REFLECTIONS FROM THE SLOAN FOUNDATION

Connecting Measures, Methods and Meaning

By Kathleen E. Christensen, Ph.D.

Kathleen E.
Christensen,
Ph.D.

Kathleen Christensen, Ph.D. is the Program Director for the Workplace, Workforce and Working Families Program at the Alfred P. Sloan Foundation. Dr. Christensen has articulated 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 well-being of today's working families.

For the past 10 years, the Alfred P. Sloan Foundation has charted new directions for scholarship, putting an emphasis on rigorous, multidisciplinary work-family research. Our commitment to

INTRODUCTION TO THE ISSUE

About the Issue

This issue focuses on innovative approaches to the measurement of constructs relevant to the work-family area of study. We have selected this theme for the last newsletter of this grant period, in part, because the topic of "methods and measures" provides opportunities to reflect on some of the impressive progress that has been made in the scholarly examination of work-family issues.

The members of the project team would like to express our appreciation of the Alfred P. Sloan Foundation and Kathleen Christensen for the support of the Network for the past three years. We would also like to thank all of you for sending us your good ideas, feedback, and suggestions. We have been particularly grateful to the over 250 individuals who have actively contributed to the work of the Network. Your engagement has made it possible for the Network to evolve into a community of individuals committed to the study of work and family.

Reflections on Measurements of Socially Situated Work and Family Lives

By Stephen Sweet

Stephen Sweet,
Ph.D.

Ithaca College

...human social life is only a small irregular scab on the face of nature, not particularly amenable to deep systematic analysis. And so it is. But it's ours.

–Erving Goffman

I love this quote, and for that matter, the entire address Erving Goffman gave to the American Sociological Association in 1982, shortly before his death. I thought it worth presenting here as an opening reflection on the consideration of measuring connections between the institutions of work and family. Goffman suggested that it would be unwise to claim that the

quality has reinforced the high standards of excellence pursued by work-family academics. The Foundation has been pleased that it has had the opportunity to provide support and resources to initiatives that are grounded in solid social science and that also push the boundaries of new methods of observation, innovative approaches to measurement, and creative strategies for interpreting and analyzing data.

Without a doubt, there is value in the generation of knowledge which results from carefully designed investigations. However, knowledge building also depends on the effective dissemination of information about work-family investigations. In an effort to facilitate dialogue among academics across the disciplines about research designs, methods, and measures – as well as findings and results, we have supported numerous meetings and conferences for scholars. Although it is a challenge to keep up-to-date with the increasing number of scholarly publications, many of you have become very adept at cross-

ing disciplinary boundaries. Your efforts to explore the territory of colleagues trained in other disciplines have contributed to the richness and depth of the work-family literature.

Periodically, when I speak with decision-makers and practitioners in the business world, policy-makers and administrators in government, and leaders of community-based organizations and groups, they make comments about the difficulties they encounter when they seek out understandable/ actionable/"just in time" information which is relevant to the work that they do every day. They often express concern that researchers may be reluctant to take a step back from the important details of research methods and measures in order to share important evidence-based insights with them. In essence, they ask, "If the 'work-family research' tree falls in the academic forest but there are no non-academics there to hear…."

It has been my experience that the integrity of research studies does not necessarily have to be compromised when researchers

precision of measurements in the social sciences are comparable to what is achieved in the "real sciences" of biology and chemistry. The challenges of studying people are inherently more difficult, and require unique methods to gauge behaviors, demands, resources, and expectations. Why do we settle for less precision? Because it is the best we can do as we grapple with the logistical and ethical concerns of studying people.

Although our measures are still prone to imprecision, we have made considerable progress in how to operationalize and systematically study work and family relationships. The resources available at the Sloan Research Network offer great contributions to our collective efforts to bridge observations across disciplines. The various Sloan Centers for the Study of Work and Family have developed innovative methods of studying working families. This collective pool of measurements and methods is enabling work-family researchers to delve deeper, and to create ever more precise studies of the socially situated realties of lives as they intersect in the domains of work and the family.

What may be the most useful dialogue to come is not only how to make the best operationalized indicator (of strain, success, conflict, etc.), or method of tapping into underlying processes, but of developing strategies of linking measurements with one another in meaningful ways, across disciplines, and across systemic levels of analysis. This will enable us to bridge the insights offered by psychologists, our experts in personality and personal experience, with those of sociologists, economists, anthropologists, and others, who focus on dynamics occurring in small groups, organizations, and the wider society. As these efforts progress, more accurately will we be able to benchmark success in the advancement of the concerns of working families, at varying points in the life course, as they perform their vital roles in the home and in the wider economy. ❖

Stephen Sweet recently joined the sociology faculty at Ithaca College in New York. Prior to that he served as the associate director of the Cornell Careers Institute: A Sloan Center for the Study of Working Families. Dr. Sweet earned his doctorate in sociology in 1994 from the University of New Hampshire, where he studied the experiences of rural workers in a restructuring economy. His first appointment was at the State University of New York in Potsdam. His most recent books, *College and Society: An Introduction to the Sociological Imagination (2001),* and *Data Analysis with SPSS (2003)*, demonstrate ways that sociological perspectives and methods can inform personal choices and social policy. Steve Sweet studies the resources available to working families and the strategies couples use to negotiate the often times competing demands of work and family. This research involves looking at the cultural context in which work-family relationships take place, the structures of workplace and family arrangements, and the ways in which people chart paths in what are sometimes very difficult situations. His goals are to find "what works," the strategies and resources that create satisfied individuals, happy couples, and good employees.

present insights and findings to non-academics. It is not in-evitable that there will be tensions between identifying key insights that might engage decision-makers and the important details of methods and measures. Those of you who have developed successful relationships with the media have demonstrated that it is possible to open the channels of communication between researchers and reporters. Your leadership in this area has already contributed to the changes in the extent of the work-family mismatch between the needs of working families and existing societal structures. ❖

The Alfred P. Sloan Foundation is currently reviewing a proposal to continue the work of the Sloan Work and Family Research Network. In June, we will send all of you an update about the project.

With fond regards,

Marcie Pitt-Catsouphes, *Co-Principal Investigator*
Bradley Googins, *Co-Principal Investigator*
Christina Matz, *Project Director*
Janet Scanlon, *Assistant Manager of the Literature Database*
Jessica Jackson, *Assistant Editor of the Work-Family Encyclopedia*
Craig Thomas, *Webmaster*
Dawn Chen, *Graphic Artist*
Sharron Luttrell, *Freelance Writer*

Articles in this issue of the Research Newsletter were written by **Sharron Kahn Luttrell**, *freelance writer and editor (unless otherwise noted). Most recently, Sharron has worked as a freelance writer and editor for the Center for Corporate Citizenship at Boston College. Her articles and columns appear in a number of publications, including* The Boston Globe; The Boston Globe Magazine; *and* PTO Today *magazine.*

Graphic Design by **Dawn Chen**, *a freelance Graphic Designer who has been working with the Sloan Work and Family Research Network since 2001. Before freelancing, Dawn worked as a production artist at Tepperman/Ray Associates design studio. She also has experience in printmaking and digital photography. Currently, she is working on freelance print and web design projects for medical research companies and non-profit organizations.*

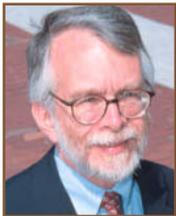# The Vignette Methodology: Study Uses Stories to Measure Conflict
Jeff Greenhaus and Gary Powell

Jeffrey H. Greenhaus is the William A. Mackie Professor of Management and Director of the Ph.D. Program in Business at the LeBow College of Business at Drexel University. He received his Ph.D. in Industrial-Organizational Psychology from New York University and teaches courses in organizational behavior and human resource management. His research focuses on career dynamics and work-family relationships. Jeff is the lead author of *Career Management*, now in its third edition (Thomson Learning, 2000), co-author of *Work and Family: Allies or Enemies?* (Oxford University Press, 2000), co-editor of *Integrating Work and Family: Challenges and Choices for a Changing World* (Greenwood Publishing, 1997), and co-editor of the *Encyclopedia of Career Development*, to be published by SAGE. His research has appeared in such journals as the *Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Journal of Vocational Behavior, Organizational Behavior and Human Decision Processes, Journal of Management, Journal of Organizational Behavior,* and *Personnel Psychology*. Jeff has served on the editorial review boards of the Journal of Applied Psychology, Journal of Managerial Issues, *Journal of Occupational Health Psychology, Journal of Organizational Behavior, Journal of Vocational Behavior*, and *Career Development International*, and was the Associate Editor of the *Journal of Vocational Behavior* from 1993 to 1995. In 1995, he received the prestigious Drexel University Research Achievement Award.

Jeffrey H. Greenhaus, Ph.D.
Drexel University

Gary N. Powell, is Professor of Management and Ackerman Scholar in the School of Business at the University of Connecticut. He is co-author of *Women and Men in Management*, now in its third edition, author of *Managing a Diverse Workforce: Learning Activities*, now in its second edition, and editor of *Handbook of Gender and Work*, all published by SAGE. He is an internationally recognized scholar and educator on diversity issues in the workplace. His graduate course on women and men in management won an award on innovation in education from the Committee on Equal Opportunity for Women of the American Assembly of Collegiate Schools of Business (AACSB). He also has won the University of Connecticut School of Business Outstanding Graduate Teaching Award (twice) and Outstanding Undergraduate Teaching Award. He has received the University of Connecticut President's Award for Promoting Multiculturalism.

Gary has served as Chair, Program Chair, and Executive Committee member of the Women in Management (now Gender and Diversity in Organizations) Division of the Academy of Management, and received both the Janet Chusmir Service Award for his contributions to the division and the Sage Scholarship Award for his contributions to research on gender in organizations. Dr. Powell holds a doctorate in organizational behavior and a master's degree in management science from the University of Massachusetts, and a bachelor's degree in management from MIT.

