

**Preparing for Parenthood on the Tenure Track  
November 7, 2019 Panel Seminar**

**Part I: Your rights**

WSU-AAUP-AFT webpage (contract located here): <http://www.aaupaft.org/>

Michelle Fecteau, Executive Director, AAUP-AFT: [mfecteau@aaupaft.org](mailto:mfecteau@aaupaft.org)

(See also attached handout from Michelle)

**Part II: Advice**

- Don't be afraid to ask questions about what's possible
  - Ask peers, chairs/supervisors, AAUP-AFT
- Invest in learning good negotiation strategies and use them
  - With employer:
    - Couch requests as a way to continue to be productive
    - If they are temporary modifications, state so
    - Spin as the win-win situation that it is (rested, valued employee means invested employee)
  - With spouses, family members, and children:
    - Same thing—it's a win-win: I can spend more time or better quality time with you if I can set aside this work time
    - Hold yourself accountable—if you ask for something, give in return
- Set expectations and boundaries
  - Be clear about what you can and cannot do, but in a positive frame (I can answer emails up until 6pm vs. I won't answer emails after 6pm)

**Other people and resources:**

Questions about local childcare options: Anna Miller <https://mpsi.wayne.edu/profile/aa5406>

Parenthood Chronicles Academic Staff group, Rebecca Russell: [rrussell@wayne.edu](mailto:rrussell@wayne.edu)

WSU Child Care Resources: <https://wayne.edu/childcare-resources/>

Podcasts:

[Better Life Lab](#)

[Work Life](#)

Recent Articles:

<https://www.sciencemag.org/careers/2019/04/working-mothers-face-wall-bias-there-are-ways-push-back>

<https://t.co/Fg0PK0Ac5q?amp=1>