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NEW MANDATES  
FOR RESEARCHERS

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## REFLECTIONS FROM THE SLOAN FOUNDATION



### The Dialectics of Scholarship

By Kathleen Christensen, Ph.D.

Kathleen Christensen, Ph.D.

Kathleen Christensen, Ph.D. is the Program Director for the Workforce, Workplace and 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 six 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 Research On-line Newsletter, Dr. Christensen shares her insights about research trends and emergent work and family challenges. In addition, her column discusses the cutting-edge strategies developed by the Alfred P. Sloan Foundation to enhance the well-being of today's working families.

Building on the traditions that have roots in ancient civilizations, our academies have developed sophisticated cultures and methods for building, refining, and sharing knowledge. While many disciplines staunchly contend that knowledge – in and of itself – is a valuable contribution to society, professional education prioritizes knowledge that can be applied to some aspect of everyday life. It is my personal opinion that research and writing

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## INTRODUCTION TO THE ISSUE



### Shaping Our Standards of Excellence

Marcie Pitt-Catsouphes, Ph.D.

Over the years, I've had the good fortune to work with a number of mentors and colleagues who set high standards of excellence for academic pursuits. These individuals are among my "heroes/heroines." They are people who articulate the need to go beyond descriptive studies and to build knowledge

that contributes to our theoretical understanding of the issues. They are scholars, some of whom patiently construct and refine measures that help us to gain insight into work-family phenomena. Others are also friends, who share my passion for the importance of our work. And, they are critics who ask the hard questions, like, "What is important about this study, anyway?"

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A couple of months ago, a colleague challenged me to explain why I continue to focus on work-family research. After that conversation, I initiated conversations with some of my "heroes/heroines" as a way to re-think my position on this issue.

Teri Lilly, Brad Googins and I have devoted this issue to the theme of "New Mandates for Researchers." We are grateful that several boundary-pushing work-family leaders have contributed to this newsletter.

Roz Barnett and her colleagues at the Community, Families and Work Program at Brandeis share with us their experiences organizing the first Annual Invitational Journalism-Work/Family Conference, one of the Program's strategic initiatives. The

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is not unlike a work of art. Quality research is an expression of scholars' unique talents, insights, and experiences, but it also captures the essence of shared, social experiences. The importance of research is elevated when it provides clues to the taken-for-granted assumptions that could be challenged.

The potential tensions that exist between these two perspectives often push knowledge-building forward in unexpected ways. I will leave the examination of this debate to our colleagues who have devoted themselves to the study of philosophy and the sociology of knowledge. However, I do want to encourage scholars in the work and family area of study to consider and anticipate the linkages between our research and the potential ways that others may interpret and use our work.

Some academics have expressed a sense of impatience with the lack of discernible social change that has resulted from our collective work. Of course, it is important to ask fundamental and provocative questions, such as, "Is our society more responsive to the needs of working families than it was fifteen or twenty years ago? What shifts can we detect in our public policies? What changes are visible in workplace cultures, structures, or resources?" and, "To what extent has our research or writing informed or affected today's circumstances?" These challenges help the community of scholars to reflect both on our purpose and our agenda.

Regardless of our personal perspectives about the appropriateness or the need to design research with a particular end-use in mind, it seems to me that we should think carefully about the ways that our work might be interpreted and used by others. Academics should reflect on the extent to which we, as individuals or as a community, have control over the use of our work. Whether or not it is our intent, we should expect that the media, funders, and policy makers will look at our work through the filters of their own explicit and unspoken agendas. These filters may determine whose work is supported, quoted,

or used to confirm particular points of view.

Once our work is in the public domain, we relinquish some control. This loss of control, however, should not be equated with a loss of influence. Academics can look for opportunities to initiate conversations, influence thought leaders, and identify resources that link scholarship to the everyday worlds of decision-makers. Scholars are often in the unique position to open dialogues and build relationships with opinion leaders. Some academics may become behind-the-scenes advisors to those with formal responsibilities for making decisions that can result in social change. Leveraging these opportunities increases the agency of the academy.

Most of us will find the advisory role to be challenging, in part because we find ourselves in "different worlds." We must be willing to adapt to different cultures. For example, while policy makers may value the discerning expertise of academics, most of them want to build relationships with scholars who can talk about the "real" issues. Oftentimes, this means that academics need to re-frame their insights so that the focus is placed on the big-picture trends – the headlines – rather than on the subtleties of methodologies or the intricacies of particular findings. If we want to be effective advisors, we need to decide when detailed explanations become barriers to understanding rather than refinements to insights.

Some scholars view their research and writing as a means to the end of social change; however, many find that their work has unintended consequences, over which they have no control. Our discussion of the dialectics of the research agenda for the work and family area of study is important, in part because this discourse helps to fuel our passion about these issues, but more importantly because it forces us to step outside our roles as researchers/scholars to explore the various lenses through which our work may be viewed, interpreted, and used by the public. ❖

Annual Conference will continue to provide forums where researchers and journalists can build relationships that can form the foundations for collaborative understanding. Barnett feels it is incumbent on researchers to be willing to invest in these relationships. Juliet Schor from Boston College and Brian Hoey from the University of Michigan had a conversation about the important contributions that can be made by academics. With high personal commitment, Schor urges academics to help spark the creative engagement of policy makers, business leaders, and social advocates by questioning conventional assumptions and taken-for-granted wisdom. Schor and Hoey also challenge scholars to increase the accessibility and relevance of their work. Stephanie Coontz of Evergreen State College describes the vision and work of The Council on Contemporary Families (CCF), which she currently co-chairs with Barbara Risman

of North Carolina State University. This organization fosters the thoughtful exchange of information and ideas among researchers, practitioners, and the media. CCF is working to facilitate the public's understandings of the complexities of family experiences that defy headline summaries. Coontz feels that it is the responsibility of the research community to get accurate and nuanced messages about contemporary families to the public. In this issue, we also focus attention on a few of the numerous recent work-family publications. As a result of Lilly's conversation with Jan English-Lueck, we developed a deeper understanding of public anthropology and the ethical considerations of researchers' relationships with the people who share their perceptions and experiences with us. Naomi Gerstel, who recently co-edited (with Dan Clawson and Robert Zussman) a volume of provocative

papers, shares her personal views about the mandate for researchers to continue to raise questions about the work and family experiences of diverse population groups. Gerstel and colleagues feels that it is imperative for researchers to examine issues related to race and class, in part, so that public policy debates do not gloss over the important differences in the work-family circumstances of different groups. Peter Meiksins and Peter Whalley reflected on the book, *Putting Work in its Place*. The interviews that these researchers conducted with individuals who worked on reduced work schedules resulted in new insights about the de-coupling the meaning of work from the amount of time devoted to work tasks. As always, we invite you to let us know about your thoughts and reactions to this issue. ❖ **Marcie, Teri and Brad**

## Disseminating Research Findings: A Responsibility A Dialogue with Rosalind Barnett, Ellin Reisner, and Karen Gareis Community, Families & Work Program at Brandeis University

By Teri Ann Lilly



Rosalind Chait Barnett,  
Ph.D.

Rosalind Chait Barnett, Ph.D., is a Senior Scientist at the Women's Studies Research Center at Brandeis University and Director of its new Community, Families & Work Program. Alone and with others, she has published over 80 articles, 20 chapters, and six books. *She Works/He Works: How Two-Income Families are Happy, Healthy and Thriving* was published in paperback in 1998 by Harvard University Press. This book, co-authored with Caryl Rivers, was the 1996 recipient of a National Books for a Better Life Award. Her articles have appeared in academic journals and

in general publications (*The New York Times Sunday Magazine, The Washington Post, Newsday, McCall's, Self, and Working Woman*). She is currently writing a book with Caryl Rivers tentatively called *Dumping Ophelia and Tuning Out a Different Voice*. Barnett is the recipient of several national awards, including the American Personnel and Guidance Association's Annual Award for Outstanding Research, the Radcliffe College Graduate Society's Distinguished Achievement Medal and Harvard University, Kennedy School of Government's 1999 Goldsmith Research Award. A 1997 journal article co-authored with Robert Brennan received the "best paper of the year" of 1997 award from the *Journal of Organizational Behavior*.



Ellin Reisner,  
Ph.D.

Reisner is Research Director of the Community, Families and Work Program. Her current research includes working on a Sloan Foundation funded study exploring the role of travel demands in managing work/family among dual-earner couples with children. She has conducted research on work and family life and occupational social work, taught at the Boston University School of Social Work and Metropolitan College and at Springfield College.

In addition, Reisner has over 12 years of experience in Transportation and Human Resources.

She serves on the Management and Productivity Committee of the Transportation Research Board (TRB), National Academy of Sciences. Her involvement in TRB has included numerous presentations, contributions to several TRB publications, organized seminars and participated in overseeing research conducted by the National Co-operative Highway Transportation Program of TRB. While working for the Massachusetts Bay Transportation Authority, Reisner produced and edited numerous training videos, community education publications and written training curricula.



Karen C. Gareis,  
Ph.D.

Gareis, Ph.D., is a Senior Research Associate at the Women's Studies Research Center at Brandeis University. She serves as Research Project Director and Web Content Manager of the Community, Work & Families Program and is currently the Project Director on two of Dr. Rosalind Barnett's research studies, one on work schedules and women's health funded by NIOSH and one on maternal work shifts and child and family outcomes funded by the Alfred P. Sloan Foundation. Gareis received her Ph.D. in social psychology

from Boston University in 1997. She has conducted research on work-family issues, gender, and social support and has taught at the Boston University College of Arts and Sciences and Metropolitan College.

### Introduction

Barnett is a highly respected and prolific work-family scholar who has pushed the boundaries of the work-family area of study for decades with her sophisticated research designs and theoretical models.

With her customary vision, Barnett founded the Community, Work and Families Program at Brandeis University. In a short time, she has carved out an impressive research agenda. The program's research focus is based on the premise that "well-functioning communities enhance the ability of families to meet their needs and promote the well-being of employees and workplaces."

This innovative program reflects Barnett's commitment to conducting cutting-edge policy-oriented research that integrates the domains of community, family and work. The program's researchers collaborate with various stakeholders, business leaders, community representatives, and families. Meetings are arranged and projects are discussed at critical points. In the initial stages of the project, the goal is to articulate issues and the linkages between domains. During the project, meetings are designed to gather feedback from the community on proposed and ongoing research projects. Following analysis, the project's goal is to present the findings to the community in an attempt to make that data immediately useful. This collaborative approach to setting a research agenda underscores a commitment to building knowledge and disseminating knowledge.

On a recent visit to the Program, we had the pleasure of discussing the thematic focus of this newsletter with Barnett and the Program's senior research associates, Ellin Reisner and Karen Gareis.

