SLOAN WORK AND FAMILY RESEARCH NETWORK
BOSTON COLLEGE

THE NETWORK NEWS
A WORK-FAMILY NEWS PUBLICATION

In This Issue

- Introducing Judi Casey, the new Director of the Sloan Work and Family Research Network!
- Diane Halpern and Sherylle Tan discuss the intersection of work and family research and practice.
- A Sloan-funded study, the UCLA California Paid Leave Project, is featured in the Sloan Foundation Corner.

New from the Network

Sloan Network Updates and Announcements

► The staff members of the Sloan Work and Family Research Network are very pleased to introduce our affiliates to our new Director, Judi Casey. For the past 15 years, Judi worked at the Boston College Center for Work & Family in various roles. She was the Director of the New England Work & Family Association (NEWFA), conducted corporate research and custom analyses for the Center's Standards of Excellence in Work/Life Integration project and managed the Work/Life Certificate Program. Judi is well-known for her ability to bridge the world of the corporate practitioner with research about the work/life field. Judi is the author with Jacquelyn James, of "Business or Busyness: Strategies for Managing Workload" and with Peggy Chase, of "Creating a Culture of Flexibility: What it is, Why it Matters, How to Make it Work," from the Center's 2004 Executive Briefing Series. She has written numerous other articles on work/life topics and is a frequent speaker at local and national conferences. Judi has a BA from Washington University in St. Louis and a MSW from Boston University. Welcome, Judi!

► The second issue of the Policy Leadership Series, focusing on Phased Retirement, has been mailed to over 1,700 recipients across the country. The third and fourth issues, focusing on telecommuting and part-time work, respectively, are in progress. To view the Policy Leadership Series, please click here: http://wfnetwork.bc.edu/policy.php.

► We'd also like to call your attention to two new entries in our Work-Family Encyclopedia: Crossover of Stress and Strain Between Spouses by (http://wfnetwork.bc.edu/encyclopedia_entry.php?id=1961) and Societal Cultural Models of Work and Family (http://wfnetwork.bc.edu/encyclopedia_entry.php?id=1960).

► The Topic Pages' new layout has gone live! In response to feedback from our affiliates, Topic Pages now feature several user-friendly features, including "mouse-overs" that explain each of the pages' components. You may also click on any page's Statistics component to access a complete list of statistics available for your chosen topic, with the option of viewing them in a comprehensive print-ready document. In the near future, each topic page will have an Advisor, an expert on the topic who will review the content of the page for completeness and accuracy. To view an example of our new Topic Page layout, please click here to access the After School Care Topic Page: http://wfnetwork.bc.edu/topic.php?id=3.

Best Regards,

Marcie, Judi, Karen, Tina, and Sandee

Bridging the Gap between Research and Practice

**Diane Halpern and
Sherylle Tan**

Bio: Diane F. Halpern is Professor of Psychology and Director of the Berger Institute for Work, Family, and Children at Claremont McKenna College. She has won many awards for her teaching and research, including the 2002 Outstanding Professor Award from the Western Psychological Association, the 1999 American Psychological Foundation Award for Distinguished Teaching and the Outstanding Alumna Award from the University of Cincinnati. She is the author of over 350 journal articles and book chapters and several books including Thought and Knowledge: An Introduction to Critical Thinking (4th ed., 2003), and Sex Differences in Cognitive Abilities (3rd ed., 2000). Her most recent book is co-edited with Susan Murphy, entitled From Work-Family Balance to Work-Family Interaction: Changing the Metaphor (2004). Diane and Heidi Riggio are co-editing a Special Double Issue of American Behavioral Scientist on Current Issues at the Intersection of Work & Family that is scheduled for publication in 2006. Diane has served as president of the Western Psychological Association, the Society for the Teaching of Psychology, and the Division of General Psychology of the American Psychological Association. Currently, she is Past-President of the American Psychological Association.

