

# **The Mommy Factor:**

**A new survey of mothers employed in television newsrooms**

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## **Introduction**

Broadcast news is traditionally a man's industry. The roles of women in the newsroom have increased steadily since 1971, when the Federal Communications Commission added women to its 1969 affirmative action rule for racial and ethnic minorities. However, despite the women's movement, journalists are no more likely to be female now than they were 25 years ago.

This can be attributed to several factors including the lack of experience women have when compared to men when entering the industry (much of which is due to the discriminatory actions taken before 1969); the stressful hours and nature of the job; and the difficulty of balancing those hours with family life. Women who are mothers also face the perception of being uncommitted and unreliable in their jobs because of family obligations. (Correll, Benard, Paik, 2007)

Previous studies of mothers in the workplace have focused on wage penalties and gender discrimination. However, these studies have not looked at how women with children feel within the workplace. A study from Ball State University fills that void by interviewing 63 mothers to determine how they felt having children affected their participation in the television news industry.

This study asks women in the television industry about how they balance being a mother and working in television news (Trent, 2008). The results of the survey mirror the current environment in the television news industry in regard to parenthood. The personal experiences give an accurate picture of the receptiveness of the news industry to women with families.

Women who participated in the study were found through the American Women in Radio and Television directory. They were contacted via e-mail, and the survey was done online through Surveymonkey.com. The women who took part in the survey were currently employed in the television news industry and had direct experience parenting a child. Children could be biological, adopted, non-custodial, or stepchildren.

Previous studies investigating wage penalties for mothers show that mothers are perceived as less committed and less dependable than other women. A study at Cornell University in 2007 found that mothers suffered, on average, a 5 percent wage penalty per child (Correll, Benard and Paik, 2007).

While wages are not the focus of this analysis, it does study the perception of a mother's job security—or lack thereof—in the workplace. Despite strides toward gender equality in the workplace, the participants in this study said they felt their careers were threatened or halted because they had children. The majority (almost 75 percent) of respondents say their companies are not “very supportive” of women with children.

## **Literature Review**

Previous studies have analyzed the effects of motherhood on career-oriented women. In 1996, Rebecca Ann Lind found that women in British broadcasting were left with several perceived constraints in the workplace. Some women put off their careers until their children grew up, then did not have work experience to return to the workplace. Other women without children found themselves passed over for

promotions by employers who did not want to take any chances on employees who might leave, even temporarily. Women with children also found problems when asked to go to business-related social gatherings in the evening because of family obligations (Lind, 1997).

Women with children are less likely to have successful careers (Waldfogel, 1997); and while the gender gap in pay and hirability might be closing, the family gap continues to grow (Waldfogel, 1998).

A 2007 Cornell study also showed that mothers were judged as being significantly less competent and committed than women without children. The recommended starting salary for mothers was \$11,000 less than non-mothers. Participants in the study recommended hiring 84 percent of non-mothers, while they recommended only 47 percent of mothers. Fathers were shown to benefit from being a parent in the hiring process by being offered higher salaries and being rated as more committed to the job than non-fathers (Correll, Benard, Paik, 2007).

Within the news industry, studies have indicated that women have not advanced much in the past 20 years. In 1988, women described their experiences in the television news industry as difficult, especially when they had children. Leslie Stahl, correspondent for "60 Minutes", for example, said she could not go after jobs with a lot of travel such as those at "60 Minutes" because, "I have a child and it's wonderful; it's my life." Andrea Mitchell, who worked as an NBC White House correspondent, also recognized the sacrifice women had to make to be in the industry, "I guess the bottom line is still that if it's a choice between an important personal commitment

and being at a presidential news conference, I'm going to still choose the presidential news conferences." These anecdotal stories are just a couple of hundreds about women who had to sacrifice relationships and parenthood or their careers because of the nature of the job (Sanders and Rock, 1988).

In 2002, a comprehensive national survey of journalists in the United States showed that journalists were no more likely to be a female than in 1982 and 1992, when similar surveys were completed. Despite an increasing percentage of women in undergraduate journalism programs (more than half of those who graduate from journalism programs are women), women still make up a third of the overall news media workforce, as they did in prior decades (Weaver, Beam, Brownlee, Voakes, and Wilhoit, 2007). However, fewer than half of these female undergraduates in journalism programs plan careers in news. Most, according to Weaver, plan careers in public relations and advertising. According to the study, women made headway in balancing family life with a journalistic career. In 2002, the report showed that 32.5 percent of women surveyed said they had children at home, up from 28 percent in 1992. However, the study also showed that the percentage of married women was almost identical to the figures in 1992.

Overall, the 2002 study suggests that, in general, the family-life dimensions of news journalists have not improved much since 1982. "Change toward a sort of equality in family life seems to be occurring, but the pace seems more glacial than revolutionary" (Weaver, Beam, Brownlee, Voakes, and Wilhoit, 2007).

Some news companies are making an effort to retain women with children. In Caroline Gatrell's book *Hard Labour: the sociology of parenthood*, the author highlights the innovative practices of a major news network (not named).

Significantly, in the case of a major television news network, where many of the journalists, producers and other staff had young children, it was notable that attitudes towards working mothers were more imaginative and more flexible than in more bureaucratic institutions (which has policies in place but failed to implement them). This is despite the fact that television news jobs are high-pressure, with tight deadlines (Gatrell, 2005).

Gatrell describes an opportunity for a senior political producer who was offered a part-time position, without asking for it, for when she returned from maternity leave. This option was also offered to male employees in the company (Gatrell, 2005).

However, when women consider switching to a part-time position because of children and other home stresses, they are perceived differently within the industry. "Most broadcasting jobs are highly demanding, and many people believe that if you're not a full-time worker, you're not fully committed to the job" (Lind, 1996).

We find four major conclusions relevant from this survey of literature. First, women continue to make less money for the same amount of work as their male counterparts, but the gap is closing. Second, women with children are making less money than women without children in the same job, and that gap is increasing. Third, women with children are perceived as less dependable and less committed because they have children. This is accentuated when the woman moves to a part-time position. Fourth, within the news industry, the amount of women going into

the field has not changed much in the past two decades despite more women entering the work force.

None of these researchers looked specifically into the effects of motherhood on women in television news. To date, there is no research that surveys women in the industry specifically about this subject matter. This study fills that void by surveying women with children who are currently employed in the television news industry about their experiences.

### **Methodology**

Out of the 978 e-mails sent to possible participants, 138 people (14 percent) started the survey. The women who took the survey were first asked if they were currently employed in television news. Those who said no were thanked and asked to submit their survey at that point. The second question asked if the participant had children. Those who said no were thanked and asked to submit their survey at that point. After these participants were filtered out, 63 people (46 percent) answered the rest of the survey. (Some of the participants skipped certain questions, but the largest number of participants who answered questions 3 through 22 was 63 participants.)