**Question: As researchers, do you think it is enough to build knowledge for the sake of building knowledge or do we have to go further? What are the mandates for researchers?**

**Barnett:** As researchers, part of our responsibility is to disseminate our research findings as widely as possible. If you do a study, you write an article and it sits on a shelf in the library, you really haven't done the work, because part of your responsibility is to disseminate the findings as widely as you can...I think it's tragic that people are making decisions about their work-family lives and don't have access to the information that would help them make better decisions.

### Reisner:

The public needs to understand that many of the people and institutions that are disseminating the information are driven by an ideology.

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— ROZ BARNETT

My concern is that many of the individuals and institutions

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that frame the research are very ideological in terms of family and work issues. Whether I agree with them or not, my point is that the information presented may not fully or accurately

“MY CONCERN IS THAT MANY OF THE INDIVIDUALS AND INSTITUTIONS THAT FRAME THE RESEARCH ARE VERY IDEOLOGICAL IN TERMS OF WORK AND FAMILY ISSUES. WHETHER I AGREE WITH THEM OR NOT, MY POINT IS THAT THE INFORMATION PRESENTED MAY NOT FULLY OR ACCURATELY REFLECT WHAT THE RESEARCH IS TELLING US.”

— ELLIN REISNER

reflect what the research is telling us. For instance, we have all seen cases where research findings are touted as trends when this is not really the case. I'm concerned that

a lot of the good research may not get to the public because researchers don't have channels to the media.

**Barnett:** Researchers should understand that if they want their work to have an impact and they do not want their work to be misrepresented, it is the researchers' job to present that information in a format that will promote understanding and get to the media.

One of the things I've learned from working with presenters at conferences (helping them to shape their presentations) is that often they are unable to present information to the media. As an example, even when I developed a media-friendly template, many researchers were unable to use it, and instead relied on the academic journal model. No this won't do. I think we need a "Research and Media 101" class!

It's awfully easy for researchers, myself included, to blame the media for miscommunications— "They're shallow, they misrepresent." But the media representatives are under deadline and often have more than one beat. Researchers have a responsibility to present their information in a format such as an executive summary or press release that will reach a broader audience and be understood.

As a Program, we are trying to facilitate communication between journalists and researchers and to improve the quality of media coverage of research. We have established the Annual Invitational Journalism-Work/Family Conference, which brings together media representatives and work-family researchers.

One of our goals is to keep alive the connections we've established at the work-family conference.

**Gareis:** One of our strategies is to develop a listserv or a message board to establish a continuing dialogue between work-family researchers and journalists who are interested, starting with those who participated in the First Annual Invitational Journalism-Work/Family Conference. We would also produce some content for the listserv; for example, we might list 5 tips from researchers for journalists or 5 tips from journalists for researchers.

At the conference, journalists underscored the importance for

researchers of developing skills for communicating their research. The skill of boiling down the research findings to the main point is central to effective communication with the public, media, funding agencies and others.

**Reisner:** Well, this skill is also important to policy-makers who usually rely on organizations for their data. Sometimes, though, the media provides other sources for policy-makers, and this clear and easily digested writing resonates for them. I also think there is a synergy that goes on in the media—journalists will jump off an idea from someone else's article and follow up with a different angle.

**Barnett:** This happened recently when someone from *Working Mother* magazine read the piece on work-family conflict that I co-authored with Caryl Rivers in the business section of the *Boston Globe*. The journalist called me to do an interview for an article she's doing on a similar topic.

**Gareis:** I agree; when we ask journalists about their sources for ideas, we often hear, "...from other media."

**Reisner:** The relationship that researchers in universities have to their public relations department is important. Getting the word out on what you're doing.

**Barnett:** Yes, I have a very close relationship with someone here in the media relations department; every time something happens I'm in touch or she'll call me. The researcher needs to take the initiative.

**Gareis:** And then be available to take calls. Frequently, journalists remark that they want a contact person who will actually take their phone calls--and on a timely basis, because they are always on deadline!

**Barnett:** Researchers should be prepared to answer the questions "Why?" and "Well, what use will these findings be?" Journalists always ask these questions. When I was a postdoctorate fellow, I had a professor who asked these difficult questions, but no one in graduate school had prepared me.

**(To Gareis), Were you asked those questions?**

**Gareis:** I had one professor who always asked "Who cares?" "Why is that important?" But it was not that common. And these are the questions that journalists and others ask.

**Reisner:** I think that we as researchers have to be able to answer these questions and become more media-savvy -- because information does influence public opinion. And by influencing public opinion, in effect, we have an impact on

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— KAREN GAREIS

policy, both public and corporate.

**Barnett:** To reach these audiences, researchers should partner with other researchers or experts to disseminate information. I recommend that researchers begin to think about building relationships with other researchers and the local media. One of the requirements in our “Research and Media --101” class would be for researchers to develop skills in answering the “Why is it important?” question, writing for different publications in different styles, and linking findings to policy. ❖

**Editor’s note:** Roz Barnett partnered with Tim Hall to co-author an article that successfully translated research findings and implications to a target audience of practitioners. “Partnerships are a key to communicating,” observes Barnett. Please read: “How To Use Reduced Hours To Win the War for Talent,” in *Organizational Dynamics* 29(3):192-210.

**Editor’s note:** In a recent survey (2001) the Sloan Network asked researchers to identify key individuals who influenced their thinking about work and family issues. One of the most frequent responses, if not the most frequent, was –Roz Barnett.

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# Integrating Work in Academe and Advocacy: A Conversation with Juliet Schor, Ph.D.

By Brian Hoey, Ph.D., Sloan Center for Ethnographic of Everyday Life, Ann Arbor



Juliet Schor,  
Ph.D.

Juliet Schor is Professor of Sociology at Boston College. Before joining the faculty at Boston College, Professor Schor taught at Harvard University for 17 years, where she was Associate Professor of Economics and then Director of Studies in Women's Studies. She also holds a Chair in the Economics of Leisure Studies at Tilburg University in the Netherlands. Professor Schor is the author of the best-selling book, *The Overworked American: The Unexpected Decline of Leisure* (Basic Books, 1992), and *The Overspent*

*American: Upscaling, Downshifting and the New Consumer* (Basic Books, 1998). Two recent books are *Do Americans Shop Too Much?* (Beacon Press, 2000) and *The Consumer Society Reader* (The New Press, 2000, co-edited with Douglas Holt). She has a forthcoming co-edited volume with Beacon Press entitled *Sustainable Planet: Solutions for the 21st Century*.

Professor Schor has served as a consultant to the United Nations, at the World Institute for Development Economics Research, and the United Nations Development Program. She was a 1995 Guggenheim Fellow for a project on consumer spending.

**Editor's note:** Juliet Schor is an academic who goes beyond creating knowledge for the sake of knowledge. Schor is committed to creating change. Recently, Brian Hoey (Sloan Center for the Ethnography of Everyday Life in Ann Arbor) spoke with Schor about her career as a social scientist, professor, public speaker, and advocate for change.

*"I think one of the most important things that we as academics who want to get involved in 'advocacy, policy, and the real world out there' can do is to provide people with new ways of thinking and to provide paradigms that overturn the conventional wisdom. A lot of advocacy is about changing people's ideas, whether it is about the global economy, the kinds of consumers that we are, or what our work lives are like."*

Juliet Schor did not expect to become an academic. When she entered graduate school in 1976, it was not to pursue a career in academe. Schor felt that she needed to know more about how the world worked in order to be successful in the political activism and advocacy in which she had been involved beginning as early as her junior high days during the social upheaval of the 1960's. Schor had not realized, however, how powerful the experience of being socialized into a particular discipline would be. But Schor remained committed to using her intellectual work for larger goals. This commitment has defined her career not only as an academic but also as an advocate for social justice and transformation. Schor reflects: "When I think over my work, a lot of it is devoted to overturning the conventional paradigms and ways of thinking about the world that we

have. In my writings on work time, for example, I was arguing against the model of neo-classical economics for

a different model of how we understand what determines working hours. When you change the basic paradigm, lots of different policy conclusions fall from that."

While Schor describes her start in economic analysis as much more conventional than the kind of "daily-life economics" she is doing today, it seems she has long gone against the grain of conventional wisdom. For much of her early career, Schor focused on working within her discipline of economics with the goal of making changes she hoped would introduce more critical ideas and perspectives. What Schor found early on was that her choice to come at important economic and social questions from outside the prevailing, mainstream paradigm made it harder for the policy implications of her ideas to gain influence. The policy arena, she explains, tends to be dominated by a narrow set of ideas and paradigms. This choice was not the path of least resistance. Schor comments that her decision was made without regard to career consequences: "If I had been concerned about my career, I would have worked in a different paradigm. As a left-wing economist, I immediately had a legitimacy gap because that is not a valued paradigm within the discipline."

Beginning in graduate school, Schor was devoted to popularizing the field of economics. She worked with other students to found an institution devoted to training political activists in economics. The premise of The Center for Popular Economics, according to Schor, "was to teach people who were not academics how to understand economic analysis and to give them facility in it so they could become economic analysts themselves in their own work." She also helped to start the publishing house, South End Press, which was oriented toward trade books. Schor describes these projects as important outlets for her advocacy work during much of her early career. Through her time at Harvard in the early 90's, she concentrated on work within her profession as she attempted to change the debate within national and international policy circles about such topics as globalization and the IMF.

Around 1990, Schor began to feel differently about what was possible for change within her discipline as it became increasingly conservative and less open to the kinds of ideas that she had. With the publishing of her book *The Overworked American* in 1992, Schor felt that she began speaking to a broader audience: "I turned outward because that work had a lot of resonance across a broad spectrum of disciplines." Readers of *Overworked* or *The Overspent American* (1998) will know how accessible they are. Schor explains that she has been very committed to this accessibility: "I have always felt that both in terms of how you write and how you teach that breaking down the barrier between the academy and people outside is really important. I see a lot of what goes on as unnecessarily making knowledge inaccessible." Schor would now locate herself at the intersection between sociology and economics. She

"WHEN I THINK OVER MY WORK, A LOT OF IT IS DEVOTED TO OVERTURNING THE CONVENTIONAL PARADIGMS AND WAYS OF THINKING ABOUT THE WORLD THAT WE HAVE."

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notes that Overspent is quite sociological “although it straddles economics and sociology.” What term would she use to describe herself today? Probably the best term, she explains, would be “social scientist” because of the number of disciplines she has crossed. Her upcoming work reaches beyond economics and sociology to draw on psychology as well.

SCHOR IS A FOUNDING BOARD MEMBER OF THE CENTER FOR A NEW AMERICAN DREAM, AN ORGANIZATION DEVOTED TO MAKING U.S. LIFESTYLES MORE SUSTAINABLE.

