The Impact of Parenthood on Women in Television News

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Abstract

The role parenthood plays in the lives of most working mothers is both rewarding and challenging. Mothers employed in television news face additional challenges unique to that industry. I have examined the role parenthood plays in the lives of mothers with career expertise in television news through an online survey sent out to members of American Women in Radio Television. The analysis of 62 responses from mothers currently working in this industry will be beneficial to a wide variety of audiences. For example, women with aspirations of working in television news and balancing a family will find this research a useful resource. Women already employed in this career could also benefit from the experience and suggestions of others, as well as men looking to further understand these challenges.

Women in both on-air and off-air positions from across the United States were questioned about several aspects of their lives involving their families. The result is a reflection of the current environment of the television news industry in regards to parenthood. The personal experiences give an accurate picture of the receptiveness of the news industry to women with families. The participants were able to discuss the benefits and challenges in an open and supportive atmosphere. This project was conducted with the goal of creating an increased of awareness of the balancing act that takes place on a daily basis for women who chose not only to pursue their career in television news, but also chose to fulfill their dream of having children. While the challenges are still extensive, it is my hope that research such as this will bring to light the areas of television news in need of improvement, while praising its progress in supporting these women.

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The Impact of Parenthood on Women in Television News

Women choosing a career in television news have often commented on the challenges and rewards of this demanding profession. Yet, little has been documented about the struggle of balancing television news with another demanding role — motherhood. In an attempt to better appreciate the experiences of these individuals, a survey was taken by 62 female parents currently employed in television news to measure the impact of parenthood on women in this career field. In order to fully appreciate the results, it is important to first understand the historical significance of past struggles for gender equality. Only then can mothers, in television news as well as other careers, continue to move forward in their pursuit of acceptance and fair treatment.

In the past 160 years, women’s equality has progressed remarkably (Eisenberg, Ruthsdotter, “Living the Legacy”). While the glass ceiling still exists, the challenges women face today are of a different variety than those who spurred the Women’s Rights Movement those many years ago. Women have fought and sacrificed to come closer to an equal field for men and women in life, in the workplace, and at home. Yet, challenges still present themselves. Those challenges differ based on the circumstances, but the goals of justice and fairness are constant.

The first recorded event of the Women’s Rights Movement took place in July 1848. Elizabeth Stanton of New York met with a group of friends, and their discussion
soon turned to women’s inequality in American society. Together this group of friends started the world’s first Women’s Rights Convention. Using the Declaration of Independence as a guide, Stanton drafted the “Declaration of Sentiments.” Among the 18 original grievances stated were many issues focused on voting, representation, and legal equality. Two key complaints also centered on child custody and employment inequalities (Eisenberg, Ruthsdotter, “Living the Legacy”). These early criticisms ignited the fire that still burns in the hearts of women today who are passionate about both equality at home and equality in the work place. Thus, the Women’s Rights Movement was born.

The historical steps taken by Stanton and other women in 1848 soon gained popularity among mothers. Stanton was herself a young wife and mother when she started the discussion on gender equality (Eisenberg, Ruthsdotter, “Living the Legacy”). Until this point, and significantly into the future, being a wife and mother were seen as a woman’s most important role. It wasn’t until the last several decades that society has begun to steer away from the notion that the “woman’s place is in the home.” Advancements in contraceptive technology have also made it possible for women to devote more time to a career. While society is progressing, the pressure to get married and have children still prevents some women from pursuing the career that they want (DaMetz, “Women’s History in America”).

That is not to say that some women would not prefer to stay home, as many men would as well. However, over the past 160 years women who have taken on this struggle have fought for women’s right to work if they so choose. If these women and mothers are a part of the work force, either by choice or necessity, it is only fair that they be treated
equally. The Women’s Rights Movement stands for equality, fair treatment, and opportunity. There are certainly those organizations and groups that have urged women to stay home with their children. These conservative groups may even be the majority since the 1970s, but for those women who do choose to take part in a career, proper treatment should be afforded to them (St. George, “Pushing the Motherhood Cause”).

In order for a woman to pursue a career in television news or many other careers, education is often a necessity. Equality in education has made significant strides in recent years. By the 1980s 53% of all college students were women; they were also earning 49% of all master’s degrees and 33% of doctorates (DaMetz, “Women’s History in America”). Once graduating, the careers awaiting them were no longer limited to textile mills and garment shops. Thanks in part to historical pieces of legislation, career options and environments are closer to an equal playing field than ever. The Equal Pay Act of 1963 made it illegal to give unequal pay for equal work, but that hasn’t always worked as it was intended. The next year, further progress was made when the Civil Rights Act was passed, prohibiting discrimination against female employees (DaMetz, “Women’s History in America”).

As recently as twenty years ago, women made up 45% of the workforce in America. However, only a small part of those women held management and high power positions. Men outnumbered them 1.5 to 1. In addition, men still tended to get the promotions, big assignments, and opportunities (DaMetz, “Women’s History in America”). While pay for women has steadily risen over the years, they still only make about 90% of what men make for the same work. That doesn’t apply to all women, though. Equality has a long way to go for women who have children. Mothers only make
73% of what their male counterparts make according to numbers from a Columbia University study (St. George, “Pushing the Motherhood Cause”).

Still, more and more mothers are getting jobs outside of the home. In 1950 only 12% of women with children under the age of 6 were employed, but that number had risen to 57% in 1987. When the child was under 3 years of age, over half of mothers still had careers. The majority of the women who make up these statistics are also African American, bringing up the added issue of racial injustice and inequality. This number drops to 18% for Caucasian families (DaMetz, “Women’s History in America”).

It’s not only equal pay that eludes women with children in the workforce. The United States is far behind other nations in family-leave policies. A Harvard University study ranked it with several third-world nations (St. George, “Pushing the Motherhood Cause”). Women who are employed full time are legally entitled to maternity leave after having a child. Her job is also supposed to be waiting for her when she returns. However, there are still many states that do no require maternity leave to be paid. Many other countries require an offer of fully paid leave for twelve weeks after giving birth. In addition to unequal pay and maternity leave policy challenges, women also do more than their fair share at home. They still do the brunt of the housework and spend more time than their partners raising the children (DaMetz, “Women’s History in America”).

Women employed in all types of careers across the country and across the globe struggle with the intense pressures of career and parenthood. Many complain that there just aren’t enough hours in the day to spend the time they would like at both their jobs and with their families. In a recent market research study, nearly 60% of women between the ages of 30 and 55 said that their family relationships and personal fulfillment would
be improved if an extra two hours a day were added to their hectic schedules (Thompson, "Women sacrificing careers for families").

In order to comprehend how these trends apply to women employed in the highly competitive and demanding career of television news, a study of 62 mothers currently working in the industry has been conducted. The study not only creates an accurate and detailed picture of the current environment of television news, it also discusses the role working mothers play within it. The study examines how the industry is affected by these mothers and how women deal with the daily pressures of balancing their families and careers. Through this study, women will be able to have a more detailed account of the overall supportiveness of the television news industry. They will also be able to hear opinions and experiences straight from the women who know first hand how to survive and prosper in an increasingly challenging industry.

The women who took part in the online survey were currently employed in the television news industry, at least 18 years of age, and had direct experience parenting a child. The children could be biological, adopted, living outside of the home, stepchildren, etc. Participants were informed that the results of the survey would be part of senior honors thesis at Ball State University and that the study had been approved by the Institutional Review Board. The anticipated time to fill out the online survey was 10 to 15 minutes. Possible participants were found through the American Women in Radio and Television directory. An email was sent out with the details of the study, and then women could choose to follow a link to the survey if they felt that they met the criteria for the study.
All of the data from this study was anonymous. No one had access to the name or contact information of the people who chose to take part in the study. The survey website that was used, surveymonkey.com, only presented the results of the surveys – not the information of who responded. Participants could not be linked to their responses in any way. Therefore, it is impossible to link a response to one question to a response to another question. The results are presented as percentages and the total number of people who responded to that particular question.

There was very minimal risk associated with this study. Specifically, the only risk from participation was the possibility that some people might not feel comfortable answering some of the questions. If this was the case, they were informed before taking the survey that they could choose not to answer any question that they did not wish to and that they could quit the study at any time. Participants were also given contact information for the principle investigator, the faculty supervisor, and the Institutional Review Board in the event that they had questions or concerns.

This study was intended to measure the impact of children on women in television news. For women just beginning their careers in television news, it would be extremely useful to better understand the work environment they are about to enter. Other women in this field could also greatly benefit from the experiences and opinions of other women in their daily struggle to balance work and family. Participants could benefit from a better understanding of how women in this career field are affected by parenthood and in turn how television news is influenced by women with children.

Out of 978 emails sent out to possible participants, 138 people completed the survey. When the participant was asked if they were a woman currently employed in
television news, 64.7% said yes and 35.3% said no. Those who said no were thanked and asked to submit their survey at that point. The second question asked if the participant had children. Of those who responded, 68.1% said that they did have children, and 31.9% said that they did not. Again, those who said no were thanked and asked to submit their survey at that point. These two questions and personal choices to opt out of the survey eliminated a great deal of people by this point.

There were 61 participants that answered the survey’s third question. The women were asked how many children, with a current pregnancy counting as one child, they had. The majority of respondents (47.5%) said that they had two children. Only a small percentage less (42.6%) said that they had one child. The third most frequent answer was three children with 8.2% of responses. Only 1.6% of women had four children, and no one who took the survey had five or more children. According to the 2007 U.S. census, families had an average of 1.85 children under the age of 18. However, the study of women in television news with children only surveyed those who had at least one child. The U.S. census based its statistic off of all families, with or without children.

Of the 63 women surveyed who answered the question, 76.2% were employed in a top 25 market. Market sizes 51-100 employed 9.5% of respondents, and 7.9% were employed in markets 26-50. Markets 151-210 employed 6.3%, and no one who took part in this survey was employed in markets 101-150. Most women (30.5%) had been employed by two news stations throughout their career, while 25.4% had only been at one television news station. Those who had been employed at three stations made up 20.3% of the respondents. Amazingly, 16.9% of those surveyed had worked at five or more stations, and only 6.8% had worked at four stations. This leads to the conclusion
that most women do not start out at the same station that they end up at. A significant number moved stations at least five times. This would inevitably have an effect on families and children in particular. One fourth of the 59 women who answered this question were fortunate enough to work at one station, but three fourths of the study group had experienced a career move.

