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## Reflections from The Sloan Foundation

# PROFOUND CONSEQUENCES



Kathleen Christensen, Ph.D.

by Kathleen Christensen, Ph.D.

*Kathleen Christensen, Ph.D. is the Program Director for the Working Families Program at the Alfred P. Sloan Foundation. Dr. Christensen has articulated funding strategies designed to have an impact on our understandings of work and family issues and to promote innovative approaches to research. Over the past four years, Dr. Christensen has continued to refine these strategies so that they continue to challenge research, practice, teaching, and policy.*

*In each issue of the Work-Family Researchers On-line Newsletter, Dr. Christensen shares her insights about research trends and emergent work and family challenges. In addition, her column will discuss the cutting-edge strategies developed by the Alfred P. Sloan Foundation to enhance the well-being of today's working families.*

There are many layers to the challenges facing contemporary working families, but one of the most deep-seated is the lack of congruence between the supports offered by our social institutions and family roles and responsibilities. It is apparent that the structures of our communities, workplace policies, and governing laws have not kept pace with the changes in America's families. Despite the longstanding institutional lags that have complicated

and confounded our daily lives, we are just now beginning to see clusters of studies that rigorously examine these institutional factors.

If we want to reduce the constraints imposed by social institutions, work-family researchers, practitioners, and advocates need to carefully examine how a wide range of public policies have profound consequences for working families. Public policies reflect the assumptions about society and the functions of social institutions. The foundational assumptions of many laws reflect work-family lifestyles of a previous era. It is time for us to confront the fact that the assumptions made in earlier times may no longer fit with today's circumstances.

Some of the most obvious examples of asynchrony can be found in our labor and employment laws that define the guidelines and expectations for the employer-employee contract, such as hourly work, workers compensation, and unemployment insurance. For example, standards were established decades ago for overtime as protections for the employees. At that time, policy makers assumed that employers would limit mandatory overtime if the costs were sufficiently high ("time and a half"), thus affording some health and safety protections for hourly employees. However, given the rising costs of benefits, it is now often in the employer's best interests to require overtime by hourly workers rather than hiring additional employees. As a consequence, some employees are faced with tough choices regarding overtime: either they work overtime and reduce the time they might spend with their

*see Reflections from the Sloan Foundation, next page*

## Issue Highlights

# CREATING A FAMILY-FRIENDLY SOCIETY: POLICIES FOR THE PUBLIC GOOD



Marcie Pitt-Catsoupes, Ph.D.

For the past two decades, employees and employers alike have grappled with the challenges and conundrums that confront working families. Given the changing roles and responsibilities assumed by working men and women, pressure has been exerted on employers to be strategically responsive to the needs of their new workforces. To some, it has seemed as though a star was born: the family-friendly company.

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Over the years, a significant body of research has documented the critical contributions that employer-supported policies and programs can make to the quality of life of working families. However, the findings of these studies have also suggested that it will be necessary to expand and supplement the efforts of family-friendly companies if we want to support the long-term well-being of working families.

If we are going to continue to push the work-family agenda forward, it will be necessary to re-frame work-family issues as societal issues, no longer only

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## Issue Highlights, continued

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as family priorities or as business concerns. This is not a trivial shift. If we re-cast work-family issues as societal issues, we elevate the importance of family well-being to the level of a common good. Furthermore, this re-conceptualization communicates an expectation that all social institutions have some responsibility for the constraints and opportunities they offer to working families.

Where should we begin?

Fortunately, some work-family leaders have been trail-blazers who have begun to identify the types of public policy supports necessary for a family-friendly society. We are fortunate that several of these policy experts have contributed to this newsletter. In our feature articles, we highlight recent conversations with Randy Albelda of the University of Massachusetts Boston and Donna Lenhoff of the National Partnership for Women and Families. Much of Albelda's work has focused on state policies whereas Lenhoff has been a tireless advocate for the reform of federal policies, especially the Family and Medical Leave Act. We are also pleased to share with you two arti-

cles related to the 2000 Rosabeth Moss Kanter Award for Excellence in Work-Family Research. Erin Kelly discusses her research presented in the 1999 article co-authored with Frank Dobbin, "Civil rights law at work: Sex discrimination and the rise of maternity leave policies." We have featured Shelley MacDermid as the "boundary pusher" for this issue of the newsletter. MacDermid is the founder of the Rosabeth Moss Kanter Award, and she shares with us her perspectives about the importance of setting the standards for excellence in work/life studies.

Over the past year, there have been a number of indications that the work-family field is ready to enter into the uncharted territory of public policy. Our forays into this arena may well herald a new era focused on the building of a family-friendly society. It is likely that future policy reforms will reflect our past experiences with family-friendly workplaces; however, I hope that we will not be satisfied with the work-family agenda until we have created a bigger vision for a society that embraces and supports the needs of working families.

## Reflections from the Sloan Foundation, continued

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families, or they decline mandatory overtime and risk losing their jobs.

There are many other examples of problematic consequences of dated public policies. The laws that exempt self-employed individuals from publicly mandated benefits, such as contributions to unemployment insurance, were drafted at a time when it was assumed that the percentage of self-employed people was decreasing and that self-employed individuals would have less need for social protections than those working for large employers. With the surge of self-employed individuals in recent years, increasing numbers of working families are particularly vulnerable to micro and macro economic vicissitudes.

The examination of public policies is a daunting undertaking.

In the first place, the set of policies that need to be assessed for their impact on working families is very broad and extends beyond labor law. The list of policies is almost endless, and includes educational policies, environmental policies, housing policies, transportation policies, health care policies, and economic development policies. If we want to re-align our social institutions with the needs of working families, it is extremely important that we do not cast too small a net around a prescribed set of policies.

Secondly, the process of policy reform usually requires a willingness to invest significant time and effort before meaningful change is realized. The legislative process tends to be incremental, and often takes years of effort to achieve results. In the meantime, many families experience stresses because institutional supports do not mesh with their needs. Although it is critical that we continue to promote institutional reforms at the federal and state levels, we must not overlook the power of change in social institutions at the community level. There are numerous municipal laws and codes that affect work-family experiences. For example, housing codes can either facilitate or hinder telecommuting or having in-law apartments for elders needing care. Reform of school policies, such as the resources devoted to afterschool programs or decisions about school schedules, also have critical work-family consequences. Community change holds the promise of being "just in time" for today's working families.

At present, we have very little documentation of the consequences that different public policies have for contemporary families. It is essential that the research community devotes increasing attention to the policy arena, because the institutional reforms we set in motion today will become the work-family legacy that we leave to our children and to tomorrow's employees.



## A VISION FOR EXCELLENCE: THE 2000 KANTER AWARD

Marcie Pitt-Catsoupes, Ph.D.



Shelley MacDermid  
Ph.D.