VISIT [HTTP://WWW.NEWDREAM.ORG](http://www.newdream.org),

Schor also emphasizes the importance of her classroom teaching as a means of fulfilling her commitment to social justice and transformation. Schor remarks that one of the appeals of her position at Boston College is the ability to further integrate her political and intellectual work by bringing her teaching more fully into line with her core values. She notes that “I can bring in graduate students working on just the research areas I’m involved in. I didn’t have that opportunity at Harvard.” Her interest extends to undergraduate training as well. Schor points to her course on consumer society, which deals with the debate, critiques, defenses, pros and cons, and alternatives. The course is closely focused around key questions that interest her. In keeping with her sense of moral responsibility, Schor hopes to provide students with a critical perspective. Teaching students how to be critical and to see problems from different points of view is essential. Not surprisingly, Schor is happy to have large lecture classes of 200 students: “I really like to be able to reach large numbers with a different point of view than what the dominant culture is teaching.”

This is one of the reasons that Schor enjoys public speaking. After writing a best selling book, Schor found herself doing a great deal of speaking before a vast array of groups. One of the consequences of her choice of issues to deal with, starting with *Overworked*, was that her work tended to attract a very wide range of groups from those interested in productivity and economics, work/family issues, to the environment and children. Schor comments that she has been able “to speak to a broad spectrum of groups because issues of working and spending touch a wide swath of society.”

WORKING TO CHANGE HER DISCIPLINE REMAINS A PART OF HER PERSONAL QUEST, BUT TODAY SCHOR FEELS A NEED TO MAKE A MORE IMMEDIATE IMPACT IN ORDER TO CHANGE OUR COURSE.

Schor feels that is very important to have integration within her work and personal life and aspirations. She feels a sense of urgency today, which she describes as a result of having a “shorter time horizon.” Schor has less desire and ability to do things that do not speak to the urgency she feels about the ecologically devastating path that we are taking as a society. Working to change her discipline remains a part of her personal quest, but today Schor feels a need to make a more immediate impact in order to change our course.

These days Schor is busy finishing a new book that will follow in the path of her two well-known books on consumer society. This new book, she explains, deals with children and consumerism and is tentatively entitled *The Commercialization of Childhood* (forthcoming from Scribner’s and Sons 2003). Her next work will focus on ecological sustainability and economics, which Schor describes as “a key piece of the puzzle.” Schor has a co-edited volume (with Betsy Taylor of the Center for a New American Dream) due in November 2002 titled *Sustainable Planet: Solutions for the 21st Century* (Beacon Press).

Does Schor have advice for academics and researchers wishing to become more involved in public policy

and advocacy? In her own work, Schor has seen people do this in many different ways. Ultimately, Schor finds that “People have to choose the way that is going to feel comfortable to them and is going to fulfill them as an individual and do it in a way that utilizes their strengths and interests.” She suggests that those not interested in engaging at the national or international levels might look to more opportunities to contribute their expertise in finding solutions to social and ecological problems. Once you have made the choice, Schor explains, “There are so many ways that you can get involved. A lot depends on the kind of person you are.” ❖

“PEOPLE HAVE TO CHOOSE THE WAY THAT IS GOING TO FEEL COMFORTABLE TO THEM AND IS GOING TO FULFILL THEM AS AN INDIVIDUAL AND DO IT IN A WAY THAT UTILIZES THEIR STRENGTHS AND INTERESTS.”  
—JULIET SCHOR

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Brian Hoey, Ph.D.

Brian Hoey received his Ph.D. in Anthropology at the University of Michigan this year having successfully completed his dissertation research project entitled “Changing Places: Life-style, Migration, Refuge, and the Quest for Potential Selves in the Midwest’s Post-industrial Middle Class.” Hoey is currently a Post-doctoral Fellow at The Alfred P. Sloan Center for the Ethnography of Everyday Life in Ann Arbor. A past Fulbright Scholar to Indonesia, he maintains an interest in nation building and the politics of culture in addition to his current focus on issues of career change, relocation, and personal identity in the American middle class. Ready to begin his own career, Hoey would like to find a liberal arts college that emphasizes quality, inter-disciplinary teaching to call home and settle down with his wife, Bonnie.

# On a Mission: The Council on Contemporary Families A Conversation with Co-Chair Stephanie Coontz, The Evergreen State College

By Marcie Pitt-Catsouphes, Ph.D.



Stephanie Coontz, Ph.D.

Stephanie Coontz is a professor of history at Evergreen State College in Olympia, Washington. She is widely recognized as one of the leading authorities on the history of the American family. Coontz has authored numerous books and articles, including, *The Way We Never Were: American Families and the Nostalgia Trap* and *The Way We Really Are*. She is currently working on a comprehensive book on the history of marriage.

Stephanie Coontz and Barbara Risman are the current Co-Chairs of the Council on Contemporary Families.

The Council on Contemporary Families  
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Sociologists and social psychologists understand how our assumptions, beliefs, and knowledge about the world are shaped by different experiences. It is often noted that the media has a powerful impact on our perceptions about work and family issues.

But who has an impact on the media?

The Council on Contemporary Families (CCF) is a membership organization that has been working to provide the media — and, therefore, the public — with information about today's families that is grounded in research and evidence found in clinical practice. CCF describes itself as a "nonprofit, nonpartisan organization of family researchers and practitioners that seeks to further a national understanding of how America's families are changing and what is known about the strengths and weaknesses of different family forms and various family interventions." CCF has distributed educational materials, conducted seminars, organized conferences, and issued press releases in an effort to deepen the public's understanding of the complex lives of today's families. The members of CCF understand the strategic importance of information as a force that affects social change.

According to Coontz, most of the members of CCF agree that family diversity is "here to stay." Coontz commented, "It's not useful to discuss whether particular types of families are 'better' or 'worse,' in part because this way of thinking demonizes certain families. A more useful research question at this point in history is not "Which family form is better or worse?" — but "What do we know about each different kind of family that can build upon its potential strengths and minimize its potential weaknesses?" CCF is interested in offering to the public a more nuanced description and analysis of today's diverse family forms and arrangements, which is what the public deserves.

In fact, the public has a hunger to understand the complexities and trade-offs in the changes families are going through; in general, people do not want simplistic stories." Rather than becoming another advocacy group that champions a particular ideology about families, CCF welcomes researchers, practitioners, and reporters with different perspectives and invited them to enter into open and honest dialogues about contemporary family issues.

CCF has implemented a range of activities designed to stimulate informed discussions about family issues. CCF also serves as a clearinghouse for recent statistics, studies, and for credible information about families. In this role, CCF connects journalists interested in writing about a selected topic to researchers with expertise in that area. In addition, CCF works with researchers to issue press releases about important findings, such as analyses of the 2000 Census.

CCF has prepared a guide to research about families and sponsored a discussion paper evaluating the new plans to promote marriage as part of welfare reform. Future discussion papers will include series of fact sheets about a range of topics, including: The Impact of Divorce; Helping "Low-Risk" Couples Strengthen their Relationships; Dispelling Myths about Unmarried Fathers; What Social Scientists Have Learned About Love and Marriage; and Teen-age Sex. CCF has also developed a quiz, entitled, "How Contemporary Is Your Family Information?" The quiz is a way to challenge individuals to step back and think about what they know and whether their understanding about particular issues is based on evidence or impressions. For example, one of the items on the quiz queries, "Is it true or false that it doesn't matter how satisfied a couple is with their relationship if they are both good parents?" The answer is provided by Philip Cowan, Professor of Psychology at the University of California Berkeley. He comments, "The way husbands and wives treat each other has as much impact on the children's academic competence, social adjustment, and behavior problems at school as does the way they treat the children."

CCF also sponsors annual conferences as one way to encourage thoughtful discourse about family issues. The theme adopted for the 2002 Conference was, "Uncharted Territory: Raising Children in a New World." The sessions included numerous speakers, who addressed important issues such as: Childhood in Crisis?; Are Today's Families Harmful for Children?; Latino Families: Trends in Immigration and Settlement; African-American Youth and Families; The World of Terrorism and its Effects on Families and Children; The Impact of Day Care; Growing up in Poverty; Parenting in a Pressure Cooker; Technology's Impact on Time, Connection, Values, and Emotions; Work Conditions and Family Life; Spoiling Childhood; Sexuality and Children; Raising Children in Gay

continued on pg. 9

and Lesbian Families; Parenting in Divorced and Remarried Families; Parenting in Egalitarian Heterosexual Families; and Children of Cohabiting Couples.

To be sure, CCF's mission of connecting the media to quality research is not an easy one to pursue. In part, the challenge results from the fact that reporters and researchers have complementary but different mandates. Furthermore, tenuous reporter-researcher relationships tend to reflect deep cultural differences in worlds of the newsroom and academia. CCF has worked hard to bridge these cultural chasms. This past year, CCF established an annual media award, which will be given to reporters who make thoughtful analyses of family issues accessible to the public. HJ Cummins of the *Minneapolis Star-Tribune* received the 2002 award for Outstanding Coverage of Family Diversity and Ruth Padawer of the *Bergen Record* (New Jersey) received the 2002 award for Outstanding Analysis of Contemporary Families.

INTERESTED IN THIS AGENDA?

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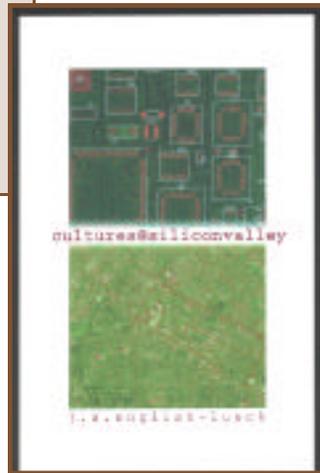
In this section, we are pleased to tell you about three highly recommended books that contribute to the work and family body of knowledge. Interestingly, all of the authors we spoke to saw the researcher's role as extending beyond the production of research. Within each article, there is a subtext of commitment to using the research to give back to a community and/or to create change.

## cultures@siliconvalley

**J.A. English-Lueck, Ph.D.**

Stanford University Press,  
Stanford, CA (2002)  
ISBN: 0804744289

<http://www.sjsu.edu/depts/anthropology/svc/index.htm>



Jan English-Lueck is “Professor and Chair, Department of Anthropology, San Jose State University and a Research Affiliate at the Institute for the Future. She has a doctorate in Anthropology from the University of California, Santa Barbara. She has done ethnographic fieldwork in the United States, Suriname, the



People's Republic of China, Hong Kong, Taiwan, and Dublin, Ireland. Since 1991, she has worked with Chuck Darrah to develop the Silicon Valley Cultures Project, conducting research on the region's distinctive culture as well as other high-tech regions. She is author of two other ethnographies, *Chinese Intellectuals on the World Frontier: Blazing the Black Path* and *Health in the New Age*.

Jan English-Lueck, Ph.D.