Those statistics are particularly significant in comparison to the length of time these women have been working in television news. Out of 63 people who answered this question, an overwhelming majority (50.8%) had worked in the industry for 16 years or more. Therefore, while women may find this career challenging for families, most remain in television news for an extended period of time. Those who had been employed in television news for 8 to 11 years made up 19.0% of the survey group, and 17.5% had been working for 12 to 15 years. Of these mothers, 7.9% had been employed in the industry for three years or less, and 4.8% was the lowest amount for women who had been in news for 4 to 7 years.

When asked what description best fit their work schedule, 61 women responded. Of those women, a very large percentage (83.6%) said that they worked days. Women working morning shifts made up 9.8%, evenings made up 4.9%, and weekends made up 1.6%. For this survey, none of the women said overnights made up their primary shift. The conclusion to be drawn from this is that while a common belief is that people in news are working all hours of the day and night, this is not the case the majority of the time. The women included in this study were not only on camera talent, but also management, sales, web, production, and all other jobs necessary to make television news a reality. Specifically, of the 63 women who answered, 77.8% considered themselves to
work in off air positions such as the ones listed above. Only 22.2% said that they worked primarily as on air talent. So, while many people may have to work nontraditional hours, there is a place for mothers who are seeking to be home in the evenings.

Another common misconception is that women wait until a certain age to have children because of their career. However, the results of this survey show that women fall into a variety of age groups when they experience parenting for the first time. This is typically thought of as the birth of their first child, but it could also refer to when they became a step-parent, adopted a child, etc. Out of 62 women who had input into this category, 33.9% were between the ages of 27 and 31 when they first experienced parenthood. The second most popular age group was 22-26 (24.2%). This number, however, is not far from the 32 to 36 age group (22.6%). Not surprisingly, there was a significant amount of women who waited until age 37 or older to have children (16.1%). The smallest amount of women, 3.2%, fell into the 21 or younger age group.

There were 64 women who described their material status in the survey. A very large majority, 85.9%, were married or remarried. The numbers dropped significantly from that point. Of the respondents, 7.8% were divorced, 3.1% were in a committed relationship, and 3.1% were single and had never been married. No one who took this survey was widowed. According to the U.S. census, 51.5% of Americans 15 years of age and older were married in 2007. In addition, 9.7% were divorced, 29.4% had never been married, and 5.9% were widowed. This study differed from the census because the study was only applicable to women 18 years of age and older. The census took into account all individuals 15 years old or older. These statistics would suggest that when a mother is employed by this industry, they are most often married, and therefore have the support of
another individual when caring for the children. There were instances where this was not the case, but it was far less frequent. As many women in the survey suggested, there is a definite benefit to being married or with a dependable partner if employed in television news.

While many people think that television news is an extremely stressful career choice, the women who took this study had a different perception. Of 64 women, the most common response, with 48.4%, was that television news as a career is somewhat stressful. Those saying their career in television news is very stressful (35.9%) made up the second largest amount. More than one in ten (10.9%) characterized their job as extremely stressful. However, only 4.7% said that their job was not very stressful. It can therefore be inferred that most women in this career field are able to cope with the daily stresses of news. They either don’t think that it is unbearably stressful, even with children, or they have become so accustomed to the daily pressures that they see the expectations as acceptable.

The women were asked how supportive the news industry is of women with children and women who are pregnant. Out of the 61 responses, there was no overwhelming majority. Although “somewhat supportive” had the most frequent response (37.7% of responses), the other responses were also chosen at comparatively similar rates. For instance, women answering that the industry was very supportive (24.6%) was almost the same in frequency as those answering the industry was neutral to women with children and women who are pregnant (23.0%). Only 3.3% of those women who answered the question stated the news industry was very unsupportive of women with children. After analyzing these responses, it can be inferred that the supportiveness
each woman experiences differs significantly based on personal circumstances, the station at which she is employed, and the position that she holds. If an unsupportive environment were a characteristic of the television news industry as a whole, there would have been a much more dominant response among the women surveyed.

There were 64 women who answered an inquiry about whether a profession in television news affected their decision to have children or the amount of children they decided to have. Those women who said that it did not have an effect on their family comprised 59.4% of the responses. However, the 40.6% of women who admitted that it did have some affect were able to explain their answer. For instance, one woman said that children were, “completely impractical from financial, personal, and career standpoint.” Other women discussed how family timing needed to be altered because of a career in news. “I think I waited much later to have children because I wasn't sure how I could juggle both kids and a TV career.” Another woman said that she, “hurried back from maternity leave, taking only the minimum. I also 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 changing 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.” In addition, some women discussed their decision to limit the number of children they had based on their career aspirations. “I felt that there were not enough hours in the day to effectively parent more than one child.”
The women were next asked about the best parts of being a mother and working in television news. They were able to check as many of the options as they wished. While 58 women responded to this question, they recorded 148 responses between them. The biggest benefit that women saw was being a good role model for children by working. This option was chosen 81% of the time. A very close second was the financial stability that the position provided her family. Women chose this option 79.3% of the time. The next two responses tied exactly in the frequency they were chosen. Women who said their children took pride in the exposure of their position, and women who said that their positions allowed time at home with family, both selected these choices 37.9% of the time.

The women were given the opportunity to give responses other than those provided on the survey. Some discussed the significance of equilibrium in life. “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.” Others cited personal fulfillment as a benefit. “I enjoy working outside the home. I also believe it makes me appreciate my time at home with my family even more.” Inevitably, some stations are more supportive of working mothers than others. One woman talked about the perks of her position. “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 unless necessary.” As stated previously, one of the options on the survey was the pride a family could take in the exposure of the mother’s career. One woman said her position came with perks beyond family pride. She said, “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.”

Along with benefits come challenges. There were 53 women who responded when asked about the challenges of being a mother and working in television news. Again, they were able to choose as many options as they thought was applicable, and they were also given the opportunity to provide responses that were not included in the survey options. Out of the 96 responses, women said that the biggest challenge was that the stress of work affected them at home. The women who answered this question chose that option 64.2% of the time. A demanding and unpredictable schedule was the second most cited challenge, with participants naming it 43.4% of the time. Close behind this was work not allowing the mother enough time at home, with 35.8% of mothers in television news having this complaint. The least cited complaint (9.4% of the time) was that the position did not pay enough to support her family.

In addition to those complaints, women were very forthcoming with other challenges they face while balancing work and family. Many said that they had trouble being a full time mom and a full time employee. For instance, one woman said, “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.” Missing out on those key childhood moments was a theme expressed repeatedly in the responses of these working moms. Some said that news in particular makes it difficult to focus, even while at home. “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.”
While some of these women pointed to the added pressures of television news, others said that news is no different than any other career. No matter what profession a working mother finds herself in, there will always be obstacles to overcome and balances to be sought after. "I don't find my job to be any more challenging family-wise than any other career," one woman commented. Yet, one woman hit upon the fears of women who have on air talent positions. She said, "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." She continued to explain the pressure put on her marriage by a career in news. "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."

Technology in terms of cell phones, lap tops, blackberries, and transportable equipment is a relatively new occurrence. For those women who are currently raising children or had this opportunity available to them while they were, it was interesting to see how these pieces of technology affect their role as a parent in connection with their career. The results showed that 60 people answered the question, and there were 105 responses since people were once again permitted to choose multiple answers and fill in their own additional responses. One response stood out among the rest – 75% of the women feel more comfortable leaving home knowing that they can be reached during an emergency. Also, 45% said that they felt closer to their children through the use of technology because they could communicate more easily and more frequently.
Just as technology can be a benefit, it can also be a hindrance. Many of the women said that it made life more difficult. For instance, 35% of the women said that they are never truly off the clock. They are constantly linked to their jobs through cell phones, email, etc. Furthermore, 13.3% of the participants said that their children are often so involved with technology (video games, computer, cell phones) that they don’t fully dedicate themselves to time as a family. In the responses outside of the survey choices, 6.7% of women discussed other personal experiences with technology. Some said that the time dedicated to working at home was a challenge to family time, but others said it gave them more time to spend inside the home as opposed to inside the office.

Women are undeniably affected by the careers that they choose. However, if this is the case, the inverse must also be true. The careers that these women work in must also be affected by their roles as parents. Women were asked to indicate all the ways in which their careers were affected by the fact that they were mothers. There were 52 people who gave input into this question, which resulted in 96 total responses. The most frequent response by participants was that they are more focused because they have children as motivation. Also, 51.9% of the women said that they were more protective of their own children. Some women (32.7%) acknowledged becoming more emotionally involved in some stories, and 21.2% said that they were less focused on their career because they had children.

More than one woman said that none of those choices were applicable, but there were others that came up with even more ways that their job was affected by parenthood. For instance, one woman touched further upon the emotional connection she now has to some stories. She said, “Before I use to be angry at predators or abusers, now I empathize
more with the children, thinking of my own son.” That woman continued by talking about the hours that she dedicates to doing her job. “I don't volunteer the hours I use to, but I do not shy away from my work when called upon.” It is important to remember that some of these mothers aren’t living to please the boss – they are the boss. One such woman said, “I am a better manager because I understand family issues. I am more flexible.” Another participant in the survey said that she has attendance issues and also is less willing to put herself on the line for her job. “I don't take chances that I might otherwise take, both physical risk and career risk.”

Women with nontraditional schedules often require nontraditional child care. For **those who do utilize more common child care resources, the cost can be steep.** The women in television news who took this survey discussed those challenges and what types of child care they utilized in their own lives. Once again, they were able to choose multiple types of child care, and space was provided for any additional resources that were not listed on the survey. The most commonly utilized form of child care was a nanny or babysitter. The mothers in this survey chose that as one of their responses 44% of the time. A close second was a daycare facility, with 42% of moms citing that type of child care. A spouse or partner working a shift that allowed them to help significantly with the childcare accounted for 24%, as did family helping watch the children.

There were 25 moms that gave additional responses about their experiences with child care. A significant portion of those mothers said that their children were old enough to stay home by themselves. Others mentioned after school programs that their children are involved in. One woman said, “I did use a nanny and surrogate grandparents until my mother moved from another state to help with the child rearing.” The supportiveness of a
spouse or partner can not be overstated. This has been stated time and time again. Take for example one mother who said, “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 for doctor appointments. It would be very difficult to have this career if I did not have that support.”

Some parents chose to alter their career plans for the sake of staying home with their children. One response said, “Over the years my husband and I have taken turns working part time and at home to give primary care to our children. We have also utilized nannies (part time) and day care (also part time).” Along those same lines, some mothers have made an even larger commitment to being the primary form of child care. One such mother stated, “I took 8 years off to stay home with my kids when they were little.” In all of these cases, the struggle is apparent that there is a constant effort to balance family obligations and career aspirations.