*Editor's Note: Shelley MacDermid is truly a boundary-pusher. During the past year, Shelley provided leadership for the creation of the Rosabeth Moss Kanter Award, which recognizes excellence in work/life research. MacDermid partnered with the Boston College Center for Work & Family for the 2000 Kanter Award. Once the idea for the award had been developed, MacDermid approached the Center for Work & Family about collaboration. MacDermid states, "The reputation and expertise of the BC Center has been invaluable in bringing this award to life."*

*The first award has been granted to Erin Kelly and Frank Dobbin of Princeton University for their article, "Civil rights law at work: Sex discrimination and the rise of maternity leave policies," AJS, 105(2), 455-492. Our sincere congratulations to Kelly and Dobbin. The award was granted to Kelly and Dobbin at the 10th Anniversary meeting of the Boston College Work & Family Roundtable on October 19, 2000. A separate article about the work of Kelly and Dobbin is included in this issue of the On-Line Newsletter (see next page).*

*Shelley MacDermid is the Director of Purdue University's Center for Families and a faculty member in the Department of Child Development and Family Studies at Purdue. Through her research and extensive publications, Shelley has made significant contributions to the knowledge base of work and family issues. Shelley is currently the co-principal investigator on two grants: a four-year Military Family Research Institute study funded by the Department of Defense and a three year research project funded by the Alfred P. Sloan Foundation.*

*Information about the Center for Families can be found at:*

<http://www.cfs.purdue.edu/CFH/home.html>

For some time, Shelley MacDermid has had a vision for excellence. Having dedicated her career to the study of work and family issues, MacDermid wanted to encourage work and family investigators to articulate standards for research that would push the work/family agenda forward and begin to define the parameters of work and family studies.

According to MacDermid, there could be many benefits from focusing on excellence in research. The process of recognizing excellence will encourage researchers from different disciplines to be more aware of contributions that their colleagues are making. She states, "The interdisciplinary nature of the issues makes it very complicated for building the knowledge base. The work/family literature is scattered in many different journals, each reflecting a different discipline. At some universities, you would have to go to as many as 15 different libraries to access the range of relevant journals." MacDermid

thinks that the fragmentation of the literature has limited the cross-fertilization that might otherwise occur as academics and corporate practitioners try to keep up to date with current studies. In essence, as individual researchers, we are missing opportunities to look at issues from different vantage points.

Having previously participated in similar awards for research excellence, MacDermid established a four-step process:

- 1) inviting scholars from different disciplines to participate on the nominating/review panel;
- 2) having panel members nominate articles from 30 different peer review journals published during 1999;
- 3) having each of the nominated articles reviewed by at least two reviewers; and
- 4) having each panel member review and rate the top five articles.

### The 2000 Panel

**MacDermid coordinated the process of nominations, review, and ranking made by the following group of work/family researchers:**

**Lottie Bailyn, MIT**  
**Ellen Bankert, Boston College Center for Work and Family**  
**Rosalind Barnett, Brandeis University**  
**Gary Bowen, University of North Carolina - Chapel Hill**  
**Karen Crooker, University of Wisconsin - Milwaukee**  
**Bob Drago, Penn State University**  
**Linda Duxbury, Carleton University**  
**Naomi Gerstel, University of Massachusetts**  
**Linda Haas, Indiana University**  
**Briget Hiedemann, Seattle University**  
**Jeff Hill, Brigham Young University**  
**Ellen Kossek, Michigan State University**  
**Susan Lambert, University of Chicago**  
**Sharon Lobel, Seattle University**  
**David Maume, University of Cincinnati**  
**Marcie Pitt-Catsoupes, Boston College**  
**Phyllis Raabe, University of New Orleans**  
**Jackie Rogers, Penn State University**  
**Theresa Rothausen, University of St. Thomas**  
**Mary Secret, University of Kentucky**  
**Patricia Voydanoff, University of Dayton**  
**Mark Wardell, Penn State University**

*see Kanter Award, page 9*



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# "CIVIL RIGHTS LAW AT WORK: SEX DISCRIMINATION AND THE RISE OF MATERNITY LEAVE POLICIES"

*Editor's Note: Erin Kelly and Frank Dobbin received the first Rosabeth Moss Kanter Award for their article, "Civil Rights Law at Work: Sex Discrimination and the Rise of Maternity Leave Policies," (1999). AJS, 105(2): 455-492. In addition, the article won the Mary Parker Follett award for the best article in politics and history from the American Political Science Association.*

## Biographical sketch:

Erin Kelly received her B.A. from Rice University in 1993 and her Ph.D. in sociology from Princeton University in June 2000. She is currently an assistant professor at the University of Minnesota, where she teaches courses on gender, work, and family.

## Biographical sketch:

Frank Dobbin is Professor of Sociology at Princeton University. He studies the evolution of corporate human resource policies, and has most recently focused on how they are shaped by federal laws designed to promote equality of opportunity. His recent articles trace the spread of affirmative action programs, of diversity management policies, and of sexual harassment policies.

## An Interview with Erin Kelly

Editor's note: Erin Kelly kindly spoke with us about the award-winning paper and the research it generated. She began the paper as a graduate student at Princeton University when she took a methods course with Professor Frank Dobbin. Kelly tells an intriguing story of how their research shed light on the paradoxical power of "weak" administrative rulings in the rise of maternity leave policies.

### Q: Please tell us about this award-winning paper.

A: Frank and I started working on the paper my first year of graduate school. Originally, I was interested in studying which fathers took family leave, but I could not find data. I was fortunate, however, that Frank had access to data from a stratified random sample of California, New Jersey, and Virginia employers. Using that data, we were able to chart the spread of maternity leave policies between 1955 and 1985 in 279 organizations.

The analysis showed that over half of the companies had maternity leave in place by 1985. As a young graduate student who did not know the earlier legal history of the Family and Medical Leave Act of 1993 (FMLA), I was surprised by the number of companies who had enacted leave policies well before the passage of the FMLA. To see what was going on, I dove into FMLA legal history, and Frank and I started analyzing the data. We think the story that we discovered is interesting for researchers of law and organizations. And it reminds those of us in the work-family field about the earlier history of family leave.

The story starts with the passage of the Civil Rights Act of 1964, which outlawed sex discrimination in employment. But the 1964 landmark legislation did not deal with maternity leave at all, so there was a period of confusion and debate about how maternity leave 'fit' under sex discrimination law. In 1972, the Equal Employment Opportunity Commission (EEOC) declared that companies that weren't providing maternity leave were violating Civil Rights Act -- were discriminating against women. This EEOC administrative guideline was published in the federal register and gained some attention in the press.

However, administrative guidelines come out all the time, therefore, we think the next phase was absolutely critical. With the EEOC, some unions sued employers over their maternity leave practices. Those legal battles really catapulted the whole issue of maternity leave into the public's eye. With our data, we are able to show that companies start adding maternity leave in large numbers. By the time the FMLA was enacted, the "damage" (laughing) had been done; many employers had maternity leave policies.

### Q: What are the broader implications of this case? In short how does public policy shape employment practices in the US?