## A Commitment to Public Anthropology

### A Conversation with Author Jan English-Lueck

By Teri Ann Lilly

**Editor's note:** English-Lueck has written an inviting ethnographic study of the everyday lives of people living in and connected to Silicon Valley. As English-Lueck points out, the technologically saturated and culturally complex Valley is “a natural experimental laboratory.” Indeed, for over a decade, English-Lueck and her colleagues have been conducting anthropological expeditions in that “laboratory” and have collected reams of data. This book and two forthcoming books draw on that data. Recently, we asked English-Lueck to tell us about her book within the broader context of the Silicon Valley Cultures Project.

In 1991, the anthropology department at San Jose State University began an academic search for researchers capable of initiating a long-term research project and creating a curriculum around ethnographic training to study the cultural changes in the Silicon Valley region. The department chose Jan English-Lueck and Chuck Darrah.

At San Jose State, English-Lueck and Darrah began a long working relationship with Jim Freeman, a member of the

department. The irony of a project dedicated to studying his home “turf” was not lost on veteran anthropologist Freeman: “I have spent a lifetime doing research in India and Vietnam; I have gone out into the world to do anthropology and now the world has come to me.”

The newly formed team spent long brainstorming sessions to define the project. They identified four research questions that would serve as an umbrella for the project.

- 1) **Identity of Valley.** What does it mean to the participants to be part of Silicon Valley? What does the region think about itself?
- 2) **Cultural diversity.** What does it mean to live in a place dominated by cultural diversity? The transformation from a farming to high tech economy brought a completely different profile of immigrants.
- 3) **Organizations.** What is the role of organizations, especially work-based organizations, in the community and people's everyday lives?
- 4) **Technology.** What does the presence of technology do to the lives of people?

English-Lueck recalls, “These questions set an agenda for fifteen years of research! [laughs]. But we started small and developed partnerships with different organizations that needed research –The Technology Museum for Innovation, Institute for the Future, and Smart Valley. We would match our research agenda with the organization's agenda. We conducted ethnographic interviews that either explicated our partner's survey data or assisted in the development of survey questions by sensitizing the researchers to local conditions.”

These smaller projects uncovered two themes that guided the next phase of research. English-Lueck observes, “Not surprisingly, work was the dominant theme—people moved here for work, thought about work, and lived to work! The second theme was the interplay between work and family.”

The data uncovered strategies that individuals develop to cross the domains of work and family. Often those strategies involved technology.

“WE FOUND THAT PEOPLE ARE USING TECHNOLOGY TO ORGANIZE THEIR LIVES, TO ORGANIZE THE CHAOS OF MODERN LIVING... THEY USE TECHNOLOGY IN TWO WAYS--TO BUILD BARRIERS BETWEEN DOMAINS OF EDUCATION, WORK, FAMILY OR TO THREAD THE DOMAINS TOGETHER.”  
— ENGLISH-LUECK

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Interestingly, the researchers found that by asking indirect questions they elicited answers to work-family and cultural identity questions. For example, the question—“How do you use that cell phone?” would tap into respondents’ stories: “I use the phone to call my kids....”

English-Lueck observes, “We found it difficult to look at issues about work-family and cultural identity directly, it was only when we used material culture and behavior as a trigger that we got a wealth of data. This gave us the idea of setting up a larger project, which eventually was funded (in part) by the National Science Foundation.” The project consisted of extensive ethnographic interviews and limited observations (17,000 pages of transcription!). This research provided the insights into the issues that took place in families and workplaces--background for more intense observations of families. The Alfred P. Sloan Foundation provided the funding to observe dual-career families.

“WE FOUND IT DIFFICULT TO LOOK AT ISSUES ABOUT WORK-FAMILY AND CULTURAL IDENTITY DIRECTLY, IT WAS ONLY WHEN WE USED MATERIAL CULTURE AND BEHAVIOR AS A TRIGGER THAT WE GOT A WEALTH OF DATA.”  
— ENGLISH-LUECK

The recently published, *cultures@silicon-valley* is the first of three books drawing on these research projects. It uses data from some of the smaller

projects, such as the international project (Taipei, Bangalore, and Dublin) that looked at work processes and social relationships and tied them into the larger project. The book uses data from 175 people (three long ethnographic interviews and observations of their workplace space and household space. We selected our sample carefully, trying to maximize the variation. We selected folks who created the consciousness of Silicon Valley, media, municipal leaders, businesses leaders. And we wanted ‘just plain folks,’ inside and outside technology, artists, stay-at-home moms, teachers, etc. We wanted as many perspectives as possible on the same community.”

The data gathered shed light on two dominant themes of Silicon Valley: How technology affects lives and how cultural diversity affects lives. English-Lueck notes, “I think it is compelling to look at culture in Silicon Valley because of a post-modern question, that is, the idea that categories are breaking down and people have to be creative in establishing a moral and cultural order in their lives. There is an ambiguity, uncertainty when you meet someone on the street because cultural interactions, interaction aren’t the way they were 50 years ago. One does not necessarily know what culture someone is a part of and how one’s culture relates to another’s. How do individuals construct a cultural response? Ethnicity is one component, there are other cultural identities that people are manufacturing: Are they part of the old west, the new west; Are they Mac or PC people?”

English-Lueck observes, “Silicon Valley is a wonderful laborato-

ry for looking at identity because the changes (increasing cultural complexity and technological saturation) that are happening here are happening elsewhere. Methodologically, it is easy to study the use of technology in Silicon Valley because participants love to talk about their technology. We found that people are using technology as a tool to organize their lives, to organize the chaos of modern living. People use technology in two ways--to build barriers between domains of education, work, family or to thread the domains together.”

People are using technology and creating these cultural tools and doing it in a triple shooting fashion--but don’t reflect on the process very much. That’s the advantage of getting anthropologists involved, we can put it on paper and respondents can look at it and reflect. ‘Oh is that what I’m doing; Is that what I want to be doing?’ It gives people a reflective space.”

“WE HAVE A STRONG COMMITMENT TO PUBLIC ANTHROPOLOGY—TO MAKING SURE THAT THE PEOPLE WHO WERE GENEROUS WITH THEIR TIME AND THE INTIMACY OF THEIR LIVES GET SOMETHING BACK.”  
— ENGLISH-LUECK

Early on in the project, English-Lueck and colleagues established a principle of communicating information to respondents, giving back to the community. “We have a strong commitment to public anthropology--to making sure that the people who were generous with their time and the intimacy of their lives get something back.”

During one of their long brainstorming session over latte, the researchers decided to use the Web to disseminate as much information about the research project as possible to the Silicon Valley community, participants in study, researchers, and media. Karl Lueck, the project’s “data-wrangler,” developed an innovative website to provide information and create a community.

Clearly, a website is a “natural” for this project, but the website is a useful model for all researchers. Lueck posts information in a timely fashion, keeps track of participants, community partnerships, interested members of the media, among others, and informs interested folks when there is an update, an article that would help.

Please take a look at the site and the report, “Students, Technology and Everyday Life: A Report Prepared for Junior Achievement of Santa Clara County and the Institute for the Future.” This is the final report of a project that Darrah did with students in the Santa Clara County Schools. The report was posted to the web as soon as it was completed, so that any student, teacher, member of the community, researcher, or journalist could read it immediately. [Silicon Valley’s Cultures Project Website](#).

The next steps in the research process...

Darrah and Freeman have authored a second book, which

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according to English-Lueck, “is a more traditional ethnographic book in that it looks at each part of the culture, domain by domain. What kind of innovation, creativity are ordinary middle-class people doing in family life, work practices, education, etc?”

The team is also writing a third book using the observational data from the 14 families--2,500 hours of observation that was gathered in the Sloan project. The book focuses on ‘busyness’: What drives busyness in peoples’ lives? What are the consequences of that ‘busyness’ (for children as well as adults)?” Rather than being a by-product of contemporary life, busyness is transforming everyday life.

The team’s research plans are unfolding: “We are interested in keeping up with work-family issues. Our fieldwork has led us to look at ethnography of youth. We are also interested in developing an international comparative perspective with our work, partly because it allows us view the American data with a different perspective. We are developing new sets of questions: How do work/family issues play out in other parts of world; What are the cultural patterns?”

This summer English-Lueck and family will travel to Christchurch, New Zealand, an emergent technological area. ❖

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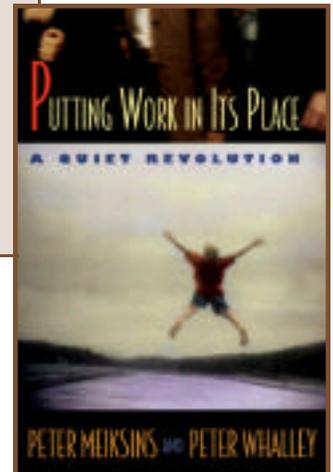
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## Putting Work In Its Place : A Quiet Revolution

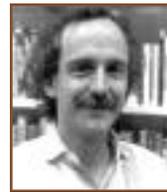
**Peter Meiksins and Peter Whalley**

Cornell University Press,  
Ithaca, NY (2002)

ISBN: 0801438586



Peter Meiksins is Associate Professor and Chair of the Department of Sociology at Cleveland State



Peter Meiksins,  
Ph.D.

University. He is the co-author of *Engineering Labor: Technical Workers in Comparative Perspective* (with Chris Smith). He grew up in New York City and was educated at Columbia University and York University, Toronto. He is married (to a historian) and has one daughter (age 9 – almost 10).

Peter Whalley is Professor of Sociology and Chair of the Department of Sociology and Anthropology at Loyola University, Chicago. He is the author of *The Social Production of Technical Work: The Case of British Engineers* and a number of articles on technical professionals and inventors. He was born in England and educated at Oxford University and Columbia University, New York. He is married to a school principal and has two teenage sons.



Peter Whalley,  
Ph.D.

## Communicating Research Findings to Workers: A Dialogue with Authors Meiksins & Whalley

By Cheryl Caron

**Editor’s note:** Meiksins and Whalley’s recently published book draws on qualitative interview data to shed light on the experiences of technical professionals who have chosen to work part-time. The findings are rich and will contribute to the scholarly body of literature on unconventional work arrangements. Like other researchers in this issue, Meiksins and Whalley have gone beyond the conventional academic route of disseminating their research findings. We invite you to read this article to see how the research itself influenced the researchers and their method of dissemination.

Peter Meiksins and Peter Whalley have both spent a good portion of their careers as sociologists studying engineers and technical workers. They were beginning a new project on unconventional work arrangements when the Sloan Foundation contacted them and expressed an interest in funding a study of part-time technical professionals.

Eventually, the research process led to their new book —*Putting Work in Its Place: A Quiet Revolution*—which reports on their study of reduced work arrangements among three types of technical professionals (engineers, computer professionals and

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technical writers) who had successfully managed to achieve such arrangements either as salaried professionals or as independent contractors. The main focus of the book is on the self-understanding of these professionals (127) about their work and non-work lives and on the practical activities they undertook to make possible a more satisfactory balance between the two.