Bio: Sherylle J. Tan is a developmental psychologist and the associate director of the Berger Institute for Work, Family, and Children at Claremont McKenna College. The Berger Institute was developed to study the interactions between work and family and to conduct research that can be used to make data-based recommendations for public policies. Dr. Tan received her bachelor's degree in psychology from the University of California, Irvine and completed her masters and Ph.D. in psychology with an emphasis in applied developmental psychology at Claremont Graduate University in Claremont, California. Since arriving at the Berger Institute, she co-created and coordinated Take a Kid to College Day, which is now in its second year and manages and coordinates the Institute's research projects. Prior to coming to the Berger Institute, Dr. Tan was the Evaluation Specialist for the Los Angeles Child Guidance Clinic. She was the primary evaluator for two early intervention, preschool-based mental health programs funded by First 5 LA (Proposition 10 Commission): the award-winning Building Block program and the Stepping Up to School Readiness program. She has also worked as a consultant for several nonprofit agencies.

Editors Note: This month, Karen Corday and Marcie Pitt-Catsouphes interviewed Diane Halpern and Sherylle Tan of the Berger Institute at Claremont McKenna College in Claremont, CA.

We feel this interview is noteworthy for several reasons.

First, Diane and Sherylle share with us critical observations about the importance of taking steps to ensure that the work-family knowledge – which has been significantly deepened and expanded over the past 20 years – is shared among and between academics, workplace practitioners, and policy makers. This message reflects the mission of the Sloan Work and Family Research Network, so we are delighted to have captured the thoughts and words of Diane and Sherylle in this interview.

Secondly, the publication of this issue of the Network News marks the beginning of Karen Corday's tenure as co-editor. We welcome her and look forward to her contributions to future issues.

An Interview with Diane Halpern and Sherylle Tan of the Berger Institute at Claremont McKenna College

By Marcie Pitt-Catsouphes and Karen Corday

Pitt-Catsouphes: Could you give a brief description of the Berger Institute?

Halpern: The Berger Institute was started from scratch four years ago. Its purpose is to look at the intersection of work, family and children. As we state on our website:

"The Berger Institute for Work, Family, and Children educates students, scholars, law-makers, and the community about a wide range of work and family issues including the effects of changing demographics and diversity on work-family balance, the business case for family-friendly workplaces, poverty issues for working families, and the relationships among stress, health, and child development. We approach our research from a number of disciplines including psychology, economics, sociology, and public policy to study the challenges that face working individuals, families, communities, and businesses and to effect change through the application of our research findings. We use our website, newsletters, publications, coverage in the media, and contacts with legislators to make work and family research useful and accessible. Students working at the Berger Institute gain valuable experience in researching real-world problems."

[For more information about the Berger Institute, see: http://berger.claremontmckenna.edu/. The Institute's archived newsletters can be accessed at: http://berger.claremontmckenna.edu/Publications/Newsletters/]

Pitt-Catsouphes: Diane, work-family issues have been an important focus for your term as president of the America Psychological Association. Why did you decide to focus on work-family issues as a priority agenda item?

Halpern: It was clear to me that work-family issues apply to everyone from the unemployed teen, stay-at-home caregiver, and working mom, to the highly compensated CEO, and therefore would be of importance to all psychologists. Work-family is an embracing theme. Psychologists are employed in many different types of work—psychotherapy, education, research, and public interest, so there was something important and relevant for every psychologist under the broad theme of work and family. By focusing on the interaction of work and family, I found that I could integrate my "everyday work" at the Berger Institute with my work in the APA leadership role.

From the APA Briefing Paper on Work and Family Policy:

"In the last 30 years, we have seen numerous social changes in how we live and work. It is critical that public and workplace policies keep pace with the contemporary realities of family and work. It is also critical that policymakers take into account the impact of the economy on families. Family, as we each define it, and work are primary concerns to us all. Sound and humane policies can both reflect our values as a society and be financially sound."

To read the entire paper, click here: http://www.apa.org/ppo/issues/workandfam.html

Pitt-Catsouphes: What special contributions can psychologists make to the work-family body of knowledge?

Halpern: Although many people think that all psychologists are psychotherapists, it is important to understand that psychologists work in many different settings. For example, some work with organizations whereas others work with families and individuals. Of course, academic psychologists engage in research and teaching. And others work with government and consult on a range of policy issues.

There is a strong empirical basis woven into all aspects of the discipline of psychology. Psychological research often emphasizes precise measurement and statistical modeling techniques.

