

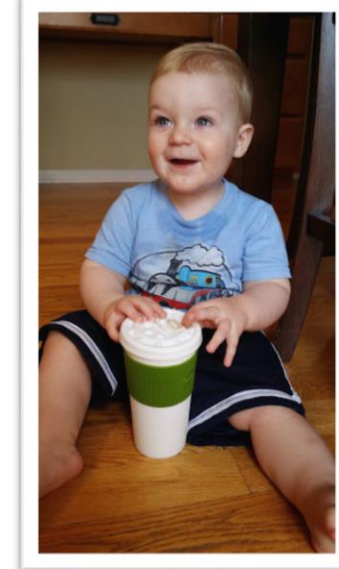
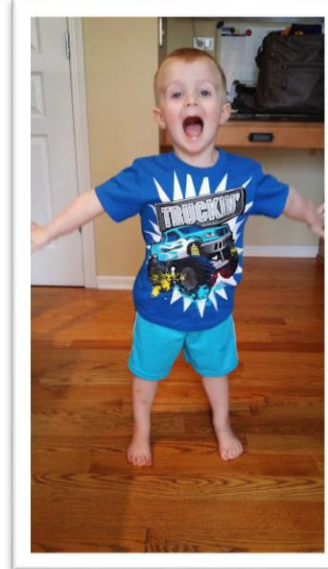
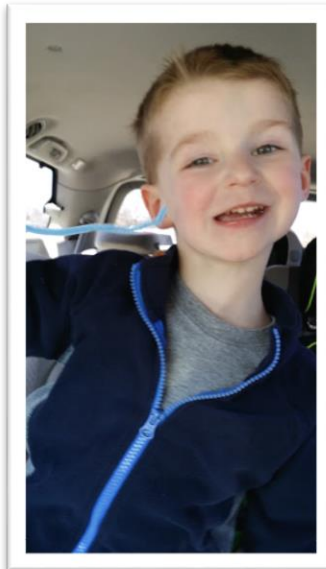
# FROM THE MOM SIDE OF THE DESK

IACAC CONFERENCE 2015  
Session D-32

# THE “MOMS”

## Erin Hoover

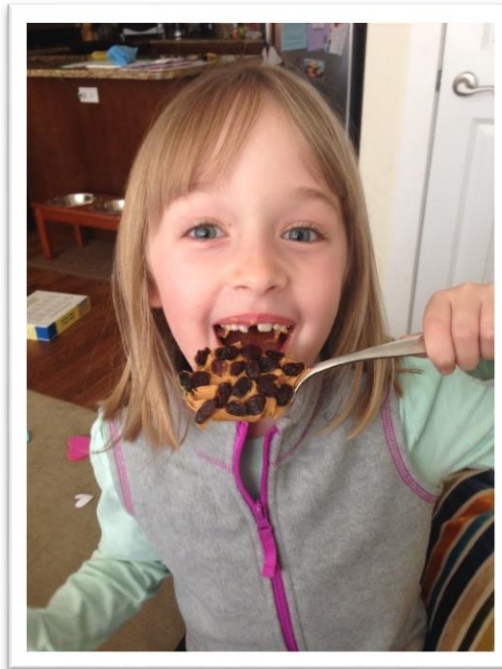
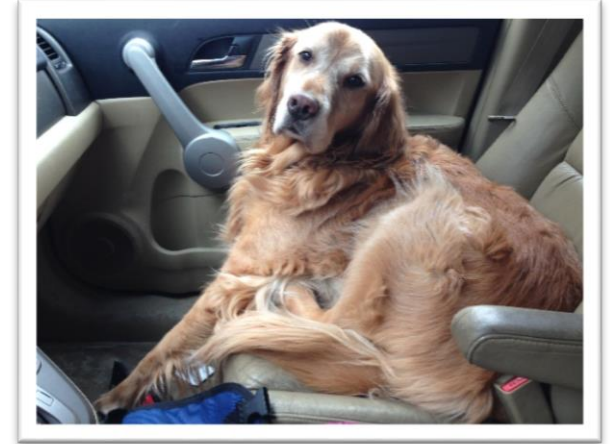
- Assistant Director/Regional Representative – McKendree University
- 5 years office experience, 1 year SAHM experience, 3 years WAHM experience
- IACAC Executive Board member
- Graduate student
- 3 sons: 4 ½, 3, 1 ½



