



Joan Duggan of Livonia gets help at home from sons Bob, 13, and Tim, 12. Bob won a toss with his brother just before this clean-up session started, so Tim washed dishes while his mother dried. (Staff photo by Bob Woodring)

Working moms mixing work with careers

By MARGARET MILLER

Can a woman who seeks a career in business also successfully fill the role of a wife and mother?

The answer, from several in this area who have tried it, is a resounding "yes, indeed!"

Ask them if it's worth the extra effort to fill both jobs, and the answer is still emphatically yes. But they also agree the double mantle shouldn't be taken on without purpose, realistic knowledge of the territory and planning forevermore.

"I've worked by choice for a majority of my married life," said Jeannie Young of Farmington, who has two kids in addition to being wife to Jerry and mother to Jeff and Nancy.

Mrs. Young teaches English at Har-

risson High School in Farmington Hills and then goes to the Plymouth Cultural Center to be a professional skating teacher for the Plymouth Figure Skating Club.

"I guess I'm a person who can't sit still," she added. "I felt and looked older when I wasn't working."

PAITIE KROHN, for the past year a real estate saleswoman with Metro-West ERA in Garden City, points out that her working has meant dividends for her family.

Her children have been taught independence, she said, and the family is able to have more time together when both she and her husband get away from work and they all head for their yacht at the St. Clair Club.

"I think they're proud of mom,"



Teaching figure skating, teaching English and being a homemaker keep the days filled for Jeannie Young (left) of Farmington. Here she

gives a lesson to Michelle Lacy of Plymouth. (Staff photo by Gary Caskey)

Mrs. Krohn said of Krist, 12, twins Gary and Kevin, 9, and Kelee, 7. "Sometimes they come to the office with me so they can see my desk and get an idea of the kinds of things I do there."

Charlotte Whitney of Ann Arbor returned to her job as a program coordinator for the University of Michigan Division of Management Education three months after her son was born.

"I didn't feel any of the guilt I expected," she said. She explained the baby was born last March and she stayed home until her husband, a member of the U-M Dearborn faculty, could take a two-month break. After that she started taking the baby to a licensed day care home where he could be with other children.

"It's probably easier in the academic world," she said. "I have an interesting career, and I want to continue it. I see no reason why I should feel more guilty than my husband does when he leaves to go to work." She added that her son is thriving in his present situation—"I've seen some interaction with the other children there already."

JOAN DUGGAN of Livonia, wife of a judge and mother of five sons, perhaps epitomizes in her current life style the need for juggling roles and being flexible.

"A couple of evenings ago," explained the director of community resources for her home city, "I left the office early and dashed home and hurried through dinner because my son had a soccer game."

"It rained, and my slacks got wet, and they were still wet when I left the game five minutes early to get to a meeting on a special program for senior citizens."

"But I had managed to get in all the necessary things for that day. That's what was important."

Mrs. Duggan said she finds in her work "great satisfaction because of the opportunity it gives me to help other women prepare themselves for jobs through volunteer work."

"I would not work just for the sake of working," she said, "because I've learned that once you commit yourself to a job, there's no more sitting and daydreaming. You have to plan very

carefully for everything, even fun."

She also noted that "every day somebody—husband, kids or job—gets the short end."

"But things seem to even out," she philosophized.

THE FOUR women in differing working situations agreed on a couple of major points. One is that there has to be job flexibility for a working mother; the other is that there has to be support on the home front.

"I'm always accessible," said Mrs. Whitney, who is either at her desk in the center for continuing education or reachable by co-workers. "I have a beeper system, so the family can get in touch with me during the day if there's a problem," stated Mrs. Krohn.

Mrs. Young pointed out that now her daughter also participates in skating "so she's with me" and in earlier days she could always be reached at the schools where she taught.

Mrs. Duggan found her first job after family most frustrating for just that reason. A registered nurse, she had gone to Madonna College to earn

her degree in nursing and then accepted a job as clinical instructor at the college.

"It was a situation in which if I was not there the students couldn't go on the floor, and as soon as I started working the boys started getting sick—really sick," she said. "I had to give up."

In the matter of home arrangements, Mrs. Whitney said her husband has shared from the beginning in the care of the baby and Mrs. Krohn said her husband and family have always been supportive.

"Jerry and I pretty much split things down the middle, since we both work and we both coach," said Mrs. Young.

Mrs. Duggan said she too gets help from a busy husband and has the sons trained to function "so I don't have to go home and scrape cereal off the table before I start supper."

"But I do think many women who take jobs have false expectations," she said. "Families can help, and many do, but the working woman should figure that the primary responsibility for running the home is still hers."

Personnel job brings personal joys

By SHERRY KAHAN

"There is a great deal of satisfaction in personnel work because of what you can do for people."

Sandra Hemak of employe relations and personnel at Federal Mogul Corp. was explaining the bright side of her job to a group of young women recently at a Madonna College career institute. She mentioned that a woman had recently come to her office to thank her.

"If you can give people confidence, make a difference in their lives, see them change for the better and get

promoted, it is personally satisfying," Mrs. Hemak said.

The dark side of her job, she indicated, was the necessity of telling employees they were laid off.

"Another disadvantage is having to take work home," she added.

Many people visualize the personnel department as the place where they nervously filled out job applications. But hiring and firing is only one of the tasks of the section.

Its employees also are involved with benefit programs such as pensions and insurance. "Having good benefits is becoming increasingly important to employees," Mrs. Hemak said.

The new flex time, whereby individuals can opt for more flexible working hours, is usually handled by personnel. Wages and salaries are analyzed there so that department is a good place for those who enjoy statistical work.

Labor relations is another aspect of personnel. "It's tough to get into," noted Mrs. Hemak. "They don't put trainees in this kind of work. You have to be more seasoned."

The newest aspect of personnel is human resources and development. "It's designed to identify skills of employees so they can be developed for promotion. This kind of work has attracted educators who in their school

work have developed organizing and planning abilities.

"Personnel work involves communication, both written and verbal," she said. "You have to relate to people so they will enjoy talking to you. A great deal of our work is guidance and counseling, sometimes it's 70 per cent of the job."

"We have to work through the difficulties people have on the job, help an employee deal with his supervisor, or the supervisor with a worker."

Students in the audience were advised to take business courses if they wished to land a job in personnel.

Degrees in psychology and industrial management also help.

"Make use of every resource," Mrs. Hemak said. "Study liberal arts, but get to know accounting, finance and introduction to marketing. Summer jobs can be critical. You may be able to make more money in certain jobs, but I would recommend taking less money and picking a job that will acquaint you with the business department. Or to get a wider view of industry, get a summer job in an auto factory. "Then when you prepare a resume for your first job, you will have something to bargain with, a track record."



SANDRA HEMAK

**SOME THINGS
NEVER CHANGE...**

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HIS DOG.
MOM'S
APPLE PIE.**

**AND A WOMAN'S
BEST FRIEND
IS STILL HER
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