### **Description of Participants**

The third question in the survey asked the participants how many children they had. (A current pregnancy counted as one child.) Of the 61 women who answered the question, the majority of respondents (47.5 percent) said they had two children; 42.6 percent of the respondents said they had one child; 8.2 percent of women said

they had three children; and 1.6 percent of the women had four children. None of the respondents had five or more children.

When asked about the industry-accepted market size delineation as determined by Nielsen Media Research, 76.2 percent of the women surveyed said they were employed in a top 25 market; 9.5 percent were employed in markets 51 through 100; 7.9 percent were employed in markets 26 through 50; and 6.3 percent of participants were employed in markets 151 through 210. No one who participated in the study was employed in markets 101 through 150.

Of the 63 women who participated in the survey, half (50.8 percent) had worked in the industry for 16 years or more; 19 percent said they had worked in television for eight to 11 years; 17.5 percent worked in the industry for 12 to 15 years; almost 8 percent (7.9) had been employed in the industry for three years or less; and 4.8 percent of women had worked in news for four to seven years.

Almost 80 percent (77.8) described themselves as working in off-air positions, and 22.2 percent said they worked primarily on-air.

Most (85.9 percent) of the women said they were married or remarried. Almost eight percent (7.8) were divorced; 3.1 percent were in a committed relationship and 3.1 percent were never married. None was widowed.



## Results

When asked how supportive the news industry was of women with children and women who are pregnant, the most frequent answer among respondents was “somewhat supportive” (37.7 percent of responses). However, 24.6 percent of respondents said the industry was “very supportive,” and 23 percent said the industry was “neutral.” Only 3.3 percent of the women who answered the question stated the news industry was very unsupportive of women with children.

After reading open responses and analyzing the data, each woman’s experience differs significantly based on personal circumstances, the station at which she is employed and the position that she holds.

While most women said the industry was supportive of women with children, several women (40.6 percent) said that their profession in television news affected their decision to have children or the number of children they decided to have.

Almost 60 percent (59.4) said their career did not have an effect. Women were given the opportunity to explain their answers. These open explanations painted a much different picture than that represented by the raw numbers. One woman said children were “completely impractical from a financial, personal and career standpoint.” Another woman said that she, “hurried back from maternity leave, taking only the minimum. I felt that it slowed down my progress in my career.”

Others changed their career paths altogether for the sake of family. “I decided to pursue a sales opportunity and change my path from the newsroom because the hours were more family-friendly.” Some participants in the survey said their careers

could be negatively affected by taking time for family obligations, “I realize that the more children I have, the more I will be removed from work and my career may be hindered.”

Participants in the survey said the industry had its benefits including being a good role model and providing financial stability for the home. When asked what the biggest challenges were for mothers who work in the industry, the majority of participants (64.2 percent) said the biggest challenge is that the stress from work affects them at home. Women were given the option to check as many responses as they felt applied to their situation. The demanding and unpredictable schedule was the second most cited challenge, being selected 43.4 percent of the time. Women also gave open responses about how difficult it is to balance work and family.

“Trying to do the ‘mother’ things, like bake cupcakes and have friends over during the week for homework, were difficult because I worked 4:00 to midnight. I wasn’t there except for about 30 minutes of homework and her dad had to put her to bed.”

Another woman said she would bring extra work and the stress from the day home, taking her away from her family. “It is very difficult to leave work at work. Stress and tasks come home with me. I also feel quite distant from my child’s day-to-day activities.”

Inversely, being a mother has changed the way some women participate in their jobs. “I don’t volunteer the hours I used to, but I do not shy away from my work when called upon,” said one respondent. Another participant said, “I don’t take chances that I might otherwise take, both physical risk and career risk.” Another

respondent said that being a mother made her a better manager because she understood family issues.

Women also said they had to sacrifice certain positions in the industry to spend more time with their families. One mother said, “I was a weekend anchor and weekday reporter working evenings prior to the birth of my children. My husband also works in the industry, and we both worked nights. After my first child was born, I decided to go part time, days. It was a big sacrifice, as I no longer get to do much reporting, which I love. But I do anchor an hour-long midday show and host a public affairs program...and I am home everyday by 3 p.m.”

Many of the participants in the survey suggested that those who are new in the industry should wait before having children. “Plan on being perceived more as a mother who is working than a career-minded woman who is a mother. My career growth came to a screeching halt after my first child. I was ascending pretty fast up until that time. I didn’t change, but company perception of me certainly did.”

Another participant said, “Push your career for the first 10 years out of college, then think about starting a family. You’ll be more stable in your job and have a better understanding of how/when you’ll compromise.”

According to studies done by the Radio-Television News Directors Association, women are becoming very prevalent television newsrooms. In 2008, women comprise 40.2 percent of the work force in television. According to the survey, women have comprised about 40 percent of the television news work force for

about a decade. The percentage of women in TV news director positions was at a record high at 28.3 percent in 2008 (Papper, 2008).

Despite a growing number of women working in newsrooms and the growth of women in news director positions, many of the respondents said their career is difficult to balance with their family life. “Most newsrooms aren’t understanding of the demands of motherhood,” one woman stated. “It’s very hard to balance both in a field that does not operate just during regular business hours.”

### **Limitations**

The opportunity to take this study was given only to those who were part of a list of 978 people in the American Women in Radio and Television. While this represents a good portion of women in the industry, it does not include all of the people who were qualified to take this survey. Also, the initial 14 percent response rate is lower than the investigators had hoped.

As far as the sample of people who could participate in the survey, the majority of the participants were in the top 25 markets. However, most women who work in television news work in markets 26 through 210. Therefore, the top 25 markets are oversampled. Also, the sample is missing anyone who works in markets 101 through 150. Women who were in the industry for more than 16 years were also oversampled. The reason for the oversampling is because of the type of people who become members of the American Women in Radio and Television. People in this group tend to be more established, high-profile personalities. Since all the

respondents were members of the American Women in Radio and Television, there were not as many local news journalists as the investigators would have liked.

There were some confusing points when analyzing the data. In question 12, the vague word “support” might be interpreted differently by the subjects and the investigators, as some may consider the pay and maternity leave to be support and others might consider the job security, respect and other less tangible factors as support. Other vague and broadly worded questions also limit the data analysis.

## **Conclusion**

The roles of women in society have changed dramatically in the past 30 years; however, the perception of women within the workplace, specifically in television news, has not. Women say they still feel as though they are seen as mothers who work rather than career-oriented people who have children.

This corroborates data that shows women with children suffer a 5 percent wage penalty against women without children. It also exemplifies analyses that show women with children are perceived as less committed and less dependable as women without children. This does not even include the gender gap that still exists between women and men in the workplace.