By design, they chose to use an unstructured interview format, allowing the participants to “let the conversation go where it took them.” Meiksins and Whalley wanted the participants to talk in their own ways about their part-time work arrangements, their family lives, and other activities that they were involved in, rather than imposing their own preconceptions on their respondents’ experiences. This led to some unexpected discoveries. To give just one example, participants weren’t necessarily choosing between full-time and part-time work but choosing whether to work or not, and how to do that work. The participants had all actively chosen to work because they wanted to and made a commitment to that work. Work continued to be an important part of their identity for all of them even though they did less of it. Working part-time was not seen as “giving up” something but rather as continuing a commitment to their professions. Meiksins and Whalley report that “more structured questions might have limited our ability to make discoveries like this.”

“RESPONDENTS DEMONSTRATE THAT “PART-TIME WORK ISN’T JUST ABOUT WORK AND FAMILY.”  
— MEIKSINS & WHALLEY

The researchers used a snowball sampling method, which involved actively searching for resources to attain their sample population. For this particular population, there were no lists to draw from and Meiksins and Whalley were reluctant to go through human resource departments because they were concerned that this might limit their sample and distort the answers they might receive. Instead they contacted schools of engineering and were given names of individuals to contact and then those individuals gave them additional names. Professional associations were also very helpful in providing names of individuals that the researchers were able to contact. Some of the associations also had newsletters and web sites where the researchers were able to post notes regarding their work. These also generated some subjects for their study. The technical writers’ organizations were a very good source of participants because most of the writers are contractors and they get their business from their organization so they check in frequently.

Meiksins and Whalley observe, “In general, locating respondents turned out to be less difficult than expected because of the enthusiasm of the individuals contacted. Many were very anxious to encourage the spread of part-time work arrangements and were more than willing to give up their time for interviews and to help the researchers locate other part-time technical professionals. The hardest group of people to find were those who were in transition to retirement, since they

tended to be more isolated from the rest of the work force. This was one of the limitations of our study. There is a real need for further research on older individuals in either early retirement or transition to retirement who are working fewer hours.”

The study found that the largest group of people who were choosing to work less than full-time were young women with children and/or a parent who needed care at home. Another group had spent a number of years in their careers but were no longer looking for career advancement. They were “opting out of the rat race” but were not yet at the traditional retirement age. These individuals still wanted to work but no longer wanted to “compete” in the work environment. There were also some individuals who were at the retirement age but continued to work for the same company, sometimes actually doing better financially with this arrangement than working full-time. These individuals were able to collect their pensions and additionally collect an hourly rate or consultant fee.

In addition, a significant number of people choose part-time work to participate in other activities--people who had an avocation--such as dance, sports, or community theater. Others were individuals who had strong community commitments such as ecological activism (or even doing volunteer engineering work in the community). Many (although not all) of these were part-time contractors (since organizations tended to see part-time work as something one does for family reasons). Meiksins and Whalley stress that their respondents demonstrate that “part-time work isn’t just about work and family.”

According to the researchers, it was very clear that those individuals who worked fewer hours found work more enjoyable. The respondents didn’t find that they were given uninteresting work to do or that their jobs had deteriorated; on the contrary, they talked about how much they enjoyed the challenges they got at work. They reported enjoying family life more as well as work because they had a better balance. They felt less frantic about meeting the obligations of both work life and family life. They were better able to organize their “mental world” because they were able to block out time for both. There didn’t appear to be any correlation between number of hours worked and satisfaction with their balance. Each individual seemed to find his or her own balance. Meiksins and Whalley observe “What we found was that different people need different things.”

The researchers also asked a number of questions about interruptions of work and if it was more difficult to manage because

THERE DIDN’T APPEAR TO BE ANY CORRELATION BETWEEN NUMBER OF HOURS WORKED AND SATISFACTION WITH THEIR BALANCE.

EACH INDIVIDUAL SEEMED TO FIND HIS OR HER OWN BALANCE. MEIKSINS AND WHALLEY OBSERVE “WHAT WE FOUND WAS THAT DIFFERENT PEOPLE NEED DIFFERENT THINGS.”

of decreased work hours. There were some problems. For example, respondents who job-shared expressed concern that the transition between job-share partners caused some difficulty because of the “hand-off” process. There were also compatibility issues with this arrangement. Some respondents also complained about uncooperative managers or colleagues and/or about the difficulties of attending meetings that were scheduled at inconvenient hours. But, by and large, technical

REGARDLESS OF COMPANY POLICY, THE SUBJECTS “DID A LOT OF SHOPPING AROUND FOR A MANAGER THAT WOULD ACCOMMODATE THEIR SCHEDULE.”

— MEIKSINS & WHALLEY

work seems manageable on a reduced hours schedule.

Overall, most of the people interviewed were satisfied

with their work arrangements and had been able to handle the problems effectively. Some people had really cooperative managers who accommodated their schedules although, at times, co-workers felt the need for the individuals to “be there” more time. There were others who reported a great deal of pressure to return to full-time work. Meiksins and Whalley found that regardless of company policy the subjects “did a lot of shopping around for a manager that would accommodate their schedule.” One observation had particular importance for future practice. Although many respondents thought that some jobs (especially management) had to be full-time in order to get the work done, there were often people who had managed to arrange those very jobs on a reduced time basis, sometimes in the same organization. Creativity, persistence and good will could often overcome the most seemingly obdurate technical or organizational difficulties. Meiksins and Whalley suggest that further research should be conducted regarding this phenomenon. And they think it would be a positive move if people began to change their way of thinking about the so-called

“normal” work arrangements that are often taken for granted.

In a part of the book that has particular importance for parents,

ALTHOUGH MANY RESPONDENTS THOUGHT THAT SOME JOBS (ESPECIALLY MANAGEMENT) HAD TO BE FULL-TIME IN ORDER TO GET THE WORK DONE, THERE WERE OFTEN PEOPLE WHO HAD MANAGED TO ARRANGE THOSE VERY JOBS ON A REDUCED TIME BASIS

— MEIKSINS AND WHALLEY

Meiksins and Whalley report that an important part of the accommodation of work and family was the restructuring of family life as well as work time. For the mothers, in particular, but also those men who had made a significant investment in parenting, having more time at home was about the satisfactions involved with child rearing—an activity they often talked about in the same tone and terms as they did their creative technical work. Many parents had certainly cut back on family chores and domestic labor to free time for the interesting work; technical activities at work, child rearing at home.

Meiksins and Whalley observe that they were initially surprised that most people they interviewed did not have any clear ideas or plans for returning to full-time work. In the beginning, it may have been a family issue that caused them to reduce hours but it seems that they became comfortable with working part-time because they had good jobs and schedules that suited them. Working fewer hours suited their needs.

MEIKSINS AND WHALLEY ARE COMMITTED TO INFORMING PRACTITIONERS ABOUT THEIR RESEARCH FINDINGS — BUT NOT THE MANAGERS, THE “DOERS.” RATHER THAN A TOP-DOWN ORGANIZATIONAL APPROACH, THE RESEARCHERS ADVOCATE A GRASS-ROOTS APPROACH.

It is a message that Meiksins and Whalley are trying to disseminate at meetings of technical professionals as well as through the conventional sociological media.

“We were struck by so many people who had individual experiences, making their own arrangements even when policy was in place. We found people had very little knowledge of what others did, they felt isolated: ‘What’s going to happen to me?’

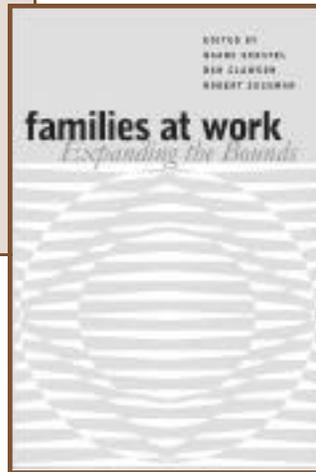
In response to these findings, Meiksins and Whalley renewed their commitment to informing practitioners about their research findings -- but not the managers, the “doers.” Rather than a top-down organizational approach, the researchers advocate a grass-roots approach to disseminating the findings. Indeed, the book itself speaks to the workers by providing suggestions for adapting part-time. The authors have given (or are giving) presentations to organizations of practitioners such as the Society of Women Engineers and the Society for Technical Communications.

While disseminating information about innovative forms of work arrangements, Meiksins and Whalley are continuing their research, focusing now on what can be learned by studying design professionals, prototypical examples of the greatly expanding culture work occupations. They are initiating a new project comparing three kinds of designers (industrial designers, interior designers and graphic designers). They are exploring how each of these groups interacts with customers and employers, how they describe the work that they do, and how (or whether) they are able to develop arrangements that allow them to work and live in ways with which they are comfortable. ❖

## Families At Work: Expanding the Boundaries

Naomi Gerstel, Dan Clawson,  
& Robert Zussman, editors

Vanderbilt University Press,  
Nashville, TN (2002)  
ISBN: 0826513972 (cloth: alk. paper)  
ISBN: 0826513980 (paper: alk. paper)



**Naomi Gerstel:** Gerstel is a Professor of Sociology at the University of Massachusetts, Amherst. Gerstel's research and courses focus on gender, carework, and family and work policy. Her most recent articles have examined the effect of women's employment on care to family and friends, labor unions' family policies, the Family and Medical Leave Act, the contextual character of men's caregiving, and the effect of children on the care women and men provide. Gerstel is also an editor of The ASA Rose Series in Social Policy.

**Dan Clawson:** Clawson is a Professor of Sociology at the University of Massachusetts, Amherst, and is a member of the Coordinating Committee of Scholars, Artists, and Writers for Social Justice, which strives to build connections between academics and the labor movement. Clawson served as editor of *Contemporary Sociology* from 1995 to 1997 and is co-author of *Dollars and Votes: How Business Contributions Subvert Democracy* and *Money Talks: Corporate PACs and Political Influence*. Clawson is also one of the editors of The ASA Rose Series in Social Policy.

**Robert Zussman:** Zussman is a Professor of Sociology at the University of Massachusetts, Amherst. He is author of the books *Mechanics of the Middle Class: Work and Politics among American Engineers*, and of *Intensive Care: Medical Ethics and the Medical Profession*. He is the editor of *Qualitative Sociology* and one of the editors of The ASA Rose Series in Sociology. He is currently working on a study of autobiographical occasions.

