



**SLOAN WORK AND FAMILY
RESEARCH NETWORK**
BOSTON COLLEGE

October 2005 • Volume 7(10)

THE NETWORK NEWS
A WORK-FAMILY NEWS
PUBLICATION

In This Issue

- Catherine Devlin and Kimberlyn S. Rossman discuss the intersection of work/life and health and wellness.
- A graph illustrates the rising cost of health insurance premiums compared to inflation and workers' earnings.
- Leslie Hammer explains her and Margaret B. Neal's research project on dual earner couples in the sandwiched generation in the Sloan Foundation Corner.

New from the Network

Sloan Network Updates and Announcements

► We recently polled our affiliates to collect data on "What does a Family-Friendly State look like?" The response rate has been gratifying—close to 400 of you took the time to complete the survey. We are beginning to analyze this data and will share our results with you by the end of the month. Thank you to everyone who took the poll!

► Twenty-one participants from the US and Canada attended the Sloan Panel meeting on "Workplace Flexibility and Health" on September 30, 2005 at the Sloan Foundation in New York. The purpose of the panel meetings is to provide an opportunity for work-life leaders to stimulate new thinking about important topics relevant to workplaces, work and working families. A diverse group of work-family academics and researchers, public policy makers and corporate HR strategists focused on understanding the linkages between work environments and work structures – specifically workplace flexibility – and a range of health conditions. Attendees examined the current knowledge base on workplace flexibility and health, clarified the gaps in research, articulated the research evidence about the linkages between flexibility and health, and discussed the implications for future research, workplace practice and policy activities. Gloria Tower, Masters student at Boston College's Graduate School of Social Work and Kaitlyn Kenny, Ph.D. candidate at Northeastern University, were instrumental in searching and compiling the bibliography for this event, and we thank them for their valuable contributions!

► We are making it easier for you to access our work-family statistics and bills & statutes! We at the Sloan Network realize how cumbersome it is to scroll through our long lists of work-family statistics and work-family bills & statutes on the site, so we are taking several steps to make browsing these databases easier:

Work-Family Bills: The Network has developed "themed" legislative summary sheets with an overview of the policy and legislation on specific topics. These summary sheets highlight the legislative activity in one particular state, make it easier to compare legislation between states, and illustrate the varying legislation language and content on a particular topic. These print-ready, easy-to-read Bill Clusters are available for topics such as Afterschool Care and Part-Time Work, among others, and can be found here:
<http://wfnetwork.bc.edu/bills.php>.

Work-Family Statistics: We have also prepared Fact Sheets which provide statistical answers to some important questions about work-family and work/life issues. Also in print-ready format, Fact Sheet topics include Flexible Work Schedules, Overwork, and many more. Check out the Fact Sheets here:
<http://wfnetwork.bc.edu/statistics.php>.

Coming Soon!: Within the next couple of months, the Work-Family Bills & Statutes Page and the Work-

Family Statistics page will be searchable by keyword!

Best Regards,

Marcie, Judi, Karen, Tina, and Sandee

Conversations with the Experts

Integrating Health and Wellness into Work/Life Programs



Catherine Devlin

Bio: Catherine Devlin is the Director of Associate Relations at Blue Cross and Blue Shield of Massachusetts (BCBSMA) where she assists in developing and interpreting corporate Human Resource policy and co-leads the company's work/life efforts. She also assisted BCBSMA in developing a long-term strategy for work/life that led to national and location recognition. Catherine has worked at Blue Cross and Blue Shield of Massachusetts for five years in the Associate Relations division of Human Resources. Prior to Human Resources, she worked in the restaurant industry, managing operations. In collaboration with the Associate Relations team, Blue Cross and Blue Shield of Massachusetts has received national recognition from *Working Mother* magazine as one of the 100 Best Companies for Working Mothers for three years and the *Boston Business Journal* has recognized BCBSMA as one of Massachusetts' Best Employers two years in a row. Catherine's professional affiliations include membership in the New England Work & Family Association and the National Work & Family Roundtable. She is also a member of the Northeast Human Resource Association. Catherine received her BA in Psychology at Assumption College. She resides in Milton, MA with her husband Michael.



Kim Rossman

Bio: Kimberlyn S. Rossman (Kim) is a Benefits Strategy Manager in Corporate Benefits at Aetna, a leading provider of health care services. Ms. Rossman began her career at Aetna in 1981 where she has held a variety of line of business and human resource positions. During her tenure, she managed the Financial Recruiting operation, college intern program and the Accounting Community Development Program. In addition, Ms. Rossman developed educational programs and trained customer service professionals in Aetna Financial Services. Ms. Rossman joined Work/Life Strategies in July of 1997 as a Senior Consultant. Currently, she manages the Other Employee Benefits area which is responsible for providing Work/Life, Wellness and Relocation products and services to Aetna employees. In 2005, Ms. Rossman's team won the National Business Group on Health Gold award in the inaugural Best Employers for Healthy Lifestyles Award. In addition, she manages organizational readiness for new benefit initiatives, on boarding activities for acquired companies and consulting and partnering with business and human resource leaders to implement new benefits to Aetna employees. She is a member of the New England Work & Family Association and the Alliance for Work-Life Progress. She resides in Newington, CT with her husband and two school-aged sons.