The women were next asked about the benefits and challenges of the type of child care that they had chosen to use in their families. For this question, the women were asked to provide their own responses, and 41 women chose to participate. The most cited challenge was affordability and balancing traditional child care with nontraditional work hours. One woman said, “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.” A mother who chose a babysitter said, “My neighbor baby-sits. 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.”

About cost, another said, “The challenge is the high cost of daycare for two fulltime children. It's about as much as my monthly mortgage.” Other parents have very specific
goals for what they want their children to get out of child care. For instance, one mom said that a challenge was, "making sure they follow my rules." Another added that finding child care over school holidays was difficult. That sentiment was echoed by women who struggled to pick up children before day care closed, or found it impossible to take the time off when a child became sick.

For some forms of child care, there are advantages that mothers in television news have been able to find over the years. Again, a flexible spouse is a huge benefit. One woman said, "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." A significant number of survey participants said that they needed people to move into their home to have the flexibility required of them. For example, one woman with a live-in nanny said, "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." Another added, "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."

Traditional day care or learning facilities also have perks. As one woman put it, "Selecting a daycare or learning facility that educates the kids while they are there is very important. The socialization they have with other kids and adults is 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."

Every choice in child care is made with a specific benefit in mind, yet it appears many women still struggle to find the perfect fit for their family. While the time commitment to
television news may be greater than some other professions, choosing the appropriate child care option is understandably difficult for any parent.

The survey asked participants to give personal responses to how they balance career and family. Forty-five women talked about their individual experience and how they attempt to keep that equilibrium. A recurring statement was that these women make an honest effort to put distance between their time doing their job and their time with their family. As difficult as it can sometimes be, they try to make themselves available first to their children while off the clock. One woman suggested, “Separate the two...leave work at work and home (personal life) at home.” Another seconded when she said, “I give all my time & attention to my family & home when I am not at the office and don't give work a thought.” That can be difficult if the woman is on air and people recognize her when she goes out. One woman talked about how she faces fans at public events. She said, “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.” Women who found it impossible to leave it all at work decided to take advantage of her lap top by taking work home for after the children went to bed.

Others talked about the specific choices they had made in their lives to lessen the stress of being torn between two worlds. One said she hired a housecleaner, and another said she used her lunch hour to run errands as opposed to leaving them for the weekends. Many women are relying on their reputations prior to children to gain leeway with employers. “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,” one woman
said. “However, I have started thinking about and taken action to change careers in the future for my family.”

No matter how hard they try, women in this industry are realistic about the challenges they face. One participant explained it simply. “There will be some times when family needs me more and some times when work needs me more.” She also said that she worked with her boss so that she didn’t have to miss the important events in her children’s lives. Several of the women also emphasized the importance of spending quality time with their spouses. There are times, however, when women have chosen to make sacrifices in one area so that the other can benefit. For instance, a mother taking this survey 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 pm.”

She isn’t alone. Others choose to work from home when possible, or leave work to go home and have dinner with their families.

Is a balance when working in television news truly a realistic goal? Several of the women surveyed said that it was always going to be a work in progress. “I’m still working on that. It never really feels balanced, and I truly feel like I’m just trying to surface!” Others are convinced that a balance is too idealistic. “Balance is an impossible goal in my opinion. There is never enough time for everything when you are a working mother in TV,” one woman stated. Another put it strongly, yet simply. “Don't be ridiculous.”
For women who plan on entering television news as a career and also plan on having a family, it is beneficial to know exactly what to expect. It isn’t easy, and there is no one better to give guidance than those women who have already risen to the challenge. Hopefully, the industry continues to evolve in such a way as mothers can be competitive and also have some semblance of fulfillment in both career and family. While this remains an idealistic and lofty goal, the challenge is not enough to turn thousands of young journalists away from this noble and inspiring profession. For those considering this career, this survey has provided many useful suggestions and pieces of advice.

Out of the 49 suggestions given, one that was given frequently was to wait to have children until after a woman has established herself in her career. A suggestion from one woman was, “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.” Another said, “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.”

One mother experienced the challenge of being a mother in news first hand. She said, “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.” Some women even gave general timelines to follow. “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.”

The suggestions varied from keeping family close by, to putting money away just in case, to setting up secure support networks among friends, co-workers, and family members. Many of the women suggested thoroughly examining television news as a career choice if having family was also something a young journalist wanted to do. “It's not the best mix,” one woman said. “I'd come up with a Plan B so that you have an alternative if it doesn't work out.” She wasn’t the only one who suggested weighing one’s options carefully. Another respondent said, “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.” It’s a difficult piece of advice to hear for someone just starting out, but one better heard before entering news than several years into one’s career. “Most newsrooms aren't understanding of the demands of motherhood,” another woman stated. “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.”

Some of the women offered a much more optimistic point of view. “You can do it,” one response said. “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.” Another woman said, “Don't put off having a family until later to have your career! Also, companies are seeing the value and experience mothers bring
Many others think that news IS different from other careers and presents different challenges. One such response said, “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.” Beyond any other suggestion, these women repeatedly stressed the importance of cherishing one’s children. “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.” Another said, “Learn to really separate time. 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.” Others said it’s okay to accept that you can’t be superwoman. “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.”

In the end, it’s all about finding a balance. Be informed, but be realistic and open to change. To best know what one is getting into, she should, “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). Also, ask about daycare availability.” Then, when presented with all the facts, keep your priorities in line. As another woman said, “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.”

The last question on the survey asked the women what one decision concerning their career and family they would change if given the opportunity and why. The 47 women who answered were required to provide their own personal responses. It was astonishing to hear so many women say that they would not change a thing. The overwhelming majority were completely content with the family and career decisions that they had made in their lives. On the other hand, there were also several women who were open and honest about the regrets they had. Many said that they would have had children earlier instead of putting it off. Along with that, many said they wished that they had chosen to have more children. “I would have had more children and realized being out 6 weeks (maternity leave) is nothing in terms of a long career.”

Some responses indicated that there are women employed in television news that wish they had the opportunity to do something more family friendly. Take for example the response of one woman who said, “I probably would have acquired skills to do another job so I could leave here whenever I want.” Another study participant said, “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.”

There are also moves within the television news that many women wish they could have taken advantage of. “There are times I wish I had looked at work in a more
innovative way—i.e. freelance, part time, job sharing. But I'm always so worried about job security.” Another response was, “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.” One woman discussed her struggle going back to work after having children. She said, “I would have taken more time off for maternity leave, rather than the six weeks I took off for each child. “

Moving from one location to another is part of the job requirement for many moms in television news. This can understandably be stressful on a family and children. One woman said, “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.” Another said, “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.” However, a piece of advice for all moms in television news was given by a mom who said, “I would realize that I didn’t have to be Supermom sooner! You don’t have to be the best at everything!”

This study has shown that women employed in television news certainly find it challenging and demanding. Yet, they also find it worthwhile and rewarding. It requires a firm commitment to news and a passion for one’s career, but the personal fulfillment for many women is beyond measure. In order to be successful, women must have a delicate balance between personal and professional responsibilities. While many other careers may have more predictable schedules and job descriptions, it is not impossible for a
woman in television news today to be a great mother and a great journalist. One of the
best ways to achieve these goals is to listen to those who know first hand what it’s like.

To be prepared for future challenges, past experiences become a valuable learning
tool. The lesson to be had isn’t as clear cut as a game plan for how to be the perfect
employee and perfect mom. Instead, it’s an honest viewpoint from the inside. Television
news is not easy. This is especially true for women and, in particular, women who have
children. For some women it’s worth it, and for others the industry is not yet supportive
enough for the benefits to outweigh the challenges. It differs for every woman, and it is a
choice every woman must make for herself. In either case, the overwhelming
recommendation is for women not to give up what they’re passionate about. If one’s
passion is family, don’t give that up for a career. If one’s passion is a rewarding career,
don’t feel pressured to sacrifice that for family. If a woman is passionate about both, it is
achievable. It is a lofty dream, but not an unattainable one.
Works Cited


<http://www.wic.org/misc/history.htm>


Women in Television News with Children

1. A Study of Women in Television News with Children

Please submit this survey by 11:59 p.m. on Friday, November 28, 2008. Your participation is very much appreciated.

1. Are you a woman employed in the television news industry?
   - YES
   - NO. If your answer is NO, thank you for taking this survey. Please click "Done".

2. Do you have children?
   - YES
   - NO. If your answer is NO, thank you for taking this survey. Please click "Done".

3. How many children do you have? For this survey, a current pregnancy is counted as a child.
   - 1
   - 2
   - 3
   - 4
   - 5 OR MORE

4. What size market are you currently employed in?
   - 1-25
   - 26-50
   - 51-100
   - 101-150
   - 151-210

5. How many television news stations have you been employed by?
   - 1
   - 2
   - 3
   - 4
   - 5 OR MORE
6. How long have you been working in the television news industry?

- 3 years or less
- 4-7 years
- 8-11 years
- 12-15 years
- 16 years or more

7. What description best fits your current work schedule?

- Mornings
- Days
- Evenings
- Overnights
- Weekends

8. Would you describe your position as primarily on-air or off-air?

- On-air (anchor, reporter, etc.)
- Off-air (sales, management, web, assignment desk, photographer, etc.)

9. At what age did you first experience parenting a child? For example, the birth of your first child.

- 21 or younger
- 22-26
- 27-31
- 32-36
- 37 or older

10. What is your current marital status?

- Single - never married
- Committed relationship
- Married or remarried
- Divorced
- Widowed

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

- Not very stressful
- Somewhat stressful
- Very stressful
- Extremely stressful
12. In your experience, how supportive is the news industry of women with children and women who are pregnant?

- Very supportive
- Somewhat supportive
- Neutral
- Somewhat unsupportive
- Very unsupportive

13. Did your career affect your decision to have children or the number of children you had?

- NO

If YES, how?

14. What are the best parts of being a mother and working in television news? Check all that apply.

- My work shift allows time at home.
- A working mom is a good role model for children.
- The income provides security.
- My family takes pride in the exposure of my position.

Other (please specify)

15. What are the most challenging parts of being a mother and working in television news? Check all that apply.

- My work shift does not allow enough time at home.
- The stress of work affects me at home.
- My position does not pay enough to support my family.
- My schedule is unpredictable and demanding.

Other (please specify)
16. How has technology affected your role as a parent? Check all that apply.

- It helps me. I feel closer to my children because we can communicate more often, even if I’m not there.
- It helps me. I feel more comfortable leaving knowing I can be reached during an emergency.
- It hinders me. I am never truly off the clock. It seems I am constantly linked to my job (email, cell phone, etc.)
- It hinders me. My children are often more involved with technology (computers, video games, cell phones) than they are with spending quality time together.