Despite the responses from women in this survey saying they felt the television news industry was supportive of women with children, an overwhelming amount of narrative responses described cases of women being misused and mistreated within

the workplace. Respondents say they feel as though their jobs in television news are at risk when they have children.

Problems continue because women are not moving up in the industry. Women have made up about 40 percent of the workforce within television news for at least a decade, but women make up only 28.3 percent of news directors at television stations (Papper, 2008).

Extensive studies of women in managerial positions show that women increase the bottom line in businesses. Fortune 500 companies with a high number of women executives were consistently more profitable than those with fewer women in managerial positions (Adler, 2009).

At least one respondent said she was a more understanding executive because she was a mother. Female leaders, in general, tend to be more interpersonally oriented, which concentrates on maintaining interpersonal relationships, morale and welfare; more democratic with decisions, allowing subordinates to have input in decisions; and transformational, where leaders mentor subordinate employees paying attention to individual needs (Eagly and Johannesen-Schmidt, 2000). This type of leadership is more amiable to women who have children as it focuses on individual needs of employees.

Television news stations should consider putting more women in charge in the newsrooms. By doing this, the stations would not only be diversifying the editorial process, but they would also be addressing major staff issues in regard to mothers working in the newsroom. The television news industry should aim to increase

women executives to at least 40 percent to represent the proportion of women within the work force of the industry.

Ordinarily, researchers lump together answers such as “very supportive” and “somewhat supportive”, then again lump the “somewhat unsupportive” and “very unsupportive” answers. However, this survey found that only 25 percent of women feel their companies are “very supportive” of women with children. It is unacceptable that 75 percent of women feel their workplaces are not very supportive of their having children. Companies should not feel comfortable with this situation until the overwhelming majority of people (both men and women) perceive their stations as being supportive of parents in the workplace.

To achieve this, further study is called for to evaluate men’s perceptions of how women with children are treated in the workplace, or perhaps an evaluation of women’s perceptions of how men with children are treated in the workplace.

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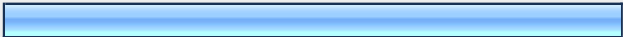



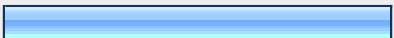



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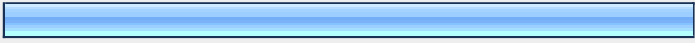



# Women in Television News with Children

1. Are you a woman employed in the television news industry?			Response Percent	Response Count
YES			64.7%	88
NO. If your answer is NO, thank you for taking this survey. Please click "Done".			35.3%	48
			<i>answered question</i>	<b>136</b>
			<i>skipped question</i>	<b>2</b>

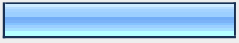
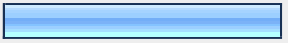
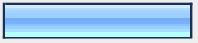

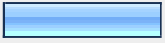
2. Do you have children?			Response Percent	Response Count
YES			68.1%	62
NO. If your answer is NO, thank you for taking this survey. Please click "Done".			31.9%	29
			<i>answered question</i>	<b>91</b>
			<i>skipped question</i>	<b>47</b>

3. How many children do you have? For this survey, a current pregnancy is counted as a child.			Response Percent	Response Count
1			42.6%	26
2			47.5%	29
3			8.2%	5
4			1.6%	1
5 OR MORE			0.0%	0
			<i>answered question</i>	<b>61</b>
			<i>skipped question</i>	<b>77</b>



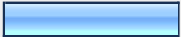
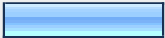

**4. What size market are you currently employed in?**

		Response Percent	Response Count
1-25		76.2%	48
26-50		7.9%	5
51-100		9.5%	6
101-150		0.0%	0
151-210		6.3%	4
		<b>answered question</b>	<b>63</b>
		<b>skipped question</b>	<b>75</b>

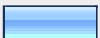
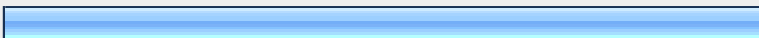


**5. How many television news stations have you been employed by?**


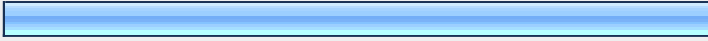
		Response Percent	Response Count
1		25.4%	15
2		30.5%	18
3		20.3%	12
4		6.8%	4
5 OR MORE		16.9%	10
		<b>answered question</b>	<b>59</b>
		<b>skipped question</b>	<b>79</b>


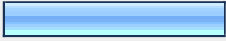
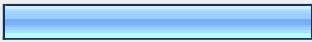
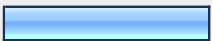
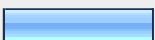
**6. How long have you been working in the television news industry?**

		Response Percent	Response Count
3 years or less		7.9%	5
4-7 years		4.8%	3
8-11 years		19.0%	12
12-15 years		17.5%	11
<b>16 years or more</b>		<b>50.8%</b>	<b>32</b>
		<b>answered question</b>	<b>63</b>
		<b>skipped question</b>	<b>75</b>



**7. What description best fits your current work schedule?**

		Response Percent	Response Count
Mornings		9.8%	6
<b>Days</b>		<b>83.6%</b>	<b>51</b>
Evenings		4.9%	3
Overnights		0.0%	0
Weekends		1.6%	1
		<b>answered question</b>	<b>61</b>
		<b>skipped question</b>	<b>77</b>



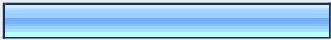
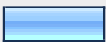
8. Would you describe your position as primarily on-air or off-air?			Response Percent	Response Count
On-air (anchor, reporter, etc.)			22.2%	14
Off-air (sales, management, web, assignment desk, photographer, etc.)			77.8%	49
	<i>answered question</i>			<b>63</b>
	<i>skipped question</i>			<b>75</b>

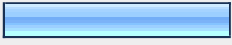
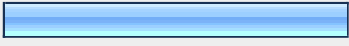
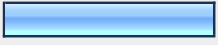
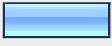

9. At what age did you first experience parenting a child? For example, the birth of your first child.			Response Percent	Response Count
21 or younger			3.2%	2
22-26			24.2%	15
<b>27-31</b>			<b>33.9%</b>	21
32-36			22.6%	14
37 or older			16.1%	10
	<i>answered question</i>			<b>62</b>
	<i>skipped question</i>			<b>76</b>

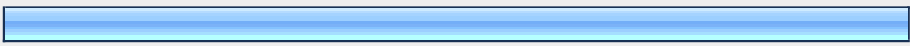
**10. What is your current marital status?**