Editors Note: This month, Judi Casey and Karen Corday interview Kimberlyn S. Rossman and Catherine Devlin. Kim and Catherine talk about the health and wellness programs their companies have implemented to give employees access to the beneficial programs their members have enjoyed for years. As a result, employers and employees at both companies can benefit from lower health care costs as well as a stronger, happier, healthier workforce. Currently, Aetna has 27,000 employees, with approximately 6,000 employees participating in the Healthy Lifestyles program. Blue Cross Blue Shield of Massachusetts has 3,800 employees. Wellness is an essential component of all work/life programs, and we thank Kim and Catherine for sharing their experiences and thoughts on this important topic.

An Interview with Catherine Devlin of Blue Cross and Blue Shield of Massachusetts and Kimberlyn S. Rossman of Aetna

By Judi Casey and Karen Corday

Casey: How did health and well-being issues become visible at the workplace?

Devlin: Since we are in the health care industry, we are focused on putting our members' health first. We realized that we needed to take the same approach with our employees and mirror the external approach internally. We created an integrated health management strategy called Healthy Directions for our employees that falls under the work/life umbrella.

Rossman: We are also a health care organization with senior management committed to the health and well-being of our employees and our members. Management realizes that by investing in health related programs for our employees, there is earlier identification of problems. An intervention can be implemented at a lower cost, which leads to a more healthy and productive work force. By reducing health risks, employees take fewer days off and have lower health and prescription drug costs. In 2000, we piloted a health risk assessment with employees who were fitness club members. We found that these employees indicated that they were better able to handle stress, balance work/life issues, manage health concerns, and maintain a positive outlook. Since the pilot study, our focus has grown to include all employees.

Casey: How did you know health issues were a business problem?

Devlin: We realized as a company that we were cost shifting to associates. We were promoting health management activities and savings to our customers, but we were not promoting the same programs such as Lifestyle Advising, Disease Management and Personal Health Assessment to our associates. Because of this, our objective was to develop a broad health management strategy that encouraged healthy behaviors, was integrated with the medical insurance plan, and provided education and awareness.

Rossman: We had the same realization at Aetna about our employees as health care members and that we needed to focus on our employees as members. The increasing cost of premiums had to be addressed from both an employer and an employee perspective. Our company president, Ron Williams, stepped up to the plate stating, "Prevention is a great investment." Under our Healthy Lifestyles umbrella, we offer preventative care and screenings, as earlier intervention leads to lower costs.

Casey: How have you linked health/wellness programs and policies with your work/life strategy?

Devlin: We developed an integrated health management strategy called Healthy Directions which falls under the work/life umbrella and is for all of our employees. The Healthy Directions program is separate from other work/life programs, but we are marketing it through our EAP and working with the Health and Wellness department to link it to the work/life strategic framework. Collaboration between departments provides better services for employees.

Rossman: At Aetna we have a Benefits Strategy which includes providing products and services for our employees that are competitive and affordable while building employee engagement and commitment. Healthy Lifestyles is the umbrella for the health and wellness programs at Aetna, bundling individual programs into one universal incentive program. Aetna's benefit strategy includes Work/Life and Wellness, where Healthy Lifestyles is a program within Wellness.

Casey: Has there been any sort of push back concerning turf issues from the different departments working under these umbrellas?

Rossman: We are all trying to focus on the health and well-being of our employees, and we all have the same mission to deliver the best products and services to our employees. We do this by building cross-functional teams from benefits and the business/product areas that collaborate to implement programs to our employees.

Devlin: Because we are working collaboratively and cross functionally, there are no power struggles among the three components – Benefits, Healthy Directions and Work/Life. The more we work collaboratively, the more employees will benefit.

Casey: Specifically, what are you doing for your employees?

Devlin: In January of 2005, we implemented our integrated health management strategy. We started with a Personal Health Assessment (PHA) that we distributed to all employees. We received a 76% return rate, and used the information to identify the health programs needed and desired by our employees. We also decided to partner with our EAP, as several employees reported high levels of stress, which can affect health. We are building a new office in Quincy, Massachusetts, and are trying to determine what types of work/life and health benefits will work best in the long run. For example from the results of the PHA, we have decided not to build a gym. However, we are offering up to \$300 per calendar year to be used towards a gym membership. Combined with the benefit available from the health plan itself, employees can receive up to \$450 per calendar year towards their gym memberships. We also offer other benefits such as Weight Watchers at Work and Smoking Cessation.