Other (please specify)

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

- I become more emotionally involved in some stories.
- I am more protective of my own children.
- I am more focused because I have children as motivation.
- I am less focused because I put my children first.

Other (please specify)

18. What type of childcare do you utilize?

- Either my spouse/partner or I are always at home.
- Family helps watch my children.
- I use a nanny or babysitter.
- I take my child to a daycare facility.

Other (please specify)

19. What are the challenges and/or advantages your choice in childcare provides?

20. What measures have you taken to balance your career and family?

21. What advice would you give to women who plan on entering this field and also plan on having a family?
22. If you could change one decision you have made concerning your career and family, what would it be and why?
### Women in Television News with Children

1. Are you a woman employed in the television news industry?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>64.7%</td>
<td>88</td>
</tr>
<tr>
<td>NO</td>
<td>35.3%</td>
<td>48</td>
</tr>
</tbody>
</table>

NO. If your answer is NO, thank you for taking this survey. Please click "Done".

- **answered question**: 136
- **skipped question**: 2

2. Do you have children?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>68.1%</td>
<td>62</td>
</tr>
<tr>
<td>NO</td>
<td>31.9%</td>
<td>29</td>
</tr>
</tbody>
</table>

NO. If your answer is NO, thank you for taking this survey. Please click "Done".

- **answered question**: 91
- **skipped question**: 47

3. How many children do you have? For this survey, a current pregnancy is counted as a child.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>42.6%</td>
<td>26</td>
</tr>
<tr>
<td>2</td>
<td>47.5%</td>
<td>29</td>
</tr>
<tr>
<td>3</td>
<td>8.2%</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>1.6%</td>
<td>1</td>
</tr>
<tr>
<td>5 OR MORE</td>
<td>0.0%</td>
<td>0</td>
</tr>
</tbody>
</table>

- **answered question**: 61
- **skipped question**: 77
4. What size market are you currently employed in?

<table>
<thead>
<tr>
<th>Size Range</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-25</td>
<td>76.2%</td>
<td>48</td>
</tr>
<tr>
<td>26-50</td>
<td>7.9%</td>
<td>5</td>
</tr>
<tr>
<td>51-100</td>
<td>9.5%</td>
<td>6</td>
</tr>
<tr>
<td>101-150</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>151-210</td>
<td>6.3%</td>
<td>4</td>
</tr>
</tbody>
</table>

answered question 63
skipped question 75

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>25.4%</td>
<td>15</td>
</tr>
<tr>
<td>2</td>
<td>30.5%</td>
<td>18</td>
</tr>
<tr>
<td>3</td>
<td>20.3%</td>
<td>12</td>
</tr>
<tr>
<td>4</td>
<td>6.8%</td>
<td>4</td>
</tr>
<tr>
<td>5 OR MORE</td>
<td>16.9%</td>
<td>10</td>
</tr>
</tbody>
</table>

answered question 59
skipped question 79
6. How long have you been working in the television news industry?

<table>
<thead>
<tr>
<th>Duration</th>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 years or less</td>
<td></td>
<td>7.9%</td>
<td>5</td>
</tr>
<tr>
<td>4-7 years</td>
<td></td>
<td>4.8%</td>
<td>3</td>
</tr>
<tr>
<td>8-11 years</td>
<td></td>
<td>19.0%</td>
<td>12</td>
</tr>
<tr>
<td>12-15 years</td>
<td></td>
<td>17.5%</td>
<td>11</td>
</tr>
<tr>
<td>16 years or more</td>
<td></td>
<td>50.8%</td>
<td>32</td>
</tr>
</tbody>
</table>

Answered question: 63
Skipped question: 75

7. What description best fits your current work schedule?

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mornings</td>
<td></td>
<td>9.8%</td>
<td>6</td>
</tr>
<tr>
<td>Days</td>
<td></td>
<td>83.6%</td>
<td>51</td>
</tr>
<tr>
<td>Evenings</td>
<td></td>
<td>4.9%</td>
<td>3</td>
</tr>
<tr>
<td>Overnights</td>
<td></td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Weekends</td>
<td></td>
<td>1.6%</td>
<td>1</td>
</tr>
</tbody>
</table>

Answered question: 61
Skipped question: 77
8. Would you describe your position as primarily on-air or off-air?

<table>
<thead>
<tr>
<th>Position</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-air (anchor, reporter, etc.)</td>
<td>22.2%</td>
<td>14</td>
</tr>
<tr>
<td>Off-air (sales, management, web,</td>
<td>77.8%</td>
<td>49</td>
</tr>
<tr>
<td>assignment desk, photographer, etc.)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Answered question: 63
Skipped question: 75

9. At what age did you first experience parenting a child? For example, the birth of your first child.

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 or younger</td>
<td>3.2%</td>
<td>2</td>
</tr>
<tr>
<td>22-26</td>
<td>24.2%</td>
<td>15</td>
</tr>
<tr>
<td>27-31</td>
<td>33.9%</td>
<td>21</td>
</tr>
<tr>
<td>32-36</td>
<td>22.6%</td>
<td>14</td>
</tr>
<tr>
<td>37 or older</td>
<td>16.1%</td>
<td>10</td>
</tr>
</tbody>
</table>

Answered question: 62
Skipped question: 76
10. What is your current marital status?

<table>
<thead>
<tr>
<th>Marital Status</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single – never married</td>
<td>3.1%</td>
<td>2</td>
</tr>
<tr>
<td>Committed relationship</td>
<td>3.1%</td>
<td>2</td>
</tr>
<tr>
<td>Married or remarried</td>
<td>85.9%</td>
<td>55</td>
</tr>
<tr>
<td>Divorced</td>
<td>7.8%</td>
<td>5</td>
</tr>
<tr>
<td>Widowed</td>
<td>0.0%</td>
<td>0</td>
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</tbody>
</table>

Answered question: 64
Skipped question: 74

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

<table>
<thead>
<tr>
<th>Stress Level</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not very stressful</td>
<td>4.7%</td>
<td>3</td>
</tr>
<tr>
<td>Somewhat stressful</td>
<td>48.4%</td>
<td>31</td>
</tr>
<tr>
<td>Very stressful</td>
<td>35.9%</td>
<td>23</td>
</tr>
<tr>
<td>Extremely stressful</td>
<td>10.9%</td>
<td>7</td>
</tr>
</tbody>
</table>

Answered question: 64
Skipped question: 74
12. In your experience, how supportive is the news industry of women with children and women who are pregnant?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very supportive</td>
<td>24.6%</td>
<td>15</td>
</tr>
<tr>
<td>Somewhat supportive</td>
<td>37.7%</td>
<td>23</td>
</tr>
<tr>
<td>Neutral</td>
<td>23.0%</td>
<td>14</td>
</tr>
<tr>
<td>Somewhat unsupportive</td>
<td>11.5%</td>
<td>7</td>
</tr>
<tr>
<td>Very unsupportive</td>
<td>3.3%</td>
<td>2</td>
</tr>
</tbody>
</table>

13. Did your career affect your decision to have children or the number of children you had?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>NO</td>
<td>100.0%</td>
<td>38</td>
</tr>
</tbody>
</table>

If YES, how?

answered question 38

skipped question 100
14. What are the best parts of being a mother and working in television news? Check all that apply.

<table>
<thead>
<tr>
<th>Best Parts</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>My work shift allows time at home.</td>
<td>37.9%</td>
<td>22</td>
</tr>
<tr>
<td>A working mom is a good role model for children.</td>
<td>81.0%</td>
<td>47</td>
</tr>
<tr>
<td>The income provides security.</td>
<td>79.3%</td>
<td>46</td>
</tr>
<tr>
<td>My family takes pride in the exposure of my position.</td>
<td>37.9%</td>
<td>22</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td></td>
<td>11</td>
</tr>
</tbody>
</table>

15. What are the most challenging parts of being a mother and working in television news? Check all that apply.

<table>
<thead>
<tr>
<th>Most Challenging</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>My work shift does not allow enough time at home.</td>
<td>35.8%</td>
<td>19</td>
</tr>
<tr>
<td>The stress of work affects me at home.</td>
<td>64.2%</td>
<td>34</td>
</tr>
<tr>
<td>My position does not pay enough to support my family.</td>
<td>9.4%</td>
<td>5</td>
</tr>
<tr>
<td>My schedule is unpredictable and demanding.</td>
<td>43.4%</td>
<td>23</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td></td>
<td>15</td>
</tr>
</tbody>
</table>

answered question 58
skipped question 80
16. How has technology affected your role as a parent? Check all that apply.

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

*answered question* 60  
*skipped question* 78
17. How is your career affected by your role as a mother? Check all that apply.

<table>
<thead>
<tr>
<th>Option</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I become more emotionally involved in some stories.</td>
<td>32.7%</td>
<td>17</td>
</tr>
<tr>
<td>I am more protective of my own children.</td>
<td>51.9%</td>
<td>27</td>
</tr>
<tr>
<td>I am more focused because I have children as motivation.</td>
<td>59.6%</td>
<td>31</td>
</tr>
<tr>
<td>I am less focused because I put my children first.</td>
<td>21.2%</td>
<td>11</td>
</tr>
<tr>
<td>Other (please specify)</td>
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<td>10</td>
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Answered question 52

Skipped question 86

18. What type of childcare do you utilize?

<table>
<thead>
<tr>
<th>Option</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Either my spouse/partner or I am always at home.</td>
<td>24.0%</td>
<td>12</td>
</tr>
<tr>
<td>Family helps watch my children.</td>
<td>24.0%</td>
<td>12</td>
</tr>
<tr>
<td>I use a nanny or babysitter.</td>
<td>44.0%</td>
<td>22</td>
</tr>
<tr>
<td>I take my child to a daycare facility.</td>
<td>42.0%</td>
<td>21</td>
</tr>
<tr>
<td>Other (please specify)</td>
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<td>25</td>
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</table>

Answered question 50

Skipped question 88
19. What are the challenges and/or advantages your choice in childcare provides?

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<th>Skipped Question</th>
</tr>
</thead>
<tbody>
<tr>
<td>41</td>
<td></td>
<td>97</td>
</tr>
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20. What measures have you taken to balance your career and family?

<table>
<thead>
<tr>
<th>Response Count</th>
<th>Answered Question</th>
<th>Skipped Question</th>
</tr>
</thead>
<tbody>
<tr>
<td>45</td>
<td></td>
<td>93</td>
</tr>
</tbody>
</table>

21. What advice would you give to women who plan on entering this field and also plan on having a family?

<table>
<thead>
<tr>
<th>Response Count</th>
<th>Answered Question</th>
<th>Skipped Question</th>
</tr>
</thead>
<tbody>
<tr>
<td>49</td>
<td></td>
<td>89</td>
</tr>
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</table>

22. If you could change one decision you have made concerning your career and family, what would it be and why?

<table>
<thead>
<tr>
<th>Response Count</th>
<th>Answered Question</th>
<th>Skipped Question</th>
</tr>
</thead>
<tbody>
<tr>
<td>47</td>
<td></td>
<td>91</td>
</tr>
</tbody>
</table>
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
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 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 10-10:3pm.
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 full-time 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 childcare.

