Objectives:
This course is designed to teach students about the interactive relationship between the family system and the work system. With the changing demographics of the workforce (i.e., more women, minorities, and elderly entering the workforce) comes a stronger need to assess the relationship between these two major areas of life on one another. Such topics as the historical perspective of work family issues, organizational stress, work/family conflict, positive work-family spillover, dependent care issues, role conflict, marital satisfaction, work satisfaction and workplace and government policies for dealing with multiple work and family demands are covered. Graduate students, in particular, should become knowledgeable about the research that is being conducted and be able to identify future research needs in the area of work and family. While undergraduate students are expected to become knowledgeable about current issues related to work and family. All students will be asked to do some self-reflection about their views and expectations surrounding work and family issues in their own lives.

Grading:
There will be two assignments that everyone is responsible for completing. Your grades will be based on these assignments, a mid-term quiz, and a final quiz. The assignments should be double-spaced typed pages. Graduate students will also be required to complete a research proposal and presentation in addition to the above requirements.

Assignment #1—Profile Analysis
You are required to write a 2-4 page profile of either an individual, a couple, a family, or an organization that demonstrates an exceptional approach to work and family issues. These profiles should be based on an interview with a key person to learn more about their innovative approach to work and family. This will form the basis for your profile analysis.

Assignment #2—“Hot Topics” Report
You will be asked to search the web for a site related to a work-family topic and provide a 5-10 minute report to the class. You should also turn in a 1-2 page summary of your “hot topic.” This will be done in groups of 6-8.

Assignment grading criteria: well written and organized, original thought and effort
0% = anything not turned in or turned in late
80% = 
90% = /
100% = +
**Mid Term and Final Quiz**
The first quiz will cover the material from the first half of the quarter and the final quiz will cover material from the second half of the quarter. Quizzes will be based on both the readings and class discussions and study guides will be provided ahead of time.

**Graduate Student Research Proposals**
Your research proposal should include a literature review, method, and expected results section. The paper should be approximately 10-15 pages long and follow APA format. The paper is due no later than 5:00, 6/3 and you will be required to give a 15 minute presentation on that day.

**Undergraduate Grades:**
Grades will be based on the following weighting system:
- midterm: 40%
- final: 40%
- 2 assignments: 20%

**Graduate Grades:**
Grades will be based on the following weighting system:
- Midterm: 30%
- Final: 30%
- Paper & presentation: 25%
- 2 assignments: 15%

**Following is the tentative schedule:**

**4/1 Overview of Course –Hand out Syllabus**

**4/8 Work and Family Overview and Historical Perspectives**


**Economic Distress and the Family**

**4/15 Organizational Stress**

**Research on work and Family**

**Hot Topic Presentation—Labor Project for Working Families**
http://laborproject.berkeley.edu/

**4/22 Col. Carl Castro and Work-Family Research in the Military**

**The Mommy Track**


**The Overworked American ---Assignment Due—Profile Analysis**

**4/29 Issues facing Dual-Earner Couples**


**5/6 Mid-Term Quiz****

**Presentation on the Sandwiched Generation**

**5/13 Work-Family Conflict and Positive Spillover**


**Hot Topic—Sloan Work and Family Research Network**
http://www.bc.edu/bc_org/avp/wfnetwork/

5/20  **Work and Elder Care**


**Work and Family Across the Lifespan**


**An International Perspective on Work and Family**

**Hot Topic—Caregiver Series**
http://www.thoushalthonor.org/

5/27  **Corporate Responses to Work and Family Issues**


Hot Topic Presentation—Families and Work Institute
http://www.familiesandwork.org/announce/workforce.html

6/3 Graduate Student Presentations and Proposals due

6/10 **Final Exam 5:30-7:30**