

# What gender critical mass looks like: women faculty and fellows of Johns Hopkins Pulmonary and Critical Care Medicine

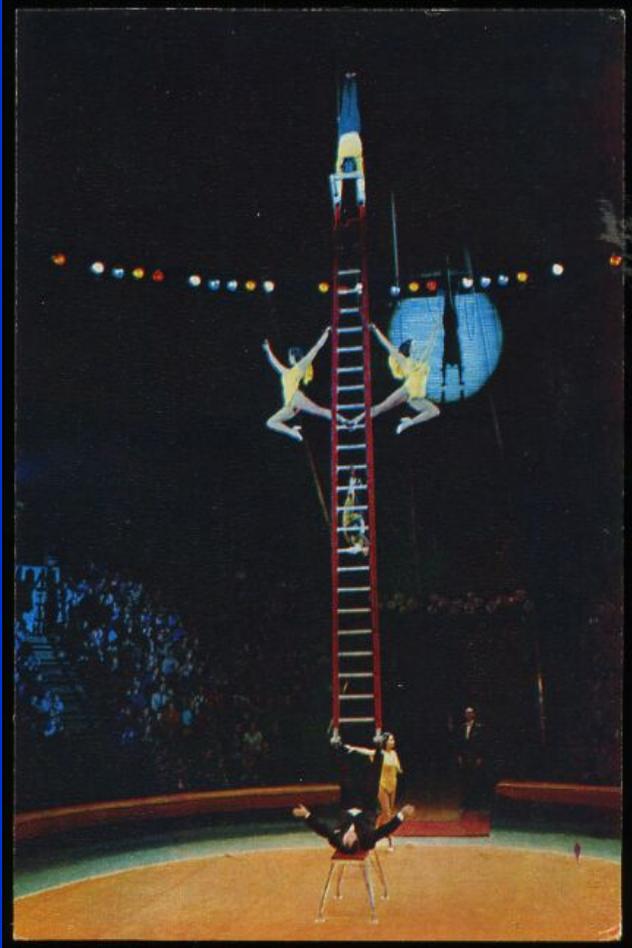


**Climbing Ladders, Juggling Monkeys,  
Handling Snakes, and the Work-Life  
Balancing Act: Career Development in  
the Academic Circus -Encore**



# Climbing the Academic Ladder: Confusion

*Journal Entry November 4, 1990*



"I am still in very much the same professional pickle I was in 2 years ago. I've been able to write grants but I can't seem to write papers. I have grave doubts if I can survive professionally if I can't quickly master this block. But if not this, then what? Is there such a thing as a job that I would be motivated to do, proud of, and still able to excel in? I am almost 38 years old which is definitely grown-up. Shouldn't I be more together? Yesterday I had a sort of aimless day at both work and home. ...I weigh about 131 lbs and desperately need to exercise. My list of personal goals are 1) to accomplish more at work- specifically to write 4 papers this year, 2) to write in this journal at least 2x a week, 3) to start some sort of regular exercise program, 4) to improve my diet and vitamin intake (note: minor goal!)."

# Climbing the Academic Ladder: Networking

- Isolation increases self-doubt -and is one of the greatest risks to women's professional development and career satisfaction
- Look up. Get out of the lab. Connect with your colleagues. Take advantage of career development programs. Network within your institution and ATS



# Climbing the Academic Ladder: Mentoring and Sponsorship

- Don't try and figure it out alone. Your chance of success is enormously enhanced by good mentoring and sponsorship
- Build a team of mentors, beyond your primary mentor, who can share different perspectives, link you with different networks and offer additional opportunities to promote and advocate for you



# Juggling Monkeys and Handling Snakes



- If you are inclined to be a helper you can end up feeding and juggling other People's "monkey"s (i.e. problems)

- "Snakes" are commitments you make that wrap around you and start to squeeze the life out of you



# Juggling Monkeys and Handling Snakes: Good Girls

- After years of being a super competent, super helpful “good girl”, it can be very hard to say no when asked to take on a new “monkey”.



# Juggling Monkeys and Handling Snakes: Saying No



- Thank you so much for asking me –let me check my calendar and get back to you with my answer by Friday”
- “Thank you so much for asking me to author this chapter, but right now my plate is completely full. As an alternative I can strongly recommend.....”
- “I’ve really appreciated this opportunity to [“be crushed and strangled by your snake”] but it’s time for some one else to have this special opportunity

# Juggling Monkeys and Handling Snakes: Saying Yes

- Learning when and how to say NO is the way to make time so that you can say YES to what you REALLY want to do at work and at home
- Being thoughtful and strategic about saying YES is one of the most important ways to advance your career
- Not sure? Engage your mentors!



# Becoming a Ringmaster: The Path to Leadership

- Be visible to leaders- within your institution and nationally
- Let leaders know your accomplishments and aspirations
- Engage you mentors in sponsoring you
- Sit at the table (literally)!
- Speak up, followup, exceed expectations



# The Work-Life Balancing Act

- At times the balancing act that you're expected to perform in managing work and your family life can defy gravity and common sense-is it really possible and is it worth it?



# Work-Life Balancing Act: See-Saw

- The idea that you can keep work and personal life in perfect balance is a myth. It's more like a see-saw- sometimes work predominates and sometimes personal life



# The Work-Life Balancing Act: Embrace Imperfection

- The people you love will value and remember your spontaneity and good humor more than your organization and perfection

Seamed with  
Scotch Tape



# The Work-Life Balancing Act: Family

- Family is more important than work. No debate.
- Be an agent for change at in your workplace for a family-friendly work culture -it's good for both men and women and the continuation of the species



# The Work-Life Balancing Act: Fun

- Collaborate with work colleagues who value and model warmth, generosity, and humor
- Since you will never get to the end of your list, make sure that you move fun stuff up to the top
- Take as long a vacation, as far away from email as possible, at least once a year



# My Academic Career Development: A High Wire Visual Metaphor



# This past week.....



## ■ *Journal Entry May 10, 2015*

*“I weigh about 139 lbs and desperately need to restart exercise and accomplish more at work. Specifically I should 1) Prepare 2015 Faculty Satisfaction survey for school-side administration, 2) revise NIH biosketch into new format ASAP –grrrr! , 4) restart yoga and gym, 5) babysit Clare 6) remind myself ( and my mentees) daily, that it’s all about enjoying journey, not arriving at the destination*

# Thank you!