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 parent's 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.
The Impact of Parenthood on Women in Television News

1. My experience at Ball State University has been both rewarding and inspirational. In particular, my work within the telecommunications department has fueled my hunger for the news business and how it enriches and informs the public. As the capstone of my education, I want to work on a project in my field of interest that builds upon the fundamental skills I have acquired at Ball State. Therefore, I propose a study in which I will examine the role parenthood plays in the lives of women in the television news industry.

   As a non-traditional honors student, I am married with a three year old son. My husband and I are expecting our second child in February. Given my unique circumstances in comparison with other women just entering the television news field, I feel as though this project will not only inspire me, but also better prepare me for my future career.

2. I plan to graduate in December, 2008. Therefore, I am registering for Honors 499 for the fall semester of 2008.

3. The outcome of this project will be a comprehensive study of mothers in television news. I have already done significant amounts of work towards this goal. My anticipated outcome is to have at least 100 women respond to an emailed survey measuring the impact of having children on women employed in this specific career field. I will then take the data I receive and present the information in the form of a research paper.

4. I will examine the role parenthood plays in the lives of women in the television news industry. Through responses to a survey, I will be able to measure the impact of having children on women employed in this career field. Knowing the environment of the career one plans on entering could be extremely helpful for women with aspirations of working in television news and balancing a family. While women already in this career as well as men could also benefit from these results, my target audience remains women wishing to discover more about the current work environment of mothers in television news.

5. This research paper will take extensive work before pen ever goes to paper. Since I am surveying people, I will need to obtain approval from Ball State’s Institutional Review Board. I am currently in the process of getting that, but I was required to do broad research prior to contacting the IRB. I have already designed a survey and presented it to a test group of four women currently working in the television news industry. I was given this opportunity during the Fall News Roundup at Ball State University in September. With their feedback I revised the survey and now have a final version that I will put into the program Survey Monkey. I have attached the survey for your review in hopes that you can better see what I am trying to discover from contacting these women. Survey Monkey will then generate an online survey that I can email to several hundred women from varying markets across the country.
The sample I hope to reach will be a combination of women in on-air and off-air positions from different sizes of markets across the United States. A challenge arises in getting a database of names from which I can contact subjects. With this in mind, I am trying to reach the organization American Women in Radio and Television. I would credit them in my research paper in exchange for any list they might have of women in the industry. I would place a deadline on submitting the survey. At that point I would compile all of the data and present my findings in the form of a research paper with citations in MLA format. I will continue to work closely with my advisor, Nancy Carlson, to set personal deadlines and goals.

6. While the topic of this project was inspired by personal curiosity, I feel as though the results will be beneficial to all women in or entering television news. Not only will it reflect the current environment of the news industry in regards to parenthood, it will also reflect the personal opinions and experiences of the women I survey. Women who are going into this field will be able to get a better feel for the career they are about to enter. If parenthood is something they see in their future, knowing what to expect when that times comes is essential to job satisfaction. I can certainly relate to the few women who happen to have families before entering the news industry. How receptive will this industry be? What benefits or challenges can we expect? All of this and more will hopefully become clear in the upcoming months through the aid of this study. For professional women who work in the industry already, this will help satisfy their curiosity about what other women have gone through. It helps them expose their experiences in a way most have probably not been able to previously. They can then compare their history with other women about a topic of very high importance.

For men who read this research, it can be beneficial as well. Realistically, men are in more managerial positions, and if they had a compilation of experiences about the supportive or unsupportive nature of news when it comes to mothers, it may influence the way that they lead their stations in the future. Knowledge can lead to understanding and compassion. The overall goal is to make everyone interested in the impact of parenthood on women in television news more aware of the balancing act that takes place on a daily basis.

______________________________ Date
Student Signature

______________________________ Date
Project Advisor's Signature

______________________________ Date
Honors College Approval
GUIDELINES FOR PREPARING THE NARRATIVE DESCRIPTION OF THE RESEARCH STUDY

Instructions: The following information must be uploaded, along with the Human Subjects Research Application Form, as a separate attachment. Using the headings listed in each section below and in the order presented, address each section completely. Save the document as a *.doc, *.pdf, or *.rtf file. The information provided for each section should be complete and should not refer to another section of the protocol. If a section is not applicable for your protocol, indicate in that section, “Not Applicable.” Number each page of the document.

Do not assume that all of the members of the IRB have a working knowledge of your field of research. Therefore, provide explanations of acronyms, technical terms and procedures, and any other elements of the protocol with which a layperson might not be familiar.

Reminder: protocols should be submitted at least four (4) weeks prior to the proposed start of the research to allow sufficient time for the review process.

SECTION 1 – TITLE, PURPOSE OF THE STUDY, AND RATIONALE

1.1 Title. State the title of the research project. If the title of the protocol is not the same title that is to appear in the Informed Consent document or introductory letters, justify this alteration in Section 9.2.

1.2 Purpose of the study. State the objectives of the research and, when appropriate, any hypotheses you have developed for the research.

1.3 Rationale. Explain the need for the research. Describe the data that the project is expected to provide and how the data will contribute to existing information in the field. Provide a concise description of the previous work in the field.

SECTION 2 – DESCRIPTION OF SUBJECT POPULATION

2.1 Number of subjects. Indicate the approximate number of subjects.

2.2 Describe the subject population. Describe the characteristics of all subject populations to be included in the study; include any special criteria required as a result of the experimental design, e.g., healthy long distance runners. The age, sex, ethnicity, etc. should be indicated.

For non-exempt research, federal guidelines require an equitable distribution of the benefits and burdens of research risks. Therefore, if the subject population is restricted based on age, sex, or ethnicity, a compelling justification must be provided. If the research will involve a vulnerable population (e.g., children, the elderly, pregnant women, fetuses, persons who are cognitively impaired, prisoners, etc.), provide a justification for the inclusion of such populations.
For research that involves prisoners as subjects, please contact the IRB office early, as additional protections must be included and additional requirements exist for review. Allow several months for this process.

2.3 Describe any specified inclusion/exclusion criteria. Indicate any inclusion criteria that the subject must meet to be considered for the study. Describe any exclusion criteria that would prevent an individual from being considered as a subject. Also, state any exclusion criteria that would eliminate the subject after the subject has started the study (e.g., the subject experiences symptoms that would put him or her at a greater risk, the subject is not adhering to the protocol, etc.).

SECTION 3 – SUBJECT RECRUITMENT

3.1 Describe the method of subject recruitment. Explain how subjects will be identified, selected, and recruited. Identify who will conduct recruitment and any relationship between the recruiter and the subject population (e.g., instructor and students, physician and patient). If multiple recruitment attempts will be made, discuss how many attempts will be made and the procedure for each attempt. Upload as separate attachments any advertisements, scripts, letters of recruitment, or other materials that will be used for recruitment purposes.

SECTION 4 – METHODS AND PROCEDURES

4.1 Describe the methods and procedures to be used. Describe the study design and all procedures in which the subject will be asked to participate. Indicate the location of the research setting and how surveys and questionnaires will be returned to the researcher (will they be sealed in an envelope and returned to the researcher, collected by someone other than the researcher, etc.), if applicable. If the research involves more than one visit to the research location, specify the procedures to take place at each session, the amount of time for each session, the amount of time between sessions, and the total duration of participation. Providing a timeline is suggested. If multiple researchers will be involved in the project, identify who will conduct which procedures. If the research involves surveys, questionnaires, or interviews, upload as separate attachments any nonstandardized or modified standardized instruments and/or interview questions.

SECTION 5 – ANONYMITY/CONFIDENTIALITY OF DATA

5.1 Describe how data will be collected and stored. Indicate how the data will be collected, recorded, and used. Will the data be anonymous or confidential? Describe the provisions for maintaining the privacy and confidentiality of the subject and data, as appropriate. If pseudonyms will be used, discuss when pseudonyms will be used (e.g., during the interview process, not until transcription, etc.).
Data are considered to be anonymous only if there exists no means by which the researcher may identify the subject with his/her data at any time during the study. When coding the identity of the subject and his or her data by using personal identifiers, there exists a means for identifying the subject, and therefore the data are not considered to be anonymous.

Also indicate where the data will be stored, how long they will be retained, who will have access to the data, and when/how data will be destroyed (if appropriate). If the data are coded with respect to subject identity, describe the method of coding – how codes will be generated and applied, what identifiable data will be associated with the codes, who will have access to a key to the codes, where the key to the codes will be stored, and how long the key to the codes will be retained.

SECTION 6 – POTENTIAL RISKS AND BENEFITS

6.1 **Describe the potential risks and discomforts.** Provide a description of the anticipated potential risks and discomforts associated with this research. Indicate whether the research is of minimal risk or greater than minimal risk to the subject.

A risk or discomfort is a potential harm associated with the research that a reasonable person would consider important in deciding whether or not to participate in the research. Risks may generally be categorized as physical, psychological, sociological, and legal. The federal regulations (45 CFR 46) define minimal risk thusly: "...the probability and magnitude of harm or discomfort anticipated in the research are not greater in and of themselves that those ordinarily encountered in daily life or during the performance of routine physical or psychological examinations or tests."

6.2 **Describe how the risks will be minimized.** Describe the precautions and safeguards that will be in place to minimize the risks to the subject. For research involving the risk of physical injury, describe the available emergency care in the event of a research-related injury. For research involving psychological risks, describe any plans for intervention (including reporting that may be mandated by federal/state law or licensure) and the events or subject responses that would prompt the exercise of such plans.

6.3 **Describe the potential benefits.** Describe any potential benefits of the research to the subject and/or to society. Incentives and enjoyment of the study should not be considered as benefits. Keep in mind that some studies may not involve direct benefits to the subjects, but instead benefits may be accrued to society rather than to the individual.