A: We think it's a very interesting case. It underscores the surprising effects administrative guidelines have on organizational behavior. Administrative rulings are 'weak' because they can be overturned by the courts and by Congress. Americans tend to underestimate the importance of policy in part because the federal government appears to be weak.

### Q: Please tell us about your current research projects.

A: In June 2000, I completed my dissertation, which used a survey (funded by the Sloan Foundation) of almost 400 employers. The dissertation, entitled 'Corporate Family Policies in U.S. Organizations, 1965-1997,' looked at how and why organizations provide family policies, such as family leave and dependent care programs. Currently, I am collaborating with Frank Dobbin and Sandra Kalev. We are looking at the impact of the FMLA, a clear mandate, on organizations. The law did have a dramatic effect, bringing on board a group of employers who ignored earlier pressure. We see an enormous increase in paternity leave and leave policies for workers who need to care for seriously ill relatives. We also found that about 20% of surveyed companies aren't abiding by the requirements of the FMLA. Either they aren't allowing leaves or they don't allow 12 weeks of leave for paternity or maternity.

### Q: Any common characteristics among the non-compliant companies, for example, size?

A: The sample includes middle and larger companies (at least 50 employees). The non-compliant companies tend to be smaller, less likely to have professional and managerial workers in core jobs, and are located in states

see Civil Rights Law, page 9



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# THE PARADOX OF THE FAMILY PARADIGMS: LEGISLATION FOR TODAY'S WORKING FAMILIES

Talking with Donna Lenhoff



Donna Lenhoff

Marcie Pitt-Catsouphes, Ph.D.

*Editor's Note: This article is based on a recent conversation with Donna Lenhoff, General Counsel at the National Partnership for Women & Families.*

*For well over a decade, Lenhoff has been one of the most visible leaders in the fight for leave policies that enable employees to care for newborns and adopted children, care for family members*

*who are ill, and recuperate from their own medical conditions without having to worry that they might lose their jobs.*

*Lenhoff was one of the principal champions for passage of the 1993 Family and Medical Act (FMLA). She has been involved in the monitoring and evaluation efforts of the Act for the past seven years.*

*In June 1999 Lenhoff and the National Partnership for Women & Families initiated the Family Leave Benefits Campaign. The goal of this campaign is to make the leave more accessible and affordable for all working families. In just one short year, the campaign has had substantial success, with the Department of Labor having issued new regulations that permit states to use unemployment insurance funds for income replacement when new parents take leave to care for their children. The National Partnership for Women & Families recently announced that the number of states with proposals for family leave benefits doubled in from July 1999 to July 2000. (Eighteen states currently have such proposals.)*

*The National Partnership for Women & Families' Work and Family Program "... promotes workplace fairness and flexibility and family economic security." This organization maintains the only national network of family leave advocates and researchers in the country, and keeps its members informed electronically about the status of legislative and other developments regarding family leave benefits. If you are interested in joining this Network, contact:*

*ncasta@nationalpartnership.org*

*The website of the National Partnership for Women & Families contains extensive information about family and medical leave issues, welfare-to-work issues, as well other work/family information and resources. <http://www.nationalpartnership.org>*

Old paradigms often linger in our collective psyches, sometimes long after they reflect the realities of people's lives. With stubborn nostalgia, we tend to hold onto out-of-date constructs until we become comfortable with their new

replacements.

Lenhoff believes that the tenacious hold of the Ozzie and Harriet family paradigm has been one of the most significant challenges to contemporary work/family experiences. A few decades ago, this archetype may have reflected the "women at home as the homemakers, men at work as the breadwinners" experience of many middle and upper middle class families. At that time, many of our social institutions were organized around this paradigm. Lenhoff summarized some of the shortcomings associated with this cultural stereotype. There were many lost opportunities for women to contribute to the larger world experience, given the demands of their caregiving responsibilities. Men, of course, typically did not benefit from meaningful participation in family life. But perhaps most insidious of all is that this family paradigm left a legacy of institutional rules and expectations that are no longer in synchrony with the lives of today's working families. For example, the culture of the organization man was created at a time when most middle and upper class families with caregiving responsibilities had a woman in the household to respond to them. Today, it is all but impossible for working men and women to respond to employers' expectations that employees should be available "whenever" to do "whatever" is the business priority of the day. The asynchrony between the cultural norms of the 1950s and the demands of life in the year 2000 make the Ozzie and Harriet paradigm no longer tenable.

"The micro and macro economic changes that have revolutionized life in America have created an imperative for articulating and valuing a new paradigm," said Lenhoff. She noted that today, most families find it necessary for all of the adults to be in the workforce. Lenhoff stated, "Family economics and social economics have made it increasingly important for both women and men to work." Furthermore, in comparison to the families of one or two generations ago, families are challenged with additional caregiving responsibilities due to the aging of America's population.

"We are experiencing a revolution," observed Lenhoff. "We are living in a time when most adults will be in the labor force for most of their lives. We have witnessed millions of women and men as private actors try to respond to the social and economic changes. Now, we need to translate the social and economic situations into public policies."

Lenhoff believes that public policy changes are needed if we are going to push social institutions to recognize the new priorities of contemporary families. She feels that public policies can be especially powerful when they clarify national norms and expectations. "At the present time, we do not have a clear national norm for being able to keep our jobs when we need to be at home temporarily for family care reasons. If the proper systems were in place, families could do both. But the conflicts that families experience when

*see Family Paradigms, page 10*



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# PUBLIC POLICY AND THE DISCONTINUITIES OF SOCIAL CHANGE

An Interview with Randy Albelda



Randy Albelda

Marcie Pitt-Catsouphes, Ph.D.

*Editor's Note: This article is based on an interview conducted with Randy Albelda, Ph.D.*

*Randy Albelda is a professor of economics in the Economics Department and the Public Policy Ph.D. Program at the University of Massachusetts Boston. Dr. Albelda has focused her research and teaching on a range of issues that have important policy implications, including women's economic status, welfare reform, and family structure.*

*Albelda has authored and co-authored a number of books, articles and reports focused on policies that affect the well-being of working families. One of her most recent works, "Filling the work and family gap: Paid parental leave in Massachusetts," is a report co-authored with Tiffany Manuel. This report was published in 2000 by the Labor Resource Center, College of Public and Community Service, University of Massachusetts Boston.*

*Albelda also co-authored a report, "Choices and tradeoffs: The parent survey of child care in Massachusetts," which was published in 1999 by Parents United for Child Care. Parents United for Child Care has graciously given permission for the Sloan Work-Family Researchers Electronic Network to post a pdf version of this report on the website.*

*Albelda is currently a member of the Sloan Work-Family Policy Network*

Many people become confused and frustrated when they try to analyze the US work-family policy puzzle. It is difficult to get an accurate assessment of the current status of policy-making with regard to work and family issues, in part because some of the pertinent policies are "family" policies and others are "work" policies, but few are work/family policies. To complicate matters more, some policies are promulgated at the state level and other at the national level. Given the variability in the responsiveness of different states, US policies seem like a fluid mosaic.