# THE “MOMS”

## Heather Chase

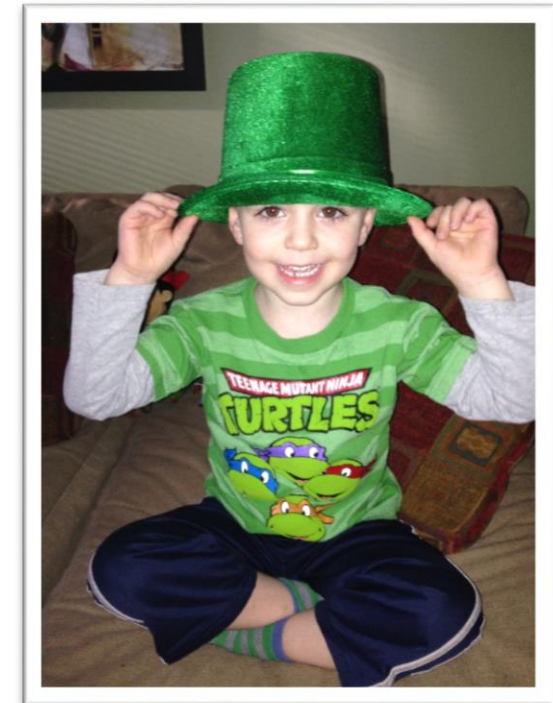
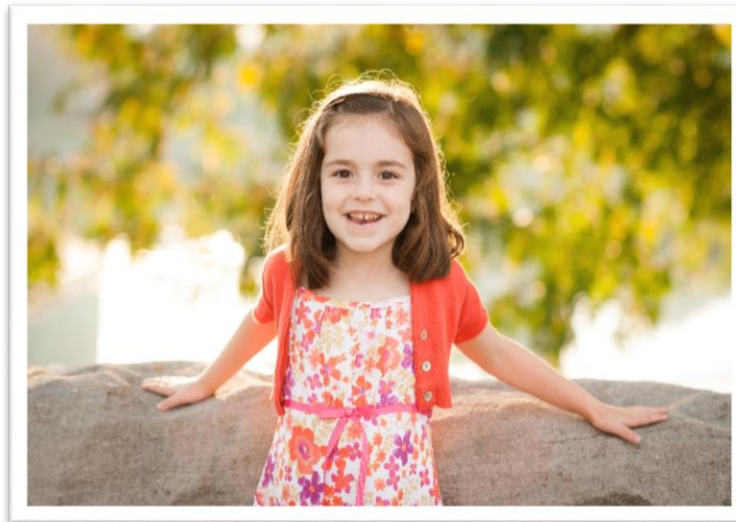
- Senior Assistant Director of Regional Recruitment – Miami University
- 13 years Admission experience, 2 years SAHM experience, 3 years WAHM experience
- 2 daughters:
  - Amelia will be 6 on May 1<sup>st</sup>!
  - Naomi is 2 ½
- RIP Okey Dokey Chase



# THE “MOMS”

## Carlene Klaas

- Dean of Undergraduate Admission – DePaul University
- 21 years Admission experience, 6 years Working Mom experience
- 1 daughter (6), 1 son (4 1/2)
- Triathlete



# THE “MOMS”

## Sandie Gilbert

- Highland Park High School, retired
- College Consultant – Ravinia College Consulting
- Adjunct Professor – DePaul University
- Past-President, IACAC
- NACAC Government Relations Committee
- 34+ years Counseling and teaching experience
- 34 years Working Mom experience



# MOMS WITH A PLAN

- We're all in this together
- NACAC session data
- How do you balance it all?
- Keeping it all in perspective
- Resources
- Support and a good laugh