## Reshaping Public Discourse

### A Conversation with Naomi Gerstel

By Tina Matz and Teri Ann Lilly

**Editor's note:** Gerstel, Clawson, and Zussman, co-editors and colleagues at UMASS, have compiled an impressive collection of papers. This edited volume is divided into four parts: "Family Labor and the Construction of Gender," "Employment and the Care of Children," "Family, Community, and Social Context," and "Policy, Politics, and Working Families." Taken together, these qualitative articles expand the analysis of work and family to include the relationship between families and communities of various sorts. Many of the articles shed light on the perspectives of those diverse populations, not typically the focus of work and family investigations, such as lesbian families, black middle class families, white working class and poor families. We thank the authors for this substantial contribution to the work and family area of study.

Compiling this edited volume—*Families at Work*—was the "next logical step" in a process that began when Gerstel and Clawson participated in the national conference "Work and Family: Expanding the Horizons" in San Francisco. "I was impressed with the abundance of rich qualitative papers," notes Gerstel.

Zussman, the editor of *Qualitative Sociology*, asked Gerstel and Clawson to select interesting articles presented at the conference for a special issue, which was published in December 2000. Next, the editors collected several supplementary articles that led to the development of the edited volume's framework and agenda. The book covers a spectrum of issues that influence the "work" of contemporary families. Gerstel suggests, "We moved to the outer layers of the onion."

The book begins by examining micro-level issues, such as the construction of gender and domesticity, and ends with a focus on macro-level issues, such as welfare reform and politics. In a similar vein, the agenda of the book was to "expand the bounds" or to broaden the discussion around work-family issues and to challenge common perceptions regarding the "character and conception" of the connection between work and family.

Gerstel reminds us that it was not so long ago that the concepts of work and family were viewed as "analytically separate domains." These were seen as separate and discrete entities, each task-specific and specialized in its own right. Gerstel suggests that a set of shared assumptions once supplemented this distinction between work and family. The first of these assumptions was that the work and family domains were separated by gender, as men worked for pay and women stayed at home to take care of the family. A second assumption was that there should be no conflict between the demands of work and the demands of family. A third assumption was that the only kind of family that mattered—the kind everyone aspired to, the only one that would be viable in the modern world—was the nuclear family. Finally, a fourth assumption was that "work" meant work for pay; unpaid family work was not considered serious or real.

In the late 1980's Gerstel co-edited a volume, "Families and Work," with Harriet Gross. Gerstel comments that "even at this point, the notion that work had an effect on family and family had an effect on work was still in its beginning stages. This made it very difficult to compile a book that addressed work-family issues because the concept of work-family itself was still nascent." In contrast, Gerstel notes, "Two decades later, it was much easier to compile this edited volume on work and family issues because the literature available in the field has grown tremendously."

One of the key goals for the current volume, according to Gerstel, was to select from the wealth of available articles to choose those that jointly captured the "character and conception" of the changing connection between work and families. To illustrate this changing conception, note the exact wording of the book's title, "Families at Work." The editors chose not to use the word "family" (singular) as it represents an "ideological formulation, implying a unity of experience that no longer exists and probably never existed." "Families" (plural), on the other hand, acknowledges the diversity of family types that exist in contemporary America. The phrase "families and work" suggests that family and work are fundamentally different and separate. "Families at work," however, suggests that family and

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work are connected in many ways. In addition “families at work” suggests that families are constantly in the process of reworking themselves.

Recognition of this process served as a framework for the selection of the volume’s articles. The qualitative articles peel away the many layers of meanings and multiple experiences for a range of families. The volume consists of several articles on family processes that are under-represented in the work and family literature. For instance, Marjorie DeVault examines families doing the work of constructing themselves in public forums, like zoos; Margaret Nelson considers the uneven reciprocity single mothers develop to support their families; Stacey Oliner considers the impact of changes in welfare policy on the ethos surrounding kin ties; Pierrette Hondagneu-Solet and

Ernestine Avila consider the meaning of work and family for immigrants who become transnational mothers;

“IT IS NOT JUST THE POOR, BUT A BROADER WORKING CLASS, WHO ARE NEGLECTED IN MANY DISCUSSIONS, BUT ADDRESSED IN THIS COLLECTION.”  
— GERSTEL, CLAWSON, ZUSSMAN

Christopher Carrington explores the importance of affluence for the construction of family among lesbians.

We asked Gerstel “What effect, if any, has this under-representation had on the family and workplace?”

“The relatively little attention that policymakers and researchers have given to diverse family forms and class issues has had a significant effect on both families and workplaces. The problem is that by focusing on a particular type of family, policies tend to reinforce a narrow version of what a family should be. For example, unpaid leave policies are aimed toward and primarily used by the middle class, ignoring the poor and making it much more difficult for the poor to do the work of maintaining families. This type of restrictive focus severely limits the effectiveness of policy and contributes to the continued rejection of underrepresented and diverse family forms.”

“The poor and the near poor are frequently overlooked when it comes to so-called “work-family” issues. Looking at all these different issues forces us to rethink work and families. Higher minimum wage is family policy. Immigration policy, welfare policy and health benefits are family policy, but people don’t talk about them that way. A focus on these issues forces us to rethink work and families through the lens of women, men and children in many kinds of working families.”

Gerstel, Clawson and Zussman stress, “It is not just the poor, but a broader working class, who are neglected in many discussions, but addressed in this collection.” A selection by Francine Deutsch looks at couples who work alternating shifts as a way to address the child care problem; ideology plays a role in this, but so does economics. An article by Lynet Uttal explains that even if parents would prefer to make other arrangements,

sometimes they use relatives for child care because the kin need a job, especially one that gets them out of the farm fields or off the assembly line. Clawson and Gerstel’s article based on interviews with union officials shows that some discussed the problem of unscheduled mandatory overtime: during the middle of a work day, factory workers may be told that they must stay for an extra two or three hours, making it extremely difficult to arrange child care. These same union leaders emphasized that flextime, often promoted by “work family experts,” is viewed by many workers as a benefit for employers (who want less overtime) rather than employees (who often need the money that overtime can provide).

“WE NEED TO RESHAPE PUBLIC DISCOURSE, WHICH WILL SHAPE POLITICIAN’S BELIEFS. WHEN NECESSARY, WE SHOULD BE ABLE TO SPEAK, AS WE REWORK, THE LANGUAGE OF POLITICIANS AND THE MEDIA, WHO WANT TO TALK ABOUT RESEARCH FINDINGS IN SOUND BITES, OR EVEN THINK ABOUT FAMILIES IN TERMS OF SOUND BITES.”  
— NAOMI GERSTEL

What is the role of researchers in creating change?

Gerstel replies, “We should insist that policymakers take into account the wider range of research. Think tanks shape thought and politicians look for a particular type of research. We need to reshape public discourse, which will shape politician’s beliefs. When necessary, we should be able to speak, as we rework, the language of politicians and the media, who want to talk about research findings in sound bites, or even think about families in terms of sound bites.”

“Instead of advocating minor reforms, which often serve employers more than employees, researchers need to broaden the discussion.” Gerstel observes, “We need to look at job hours, living wage, family leave, and elder care as work-family issues. We need to think more broadly about what is family and what families need and ask broader questions. For example, while we have recently made more visible the work of giving care (moving from a language of “caretaking” to “caregiving” to the even more recent “care-work”) our view of that work too often has been

“INSTEAD OF ADVOCATING MINOR REFORMS, WHICH OFTEN SERVE EMPLOYERS MORE THAN EMPLOYEES, RESEARCHERS NEED TO BROADEN THE DISCUSSION.” WE NEED TO LOOK AT JOB HOURS, LIVING WAGE, FAMILY LEAVE, AND ELDER CARE AS WORK-FAMILY ISSUES. WE NEED TO THINK MORE BROADLY ABOUT WHAT IS FAMILY AND WHAT FAMILIES NEED AND ASK BROADER QUESTIONS.”  
— NAOMI GERSTEL

narrowly limited to the care of young children. We need to continue expanding our perspective of carework to include care to elderly parents, siblings, other relatives, even friends. This can broaden our view of both work and families as well as the char-

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acter of their connection.”

Gerstel, who does both qualitative and quantitative research, underscores the importance of qualitative research: “We need to support qualitative work; we need to recognize that it is more than fodder for hypotheses to be tested in quantitative work. We need to continue to look at the wide range of qualitative pieces to better understand and reconceptualize work/family issues and broaden our discussion.” ❖

#### References

- Gerstel, Naomi, Clawson, Dan, & Zussman, Robert, eds. 2002. *Families at Work*. Nashville, TN: Vanderbilt University Press.
- Gerstel, Naomi & Gross, Harriet E. 1987. *Families and Work*. Philadelphia: Temple University Press.

## The Work in America Institute announces new research initiatives

The Work in America Institute works to improve productivity and the quality of working life by promoting principles of sound human resource practice that are applicable to all industries. Their research focuses on case studies of best practices, focus groups and surveys, pilot demonstrations projects, reports, dissemination for impact, and partnership strategies.

The Institute is embarking on three exciting research projects.

*Exploring Reduced Work Time Options for Unionized Workers* is an 18-month research and education project, funded by the Sloan Foundation. This project, focusing on unionized workers, looks at new models of work and organizational time management in which reduced schedules meet both employees and employers needs. Findings will be disseminated to practitioners, private and public policy decision makers, and opinion leaders using media, networking, and web strategies.

*From the Working Poor to the Middle Class: How People Make the Transition* is a study supported by UNITE's Heritage Fund. Using focus groups, this project examines manufacturing and service sector employees who have been employed in low-wage jobs in the past 10 years and have worked their way up to stable, middle-class jobs. The exploration of how these previously low-income workers make their way out of poverty is the focus. Recent immigrants will be compared to native-born Americans and union workers will be examined as well.

*Employee Involvement and Civic Engagement in Community Politics* is a project funded by the Kettering Foundation that explores whether employee involvement, teamwork, labor-management partnership, and participative management is linked to fuller and more effective engagement in community issues by employers and employees.

For more information, go to <http://www.workinamerica.org/>, or send an e-mail to [info@workinamerica.org](mailto:info@workinamerica.org)

## The Standards of Excellence in Work/Life Integration A Framework for Creating Excellence



Kathy Lynch,  
Work & Family  
Roundtable, Director  
Project Manager,  
The Standards  
of Excellence in  
Work/Life Integration

The Standards of Excellence in Work/Life Integration have been developed by the Boston College Center for Work and Family in collaboration with an advisory board of leading corporate practitioners and academics.

At the core of the Standards framework is a set of principles, a set of guiding beliefs designed to guide practice. The question for many organizations, however, is how to “move beyond Principles”– how to turn

values into practice. This further definition has been accomplished through the articulation of 7 Essential Elements: Leadership, Strategy, Infrastructure, Accountability, Measurement, Communication, and Relationship Building. The Standards of Excellence will operationalize the Principles and Elements through the Work/Life Excellence Index – a set of measures, competencies, and behaviors that will allow organizations to gauge their progress in these work/life areas – and will provide a framework for developing strategy, a means of benchmarking with other leading organizations, and annual trend reports offering a report card on the state of excellence in the work/life field.