Gary N. Powell, Ph.D.
University of Connecticut

Editor's Note: Vignettes, though not often utilized in the work-family literature, can be a valuable technique for exploring people's perceptions, beliefs and meanings about specific situations, and are especially useful for sensitive areas of inquiry that may not be readily assessable through other means. Jeff Greenhaus and Gary Powell successfully applied this methodology to explore the issue of competing role demands. We recently had the opportunity to speak with Jeff about his experiences creating and applying this methodology.

In the paper entitled, "When Work and Family Collide: Deciding Between Competing Role Demands[1]", Jeffrey H. Greenhaus and Gary N. Powell use a vignette methodology to measure the factors that influence a person's decision to participate in a work or a family activity to the exclusion of the other. Part-time MBA students were presented with a scenario in which they were faced with choosing to attend a parent's surprise party, or a team meeting at work. In each set of vignettes, the pressure from and supportiveness of the hypothetical manager and spouse was manipulated. Respondents were told that neither the work nor family activity could be rescheduled, and were instructed to "answer all questions in terms of what you think you would do if you were in the situation described." Their responses to these vignettes gave the researchers a clear picture of how internal and external pressures influence a person's decisions in the face of competing demands.

"The work-family conflict literature has plateaued," Greenhaus said in an interview with the *Sloan Work and Family Research Network Newsletter*. "Theoretical frameworks have focused on stressors in the environment and personal characteristics that produce chronic or ongoing work-family conflict. We need to supplement this research with studies of specific situations and the factors that influence decisions in these situations. Research should be focused more on individual situations and how people deal with them."

The researchers used a vignette methodology because, unlike most work-family studies, which measure "chronic," or "global" conflict, vignettes allowed them to narrow in on a particular situation where people are asked to make a choice. Using this methodology, the researchers were able to manipulate the independent variable, allowing them to draw a clear correlation between the variable and the effect. In particular, they looked at how role pressure (the demands from spouse or manager), role salience (how important work and family is to self-identity), and role support (the degree of support from spouse or manager) influence the decision to participate in a work or a family activity.

To come up with the scenario of the surprise birthday party and the team project meeting, the researchers did a pilot study of 76 employed MBA students. The pilot respondents were asked to rate the importance of 10 work activities, including an office holiday party, dinner with a potential customer, and a president's tour of the work facility; as well as 10 family activities, which included a holiday party with neighbors, a romantic dinner with a spouse, and a parent-teacher conference. The surprise birthday party for a parent and the project team meeting were rated the highest in their respective domains among the respondents. Also, because the importance of those activities was unrelated to the respondents' demographic characteristics, the researchers felt the scenario would be most widely applicable to the respondents.

With the information from the pilot study, the survey was drawn up with the scenario described in a five-sentence paragraph. The vignette was manipulated to strengthen or weaken the work or

family pressure. For instance, the vignette where work pressure was high included the phrase, "your manager insists that your participation in this overtime work session on the project is critical," whereas the vignette where work pressure was low included the phrase, "your manager has indicated that that your participation in this overtime work session on the project is desirable but not critical." Greenhaus said he and Powell decided not to manipulate work or family role salience for fear that the

> "THE WORK-FAMILY CONFLICT LITERATURE HAS PLATEAUED. THEORETICAL FRAMEWORKS HAVE FOCUSED ON STRESSORS IN THE ENVIRONMENT AND PERSONAL CHARACTERISTICS THAT PRODUCE CHRONIC OR ONGOING WORK-FAMILY CONFLICT. WE NEED TO SUPPLEMENT THIS RESEARCH WITH STUDIES OF SPECIFIC SITUATIONS AND THE FACTORS THAT INFLUENCE DECISIONS IN THESE SITUATIONS."
> — JEFFREY GREENHAUS

data would become unwieldy. Instead, it was measured by a self-report scale, and treated as a separate variable. In all, 16 different versions of the vignette were included in the surveys, which were randomly distributed to 237 part-time MBA students at a large public university in the northeastern United States. Of those, 207 surveys were returned.

The study's findings revealed that the majority of respondents (57 percent) chose the family activity over the work activity, thereby permitting family responsibilities to interfere with work life. Those numbers changed when work and family pressure were modified. Specifically:

• 38 percent of the respondents chose the family activity when work pressure was strong, compared to 74 percent when work pressure was weak.

• 68 percent of the respondents chose the family activity when family pressure was strong, compared to 46 percent when family pressure was weak.

• 84 percent of respondents chose the family activity when family pressure was strong and work pressure weak, whereas only 27 percent chose the family activity when work pressure was strong and family pressure was weak.

Other findings indicated that an individual's self-identity influences the selection of a work or family activity. Family role salience was especially predictive of the selection of a family activity when work role salience was also high and when the individual's self-esteem was high.

While the vignette methodology has limitations, it also has strengths, and often those are one and the same, Greenhaus said.

"We were able to control the situation to manipulate certain variables," he noted. "This was an experimental design as

opposed to a correlational design. Although it is an artificial situation, we can manipulate the different factors and see how people would deal with it if they were in that situation. Any experiment has artificiality. This is why we need programs that use multiple methods to examine work-family issues, correlational (field) studies and controlled experimental studies."

The vignette methodology could also be used to assess the impact of a specific role behavior on another role. For example, it would allow researchers to measure how the way a person is treated by his or her manager at work then affects the way that individual treats his or her spouse or children, Greenhaus said. Other uses for the vignette methodology may include a study looking at who respondents turn to for support when being told they can reschedule their work or family commitments. Greenhaus also noted that he and Powell are currently using a critical incident technique where respondents are asked to think back to a particular incident where they had to make a choice about work and family. ❖

[1] Greenhaus, J.H., & Powell, G.N. (2003). When work and family collide: Deciding between competing role demands. *Organizational Behavior and Human Decision Processes, 90,* 291-303.

> FOR A MORE DETAILED DESCRIPTION OF THE STUDY'S HYPOTHESES, METHODS, MEASURES, AND FINDINGS, PLEASE SEE THE ARTICLE:
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> GREENHAUS, J.H., & POWELL, G.N. (2003). WHEN WORK AND FAMILY COLLIDE: DECIDING BETWEEN COMPETING ROLE DEMANDS. *ORGANIZATIONAL BEHAVIOR AND HUMAN DECISION PROCESSES*, *90*, 291-303.

Parental After-School Stress and Job Disruptions: Researchers Measure How Concerns for Children Affect Parents' Work
An Interview with Karen Gareis and Rosalind Barnett

Karen C. Gareis, Ph.D., is the Program Director of the Community, Families, and Work Program at Brandeis University's Women's Studies Research Center. She has been directing Dr. Rosalind Barnett's research studies since receiving her Ph.D. in social psychology from Boston University in 1997. Current projects include two studies funded by the Alfred P. Sloan Foundation, one in its final year and one just beginning. The former is a study of the relationship between maternal day vs. evening work schedules and child and family outcomes; the latter is a study of how working parents of school-age children in Waltham, Mass., coordinate their own schedules with their children's school, after-school, and transportation schedules. Karen has conducted research on work-family issues, gender, and social support and has taught at Boston University and at Lesley University.

Karen Gareis, Ph.D.
Brandeis University

Rosalind Chait Barnett, Ph.D., is a Senior Research Scientist and the Executive Director of the Community, Families, and Work Program at Brandeis University's Women's Studies Research Center. Alone and with others, she has published over 90 articles, 20 chapters, and six books. With her co-author, Caryl Rivers, she has just completed a new book, *Same Difference: How Myths About Gender Differences Are Hurting Our Relationships, Our Children, and Our Jobs*, to be published by Basic Books. Dr. 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. Roz is the Principal Investigator on two studies funded by the Alfred P. Sloan Foundation, one on the relationship between maternal day vs. evening work schedules and child and family outcomes, and one on how working parents of school-age children in Waltham, Mass., coordinate their own schedules with their children's school, after-school, and transportation schedules.

Rosalind Barnett, Ph.D.
Brandeis University

Editor's Note: "How much do you worry that your school-aged child's after-school arrangements will fall through?" "How much do you worry about your school-aged child's overall safety during the after-school hours?" These are a couple of the very "on target" questions that researchers, Karen Gareis and Rosalind Barnett have been asking employed parents as part of their new measure of Parental After-School Stress (PASS). Karen and Roz graciously took the time to comment on some of their findings.

Before launching the Parental After-School Stress (PASS) Project, the Community, Families, and Work Program at Brandeis University's Women's Studies Research Center had been wanting to measure the experiences of stress among working parents during the after-school hours. They had heard anecdotally that working parents become worried and distracted when their children are dismissed from school. But there existed no empirical evidence of the degree of parents' stress and how it affects their job performance.

"Everyone that we talked to understands this phenomenon, when right around 3 p.m., parents who are still at work start to get distracted from their jobs and they start picking up the phone or taking phone calls to check in with their kids to see how they are doing," says Karen Gareis, program director of the Community, Families, and Work Program. "What we were thinking is that if parents are concerned about their children's after-school arrangements, then that's going to have an impact on their ability to do their job."

When an opportunity arose to add some questions to a survey of an after-school program, Gareis and Rosalind Barnett, Senior Research Scientist and the Executive Director of the Community, Families, and Work Program at Brandeis University, quickly developed two preliminary measures: a five-item parental after-school stress (PASS) measure and a three-item measure of the degree of job disruption (JOBD) parents experience when their children are in after-school care. They designed the questions to find out whether parents experience stress at work when their children are not in school, and whether that stress causes job disruptions and affects the overall quality of their work. The measures were also designed to reveal whether parental after-school stress is related to parents' satisfaction with their children's after-school program.

In this pilot study, the responses from 44 parents or guardians of children enrolled in the after-school program confirmed their hypothesis that a significant correlation exists between parental after-school stress and workplace behavior. The Community, Families, and Work Program next secured a grant from the Alfred P. Sloan Foundation to develop these measures further and test them on a larger sample.