Sometimes, research psychologists ask different types of research questions than colleagues trained in other disciplines. Psychologists focus, of course, on interpersonal issues and quality of life outcomes. They are interested in how people feel about their work-family experiences and how work-family issues might affect family life, family relationships, and outcomes of family members such as children.

Other times, psychologists examine similar questions as do other scholars but they might use different methods for gathering data, measuring experiences, and analyzing the information collected.

Pitt-Catsouphes: How might knowledge about work-family issues affect the practice of psychologists, whether

they work with individuals, families or organizations?

Halpern: A psychologist working in practice may have a tired, stressed-out patient. The psychologist should consider work-family situations such as child-care arrangements, work hours, household responsibilities, the changing nature of the workforce, and the changing nature of families, along with other more traditional variables.

Practicing psychologists often use a work-family lens to assess the work and family social settings of their clients. In these cases, psychologists consider questions such as:

- How do you embed someone in social situations, like "work" and "family"?
- How do you account for the impact of their culture on work-family experiences?

Work-family issues are compelling, contemporary concerns. They are the types of issues that practicing psychologists need to understand. Without continually updating their knowledge, a psychologist is not doing a good job. Therefore, knowledge of work and family issues is needed.

Pitt-Catsouphes: Last year, a Presidential Task Force of the American Psychological Association published the report, "Public Policy, Work and Families." What are some of the important messages of this report?

Tan: There are, perhaps, three particularly important messages:

1. Family-friendly business is good for businesses.
2. There are often positive outcomes for children with working parents. There's no evidence to show that, for example, there are negative outcomes for children whose mothers work.
3. On the policy end, paid family leave can keep families out of public assistance programs and can also keep sick family members out of the hospital.

Halpern: The report has something for businesses, something for families, and something for policy makers. We back up our conclusions with good empirical evidence, and we have selected three to six publications for each recommendation to provide that evidence. We have been careful to select the "best evidence" rather than trying to introduce our readers to "all" the evidence, which can be overwhelming.

Work-family scholars need to do a much better job of sharing practical information in formats that make it easy to understand and use.

About "Public Policies, Work and Families":

Demographic data show that major changes have been occurring in the everyday lives of families over the last generation, with the majority of mothers of young children in the workforce and an increasing number of men and women assuming caregiving responsibilities for older relatives. Thus, the two primary identities of most adults, defined by their multiple family and work roles, need to be coordinated in ways that promote positive family outcomes, returns on investments for employers, and societal values. Recommendations based on psychological and other social science research are offered to align the needs of working families and employers.

To read the entire report, click here: http://www.apa.org/work%2Dfamily/fullreport.pdf

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Pitt-Catsouphes: From the perspective of the Institute, what are some of the most compelling work-family challenges that need to be addressed?

Halpern: We still have along way to go in changing some of the basic attitudes that create work-family difficulties. Attitudes are highly resistant to change, even when people are presented with data and even when they have had personal experiences that might change their perceptions and ideas. For example, some people are afraid of "losing something" when mom goes to work. We need to present information to them that lets them know that there are gains to be had, as well. The same approach should be used with businesses. It can be counterintuitive for businesses to give their employees family-friendly policies. We need to show them the benefits of these policies in tangible ways.

Tan: I agree. We need to help people understand what the research means and how it can help us to understand the changing realities of life. Dissemination is challenging for many researchers. We're trained to write in an academic fashion; however, most people interested in work-family issues are not academics.

There's lots of information about work-family research available, but we don't want to overwhelm people. This is a challenge for any researcher trying to disseminate information.

Pitt-Catsouphes: What is around the corner for the Berger Institute?

Halpern: We have some exciting research on the way. We just finished a study on California Paid Leave. As you know, California is the first state in the country to pass a law guaranteeing paid family and medical leave. We are about to release a study on caregivers and are starting a study on new moms. What will it mean for new mothers to have six weeks at home with their new babies who would have had no time at home before this law? Will guaranteed paid leave reduce post-partum depression? Will there be a difference in attachment for both mothers and fathers? We're talking about low income people who have previously had no time off with their new babies. We're not sure what the results will be, but we're very excited.

To contact Diane, please e-mail: diane.halpern@claremontmckenna.edu

To contact Sherylle, please e-mail: STan@claremontmckenna.edu

Have you Seen the Network's State Policy Portal?