But Randy Albelda from the University of Massachusetts Boston is undaunted. She is hopeful that the public policy arena will soon reflect a deepened understanding of work/family fundamentals. Albelda feels that the work/family dimension of a range of public policies has been invisible for some time, and that soon the links between work/family realities and a range of public policies – from education to health care to income policies – will become more apparent.

According to Albelda, some people think too narrowly when they identify the band of public policies that could be considered work/family policy. Using education policies as an example, she stated, "Educational policies for children in kindergarten through grade 12 have a big impact on the work/fami-

ly experiences of working families. The length of the school day and schools' annual calendar create constraints on parents' choices."

Albelda admits that the US is an outlier when it comes to family-oriented policies. Other countries have made decisions that it is in the public interest to share with families the costs of raising children. These nations feel that it is in their countries' best interests to share particular expenses, such as those associated with the provision of health care to children. Albelda observed, "America has an explicit public policy not to share most of the costs associated with child rearing with families."

In the United States, we tend to leave the quality of family life up to the market. Therefore, in the United States, we feel that it is an acceptable state of affairs that some (and only some) employers provide certain work/family policies and programs. And, it is acceptable that some (but only some) employees have access to work/family policies and programs. Albelda challenges work/family leaders to focus more attention to the gaps that exist between the supports that have been established at some workplaces and the provisions of existing public policy.

"Workplaces can and should do some things for their employees, but they can't do it all. It is the role of public policies to set the expectations for what corporations should do and then make provisions to complement workplace policies and programs," said Albelda.

Albelda is adamant that the fight for universal health care coverage is a work/family issue, although it may not be on the agendas of all work/family advocates. Similarly, she considers the fight for guaranteed income to be a work/family priority. In fact, Albelda feels that virtually all social welfare policies are work/family policies, to one extent or another. She stated, "Certainly, a lot of people are talking about issues such as universal health care. However, we usually do not talk about health care, housing, or the minimum wage as work/family issues. And, most work/family researchers do not investigate these issues in any direct way."

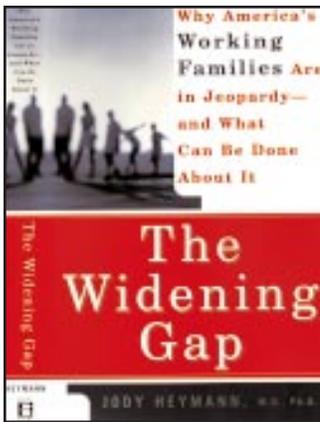
The discontinuities in public policies and social institutions can create significant work/family dilemmas for some families. Albelda observed that families have changed, the workforce and jobs have changed, but many labor policies have not. This institutional discontinuity creates additional stress for working families. Albelda further discussed the example of welfare reform. "Welfare reform essentially said that our country does not believe that a woman deserves to be a mother unless she is either employed or married to someone who can support her and her child. However, this poses a problem for most low-income single mothers because there are so few employment opportunities paying a living wage for women with limited skills. We changed the rules of our social welfare policies, but we did not change the

see Public Policy, page 9



# THE WIDENING GAP: WHY AMERICA'S WORKING FAMILIES ARE IN JEOPARDY - AND WHAT CAN BE DONE ABOUT IT

A New Book by Jody Heymann, M.D., Ph.D.



*Editor's Note: Jody Heymann is Director of Policy at the Harvard Center for Society and Health. A member of the faculty at the Harvard School of Public Health and the Harvard Medical School, she chairs the Johnson Foundation Initiative on Work, Family, and Democracy.*

*Dr. Heymann has received FIRST and Shannon Awards from the National Institutes of Health to examine the relationships among community services, parents' work conditions and children's health. She is currently principle investigator on "The Behavioral and Cognitive Development of Children Living in Poverty: How is it Affected by Parental Working Conditions," a research project funded by the William T. Grant Foundation. As a Picker Commonwealth Scholar, Dr. Heymann has been the principle investigator on a study which examines the work-family balance for high need and resource poor families. As an associate of the MacArthur Foundation Research Network on Midlife Development, Dr. Heymann developed sections for a series of national surveys which provide data on the impact of working conditions on family life.*

*Dr. Heymann has joined colleagues to conduct studies of working families in Canada, Mexico, the United Kingdom, and Botswana. She is particularly interested in how the globalization of the economy affects*

*see The Widening Gap, page 10*

## WORK AND FAMILY AT PENN STATE: AN UPDATE

By Bob Drago, Penn State

*Editor's note: Bob Drago kindly wrote this update about the burgeoning work/family research currently going on at Penn State.*

Penn State University has a history in the arena of work and family going back to Professor Nan Crouter's well known research on family-to-work spillover in the mid-80s (Dept. of Human Development & Family Studies). During the 90s, Penn State increased its commitment to the area, creating the Children, Youth and Families Consortium, and engaging in strategic hiring of faculty in Psychology, Sociology and the Department of Labor Studies and Industrial Relations.

At present, ten Penn State faculty are involved in the Work/Family Initiative, which includes both a seminar and a working papers series. It is also home for the workfam newsgroup, a weekly email summary of research and events in the field.

Research projects of the faculty are marked by an interdisciplinary approach, an approach that has been supported by the College of the Liberal Arts, the College of Health and Human Development, and the university in general. Nan Crouter is continuing her research with Susan McHale (Human Development & Family Studies) on between- and within-family differences in parents' work, family socialization, and children's psychosocial functioning, research they intend to expand to cover a sample of Mexican-American families with Kimberly Updegraff of Arizona State University. Nan is also working with Stacy Rogers (Sociology) on the impact of mothers' and fathers' work

**To learn more about the Initiative and the wonderful people involved at Penn State, or to join Bob Drago's thought-provoking listserv -- workfam, see <http://lsir.la.psu.edu/workfam>.**

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circumstances on parenting and young children's competencies. Mark Wardell and Jackie Rogers (Labor Studies & Industrial Relations), are working with Steven Sawyer, from the School of Information Sciences and Technology, on the work/family issues of employees in Information Technology firms. Robert Drago (Labor Studies & Industrial Relations) is researching work/family policy issues with MIT's Lotte Bailyn and Tom Kochan under funding from the Sloan Foundation.

Most of the faculty at Penn State mentioned above, along with Vice President for Human Resources Billie Willits, Alicia Grandey (Psychology), Lonnie Golden (Economics), Director of Work/Life programs Linda Pierce, and Vice President for Administration Janis Jacobs, are presently engaged in the Faculty and Families project. This project is about as interdisciplinary as it gets!