Rossman: In 2004, Aetna's senior management team made an important decision to invest in wellness

programs to improve employees' health and well-being. Healthy Lifestyles, launched in January of this year, brings all of our health and wellness programs under one comprehensive incentive plan that encompasses weight management, physical activity, preventative screenings, and education. Employees can establish health goals for themselves and monitor them throughout the year using a health scorecard. While all employees are eligible to participate in the program, only employees who are enrolled in an Aetna health plan are eligible to earn an incentive. As employees complete a program component, they earn rewards which are deposited to the employees' health savings accounts or paycheck, depending on which Aetna health plan the employee has elected. At this time, approximately 6,000 employees have participated in the program, and we've paid out approximately \$463,000 in rewards.

Casey: How do you promote healthy behaviors without crossing the boundary into employees' personal lives and choices? Have any employees complained that their privacy is being invaded?

Rossmann: We stress the confidentiality of the programs as well as the benefits, such as lower health care costs, that are associated with program participation. Because our employees work for a health care company, they are used to dealing with our external members about these issues and are familiar with confidentiality and privacy policies as well as HIPAA. It's just the way we do business. We've had no complaints; in fact, we've had many success stories. One employee completed one of his goals and earned a cash incentive, but stated in a testimonial that by completing this goal, he had earned much more, as he possibly saved his life by paying attention to his health needs.

Devlin: We use a third party vendor and outsource our data collection. We're able to look at the data and see health trends and employee needs. Like Aetna, a key component of Blue Cross and Blue Shield is our sensitivity to the health issues of our members.

Casey: What are some of the challenges in linking health/wellness with work/life?

Devlin: Over the last eight months, it's been very collaborative and I think it will continue to evolve in that direction. One strategy we're using is to target the management levels first so information about our programs will trickle down to all employees. Our presentations at senior staff meetings have been very effective in getting buy in from managers who communicate this information to their direct reports. As a company, we need to continually educate our population about the benefits of employee health and wellness. It will be exciting once the program has been live a year (January 1, 2006) to see what some of the data reveals and how our strategy will evolve.

Rossmann: While the management team is very supportive of our programs, the challenge is to get employees engaged. One of the main difficulties is getting the attention of employees, and encouraging them to read our information. People are busy, and they may not have the time to make reading about Healthy Lifestyles a priority, even though it will benefit them in the long run. When we communicate employees' success stories, we get a lot of mileage from those types of communications. Employees are motivated and start to think, "If they can do it, I can do it too."

Devlin: I agree. It's beneficial when employees can read success stories, pick up the phone, and call their co-worker to discuss their progress one on one. We hope these conversations will lead to employee support groups where employees with similar health needs can help each other to be successful.

Casey: If researchers could provide you with data/metrics about this area, what information would be the most useful to you in your work?

Rossmann: Return on investment data would really help us to document the benefits of our efforts. There is limited historical data available on factors such as time lost from work, health costs and productivity. We currently have an external consulting firm doing a three year study to document the outcomes associated with Healthy Lifestyles.

Devlin: Health programs for our employees are so new for us, that we don't have much outcome data yet. We do have some solid work/life data, and hope to generate similar metrics for health outcomes.

Casey: What are your next steps?

Rossmann: We have significant enhancements planned for 2006. We are partnering with Disease Management and plan to add incentives for our employees in this area. We also plan to expand our preventative screenings to include dental cleanings, and enlarge our physical fitness offerings to offer incentives for physical activities performed on the job or at home. And, as I mentioned above, we are in the midst of a three year outcome

study.

Devlin: On the work/life side, we are constantly evaluating our programs and research data as we near our one year mark in January 2006. We'll continue to look at data, benchmarks, and best practices.

Casey: Do you have any advice for other companies?

