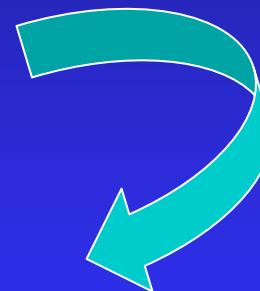




Science Mom: An Unconventional Balancing Act



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Housekeeping

- Thank you to Samantha Knoll and U of I for inviting me

- Take Homes:
 - ◆ There are many ways to develop a career - no right answer or absolutes
 - ◆ Careers have a lot to do with choices and priorities
 - ◆ With dedication and sacrifice, you CAN “have it all”

Agenda

- Personal Career and Life Path
 - ◆ Choices
 - ◆ Opportunities
- Family and Career Management Strategies
 - ◆ Costs
 - ◆ Babysitting
 - ◆ Sick Children
 - ◆ Alternative Work Arrangements
- Hospital, Academia and Industry Career Comparison
 - ◆ Similarities and Differences
- Concluding Thoughts

Personal Path

to success

Why and how did I end up where I am?

Priorities:

1. Only Child-Wanted to have a big family
2. Determined to be totally and financially independent
3. Fascinated by medicine-wanted to make a difference in disease outcomes

The validation of *why* became apparent in 2010.....grandpa's surprise triple bypass and aortic valve replacement