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## MARIAL:

# THE EMORY CENTER FOR MYTH AND RITUAL IN AMERICAN LIFE

*Editor's note:*

*Bradd Shore is director of the Emory University's Center on Myth and Ritual in American Life ("MARIAL"). Marial is one of five Sloan Centers on Working Families, supported by the Alfred P. Sloan Foundation's Program on Dual-Career Working Middle Class Families. The Emory Center focuses its research on the functions and significance of ritual and myth in dual-wage earner middle-class families in the American South. The Center has been in existence for one year and has an impressive number of research projects. In this interview, Dr. Shore places the terms ritual and myth in the context of contemporary working families and introduces a few of the research projects. For more in-depth description of the work of the Center and the meaning or ritual and myth in the context of modern family life, we refer you to the website. <http://www.emory.edu/college/MARIAL/>.*

**Q: How does the study of ritual and myth relate to middle-class, contemporary working families? Often we associate anthropological studies and rituals/myths with the exotic or traditional societies.**

A: Initially, it may surprise people to think about the topics of ritual and myths for studying middle-class families, contemporary families. Interestingly, we've discovered that many families in the research projects know instantly what we are studying and why. For them, the word "ritual" does not seem exotic, but as something that "...is really interesting"; "...we're concerned about." It may turn out that the more academically inclined may need more explaining because of their associations with the words "ritual" and "myth." Many of us assume that ritual and myth are not related to lives of contemporary middle-class families.

**Q: How would you explain ritual and myths?**

A: Ritual is fundamental for human beings because it forms structures of social coordination. Rituals are very important for coordination of time and social relations between people. Without ritual in its most basic sense there would be no social life. Second, ritual is a form of social memory, it's how we remember who we are. It may be that when people are thinking back to their family life or to their time as children, it is the existence of ritual events that provide memory points and a lot of things that aren't ritualized are forgotten. People go back to: "When we got together for Thanksgiving, or Christmas, or graduation ceremonies...." Ritual is fundamental because it provides structures of memory. A third part of ritual is meaning-making and updating meaning in people's lives. Living rituals always combine traditional content which is repeated year after year and a forum by which people update meanings in their lives in new distinctive ways. Finally, rituals often are attracted to things that are contradictory in our lives, that are problematical. Ritual has not disappeared in contemporary society as many people think it has. The problem is that many rituals have gone underground into forms that we don't call ritual but in fact are identifiable as ritual.

**Q: What about myths, how do they relate to contemporary life?**

Myths are the stories that we have in our lives by which we try to make sense of our experience, to try to update meaning, as ritual does to practice. A characteristic of all myths is that they combine something true with something fictional. Myths come in two varieties. With the classical variety (Bible stories, family histories, fairytales) we recognize that the content may not be historically true. The stories metaphorically convey some deeper truth so that we use fiction to try and understand our contemporary lives. We use them as patterns of meaning.



Bradd Shore  
Ph.D.

The other kind of myth is really interesting; I call them myth-conceptions (laughing), a pun -- misconceptions. The myth of the nuclear family, the modern family, are examples of myths that are packaged as if they are true, (newspapers, history books), but they are false. Again, there is a sense of something true and false together. With the classical myths what is false is obvious and what is true is deep.

Myths come in different forms, but they are stories in which we make meaning or deceive ourselves. Even when we deceive ourselves, it's because we want certain kinds of meanings. When advertisers create myths in our society about family life, happiness or sexuality, they are appealing to our desire to make meaning. The myths become manipulative.

**Q: Interesting, tell us more about myth in modern family life and the Center's research.**

A: What is the status of myth in modern family life? We are studying a couple of types of myths in modern family life.. We are studying two different kinds of myths: family histories/stories and family stories that circulate publicly. Family histories and stories are used within families by people themselves. Public myths create a foil or create some tension as people try to evaluate their families. People use these public myths as touchstones, either consciously or unconsciously, to understand themselves.

To research the status of family stories, we have projects exploring how parents and children talk to each other, including dinnertime conversations. We are questioning: "Are families still talking together; Are parents passing on family lore and anecdotes to their kids." We have a project on family history: "How much are children learning about family history; How and when is that history created."

Public myths (or stories) is another type of myth that we are studying. Public stories influence how people come to see themselves, how families see themselves. Part of the way we come to understand ourselves is that we compare

see Marial, page 11



## Kanter Award, continued from page 3

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MacDermid indicated that the results of the review process did not result in any surprises because the panel focused on investigations that demonstrated careful, thoughtful work. There was consensus among the panel members that any study nominated had to show a high degree of methodological rigor. For the final round of reviews, the panelists selected studies that had clear relevance for public policies, workplace policies, or program supports. For example, the winning paper discussed a careful analysis of the role that legislation can play in employees' access to maternity leave. MacDermid also felt that the papers in the final round asked new questions. She stated, "In general, these papers each took a bold step in some way."

Innovation in research is particularly appropriate that this award, since it was named in recognition of Rosabeth Moss Kanter, author of the 1977 monograph, *Work and Family in the United States: A Critical Review and Agenda for Research and Policy*. Many feel that modern work/family research began with the publication of this book that challenged fundamental assumptions made by researchers, policy makers, and workplace decision-makers. MacDermid stated, "When I was thinking about an award for excellence, I spoke to a number of colleagues around the country. Every one of them sug-

gested that the award be named in honor of Rosabeth Moss Kanter. Her work demonstrated sensitivity to the needs of both families and organizations. This dual perspective is something that we need to promote. More than any other single individual, Kanter's work has shaped work/family research for the past 25 years. I am pleased that she has agreed to have her name connected with the award."

MacDermid hopes that the Kanter award will encourage stronger connections across disciplines. Furthermore, she anticipates that discussions about research excellence will make it more acceptable for researchers to respectfully challenge one another to consider the implications of thorny methodological issues such as low response rates or designs where data collection is restricted to single workplaces. It is MacDermid's belief that it is healthy and productive for researchers to engage in debates such as these. Identifying the "best of the best" also makes it easier for practitioners and the public to know what research studies deserve their attention.

Ultimately, MacDermid expects that the awards will advance work/family research as a field of study defined by theory and empirical investigations.

## Civil Rights Law, continued from page 4

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that do not have their own state leave law. With the help of the Sloan Foundation, I am investigating the extent to which non-compliance is due to ignorance or resistance. From the preliminary interviews, I'm seeing ignorance and resistance are actually intertwined. This is hard to investigate; I'm still playing around with how to get at this in detail with the interviews. But I am getting the sense that within the organization, there are people who clearly understand the law, but they are resisting by allowing the general population of workers and, sometimes, low level HR managers to remain ignorant.

The policy implication is that we need to educate workers. Perhaps union can play a role in educating workers and managers who are making the deci-

sions. I have some hope that if we get to a system of paid family leave, by applying through an unemployment office, for maternity leave pay, the organization will be taken out of the picture. If we move to such a system, we could educate workers about their basic rights under the existing law.

### **Q: Exciting work. What's next on the research agenda?**

**A:** I am planning a comparative case study that will explain implementation and variation of family policy within organizations. The key question: Why some organizations whole-heartedly implement family policies, while others put them 'on the books' but make few real changes in their practices or the organizational culture.

## Public Policy, continued from page 6

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nature of low-wage work." Albelda recommends that public policies should establish systems of care for families – especially low-income families – and children caught in the institutional shifts. What types of policies would best address the work/family priorities of low-income families? Albelda would support a package of supports including universal health care, living wages, wage supports and other benefits that could decrease the crises resulting from income instability, such as caregiving stipends, housing assistance, child care, paid leave, and school care.