> "INSTEAD OF MEASURING JUST THEIR PERFORMANCE, WE WANTED TO ASK ABOUT WHETHER THEY WERE MISSING WORK OR WHETHER THEY WERE SPENDING TIME AT WORK DEALING WITH NON-WORK ISSUES, SUCH AS BEING ON THE PHONE AND NOT WORKING, OR FEELING DISTRACTED ON THE JOB BECAUSE OF WHAT WAS GOING ON OUTSIDE OF THE WORKPLACE."
> — KAREN GAREIS

The researchers then honed their measures by running focus groups with parents recruited from a local utility company. The parents evaluated the measures, telling the researchers what was missing, "and what were the dead ends," Gareis says. They ended up with a 10-item measure of parental after-school stress and a 12-item measure of job disruptions. The two measures were designed to be administered together to reveal in precisely what sorts of ways parents' concerns about their children were affecting their work.

"Instead of measuring just their performance, we wanted to ask about whether they were missing work or whether they were spending time at work dealing with non-work issues, such as being on the phone and not working, or feeling distracted on the job because of what was going on outside of the workplace," Gareis says.

To get at parental after-school stress, they asked respondents to

rate their level of concern about a broad range of issues, including their child's travel to and from after-school arrangements, whether their child is spending after-school time in a productive way, and how likely their child's after-school arrangements are

> "WE WERE ALSO INTERESTED IN LEARNING WHICH CORPORATE POLICIES OR PRACTICES WERE ASSOCIATED WITH LOW PARENTAL AFTER-SCHOOL STRESS. IF CERTAIN POLICIES WERE MORE EFFECTIVE THAN OTHERS, THEN CORPORATIONS COULD USE THAT INFORMATION IN DECISIONS ABOUT FUTURE ALLOCATION OF RESOURCES."
> — ROSALIND BARNETT

to fall through. To learn about resulting job disruptions, they asked respondents questions about such issues as missing work time, meetings, and deadlines because of non-work issues, making errors at work because of feeling preoccupied, and feeling drained of energy because of non-work issues. Parents were also asked to rate their productivity and the quality of their work during the previous three months.

"We were also interested in learning which corporate policies or practices were associated with low parental after-school stress. If certain policies were more effective than others, then corporations could use that information in decisions about future allocation of resources," says Barnett.

The researchers recruited respondents through an employer-sponsored parenting group at a large financial services company. In all, 243 parents (84.3 percent mothers; 15.7 percent fathers) with at least one school-age (K-12) child participated. The parents worked in six different states: Arizona, Delaware, Florida, New Jersey, New York, and Texas, and at a wide range of occupational levels. Their education ranged from a high school diploma to a graduate degree. The majority (62.4 percent) reported some college or a bachelor's degree. Three-quarters of the parents (74.9 percent) are married or living with a partner. Of those spouses and partners, 91.2 percent are also employed.

Findings
The findings show that parents with high after-school stress are more than three times as likely as those without PASS to report high levels of job disruption, and more than four and a half times as likely to report low levels of psychological well-being. On average, they miss five more days of work annually than parents with low PASS, for a total of eight unplanned absences per year.

> "NOW THAT WE KNOW PARENTAL AFTER-SCHOOL STRESS MATTERS BECAUSE IT AFFECTS YOUR JOB PERFORMANCE AND YOUR PSYCHOLOGICAL WELL-BEING, THE NEXT QUESTIONS WE WILL ASK ARE, WHAT CAN WORKPLACES DO AND WHAT CAN AFTER-SCHOOL PROGRAMS DO TO REDUCE PARENTAL AFTER-SCHOOL STRESS?"
> — KAREN GAREIS

"This is dramatic. You can figure out the cost of that," Gareis says.

Parents with high PASS are also more frequently interrupted, distracted, and drained of energy at work by non-work issues; more frequently make errors, turn down requests to work extra hours, and miss meetings and deadlines at work because of

non-work issues; and rate their productivity and the quality of their work lower than do their low-PASS counterparts.

Those at highest risk for parental after-school stress work jobs that are less flexible and have children who spend more time unsupervised after school than their low-PASS counterparts.

Corporate policies also had a major effect on PASS. Having access to even limited flexible work arrangements and to information about and referral to local after-school programs is associated with a 50% reduction in the risk of high PASS. "Such low-cost or no-cost employer initiatives can have a large bottom-line impact," Barnett says.

Synergistic Effect: Parents who have a combination of two protective factors, a *flexible job* and a *short commute*, have lower PASS than would be expected simply by summing the shielding effect associated with each protective factor.
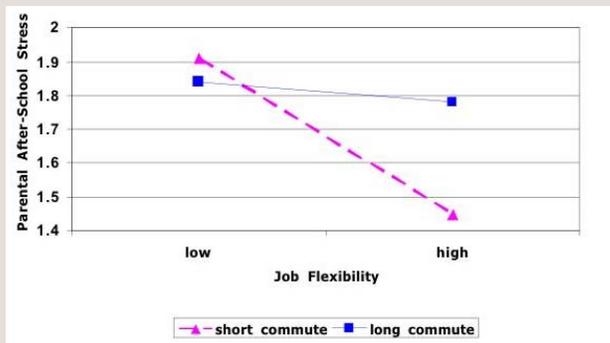
Implications
The research findings confirm that flexible working arrangements have a positive impact on the bottom line, and that programs supporting employee health and well-being result in higher productivity. Parents can also use the findings to talk to managers about flexible job arrangements and to work with after-school programs to develop practices that help to reduce stress among working parents. The findings also give community stakeholders justification for maintaining existing community programs for keeping kids safe and supervised after school and driving the development of new programs.

"Now that we know parental after-school stress matters because it affects your job performance and your psychological well-being, the next questions we will ask are, what can workplaces do and what can after-school programs do to reduce parental after-school stress?" Gareis says. "We're hoping to make these measures part of after-school program evaluation, to examine outcomes for parents as well as outcomes for children." ❖

> FOR MORE DETAILS ON THE FINDINGS, PLEASE GO TO
> HTTP://WWW.BCFWP.ORG/PASS_FINDINGS.PDF OR
> HTTP://WWW.BCFWP.ORG/PASS_FINDINGS_POWERPOINT.PDF

> FOR MORE INFORMATION ON THE COMMUNITY, FAMILIES, AND WORK PROGRAM AT BRANDEIS UNIVERSITY, GO TO
> HTTP://WWW.BCFWP.ORG/

The Development of a Measure of Work-Family Culture
Reflections from Cindy Thompson, Laura Beauvais, and Karen Lyness

Cynthia A. Thompson is Associate Professor of Management in the Department of Management at Baruch College, CUNY. She received a Bachelor's of Science degree from Florida State University in Psychology in 1977 and her Ph.D. in Industrial-Organizational Psychology from the University of Tennessee, Knoxville in 1985. She teaches courses on work-life, organizational behavior, and human resource management. Dr. Thompson's research focuses on the integration of work and life, and in particular, the extent to which supportive work-family cultures affect employee attitudes and behaviors. She is currently investigating the dimensionality of work-family culture as well as the structural antecedents of family-unfriendly firms. Her work has been published in both scholarly and practitioner journals, including *Journal of Applied Psychology, Journal of Vocational Behavior, Sex Roles, Community, Work and Family, and Journal of Management Education*. She has worked as a Senior Research Associate at the Families and Work Institute in NYC and as a consultant to the Center for Work and Family in Boston. She has also worked as a Senior Associate at LearnTech Associates, a management training and executive development consulting firm in NYC.

Dr. Thompson is a member of the Founding Editorial Board for the Resources for Teaching Work and Family, which is part of the Sloan Work and Family Research Network.

Cynthia A. Thompson, Ph.D.
Baruch College, CUNY

Laura L. Beauvais is Professor of Management at the University of Rhode Island. She is also an adjunct faculty member of the Labor Research Center and an affiliate member of the Women's Studies Advisory Committee. She received her Ph.D. degree in Industrial/Organizational Psychology from the University of Tennessee in 1987. She has taught courses at the undergraduate, MBA, and doctoral level in general management, organizational behavior and theory, human resources management, leadership and motivation, and women in business. Her research, which has been published in the *Journal of Applied Psychology, Industrial and Labor Relations Review, Human Relations, and Journal of Business and Psychology*, includes the study of the management of work/professional/family roles among employees; self concept-based motivation processes; union and organizational commitment; and labor management cooperation.

Laura Beauvais, Ph.D.
University of Rhode Island

Karen S. Lyness is an Associate Professor in the Department of Psychology at Baruch College, CUNY. She teaches courses on diversity in organizations, career development, organizational psychology, and other topics in industrial-organizational psychology. Dr. Lyness received the 2003 award for distinguished scholarship and contributions to our understanding of gender and diversity in organizations from the Gender and Diversity in Organizations division of the Academy of Management. She is also a member of the *Academy of Management Journal* Editorial Board. Her research has been published in academic journals including Journal of *Applied Psychology, Academy of Management Journal, Journal of Vocational Behavior, Sex Roles, and Organizational Behavior and Human Decision Processes*. Three of her articles have been nominated for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research. Prior to joining the Baruch faculty, Dr. Lyness held a number of positions in management research and human resource management at Citigroup (Citibank), AT&T, and Avon Products. She earned a Ph.D. in industrial-organizational psychology at Ohio State University. Currently Dr. Lyness conducts research on women in management, work-family interface, "glass ceiling" barriers related to women's advancement into executive positions, organizational culture, managerial careers and development, and other issues related to workforce diversity.

Editor's Note: : In the mid 1990s, Cynthia Thompson, Laura Beauvais and Karen Lyness set out to learn more about the role of organizational culture in facilitating or impeding employees' efforts to balance work and family responsibilities. Companies were touting their work-family policies, yet there was little understanding of whether these benefits made a difference in the lives of their employees. To learn more, the researchers developed a measure of work–family culture, then examined the relationship between the culture of the workplace and employees' willingness to use the benefits. Upon analysis, they were able to determine whether a supportive culture and the availability of work-family benefits made a difference in employees' behaviors and attitudes. They published their findings in 1999, in *The Journal of Vocational Behavior*.