About: Many factors hinder the ability of state legislators to gain access to evidence based information about work-family issues. The Sloan Network provides information that responds to the expressed needs of state legislators and their staff for specific types of information via portals on the Network's website. The State Policy portal contains a database of work-family related bills and statutes by state, statistics related to a particular topic, definitions of work-family terms, links to overviews and briefs by topic, and links to additional resources of interest to state policymakers. Please visit the State Policy portal at: http://wfnetwork.bc.edu/policy.php

Additional Resources Related to Bridging the Gap Between Research and Practice

This month, we highlight several other organizations that are working to promote work-family research and practice. We'd like to give special thanks to our partner institutions, Alliance for Work/Life Progress, the Families and Work Institute, and the Work-Life Research Centre. As you may have noticed, Sue Lewis and Uracha Chatrakul Na Ayudha from the Work-Life Research Centre conducted last month's interview with Jeanne Fagnini on France's 35-hour laws. They also contribute several annotations for each month's literature update. We thank them and all of our partners for their invaluable work!

Alliance for Work/Life Progress (AWLP): "Alliance for Work-Life Progress (AWLP) is a membership organization committed to the development and advancement of the field of work-life effectiveness. Founded in 1996, AWLP addresses work-life issues through publications, forums and professional development strategies. AWLP strives both to improve the professionalism of those working in the work-life arena, and to influence better integration of work and family life."
- Visit the homepage at: http://www.awlp.org

Global Perspectives - Centre for Families, Work and Well-Being: "The Centre for Families, Work and Well-Being is an innovative, interdisciplinary research and educational centre responding to dramatic changes in family patterns, paid work, and broader economic and political structures. Centre activities bring to the forefront the importance of research, policy development and progressive practices that relate to the changing nature of work and family life. The Centre…is committed to using research and teaching expertise to promote individual and family well-being, responsive and productive work environments, and strong, sustainable communities."
- Visit the homepage at: http://www.worklifecanada.ca

Center for Work and Family Research at Penn State: "The mission of the Center for Work and Family Research (CWFR) at Penn State is to promote excellence in research and education on issues at the intersections of work, family, and community. Established in January 2002, the Center encourages interdisciplinary collaboration on a broad array of research topics and approaches to the study of work and family from the vantage points of work organizations and of employees and members of their families, broadly

defined. The CWFR facilitates research on professionals as well as low-income workers, women and men, and parents as well as nonparents."

- Visit the homepage at: http://cwfr.la.psu.edu/

Families and Work Institute: "Families and Work Institute (FWI) is a nonprofit center for research that provides data to inform decision-making on the changing workforce, changing family and changing community. Founded in 1989, FWI's research typically takes on emerging issues before they crest. Our work often changes the language of debates to move the discussion forward."

- Visit the homepage at: http://www.familiesandwork.org

Global Perspectives – Work-Life Research Centre: "The Work-Life Research Centre was founded by a multi-disciplinary team of leading edge researchers with a long history of research and publications on work-life issues. The Centre was set up to meet the needs of not only the academic community but also employers, trade unions, NGOs and policy makers, as identified in a Joseph Rowntree Foundation, funded needs analysis undertaken in 1999. Officially launched in January 2000 with the publication of the Work-Life Manual for employers, The Work-Life Research Centre was instrumental in the setting up of the UK Government's Work-Life Campaign. The Centre now has research clusters at MMU and TCRU as well as a team of associates with a strong track-record working in related fields. The Centre undertakes a broad range of research, including action research and can also provide consultancy, training and coaching."

- Visit the homepage at: http://www.workliferesearch.org/wl_site/hp_main.htm

The Sloan Foundation Corner

Work-Family Project

UCLA California Paid Leave Research Project

Ruth Milkman

By Ruth Milkman

This project is part of a larger study of California's new paid family leave program, which took effect on July 1, 2004. This is the first comprehensive paid family leave program in the U.S., providing up to six weeks of partial wage replacement to eligible employees who go on leave to bond with a new child or care for a seriously ill family member. The Sloan-funded study involved collection of qualitative baseline data on the ways in which California employers handled the kinds of events the new paid leave program covers prior to that program's implementation. A follow-up study (for which we are currently seeking funding) will explore employers' practices in the period since the new paid leave program went into effect.