SECTION 7 – SUBJECT INCENTIVES/INDUCEMENTS TO PARTICIPATE
7.1 **Describe any inducements/incentives to participate that will be offered to the subject.** Describe any incentive/inducement (e.g., research credit for a course, stickers, t-shirts, shoes, cash, etc.) that the subject will receive, including the amount, timing, and prorating (if appropriate) of the incentive. *An incentive/inducement must not be of sufficient magnitude as to be coercive.* If the subject is to receive a financial inducement for participation in research that will take place over more than one session, the method of prorating the payment must be described. *An incentive/inducement is not a benefit of participation in the research and should not be described as such in the Potential Risks and Benefits section.*

**SECTION 8 – OTHER FINANCIAL CONSIDERATIONS**

8.1 **Describe any financial expense to the subject.** Describe any expenses associated with participation in the research project that the subject will be expected to personally incur, e.g., purchase the food to be consumed as a part of the research, supply his or her own training shoes, provide for the cost of medical tests, travel to/from the research location, etc. Describe any such expenses that will be covered by the researcher as a part of the subject’s participation.

8.2 **Describe any provisions for compensation for research-related injury.** For research involving a risk of physical injury, describe the responsibility of Ball State University and its agents for the cost of medical care as a result of a research-related injury. The IRB has begun suggesting use of standard phrasing regarding reimbursement of subjects for costs of care related to injuries or illness experienced during the course of participation in a research study. The recommended phrasing is as follows: “Emergency medical treatment is available if you become injured or ill during your participation in this research project. You will be responsible for the costs of any medical care that is provided. It is understood that in the unlikely event of an injury or illness of any kind as a result of your participation in this research project that Ball State University, its agents, and employees will assume whatever responsibility is required by law. If any injury or illness occurs in the course of your participation in this research project, please seek treatment as appropriate and notify the Principal Investigator as soon as possible.”

For research involving psychological risk, the suggested phrasing for use in studies limited to subjects from Ball State University is as follows: “Counseling services are available to you through the Counseling Center at Ball State University (765-285-1376) if you develop uncomfortable feelings during your participation in this research project. You will be responsible for the costs of any care that is provided [note: Ball State students may have some or all of these services provided to them at no cost]. It is understood that in the unlikely event that treatment is necessary as a result of your participation in this research project that Ball State University, its agents and employees will assume whatever responsibility is required by law.” The suggested phrasing for use in studies with
subjects from outside Ball State University is as follows: “Counseling services can be obtained from NAME OF RESOURCE (phone number) if you develop uncomfortable feelings during your participation in this research project. You will be responsible for the costs of any care that is provided. It is understood that in the unlikely event that treatment is necessary as a result of your participation in this research project that Ball State University, its agents and employees will assume whatever responsibility is required by law.”

SECTION 9 – INFORMED CONSENT

It must be emphasized that obtaining informed consent is a conscious process, not merely a perfunctory signature on a piece of paper. It is the researcher’s responsibility to make sure that the subject fully understands his or her involvement as a subject in the research project. The consent process, ensuring that the subject understands the procedures and what is expected of him or her, is an ongoing process throughout the duration of the research project.

9.1 For non-exempt research studies, describe the process of obtaining the informed consent of the subject. (If your study may be appropriate for exemption, see Section 9.3.) Upload the Informed Consent document as a separate attachment. The Consent form should be in lay language (eighth grade reading level) and written in second person (i.e., You will be expected to…). The following basic elements must be in the Informed Consent document (sample Informed Consent documents are available at www.bsu.edu/irb):

- a. State the title of the research.
- b. State that the study involves research.
- c. Explain the purpose(s) of the research.
- d. Provide a brief rationale for conducting the research.
- e. State the subject’s expected duration of the research.
- f. Describe the procedures to be followed. Fully describe any procedures that are experimental.
- g. Describe any reasonably foreseeable risks or discomforts that the subject might experience.
- h. Describe any benefits to the subject or to others that may reasonably be expected as a result of the research.
- i. Where appropriate, provide a disclosure of appropriate alternative procedures or courses of treatment, if any, which might be advantageous to the subject.
- j. Describe the extent to which the confidentiality of the records identifying the subject will be maintained, and where/how long data will be retained or when they will be destroyed.
- k. For research involving more than minimal risk, provide an explanation as to whether any compensation is offered, and an explanation as to whether any medical treatments are available if injury occurs and, if so, what the treatments are.
- l. Provide an explanation of who to contact for questions regarding:
i. The subject’s rights (the IRB: “For questions about your rights as a research subject, please contact Research Compliance, Office of Academic Research and Sponsored Programs, Ball State University, Muncie, IN 47306, (765) 285-5070, irb@bsu.edu.”)

ii. The research (the researcher, Faculty Sponsor, or other Key Personnel)

iii. Research-related injury (may vary, usually the researcher).

m. Include a statement that participation in the study is voluntary and that subjects are **free to discontinue participation** at any time without prejudice from the investigator.

n. Include for the subject, a statement of agreement to participate which is followed by **signature and date lines**.

o. At the bottom of the page, include a **contact information block** identifying the Principal Investigator. Include rank, department, telephone number, and email address. In the case of a student investigator, also include complete contact information for the Faculty Sponsor.

p. On the bottom of each page of the Informed Consent document, type the date of the creation (or revision) of the current Consent form.

These are the basic elements of an Informed Consent document. Depending on the specifics of a study, additional items may need to be included, i.e., a description of monetary or material inducements, a statement regarding Standard Precautions if blood or tissue samples are to be obtained, etc.

Please note that when subjects are minors, it is not an Informed Consent document that is used but a Parental Permission form which is addressed to the parent. A Parental Permission form contains the same information as is required for an Informed Consent document, however, an Assent statement (when appropriate for the age, maturity, ability of the children) must be included to allow for the minor to indicate his or her affirmative agreement to participate in the research.

**The researcher must understand that the Informed Consent agreement (written or oral) entered into with the subject should include no exculpatory language by which the subject is made to waive, or appear to waive, any of his or her legal rights, or to release the institution or its agents from liability for negligence.**

The sample Informed Consent documents are intended to give a general sense of what an Informed Consent document should include. Each research project is unique and, as such, no one Informed Consent document will apply to every research project. Therefore, the provided samples are **examples, not templates**. The investigator should include all of the information that the subject will need to make an informed decision as to whether or not to participate in the research project.

**9.2** If any of the required elements must be waived (for example, if the true purpose of the study cannot be disclosed), please discuss what information will be altered or will not be provided to subjects and the rationale for altering or withholding
this information. Describe the plan for providing the corrected or withheld information to subjects (debriefing after participation), or discuss the rationale for not providing this information to subjects after their participation. Upload a copy of any written debriefing statements or scripts for verbal debriefing as a separate attachment.

9.3 For studies that are eligible for exemption, informed consent and documentation of informed consent are not requirements. (Studies which would require incomplete disclosure or deception are not eligible for exemption.) However, it is usually appropriate and often expected that subjects will be provided with written information about the study – to inform them about the study, to assist subjects with their decision about participation, to provide contact information should they have questions – that they may access or retain for future reference. This information may be provided in the form of an introductory letter, an information and credit page, a website, or other means.

Describe how and when written information about the study will be provided to subjects. Upload the introductory letter as a separate attachment. If this information is combined with a mechanism for collecting identifiers about the subjects in order to conduct follow-up contacts, assign research credit, or for other purposes, indicate whether the identifiable information will be associated with research data and how the identifiers will or will not be matched with research data.

SECTION 10 – ADDITIONAL MATERIALS

10.1 List all attachments related to or referenced in this narrative.

Upload with the protocol as separate attachments any additional materials such as recruitment materials, introductory letters or scripts, consent documents, debriefing statements or scripts, surveys/questionnaires, interview questions or scripts, cover letters to the subject that will accompany a survey or questionnaire, stimuli to be used in experimental designs, or letters of permission from institutions or organizations to conduct the research at their sites.
Megan Trent

Narrative Description

1.1. “Women in Television News with Children”

1.2 I plan to examine the role parenthood plays in the lives of women in the television news industry. Through responses to an online survey, my goal is to measure the impact of having children on women employed in this specific career field. I have already done significant amounts of work towards this goal. My anticipated outcome is to have at least 100 women respond to an emailed survey. I will then take the data I receive and present the information in the form of a research paper.

1.3 While the topic of this project was inspired by personal curiosity, I feel as though the results will be beneficial to all women in or entering television news. Not only will it reflect the current environment of the news industry in regards to parenthood, it will also reflect the personal opinions and experiences of the women I survey. Women who are going into this field will be able to get a better feel for the career they are about to enter. If parenthood is something they see in their future, knowing what to expect when that times comes is essential to job satisfaction.

As a mother myself, I can certainly relate to the few women who happen to have families before entering the news industry. How receptive will this industry be? What benefits or challenges can we expect? All of this and more will hopefully become clear in the upcoming months through the aid of this study. For professional women who work in the industry already, this will help satisfy their curiosity about what other women have gone through. It helps them expose their experiences in a way most have probably not been able to previously. They can then compare their history with other women about a topic of very high importance.

For men who read this research, it can be beneficial as well. Realistically, men are in more managerial positions, and if they had a compilation of experiences about the supportive or unsupportive nature of news when it comes to mothers, it may influence the way that they lead their stations in the future. Knowledge can lead to understanding and compassion. The overall goal is to make everyone interested in the impact of parenthood on women in television news more aware of the balancing act that takes place on a daily basis.

Bob Papper, formerly of Ball State University, is a well respected author and professor in the field of Telecommunications. His work in Radio Television News Directors' Communicator industry trade magazine thoroughly examines the role of women in broadcasting. However, I have been unable to find a survey like mine that fulfills my research goal. The following are journal articles I found most related to my subject:

Chapter:
Articles:

- “Record Numbers for Women and Minorities.” RTNDA Communicator (July/August 2008).
- “Little to Cheer About.” (Women and minorities in radio and television news) RTNDA Communicator (July/August 2007).
- “A Year of Extremes.” (Women and minority survey) RTNDA Communicator (July/August 2006).
- “Running in Place.” (Women and minorities in radio and television news) RTNDA Communicator (July/August 2005).
- “Where Are They Now?” (Minority award winners in radio and television news) RTNDA Communicator (July/August 2005).
- “Seeking Diversity in Small Markets.” RTNDA Communicator (July/August 2004).
- “Recovering Lost Ground.” RTNDA Communicator (July/August 2004).
- “Where Are They Now.” RTNDA Communicator (July/August 2003).
- “Making Diversity Work.” RTNDA Communicator (July/August 2002).
- “Mixed Results for Women and Minorities,” co-authored with Michael Gerhard. RTNDA Communicator (July/August 2002).
- “Up From the Ranks: How to Groom Women and Minorities for Management” and “Women and Minorities in Radio and Television News,” co-authored with Michael Gerhard. RTNDA Communicator (July/August 2001).
- “Minority Hiring May Be Facing Retrenchment.” USA Today Magazine (March 2000).
- “Making a Difference,” co-authored with Michael Gerhard. RTNDA Communicator (July 1999).
- “Moving Forward, Falling Back,” co-authored with Michael Gerhard. RTNDA Communicator (October 1997).
- “Newsroom Diversity Remains an Elusive Goal,” co-authored with Andrew Sharma. RTNDA Communicator (October 1995).