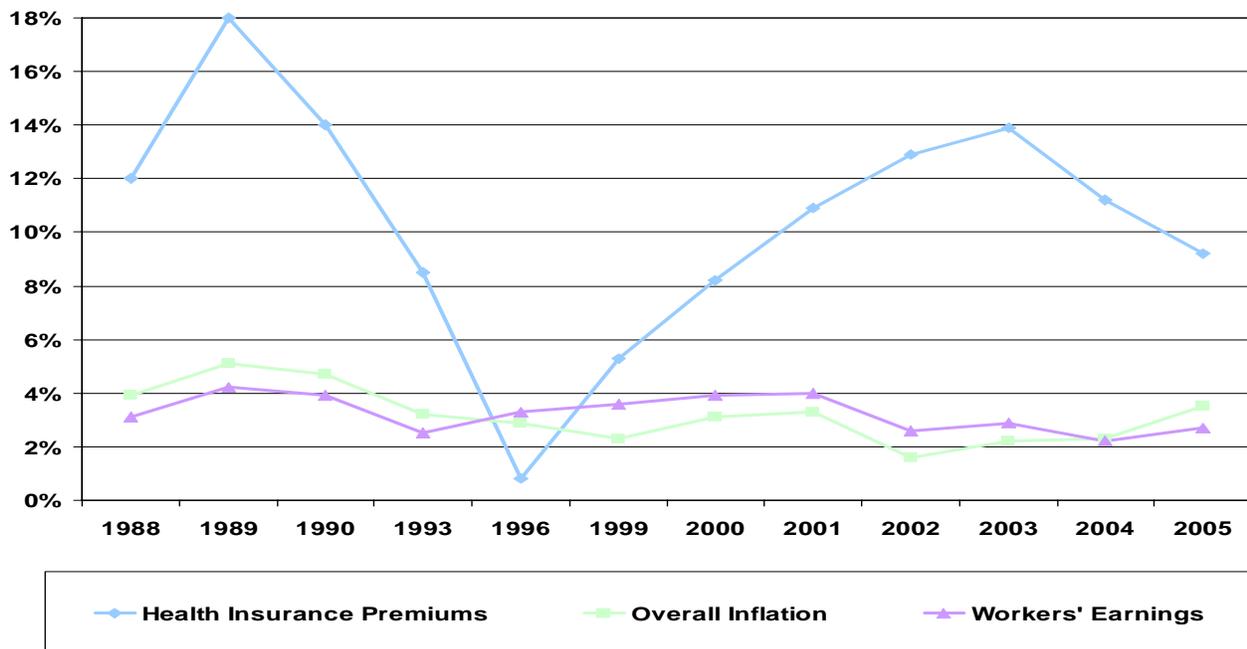
Devlin: It's important to market these programs to employees and position them at the forefront of their attention. It may be more difficult for non-health care companies to sell this strategy to both their senior leaders and their employees. It is important to make the linkages between healthy employees and business goals.

Rossmann: To be successful, you need to identify your champion who will support the programs and who recognizes that the health and well-being of employees is a business issue that needs to be addressed. It is also very important to collaborate with various subject matter experts who can support the design and implementation of the products and services.

To contact Catherine, please e-mail catherine.devlin@bcbsma.com

To contact Kim, please e-mail RossmanK@aetna.com

Increases in Health Insurance Premiums Compared to Other Indicators, 1988-2005



Source: This chart is adapted from the Kaiser Family Foundation's Employer Health Benefits 2005 Annual Summary (<http://www.kff.org/insurance/7315/index.cfm>). Kaiser/HRET Survey of Employer-Sponsored Health Benefits: 1999-2005; KPMG Survey of Employer-Sponsored Health Benefits: 1993, 1996; The Health Insurance Association of America (HIAA): 1988, 1989, 1990; Bureau of Labor Statistics, Consumer Price Index, U.S. City Average of Annual Inflation (April to April), 1988-2005; Bureau of Labor Statistics. Seasonally Adjusted Data from the Current Employment Statistics Survey (April to April), 1988-2005.

Additional Resources Related to Health and Wellness and Work/Life

This month, we highlight organizations and government programs that work to promote health and wellness programs and information in the workplace. Many of these programs see a healthy workforce as a key component of a productive organization, and have a lot to offer in terms of policies and programming.

College of Saint Benedict/Saint John's University Health at Work: "Health at Work is a committee on each campus made up of volunteer members who work to provide health and wellness programming to the employees of the institutions. Through various offerings throughout the year, both committees work hard to inform, interest, and educate about wellness and health." This site has lots of good ideas for anyone interested in wellness programming.

- Visit the homepage at: <http://www.csbsju.edu/haw/>

Institute for Health and Productivity Management (IHPM): "The Institute for Health and Productivity Management was created in 1997 to make employee health an investment in corporate success through enhanced workplace performance... A larger concept of value looks beyond just getting sick people well or even back to work. It expands the definition of value to include employee performance on the job—or productivity. Health promotion and care delivery models organized to produce outcomes that have a positive impact on the bottom line of total labor costs—rather than just health care costs—get us on to the next higher level of value for the health benefit dollar."

- Visit the homepage at: <http://www.ihpm.org/>

Kaiser Family Foundation: "The Henry J. Kaiser Family Foundation is a non-profit, private operating foundation focusing on the major health care issues facing the nation. The Foundation is an independent voice and source of facts and analysis for policymakers, the media, the health care community, and the general public. KFF develops and runs its own research and communications programs, often in partnership with outside organizations. The Foundation contracts with a wide range of outside individuals and organizations through its programs. Through our policy research and communications programs, we work to provide reliable information in a health system in which the issues are increasingly complex and the nation faces difficult challenges and choices."