The Center will provide several resources to help employers design and implement their work/life strategies including:

- The E-HANDBOOK on Excellence
- The Benchmarking Database
- Virtual Teleconferences
- The Standards Forums

The Standards of Excellence and Work/Life Excellence Index will be available to organizations that would like to undertake an intensive assessment of their company's success and progress in creating a supportive work environment where work/life policies and core business strategies are aligned. The standards will be broadly applicable to employers regardless of size or industry.

For more information on the Standards of Excellence or the Boston College Center for Work and Family, please visit their website at [www.bc.edu/cwf](http://www.bc.edu/cwf), or contact Kathy Lynch, (617) 552-2865 or email [lynchks@bc.edu](mailto:lynchks@bc.edu).

## When Work Comes Home: Mapping the Work/Family Interface

### The Famitel Cross-Cultural Pilot



Helen Hootsmans,  
Ph.D.,  
Famitel  
Coordinator

By Helen Hootsmans, PhD

As telecommuting (eWork) receives more attention as flexible work option and begins to switch from employee “request” to employer “mandate,” work/family ramifications become more important for both employer and employee. Research into the functioning of the teleworker and effects on the organization itself are ongoing. Advantages reported and perceived are well-known. On the other hand, how telework functions within the home organization and its effects on the teleworker's household are less recognized. The conditions (cultural, spatial, psychological, sociological, temporal) under which telework operates are bottom line issues. Can telework serve to enhance both organizational and family goals?

The purpose of the Famitel pilot was to explore the feasibility of

week at or from home. The methodological approaches utilized combined time study diaries, spatial documentation and qualitative interviews. This triangulation uncovered new interconnections and provided a clearer context for analysis. All interviews took place in the respondents' homes.

Our preliminary conclusions and lessons learned clearly indicate potential avenues for serious study by researchers and other stakeholders in the community even if the number of respondents is small.

Lessons learned included:

- the interlocking of time, space and relationship issues,
- the importance of new vantage points in analysis as demonstrated by the three dimensional “envelope” charts,
- the dynamics of spatial use as the “home office” moves around the house,
- the interdependence of partners in various aspects of telework, inclusive three key roles for both partners to play (gatekeeper, timekeeper and team member).
- the frustrations, rewards and necessity of going outside disciplinary boundaries to address complicated issues,
- the “universality of given issues, regardless of cultural context, and the concomitant influence of “cultural” context,
- the need to deal with special problems of language and time zones which facilitate study for some researchers and put others at a disadvantage.

**For more information, please contact:**

[Famitel <helenhootsmans@bigfoot.com>](mailto:helenhootsmans@bigfoot.com)

## **Families & Social Capital ESRC Research Group**

**London South Bank University, UK**

*By Rosalind Edwards, Director*

The Group's five-year programme of research focuses on the inter-relationship between the dynamics of family change and processes of social capital. Social capital concerns collective and socially negotiated ties, norms, values, interactions and relationships. The work takes a critical approach to the question of whether changing families mean the death of old, or generation of new, forms of social resources and support.

The Families Group has three main strands of research:

1. Ethnicity, including projects on diasporic identities, family rituals, and care provision.
2. Education & Employment, including projects on locality and schooling, higher education and market labour, and time use.
3. Intimacy, including projects on youth transitions into adulthood, support in parenting, and sibling relationships.

Further details about our programme of work can be found at [www.sbu.ac.uk/families](http://www.sbu.ac.uk/families).

## **The Community, Families & Work Program at Brandeis University (CFWP)**

**Sloan grant awarded to CFWP research group**

Roz Barnett, Director of CFWP, has announced the receipt of

an award to conduct a qualitative study designed to explore the role that commuting plays in the management of work/family life in dual-earner couples with children. The study — “Managing the Travel Demands of All Members of Dual-Earner Families with Children” — addresses issues concerning the relative daily experiences of each parent during the journey from home-to-work and work-to-home, gender differences in the journey, perceived rewards and concerns about the commute to and from work, stress related to commuting, and how this stress affects parent's ability to manage other roles in their lives (e.g., employee, spouse, parent, etc.). Fifteen dual-earner families from each of two communities in the Greater Boston area (Brookline and Winchester) will be interviewed. These are communities similar in several respects (i.e., median income, quality of schools, town form of government), but very different in terms of their respective transportation options. This study hopes to shed some light on this understudied yet very important issue in the lives of working families.

For more information about CFWP, visit the [website](#).

## **MARIAL CENTER AT EMORY UNIVERSITY LAUNCHES NEW PUBLICATION**

Elizabeth Kurylo of the MARIAL Center reports the following information regarding their program.

The MARIAL Center published its first newsletter, called “Families That Work: Newsletter of the Emory Center for Ritual and Myth in American Life.” Articles in it will describe MARIAL research projects, programs and guest speakers.

Emory University's MARIAL (Myth and Ritual in American Life) Center was founded in the fall of 2000 through a grant from the Alfred P. Sloan Foundation. The Center focuses its research on the functions and significance of ritual and myth in dual wage-earner, middle-class families in the American South, with the aim of understanding how family cultures are produced and reproduced under conditions of modern working life. The Center is directed by Dr. Bradd Shore, a cultural anthropologist.

The MARIAL Center has four basic purposes: to promote scholarly studies of myth and ritual among working families in the Southeastern United States; to train the next generation of scholars to focus attention on American middle-class families; to publicize findings through scholarly channels and more broadly through the media; and to find ways to use the insights gained from research to encourage and foster positive social change. MARIAL research is done by an interdisciplinary team of faculty, students and postdoctoral fellows involved in a collection of distinct but related projects. Current research projects focus on story-telling and the transmission of family histories; rituals of adolescents and teenagers; family scheduling, ritualization and stress; public policy implications of contemporary myths of motherhood and their class associations; and the influence of Baptist family-life centers. For more information, please go to their website:

[www.emory.edu/COLLEGE/MARIAL/about/index.html](http://www.emory.edu/COLLEGE/MARIAL/about/index.html).

## Awards

### Annual Council on Contemporary Families' Media Awards

#### Recipients:

**H.J. Cummins, *Minneapolis Star-Tribune***

**Ruthe Padawer, *Bergen Record***

The 1st Annual Council on Contemporary Families' Media Awards were presented to HJ Cummins of the Minneapolis Star-Tribune and Ruth Padawer of the Bergen Record (New Jersey). These two awards were presented at the 5th Annual Conference of the Council on Contemporary Families held April 26th-28th at Fordham University in New York. HJ Cummins was the recipient of the 2002 Award for Outstanding Coverage of Family Diversity for her compelling stories and rich portraits on the lives of non-traditional families. Ruth Padawer was the recipient of the 2002 Award for Outstanding Analysis of Contemporary Families for her in-depth exploration of the 2000 U.S. Census data on families. Her work revealed the stories that census data does not tell about changes in American families.

The media awards were established in 2002. The selection committee looked for articles that put individual family issues in a larger social context, so that the public could get a balanced picture of the trade-offs, strengths and weaknesses of the varied and changing family arrangements and structures of today.

The CCF media awards committee will call for nominations for the 2003 awards in September 2002.

For more information, please go to [www.contemporaryfamilies.org](http://www.contemporaryfamilies.org)

### Jessie Bernard Award

#### American Sociological Association (ASA)

#### Recipient: **Barrie Thorne, Ph.D.**

Barrie Thorne, Ph.D., Director, Berkeley Center for Working Families, is the 2002 recipient of the American Sociological Association Jessie Bernard Award, "which is given annually in recognition of scholarly work that has enlarged the horizons of sociology to encompass fully the role of women in society."

## Recent Conferences

### "Uncharted Territory: Raising Children in a New World": The Council on Contemporary Families' 5th Annual Conference

**April 26-28, 2002**

**NY, NY**

The Council on Contemporary Families hosted its 5th annual conference in New York City from April 26-28, 2002. For more information, please go to:

<http://www.contemporaryfamilies.org/>.

### The First Annual Invitational Journalism and Work-Family Conference

Community, Families, & Work Program at Brandeis University

Boston University College of Communication

**May 4-5, 2002**

**Boston, MA**

The conference's aim was to facilitate interaction and communication between social scientists and journalists. This unique conference brought together approximately 25 major researchers and 75 journalists across the country for a provocative day and a half conference.

The conference directors were Caryl Rivers, Professor of Journalism at the BU College of Communication and Rosalind Chait Barnett, Ph.D., director of the Community, Families, & Work Program at Brandeis University.

#### The Schedule

**Opening Address: "How the Media Portrays Working Families"**  
**Rosalind Barnett & Caryl Rivers**

**Session I: "History of Marriage and the Family"**  
**Stephanie, Coontz, Judith Stacey, & Karen Hansen**

**Session II: "Child Care"**  
**Ann Crouter, Kathleen McCartney, & Barbara Risman**

**Session II: "Work-Family Conflict"**  
**Linda Stroh, Jane Waldfogel, & Jeffrey Greenhaus**

The papers presented by the social scientists and articles written about the conference are available at the Community, Families & Work Program website, click on [2002 CFWP Conference](#).

### The European Academy of Management's 2nd Annual Conference on Innovative Research in Management

**May 9 - 11, 2002**

**Stockholm, Sweden**

This conference was organized by the Stockholm School of Entrepreneurship in collaboration with the Scandinavian Academy of Management. "Innovative Research in Management" in the face of the changing European economy was explored.

For more information and for full-text articles, please go to: <http://www.sses.com/public/events/euram/>

## “Families That Work: Cross-Currents in Sloan Sponsored Research on Working Families”

Emory Center for Myth and Ritual in American Life (MARIAL)

Emory University

May 9-10, 2002

Atlanta, GA

The annual Sloan Network conference was held May 9-10th. The Emory Center for Myth and Ritual in American Life, hosted the conference, welcoming over 130 researchers from across the country that are part of the Sloan Network: The Sloan Centers on Working Families and the new Sloan Workplace Center at MIT. Also attending, were members of the Sloan Work and Family Research Network.

The conference focused on the crosscurrents between the centers. “The idea,” according to Bradd Shor, Director, MARIAL Center, “is to generate connections and relations between people at different centers that can be developed outside the conference, in terms of visits, joint research, and people helping each other.”