There have been other articles written about women and family published. Those have also been different than the survey I hope to conduct. The results of my survey will more broadly examine how women balance family life and their careers. Some additional articles that touch upon this are as follows:

- “Kremer knew her field early,” The Boston Globe, November 3, 2006
- “Arlene Francis Paved Way for Women in TV,” Television Week, October 22, 2007
• “Pushing the Motherhood Cause; Group Works to Give Busy Women a Voice on Family Issues,” The Washington Post, May 13, 2007

2.1 I will send the survey to 1,000 women (subjects) in the television industry, hoping for a return of 100 completed surveys.

2.2 The sample I hope to reach will be a combination of women in on-air and off-air positions in the television news industry. They will come from different sizes of markets across the United States. I hope to get a variety of ages, races, and job titles. All women must be over 18 years old.

2.3 This survey refers to children that the subject has direct experience parenting. The children can be biological, adopted, living outside of the home, step-children, etc. The only qualification is that the study subject has had some input into the children’s parenting at some point during their lives. A subject could be excluded from the study if they do not complete a majority of the survey before submitting it for review. Partial surveys will be accepted if a majority of the questions have been answered. Of course, a subject can choose not to take the survey, not to complete the survey completely, or to stop taking the survey at any time.

3.1 A challenge arises in getting a database of names from which I can contact subjects. With this in mind, I recently joined the organization American Women in Radio and Television. They have given me permission to use their directory to gather names. I will credit them in my research paper. Attached is an email from AWRT stating that if I joined the organization, I would receive the membership directory which would give me my subjects. I have subsequently joined the organization.

4.1 I plan to use the online survey generator Survey Monkey to input my questions (see attached document) and email out the survey. All the subjects will need to do is spend around 10 minutes completing the survey and then submit their responses through Survey Monkey. The responses will be anonymous, since there will be no way for me to identify the names or contact information of subjects. They can take this one-time survey at any time or location.

5.1 Even though I will attribute quotes to a person’s demographic characteristics, the specific person will not be identifiable (i.e., the data will be anonymous). I will store the information that I receive from survey monkey on my personal computer, which is password protected. No one else will have access to this information at any time outside of myself and my advisor, Nancy Carlson. I will not have access to specific names or information. Survey monkey will only provide me with the responses to their survey questions, which will provide me with demographic characteristics. The responses will be compiled and put into a research paper. If a specific quote or piece of information is used, the person may be described through characteristics such as, but not limited to, market size, number of children, or region. This will be explained to subjects prior to taking the survey. The anonymous data will be stored on my computer for an extended period of
time in the hopes that I will build upon it for a Masters thesis in the future. It will remain password protected.

6.1 This survey is of the smallest amount of risk possible. The questions are not overly personal, and the topic is something most women would discuss with any co-worker. I feel as though it adheres strictly to the federal regulations (45 CFR 46) definition of minimal risk: "...the probability and magnitude of harm or discomfort anticipated in the research are not greater in and of themselves that those ordinarily encountered in daily life or during the performance of routine physical or psychological examinations or tests." There is no physical test of any kind. It is a one time commitment that takes around 10 minutes to complete in the privacy of their home or office.

6.2 If they are uncomfortable with any questions, they can leave them blank. If they do not wish to take the survey, they simply can chose not to fill it out.

6.3 While the topic of this project was inspired by personal curiosity, I feel as though the results will be beneficial to all women in or entering television news. Not only will it reflect the current environment of the news industry in regards to parenthood, it will also reflect the personal opinions and experiences of the women I survey. Women who are going into this field will be able to get a better feel for the career they are about to enter. If parenthood is something they see in their future, knowing what to expect when that times comes is essential to job satisfaction.

I can certainly relate to the few women who happen to have families before entering the news industry. How receptive will this industry be? What benefits or challenges can we expect? All of this and more will hopefully become clear in the upcoming months through the aid of this study. For professional women who work in the industry already, this will help satisfy their curiosity about what other women have gone through. It helps them expose their experiences in a way most have probably not been able to previously. They can then compare their history with other women about a topic of very high importance.

For men who read this research, it can be beneficial as well. Realistically, men are in more managerial positions, and if they had a compilation of experiences about the supportive or unsupportive nature of news when it comes to mothers, it may influence the way that they lead their stations in the future. Knowledge can lead to understanding and compassion. The overall goal is to make everyone interested in the impact of parenthood on women in television news more aware of the balancing act that takes place on a daily basis.

7.1 There are no inducements or incentives to participate in this study. Women may, however, find it rewarding to help other women in television news through their experiences.

8.1 There is no financial expense to the subject.

8.2 There are no provisions for compensation, since there is no possibility for research-related injury. This study is not physical in any way.
9.1 I believe that this should be an exempt study. I will, however, provide the subjects with information about the study and contact information through an introductory statement.

9.2 Nothing will be withheld from participants other than the identities of other participants.

9.3 I have corrected my consent form and attached the updated version.

10.1 I have attached my survey, the consent form, the Human Subjects Application form, and this narrative. I wish for this survey to be considered for exemption. Thank you.
Certificate of Completion

The National Institutes of Health (NIH) Office of Extramural Research certifies that Megan Trent successfully completed the NIH Web-based training course "Protecting Human Research Participants".

Date of completion: 10/21/2008
Certification Number: 119568
Certificate of Completion

The National Institutes of Health (NIH) Office of Extramural Research certifies that Nancy Carlson successfully completed the NIH Web-based training course “Protecting Human Research Participants”.

Date of completion: 10/15/2008

Certification Number: 118247
HUMAN SUBJECTS RESEARCH APPLICATION

Protocol title: Women in Television News with Children

Proposed project dates: begin: 09-01-08 end: 12-20-08

Principal Investigator: Megan Trent E-mail: mjtrent@bsu.edu
Department: Telecommunications Telephone: (765)749-9344

(check all that apply) □ Faculty/Staff □ Graduate student □ Undergraduate student □ Unaffiliated

(If the PI is a student researcher or not affiliated with Ball State University, a Faculty Sponsor must be listed below.)

Faculty Sponsor: Nancy Carlson E-mail: ncarlson@bsu.edu
Department: Telecommunications Telephone: (765)285-1489

If this project is funded or if the investigator is seeking funding, list the agency(s) and/or sources. (If the title of the grant application differs from the title of the IRB protocol, also specify the grant application title.)

I am not seeking funding.

To comply with the federally-mandated educational requirement, you (and all Key Personnel for this project -- including the faculty advisor/sponsor) must have completed the online tutorial on the protection of human subjects. A copy of the computer-generated certificate indicating your successful completion of this tutorial must either be uploaded with this application or be on record in the Office of Academic Research and Sponsored Programs.

Have you and all Key Personnel completed this online tutorial? □ Yes □ No

Principal Investigator Assurance Statement

I have read and understand Ball State University's "Policy for the Protection of Human Subjects in Research" as stated in the Faculty and Professional Personnel Handbook, and I agree:

a) to accept responsibility for the scientific and ethical conduct of this research study,

b) to obtain IRB approval prior to revising or altering the research protocol or the approved Informed Consent text, and
c) to report immediately to the IRB any serious adverse events and/or unanticipated problems which occur as a result of this study.

The Principal Investigator must electronically sign this study prior to submitting the protocol to the IRB for review.

When you sign this study as the Principal Investigator, you are also agreeing to the terms in the Principal Investigator Assurance Statement above.
Faculty Sponsor Assurance Statement
As the Faculty Sponsor for this study, I certify that I have reviewed this protocol and affirm the merit of this research project and the competency of the investigator(s) to conduct the project. My involvement in this study is as follows (check one option):

- I will be involved in this project. My name is listed and my responsibilities (described in the Key Personnel section) include supervision and oversight of this project.

- I will be involved in this project. My name is listed and my responsibilities (described in the Key Personnel section) in this project are limited (e.g., data analysis only). I affirm that this investigator has the competency to conduct this research study without my supervision or that of any other faculty or staff member of Ball State University.

- I will not be involved in any aspect of this project (including data collection). However, I have reviewed this protocol and the investigator’s research experience and expertise. I affirm that this investigator has the competency to conduct this research study without my supervision or that of any other faculty or staff member of Ball State University.

A Faculty Sponsor must electronically sign this study for all student research projects and for all persons not affiliated with Ball State University before the protocol is submitted to the IRB for review. When you sign this study as the Faculty Sponsor, you are also agreeing to the terms in the Faculty Sponsor Assurance Statement above and accepting responsibility for ensuring that the terms of the Principal Investigator Assurance Statement are met.

Key Personnel
List all persons, other than the PI, who will have a role in the research project (refer to an attachment if necessary):

Name: Nancy Carlson
Department: Telecommunications
Responsibilities: This person's role will be to guide and advise the Principal Investigator during the study.

Name: 
Department: 
Responsibilities: 

Name: 
Department: 
Responsibilities: 

Name: 
Department: 
Responsibilities: 

Name: 
Department: 
Responsibilities: 

Name: 
Department: 
Responsibilities: 

Name: 
Department: 
Responsibilities: 

Page 2 of 3
Subject Population

Check all categories that apply to the subjects:

☐ Cognitively impaired  ☐ Pregnant women
☐ Minors (individual under age 18 years)  ☐ Prisoners
☐ Normal healthy volunteers  ☐ Students
☐ Patients/clients  ☐ Student athletes
☐ Other, explain: Women in television news with children

Will information pertaining to the research be withheld from subjects (incomplete disclosure/deception)? ☐ Yes  ☐ No
If yes, for what purpose?

List the location(s) where the research will be conducted: The survey will be emailed to subjects and then submitted electronically.

If advertisements will be used to recruit subjects, indicate the format(s) to be used:

☐ Flyer  ☐ Radio
☐ Newspaper  ☐ Television (e.g., public access channel)
☐ Electronic media, describe: ____________________________
☐ Other, describe: ____________________________

Collaborators and Permissions

If any part of the research is to be conducted at another institution with a collaborator, provide the following information for the research collaborator:

Name: ____________________________
Title: ____________________________
E-mail: ____________________________
Telephone: ____________________________
Address: ____________________________

If any part of the research is to be conducted at an institution, or in conjunction with another organization, other than Ball State University, provide the name and contact information for a person who is authorized to give permission to conduct the research. Generally, this will be the person who would write a letter of permission to conduct the research.