Co-PIs Ruth Milkman (UCLA) and Eileen Appelbaum (Rutgers) conducted site visits and in-depth interviews with human resource managers and/or operations managers at 19 employment settings around the state, in a variety of industries and sectors. The employers did not make up a representative sample but rather one biased in favor of those with a relatively strong interest in work-family balance. Almost all of them were covered by the FMLA as well. Although even in this group of employers, only a handful had formal policies providing for paid parental or family leave, most did provide such fringe benefits as paid sick leave, paid vacation and short-term disability insurance that typically served as sources of wage replacement during family-related leaves. In some cases only exempt employees had access to these benefits, however.

The site visits uncovered a rich variety of inventive arrangements managers had devised to handle employee leaves and other absences. In most employment settings, provision for such contingencies is a business necessity. After all, even in the absence of formal family leave policies, at any time an employee may die, become incapacitated, quit, or leave the job for some other reason. The provisions employers have already made for such contingencies were often used to cover the kinds of family-related events the new California law now covers as well. Although employers' concerns about the impact of the new California paid family leave law were widely aired prior to its passage, our preliminary data suggest that, as was the case with FMLA a decade ago, the process of employer adjustment to the new program may be far less problematic than some had feared. Employers already have excellent systems in place for covering the work of employees who are absent for extended periods. While there are costs associated with those systems, they are often counterbalanced by the savings associated with reduced turnover. Some employers may enjoy additional savings insofar as their employees use the state paid family leave benefits instead of employer-paid benefits.

The larger project also includes surveys of employers and workers, as well as interviews with New Jersey employers similar to those conducted in California, as described above. For additional information on the project, visit http://www.familyleave.ucla.edu/

Announcements

Call for Papers

Special Issue: "Breaking Barriers in Organizations: For the Purpose of Inclusiveness" in *Human Resource Management*
Deadline for Submission: October 1, 2005

This special issue will focus on understanding how human resource management policies and leadership practices in general facilitate inclusive work environments that advance corporate performance and effectiveness. Suggested topics include, but are not limited to: the glass ceiling in the workplace, organizational strategies for breaking barriers, managing inter-generations at work, inclusiveness of employees with disabilities, and career development practices.

For more information, please contact guest co-editors Lynn Wooten at lpwooten@umich.edu or Wanda Wallace at wanda.wallace@leadershipforuminc.com.

Upcoming book: *Child Poverty in America*
Deadline for Submission: October 7, 2005

Co-editors Barbara A. Arrighi (Northern Kentucky University) and David J. Maume (University of Cincinnati) are accepting previously unpublished articles, 5,000-6,000 words in length, for a four-volume set, *Child Poverty in America,* to be published by Praeger, with a tentative publication date of September, 2006. Individual volumes are devoted to: 1.Children and the State; 2. Health and Medical Care; 3. Families and Children; 4. The Promise of Education. Although the focus of the set is on child poverty in America, articles offering comparative analyses with other industrialized countries are encouraged. Please forward an abstract or a completed article for consideration to either arrighi@nku.edu or david.maume@uc.edu. Authors of accepted papers will be contacted by Praeger with more details on the format of papers, contractual details, etc. We anticipate that completed papers will be due to the co-editors in winter, 2006.

For more information, please contact either editor (Arrighi, 859-572-5251, or Maume, 513-556-4713).

Global Perspectives - International Sociological Association World Congress of Sociology
Deadline for Submission: September-November 2005

This conference will take place in South Africa on July 23-29, 2006. The theme of the conference will be "The Quality of Social Existence in a Globalising World".

Click here for more submission information: http://www.ucm.es/info/isa/congress2006/

Families and Work Research Conference
Deadline for Submission: December 15, 2005

The Family Studies Center in the School of Family Life at Brigham Young University is now accepting proposals for papers to be presented at the Families and Work Research Conference on March 20-22, 2006. The conference covers a broad range of topics including: Flexible Work Arrangements: Help or Hype?; The Influence of Fathers' Work Conditions on Father-Child Relationships; and Marital Relationships and Retirement; among several others.

Proposals may be submitted for academic papers, presentations, workshops, and poster sessions.
All proposals should address issues relating to both Families and Work. Submissions require an abstract of not more than 400 words, and a bio of not more than 250 words.