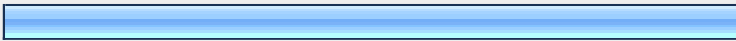
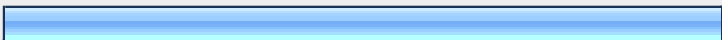
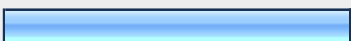
		Response Percent	Response Count
Single – never married		3.1%	2
Committed relationship		3.1%	2
<b>Married or remarried</b>		<b>85.9%</b>	55
Divorced		7.8%	5
Widowed		0.0%	0
		<i>answered question</i>	<b>64</b>
		<i>skipped question</i>	<b>74</b>

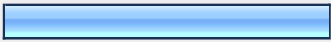
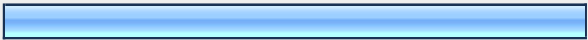

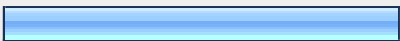
**11. Overall, how stressful would you say your current career is?**

		Response Percent	Response Count
Not very stressful		4.7%	3
<b>Somewhat stressful</b>		<b>48.4%</b>	31
Very stressful		35.9%	23
Extremely stressful		10.9%	7
		<i>answered question</i>	<b>64</b>
		<i>skipped question</i>	<b>74</b>

12. In your experience, how supportive is the news industry of women with children and women who are pregnant?			Response Percent	Response Count
Very supportive			24.6%	15
<b>Somewhat supportive</b>			<b>37.7%</b>	23
Neutral			23.0%	14
Somewhat unsupportive			11.5%	7
Very unsupportive			3.3%	2
		<b>answered question</b>		<b>61</b>
		<b>skipped question</b>		<b>77</b>

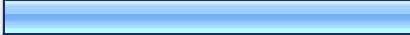
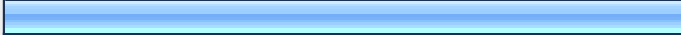


13. Did your career affect your decision to have children or the number of children you had?			Response Percent	Response Count
NO			100.0%	38
		If YES, how?		26
		<b>answered question</b>		<b>38</b>
		<b>skipped question</b>		<b>100</b>

14. What are the best parts of being a mother and working in television news? Check all that apply.			
		Response Percent	Response Count
My work shift allows time at home.		37.9%	22
<b>A working mom is a good role model for children.</b>		<b>81.0%</b>	47
The income provides security.		79.3%	46
My family takes pride in the exposure of my position.		37.9%	22
		Other (please specify)	11
		<b>answered question</b>	<b>58</b>
		<b>skipped question</b>	<b>80</b>

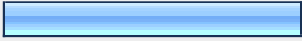
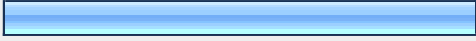

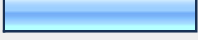
15. What are the most challenging parts of being a mother and working in television news? Check all that apply.			
		Response Percent	Response Count
My work shift does not allow enough time at home.		35.8%	19
<b>The stress of work affects me at home.</b>		<b>64.2%</b>	34
My position does not pay enough to support my family.		9.4%	5
My schedule is unpredictable and demanding.		43.4%	23
		Other (please specify)	15
		<b>answered question</b>	<b>53</b>
		<b>skipped question</b>	<b>85</b>



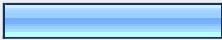
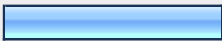
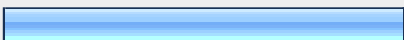
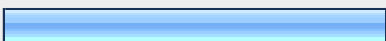
16. How has technology affected your role as a parent? Check all that apply.

		Response Percent	Response Count
It helps me. I feel closer to my children because we can communicate more often, even if I'm not there.		45.0%	27
<b>It helps me. I feel more comfortable leaving knowing I can be reached during an emergency.</b>		75.0%	45
It hinders me. I am never truly off the clock. It seems I am constantly linked to my job (email, cell phone, etc.)		35.0%	21
It hinders me. My children are often more involved with technology (computers, video games, cell phones) than they are with spending quality time together.		13.3%	8
	Other (please specify)		4
	<b><i>answered question</i></b>		<b>60</b>
	<b><i>skipped question</i></b>		<b>78</b>

**17. How is your career affected by your role as a mother? Check all that apply.**

		Response Percent	Response Count
I become more emotionally involved in some stories.		32.7%	17
I am more protective of my own children.		51.9%	27
<b>I am more focused because I have children as motivation.</b>		<b>59.6%</b>	31
I am less focused because I put my children first.		21.2%	11
		Other (please specify)	10
		<b>answered question</b>	<b>52</b>
		<b>skipped question</b>	<b>86</b>

**18. What type of childcare do you utilize?**

		Response Percent	Response Count
Either my spouse/partner or I are always at home.		24.0%	12
Family helps watch my children.		24.0%	12
<b>I use a nanny or babysitter.</b>		<b>44.0%</b>	22
I take my child to a daycare facility.		42.0%	21
		Other (please specify)	25
		<b>answered question</b>	<b>50</b>
		<b>skipped question</b>	<b>88</b>

19. What are the challenges and/or advantages your choice in childcare provides?		Response Count
		41
	<i>answered question</i>	41
	<i>skipped question</i>	97

20. What measures have you taken to balance your career and family?		Response Count
		45
	<i>answered question</i>	45
	<i>skipped question</i>	93

21. What advice would you give to women who plan on entering this field and also plan on having a family?		Response Count
		49
	<i>answered question</i>	49
	<i>skipped question</i>	89

22. If you could change one decision you have made concerning your career and family, what would it be and why?		Response Count
		47
	<i>answered question</i>	47
	<i>skipped question</i>	91

**Responses to “yes” option on survey question 13: Did your career affect your decision to have children or the number of children you had?**

1. would be really tough to pull off with more children unfortunately
2. was very reluctant. had just one
3. I think I waited much later to have children b/c I wasn't sure how I could juggle both kids and a TV career.
4. yes--I think my traveling made it difficult for me to get pregnant a second time...and the fact I travel as much as I do made me hesitate going through infertility treatments
5. i waited almost 2 decades before having children as i didn't believe i could handle the schedule of network news with children at home.
6. Yes, if I were not in this business I would have had more kids. Also, I wanted longer to have them.
7. Not sure I can say it directly affected it. I don't think I could have had a large family and still had my career.
8. I don't have children yet, but definitely want them someday. I have delayed having them until i get to a point in my career that fits better.
9. We waited to have children until I could control my hours through my contract.
10. I definitely waited longer since I was in management
11. I was older when I had my first and I had just been promoted and couldn't afford to take more time off in a new job.
12. I have decided not to have any more children due to my work hours and stress level.
13. I hurried back from maternity leave taking only the minimum. Also felt that it slowed down my progress in my career.
14. I did this at age 38....thus one child. I would have rather been less career-oriented, gotten married earlier and had more than 1 child.
15. I waited to be financially comfortable along with an established career before having children.
16. I delayed having my children until I was in a larger, established market.
17. I have 2 children, 9 years apart because two small children would have been impossible to coordinate.
18. Yes, I decided to pursue a sales opportunity and changing my path from the newsroom because the hours were more family friendly.
19. by the amount of money i make to afford a child.
20. I realize that the more children I have, the more I will be removed from work and my career may be hindered.
21. It affected by the amount of time I had to spend with my children vs. career
22. I am not having more children because that would mean that I have to stop working to become a full time house wife, and I love my career way too much to forget about it.
23. I felt that there were not enough hours in the day to effectively parent more than 1 child.
24. I have the luxury of being an at home voice-over artist. I was an established radio broadcaster for twenty years first, then I segued into live announce and promo.
25. I am able to work part time
26. Completely impractical from financial, personal, career standpoint.



