



*Summer 2021  
Newsletter*

**President's Message  
A Time of Opportunity and Challenge for the Advancement  
of Work-Family Justice  
Melissa Milkie**



Greetings to all WFRN members and friends! We sincerely hope this letter finds you well during these challenging times.

What an important time for work-family research and policy – I'm honored to be President of our Network during this unique era. With lightning speed, many of our scholars have been publishing their research related to the greatest upending of work and family life that most of us have known. I too have conducted research on COVID-19 this past year, within teams of scholars across the globe, including some WFRN members. These collaborations have been productive and rewarding – and remind me of what makes our Network so special.

Beyond research, I'm observing, as many of you are likely too, in media, politics, and in everyday life with friends, neighbors and family - the multitude of new challenges in this time of continual change and uncertainty in the economy and workplace. On a recent trip with my family from Toronto through several rural towns and cities across North America, I listened to the wide range of work changes people are experiencing and how individuals and families were faring. I heard from young people who had become essential workers, burnt out health-care employees, and those who were under- or unemployed and trying to find meaningful, good jobs. Wellbeing became centered in multiple ways. I heard from an older worker who "retired" from work – due to unsafe conditions in the workplace – and others struggled with mental health under new conditions. Among professionals, one person, working remotely for the past year, was ordered back to in-person work 5-days per week – he is lamenting the family time re-forged during the pandemic that will now become more difficult, including meals with his wife and child, and providing care to an elderly live-in parent. Meanwhile, a neighbor down the street, also working remotely for the past year, had his company announce that most of their employees may now choose to be remote forever and live anywhere in the country they wish. This worker is more readily available for managing children's lives and being with family. All told, while some people fared alright, unjust and unequal workplace conditions were obvious across their stories, parents' hard work in caring for children became even trickier, and the social safety net supporting workers and families seemed especially thin in many ways.

Questions abound. How will organizations, policy makers, managers and workers themselves respond and adapt over periods of uncertainty going forward? How will workers of all ages across the world fare? Many young adults, whose work lives seem more in flux than in times past, are perched at precarious crossroads. Will they have power to renegotiate the terms of work? What do new worlds of work mean for family relationships, or for carers and for children and elders who depend on care? How will good work conditions and pay be distributed, and how will those with the fewest resources fare? How can we create practices and policies contributing to *just* work, a world of dignity, safety and caring, for those across the globe?

Our WFRN network of scholars and practitioners are front and center in asking big questions and producing knowledge about so many vital topics - on the work & family lives of essential workers, on flexible work, on the 4-day work week and remote work, on paid leave, on workplace conditions, on the intersection of work with schooling and childcare and eldercare needs, and more. They are asking questions about critical inequalities between workplaces and amongst groups of workers, and are passionate about re-organizing work to make it better for families and individuals. I am excited to learn more and explore, with our network, the important research members are undertaking and to see the impact of scholarship and practice as we move toward new worlds of work in the future. Our 2022 Conference in NYC will focus on Work-Family

Justice, and I'm very much looking forward to learning from our members as we connect in person next year.

In closing, I wish to express, on behalf of our WFRN membership, great appreciation to past-President Susan Lambert and Executive Officer Stephen Sweet for their exceptional vision and leadership of WFRN during the unprecedented year+ of pandemic times, and to Sarah Damaske, our new Vice President, for organizing the upcoming virtual conference series, which we plan to make a regular feature of our network for years to come. We look forward to joining together with you at our September event!

Best,  
Melissa Milkie  
WFRN President

## **Vice President's Message**

### **Join Us in the 2021-22 Virtual Conference Series Events**

### **Sarah Damaske**



Hello, my fellow WFRN members and friends,

So much has happened since we were last able to come together as a community, and I have missed the camaraderie and scholarship that we share together. I also know that there have been many challenges with far ranging effects for so many of our membership and you are in my thoughts. And I am grateful for the tremendous number of you who have contributed important research on the vast changes in work and family experienced because of the global pandemic.

As we look forward to next year's meeting in New York City, we first will begin this year with a new tradition of a virtual series to showcase some of the important scholarship being done by our membership. We are excited to have two virtual plenaries this coming academic year that will be free and open to the general public. These virtual plenaries will feature some of the exciting research being done by a diverse range of WFRN scholars on some of the most pressing issues of our times.