- Visit the homepage at: <http://www.kff.org/>

National Institute for Occupational Safety and Health (NIOSH) Topic Page: Stress at Work: "Primary themes in the NIOSH's job stress research program are: 1) to better understand the influence of what are commonly-termed "work organization" or "psychosocial" factors on stress, illness, and injury, and 2) to identify ways to redesign jobs to create safer and healthier workplaces."

- Visit the homepage at: <http://www.cdc.gov/niosh/topics/stress/>
- Click here to view the NIOSH booklet *Stress...At Work*: <http://www.cdc.gov/niosh/stresswk.html>



Global Perspectives – New Zealand Department of Labour Future of Work program: Tackling Work-Life Balance: "Part of achieving good work / life balance is ensuring work does not negatively impact on people's lives outside of work and their mental and physical health. There is particular potential for work-place stress and fatigue to spill over into the private sphere, as well as vice versa."

- Click here to view the Future of Work page on health and safety: <http://www.dol.govt.nz/futureofwork/worklife-healthsafety.asp>
- To access the Department of Labour's Occupational Safety and Health Service publications on stress and fatigue in the workplace, click here: <http://www.osh.dol.govt.nz/order/catalogue/stress/index.shtml>



Global Perspectives – Scotland's Health at Work: "Scotland's Health at Work is a National Award Programme (Bronze, Silver and Gold Awards) which rewards employers who demonstrate commitment to improving the health and ultimately the performance of their workforce. The Award programme was set up in 1996 to address Scotland's poor health record and boost Scotland's image as an international business location. The programme brings benefits to employers as well as employees by helping create a healthier, more motivated workforce and reducing sickness absence."

- Visit the homepage at: <http://www.shaw.uk.com/>

The Sloan Foundation Corner

Work-Family Project

Dual-Earner Couples in the Sandwiched Generation

By Leslie Hammer and Margaret B. Neal



Leslie Hammer

The purpose of our Alfred P. Sloan Foundation-funded national, longitudinal study of working couples caring both for dependent children and aging parents was to determine the prevalence of these couples in the U.S., to provide a profile of dual-earner couples caring both for children and aging parents, and to understand the effects of being “sandwiched” on work-family fit, well-being, and work outcomes. In addition, we felt that, given the complexity of their lives, much could be learned from these couples regarding how they manage their work and family responsibilities and the coping strategies and workplace supports that are most effective in helping couples best integrate work and family. It is our hope that this information can be used by sandwiched couples themselves and by practitioners and policy makers to design programs to best meet the needs of working couples caring for children and aging parents.

To date, most work-family research has studied the effects of managing paid work on the nuclear family (children and spouse) and vice versa, or, to a much lesser degree, managing care for elders while working. Only a few studies have focused on individuals who are employed and who have multiple dependent care responsibilities, such as for children and elders or adults with disabilities, and even fewer that have examined multiple caregiving and work roles within the context of the dual-earner couple. Our study covered issues of critical importance to work-family researchers, employers, and “sandwiched” couples themselves.

Our main goal in conducting the study was to discover which factors best predicted positive outcomes (i.e., work-family fit, well-being, and work outcomes). The findings then formed the basis for suggestions for policy, research, and practice, including recommendations for the design of workplace and community-based programs to best meet the needs of working, sandwiched couples. In conducting the study, we used mixed methods, involving holding focus groups locally, surveying a national sample of couples by mail and then surveying them again one year later, and interviewing by telephone a subgroup of individuals who had changed the most for the better or for the worse in the year between the surveys.

Some of our major findings include information about national prevalence rates of sandwiched couples, as well as a descriptive profile of the working, sandwiched couple. Based on telephone recruitment for our national survey, we found prevalence rates indicating that dual-earner, sandwiched-generation couples comprise between 9 and 13 percent of American households having telephones and one or more persons aged 30 through 60.

Our findings also reveal that the typical working, sandwiched couple consists of a 44-year-old man and a 42-year-old woman who have been married for about 18 years. The husband works about 49 hours per week, while the wife works about 38 hours per week. They have 2 children aged 18 or younger in the household and they each help two aging parents, step-parents, or parents-in-law. The help they provide these aging parents is primarily with instrumental, not personal, activities of daily living, and includes help with transportation, shopping, making care-related decisions, housekeeping, and managing money. Both the husband and the wife spend the equivalent of at least one work day each week caring for these parents, although the wife spends about 2 hours more per week, or a total of 9.8 hours per week, compared to their husband’s total of about 7.5 hours. The couple has a median household income of around \$62,500 (among couples with a minimum household income of \$40,000 – a criterion for participation in the study). For more information on this study see Neal & Hammer (in press) and other published articles based on this research project.