The *Sloan Work and Family Research Network* recently spoke with Cynthia Thompson, Laura Beauvais and Karen Lyness to learn how the researchers developed their measure and how it is being used in research today

Sloan Work and Family Research Network: How did this project get started?
Cynthia Thompson/Laura Beauvais: We were both on sabbatical in 1995, and we decided to work together to develop a measure of work-family culture. At the time, the media had us believe that many companies were implementing family-friendly programs and policies like flextime, job sharing, telecommuting, and reduced work hours. *Working Mother* magazine had been publishing its list of the 100 best companies for working women, which in turn helped create the perception that the American workplace was becoming more supportive of employees and their families. However, reports were surfacing about employees not feeling comfortable taking advantage of the new programs. There were fears about falling off the fast track, fears about appearing less dedicated...And in fact, usage rates for these programs were quite low. It seemed to me that work-life professionals as well as researchers were ignoring an important component of "family-friendliness." That is, simply offering work-family programs to employees can not truly benefit employees if the culture does not support their use. Although I had developed a short 9-item scale of work-family culture and the Families and Work Institute had developed a few items to measure it, Laura and I believed there was a need for more comprehensive measure. So we decided to develop that measure.

SWFRN: How did you begin the process of developing the measure?
CT/LB: We began by spending two weeks together at my house in Maplewood, New Jersey in the fall of 1995. We took over the dining room table --- we had piles of published research on work and family, reports from the Families and Work Institute, and magazine articles that reported stories of work-family conflict. We would read in the mornings and then take long walks around the neighborhood to clear our heads and talk about what we had read. We brainstormed about possible dimensions of work-family culture. As we developed a list of possible dimensions, we began generating items that seemed to capture those dimensions. For example, it seemed pretty clear that supervisor or managerial support was an important dimension to measure. It also seemed important to measure the concept of "face time," that is, the idea that employees feel the pressure to be at work for long hours each day to show dedication and commitment to their careers.

"IT SEEMED TO ME THAT WORK-LIFE PROFESSIONALS AS WELL AS RESEARCHERS WERE IGNORING AN IMPORTANT COMPONENT OF "FAMILY-FRIENDLINESS." THAT IS, SIMPLY OFFERING WORK-FAMILY PROGRAMS TO EMPLOYEES CAN NOT TRULY BENEFIT EMPLOYEES IF THE CULTURE DOES NOT SUPPORT THEIR USE."
— CYNTHIA THOMPSON/LAURA BEAUVAIS

After we developed an initial list of about 22 questions, we gave the new scale to a psychometrics class at Baruch and from them got ideas for clarifying the items. We then asked four "subject matter experts" to review the items for scope, clarity, and content. Based on their suggestions, we revised the scale and tested the new version with a sample of alumni from three different graduate business programs at two universities. At this point, Karen Lyness joined the effort to help make sense of the data and bring fresh insights to the project. We found through factor analysis that our scale tapped three dimensions of work-family culture: managerial support for work-family balance, negative career consequences for using work-family benefits, and organizational time expectations that may interfere with family responsibilities. We also found that employee perceptions of a supportive work-family culture were related to employee use of the benefits, and that perceptions of a supportive work-family culture were related to higher levels of affective commitment, and lower levels of work-family conflict and intentions to leave the organization. Most importantly, we found that perceptions of a supportive work-family culture were related to these outcomes above and beyond that predicted by the availability of work-family benefits. This finding tells us that no matter what kinds of work-family benefits are offered, the culture in the organization is key in determining not only whether employees will use the benefit, but also their attitudes toward the organization.

SWFRN: Have you or others used this measure in other research?
CT/LB: Yes, in Lyness, Thompson, Franscesco, and Judiesch (1999)[1] we used an earlier version of the culture scale and found that pregnant women who perceived their organization to be supportive were more committed to their organization and planned to return more quickly after childbirth than women who perceived less supportive cultures. Other researchers have used the measure in their research, including Scott Behson and Steven Poelmans. I have received requests for copies of the measure from around the world, including a manager in a software engineering firm in India. He was concerned about the level of stress and work-family conflict experienced by the members of his firm and wanted to begin the process of analyzing the family-friendliness of their culture. I recently met with Elianne van Steenbergen from The Netherlands who is using the measure in her research. Also, thanks to a description of our research on a website for practitioners, we received many requests from human resource managers asking for a copy of the scale. I don't know how many actually used the scale, but I would love to find out!

Karen Lyness: Also, we are currently analyzing results of a five-year follow-up study (conducted with Dr. Michael Judiesch at Manhattan College). In addition to finding out whether the original findings will still hold five years later, the new study examines attitudes of employees who are more diverse in racial and ethnic background as well as occupations than the participants in our research that led to the 1999 Journal of Vocational Behavior article. Preliminary results suggest that perceived work-family culture continues to have strong relationships to important work attitudes. In addition, I have been involved in research with Dr. Marcia Kropf (formerly at Catalyst and now at Girls, Inc.) to examine perceptions of work-family culture among European managers. We are currently analyzing these data and hope to publish our findings in the future.

SWFRN: How do you see the connection between the theoretical perspectives that exist on organizational culture and work-family benefit availability/utilization and your measure of work-family culture?
CT/LB: Sue Lewis of Manchester University in the U.K. described the connection quite nicely. She used Schein's (1985) description of three levels of organizational culture (i.e., artifacts, values, and assumptions) to suggest aspects of culture that may affect an employee's ability to balance work and family. She argued that work-life policies and programs are "artifacts," or surface level indicators of an organization's intentions to be supportive. Values underlie artifacts, and might include, for example, prioritizing work over family or family over work. Basic assumptions underlie values. For example, it is often assumed that time spent at work is an indicator of productivity, despite policies to the contrary (e.g., flexplace, telecommuting). It is the values and assumptions that get at the heart of workplace culture, and unless these values and assumptions are examined, change toward a more family-friendly culture will be impossible. I believe our measure could help organizations begin the process of determining what employees perceive to be the values and assumptions that underlie the level of an organization's supportiveness.

"IT IS THE VALUES AND ASSUMPTIONS [THAT UNDERLIE THE LEVEL OF AN ORGANIZATION'S SUPPORTIVENESS] THAT GET AT THE HEART OF WORKPLACE CULTURE, AND UNLESS THESE VALUES AND ASSUMPTIONS ARE EXAMINED, CHANGE TOWARD A MORE FAMILY-FRIENDLY CULTURE WILL BE IMPOSSIBLE."
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SWFRN: What are the next steps for research in this area?
CT: I think an important next step is to determine how organizations can create a more supportive environment for employees who want to have a life. What exactly does a supportive work-family culture look like? Does it vary across industries, firms, occupations? Does it vary across individuals? What are the structural antecedents of a family-friendly culture? It seems likely that there are market forces (like competition, product life cycles) and organizational characteristics (like production technology) that affect the manner in which organizations can respond to employees' work-life needs. I am currently working with David Prottas, a third year doctoral student, to develop and test a model of possible structural antecedents of family-unfriendly cultures. We've described some of our ideas in a forthcoming chapter in a book edited by Suzanne Bianchi, Lynn Caspar, and Rosalind King (to be published by Lawrence Erlbaum).

Also, we need to determine the relative importance of each of the various cultural dimensions (e.g., negative career consequences, time demands) for predicting outcomes such as level of work-family conflict, organizational commitment, and performance. Knowing which dimension is most predictive of positive outcomes would enable organizations to focus their change efforts on dimensions that matter.

And finally, we need to revise our measure to be more inclusive of other nonwork needs (e.g., simply having more time to ourselves, taking more time for volunteer work, writing a novel).

I am currently working with Jeanine Andreassi, a doctoral student at Baruch, and Tammy Allen of the University of South Florida, to develop a measure of culture that is more inclusive. ❖

For more information, please contact Cynthia Thompson at ThompCUNY@aol.com.

[1] Lyness K.S.; Thompson C.A.; Francesco A.M.; Judiesch M.K. (1999). Work and pregnancy: Individual and organizational factors influencing organizational commitment, timing of maternity leave, and return to work. Sex Roles, 41(7-8), 485-508.

FOR A MORE DETAILED DESCRIPTION OF THE STUDY'S HYPOTHESES, METHODS, MEASURES, AND FINDINGS, PLEASE SEE THE ARTICLE:

THOMPSON, C.A., BEAUVAIS, L., & LYNESS, K.S. (1999). WHEN WORK-FAMILY BENEFITS ARE NOT ENOUGH: THE INFLUENCE OF WORK-FAMILY CULTURE ON BENEFIT UTILIZATION, ORGANIZATIONAL ATTACHMENT, AND WORK-FAMILY CONFLICT. *JOURNAL OF VOCATIONAL BEHAVIOR*, 54, 392-415.

'Starting in Our Own Backyards: How Working Families Can Build Community and Survive the New Economy'

A Book by Ann Bookman

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January 2004
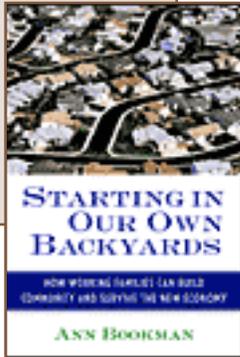
Ann Bookman, Ph.D.

MIT Workplace Center

Ann Bookman is Executive Director of the MIT Workplace Center. She is a social anthropologist who has authored a number of publications in the areas of women's work, work and family issues, unionization, and child and family policy. Her new book, *Starting in Our Own Backyards: How Working Families Can Build Community and Survive the New Economy* (Routledge, 2004), extends the discourse on work-family integration to include issues of community involvement and civil society. Bookman has held a variety of teaching, research, and administrative positions and has also worked in government, as a presidential appointee during the first term of the Clinton administration, as Policy and Research Director of the Women's Bureau at the U.S. Department of Labor, and as Executive Director of the bipartisan Commission on Family and Medical Leave. She is co-editor of *Women and the Politics of Empowerment*.

Editor's Note: Dr. Bookman, has been doing research on work and family issues since the 1970s and as a social anthropologist, she brings a unique perspective to the field. In her new book, 'Starting in Our Own Backyards', Ann eloquently integrates community-based support for families, and community involvement, with the more familiar terrain of work-family conflict. We had the pleasure of speaking with Ann recently about her experiences writing this book

Community volunteerism is alive and well, especially among middle-class working parents of school-age or younger children, according to MIT Workplace Center Executive Director Ann Bookman, who tracked 40 such families over a five-year period. One reason why, Bookman found, is that parents depend on these organizations to manage their own work and family responsibilities. They have a vested interest in their success.