In September, our virtual plenary will be Conversations about Covid-19 and Work-Family Around the Globe. This special two-day event will allow us to chat in time-zones friendly to folks in different parts of the world, inviting panelists to share their main finding from current research on Covid19 and work family and what they think makes their country's response to Covid19 unique. Panelists hail from the United States, the United Kingdom, Germany, the Netherlands, South Africa, Colombia, Canada, Korea, Japan, and Australia.

In January, we will convene a second virtual plenary that will ask, how do we incorporate and grow a racial justice focus in our scholarship? This special event will also be free and open to the public, as we work to bring the important ideas and scholarship of our WFRN members both to our membership and to the broader public.

Thank you for your continued support of WFRN and for your presence and participation in our community.

Warmly,

Sarah  
WFRN Vice President

## **Virtual Plenary: Conversations about Covid-19 & Work-Family Around the Globe**

**\*\*\*SPECIAL EVENT OPEN TO THE PUBLIC\*\*\***

September 16, 2021 - 10:00pm to 11:30pm GMT (6:00-7:15pm New York, US; 11:00pm-12:15am London, UK; 12:00-1:15am Johannesburg, South Africa; 3:30-4:45am Delhi, India; 7:00-8:15am September 17 Tokyo, Japan; 8:00-9:15am September 17 Melbourne, Australia)

AND

September 17, 2021 - 2:00pm to 3:30pm GMT (10:00am-11:15am New York, US; 3:00-4:15pm London, UK; 4:00-5:15pm Johannesburg, South Africa; 7:30-8:45

Delhi, India; 11:00pm-12:15am Tokyo, Japan; 12:00-1:15am September 18  
Melbourne, Australia)

Organizers/Presiders:

Sarah Damaske, Ph.D., Associate Professor of Sociology, Labor & Employment  
Relations and Women's Studies, Associate Director, Population Research  
Institute, The Pennsylvania State University

Alexandra Beaugard, Ph.D., Professor of Organizational Psychology, Assistant  
Dean (International), School of Business, Economics and Informatics, Birkbeck,  
University of London

Heejung Chung, Ph.D., Professor of Sociology and Social Policy, School of  
Social Policy, Sociology and Social Research, University of Kent

### **Virtual Research Incubator for “Technology, Work and Family”**

October 21/22 12:00pm-1:30am GMT (8-9:30pm New York, US; 1:00-2:30am  
London, UK; 9:00-11:00am Tokyo, Japan)

October 22 1-2:30pm GMT (9-10:30am New York US; 2:00-3:30pm London, UK;  
10:00-11:30pm Tokyo, Japan)

Organizer/Presider:

Ariane Ollier-Malaterre, Ph.D., Professor of Management, Organisation and  
Human Resources Department, Université du Québec à Montréal

### **Virtual Plenary: How Do We Incorporate and Grow a Racial Justice Focus in Our Scholarship?**

\*\*\*SPECIAL EVENT OPEN TO THE PUBLIC\*\*\*

January 28th, 2022 2-3:15pm GMT (10:00-11:15am New York, US; 3:00-4:15pm  
London, UK; 11:00pm-12:15am Tokyo, Japan)

Organizers/Presiders:

Sarah Damaske, Ph.D., Associate Professor of Sociology, Labor & Employment  
Relations and Women's Studies, Associate Director, Population Research  
Institute, The Pennsylvania State University

Alexandra Beaugard, Ph.D., Professor of Organizational Psychology, Assistant  
Dean (International), School of Business, Economics and Informatics, Birkbeck,  
University of London

Heejung Chung, Ph.D., Professor of Sociology and Social Policy, School of Social Policy, Sociology and Social Research, University of Kent

