Work–Life Integration

Strategies and Tactics for Achieving Work–Life Integration as a Junior Faculty Member

Challenges as a Junior Faculty Member

Difficult to keep Work-Life Balance (life’s demands having equal but separated focus)
Strategies and tactics

Assessing Life Priorities

1. Family (highest priority, being present)

2. Physical and mental health (keep exercising, have hobbies)

3. Watch your hours and non-chemistry activities (minimize wasting time)

4. Be yourself (support system: build a community; create and nurture the environment you need; embrace similarities etc.)
Strategies and tactics

Assessing Work Priorities

1. Set plans and have goals for each day (work with purpose)
2. Make use of the flexibility (E. J. Corey traffic lights)
3. Travel (one trip per month, and work during travel)
4. Say no/say yes (learn to decline requests, only deal with 3 related topics)
5. Graduate students and research program (open discourse, help and learn from each other)
Strategies and tactics

Assessing the Root Causes of Imbalance

1. Working with undergraduates (Minimize the entertaining, time-consuming, unannounced visits)
2. Grants (start in advance)
3. Don’t crowd-source your self-esteem (not use social media)
4. Email (twice a day)
5. Identify big time-burners (meetings, facetime…)
6. Child and elder care (integrate into your professional life)
Conclusions

• Triage, Address, Delegate, Stall.

• Figure out which requests are critical (priority).

• Work–life integration is readily accomplished when you clearly identify synergies between all aspects of your life and understand how to piece them together.

• Learn to pivot between different areas of your life, rather than attempting to put up hard boundaries that are difficult to maintain.