For further information contact the Conference Organizer Dr. Russell Crane at russcrane@byu.edu or (801) 422-5623 or visit: http://ce.byu.edu/cw/familywork/

Special Issue on Consumer Finances in *Journal of Family and Economic Issues*

Deadline for Submission: February 1, 2006

This special issue of *Journal of Family and Economic Issues* will be published in June 2007. The suggested topics are, but not limited to, as follows: Financial planning, Financial counseling, Financial education, Money management, Trends of consumer finance industries, Consumer behavior in financial services, Family relations and financial issues, Human development and financial issues, Health and financial issues, Cultural comparisons of financial management, Financial behaviors in diverse populations.

For more information about submission guidelines, please contact So-Hyun Joo, Ph.D., Guest Editor at: So-hyun.joo@ttu.edu

Call for Award Applications

Alliance for Work-Life Progress: 2006 Work-Life Innovative Excellence Award
Deadline for Submission: September 30, 2005

The Work-Life Innovative Excellence Award was created to showcase programs that demonstrate excellence in enhancing and promoting work-life effectiveness. The following national and international organizations will be considered: corporations, government organizations, academic institutions, labor organizations, work-life vendors, consultants, combination vendor/organization, non-profits, and community based organizations.

To learn more about award criteria and to access the online application, click here: http://www.awlp.org/award.

Companies That Care Honor Roll
Deadline for Submission: November 15, 2005

Companies that wish to apply for the Honor Roll must complete an application describing how their organization practices each of the 10 Characteristics of Companies That Care. All organizations, large or small, publicly-held, privately-owned, for profit or nonprofit, government, academic or medical institutions, may apply. An informational webinar (free) about applying for the Honor Roll will be held at 1:00 CST on October 11th. RSVP to marcikoblenz@companies-that-care.org to attend. The Companies That Care Honor Roll will be released nationally on March 16, 2006.

To download the application, go to http://www.companies-that-care.org.

Conference Announcements

Global Perspectives- Second Household, Income and Labour Dynamics in Australia (HILDA) Survey Research Conference
Where: Melbourne - When: September 29-30, 2005

Visit this website for more information: http://www.melbourneinstitute.com/hilda/conf2005.html

2005 Working Mother 100 Best Companies Work Life Congress
Where: New York, NY – When: October 17-19, 2005

Click here for more conference information: http://www.workingmother.com/congress.html

Work/Life Association Conference: Work/Life Strategies With More Bite
Where: The Royal Australasian College of Surgeons, Melbourne - When: October 19, 2005

Click here for more conference information: http://www.worklifeassociation.org/index.php?id=34

Global Perspectives -The 6th European Work-Life & Diversity Conference
Theme: "Connecting Diversity and Inclusion to Business Innovation"
Where: Paris, France – When: October 19-20, 2005

View this website for more information: http://www.conference-board.org/conferences/conference.cfm?id=935

Health, Work & Wellness Conference
Where: Montreal – When: October 20-22, 2005

Click here for more details: http://conferences.healthworkandwellness.com/index.php

White House Conference on Aging
Where: Washington, D.C. – When: October 23-26, 2005

Visit this website for more information: http://www.whcoa.gov/about/about.asp

Global Perspectives - The Sixth Biennial Conference of Asian Consumer and Family Economics Association (ACFEA)
Where: California State University, Sacramento - When: November 3-5, 2005

Visit this website for more conference details: http://www.socialsciences.nccu.edu.tw/acfea/

2005 NCFR Conference
Theme: "The Multiple Meanings of Families"
Where: Phoenix, Arizona - When: November 16-19, 2005

Click here for more information: http://www.ncfr.org/conference_info/index.asp

Gerontological Society of America
Where: Orlando, Florida - When: November 18-22, 2005

View more conference information at: http://www.agingconference.com/about_the_meeting.cfm

Global Perspectives - Fourth International Congress on Women Work and Health - WWH 2005
Theme: "Women and Development"
Where: New Delhi – When: November 27-30 2005

Visit this website for more details: http://www.swl-delhi.org/wwh/wwh_2005_conference.html

Association for Social Economics
Theme: "Understanding Living Situations"
Where: Boston, Massachusetts - When: January 5-8, 2006

Click here for more information: http://www.socialeconomics.org/ASSAProg.htm

The International Association for Feminist Economics (IAFFE) 2006 Allied Social Science Meeting
Where: Boston, Massachusetts - When: January 6-8, 2006

Visit http://www.iaffe.org/conferences/details.phtml?id=2 for more conference details.