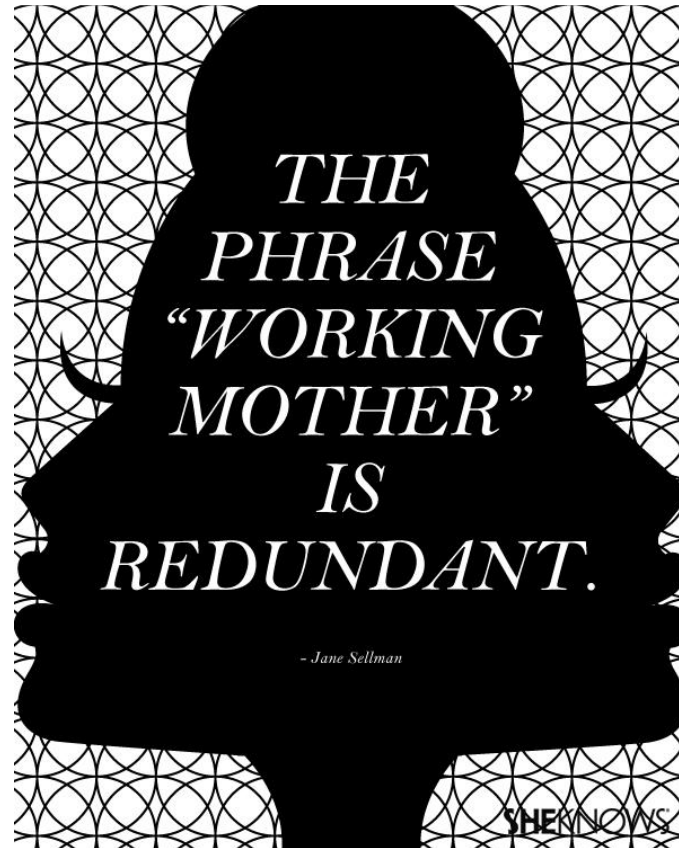
# SOUND FAMILIAR?

I hear you. Raising kids and running a house keep me busy, too. I also have this little gig on the side called a full time job.



your  cards  
someecards.com

# SOUND FAMILIAR?





# NACAC SESSION

Surveyed women in college admission and counseling – 779 responses

- Half high school, half college
- 2/3 have children
  - 34% = 1 child
  - 45% = 2 children
  - 17% = 3 children
  - 4% = 4 or more children
- Didn't ask:
  - Race/ethnicity
  - Marital status/partner info
  - Whether or how long any women stayed home for any time period
  - Travel schedules/responsibilities
  - Type of institution

# NACAC SESSION

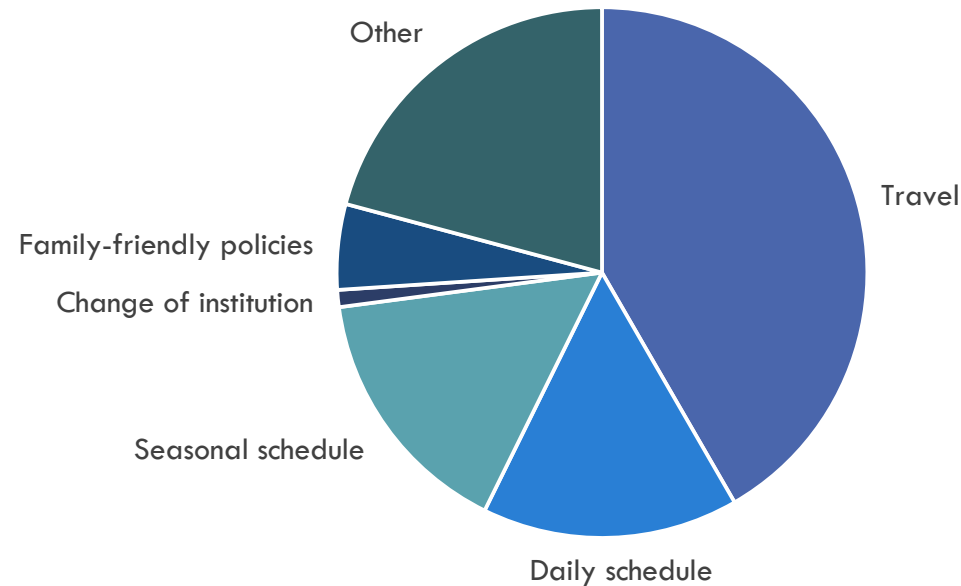
## Sample questions

- Do you believe that college admissions is a less flexible field than college counseling for women with children?
- Do you think that college counseling is a more flexible field than college admission for women with children?
- Did your career have an impact on your family planning, such as the timing/spacing of your children?
- Do you think having children has slowed or hindered your career advancement or trajectory?
- Do you perceive that women in your workplace without children are offered different opportunities?
- What do you think that your supervisor could do to help create a more family-friendly workplace?
- What do you think your employer could do to help create a more family-friendly workplace?
- What do you think is the single most important thing that admission/college counseling workplaces can do to support women with children?
- What piece of advice or a survival tip would you give to women with children in the college admission/counseling?

# IS THE GRASS GREENER?

- Do you believe that college admissions is a less flexible field and that college counseling is a more flexible field for women with children?
  - College counseling was rated slightly more flexible
  - 56% considered a move to the “other side”
  - 1/3 have worked both sides of the desk

# Reasons for moving to the “other side of the desk”



- Travel
- Daily schedule
- Seasonal schedule
- Change of institution
- Family-friendly policies
- Other

# CAREER ADVANCEMENT

Do you think having children has slowed or hindered your career advancement or trajectory?