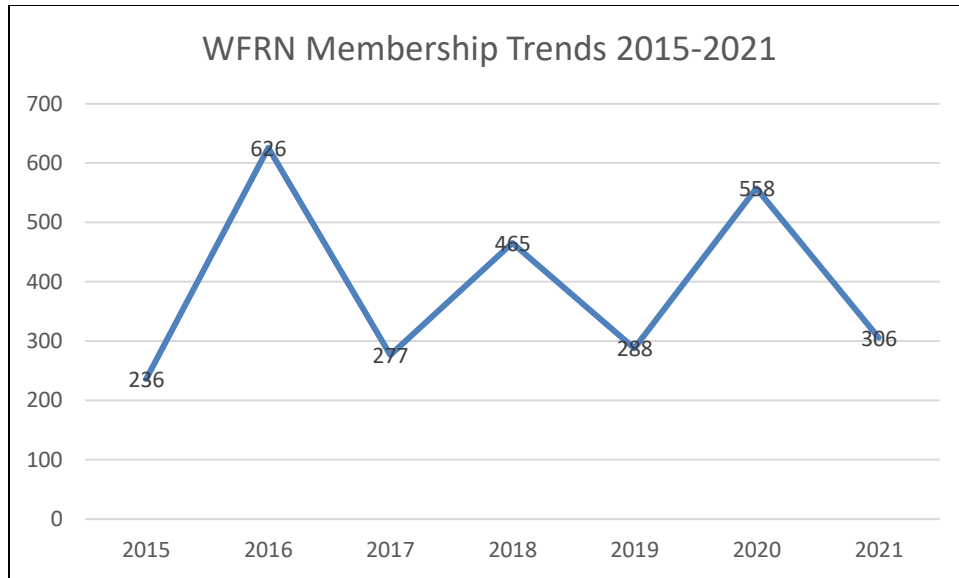
## **From the Executive Office Stephen Sweet**



I am delighted to report that the WFRN is on firm footing, with robust membership and a solid financial base from which to plan future events and initiatives. I express my deep appreciation for the work of President Melissa Milkie and Past President Susan Lambert, the Executive Board, Network Coordinator Marissa Oliver, Early Career Fellowship Director Lindsey Trimble O'Connor, Teaching Resources Specialist Caryn Medved, and the many committee members and networking community leaders who work so hard to make the WFRN thrive.

### **Member Engagement, Recruitment and Retention**

In 2020 and 2021 the WFRN further refined its membership recruitment/retention approaches. Special thanks is extended to members of the Membership Committee, chaired by Matthew Piszczek and the International Committee, chaired by Clarice Santos and Bianca Stumbitz, who provided guidance on how best to demonstrate the value of joining and rejoining the WFRN.



There are two important observations that I draw attention to in the membership trends presented above. First, membership remains strong. This is especially gratifying, understanding that many professional organizations are seeing downward trends. Nonetheless, the WFRN needs to keep existing members engaged and effectively guide scholars to renew their memberships. Second, membership dips in non-conference years. Looking across the graph above, you will observe membership is headed in positive directions. Let's keep these trends moving upward!

## Finances

With the guidance of Treasurer Lonnie Golden and the WFRN Executive Board, the WFRN has developed a financial strategy focused on long-term sustainability. Toward that end, major budgeting decisions are brought to the Executive Board for approval and a financial reserve has been set up to protect the WFRN from unanticipated events. We are incredibly thankful to all WFRN members who re-registered for the 2020 Virtual Conference Series. Had it not been for your generous response to incredibly challenging circumstances, our financial outlook would be very different today.

The WFRN is committed to keeping memberships and conference registrations as affordable as possible, as well as provide support to members in disadvantaged situations. Toward that end, we have instituted lower membership and conference registration fees for students, emeriti, and economically disadvantaged members (including those from the global south). We also provide membership/registration grants through the generous donations of WFRN members. Lastly, the leadership team scans the horizon of grant opportunities and applies for funding whenever promising prospects are identified. We are in negotiations with future conference locations with an eye

toward cost and quality. All this is to say, we are trying our very best to keep fees sustainable and affordable, as well as make access to membership accessible to all scholars in the work-family community regardless of their financial circumstances.

## **Working to Enhance the Visibility of WFRN Members and their Scholarship - A Message from Network Coordinator Marissa Oliver**



Each month the Work and Family Researchers Network spotlights the contributions of a scholar who is making significant advances in understanding work-family concerns. Featured Scholar mailings reach the inbox of over 4,000 stakeholders with interest in work-family issues, alerting them to the contributions made by each selected scholar. Featured Scholars also appear on the WFRN homepage. Spotlight interviews give insight into how scholars approach their work, major breakthroughs in the field, and even advice for junior scholars. A major goal of the newly-launched WFRN Featured Scholar Series is to also highlight WFRN scholars from diverse backgrounds and perspectives, studying a myriad of unique work-family issues. Featured Scholars are selected from our WFRN Experts Panel, which provides visibility to current WFRN members, showcasing research foci, areas of expertise, contact information, and links to personal webpages. See: <https://wfrn.org/search-experts/>.