Brockwood, K. J., Hammer, L. B., Neal, M. B., & Colton, C. L. (2002). Effects of accommodations made at home and at work on wives’ and husbands’ family and job satisfaction. *Journal of Feminist Family Therapy, 13*, 41-64.

Hammer, L. B., Cullen, J. C., Neal, M. B., Sinclair, R. R., & Shafiro, M. (2005).

The longitudinal effects of work-family conflict and positive spillover on depressive symptoms among dual-earner couples. *Journal of Occupational Health Psychology, 10*, 138-154.

Hammer, L. B., Neal, M. B., Newsom, J., Brockwood, K. J., & Colton, C. (2005). A longitudinal study of the

effects of dual-earner couples' utilization of family-friendly workplace supports on work and family outcomes. *Journal of Applied Psychology*, 90, 799-810.

Hammer, L. B. & Neal, M. B. (2002). Work and family electronic encyclopedia entry on the Sandwiched Generation: (http://www.bc.edu/bc_org/avp/wfnetwork/rft/wfpedia/wfpSGent.html)

Huang, Y. E., Hammer, L. B., Neal, M. B., & Perrin, N. (2004). The Relationship Between Work-to-Family and Family-to-Work Conflict: A Longitudinal Study. *Journal of Family and Economic Issues*, 25, 79-100.

Ingersoll-Dayton, B., Neal, M. B., & Hammer, L. B. (2001). Aging parents helping adult children: The experience of the sandwiched generation. *Family Relations*, 50, 262-271.

Ingersoll-Dayton, B., Neal, M. B., Ha, J., & Hammer, L. B. (2003). Collaboration Among Siblings Providing Care for Older Parents. *Journal of Gerontological Social Work*, 40, 51-66.

Ingersoll-Dayton, B., Neal, M. B., Ha, J., & Hammer, L. B. (2003). Redressing inequity in parent care among siblings. *Journal of Marriage and Family*, 65, 201-212.

Neal, M. B., & Hammer, L. B. (in press). *Working couples caring for children and aging parents: Effects on work and well-being*. Mahwah, NJ: Lawrence Erlbaum Associates, Inc.

Announcements

Call for Papers and Proposals

 **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 is "The Quality of Social Existence in a Globalising World."

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

Purdue University WorkLife Programs' Second Annual WorkLife/Wellness/EAP Symposium
Deadline for Submission: November 15, 2005

This conference will take place in West Lafayette, Indiana on May 4-5, 2006.
The theme is "Keys to a Productive Workforce – Unlocking the Potential of Your Employees."

Now accepting presentation proposals from professionals who wish to share innovative ideas, theories, best practices and research relating to employee health management and productivity. The conference will also feature an exhibitor hall to share health-related products and services. Organizations can also demonstrate their commitment to health and well-being by becoming a Gold or Silver Tier sponsor.

Click here to access the presentation proposal, exhibitor, and sponsorship forms: www.purdue.edu/worklife
Questions? Contact WorkLife Programs at worklife@purdue.edu or (765)496-6334.

Twelfth Annual National College and University Work/Family Association (CUWFA) Conference
Deadline for Submission: November 30, 2005

This conference will take place in Austin, Texas on February 26-March 1, 2006.
The theme is "Work/Life Roundup: Taking Stock of Best Practices for Future Growth and Support."

Click here for more information and to view the Call for Proposals:
<http://www.cuwfa.org/2006conference/index.php>

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 Older Workers in *Journal of Workplace Behavioral Health*

Deadline for Submission: January 15, 2006

The journal welcomes original contributions within three broad themes:

- Trend analysis: What's driving the interest in and the interest of older workers?
- The intersection of work, family and personal life issues for older workers.
- Transforming the workplace to value older workers: organizational culture and climate.

Additional article submission instructions may be found here: <http://www.haworthpress.com/web/jwbh>

Electronic submissions may be made to Paul Maiden, Editor, at pmaiden@mail.ucf.edu

Fifth Annual Hawaii Conference on Social Sciences

Deadline for Submission: January 24, 2006

The conference will be held from May 31-June 3, 2006 at the Waikiki Beach Marriott Hotel in Honolulu. Papers, abstracts and submissions from all areas of the social sciences are invited.