The Society for Social Work and Research 10th Annual Conference
Theme: "Meeting the Challenge: Research in and with Diverse Communities"
Where: San Antonio, Texas – When: January 12 - 15, 2006

Click here http://www.sswr.org/conferences.php for more information

Literature Updates

Each month, we select up to 10 publications from those that have recently been entered into this database.

The Sloan Work and Family Research Network maintains an online database which contains the citations and annotations of work-family research publications.

A year ago, there were 6,175 citations in the Literature Database. As of September 2005, we now have over 6,642 citations.

Click here for a direct link to the Sloan Literature Update articles in the Literature Database.

To Bookmark a direct link to the Literature Database please click here.

This month, seven of the publications we have selected for the "Literature Updates" section of this issue of *The Network News* are publications relevant to the topic of research as it informs practice and

policy.

Albiston, C. (2005). Anti-essentialism and the work/family dilemma. *Berkeley Journal of Gender, Law & Justice, 20,* 30-49.

Using an anti-essentialist, feminist lens, the author discusses social policies relating to work and family issues, particularly those affecting working mothers. Recent media discussions about "opting out" are examined and critiqued, and the author makes recommendations for inclusive family leave policies that consider the needs of the many different kinds of working families.

Kossek, E.E., Lautsch, B.A. & Eaton, S.C. (2005). Telecommuting, control, and boundary management: correlates of policy use and practice, job-control and work-family effectiveness. *Journal of Vocational Behavior, forthcoming in 2005*

The authors examine the use of telecommuting as well as individual perceptions of workplace flexibility and contend that research should distinguish between formal use of flexibility options, such as telecommuting, and psychological experiences of flexibility. Using survey and interview data from 245 professionals from two Fortune 500 companies, each with telework policies, the authors examined relationships between types of workplace flexibility, such as telecommuting, and work-family effectiveness. Findings suggest that individuals are likely to have stronger feelings of well-being and less work-family conflict when they experience more control over when, where, and how they work and practice boundary management that favors the separation of work and family.
NOTE: Please see the Literature Database for other recently published reports and articles by Kossek and colleagues.

Secret, M. (2005). Parenting in the workplace: Child care options for consideration. *Journal of Applied Behavioral Science, 41*(3), 326-347.

This article discusses parenting in the workplace (PIW) options and considers them in terms of modern work and family needs. The study examines the business outcomes and work-family integration within 55 businesses of varying size and type at which employees are allowed to bring their children to work and care for them while performing their job duties, as compared to 67 businesses with no PIW options. The study offers suggestions for assessing PIW as a child care option within the workplace as well as a topic for future research and study.

Warfield, M.E. (2005). Family and work predictors of parenting role stress among two-earner families of children with disabilities. *Infant and Child Development, 14*(2), 155-176.

This article investigates predictors of parenting role stress among mothers and fathers in dual-career families with five-year-old children with disabilities. Using a two-level hierarchical model meant to assess mothers and fathers, the authors considered family resources, parenting challenges, work rewards and work demands. The authors found shared as well as unique predictors of maternal and paternal stress—mothers were more likely to be affected by household income and work interest, fathers by difficulty in finding reliable child care. Results support the assertion that policies are needed to increase the availability of child care for disabled children; the authors make suggestions for policy and future research.

Global Perspectives - Williams, J.C. & Cooper, H.C. (2005). The public policy of motherhood. *Journal of Social Issues, 60*(4), 849-865.

This article uses the work-family policies of several European countries as the basis to make recommendations for public policy changes within the American workplace. Authors argue that working mothers often "opt out" of the workforce as a last resort due to the lack of official and unofficial support available to working parents. The use of discrimination law as an alternative approach to combat discrimination against working parents is discussed, and the authors propose a statute explicitly prohibiting discrimination against workers with family responsibilities.