In her book, Bookman offers a new model for achieving work-family integration. On the household level, she believes that families will need to rely on community organizations and build supportive social networks among themselves. In terms of new private and public policies, she believes a multi-sector approach is needed, involving business, labor, government, religious institutions, schools and other community-based groups, each of

whom will benefit by committing resources to the task of resolving work-family conflicts.

Starting in Our Own Backyards began when Bookman was part of a two-year cross-disciplinary team effort sponsored by the Radcliffe Public Policy Institute in 1997. The team studied various aspects of work and family among people employed by the biotech industry. Bookman focused on people's lives outside of work and the community resources that the families turned to for help managing their responsibilities. She then did two additional years of field work, focusing on volunteerism with community-based institutions and was surprised by how many people give their time to community organizations given the widespread belief that this sort of engagement is on the decline.

"I think that working families are more and more aware that they can't deal with their family care responsibilities by themselves, whether it is little children, school-age children, or elders. They are really in a partnership with community-based services, schools and faith-based institutions to nurture and educate their children and care for their elders," she says.

The insecurity of the biotech industry likely strengthens workers' reliance on social networks and community institutions. Bookman chose the biotech industry to focus on because it offers a window into the knowledge-based workplace of the 21st century. Biotech calls for an educated, scientifically literate workforce. The majority of the workforce is fairly young, and in the "thick of work-family conflict," Bookman says. And, reflecting the new economy, job security in biotech is low. In fact, the three companies Bookman studied all changed their names and either went through downsizing, bankruptcy, or restructuring while she was working on the book.

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> — ANN BOOKMAN

The biotech workers Bookman followed don't know how long their work community will stay intact, so rely less on their coworkers for support than they do "communities" outside the job. These communities include physical places, such as neighborhoods, as well as social networks of extended families, religious institutions, and other working parents. To learn how the different networks operate, Bookman used a research method called "snowball sampling." She asked the study participants to identify the two or three individuals who helped them manage their work and family responsibilities and then interviewed them. These would typically include child care providers, after-school providers, school professionals, clergy, friends, and relatives. She also asked each of the workers in the study to draw a map detailing these connections.

"Both those maps and the additional interviews really fleshed out this concept of multiple types of community," she says.

A surprising finding was the prominent role that extended family plays in the lives of the biotech workers. Many of the study participants – whether they worked in the professional, technical or production jobs – live near parents or siblings, and rely on them for help with child care. In fact, most of the workers mix paid care with help from relatives. They also help with the down payment on a first home. In fact, Bookman explains, "The ability of many biotech families to maintain a middle class life style depends on a cross-generational financial transfer strategy." The book also discusses the high level of participation among the workers in faith-based institutions. Many rely on clergy and other congregants for work and family support.

"As it becomes clearer and clearer that jobs and employers no longer provide security, I think many working families are trying to build a safety net in their communities. They are turning to their neighbors, other parents, fellow congregants, to create relationships of mutual support and assistance," Bookman says.

> "BIOTECH EMPLOYERS NEED TO RECOGNIZE THAT THEIR WORKFORCE IS GETTING A LOT OF SUPPORT BACK IN THEIR COMMUNITY. THEREFORE IT IS INCUMBENT ON EMPLOYERS TO PAY ATTENTION TO THE STATE OF RESOURCES PEOPLE HAVE IN THEIR COMMUNITIES AND TRY TO INVEST IN THOSE COMMUNITY-BASED SERVICES AND ACKNOWLEDGE THE COMMUNITY DIMENSION OF FAMILY CARE."
> — ANN BOOKMAN

However, Bookman is quick to emphasize that this does not absolve employers of the responsibility to help mitigate the needs of their workforce.

"There is still a tremendous need in biotech for family-friendly workplace policies. Just because it is an insecure environment doesn't mean that people have any less need for flexible work arrangements and support for family care," Bookman says. "Biotech employers need to recognize that their workforce is getting a lot of support back in their community. Therefore it is incumbent on employers to pay attention to the state of resources people have in their communities and try to invest in those community-based services and acknowledge the community dimension of family care."

One way companies can do this is to give employees regular leave time to volunteer for the institutions that they rely on for child and elder care, and for their children's education.

"It is really time to expand the concept of what a family-friendly policy could be to include leave time for community service, and also to raise the importance of employers building partnerships with community-based services that can support their workforce," Bookman says. "In the new economy, the jobs that are going to be created will lack stability and long-term employment with one company will be rare. This calls for more extensive community-based resources and much more support for people who want to volunteer. I found that the level of people

who volunteered was higher than I expected, but not enough according to their own wishes. Many workers told me they wanted to do more but could not because of the inflexibility of their work schedules and other demands on them. We need to reward employees who are contributing to the larger social good, and make it possible for more workers to get involved in building a truly caring society."

FOR MORE INFORMATION ABOUT *STARTING IN OUR OWN BACKYARDS: HOW WORKING FAMILIES CAN BUILD COMMUNITY AND SURVIVE THE NEW ECONOMY*, PLEASE VISIT,

HTTP://WWW.ROUTLEDGE-NY.COM/BOOKS.CFM?ISBN=0415935881.

FOR MORE INFO ON THE MIT WORKPLACE CENTER, PLEASE VISIT, HTTP://WEB.MIT.EDU/WORKPLACECENTER/.

'Work-Family Challenges for Low-Income Parents and Their Children'

Q&A with Editors, Ann Crouter and Alan Booth

ISBN: 0-8058-4600-X
Lawrence Erlbaum
2004
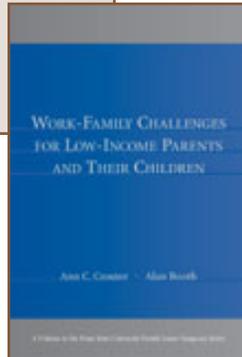
For more infomation on the edited volume *Work-Family Challenges for Low-Income Parents and Their Children*, please visit,

https://www.erlbaum.com/shop/tek9.asp?pg=products&specific = 0-8058-4600-X

Ann (Nan) C. Crouter is Professor of Human Development and Director of the Center for Work and Family Research at Penn State University. Her research has focused on the connections between parents' work conditions, family dynamics, and the development of school-aged children and adolescents. She has explored these issues with her collaborator, Susan McHale, in the context of three longitudinal, federally-funded research studies focused on dual-earner families. She currently collaborates on new research to examine similar themes in ethnic minority families, as well as an investigation of the work and family circumstances of low-income, rural parents, part of a program project conducted by researchers at the University of North Carolina and Penn State. Nan co-organizes, with sociologist Alan Booth, Penn State's National Symposium on the Family, an annual conference and edited book series. She serves on the editorial boards of *Journal of Marriage and the Family, Journal of Research in Adolescence, and the International Journal of Behavioral Development.*

Ann Crouter, Ph.D.
Pennsylvania State University

Alan Booth is Distinguished Professor of Sociology and Human Development at The Pennsylvania State University and senior scientist in the Population Research Institute in 1991. Except for a two year appointment (1972-1974) as Senior Researcher at the Ministry of State for Urban Affairs in Ottawa, Canada, he held professorial appointments at the University of Nebraska-Lincoln until 1991. During his tenure at Nebraska, Booth served as chair of the department and Director of the Bureau of Sociological Research. He has authored more than 100 articles and three books.

Alan served as editor of the *Journal of Marriage and the Family* from 1986 to 1991. He was president of the Midwest Sociological Society in 1990, chair of the American Sociological Association Family Section in 1991, chair of the National Council on Family Relations Research and Theory Section from 1996-1997, program chair for the National Council on Family national meeting in 2002, and recipient of the American Sociological Association Family Section Distinguished Career Award in 2002. He has served on the editorial boards of the *American Sociological Review, Social Forces, Journal of Marriage and the Family,* and the *Journal of Family Issues.*

Alan Booth, Ph.D.
Pennsylvania State University

Editor's note: Ann (Nan) Crouter and Alan Booth, co-editors of the recently released volume, "Work-Family Challenges for Low-Income Families and Their Children" (Lawrence Erlbaum, 2004) recognize the importance of focusing attention on the work-family issues faced by low-income families and the working poor. This exciting new volume brings together a diverse set of scholars to look at the challenges that low-income families face from a plethora of disciplinary perspectives. Some of the questions confronted by chapter authors include, 'How has the availability, content, and stability of the jobs available for the working poor changed in recent decades?,' 'What features of work timing matter for families?,' 'How are the child care needs of low-income families being met?,' and 'How are the challenges of managing work and family experienced by low-income men and women?.' Dr. Crouter and Dr. Booth kindly took the time to talk with us about their book.

Sloan Work and Family Research Network (SWFRN):
How did the idea for this edited volume come about?

ALAN BOOTH: We (Nan and I) are the co-organizers of a series of interdisciplinary symposia focused on family issues each year. This year was the 10th in the series and it focused on "Work-Family Challenges for Low-Income Parents and Their Children." It was held at Penn State October 10-11, 2002. If there is a particular topic that we feel is not receiving enough attention in other forums, yet it is current and is a topic that people are interested in, we invite the top people in the country, and other countries too, who are known for their expertise in this area to present a major paper at this annual symposium. We then publish an edited volume based on these presentations and discussions.

The book is divided into four sections, each dealing with a different aspect of the topic. Each section includes a chapter by the lead author(s), followed by shorter chapters by discussants. They do read very well because they are good overviews of those topics; they cover topics like step families, fathers, community influences, and couples and conflict. We have been doing this for ten years now.

NAN CROUTER: The reason we picked that topic is because much of the work/family literature has been traditionally focused on middle class and professional families. Yet, there really is a growing interest in the work and family issues that confront low-income parents and children, particularly with the emergence of welfare reform which has affected many low-income parents, especially mothers that enter the labor force. We just felt the time was right to bring together some of the researchers who were looking at this issue from the point of view of work and family with other researchers who were interested in poverty, or welfare reform, or the working poor. I guess another hallmark of these symposia is that they are multidisciplinary. So, as we talk about the different contributions, we deliberately tried to pull together people from different disciplines.