**Featured Scholar Kaumudi Misra**  
**Assistant Professor of Management at California State University East Bay**

This month, we are pleased to feature the scholarship of Dr. Kaumudi Misra, Assistant Professor of Management at California State University East Bay. Misra's extensive training and experiences as a former HR manager have led her to important discoveries within the work-family field, particularly in the domains of work-life flexibility and employee productivity. Read Kaumudi's full interview here: <https://wfrn.org/wp-content/uploads/2021/08/Misra-WFRN-Featured-Scholar.pdf>

Interested in being featured? Join the Experts Panel! Any current WFRN member can request being listed on the Experts Panel by contacting the Executive Office [wfrnet@gmail.com](mailto:wfrnet@gmail.com). To read interviews from scholars featured in previous months, [click here](#) or follow this link: <https://wfrn.org/resources/research-spotlight-series/>

## **Calls for Applications and Nominations**

### **Early Career Work and Family Fellowship Program**

The Work and Family Researchers Network (WFRN) is seeking applicants for its 2022-2023 Early Career Work and Family Fellowships. The goal of the program is to help promising young scholars establish career successes and integrate them within the WFRN research community. Fellows receive a 2022 membership in the WFRN,

conference registration, and \$250 to attend an Early Career Fellowship Preconference (June 22, 2022) and the 2022 WFRN Conference (June 23-25, 2022) in New York City. To be eligible, candidates must have received their doctorate in 2017 or later and have yet to progress into tenured or secure senior level positions. Information about the program can be found via this [link](#), or [apply directly here](#). The deadline for applications is November 1<sup>st</sup>, 2021. Questions about the program can be addressed to the program director, Lindsey Trimble O'Connor at [lindsey.oconnor@csuci.edu](mailto:lindsey.oconnor@csuci.edu).

## **WFRN Lifetime Achievement Award**

The Lifetime Achievement Award recognizes extraordinary scholars who have made enduring contributions to the work-family community. The award is selected by the Executive Board of the WFRN. Nomination details can be found at this link: <https://wfrn.org/lifetime-achievement-award/>.

## **The Kathleen Christensen Dissertation Award**

This award recognizes a recent graduate of a doctoral program who has already made a significant contribution to the work and family knowledge base. The Kathleen Christensen Dissertation Award has been created to encourage doctoral candidates and early career scholars to reach for/achieve high and rigorous standards of research relevant to the work and family area of study. It provides financial support to help a promising work-family scholar to initiate post-dissertation research. This award is co-sponsored and co-selected by the Work and Family Researchers Network and the Society for Human Resource Management. This award is made possible by generous support from the Northrop Grumman Corporation, the Families and Work Institute, the SHRM Foundation, SHRM's National Study of the Changing Workforce, and the Work and Family Researchers Network members. Deadline for applications is January 15, 2022. Nomination details can be found at this link: <https://wfrn.org/christensen-award/>.

## **The Ellen Galinsky Generative Researcher Award**

This award recognizes a work-family researcher or research team who have/has contributed break-through thinking to the work-family field via theory, measures, and/or data sets that led to expansive application, innovation, and diffusion, including the sharing of research opportunity in the spirit of open science. Nomination details can be found at this link: <https://wfrn.org/ellen-galinsky-generative-researcher-award/>.

## **WFRN Officers**

In 2022 the WFRN will appoint two new members to its Executive Board. Any 30 or more members of the WFRN may submit nominations for any of the offices to be filled to the Executive Officer by October 15, 2021 for inclusion on the ballot. These nominations

would be included on the ballot in addition to the candidates identified by the Nominations Committee. Nominations can be sent to the Stephen Sweet at [wfrnet@gmail.com](mailto:wfrnet@gmail.com).