- 40% of women said that their career was NOT hindered or slowed by having children

Do you perceive that women in your workplace without children are offered different opportunities?

- Mixed responses
  - Those without children feel forced to take on more weekend/evening roles
  - Those with children feel that they can't advance because of extended hour requirements and/or inability to jump at a work opportunity

# SUGGESTIONS FROM NACAC WOMEN

## For Institutions

- More paid parental leave
- On-site childcare
- Clear policies on nursing/pumping
- Non-traditional & flexible scheduling
- Create “in-house” positions
- “Family leave” time instead of sick/vacation

## For Supervisors

- Provide work from home options
- Offer part-time/job share option
- Proactively offer flexibility
- Adjust travel territories
- Offer earlier/later start times/short lunch

## Creative Solutions

- Full benefits for employees working 20+ hrs
- Stagger maternity and paternity leaves

# HOW DO YOU BALANCE IT ALL?

What are some unique things you've done, changed, or sacrificed to be:

- A better Mom?
- A better employee?

What is essential, in your life, to balancing it at all?

# SURVIVAL TIPS

- Quality care and back-up plan
- Support system
- Connect with other Moms
- Accept help
- Separate work and family time
- Be honest with your supervisor – ask for what you want
- Letting go of perfection
- Learning to delegate
- Carpools
- Staying in the moment
- Doing things differently: ie; errands, meals
- Saying "no"
- Learning from colleagues
- Support from colleagues, family, friends
- Lowering standards: Keeping it simple (KISS rule)
- Dealing with "mom" guilt : ie; bribing family to move closer to my work (with a dog) so I could participate at kids' schools and be there for emergencies easier



# *LEAN IN?*

## Lean In

- Book by Sheryl Sandberg, COO of Facebook
- Identifies that women may sabotage themselves in the workplace before they even become mothers just based on the anticipation of the conflict
- Encourages women to go after what they want and lean into their work

# OR *LEAN OUT?*

- You can have it all, just not all at the same time
  - What ages are better for certain stages?
    - What's happening in this moment won't last
    - Phases
  - What career options are available?
    - Home vs. Office
    - Options and what works best for you
- If you leave but hope to return, stay connected

# PERSPECTIVES

We're better moms b/c we work and we're better employees b/c we are moms.

This too shall pass.

When my first child dropped his pacifier, I boiled it, rinsed it off and then gave it back to him.

When my second child dropped it, I washed it off.

When my third child dropped it, I let the dog lick it.

Erma Bombeck

“And should she choose to be a Mother one day, be my eyes, Lord, that I may see her, lying on a blanket on the floor at 4:50 A.M., all-at-once exhausted, bored, and in love with the little creature whose poop is leaking up its back. **“My mother did this for me once,”** she will realize as she cleans feces off her baby’s neck. “My mother did this for me.” And the delayed gratitude will wash over her as it does each generation and she will make a Mental Note to call me. And she will forget. But I’ll know, because I peeped it with Your God eyes. Amen.”

Tina Fey

# RESOURCES

- <http://www.theatlantic.com/magazine/archive/2012/07/why-women-still-cant-have-it-all/309020/>
- <http://leanin.org/>
- <http://ideas.time.com/2013/03/07/why-i-want-women-to-lean-in/>
- <http://www.washingtonpost.com/blogs/she-the-people/wp/2014/02/25/recline-dont-lean-in-why-i-hate-sheryl-sandberg/>
- <http://www.today.com/parents/quality-over-quantity-new-study-brings-time-squeezed-parents-relief-2D80577158>

# NEED A LITTLE SUPPORT OR A GOOD LAUGH?

Who doesn't love a good blog? Here are some working mom blogs/videos:

- <http://www.scarymommy.com/>
- <http://www.lisakbarber.com/#growing-alice-newly-nominated>
- <http://thegotomom.com/vlog>
- <http://www.somedayilllearn.com/>
- <http://crappypictures.com/> - this one is great when you don't have a lot of time to actually read, all the joys of parenting captured in crappy pictures, it's awesome!
- <http://www.thehappiesthome.com/>
- <http://badsandy.com/>
- <http://mom-101.com/>
- <http://www.newyorker.com/magazine/2011/02/14/confessions-of-a-juggler>
- I Love Mondays book - <http://www.michellecove.com/i-love-mondays.html>