SWFRN: I can see that. Can you give me a glimpse into the contents of the book and the different perspectives the authors take?

NAN CROUTER: The first lead author was Jared Bernstein, an economist. The second lead author is Harriet Presser who talks

about shift work and the 24/7 economy. She is a demographer/sociologist. The lead author in the third section of the book is Aletha Huston and she is a developmental psychologist, who is well known for her research on poverty. Finally, there is a group of scholars headed up by Katherine Edin. The first author of that chapter is Susan Clampet-Lundquist. Kathy Edin and her group are really well known for their ethnographic work on low-income families. That lead paper was very qualitative and ethnographic. Some of the other disciplines that were represented in the discussions include rural sociology, human development and family studies, clinical psychology, and community psychology. We had several qualitative researchers from different disciplines, including policy studies. We also often try to bring in some people who are not necessarily in universities. One of the discussants in the third section, Martha Zaslow, is a developmental psychologist, but she works for an organization called Child Trends which does policy-oriented research projects that have to do with children. She has a foot in developmental psychology and a foot in very policy-relevant research.

> "IF THERE IS A PARTICULAR TOPIC THAT WE FEEL IS NOT RECEIVING ENOUGH ATTENTION IN OTHER FORUMS, YET IT IS CURRENT AND IS A TOPIC THAT PEOPLE ARE INTERESTED IN, WE INVITE THE TOP PEOPLE IN THE COUNTRY, AND OTHER COUNTRIES TOO, WHO ARE KNOWN FOR THEIR EXPERTISE IN THIS AREA TO PRESENT A MAJOR PAPER AT THE [ANNUAL NATIONAL SYMPOSIUM ON FAMILY ISSUES]. WE THEN PUBLISH AN EDITED VOLUME BASED ON THESE PRESENTATIONS AND DISCUSSIONS."
> —ALAN BOOTH

SWFRN: Very interesting. You did get a wide variety of perspectives.

NAN CROUTER: We did. I think it is a very successful melding of different perspectives. It is one of my favorite symposia; although of course I am biased because I love the topic.

ALAN BOOTH: I have to agree with Nan; it is one of the best symposia. The lead papers are from very different and unusual perspectives. For example, Clampet-Lundquist and Edin describe in their paper the way in which welfare professionals (case workers and so on) work with their clients. Often they do not give clients the information they need to fully access services to which they are entitled. At other times clients have to make extraordinary efforts to continue to receive services to which they are entitled. The paper is extraordinarily valuable because it describes in detail barriers disadvantaged individuals face in accessing basic services. Andy Cherlin's discussion of the Clampet-Lundquist and Edin paper commented on that and suggested simple things they can do to make it much easier for people to access social services.

NAN CROUTER: Many of the agency regulations made it very difficult for people who were trying to get jobs and hold on to jobs to comply with agency regulations. It was really an interesting insight into what it's like for employed mothers who

> "WE JUST FELT THE TIME WAS RIGHT TO BRING TOGETHER SOME OF THE RESEARCHERS WHO WERE LOOKING AT THIS ISSUE FROM THE POINT OF VIEW OF WORK AND FAMILY WITH OTHER RESEARCHERS WHO WERE INTERESTED IN POVERTY, OR WELFARE REFORM, OR THE WORKING POOR."
> —NAN CROUTER

have been mandated to work and yet may find themselves in this catch-22, finding it difficult to comply while holding down a job.

SWFRN: Because this edited volume explores such different perspectives, what kind of audience do you think this is intended for primarily?

ALAN BOOTH: People within the disciplines represented by the authors might find it of interest, such as professors who are teaching in departments of Sociology, Anthropology, Family Studies, Psychology, and so on. We know that some professors will want to use it as a primary text. Because of the strong policy orientation it could get picked up by people who are legislative aides, at the policy level, or those who are working at the state level or at the federal level. People who are in a position to initiate policy or work with people who initiate policy will find the book informative. Of course, all of the people who do research on these topics- they pay close attention to all of this as well and buy the books. It's a mixed group that would read the book.

NAN CROUTER: People might use it not only for courses in work and family, but also for courses in Family, Family Sociology, and also perhaps courses that focus on poverty or social stratification. So there are a lot of different topics that this could contribute to.

SWFRN: Were there any sessions at the symposia that you found particularly interesting or surprising?

NAN CROUTER: One of the sessions that I found interesting was the session that looked at the timing of work. In that session Harriet Presser did a really great overview of what we know about shift work. The discussants really took different angles into the whole issue of the timing of work. Maureen Perry-Jenkins reviewed some of her own work about low-income families and different shifts. She has some data on husbands and wives over the transition to parenthood which shows that couples working split shifts experience declines in marital quality over the first year of parenthood. Kerry Daly is a qualitative researcher from the University of Guelph in Ontario. He brought up really interesting points about the kind of issues parents and children might face in different shift work situations. For example, situations where parents might need to pass the parenting "baton" off to one another as they work split shifts. Or situations where children might have more control over daily processes because of the way their parents are structuring work shifts. Dave Almeida used daily diary data from his McArthur data set to look at families with individuals who work on weekends and compared some of the times that family situations dovetail or are difficult when people work these hours.

SWFRN: Harriet Presser studies non-standard work schedules also. Does she discuss that in her session?

NAN CROUTER: Yes, she really focuses on her work in her overview. She is really the person in the United States who is the expert on shift work from a macro perspective. She uses large national data sets. She is wonderfully open to other perspectives emanating from psychology, for example. So, her discussion brought up some of the more process-oriented ways one could look at shift work, even though a big national data set might not have data at that level. She was really interested and supportive and I think really enjoyed herself.

ALAN BOOTH: I would point out that one of the strengths of Jared Bernstein's contribution is that he did a nice analysis of what can be expected in the future, in terms of low-income families and what is going to happen in the years to come. His view of it is that what we are looking at is a big increase in those kinds of jobs, so that a larger amount of the population will be involved in service jobs or low-paying jobs. This will complicate and make more problematic other things like child care, human services, and work scheduling and problems will be magnified in years to come. He points out the magnitude of what is coming down the road, and it is very useful in terms of setting the stage for the rest of the symposium. ❖

2004 National Symposium on Family Issues
"Romance and Sex in Adolescence and Emerging Adulthood: Risks and Opportunities"

THIS YEAR'S NATIONAL SYMPOSIUM ON FAMILY ISSUES ENTITLED, "ROMANCE AND SEX IN ADOLESCENCE AND EMERGING ADULTHOOD: RISKS AND OPPORTUNITIES" WILL BE HELD ON OCTOBER 12 – 13, 2004 AT THE NITTANY LION INN AT THE PENNSYLVANIA STATE UNIVERSITY.

FOR MORE DETAILS ON THE SYMPOSIA AND FOR REGISTRATION INFORMATION, PLEASE VISIT
HTTP://WWW.POP.PSU.EDU/EVENTS/SYMPOSIUM/2004.HTM#SCHEDULE.

Books Resulting from Past Symposia

Booth, A. & Crouter, A.C. (forthcoming). *Creating the Next Generation: Social, Economic, and Psychological Processes Underlying Fertility in Developed Countries.* Mahwah, NJ: Lawrence Erlbaum Associates.

Crouter, A.C. & Booth, A. (2004). *Work-Family Challenges for Low-Income Parents and Their Children.* Mahwah, NJ: Lawrence Erlbaum Associates.

Crouter, A.C. & Booth, A. (2003). *Children's Influence on Family Dynamics: The Neglected Side of Family Relationships.* Mahwah, NJ: Lawrence Erlbaum Associates.

Booth, A. & Crouter, A.C. (2002). *Just Living Together: Implications of Cohabitation for Children, Families, and Social Policy.* Mahwah, NJ: Lawrence Erlbaum Associates.

Booth, A.; Crouter, A.C.; and Clements, M. (2001). *Couples in Conflict.* Mahwah, NJ: Lawrence Erlbaum Associates.

Booth, A. & Crouter, A.C. (2001). *Does It Take a Village? Community Effects on Children, Adolescents, and Families.* Mahwah, NJ: Lawrence Erlbaum Associates.

Booth, A.; Crouter, A. C.; & Shanahan, M.J. (1999). *Transitions to Adulthood in a Changing Economy: No Work, No Family, No Future?.* Westport, CT: Praeger Publishers.

Booth, A. & Crouter, A.C. (1998). *Men in Families: When Do They Get Involved? What Difference Does it Make?.* Mahwah, NJ: Lawrence Erlbaum Associates.

Booth, A.; Crouter, A.C.; & Landale, N.S. (1997). *Immigration and the Family: Research and Policy on U.S. Immigrants.* Hillsdale, NJ: Lawrence Erlbaum Associates.

Booth, A. & Dunn, J.F. (1996). *Family-School Links: How Do They Affect Educational Outcomes?.* Hillsdale, NJ: Lawrence Erlbaum Associates.

Booth, A. & Dunn, J.F. (1994). *Stepfamilies: Who Benefits? Who Does Not?.* Hillsdale, NJ: Lawrence Erlbaum Associates.

Please visit, http://www.pop.psu.edu/events/symposium/index2.htm **for more info. on each title.**

The 2003 Rosabeth Moss Kanter Award

For the past four years, Shelley MacDermid, Kanter Award Committee Chair and faculty member in the Department of Child Development and Family Studies at Purdue University, has provided leadership for the annual competition for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research. A joint project of the Center for Families at Purdue University and the Boston College Center for Work and Family, the Kanter Award recognizes researchers for their outstanding achievement in research that has or is likely to have an important impact on the work-family field. It honors those researchers who develop original and ground-breaking research questions that derive from theory, employ sophisticated methods during research investigations, and reveal understanding of research rigor by insightfully applying the highest standards to all aspects of research their pursuits.

The 2003 Rosabeth Moss Kanter Award will be presented to Michelle J. Budig at the 2004 Work-Life Conference on June 15-16 for her 2002 article, "Male advantage and the gender composition of jobs: Who rides the glass escalator?" (Social Problems, 49(2), 40) (see "upcoming events" section for more information on this conference). Michelle Budig is an Assistant Professor of Sociology at the University of Massachusetts-Amherst. Her research interests include gender, labor markets, work and family conflict, and social inequality.