## Publication Opportunities

### Teaching Publications

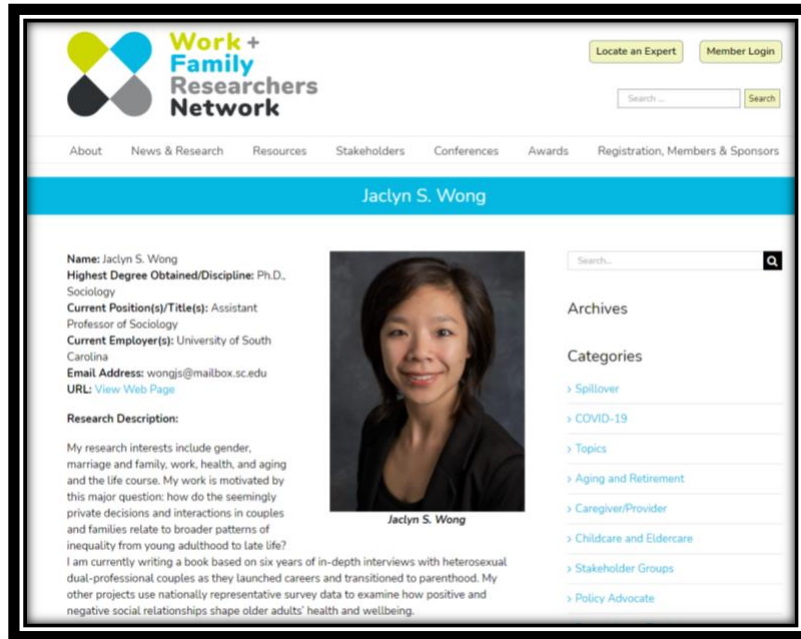
The WFRN has been a leader in developing and disseminating innovative pedagogies and curricula that help students in multiple disciplines learn about work-family concerns. Teaching activities, curriculum designs and syllabi can be submitted to the WFRN's Teaching Resources Specialist [Caryn Medved](#).

### WFRN Information Resources

The WFRN website offers numerous means to disseminate work-family scholarship to our membership and wider communities. These include the Work and Family Encyclopedia, Work-Family Glossary, Fact Sheets, and other resources. If you are interested in contributing an entry, or leading efforts to curate future resources, contact Stephen Sweet at [wfrnet@gmail.com](mailto:wfrnet@gmail.com).

# Are You Getting the Most Out of Your Membership?

## Have You Joined the Experts Panel?



The goal of the WFRN Experts Panel is to help WFRN members receive recognition for their research and to help them secure opportunities as consultants, collaborators, and as experts for media interviews. Currently 78 WFRN members are on the panel, are you? This new resource provides visibility to current WFRN members, showcasing research foci, areas of expertise, contact information, and links to personal webpages. Whenever the WFRN staff receive media inquiries, this is our go-to resource. See: <https://wfrn.org/search-experts/>.

Any current WFRN member can request being listed on the Experts Panel by logging into their WFRN account or by contacting the Executive Office [wfrnet@gmail.com](mailto:wfrnet@gmail.com). The WFRN Executive Office staff is identifying and contacting journalists who cover work-family concerns, making them aware of this resource. We have also contacted nearly 5000 stakeholders with interest in work-family issues, alerting them to the contributions expert panelists can potentially provide.

## Are You Receiving the Research Feed and News Feed?

Interested in knowing the newest research publications? Are you receiving your WFRN Research Feed? Every week, the Executive Office monitors leading academic journals that cover work-family issues and posts new citations and abstracts to the WFRN website. Any visitor to the WFRN website can view new posts to the Research Feed, but only WFRN members will receive these feeds directly to their email as a weekly

digest. Information on how to subscribe to the Research Feed, as well as the latest publications, can be found through this link <https://wfrn.org/research-feed/>.

The News Feed makes members of the work-family community aware of recent publications in popular media (such as newspapers, magazines, web postings). The items posted on the News Feed are presented on the WFRN website and members receive a weekly email with feed information. Latest postings can be found at <https://wfrn.org/news-feed/>.

Any website visitor can view the News Feed, but only WFRN members can post to it. To expand the reach of the News Feed, your post is auto-shared with the WFRN Twitter and Facebook accounts.

*To post to the News Feed, the Research Feed, or to have your profile posted to the Experts Panel, log into your member portal on WFRN.ORG <https://wfrn.org/members-sponsors/member-access/>. Note: if you are a WFRN member but have not yet used the website resources, you will need to create a new account name and password.*

## **SAVE THE DATE! SUBMIT! REGISTER!**



**June 23-25, 2022**

## **Work and Family Researchers Network Conference Hilton Midtown, New York City**

Paper, poster, symposium, authors-meet-readers, workshop and roundtable submissions will open August 15, 2021. Submission deadline is November 1, 2021. Conference information can be found at this link: <https://wfrn.org/wfrn-2022-conference/>. Registration will open November 15, 2021. Come and participate in networking dinners, receptions, mentorship events for graduate students, and many other engaging encounters that will connect you with a global community of work-family scholars.