For detailed information about submissions, visit here: http://www.hicsocial.org/cfp_ss.htm

E-mail your abstract or paper, along with a title page, to: social@hicsocial.org

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

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. 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 - 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

Global Perspectives – Institute for Health and Productivity Management Fifth Annual UK Program

Theme: "Health at Work: The Link to Performance"
Where: London – When: December 8, 2005

Visit this website for more details: http://www.ihpm.org/programs/ihpm_uk/index.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 Tenth Annual Conference

Theme: "Meeting the Challenge: Research in and with Diverse Communities"
Where: San Antonio, Texas – When: January 12 - 15, 2006

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

Family Support America's 25th Anniversary Conference

Where: Chicago, Illinois – When: March 26-29, 2006

For more information, to review the calls for proposals, and to complete the presenter application, click here: <http://www.familysupportamerica.org>.

Literature Updates

Each month, we select up to ten publications from those that have recently been entered into the 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 October 2005, we now have over 6,700 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, eight of the publications we have selected for this issue of *The Network News* are publications relevant to the topic of work/life and health and wellness.

Berger, L.M., Hill, J. & Waldfogel, J. (2005). Maternity leave, early maternal employment and child health and development in the US. *The Economic Journal*, 115, F29-F47.

This paper explores the connections between mothers' returns to work within twelve weeks of giving birth and health and developmental outcomes for their children. The authors use data from the National Longitudinal Survey of Youth (NLSY) to examine associations between these early returns and children's problems in terms of breastfeeding, regular medical checkups, receipt of appropriate immunizations, and cognitive and behavioral assessment scores at age three or four. Results suggest a causal link between early maternal employment and negative child outcomes, particularly among children whose mothers returned to work on a full time basis within the first twelve weeks. Authors discuss maternity leaves in the United States as compared to those in other developed countries and make suggestions for extending periods of maternal leave.

Grebner, S., Semmer, N.K. & Elfering, A. (2005). Working conditions and three types of well-being: A longitudinal study with self-report and rating data. *Journal of Occupational Health Psychology*, 10(1), 31-43.

This article investigates occupational stress by using "the mean of self-report and observer ratings of working conditions" to predict general well-being, job-related well-being, and work-life spillover. For their first measurement, the authors used a sample of 52 male and female workers in their first three months of working after completing vocational training; the second measurement took place a year later. Findings reveal short-term, reversible developments of symptoms of stress on the three types of well-being, with more lasting effects appearing later and developing over time.

 **Global Perspectives - Griffin, B.L., Hall, N. & Watson, N. (2005). Health at work in small and medium sized enterprises: Issues of engagement. *Health Education*, 105(2), 126-141.**

This article explores the problems and processes involved in engaging and maintaining active support from small and medium-sized enterprises (SMEs) involved in a health at work project in the North East of England. SMEs provide approximately two thirds of total employment in the U.K., yet their engagement with health promotion issues for employees is low. The authors argue that promoting health at work is a crucial issue for the overall well-being of individuals and for enhancing the wellness of the workplace. The current study focuses on a single case study, "Fair Chance at Work" – a health at work initiative in the Tyne and Wear region, which had a low participation rate from local SMEs. Both qualitative and quantitative data from the project manager, documentation, and participating employers are drawn on. The findings from the case study reveal that despite having endorsement from credible sources, the offer of free multidisciplinary health at work services, including health and safety, and support tailored to individual needs, the "Fair Chance at Work" project failed to attract more than a handful of SMEs. The authors discuss the findings in the context of engagement and participation and propose a working model of engagement of SMES in health at work projects for employee well-being in the U.K. Annotated by Uracha Chatrakul Na Ayudhya, Doctoral Researcher, Manchester Metropolitan University, United Kingdom.

 **Global Perspectives - Grzywacz, J.G., Quandt, S.A., Arcury, T.A. & Marin, A. (2005). The work-family challenge and mental health: Experiences of Mexican immigrants. *Community, Work and Family*, 8(3), 271-279.**

This paper documents the work-family issues of Mexicans who have immigrated to the United States within the past five years. Using both qualitative and quantitative interview methods, the authors measured the extent to which work-life experiences differed by gender as well as their effects on mental health. Findings indicate that separation from family and community is a source of stress experienced by Mexican immigrants, high levels of work-family conflict leads to high levels of perceived stress and depression, and work-family conflict affects women and men on similar levels. The importance of expanding the focus of work-family literature by using a wider range of ethnic groups and income levels in research is discussed.

 **Global Perspectives - Kouvenen, A., Kivimaki, M., Elovainio, M., Virtanen, M., Linna, A. & Vahtera, J. (2005). Job strain and leisure-time physical activity in female and male public sector employees. *Preventive Medicine*, 41(2), 532-539.**

This study explores the link between higher work stress and lower leisure-time physical activity. Authors employed cross-sectional data related to 46,573 Finnish public sector employees, measured job strain using Karasek's Demand/Control model and defined leisure activity using metabolic equivalent task (MET) index. Conclusions support a weak association between high work stress and low leisure-time physical activities, and the authors suggest workplaces use the results to help plan on-site health promotion programs.