For more information on the Kanter Awards, please visit, http://www.cfs.purdue.edu/CFF/pages/kanter/index.html.

2003 Kanter Award Winners and Finalists

2003 Winner:

Budig, M.J. (2002) Male advantage and the gender composition of jobs: Who rides the glass escalator?, *Social Problems*, 49(2), 40.

2003 Finalists:

Anderson, S. E., Coffey, B. S., & Byerly, R. T. (2002). Formal organizational initiatives and informal workplace practices: links to work-family conflict and job-related outcomes. *Journal of Management*, 28(6).

England, P., Budig, M., & Folbre, N. (2002). Wages of virtue: The relative pay of care work. *Social Problems*, 49(4), 455-473.

Haas, L., Allard, K., & Hwang, P. (2002). The impact of organizational culture on men's use of parental leave in Sweden. *Community, Work & Family*, 5(3).

Melzer, S. A. (2002). Gender, work, and intimate violence: Men's occupational violence spillover and compensatory violence. *Journal of Marriage and Family*, 64, 820-832.

Mennino, S. F., & Brayfield, A. (2002). Job-family trade-offs: The multidimensional effects of gender. *Work and Occupations,* 29(2), 226-256.

Previous winners of the Rosabeth Moss Kanter Awards

2002 Winner:

Jacobs, J., & Gerson, K. (2001). Overworked individuals or overworked families?, *Work and Occupations*, 28(1)40-63.

2001 Winners:

Bianchi, S. (2000). Maternal employment and time with children: Dramatic change or surprising continuity? *Demography*, 37, 401-414.

Presser, H.B. (2000). Nonstandard work schedules and marital instability. *Journal of Marriage and Family*, 62, 93-110.

2000 Winner:

Kelly, E., & Dobbin, F. (1999). Civil rights laws at work: Sex discrimination and the rise of maternity leave policies. *American Journal of Sociology*, 105(2), 455-492.

American Psychological Association's Presidential Initiatives

American Psychological Association president, Dr. Diane Halpern, has identified three initiatives to implement and develop during her presidency. They include: (1) Work-Family-Children Interaction, (2) Retiring Options for Psychologists Initiative, and (3) Multilingual Prejudice Website.

The Work-Family-Children Interaction program will bring together a multidisciplinary, nonpartisan panel of experts to create a "best evidence" data-base. This database will be designed to provide recommendations for working families, organizations, and policymakers. Some of the experts that will be involved in this initiative include: Tammy Allen, Eileen Appelbaum, Lynn Casper, Kathleen Christensen, Stephen Desrochers, Stew Friedman, Adele Gottfried, Leslie Hammer, Jody Heymann, E. Jeffrey Hill, Karen Kornbluh, Ruth Milkman, Pat Raskin, and Sheldon Zedeck.

For more information and the complete list of experts participating in the work-family interaction program, please visit http://www.apa.org/about/president/initiatives.html

Awards

Catalyst Awards

The 2004 Catalyst Awards were presented to General Electric Company, Harley-Davidson, Inc., and Shell Oil Company. The annual Catalyst awards are given to "innovative, effective, and measurable initiatives to advance women". Ilene H. Lang, Catalyst President, explains in a press release, "Every year, we reinforce our mission to advance women by spotlighting companies that do outstanding jobs of attracting, retaining, and promoting women employees" (Quoted in a Catalyst press release: http://www.catalystwomen.org/2004award.htm).

Henry A. McKinell, Jr., Chair and CEO of Pfizer, Inc. was chair of the Catalyst Awards Dinner held on March 25, 2004 at the Waldorf Astoria in New York City.   Winning initiatives include General Electric's "Developing Women Leaders: Synergistic Forces Driving Change" initiative, Harley Davidson's "Optimizing Talent: A Culture of Empowerment" initiative, and Shell's "Valuing and Leveraging Diversity to Become a Model of Inclusiveness" initiative.

For more information on the Catalyst Award and its recipients, please visit,
http://www.catalystwomen.org/catalyst_award/overview.htm.

2004 Companies That Care Honor Roll

The Center for Companies that Care announced the 2004 Honor Roll on March 18, 2004. This year's Honor Roll includes: Baxter Healthcare Corporation, Delnor-Community Hospital, FPL Group, Graniterock, KPMG LLP, Office Depot, Inc., PJM Interconnection, TAP Pharmaceutical Products Inc., Rauland-Borg Corporation, Rhodes College, Triangle Printers Inc., and University HealthSystem Consortium. Companies selected must meet ten characteristics that demonstrate commitment to the workplace and community.

For more information about the Center for Companies that Care and the 2004 Honor Roll, please visit:
http://www.companies-that-care.org/l3_honorroll_5.php.

Recent Conferences

NICHD Conference, "Workplace Strategies and Interventions for Improving Health and Well-Being"

April 13-15, 2004
Sheraton Inner Harbor Hotel
Baltimore, Maryland

Sponsored by The National Institute of Child Health and Human Development, The Office of Behavioral and Social Sciences Research, The National Cancer Institute, and The National Institute on Drug Abuse of the National Institutes of Health (U.S. DHHS), The National Institute for Occupational Safety and Health of the Centers for Disease Control and Prevention (U.S. DHHS), Purdue University, and The Child Care Bureau of the Administration for Children and Families (U.S. DHHS).

The purpose of the April 13-15th NICHD Conference, "Workplace Strategies and Interventions for Improving Health and Well-Being" held in Baltimore, Maryland was to discuss the impact of workplace programs and policies on the health and well-being of employees. This conference was the second in a series of conferences focused on the relationships between work-family experiences and health and well-being. Leading scientists in the field presented their current research, while other speakers provided more of a contextual background to the issue by focusing on current workplace policies and practices, state and federal laws and policies pertaining to work, and employees' and work-life professionals' experiences with workplace policies and practices.

This two day conference included seven sessions presented by leading work-life practitioners, such as Ellen Galinsky, Ellen Ernst Kossek, Leslie Hammer, Brad Harrington, Ann Bookman, Susan Lambert, Shelley MacDermid, Lynne Casper, and Suzanne Bianchi. Some of the topics addressed in the sessions were: the role of research in the development of organizational work-life policies; the direction of the research regarding the well-being of employers, employees, and researchers; international workplace interventions research; exploration of current organizational work-life programs and policies; and diversity issues in the research of well-being.

For more information, please contact
Lynne Casper, Ph.D. (casperl@mail.nih.gov),
Rosalind King, Ph.D. (rozking@mail.nih.gov),
or Shelley MacDermid, Ph.D. (shelley@purdue.edu).

To view the conference agenda, please visit
http://www.cfs.purdue.edu/CFF/pages/nichd/events.html.

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2004 Council on Contemporary Families Annual Conference, Theme: "Is the U.S. in the Vanguard or the Rearguard of International Family Transformations?"

May 7- 8, 2004
New York University

On May 7th and 8th, the Council on Contemporary Families held their annual conference. The theme of this year's conference was "Is the U.S. in the Vanguard or the Rearguard of International Family Transformations?."

The conference featured more than 20 presenters. Topics addressed were welfare policy and fathers, family leave policies, family changes on an international level, and international lesbigay families. In addition, Stephanie Coontz, outgoing co-chair of Council on Contemporary Families, was presented a plaque.

For more conference highlights, please visit
http://www.contemporaryfamilies.org/media/conference.php

3rd Annual Invitational Journalism-Work/Family Conference

Community, Families & Work Program, Women's Studies Research Center, Brandeis University
May 20-21, 2004
Embassy Suites Hotel, Logan Airport, Boston, MA

The Community, Families & Work Program held it's 3rd Annual Invitational Journalism-Work/Family Conference May 20-21, 2004 in Boston, Massachusetts. The conference's co-directors were Rosalind Barnett, Executive director of the Commmunity, Families and Work Program at Brandeis University and Caryl Rivers Professor in the Department of Journalism at Boston University. This conference was designed to encourage interaction and effective communication among social scientists and journalists.

The conference consisted of research sessions, workshops, and group discussions, and included over 15 presenters. Research sessions focused on demography, aging, and gender in relation to work/family. Presenters included Rosalind Barnett, Jeffrey Greenhaus, Joan Williams, Janet Hyde, and Eileen Appelbaum. The Missy Carter Doctoral Dissertation Award was presented at this conference to Silvia Dominguez of Boston University.

Visit http://www.bcfwp.org/2004_Conference.html for further details about this conference and for conference papers and PowerPoints.

Awards

Work-Life Legacy Award

The inaugural Work Life Legacy Award Luncheon will be held on June 14th at The Roosevelt Hotel in New York City. Families and Work Institute created this award to recognize and celebrate the accomplishments of the work life field and to honor those whose contributions have been extraordinary. This year's Award recipients are: Kathleen Christensen, Alfred P. Sloan Foundation; Carol Evans, Working Mother Media; Ralph Larsen, Former CEO of Johnson & Johnson; Rhona Rapoport, Institute of Family and Environmental Research; Fran Rodgers, WFD Consulting; Randy Tobias, US Global AIDS Coordinator; Ted Childs, IBM; Donna Klein, Corporate Voices for Working Families; and a special honor to Chris Kjeldsen, Johnson & Johnson that will be presented to his family.

For more information about the award, please visit:
http://familiesandwork.org/announce/legacy.html.

Call for Papers

The International Conference, "Community, Work, and Family: Change and Transformation"

Deadline for Submission:
September 30, 2004

The conference, "Community, Work, and Family: Change and Transformation" will be held March 16-18, 2005 at the Weston Building, Manchester Conference Centre, Sackville Street, Manchester, U.K. This international conference is organized by the global editorial team of the journal Community, Work and Family and hosted by the Research Institute of Health and Social Change at Manchester Metropolitan University. The conference will provide a forum for social scientists and practitioners to share research, experiences and ideas and to stimulate debate on current issues and controversies relating to community, work and family and their interface. Given the pervasiveness and speed of change and experiences of shifting boundaries in communities, workplaces and families, there will be a particular focus on ongoing and future change and transformations, from multiple perspectives.