Albelda commented, "Public policy options sometimes seem distant. At other times, they are perceived as being obtrusive. But in reality, they can often offer simple, direct solutions to the work/family dilemmas of American families." The well-being of our children depends on providing them basic securities. Albelda is an articulate advocate for the creation of public policies that provide social securities to all families.



## Widening The Gap, continued from page 7

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*parental working conditions, their impact on children's health and development, and the public and private policy solutions available.*

*Her book, *The Widening Gap* is published by Basic Books.*

*This article is based on an interview conducted with Jody Heymann.*

Every day, millions of American working families experience disruptions in their daily work and family routines caused by conflicts between their caregiving responsibilities and the lack of appropriate institutional supports in this country. Jody Heymann has documented the consequences of these disruptions for individual health, family well-being, and workplace productivity.

Her new book, *The Widening Gap*, discusses Heymann's recent research. In addition to analyzing existing labor department data, Heymann collected primary data from a nationally representative sample of 2,030 employed adults (25-74 years old). Over half of these respondents had substantial caregiving responsibilities (child caregiving, elder care giving, and adult caregiving). In addition, Heymann collected primary data in a daily diary study for which a nationally representative sample of over 1,000 employed adults recorded disruptions in their daily routines. Finally, her research team conducted in-depth interviews with over 200 employed adults, care providers, and employers.

Among other findings, this study found that nearly one-third (30%) of working adults experience at least one work disruption per week as a result of caregiving issues. While employees' children accounted for more disruptions than any other single group (42% of all disruptions), they still accounted for less than half of all disruptions. "Fifteen percent of cutbacks were taken to care for parents, 12 percent for spouses or partners, 7 percent for grandchildren, and 24 percent for other family members," Heymann reported.

*The Widening Gap* examines who in the United States receives paid leave and has flexibility at work they can use to care for family members and who does not. The book reports on new national research analyzing the impact of working conditions on family outcomes. Individual stories and national statistics in *The Widening Gap* document that when adults face poor working conditions, the health and education of their families suffers. The book dis-

cusses how those working under poor conditions lost income and jobs when they cared for family members.

*The Widening Gap* examines working conditions, work-family disruptions, and the consequences for caregivers and dependents across social class. Disparities and similarities in the experiences of men and women in the United States are examined both currently and in historical perspective. The particular problems faced by families in which children have special needs are examined in detail.

If our country wants to reduce the incidence of the problematic disruptions experienced by working families, Heymann believes that policy makers must begin to question the assumptions that frame some of our core social institutions. For example, Heymann notes, "The current structure of the school day/school year is not etched in stone. In fact, historically the school schedule changed at the end of the 19th century and the beginning of the 20th century as men increasingly moved from farm work into the labor market. However, we haven't seen these same types of adaptations as increasing percentages of women entered the labor market. Changes in educational policy could significantly improve the conditions faced by children and parents. If we lowered the age for publicly-supported education, for instance, it would have a tremendous impact."

Based on the findings of her research, Heymann has concluded that it is essential that our country develop policy responses – both public policy and corporate policy – to address the negative consequences that can result from the daily disruptions in routines. She emphasized the urgency for public policies that can address inequities that result from income differentials. Heymann noted that the disparities in the types of workplace-based work-family supports available to employees earning different incomes, "... are enormous. When you examine income by quartiles, the differences in work environments become striking. Low-income employees are at a significant disadvantage... It is grossly inadequate for our national policies to be framed on a private, voluntary system for employers. It hasn't worked so far, and we can't depend on it to work in the future."

## Family Paradigms, continued from page 5

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they need to be in two places at once cannot always be reconciled by families alone," stated Lenhoff. "We need public policies that create systemic supports for the family care needs of working families. Of course, families need support in a number of situations, not only after the birth of a child."

One of the challenges inherent to public policy-making is its slow and incremental nature. Lenhoff remarked, "We've had seven years with the FMLA. Of course, the passage of the legislation provided more than we had before, but we knew from the beginning that much of its utility would be lost since there was no guarantee of income for employees on leave. Fortunately, people on

family and medical leave no longer need to jeopardize their jobs or health insurance coverage, but the current legislation is a minimum standard. Especially in this post-welfare reform era, income replacement is crucial."

When asked why the current family and medical leave campaign is focused on the state rather than on the national level, Lenhoff explained that if legislative and regulatory barriers to income supplements can be removed, state may develop innovations that offer a range of options. And perhaps the result of this innovation will be the development of new paradigms for family policies that really meet the needs of today's families.



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## Marial, continued from page 8

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our actual families that we live in with the public myths or stories about families that are circulating in our societies. We have researchers investigating media representation, television shows about families; how they are changing. What are the implications of contemporary situation comedies – "Seinfeld" and "Friends?" The hierarchical family has largely disappeared from situation comedies and what we have are loose associations of friends that permeate people's living rooms, without family ties. Not only is hierarchy ambiguous but also gender relations are ambiguous. Are these lovers or are these friends? Over time the public representation of the family changes and generates new myths by which we compare our own lives by.

**Q: Please give us an example of a Center project that is looking at rituals in contemporary family life.**

A: We have a number of projects, I'll tell you about my project which focuses on ritual time. I will look at members of 15 families, at least 10 dual-wage earner families and maybe 5 of those families with one parent that stays at home. I want to see whether there's a difference: "How do you know that what you're seeing is specifically due to dual-earner families unless you target non-dual wage earner families as a comparison? I'm looking at the members of those families individually and the families as a whole and trying to see how much of ritual time is spent within the family itself.

My question is: "What are the changing distributions of ritual time for members of families, and how much of that time is spent with the family coordinating and how much is not." I don't believe ritual has disappeared, I think it's being redistributed in new ways, and it's important to do a distributional analysis of ritual time. If we only studied the classic family rituals we might miss some of the changes going on as ritual takes place in the workplace, around the watercooler, or as ritual takes place on the internet, or ritual may take place among friends, or at Starbucks.

I'm beginning by tracking families over the course of the year. What are family members actually doing with their schedules? And how much of that time is common time, how much time is actually left after all the scheduling demands of lives, how much time is actually left for families to spend time? My guess is that ritual time in families may include time in cars, time on the cell phone with each other, it may include time on the internet, it does not always include face-to-face contact. It is the first time in history that ritual may not require people to physically be together. Time constraints and new

technologies have led to the development of "virtual" ritual as a replacement for face-to-face ritual. We are going to do a series of interviews with each member of the family to track their time ask what the significant moments are (as they define them) in their lives over the course of the typical day, the week, a month, a season and a year.

Dr. George Armelagos is researching "Food, Society and Ritual in Everyday Life." We're interested not just in whether families are having dinner together, which is a hot topic, but when they have dinner together, are they eating the same foods, is it a ritual meal or not. My guess is that we have had a deliberate break-up of the family meal as a common ritual by the trends of the food companies that are targeting families to eat individual microwaveable portions. When everybody eats different foods and there is a vegan and a vegetarian, then a family can eat together without being together. This is like the food dinner of parallel play so there's a distinction between being together.