**Responses to “other” selection on survey question 14: What are the best parts of being a mother and working in television news? Check all that apply.**

1. my son saw the importance of loving what you do...and is now following in my footsteps.
2. My work shift allowed me to participate as a class mom, go on field trips and later attend the basketball games and other activities.
3. Working provides balance for me. Being a mother provides balance as a journalist- I approach news stories from a different angle than others in my newsroom.
4. gives me a great perspective on the world
5. My chosen shift was exactly the opposite of the hours my husband works. So our children never had to have daycare.
6. I enjoy working outside the home. I also believe it makes me appreciate my time at home with my family even more.
7. My company is very family friendly. I have the option to go back to work part time after my maternity leave and continue to have full benefits.
8. I am able to work from home if needed. My company also provides me a PDA so that i can respond 24/7 to work related issues and not have to come in to the office if necessary.
9. One of my son's first phrases was "breaking news with the news on 6"
10. I work for a TV station that produces 7 hrs a day of News, but I'm not in the News dept.
11. Others are, as is common, impressed by my position, which sometimes gives an advantage to a child. Kids' parents want their child to be friends with mine. A teacher will give my child special attention in order to ingratiate him/herself with me.

**Responses to "other" selection on survey question 15: What are the most challenging parts of being a mother and working in television news? Check all that apply.**

1. too much travel
2. I report for work at 5am, and although I'm thankful to do the morning shift and for the ability to welcome my kids home from school, I'm often very tired by the afternoon.
3. I currently hold a day time shift. However, from time to time I am scheduled to do either early mornings or evening shifts. My husband travels for work and it makes it very stressful on child care for 4am or 11pm.
4. Trying to do the "mother" things..bake cupcakes, have friends over during the week for homework were difficult because I worked 4 to midnight. I wasn't there except for about 30 minutes of homework and her dad had to put her to bed.
5. My schedule can be unpredictable if news warrants. However, for the most part, I have as much control over my schedule as other working moms I know in other industries. I am also fortunate that my son is welcome in our newsroom, and can hang out in my office until my husband is available to pick him up.
6. Balancing home priorities (sick child, school functions) with work priorities
7. I don't find my job to be any more challenging family-wise than any other career.
8. Balancing work life with the demands of homework and children's extracurricular activities. I miss a lot of things because school events are often scheduled at 6p - which is right about when I can get home.
9. Not getting enough sleep because I wanted to and did participate in my child's school activities.
10. My company doesn't have a day care center established for their employees.
11. Do not leave work at the office; often bring it home and on vacations
12. None
13. It is very difficult to leave work at work. Stress and tasks come home with me. I also feel quite distant from my child's day-to-day activities. I have been successful in arranging volunteer opportunities with his school that can be done from home or on weekends.
14. sweeps is crazy as a an announcer you must work all hours that are required. I voice two daily entertainment news magazines and numerous TV affiliates.
15. My fame creates physical jeopardy (kidnap fears, taunting, bullying) for my family. There is no privacy. There is some pride, sure, but mostly embarrassment at public recognition and interruption of family time for autographs or complaints. Let's be real: men can be very resentful of wives who earn more and get more attention. I can't say my husband (the child's custodial father; I am the stepmother) is unaffected by this.

**Responses to “other” selection on survey question 16: How has technology affected your role as a parent? Check all that apply.**

1. My children are now grown. The formative years weren't affected by cell phones etc.
2. Great - I can work from home when needed.
3. it is technology that allows me to work via ISDN and Pro-tools to do all my recording from home.
4. Email takes over my daily life



**Responses to “other” option on survey question 17: How is your career affected by your role as a mother? Check all that apply.**

1. Before I use to be angry at predators or abusers, now I empathize more with the children, thinking of my own son. I don't volunteer the hours I use to but I do not shy away from my work when called upon.
2. It helps me see things from more than the role as reporter, woman. there is a sensitivity that wasn't there before
3. Neither
4. I feel I am better at managing tasks because since I work W-F in a job-share, I have less time to get the job done and done well.
5. I am a better manager because I understand family issues. I am more flexible.
6. None of the above
7. Having a career shows my child that women can pursue her passion and manage a household.
8. I want to make sure I can provide for my family & children both now & in the future. My job allows me to plan & save for my children's future.
9. I don't think it has affected my career
10. I don't take chances that I might otherwise take, both physical risk and career risk. I have attendance issues. I am distracted - whoops, I see that's "less focused," see what I mean?

**Responses to “other” option on survey question 18: What type of childcare do you utilize?**

1. My kids are too old to be in daycare (13 & 16)
2. He is in an after school program
3. he comes home from school after school
4. After school care provided by the school until 6pm
5. I have used a combination of both. As my children got older they were allowed to stay at home after school.
6. Again with schedule I sometimes have to rely on my husband staying close to home or family. I have had to hire a sitter for an hour at a time.
7. My daughter is grown but I did use a nanny and surrogate grandparents until my mother moved from another state to help with the child rearing...and I used all three of the checked items
8. Kindergarten
9. I also have a spouse that has a flexible schedule and is very supportive. We have learned to take turns when kids are sick or doctor appts. It would be very difficult to have this career if I did not have the support/
10. My son is in school, and attends after-school programs.
11. Neither.
12. since he turned 15 he doesn't have a babysitter when he gets home
13. My children are grown. They were in daycare when they were young.
14. When my son was younger, he went to daycare. Now he goes to aftercare at school.
15. To date of taking this survey, my first child isn't born, yet (1.1.09). However, we plan on utilizing some sort of daycare when I return to work.
16. Children are now 16 and 18
17. My children are grown. Over the years my husband and I have taken turns working part time/at home to give primary care to our children. We have also utilized nannies (part time) and day care (also part time).
18. Both my children have been in daycare since they were 12 weeks old.
19. My children are older now and do not need daycare
20. As he has grown older, it has changed. We started with in-home care by extended family as an infant, moved to a live-in nanny for ages 5-9 months and then switched to a day care facility which is where he remains, except one day a week when he is with his grandparents.
21. Children are now older and almost grown
22. my kids are school age, elem. and middle school
23. My child is now an adult. I used to take her to daycare until she was in school.
24. I took 8 years off to stay home with my kids when they were little.
25. Child is grown and married

