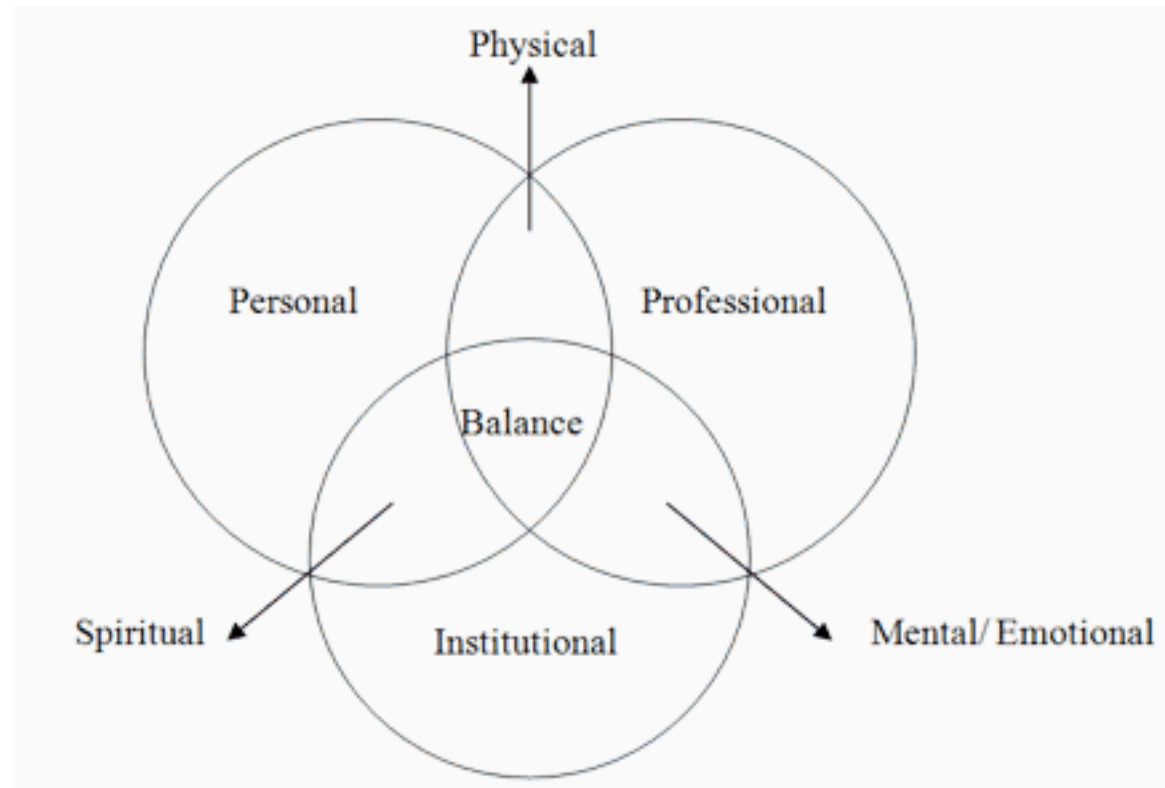
Domain I: Institutional Support

- Institutional support can come from the individual institution or from the larger academic system (i.e., workshops, continuing education, seminars, conferences, and professional development)

- Finding the appropriate institutional support system for one's skill set and cultural relevant framework very important in order to integrate and enhance one's academic domain.

A Model of Balance: Major Domains

- The model depicts striking a balance between all three major areas of support:
  - Institutional
  - Professional
  - Personal

- By integrating the *minor domains* that have all shown to be effective in facilitating positive self-enhancement (Bennett, 2006).

Model of Balance: Minor Domains

- The minor domains include attaining positive:

  - Mental/emotional (Hermon & Hazzler, 1999),

  - Physical (Fentem, 1994; Kull, 2001),

  - Spiritual connections (within the framework.

Doing it "all" and doing it well!

- Multitasking and Stress
- Stress and/or stress related issues,
  - Psychological-e.g., anxiety, depression, low frustration tolerance
  - Physiological-e.g., diminished immune response, elevated blood pressure, aches, pains can cause negative effects (Bongers, DeWinter, & Kompier; Kessler, 1985; Kull, 2001; Layman, 1960).

Job Demands & Stress

- Research indicates that women tend to perceive having more job demands placed upon them than men do (Hochwarter, Perrew, & Dawkins, 1995)

- Women were also perceived having a low control of work, in addition to little autonomy in the work environment (Siegrist & Peter, 1994)

- Skewed negative balance between work effort and reward have been found to result in health problems (Siegrist & Peter, 1994)

- The authors are introducing the model in an effort to address the opportunities and challenges that women face on a daily basis

Recommendations for Early Career Women

- Implementing the Triadic Model for Positive Self-Enhancement proposed above

- Planning tangible weekly goals and following through with them

- Carefully scheduling both work and family related activities

- Being willing or open to asking for help when you need it

- Finding an enjoyable activity that is not work related, and learning to say no diplomatically

Recommendations, cont.

- Find a mentor who respects your choices and supports your path

- Partnering with a colleague in the department whose lifestyle, values, and personal and/or professional interests mirror your own

- Be open to support from a variety of sources

Other Areas for Support

- Physiological care
  - Healing Massage

- Mental health care
  - Pleasurable Activities
  - Therapy

- Physical care
  - Exercise

- Emotional care
  - Connecting with friends and like minded individuals

Thank you!