Another specific project will be focused on the relationship between family life and family rituals and the growth of the family-life centers in the churches. Family-life centers take over the function of the family in providing rituals in every domain of life, from child care, sports, religion. The churches are growing tremendously and trying to get followers and retain followers by essentially protecting families from the corrosive aspects of social life.

**Q: What is distinctive about the Marial Center?**

A: There are a couple of things. Of course there is overlap between what we are doing and Tom Frick is doing because by definition many of us are anthropologists and oriented toward field work and etiology. We are topically more focused, because we question creation and the reproduction of family culture under the conditions of modern working life. Ritual and myth are two of the most powerful social forms that we have for this on-going creation of culture.

Something I think that is very distinctive that we are trying to do is our lecture series. We are also engaged in policy change with grass roots groups who are experimenting in transforming rituals. We find and publicize the work, for example, storytelling and teaching kids how to generate their own family history. We also have an applied side. Dr. Mark Auslander led a collaborative restoration and documentation project involving the local community, Oxford College of Emory University, and the MARIAL Center. (Editor's note: see <http://www.emory.edu/college/MARIAL/exhibitions/index.html#beauty>).



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## ORGANIZATIONS/WEBSITES

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### **Institute for Women's Policy Research**

[www.iwpr.org](http://www.iwpr.org) – This site is dedicated to the research and development of public policy geared toward women and their families. IWPR publishes reports, publications, and working papers on such topics as: women's employment and earnings, work and family issues, women's political and civic participation, and various health care issues critical for women and their families. Links to other resources related to work-family issues are included.

### **The Joint Center for Political and Economic Studies**

[www.jointctr.org](http://www.jointctr.org) – This national site provides information and conducts research on work-life public policy for black Americans and other minorities.

### **Economic Policy Institute**

[www.epinet.org](http://www.epinet.org) – This site focuses on economic policy research and development and contains working papers, publications, and annual reports. Topics include living standard/ labor markets, sustainable economies, government and economic trade, globalization politics.

### **Institute for Work and Employment Research**

<http://mitsloan.mit.edu/iwer> – This site focuses on the changing world of work and employment. The Institute produces publications, conferences, reports, and working papers that discuss the changing nature of work and policies that govern employment relations. Links to other resources related to work-family issues are included.

### **Labor Resource Center**

<http://www.lrc.umb.edu> – The Labor Resource Center is part of the College of Public and Community Service, University of Massachusetts Boston. The Center advocates for economic and social justice for working families. The Center sponsored the Paid Family Leave Report.

### **Mathematica Policy Research**

<http://www.mathematica-mpr.com> – Mathematica Policy Research conducts policy research and analysis. Evaluations include: policies and programs in health care, welfare, education, nutrition, employment, and early childhood development. The site has a list of publications that can be downloaded.

### **National Partnership for Women & Families**

<http://www.nationalpartnership.org> – This website contains extensive information about family and medical leave issues, welfare-to-work issues, as well as other work/family information and resources.

### **Radcliffe Public Policy Institute**

<http://www.radcliffe.edu/pubpol/> – The Radcliffe Public Policy Center and its fellows undertake interdisciplinary research and convene scholars, policy-makers, business and labor leaders, and members of the media. Its primary research themes are work and the economy, and science, gender, and society.

### **Department of Labor**

[www.dol.gov](http://www.dol.gov) – The U.S. Department of Labor is charged with preparing the American workforce for new and better jobs, and ensuring the adequacy of America's workplaces. It is responsible for the administration and enforcement of over 180 federal statute. The website contains information, statistics, publication lists, among other resources.

### **Women's Bureau Department of Labor**

<http://www.dol.gov/dol/wb/> – This website contains information about child care, elder care, statistics, publications, among other resources.



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## Research Updates

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### Faculty and Families Project at Penn State

#### Bob Drago writes:

Penn State University, with support from the Alfred P. Sloan Foundation, recently initiated the "Faculty and Families" project. The purpose of the project is to help understand the work/family conflicts confronting faculty and how existing policies and practices could be improved. The project includes a benchmarking exercise, a retrospective longitudinal study of child-rearing, tenure and promotion, gender, and work/family policy utilization, a content analysis of Penn State policies, focus groups, background papers, and a pilot cross-sectional survey of faculty. The project currently involves ten faculty and staff, and seven graduate students at Penn State. Many of the results are being released as completed on the web site at: <http://www.la.psu.edu/lair/workfam/faculty&families.htm>

For further information, please contact Robert Drago [drago@psu.edu](mailto:drago@psu.edu)

Cheers, Bob

### Dual-Earner Couples in the "Sandwiched Generation"

#### Cari Colton writes: Researchers from the Portland State University Institute on Aging will present the following papers at the Gerontological Society of America.

Neal, M.B. & Hammer, L.B. (2000, November). *Transitions in work and family roles: How they affect work-family fit among Sandwiched Generation couples*. Paper presented at the annual meeting of the Gerontological Society of America, Washington, D.C.

Hammer, L.B. & Neal, M.B. (2000, November). *The effects of work and family coping strategies on well-being over time*. Paper presented at the annual meeting of the Gerontological Society of America, Washington, D.C.

Rickard, A., Neal, M.B., Hammer, L.B., & Caubet, S. (2000, November). *Work-family conflict as a mediator between family characteristics, role rewards and stressors, and work-related outcomes*. Paper presented at the annual meeting of the Gerontological Society of America, Washington, D.C.

Brockwood, K.J., Hammer, L.B., & Neal, M.B. (2000, November). *The glass is half full: Linking role quality to positive spillover between work and family*. Paper presented at the annual meeting of the Gerontological Society of America, Washington, D.C.

Huang, Y.E., Hammer, L.B., & Neal, M.B. (2000, November). *The relationship between family conditions and work-family conflict for dual-earn-*

*er couples in the sandwiched generation*. Paper presented at the annual meeting of the Gerontological Society of America, Washington, D.C.

### National Family Caregivers Association (NFCA)

#### For more information, contact NFCA (1.800.896.3650 or email: [info.nfcacares.org](mailto:info.nfcacares.org))

A survey conducted by the National Family Caregivers Association shows that the number of persons who provided care for an elderly, disabled or chronically ill, friend, or relative during the past year is more than twice as large as had previously thought. In addition, survey results showed a surprising male/female ratio of caregiving, including the provision of physical care.

- 26.6% of the adult population was involved in caregiving during the past 12 months.

- 56% of "family care" was provided by female; 44% by males.

- 52% provided physical care; 39% were male.