**Responses to survey question 19: What are the challenges and/or advantages your choice in childcare provides?**

1. making sure they follow my rules
2. When my kids were younger it was important that the daycare have reasonable hours so that we could have time to get there to pick them up.
3. He is able to get all his homework done and is taken care of while I am at work.
4. our babysitter is flexible and the job requires me to be able to travel without notice
5. I am truly lucky that my morning shift allows me to be home in the afternoon when the children come home from school. But as I mentioned above, I have put in a full work day by then, and am a bit tired by 3pm. My day continues on until about 10-10:30pm.
6. My neighbor babysits. It's very convenient and she's very flexible. My hours are very unpredictable so finding daycare that was affordable, yet extremely flexible was very tough.
7. We take advantage of the after school care provided by their elementary school and then a babysitter picks them up on days they have activities or my husband and I can't get there to pick them up by 6pm.
8. I love our daycare facility. The people are loving and they provide an educational environment. The biggest challenge is when they are closed for holidays etc. and I must find alternatives
9. Very difficult to pick up children by the normal 6pm deadline at a day care facility. Also impossible to find care for sick children.
10. Daycare doesn't open until 6:30am and closes at 6:30 pm. My job is not flexible, to leave early.
11. Flexible hours
12. my nanny lives with us, is very reliable, and very trustworthy. her hours are very flexible.
13. No long enough hours. It's hard to be there by 6pm.
14. Advantages - gives my son something constructive to do while I fight traffic to get to him!  
Challenges - I want to be there early, but my job doesn't allow, and I always end up picking him up later
15. Advantages: Selecting a daycare/learning facility that EDUCATES the kids while they are there is very important. The socialization they have with other, kids and adults are important as well. The learning center my daughters attend offer 'outside courses' such as piano, computers, dance, etc. Of course, I pay a lot for them to have those activities available to them.
16. Having someone in your home taking care of your child allows for the flexibility you need when you're called into work at odd hours in breaking news situations. This is especially important if you are in management
17. My spouse is home and actively involved in the lives of our children, who are now school age
18. Challenge is figuring out what to do when they are sick. I also feel guilty when they are there so late due to our work schedules.
19. She gets interaction with other children and learns a lot in a educational and safe environment.
20. My children are now all in grade school. I believe their experience in Daycare has helped them succeed academically and socially.
21. I bring my children to a babysitter's home in our neighborhood. They are the only children she cares for in addition to her own two children. She is wonderful, and I have no challenges other than the cost.
22. Not having a nanny gives me less flexibility.
23. spouse has flexible schedule so someone is always available to the children.

24. Advantage - both my husband and I have responsibilities as they relate to the care of our children. Challenges - We commit all of our time to the care of our children and our work...leaving very little down time.
25. Life is always challenging with so many people to please
26. Finding one that is flexible with hours, part time child care and \$\$.
27. Challenges - set hours Advantages - know the providers are there for my children.
28. It was constantly changing. School vacations caused stress.
29. Challenge is the high cost of daycare for 2 fulltime children. It's about as much as my monthly mortgage. The advantages are that daycare provides socialization for my kids and beneficial programs such as dance/Spanish lessons/chapel/P.E./gymnastics and music weekly.
30. Fitting my schedule with the babysitters.
31. My children both attended a child care center blocks away from the station. It has allowed me to keep them close and be involved in ways I would not be able to if they were where we live.
32. When my children were in child care, I had to look for a facility with flexible hours, plus I wanted a good educational experience. Location was also vital to having family as a backup support for picking them up.
33. It is very expensive for 2 in care and I do miss some important milestones in each of their lives. My children are usually the last to be picked up at the end of the day.
34. Challenges - hours available and unavailable when he has minor illnesses.
35. Not 100% reliable depending on family's schedule
36. My parent moved in with us to help me out with my children. These are priceless times that my children cherish with their grandparents and I feel that my children are safe after school.
37. Quality childcare is extremely expensive AND very difficult to find. I want my child to be at home instead of an off site day care center so that adds another layer of challenge.
38. No one cares about your children like you or a family member.
39. The best is my husband picks our daughter up every day and takes her to her activities. He arranges his schedule according to our daughter's.
40. I am able to keep my children at home and they do not have to go to daycare
41. Expensive.

**Responses to survey question 20: What measures have you taken to balance your career and family?**

1. trying to cut road trips short and taking red-eye flights
2. Separate the two...leave work at work and home (personal life) at home
3. i spend 100% of my non-working time with my family to make up for how much i work
4. Finally hired a housecleaner every other week. This has been very helpful. My husband is self-employed and has a flexible work schedule. He's home with the kids in the morning, gets them to school, and can often step in if I work late.
5. I've tried to cut back from full time a little.
6. My boss knows how important my kids are to me... and I try to concentrate totally on my kids/family when I'm not either at work or emceeing an event.
7. I am focused on family first at home. I make sure to spend time playing with the children and holding them close - a homemade dinner is not my priority, it is interaction with my children. I utilize my lunch hour for errands rather than weekend time etc.
8. Over all the years I have managed to work very few weekends and I leave work at work. I give all my time & attention to my family & home when I am not at the office and don't give work a thought.
9. I rely heavily on the fact that I've worked hard the eight years before parenthood so that now I can say no from time to time and not feel guilty. However I have started thinking about and taken action to change careers in the future for my family.
10. Sunday is family day and nothing interferes At functions for my daughter, I would not sign autographs or be the TV lady until after my daughter's event was over and she was cool with me doing it
11. still working on that .. never really feel balanced and truly feel like im just trying to surface!
12. Take random days to recharge.
13. Make time for family-it's the most important in the long run.
14. Making sure that when I am at home, I AM AT HOME. Engaging in my children's activities when I am with them. Yes, I check my blackberry occasionally, but I do not let it consume my weekends. I really try to just be a mom on the weekend and not think about work.
15. Setting priorities and realizing that there will be some times when family needs me more and some times when work needs me more. Also, making sure not to miss important events and working with my boss to work my schedule around them.
16. Putting family first, regardless of work, and allowing my staff to do the same.
17. my husband has chosen to be a teacher so one parent can be home with them during off times.
18. I stepped down from a sales management position to work a job-share in sales W-F.
19. Centering my home life around my son and not me or my job.
20. I make sure I leave on time and try to leave work at work.
21. I do my best to leave the stress of my job at work. I make sure I am there for the important events in my children's lives and my husband and I also make time for ourselves.
22. I was a weekend anchor and weekday reporter working evenings prior to the birth of my children. My husband also works in the industry, and we both worked nights. After my first child was born, I decided to go part time, days. It was a big sacrifice, as I no longer get to do much reporting, which I love. But I do anchor an hour long midday show and host a public affairs program... and I am home everyday by 3 pm.
23. I took an earlier schedule in the day so I could be home when my children got home from school.