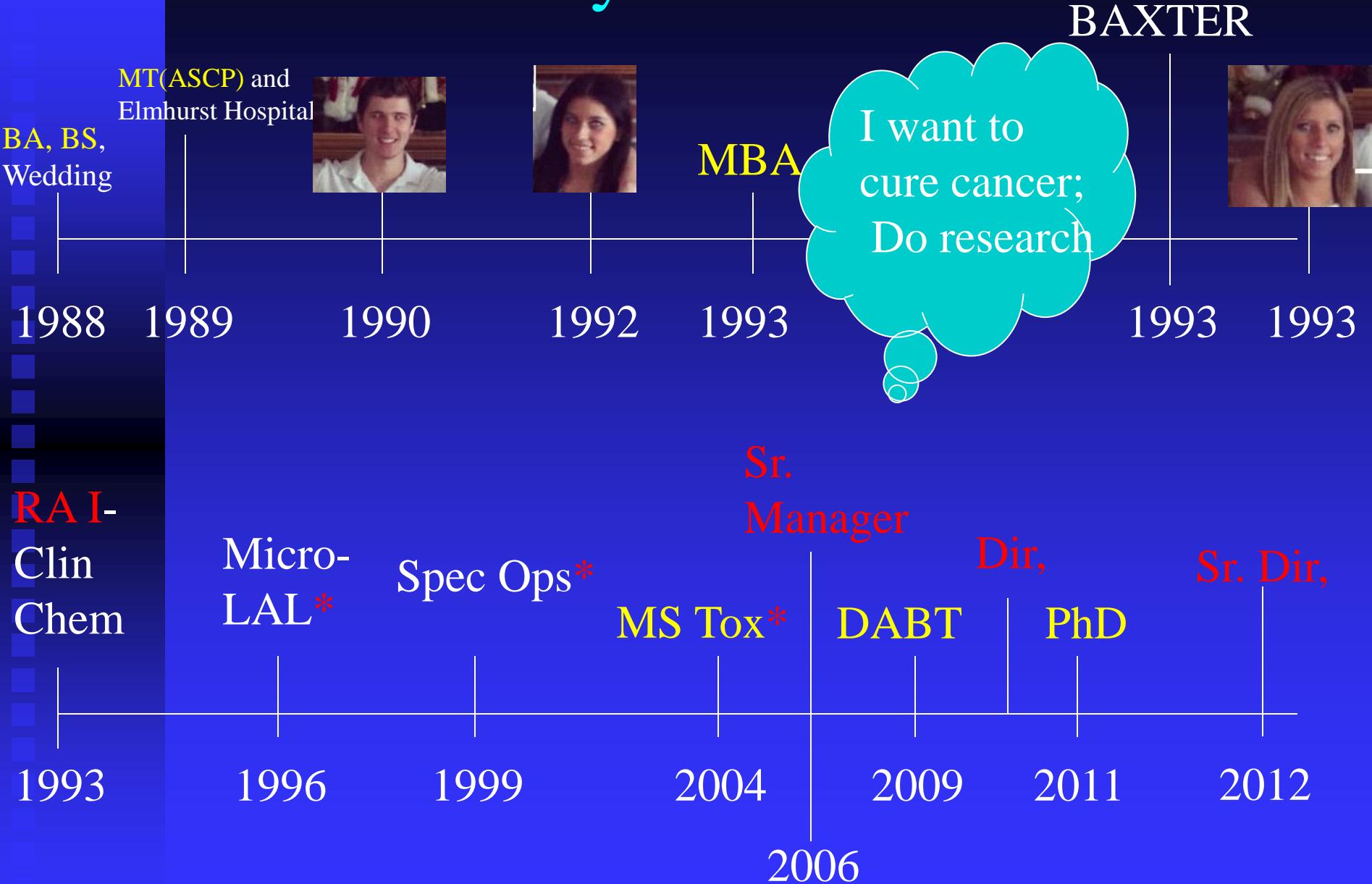
My Personal Path

8th grade Sister Joel



9th grade internship really a huge impact on career choice

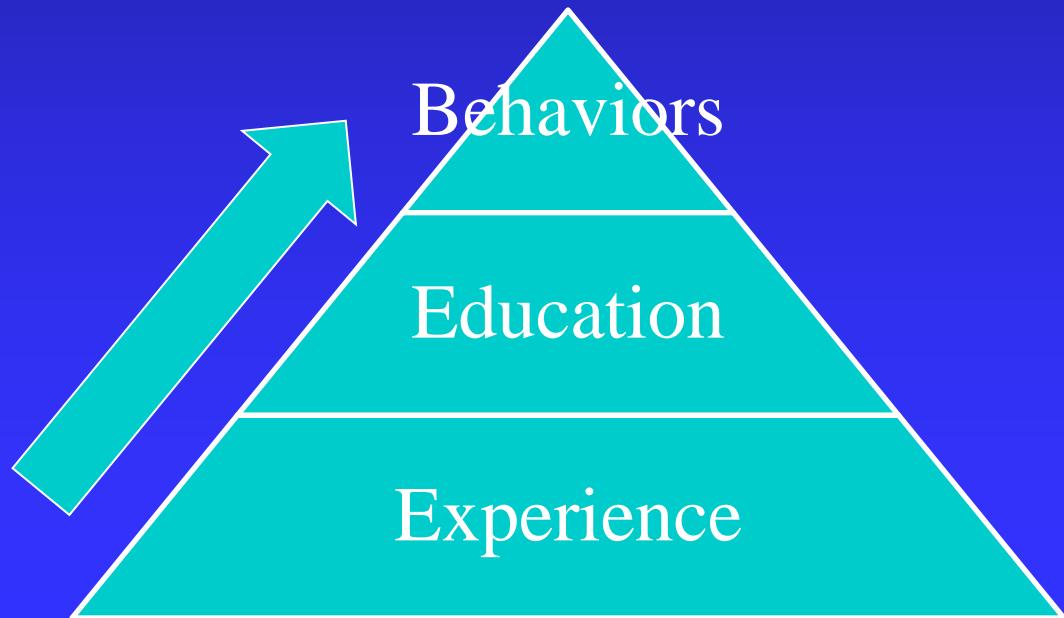
Personal Story-Timeline



Career Development

Experience + Education + Behaviors = Total Skill Set

- Expanding Skill Sets/Cross-training
- Taking on Responsibilities
- Leading Teams
- Continuous Education-formal and informal
- Flexibility
- Team Work
- Drive and Focus
- Intellectual Honesty



Family and Career Strategy

Strategies for balancing work and family life

Planning for career growth while supporting family needs

Creating a supportive environment for both work and family

Developing resilience and self-care for long-term success

Conclusion: A balanced approach to achieving personal and professional goals

Family and Career Strategy

The choice to have a career and family is a very personal one. It involves accepting some level of stress and chaos, some level of personal sacrifice, and in return, benefitting from rewards that include social interactions, accomplishment and income.



Family + Career: Day to Day Management

Costs:

- Starting your career, income is relatively low
- Childcare costs are high
- Investment in yourself-may not make \$\$ for several years

Childcare Options:

- Family member (least expensive)-least worry; pay to alleviate bad feelings
- Outside daycare-can be rigid in terms of hours; exposure to other children; moderate cost
 - Home childcare-(most expensive) but can combine childcare and household duties; also convenient
- Negotiate for alternative work arrangements if possible

Family + Career: Day to Day Management

Sick Children:

- Someone has to stay home-usually lower income
- Can lead to guilt; loss of vacation time
- If possible, be prepared to “work from home”

Perception of Working Mothers:

- Friends/neighbors can be judgmental of leaving your kids
- Coworkers can be judgmental of phone calls/distractions
- Career development can suffer because of lack of flexibility

Family + Career: Day to Day Management

Be Creative-Don't Give Up:

- Think about value proposition
- What can you do to make it work for all stakeholders (husband, boss, kids AND YOU)

Schedule Time Off for Yourself and your Family:

- Maintaining relationships and sanity requires a time investment
- If personal life is suffering, so will everything else
- Sick time and vacation time are there for a reason

It's not easy to juggle a family and a career but it is rewarding and the key is to have strong convictions and realistic expectations

Three Work Environments: Hospital, Academia and Industry

All three environments are similar in that....



The individuals who work in both fields are passionate and are committed to advancing patient care, science and medicine.

On the other hand....

Academia

Unstructured
Externally Funded
Specifically Focused
Scientifically Driven
Freedom to Operate

Hospital

Structured
Externally Funded
Broadly Focused
Patient Driven
Regulated Freedom

Industry

Highly Structured
Internally Funded
Broadly Focused
Patient Driven
Regulatory Oversight

Mechanism

Treatment

Product

What Would I Do Differently?

- Live Closer to Work
- Go to Medical School (there's still time!)
- Have 6 kids (think I'm over this one!)

Concluding Thoughts

- There are many pathways to a career in science
- It is entirely possible to “have it all” but it is *not* easy
- Let your values be your driver and set realistic expectations
- Be creative-there are lots of ways to solve problems
- Love what you do-it makes success much easier

Thank You!

Questions?