### Sessions:

**Session I: “Families That Work: Success Stories of Working Family Life”**

**Session II: “Emotional and Spiritual Dimensions of Work/Family Life”**

**Session III: “Making Time”**

**Session IV: “Life Course Issues”**

For more information about the Centers (including publications), visit their websites:

**Alfred P. Sloan Foundation Working Families Centers**

[Center for the Ethnography of Everyday Life at the University of Michigan](#)

[Center for Working Families at the University of California, Berkeley](#)

[Cornell Employment and Family Careers Institute](#)

[Emory Center for Myth and Ritual in American Life](#)

[Parents, Children and Work at University of Chicago and NORC](#)

[UCLA Center on Everyday Lives of Families](#)

**Alfred P. Sloan Foundation Workplace Center**  
[MIT Workplace Center](#)

## “Work-Life Challenges in a Changed World”: The Conference Board / Families and Work Institute’s 2002 Work-Life Conference

June 10-11, 2002

NY, NY

This meeting was presented in association with the Families and Work Institute, and with assistance from IBM, Johnson & Johnson, KPMG, PricewaterhouseCoopers, and WFD Consulting. The conference addressed how work-life strategies can help both work-life professionals and other leaders in organizations to address the changes we are facing at work, at home, and in our communities as a result of the events of September 11th. For more information, please go to: <http://www.conference-board.org/conferences/>.

## “New Evidence for the Business Case”: The Midwestern Work-Family Association (MWFA) Annual Conference

June 27, 2002

The Midwestern Work-Family Association and The Military Family Research Institute at Purdue University and the Alliance of Work/Life Professionals sponsored this annual conference. Experts from academia, the military, and workplace and community programs shared research and insights on implementing work-life and quality-of-life interventions. Presenters included: Kelly DeRango, Upjohn Institute for Employment Research; Rick Dorazil, Motorola; Ellen Kossek, Michigan State University; John Nelson, U.S. Air Force, Retired; Jill Perry-Smith, Georgia Institute of Technology; Heather Weiss, Harvard Family Research Project; and Howard Weiss, Military Family Research Institute.

For more information, please go to: <http://www.cfs.purdue.edu/CFE/mwfa.html>.

## Call for Papers

### “From 9-to-5 to 24/7: How Workplace Changes Impact Families, Work, and Community”

Deadline for submission of papers is August 31, 2002

“From 9-to-5 to 24/7: How Workplace Changes Impact Families, Work, and Community” is an academic conference sponsored by The Business and Professional Women’s Foundation and The Community, Families, and Work Program at Brandeis University.

The conference welcomes proposals for presentations featuring high-quality research using a variety of perspectives and methods taking this transition from 9-to-5 to 24/7 into consideration.

Topics to be considered include: Workplace changes, demographics, community resources, federal and state policies, labor issues, cross-cultural perspectives, and child-care/elder-care needs. Presentations will be selected by peer review panels.

For information regarding the conference as well as the Call for Papers, go to <http://www.brandeis.edu/centers/wsrc/CFWP>.

### Asian Consumer and Family Economics Association (ACFEA) Conference

Deadline for submission of papers is November 1, 2002

The Fifth Biennial Conference of Asian Consumer and Family Economics Association (ACFEA) will be held at National Chengchi University’s College of Social Sciences, Taipei, Taiwan, on July 2-4, 2003.

All papers are to be written in the English language. Only completed papers will be accepted for review.

In addition, authors of papers that are outstanding in quality and content will be invited to submit their work to a special issue of the *Journal of Family and Economic Issues*. Papers published in this special issue will be selected on the basis of a blind peer review that is separate and apart from the review process for the conference.

For more information, go to [http://www.socialsciences.nccu.edu.tw/ACFEA/2003\\_call.htm](http://www.socialsciences.nccu.edu.tw/ACFEA/2003_call.htm)

### Special Issue of the *Journal of Family Issues* Contributions from the national Studies of the Changing Workforce

Submissions are due by December 1, 2002

The Center for Families at Purdue University and the Families and Work Institute are collaborating to edit a special issue of the *Journal of Family Issues*. Shelley M. MacDermid, Ellen Galinsky, and James T. Bond are guest editors.

The 1992 and the 1997 National Studies of the Changing Workforce are the first detailed examinations of work and family issues with nationally representative samples in almost two decades. These data sets now are available to researchers for analysis. The submitted manuscripts must include analyses of one or both of the data sets.

For more information, see <http://www.bc.edu/wfnetwork> or contact [shelley@purdue.edu](mailto:shelley@purdue.edu).

## Conferences

### “Building Effective Networks”

Academy of Management

August 8-14, 2002

Denver, Colorado

The theme: Examining and understanding the what, why and how of building effective networks.

For more information, visit <http://www.aom.pace.edu/>

### “Allocation Processes and Ascription”

American Sociological Association

August 16-20, 2002

Chicago, Illinois

The 2002 Annual Meeting will focus on the allocation processes that generate or

contain ascription-based inequality.

For more information, go to <http://www.asanet.org/convention/homepage.html>.

### “Work-Family Challenges for Low-Income Parents and Their Children”: The 2002 Family Issues Symposium

October 10-11, 2002

The College of Liberal Arts, the College of Health and Human Development, and the Population Research Institute at Penn State are hosting a two-day symposium, focusing on a key problem focusing on families. Sixteen scholars in the field of family research convene to present and critique research on the focal topic.

Implications for programs and policy are discussed. The proceedings of the symposium will be published in a book.

For more information, please contact Ann Morris ([amorris@pop.psu.edu](mailto:amorris@pop.psu.edu)) or go to: <http://www.pop.psu.edu/events/symposium/>.

## Year 2003

### “From 9-to-5 to 24/7: How Workplace Changes Impact Families, Work, and Community”

February 28 – March 1, 2003

Orlando, Florida

“From 9-to-5 to 24/7: How Workplace Changes Impact Families, Work, and Community” is an academic conference sponsored by The Business and Professional Women’s Foundation and The Community, Families, and Work Program at Brandeis University.

This year’s conference will include activities to grow connections among members of the work-family community, as it will be held contiguously with AWLP’s annual meeting. “Crossover” events are planned for those who attend both conferences at no extra cost.

For information regarding the conference as well as the Call for Papers, go to <http://www.brandeis.edu/centers/wsrc/CFWP>.

## **“Designing the Future”: The 7th Annual Work/Life Conference**

**February 25-28, 2003**

**Disney’s Coronado Springs Resort  
Orlando, Florida**

From February 25-28, 2003, the Alliance of Work/Life Professionals (AWLP) is sponsoring the 7th annual work/life conference to be held in Disney’s Coronado Springs Resort in Orlando, Florida. This conference typically attracts a broad audience of corporate, public sector, non-profit, and union practitioners, as well as service providers and academics. Families are welcome and child-care is provided, which includes both fun and educational opportunities for children and adolescents.

Joining AWLP at the conference is The U.S. Office of Personnel Management Office of Work/Life Programs who will be presenting a one-day pre-conference on current work, life and wellness in the Federal sector. This is open to both Federal and non-Federal personnel. Also, the Business Professionals and Woman’s Foundation (BPWF) and the Community, Families and Work Program at Brandeis University are hosting an overlapping academic conference: “From 9 to 5 to 24/7: How Workplace Changes Impact Families, Work and Communities” for February 28 and March 1.

For more information, please visit:  
<http://www.awlp.org/>.

## **Fifth international meeting on “Work, Stress and Health”**

**March 19-22, 2003**

**Toronto, Canada**

The fifth international meeting on “Work, Stress and Health” will be held in Toronto, Canada.

As in past years, the meeting will be sponsored by the American Psychological Association and the National Institute for Occupational Safety and Health in the United States. They will be joined this year by a third

hosting organization, the School of Business at Queen’s University.

Work-family issues were a very prominent

part of the four prior conferences, and will no doubt again be a major focus at the next meeting.

If you have any questions or suggestions, please feel free to contact Julian Barling ([jbarling@business.queensu.ca](mailto:jbarling@business.queensu.ca)).

## **Asian Consumer and Family Economics Association (ACFEA) Conference**

**July 2-4, 2003**

**Taipei, Taiwan**

The Fifth Biennial Conference of Asian Consumer And Family Economics Association (ACFEA) will be held at the College of Social Sciences, National Chengchi University, Taipei, Taiwan, on July 2-4, 2003.

The central topic of the conference is to improve the well being of consumers and families. Professionals in economics, consumer economics, family economics, agricultural economics, marketing, management, political science, education, psychology, sociology, social work, and other related fields are welcome to submit papers, poster proposals, and panel proposals addressing theoretical, empirical, methodological, pedagogical, and policy issues as they apply in an Asian context.

For more information, please go to  
[http://www.socialsciences.nccu.edu.tw/ACFEA/2003\\_call.htm](http://www.socialsciences.nccu.edu.tw/ACFEA/2003_call.htm)

## “New Mandates for Researchers”

Please read **Scott Coltrane's** opinion piece on the historical and emergent role of researchers as both interpreter and agent of social change.

Coltrane argues that research findings can be used for exclusion and exploitation as well as for inclusion and social justice. The analysis draws attention to the “alarming political and cultural trend: the use of sociological research to justify policies designed to promote a narrow religious view of what counts as a legitimate family. (See Table 1, pp. 392-393). Coltrane posits “Sociologists of all faiths have a moral obligation to ensure that their research findings are not misinterpreted in the service of a narrow religious agenda or inappropriately used to justify nostalgic exclusionary family policies.”

First presented as an address to the 2001 Pacific Sociological Association Meeting, the presentation was adapted and published in *Sociological Perspectives* 44 (p. 387-402), entitled “Marketing the marriage ‘solution’: Misplaced simplicity in the politics of fatherhood.”

### REPORTS/BRIEFS

Appelbaum, Eileen; Bailey, Thomas; Berg, Peter; & Kalleberg, Arne. 2002. “Shared Work, Valued Care: New Norms for Organizing Market Work and Unpaid Care Work”. Economic Policy Institute, Washington, DC. <http://www.epinet.org>.

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Kammerman, Sheila & Gatenio, Shirley. 2002. “Mother’s Day: More than Candy and Flowers, Working Parents Need Paid Time-Off.” The Clearinghouse on International Developments in Child, Youth & Family Policies: New York. <http://www.childpolicyintl.org/issuebrief/issuebrief5.htm>

DeVita, Carol J.; Twombly, Eric C.; & Montilla, Maria D. 2002. “Toward Better Child Care Worker Compensation: Advocacy in Three States.” The Urban Institute, Center on Nonprofits and Philanthropy: Washington DC. <http://www.urban.org/>

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Baunach, Dawn M. 2002. “Trends in Occupational Sex Segregation and Inequality, 1950 to 1990.” *Social Science Research*, 31, 1, 77-98.

Jacobs, Jerry A. & Gornick, Janet C. 2002. “Hours of Paid Work in Dual-Earner Couples: The United States in Cross National Perspective.” *Sociological Focus*, 35, 2, 169-188.

Lee, Mary Dean; MacDermid, Shelley M.; Williams, Margaret L; Buck, Michelle L.; & Leiba-O’Sullivan, Sharon. 2002. “Contextual factors in the success of reduced-load work arrangements among managers and professionals.” *Human Resource Management* 41,2, 209-223.

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