Name: ____________________________
Title: ____________________________
E-mail: ____________________________
Telephone: ____________________________
Address: ____________________________
BEFORE TAKING THIS SURVEY, PLEASE REVIEW THE INFORMATION BELOW.

Study Title  Women in Television News with Children

Study Purpose and Rationale
This study is being done as part of a senior honor’s thesis at Ball State University in Muncie, Indiana. The purpose of this research project is to examine how parenthood affects women employed in television news. Findings from this research may help women entering this field better understand the balance between family and career. In addition, other women in television news may find it useful in connection to their own experiences.

Inclusion/Exclusion Criteria
To be eligible to participate in this study, you must be at least 18 years of age and employed in the television news industry in some aspect. The survey refers to children that you have direct experience parenting. They can be biological, adopted, living outside of your home, stepchildren, etc. The only qualifications is that you have had some input into their parenting at some point during their lives.

Participation Procedures and Duration
For this project, you will be asked to complete a brief online survey. It will take approximately 10-15 minutes to complete.

Data Confidentiality or Anonymity
All data will be anonymous. No one, including myself, will have access to your name or contact information. In my research you will only be identified by demographic characteristics such as age, number of children, market size, etc. Your opinions and quotes can also only be identified in this manner.

Storage of Data
The data, although containing no identifying information, will be stored on the researcher’s personal computer and password protected. It will be stored for use in a Master’s thesis at an undetermined later date.

Risks or Discomforts
The only anticipated risk from participating in this study is that you may not feel comfortable answering some of the questions. You may choose not to answer any question that makes you uncomfortable and you may quit the study at any time.

Benefits
One benefit you may gain from participating in this study may be a better understanding of how women in this career field are affected by parenthood and in turn how television news is influenced by women with children.

Voluntary Participation
Your participation in this study is completely voluntary and you are free to withdraw your permission at anytime for any reason without penalty or prejudice from the investigator. Please feel free to ask any questions of the investigator at any time before, during, or after the study.

IRB Contact Information
If one’s rights as a research subject, you may contact the following: Research Compliance, Office or Academic Research and Sponsored Programs, Ball State University, Muncie, IN 47306, (765) 285 5070, irb@bsu.edu.

Date Last Updated: 12/18/2008
Researcher Contact Information

Principal Investigator:
Ms. Megan J. Trent, Undergraduate Telecommunications
Ball State University
Muncie, IN 47306
Telephone: (765) 749-9344
Email: mjtrent@bsu.edu

Faculty Supervisor:
Ms. Nancy Briggs Carlson
Telecommunications
Ball State University
Muncie, IN 47306
Telephone: (765) 285-1489
Email: ncarlson@bsu.edu
My name is Megan Trent, and I am a senior honors student at Ball State University in Indiana. I am conducting this survey as part of my thesis - a research paper that will be completed in December. This survey is intended to measure the impact of children on women in television news. As a mother myself, I believe it would be extremely useful to better understand the work environment in which I am about to enter. Other women in this field could also greatly benefit from your experiences and opinions in their daily juggle between work and family.

Thanks for your participation!

Megan Trent
mjtrent@bsugmail.net

Here is a link to the survey:
https://www.surveymonkey.com/s.aspx

BEFORE TAKING THIS SURVEY, PLEASE REVIEW THE INFORMATION BELOW.

Study Title:
Women in Television News with Children

Study Purpose and Rationale:
This study is being done as part of a senior honors thesis at Ball State University in Muncie, Indiana. The purpose of this research project is to examine how parenthood affects women employed in television news. Findings from this research may help women entering this field better understand the balance between family and career. In addition, other women in television news may find it useful in connection to their own experiences.
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To be eligible to participate in this study, you must be at least 18 years of age and employed in the television news industry in some aspect. The survey refers to children that you have direct experience parenting. They can be biological, adopted, living outside of your home, stepchildren, etc. The only qualifications are that you have had some input into their parenting at some point during their lives.

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The data, although containing no identifying information, will be stored on the researcher’s personal computer and password protected. It will be stored for use in a Master’s thesis at an undetermined later date.

Risks or Discomforts:
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Benefits:
One benefit you may gain from participating in this study may be a better understanding of how women in this career field are affected by parenthood and in turn how television news is influenced by women with children.

Voluntary Participation:
Your participation in this study is completely
voluntary and you are free to withdraw your permission at anytime for any reason without penalty or prejudice from the investigator. Please feel free to ask any questions of the investigator at any time before, during, or after the study.

IRB Contact Information:
For one's rights as a research subject, you may contact the following: Research Compliance, Office of Academic Research and Sponsored Programs, Ball State University, Muncie, IN 47306, (765) 285-5070, irb@bsu.edu.

Researcher Contact Information:
Principal Investigator:
Ms. Megan J. Trent, Undergraduate Telecommunications
Ball State University
Muncie, IN 47306
Telephone: (765) 749-9344
Email: mjtrent@bsugmail.net

Faculty Supervisor:
Ms. Nancy Briggs Carlson Telecommunications
Ball State University
Muncie, IN 47306
Telephone: (765) 285-1489
Email: ncarlson@bsu.edu

This link is uniquely tied to this survey and your email address, please do not forward this message.

Please note: If you do not wish to receive further emails from us, please click the link below, and you will be automatically removed from our mailing list. https://www.surveymonkey.com/optout.aspx
Welcome to IRBNet!

Please confirm your affiliation with Ball State University by clicking on the following link:
https://webmail.bsu.edu/owa/redir.aspx?
C=bba29cfd2b5944cd97e24d57b340e582&URL=https%3a%2f%2fwww.irbnet.org%3a443%2frelease%2fpublish%2fact.
sp%3f%3d384197%26a%3dDmHOZVVO

If you cannot click on the above link, you may copy and paste the link into your browser to confirm your affiliation.

Thank you,
The IRBNet Support Team

RE: Comments from AWRT Web Site

Lisa-Marie Gardner [lgardner@ambnet.org]

Sent: Wednesday, October 08, 2008 12:05 PM
To: Trent, Megan J

Megan –

Good Morning! Thank you so much for your message. To protect our member’s privacy we are not permitted to provide their contact information to anyone. My recommendation would be to join AWRT the $30 student rate. Once you do that you will have access to our member directory and you can pull email addresses for these members to communicate with them.

Also, I am interested in starting an AWRT student chapter at Ball State University. As a female student you think there is an opportunity for AWRT to form a student chapter? I met with women students at Howard University last night and they were very eager to form a chapter on their campus.

I hope this helps Megan and I look forward to hearing from you. Thanks!

Lisa-Marie
Membership Manager

---- Forwarded Message ----
From: "mjtrent@bsu.edu" <mjtrent@bsu.edu>
To: r3290@yahoo.com
Sent: Monday, October 6, 2008 1:36:54 PM
Subject: Comments from AWRT Web Site

American Women in Radio and Television,

I am an honors student at Ball State University in Indiana, and I am currently working on my senior honors thesis. My thesis focuses on the role parenthood plays in the lives of women in the television news industry. I have created a survey that I will send out to several hundred women employed in television news from across the country. I am writing today in hopes that your organization might have a database of names and/or email addresses that I could utilize in my research. In addition to my warmest appreciation, I would give AWRT credit in my research paper and any other works that stem from it. I am not seeking any money or funds; just a list of contacts. Thank you so much for your help, and I look forward to hearing from you soon.

Sincerely,

Megan Trent
(765)749-9344
mjtrent@bsu.edu

NAME: Megan Trent
TITLE: Mrs.
COMPANY: Ball State University
ADDRESS: 1640 N. New York Ave.
Muncie, IN 47304
PHONE: 765-749-9344
X:
E-MAIL: mjtrent@bsu.edu
IRBNet Board Action

Heather Miller [no-reply@irbnet.org]

Sent: Wednesday, October 15, 2008 4:45 PM
To: Carlson, Nancy Briggs; Trent, Megan J

Please note that Ball State University Research Committee has taken the following action on IRBNet:

Submission: [97784-2] The Impact of Parenthood on Women in Television News
Action: Withdrawn
Effective Date: 10/15/2008

Additional information is available in IRBNet.

Should you have any questions you may contact Heather Miller at hlmiller@bsu.edu.

Thank You,
The IRBNet Support Team

IRBNet Board Action
Heather Miller [no-reply@irbnet.org]

Sent: Wednesday, October 15, 2008 4:46 PM
To: Carlson, Nancy Briggs; Trent, Megan J; Boos, Amy K.; Siberell, David W

Please note that Ball State University Research Committee has taken the following action on IRBNet:

Submission: [97784-1] The Impact of Parenthood on Women in Television News
Action: Withdrawn
Effective Date: 10/15/2008

Additional information is available in IRBNet.

Should you have any questions you may contact Heather Miller at hlmiller@bsu.edu.

Thank You,
The IRBNet Support Team

IRBNet Board Action

Amy Boos [no-reply@irbnet.org]

Sent: Wednesday, October 29, 2008 1:49 PM
To: Carlson, Nancy Briggs; Trent, Megan J

Please note that Ball State University IRB has taken the following action on IRBNet:

Submission: [97784-3] The Impact of Parenthood on Women in Television News
Action: Exempt
Effective Date: 10/29/2008

Additional information is available in IRBNet.

Should you have any questions you may contact Amy Boos at akboos@bsu.edu.

Thank You,
The IRBNet Support Team

Study Overview

[97784-3] The Impact of Parenthood on Women in Television News

You have Full access for this study (Edit)

Research Institution: Ball State University, Muncie, IN
Study Title: The Impact of Parenthood on Women in Television News
Principal Investigator: Trent, Megan
Study Status: Exempt
Lock Status: Locked by your Board and not editable

The documents for this study can be accessed from the Study Designer.

Submitted to:

The previous package (97784-2) has a status of Withdrawn.

Shared with the following IRBNet users

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<td>Megan Trent</td>
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Welcome to IRBNet
Megan Trent

Study Manager
Create New Study

Study Administration
Study Overview
Study Designer
Share this Study
Sign Study
Submit this Study
Study History
Send Mail
Delete this Package

Study History

[97784-3] The Impact of Parenthood on Women in Television News

The following document packages are available in Study History:

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3 Packages found, displaying all Packages.

You are currently viewing this package.

Your current document package has already been submitted and your study is presently locked by your Board. You may prepare new or modified documents (such as Revision/Amendment materials, Renewal/Continuing Review materials, and Adverse Event Reports) by creating a new document package for this study.
[97784-3] The Impact of Parenthood on Women in Television News

This package is: Locked

Step 1:
Download blank forms, document templates and reference materials to assist you in assembling your document package.

Select a Library: Ball State University IRB, Muncie, IN

Select a Document:

Step 2:
Assemble your document package.

New and Revised Documents in this Package:

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