Submissions are encouraged on change and transformation taking place in the interlinked domains of: community and work; work and family; and family and community. Themes have been selected to reflect the diverse debates and perspectives emerging in the journal Community, Work and Family, including but not limited to the following:

• Care
• The integration of paid work and personal life
• Organisational change
• Community participation
• Diversity, inclusion and marginalisation
• Professional practice, and policy
• Well-being

Abstracts of between 250 and 500 words should be sent by September 30, 2004 to j.acott@mmu.ac.uk. These will be peer reviewed.

For more information, please visit, www.mmu.ac.uk/cwfconference. For submission guidelines, click on "Call for Papers".

The American Council on Consumer Interests' 50th Annual Conference

Deadline for Submission: October 1, 2004

The 51st Annual ACCI Conference will be held in Columbus, OH at the Hyatt Regency Hotel, April 6-9, 2005. Those welcome to submit papers/proposals are professionals in various disciplines including but not limited to sociology, finance, economics, law, marketing, and political science.

Visit the following website for more information regarding submission guidelines: http://www.hec.ohio-state.edu/hanna/acci

The 75th Annual Meeting of the Eastern Sociological Society, "Sociology and Public Policy"

Deadline for Submission:
November 1, 2004

The 2005 Eastern Sociological Society Meeting will be held at the Wyndham Hotel in Washington, D.C. on March 17-20, 2005. The theme of the upcoming meeting will be "Sociology and Public Policy". The conference organizers welcome submissions on all sociological topics and public policy (such as welfare poli-cy, family policy, health policy, and education policy). Submissions can be in the form of individual papers, wholly constituted sessions, thematic forums, workshops, author-meets-critic sessions, and round-table presentations. The deadline for submission is November 1, 2004.

For further details, please go to http://www.essnet.org/callforpapers05.htm.

Gender, Work and Organization, 4th International Interdisciplinary Conference

Deadline for Submission:
November 30, 2004

The 4th International Interdisciplinary Conference of the journal Gender, Work, and Organization will be held at Keele University, Staffordshire, in Central England, in June of 2005. The conference organizers welcome papers in the following areas: alternative organisations; gender and emotion, aesthetic and sexualised labour; feminist theory; ethics and organisations; colonialism in organizations; complexity and diversity in the workplace; sexualities in organisation; men and masculinities; gendered identity and subjectivity; power and resistance; home working; theorising gender in service work; gender and recruitment; gender and new technologies; new managerialism; leadership; harassment and discrimination; work/life balance; unequal pay; race and ethnicity; social exclusion; women and men in management; and human resource management. This list of topics is suggestive rather than exhaustive.

Abstracts of approximately 750 words (excluding any references) are invited by November 30, 2004. Prospective contributions will be independently refereed. Abstracts should include full contact details, including your name, institutional affiliation, mailing address, telephone number and e-mail address.

Please e-mail abstracts to the conference organiser: Dr. Deborah Kerfoot, Keele University, E-mail: mna23@keele.ac.uk.

For more information, please visit, http://www.blackwellpublishing.com/journal.asp?ref=0968-6673.

Conferences

Take Back Your Time Conference

June 10-13, 2004
Loyola University, Chicago, IL

This first national conference will focus on the cultural and historical roots of time poverty, as well as solutions from several perspectives including grass roots, policy, and analyzing international vs. U.S. current solutions. Keynote speakers will be John de Graaf and Ellen Galinsky.

For more information, please go to http://www.simpleliving.net/timeday/conference.asp

The 2004 Work-Life Conference

June 15-16, 2004
The Roosevelt Hotel, New York, NY

Sponsored by the Conference Board and the Families and Work Institute

The Conference Board's 2004 Work-Life Conference, presented in collaboration with the Families and Work Institute, will address today's work-life challenges and the impact they will have on culture within our workplace. How can work-life professionals thrive in today's changed world?

Prestigious awards will also be presented to the media, for research (including the Kanter Award for excellence in work-family research), and for ahead of the curve policies and programs in the work-life field. This conference is for human resource professionals concerned with work-life, diversity, and women's leadership.

Visit the following website for more information as it becomes available: http://www.conference-board.org/conferences/conference.cfm?id=627, or contact Ellen Galinsky at ellen.galinsky@conference-board.org

Centre for Research on Families and Relationships (CRFR) Conference, "Work-Life Balance across the Life Course"

June 30-July 2, 2004
The University of Edinburgh

The Centre for Research on Families and Relationships conference will be convened at the University of Edinburgh on June

30-July 2, 2004. The theme of this international conference is "Work-Life Balance across the Life Course". This conference is designed for work-life practitioners and researchers, as well as policymakers.

Topics will include international perspectives of inequality, diversity, policies, gender, and work-life balance. The Keynote Speaker is Professor Robert W. Connell of the University of Sydney. Other speakers are Professor Rosemary Crompton, Professor Ann Shorla Orloff, and the Co-Directors of the Centre for Research on Families and Relationships, Dr. Sarah Cunningham-Burley and Dr Kathryn Milburn.

For more information, please visit: http://www.crfr.ac.uk/Events/Intconf.htm

3rd Annual Hawaii International Conference on Social Sciences

June 16-19, 2004
Honolulu, Hawaii

Sponsored by the East West Council for Education and the Center of Asian Pacific Studies of Peking University

The 3rd Annual Hawaii International Conference on Social Sciences will be held from June 16 (Wednesday) to June 19 (Saturday), 2004 at the Sheraton Waikiki Hotel in Honolulu, Hawaii. The conference will provide many opportunities for academics and professionals from the social sciences fields to interact with members inside and outside their own particular disciplines.

For more information, please go to http://www.hicsocial.org or email social@hicsocial.org.

Parent Child 2004 - International Conference on the Family

June 17-18, 2004
London, UK

Organised by the National Family and Parenting Institute, the Parenting Education and Support Forum, One Parent Families, the Open University, Trust for the Study of Adolescence and the National Society for the Prevention of Cruelty to Children (NSPCC), this conference celebrates the 10th anniversary of the International Year of the Family. It

will address a range of research, policy and practice issues relating to the current and future state of the family in the UK and across the world.

For more information, please visit, http://www.neilstewartassociates.com/ja120.

The Fourth International Conference on Diversity in Organisations, Communities, and Nations

July 6-9, 2004
University of California, Los Angeles

The conference will include both major keynote addresses by internationally renowned speakers and numerous small-group workshop and paper presentation sessions. In all sessions, conference organizers are encouraging people to bring an active sense of the world today, from the global to the local, and to engage with the possibilities for positive change. The conference themes indicate the range of issues which the conference will be addressing, and you may like to speak to these from a variety of perspectives - engaged scholarly interest in diversity; governmental and non-governmental involvement in community building; interest in diversity management, your research on aspects of culture and diversity... whatever you do or whatever moves you to speak. This is very much a participants' conference.

Papers submitted for the conference proceedings will be fully peer-refereed and published in print and electronic formats in the International *Journal of Diversity in Organisations, Communities and Nations.*

For more information, please visit the conference website: http://www.Diversity-Conference.com.

American Psychological Association's (APA) 2004 Annual Convention

July 28- August 1, 2004
Honolulu, Hawaii

APA President, Dr. Diane Halpern is in the process of planning diverse and interesting programming for the 2004 APA convention, including a session by Developmental psychologist Emmy

Werner, Ph.D., who will discuss her now-famous 1950s longitudinal study of resilience in Hawaiian children with multiple risk factors and a child-care debate featuring psychologists Sandra Wood Scarr, Ph.D., former CEO of KinderCare Learning Centers, and Nora Newcombe, Ph.D., of Temple University. In addition, Stanford university psychologist Albert Bandura, Ph.D., will accept the Lifetime Achievement Award from APA.

In the next few months, the APA Monitor will include more specific information on these sessions, including suggested advance readings. Visit the following website for more information as it becomes available: http://www.apa.org/conf.html.

The Fourth International Conference of Knowledge, Culture and Change in Organisations

August 3-6, 2004
University of Greenwich, London, UK

The conference will address a range of critically important themes in the various fields investigating 'Knowledge', 'Culture' and 'Change' in Organisations. Main speakers will include some of the world's leading management thinkers, as well as numerous papers, workshops and colloquium presentations by practitioners, teachers and researchers.

This is a conference about the nature of organisations, with a strong interest in organisational cultures, diversity and globalization.

For more information, please visit http://www.ManagementConference.com

2004 Annual Meeting of the Academy of Management

"Creating Actionable Knowledge"
August 6-11, 2004
New Orleans, LA

In August of 2004, the Academy of Management will host its annual meeting in New Orleans, Louisiana. "Dynamic sessions, networking opportunities, premier exhibits, extensive job placement, and an exciting location are some of the things you'll find this year."

For more information, please visit http://meetings.aomonline.org/2004/.

Fourth Carework Conference, "Bridging Carework Research, Advocacy, and Policy"

August 13, 2004
San Francisco, CA

This conference will bring together researchers, policymakers, and advocates involved in various domains of carework for a one-day conference. The conference organizers welcome participants interested in carework and carework policy from all academic disciplines, advocacy and non-profit organizations, as well as public and private sector organizations. The overall theme for the conference will be "Bridging Carework Research, Advocacy, and Policy," linking the carework conference theme with this year's ASA conference on "Public Sociologies."

For more information, please visit http://www.soc.iastate.edu/carework/

American Sociological Association's 99th Annual Meeting, "Public Sociologies"

August 14-17, 2004
San Francisco, CA

August 14-17 of 2004, ASA will hold its 99th annual meeting in San Francisco, CA. This year's theme will be "Public Sociologies".

For more information, please visit http://www.asanet.org/convention/2004/index.html.

66th Annual National Council on Family Relations (NCFR) Conference

November 17-20, 2004
Rosen Centre Hotel, Orlando, FL

The National Council on Family Relations will hold its 66th Annual conference November 17-20 of 2004. The theme will be "Inequalities and Families". Jay D. Teachman of Western Washington University is the Program Chair.

For more information, please visit http://www.ncfr.org/conference_info/index.asp.