### The Wharton Work/Life Integration Project

#### Debbie Hofnagle of the Wharton Project has sent us the following update.

In 1999, the Wharton Work/Life Integration Project sponsored a Roundtable to address the issues of Work/Life Integration. Funding was received from the Sloan Foundation to develop intellectual products and disseminate the new knowledge that was generated by case studies of what senior business leaders must do to make their organizations more responsive to employees' personal life and, in turn, more productive. (The basic research for the case studies was done in the first part of 1999, funded by the participating organization.)

Sloan Foundation support will be used for the development of final products and for their dissemination to a broader audience of interested parties in the public and private sectors. The project seeks to put these innovative materials in the hands of people who can affect practical applications of the lessons learned from these cases, which are rich with useful knowledge that goes beyond the typical Human Resources domain of work/life concerns to touch at the core of what will make business more productive in a new century. The project is convinced that the lessons of these cases can help businesses affect genuine change, avoid problems, and realize substantial benefits that will improve not only their own picture but the economy as a whole.



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## UPCOMING EVENTS

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### Call For Papers

#### December 2000

The Institute for Women's Policy Research (IWPR) welcomes paper and poster proposals for the June 8-9, 2001 sixth Women's Policy Research Conference. The Status of Women: Facing the Facts, forging the Future." IWPR welcomes papers that focus on policies that affect women and their families, and on the intersections between policymaking and research. We particularly welcome proposals that address issues of race/ethnicity, class, disability status, sexual orientation, and the full life-cycle of women including girlhood, adolescence, adulthood and older age. Proposals are due by December 15, 2000. For more information visit the IWPR website: <http://www.iwpr.org/>

### Upcoming Events

#### November 2000

Women's Bureau of the Department of Labor invites you to register for the November 20, 2000 Virtual Conference Call. The topic is: Three Successful Employer Approaches to Back-up Child Care. Time: 3:15pm ET; 2:15 pm CT; 1:15 pm MT; 12:15 pm PT. Speakers include: Andrea Stidsen, Director of Employee Assistance, Partners Health Care; Barbara Marcus, Dir. Parents in a Pinch; Melissa Hennesey HR specialist, Mass. Medical Society. To participate, please email [karen@dol.gov](mailto:karen@dol.gov) or call Karen Furia at 1.888.296.7011.

#### December 2000

The National Partnership for Women and Families' National Research and Networking Conference on Family Leave Benefits. Attendees will include representatives of children's, women's, labor, low-income workers, seniors, parent, religious, and other groups advocating for Family Leave Benefits, researchers, academics, policy makers. December 12, 2000. Washington Court Hotel, 525 New Jersey Avenue, NW, Washington, DC 20001-1527. Tel: 202.628.2100. To register for the conference, contact the National Partnership's Family Leave Benefits Conference Coordinator; Tel: 202.986.2600; [FLBConference@nationalpartnership.org](mailto:FLBConference@nationalpartnership.org)

#### February 2001

Alliance of Work/Life Professionals 2001 Annual Conference, "Igniting a Spark: Creating a Passion for Change." Feb. 7-9, 2001. Orlando, FL. Attendees will include the top professionals in the field, including work/life managers, human resource directors, researchers and academics, government affairs representatives, labor union representatives, public policy makers... This year's event is for the entire family at Disney's Coronado Springs Resort. For more information or to register, go to the website: <http://www.awlp.org/events/>

"Leadership Redefined 2001: Metrics and Accountability in the Development of Female Talent." At the Conference Board's second annual Leadership Redefined conference, the focus is on the theme of metrics and accountability throughout the organization that is committed to attracting, retaining and fully developing the best female talent. Feb. 8, 2001. New York, NY. Contact the Conference Board at their website: <http://www.conference-board.org/>

#### April 2001

The Catalyst Awards Dinner, April 2, 2001, Honoring corporate and professional initiatives to advance women into business leadership; April 3, 2001, The Catalyst Awards Conference. A full day of sessions with 2001 Catalyst Award winners and Catalyst issue experts. For more information contact [kpolson@catalystwomen.org](mailto:kpolson@catalystwomen.org) --April 5, 2000 Women.future MainEvent 2001 Catalyst president Sheila Wellington will participate in a global conversation on topics that matter most to women—and that women will invariably influence: For information on how to participate visit: <http://www.womenfuture.com>

24th Annual Conference & Exposition of the SHRM Global Forum, April 2001. Contact SHRM at their website: <http://www.shrm.org/conferences/>

Employment Management Association Conference and Exposition, in Chicago, IL on April 25-27, 2001. Contact SHRM at their website: <http://www.shrm.org/conferences/>

#### May 2001

The Alfred P. Sloan Foundation Working Family Centers Conference, "Dutiful Occasions: Working Families, Everyday Lives", will be held at the University of Michigan on May 3-5, 2001. Contact the Center for Ethnography of Everyday Life: <http://www.ethno.isr.umich.edu>

#### June 2001

The Institute for Women's Policy Research (IWPR) announces its Sixth Women's Policy Research Conference. The Status of Women: facing the Facts, Forging the Future, cosponsored by the Women's Studies Program of the George Washington University. June 8-9, 2001 in Washington, DC, at the Capital Hilton, will address a range of issues related to women's economic, political, health and social status. Contact IWPR: <http://www.iwpr.org/>

53rd Annual Society for Human Resource Management Conference and Exposition, San Francisco, CA, June 24-27, 2001. Contact SHRM at their website: <http://www.shrm.org/conferences/>



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## POLICY RESOURCE LIST

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### Publications

- Albelda, R., & Cosenza, C. (1999). *Choices and Tradeoffs: The Parent Survey on Child Care in Massachusetts*. A Report for Parents United for Child Care. Boston, MA: Parents United for Child Care.
- Albelda, R., & Manual, T. (2000). *Filling the Work and Family Gap: Paid Parental Leave in Massachusetts*. Boston, MA: Labor Resource Center, College of Public and Community Service, University of Massachusetts Boston.
- Dobbin, Frank, & Sutton, John R. (1998). The strength of a weak State: The Rights Revolution and the rise of Human Resources Management Division. *American Journal of Sociology*, 104, 441-476.
- Gregory, Abigail, & Windebank, Jan. (1999). *Women's Work in Britain and France*. UK: MacMillan Press and NY: St. Martin's Press.
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- Haas, Linda L.; Hwang, Philip O.; & Russell, Graeme, eds. (1999). *Organizational Change and Gender Equity: International Perspectives on Fathers and Mothers at the Workplace*. Thousand Oaks, CA: Sage Publication.
- Huber, M.S., & Kossek, E.E. (1999). Community distress predicting welfare exits: The under-examined factor for families in the United States. *Community, Work, and Family*, 2(2), 7-32.
- Kelly, E. and Dobbin, F. (1999). Civil rights law at work: Sex discrimination and the rise of maternity leave policies. *AJG*, 105(2), 455-492.
- Moss, Peter & Deven, Frank, eds. (1999). *Parental Leave-Progress or Pitfall: Research and Policy Issues in Europe*. Brussel: Center for Population and Gender Studies, 1999. Available via [cbgs@vws.vlaanderen.be](mailto:cbgs@vws.vlaanderen.be)
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