24. I now work from home on Fridays which saves me a couple of hours commuting.
25. rarely work/travel on weekends
26. I pick my battles.
27. I made sure when I was at my child's events, no autographs etc, until she was finished competing or being a part of the event.
28. I plan on going back to work part time in order to balance my career and family until my newborn is old enough for me to transition back to full time.
29. Leave work to have dinner with my family; work in the evening when my children are asleep or doing homework; use my laptop so that I can travel with my family
30. Both my husband & I have always put our family first. I think each of us could have advanced further in our careers than we did. I do not mind the trade off!
31. I make sure I don't over schedule myself so that I'm home on weekends. I drop my kids off in the morning and my husband picks them up. I make sure my employer understands when I have to not be in the office so that I can attend functions at school.
32. Now that my children are out of school, I wish that I had made more quiet time with them. Take time to really hear what they are talking about, not just half listening.
33. I have had conversations with employers about my children and role as a mother. I have worked with my employer to allow me to take time off to volunteer in my children's schools and spend time with them during normal work hours. But, balance is an impossible goal in my opinion. There is never enough time for everything when you are a working mother in TV.
34. I try to be there for the important things to my kids. I spend weekend time with them. I create scrapbooks of their life so we can sit down and talk about the good times we have shared.
35. Turn off my blackberry when I am at home and don't refrain from check email.
36. Take a lot of work home with me so that I can finish it after he goes to bed. Make arrangements to be out of the office for any school meetings, etc.
37. I am involved in local sales, which allows minimal travel. I have a great support system of family, school and friends. My faith. I keep in perspective and priority family and work commitments.
38. Found a Monday - Friday 8am-5pm TV job to be at home with my family and enjoy my career at the same time.
39. My husband has shifted to home officing. This is very helpful. My employer also is relatively flexible if I have a sick child or need to work from home for part of a particular day. I have trained myself to telecommute effectively when necessary. Challenges still arise when both my husband and I are called out of town on business but we make it work.
40. Trying to leave work earlier. Not talking about work all the time at home.
41. I try to turn off email and sit with my daughter where i can focus on her. We're enjoying reading now that she is 11. We can lie side by side and read and time just flies by.
42. working part time
43. Don't be ridiculous.
44. both me & my husband work together-picking up kids/dropping off.
45. Trying to spend more time with my retired husband

**Responses to survey question 21: What advice would you give to women who plan on entering this field and also plan on having a family?**

1. your life is hectic and you have to learn to balance it with a supportive spouse.
2. Get started with career first and then wait a couple of years before having kids
3. it's not the best mix. i'd come up with a Plan B so that you have an alternative if it doesn't work out.
4. Most women I work with have much longer hours and work alter than I do. I think the most successful have above average child care providers, or family close by.
5. It's hard (as with any job), but not impossible. The time that I do spend with my children is quality time. My children benefit from the financial security that my job brings to the family. Being a mother keeps me grounded and aware of what's really important in life. I find that the time away from my kids keeps me well-rounded. It's nice to talk to adults everyday.
6. Have family close by or a really good babysitter... this business often demands a lot of time and isn't always predictable.
7. Make sure the culture of your station fits within your family goals. If it does not make an effort to move before starting your family. You will be happier for it.
8. You can do it. You will raise amazing kids that understand our industry, appreciate quality time with you, and aspire to something that goes beyond the narrow-focus of television news.
9. Before having your family prove yourself at work. Seniority and a history of working hard will make it easier for your boss and coworkers to adjust to your new role as a mother.
10. Get established in your career first...get as high up the chain as you want to get so you will have proven your value and worth and then can breathe, let the competitive nature slow down, and coast while enjoying your child first and your job second
11. be prepared to work harder than most other women balancing work and family. the demands of TV News seem to be endless, and news doesn't wait because you've got a pediatrician's appointment. get your support systems in place before having children, or at least be able to afford them. also be prepared to multi task. during commercial breaks, im completing this survey while broadcasting live on my 2 hour show. get the idea?
12. Define your working boundaries early and often.
13. Hang in there!
14. You can do both...
15. Be attentive to your family, involved with your community, and faithful to your church – a successful person in this business needs to be well-rounded and aware that the whole (and happy) person is the sum of many parts. Stop and assess frequently what is truly important, what needs to be rebalanced, and what you really want. Your future is what you create. You'll create a better one if you stop, look and listen before making a turn or choosing a new path.
16. It is possible. It requires planning and flexibility, and great childcare .
17. Be professional, plan ahead and be organized -- your employer will respect and need you and work with you when flexibility is needed for your family.
18. Wait until you have some control over your schedule.
19. There can be times when evenings or weekends require you to work... also in times of disaster you may not always be able to be with your family.
20. Don't put off having a family until later to have your career! Also, companies are seeing the value and experience mothers bring to the work place and will try to keep good people at any cost.
21. Start early with kids! Don't constantly talk about family at work.
22. Live close to your job! My commute is the worst part of my day. Also, try and do a job share.

