Mommies Know Best

Moderator: Caitlin Sadowski (UC Santa Cruz)
Alexandra Holloway (UC Santa Cruz),
Laurian Vega (Virginia Tech),
Melissa Smith (Clemson U),
Susan Elliot Sim (UC Irvine)
Ann-Marie Horcher (SVSU & Nova Southeastern)

“It’s never the right time, but it’s always a good time.”
Motherhood Penalty

- pay gap between mothers and non-mothers
- mothers rated as less competent and committed to paid work

Fatherhood Benefit

- men with young babies are 38% more likely than women with young babies to achieve tenure
- women with children spend almost twice as many hours per week acting as caregivers than men
Good news

• Part-time/stop-the-clock tenure-track options
• German Postdocs:
  – not a difference in scientific productivity between scientist mothers and female scientist non-mothers
• Daphne Jackson Fellowships
  – re-entering the pipeline

Key Ingredients for Success

• Understanding advisor
• Supportive partner
• Flexible deadlines
• Trustworthy child care
• Creativity and adaptability
Caitlin Sadowski (UCSC)

- Ph.D. Candidate, Parallel Programming
  - from hard real-time multiprocessor scheduling to parallel programming and usability
- No kids.
- Yet.

- Panel inspired by my friend Alexandra

Alexandra Holloway (UCSC)

- 4th year Ph. D. student:
  - Childbirth and HCI
- Pregnancy: 2nd Ph. D. year
- Claim to fame: Only missed one day of class --- the day I was in labor!
- Key ingredient: Awesome advisor
- Biggest challenge: Leaving my son
Leon Holloway

Laurian Vega (Virginia Tech)

- Last year Ph. D. student:
  - Usable Security & HCI
- Pregnancy: 4th Ph. D. year
- Claim to fame: Went to seminar same day as baby’s ear tube surgery
- Key ingredient: Supportive, flexible partner
- Biggest challenge: Finding me-time
Cameron Vega

• 3rd Year Ph. D. Student (Mobile Security & HCI), 1st Yr Adjunct Professor
• Baby 1: System Analyst – Dow Corning
• Baby 2: Sr Engineer – Dow Corning
• Claim to fame: "Split Mom": Eleven years between; Travelled to the UK during both pregnancies; Breastfed for 2 years
• Key ingredient: Organization
• Biggest challenge: Sleep

Ann-Marie Horcher
(SVSU & Nova)

• 3rd Year Ph. D. Student (Mobile Security & HCI), 1st Yr Adjunct Professor
• Baby 1: System Analyst – Dow Corning
• Baby 2: Sr Engineer – Dow Corning
• Claim to fame: "Split Mom": Eleven years between; Travelled to the UK during both pregnancies; Breastfed for 2 years
• Key ingredient: Organization
• Biggest challenge: Sleep
Melissa Smith (Clemson U)

• 5th year Assistant Professor: High-performing computer architectures
• Pregnancy: Last Ph. D. year, twins
• Claim to fame: Went into labor same day as advisor’s wife! Their daughter was born 2 days later; mine were born 30 days later (still 2 months before their due date!)
• Key ingredient: Child care you can trust
• Biggest challenge: Finding me-time
Courteney and Allison Smith

Susan Elliott Sim (UCI)

- 8th Yr Assistant Professor:
  - Software + CSCW
- Pregnancy: 2nd year as Assistant Prof
- Claim to fame: Storing breast milk in departmental refrigerator
- Key ingredient: Creativity
- Biggest challenge: Being more relationship-oriented rather than task-oriented
Questions?
Questions

- What are maternity benefits to expect and fight for?
- Is a “better” time to have a child: graduate school or early career?
- What are some strategies for handling childcare?
- How can career goals and research focuses change after having a child?
- What advice do you have for women considering pregnancy in graduate school?

Resources