Global Perspectives - Wilson, S., Butler, M., James, K., Partington, D., Singh, V., & Vinnicombe, S. (2004). The fallacy of integration: work and non-work in professional services. *Women in Management Review*, 19(4), 186-195.

This paper explores the phenomenon of boundary creation around the constructs of 'work' and 'non-work'. The study is conducted in response to an observation in practice that while many organizations in the UK are encouraging their staff to integrate work and non-work, a large number of young knowledge workers within a global professional services firm appear to be pushing against the opportunity and the tools to work flexibly and to integrate work and non-work. The paper draws upon qualitative data from semi-structured life-world interviews with thirteen young professionals from a law firm and a management consultancy in London, UK. The findings reveal that these young professionals are unhappy with the way in which their work environment forces them to integrate their work and non-work roles to a greater degree than they find comfortable. The

authors discuss the practical implications the findings have for practitioners, including challenging prevalent assumptions that organizations should seek to facilitate integration rather than separation of competing work and non-work roles. Annotated by Uracha Chatrakul Na Ayudhya, Doctoral Researcher, Manchester Metropolitan University.

Young, D.S. & Holley, L.C. (2005). Combining caregiving and career: Experiences of social work faculty. *Affilia, 20*(2), 136-152.
This article discusses a survey of 75 social work faculty with doctoral degrees about their family and caregiving responsibilities and how these factors work in tandem with their academic appointments. Findings reveal that both men and women have family/caregiving responsibilities, but more women than men surveyed rated flexible workloads and tenure-clock extensions as helpful policies, which may indicate that women are expected to do more caregiving than their male counterparts. Suggestions for the installation and promotion of family-friendly university policies are made.

The following list is a selection of some of our most recent additions to the Literature Database.

Eaton, S.C. (2005). Eldercare in the United States: Inadequate, inequitable, but not a lost cause. *Feminist Economics. 11*(2), 37-51.
This paper documents and responds to the issues within the current system of eldercare, both in terms of the informal care provided free of charge by family and friends as well as paid care performed by home health care agencies and nursing homes. The difficulties of assessing the quality of care in all settings as well as the complications that arise from the use of public funds such as Medicare to fund a mostly private, for-profit industry are discussed. The author compares other countries' methods of dealing with the need for elder care, and offers policy and regulatory recommendations.

Felder, M. (2005). Not quite "family friendly": Amending the Fair Labor Standards Act to provide comp time may hurt welfare leavers and their families. *Georgetown Journal on Poverty Law & Policy. 12*(2), 273-298.
This article investigates the ways in which members of Congress have attempted to amend the Fair Labor Standards Act (FLSA) to increase the number of family friendly options available to private sector employees. The focus is on an amendment that would permit employees to offer compensatory time, or time and a half off for overtime hours worked. The author examines the situations of workers who have left welfare rolls to join the workforce to explain the pros and cons of compensatory time and makes recommendations for the designation of an hourly wage threshold to determine eligibility for compensatory time.

Houston, D.M. (Ed.). (2005). *Work-life balance in the 21st century.* New York: Palgrave McMillan.
Contents include: Work-life balance in the 21st century / D.M. Houston -- Gender and work-life flexibility in the labour market / A.L. Booth and J. Frank -- The costs of a career in minutes and morbidity / M. Rose -- Sex differences in work-life balance goals / C. Hakim -- Working, caring and sharing: work-life dilemmas in early motherhood / D.M. Houston and G. Marks -- Part-time employment among women with preschool children: organisational cultures, personal careers and sense of entitlement / M. Sigala -- 'Daddy, I don't like these shifts you're working because I never see you': coping strategies for home and work / J. Hyman, D. Scholarios and C. Baldry -- Mens' conditions of employment and the division of childcare between parents / I. Bruegel and A. Gray -- Gender, job insecurity and the work-life balance / N. Charles and E. James -- Workplace partnership and work-life balance: a local government case study / S. Tailby ... [et al.] -- Multiple burdens: problems of work-life balance for ethnic minority trade union activist women / H. Bradley, G. Healy and N. Mukherjee -- Combining family and employment: evidence from Pakistani and Bangladeshi women / A. Dale -- Care workers and work-life balance: the example of domiciliary careworkers / C. Ungerson and S. Yeandle.

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