The Women on Track group met for breakfast on Friday, December 15, 2006. The discussion topic was “Balancing Work and Family” and was led by a panel that included, Agnes Fogo, M.D., Jim Kendall, M.S., Debbie Smith, M.A., and Pat Temple, M.D. Attached are handouts from this session.

1) Discussion points from Dr. Pat Temple included:
   - Is marriage and family compatible with academic medicine?
   - Keys to a successful career include: support to prevent burnout; support for your career; choosing the right partner; setting goals and ways to achieve.
   - Options for women to think about are a reduced work load or requesting an extension of the tenure track clock.
   - Most women physicians are satisfied with both their professional and personal life, especially when they have a supportive spouse.

2) Discussion points from Dr. Agnes Fogo included:
   - You have to set goals and expect that life style changes will occur.
   - Make people your allies; don’t set them up to be adversaries.
   - Have more than one person you can go to for advice as well as having a mentor to help guide your career.
   - Don’t be afraid to talk with senior faculty, people are usually forthcoming if you allow them to be.
   - In academics the work never ends; focus on what is important; be involved but don’t say yes to everything; be flexible; don’t delay having fun, life is short.

3) Discussion points from Debbie Smith:
   - Balance – a means to an end, reason for fulfillment.
   - Congruence – living from the inside out.
   - Goal – live fulfilling, purposeful life.

4) Discussion points from Jim Kendall:
   - Balance – always a struggle.
   - Must think about what you do as a family and how it effects everyone.
   - Things seen as indicators of what is important are money, time, attention and energy.

5) Open discussion:
   - Help family members understand that work is not a competition for their time; let them know the importance of what you do at work; always prioritize what is important.
   - The profession is changing and it is now recognized that other things in life contribute to being a good physician/scientist.
• Establish the pathway that meets your priorities.
• Choosing to work part time on a temporary basis could be beneficial for some and allow time to sort out what you want to achieve.
• Don’t worry about what others think, you have to do what is right for you and your family.
• For those who might choose part time work for a period of time, achieving tenure might be achieved by delaying the tenure clock. Tenure is based on accomplishments.
• Be sure that your department chair, division head, mentors, are aware of your goals and work with them to establish a plan for achieving those goals.
• Be willing to ask for and look at different options that might be available.
• Making allies through good communication. Express your needs, articulate in a way that is partnering.
• Be proactive in making your career what you want it to be.

Future meeting dates will begin in February and you will be notified when a date is confirmed.