1. What are the work-life balance experiences of women as they transition into the Administrative Fellows role?

2. What factors help or hinder work-life balance during this transition?

Method

- 10 faculty women
- 4 audio-recorded interviews per fellow
- Interviews coded in Atlas.ti by two authors

Examples of Interview Prompts

1. What impact do you think the program will have on your work-life balance?
2. How has the program affected your work-life balance?
   a) Has this made it more or less likely that you would enter administration?
   b) Did you experience conflict or enhancement, or both?
   c) Time-based, strain-based, behavior-based?
   d) Family interfering with work or work interfering with family?

Five Preliminary Themes

**Partner Support**

“Because of this position, at times of the year when there are projects that need to be finished, I need to be in the office so he keeps an eye on things at home with the kids and things like that. He has gotten more involved than he did before with many things.”

“He’s been very supportive; he’s the one that’s been telling me for a while that I should be doing something like this.”

**Department Support**

“There was a time […] where I might have been a little bit concerned about work-life balance kind of issues […] But I’ll say that the culture of my department was very supportive.”

“My department head and dean are both women […] They were supportive of that, of my taking this role and trying out if that was something I wanted to do. They could have said no, but they didn’t, and I knew I could go on and talk to them […] it’s been mostly women really that have played in that supportive role.”

**Release from Teaching/Service**

“I think that getting the course release, because it is 50/50, makes it reasonable. Even if I’m doing more than 50, it’s still a significant reduction in those other demands…”

“I’m not teaching intro and that’ll be weird. I’m teaching […] in the fall. And then in the spring it’s going to be really busy here, and I’m not teaching. So I think that’s going to work out.”

**Fewer Family Demands**

“I have teenagers now and they can drive themselves home […] if my kids were younger and I still really needed to be there, my husband and I, we would switch off who needed to be there at 3:30 everyday […] It would be more difficult.”

“[My husband and I] rotate shifts at home […] We have] no kids […] I’m pretty much in charge of the animals. We have a good separation of duties at home…”

**Trade-off of Non-work Time**

“I work a little more at home or at night, but I don’t think it short changes my kids. It short changes my free-time, which, if anything, is not there.”

“I do work on my lab stuff at home.”