 **Global Perspectives - Ockander, M., Timpka, T., & Nyce J.M. (2005). How to avoid long-term sickness absence: The advice from women with personal experience. *Family Practice*, 22(4), 394-398.**

The authors interviewed 82 women from the county of Ostergotland, Sweden, who had been on sick leave for

60+ days or who were receiving disability pensions, to describe women's perceptions of how to reduce the amount of time spent on sick leave by resisting unnecessary suffering or passivity. Using qualitative interview methods, authors found that the women saw returning to work as a key step in avoiding isolation and loneliness, and reported four participatory parties in the struggle to get back to work: healthcare professionals, the woman on sick leave, the employer and insurance officials. Possible reasons for the absence of family members from the discussion as well as practical recommendations for all parties dealing with long-term sickness absence are offered.

The integration of employee assistance, work/life, and wellness services. (2005). New York: The Hayworth Press.

Contents include: Welfare capitalism comes full circle through the integration of EAPs, work-life and wellness / R.P. Maiden -- Employee assistance, work-life effectiveness, and health and productivity: A conceptual framework for integration – M.E. Gornick & B.R. Blair -- The business case for the integration of employee assistance, work-life and wellness services: A literature review / M. Attridge -- Health and productivity management: The integration of wealth and wellness into employee assistance and work-life programs / M.D. Mulvihill -- Research on the integration of employee assistance, work-life and wellness services: Past, present and future / P. Herlihy & M. Attridge – Perspectives on the integration of employee assistance and work-life programs: A survey of key informants in the EAP field / D.A. Sharar & E. Hertenstein -- University of Arizona Work and Life Connections: A synergistic strategy for maximizing whole-person productivity over the employees' life-cycle/work-cycle / D.A. Thompson & D.L. Swihart -- Johns Hopkins University: Diary of integration / E. Siegel -- Responding to deaths of faculty, staff and students at UC Berkeley—an integrated approach / C. Hoffman & B. Goya -- Disaster consequence management: An integrated approach for fostering human continuity in the workplace / N.T. Vineburgh, R.J. Ursano & C.S. Fullerton -- Ceridian's experience in the integration of EAP, work-life and wellness programs / B. Kelly, J. Holbrook & R. Bragen -- Motorola drives strategic initiatives through collaboration and interdependence / N.K. Lesch.

NOTE: Simultaneously published as a special issue of the *Journal of Workplace Behavioral Health*, 20(1/2).

Thompson, S.E., Smith, B.A. & Bybee, R.F. (2005). Factors influencing participation in Worksite Wellness Programs among minority and underserved populations. *Family and Community Health*, 28(3), 267-273.

The authors discuss current trends in Work Wellness Programs (WWPs) as well as the workers who are most likely to utilize this benefit. Findings show that minority and low-income workers are less likely to use WWPs. Possible reasons for the lack of participation amongst these workers are discussed along with recommendations for employers on promoting WWPs successfully and making the programs culturally inclusive and meaningful.

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

 **Global Perspectives - Demerouti, E., Bakker, A.B. & Schaufeli, W.B. (2005). Spillover and crossover of exhaustion and life satisfaction among dual-earner parents. *Journal of Vocational Behavior*, 67(2), 266-289.**

This study considers in tandem the spillover of stress from work to home as well as the cross-over of strains from one spouse to another. A model was tested on 191 couples consisting of dual-earner parents in the Netherlands to measure self-reported and partner rated work to family interference's (WFI) effects on job exhaustion and life satisfaction, as well as the crossover effects between both partners' job exhaustion and life satisfaction. Results indicate that spillover effects cross-over, and positive and negative experiences can transmit between work and home as well as between partners.

Trzcinski, E. (2005). No infant left behind: Public finance arguments for mandated leave and income support for parents. *Public Finance and Management*, 5(1), 8-66.

This article makes the case for American businesses to view parental leave policies as human capital investment policies. Practical recommendations are made using policies from European countries as well as the range of options that have been proposed in different states. The author concentrates in particular on the importance of parental choice in terms of care options as well as the inclusion of different income groups, and makes recommendations for future research and public policy.

Upcoming Issues

Take Part in The Network News

Upcoming issues of *The Network News* will focus on the following topics:

- Paid Leave in California
- The Business Case for Work/Life
- Organizational Culture Change

Is your work related to any of these topics? If so, please contact us.

The Sloan Work and Family Research Network appreciates the extensive support we have received from the Alfred P. Sloan Foundation and the Boston College community.

E-mail: wfnetwork@bc.edu - Phone: 617-552-2866 / 617-552-1708 - Fax: 617-552-1080



www.bc.edu

The Sloan Work and Family Research Network is funded by the Alfred P. Sloan Foundation