23. Do it. This field is no different from any other high profile career. You have to have the motivation to balance it all into a healthy life.
24. You can do both, but you have to have a supportive spouse at home who is willing and able to help with the childcare responsibilities. You can't be a lead anchor working 3- midnight without someone at home to feed your children and put them to bed every night. Most newsrooms aren't understanding of the demands of motherhood, and it's VERY hard to balance both in a field that does not operate just during regular business hours. If you are like me, and don't want hired help raising your children.. be prepared to make some professional sacrifices, like going part time and/or giving up that dream anchor job.
25. Ask about a company's flexibility in schedules...ask how they support families. Talk to other employees who have children and ask how they are treated when they have a sick child (or parent). Ask about daycare availability.
26. Plan on being perceived more as a mother who is working than a career-minded woman who is a mother. My career growth came to a screeching halt after my first child. I was ascending pretty fast up until that time. I didn't change, but company perception of me certainly did.
27. make sure your spouse is willing to provide half the child care
28. Do it! This is a great and meaningful profession, and one will bring honor to you if you give it the time and commitment it deserves. You can still be a great mother...and should be...placing your children first. Most places are understanding of your needs as they relate to your family.
29. Your kids are only young once. Pay attention to them.
30. Get established in your career first, before having children. Participate in your child's school activities. That's why I loved working 3 to midnight. I could participate in day school activities and trips in elementary and middle school and in high school, on my lunch hour or weekends, I would go to sporting events or serve as a chaperone for event.
31. Communicate with your supervisors/managers and be honest. Also contact HR for more information before speaking with supervisors/managers, for support and information. Most importantly have the support of your family (i.e. mother, sister, father, husband).
32. You can do both but don't worry about being the best at both. Some days you are the best mom and some days you are the best at your job...if you aren't the best on both days just do the best you can.
33. Life is short--spend time with your children. In the scheme of things, they are with you a very small percentage of your and their lives.
34. Make sure you understand the maternity leave policy that your employer provides. Make sure you have full benefits for your family.
35. Learn to really separate time--ie when at the job give it your all, when at home do the same. Do not give the time up for the job that belongs to your children. You can never get that time back.
36. I would say consider it seriously before you do it. It is not an easy field in which to be a working mother. Schedules are difficult, holidays are working days, and mostly men run newsrooms. Unless you land in a child friendly newsroom, you'll be facing a difficult uphill battle.
37. Don't use guilt as a guide. Be focused on what you want and make sure your spouse/partner understands the commitments you both are making to your family and career. Family support is vital.
38. I think it is difficult to be a working mother no matter what career path you choose. Your communication with management is crucial when things are difficult. Your job is important but it is not like we are saving lives, remember there is always a way to salvage almost anything!
39. Push your career for the first 10 years out of college, then think about starting a family. You'll be more stable in your job and have a better understanding of how/when you'll compromise. Discuss having a stay-at-home husband.
40. Family is always first. Have a great support system. Know your strengths and weaknesses.



Organize, prioritize. Allow time for yourself so that you can take care of others. Moderation and balance are key.

41. First finish school. Accomplish your career goals and then make your own family.
42. Do your best to establish your support network early. Plan your daycare and then plan at least 2 backup scenarios each time. Know that you will miss things....first steps, etc. Know that there will be other things that you will see and they will be equally wonderful.
43. Living in the same town as family members
44. Do so with your eyes wide open. And don't forget, while your kids are young you can work a more flexible schedule. Smart stations and networks support that these days. Join a group like AWRT to give you peer support.
45. If you can avoid delivery during sweeps that would be most beneficial and encourage team support at work.
46. Go ahead.
47. work hard, be strong and never let anyone say "no" to you
48. This is terrible but it's my truest truth: be sure there is a strong financial cushion, best if you have much in savings/assets and a spouse with an unbreakable career. Otherwise, pick a market and figure out how to stay there forever no matter who fires you from what job.
49. Do it!

**Responses to survey question 22: If you could change one decision you have made concerning your career and family, what would it be and why?**

1. get a better agent sooner
2. I would of started earlier
3. probably would have acquired skills to do another job so i could leave here whenever i want
4. I would have taken more time off for maternity leave, rather than the six weeks I took off for each child. There are times I wish I had looked at work in a more innovative way-- ie freelance, part time, job sharing. But I'm always so worried about job security.
5. I don't have any regrets. However, it would be nice if my employer had on-site day-care services.
6. I have already changed my mind about working a 2-11pm shift (to anchor the 6pm and 10pm news). I did that for about a year.. and decided I wanted to go back to my 9am-6pm job anchoring the 5pm newscast. That is MUCH more family friendly...
7. None at this point, time will tell!
8. i wish that I had more children.
9. I would have moved less frequently. I worked in 5 different television markets during their elementary & high school years so the older 2 never got to stay in the same school for more than a couple of years. One of them makes friends easily, and one of them has difficulty socializing and having long-term friendships.
10. I love my job and the people I work with. Luckily my husband worked in this business so he understands. This job ends when I leave and I have great benefits so I really wouldn't change a thing. It's what I went to school for and I love it.
11. I have no regrets
12. i would have INSISTED on a personal assistant in my contract! otherwise, i wouldn't change anything.
13. no changes
14. I would have pushed for a higher pay raise
15. I would have had children.
16. NOTHING.
17. None
18. i might have taken the opportunity to do a job share instead of going into management.
19. Because we had difficulties getting pregnant (and eventually adopted our 2nd child), I wish we would've started our family at an earlier age.
20. I would have had more children and realized being out 6 weeks is nothing in terms of a long career.
21. I would live closer to work, driving an hour each way to work and back is very draining and hard to pick up my child in time everyday from daycare
22. I would have started having kids at an earlier age and had a couple more.
23. None. I didn't have children until I was 31 and was already established at my station and in the market where I work. While it has been a big sacrifice for me, I wouldn't do anything differently.
24. I wouldn't make any changes. I am very happy.
25. I would have chosen to find something I could control in my life and would have made that switch before it was financially difficult to do so. I make too much money now to risk changes. That's scary.
26. remained in a union job

27. I wouldn't change one. Really. I have great kids, a wonderful family that respects what I do for a living, I set a great example for my daughters and I still love what I do for a living.
28. I would have started my family earlier.
29. I am happy with all the decisions I made and have no regrets or changes I would have made.
30. At my previous job, it was very stressful and I was working the overnight shift for over 6 years. I would change my direction in my career path sooner to a less stressful position and gotten off of overnight shift in order to start my family sooner. I did end up leaving that job for a less stressful one and relocated to southern California, also, in order to start my family. A decision made by myself and my husband.
31. Realize I didn't have to be supermom sooner! You don't have to be the best at everything!
32. I wouldn't. My children are delightful, well balanced adults and I still have a career in television advertising!
33. I wouldn't change a thing. I waited to establish my career by my 20's. Waited to marry in my 30's. And after 4 years of married life, decided to start a family. I was well established in my life & career so that I was able to make sure I could balance having children with my career life. No regrets. No changes.
34. I missed the little learning things that young children think are so wonderful--I did not stop and enjoy the learning experience with them. Those are the memories that are so close to a parents heart.
35. I would have pushed harder for a part time schedule. I pushed hard as it is, but was never able to achieve it. I am still working toward that goal.
36. I would have had my second child about 3 years earlier. 9 years is too far apart, but six would have been just right. I raised two only children.
37. I would have pursued a part time position when it was available.
38. I would negotiate more flex time.
39. Do over??? Can't. I am advising my daughter to wait to get married until late 20's early 30's.
40. Finish my bachelors degree.
41. I would have realized that to advance career with my company, moving cities would be required and I would have done this prior to having children.
42. Raising the children around the extended family. They learn more about family values.
43. I gave birth at 43..so the only thing I would possibly change is that I would have had my child sooner so I could have had two!
44. I would've had at least another child.
45. there is nothing that I would change
46. Don't go there.
47. I would have pursued being an on air talent.