



## *Spring 2022 Newsletter*

### **Greetings WFRN Members and Friends - A Message from WFRN President Melissa Milkie**

After more than two years of the pandemic, the dramatic upending of work and family life continues. Workplaces, individuals and families have been forced to adapt and re-adapt as health and economic problems have continued to disrupt what was “normal” life in the past. The path forward holds many challenges but also possibilities for rethinking work and seizing the moment for change.



Our scholars and leaders are doing amazing, cutting-edge work - and we love highlighting this through WFRN’s social media accounts! As businesses, governments and communities rethink work and care, our members are tackling big questions. What is the future of remote work and the hybrid office? How flexible will work be, for whom, and what will this mean for families? How will essential workers be recognized and treated at work? How will racialized employees fare as work conditions change? What are the best new care supports that might emerge for families? As work-family scholars and leaders, we are on the front line of theorizing and observing changes and creating knowledge. At our convening in New York, many of us will come together to discuss big questions within the conference theme “Work-Family Justice” as we focus on research, practices and policies that contribute to better worlds of work and care.

Since 2020, WFRN has been building new intellectual and social connections. Our Executive Board is committed to creating a diversity of meaningful scholarly and network experiences for our membership and beyond. WFRN has pivoted from being centered around an in-person gathering every two years to creating multiple intellectual gatherings throughout each year to complement in-person convenings. Our in-person conference creates unique intellectual and social experiences that nurture our broader scholarship and connections, while our vibrant Virtual Conference Series (VCS) offers targeted conversations. The VCS makes it possible to join together opportunely with colleagues across the globe for a focused conversation on a particular work-family issue at hand. We

envision WFRN's future to include a multitude of diverse academic and social opportunities, as our Executive Board forges the best ways to connect our network across time, geography, and technologies.

Our New York event in June promises to be a fantastic conference experience. I wish to express great appreciation to Executive Officer Stephen Sweet, Executive Assistant Marissa Oliver, Conference Coordinator Amanda Deeley, and our 2022 Program Committee members for their work. We will have over 100 vibrant sessions across three full days of meeting together and many opportunities for exciting and meaningful connections among attendees. Check out our [conference webpage](#) for up-to-the minute details.

We look forward to seeing you in New York and/or online in the coming months!

## **Expanding Virtual Events in 2022 - A Message Vice President Sarah Damaske**



It has been so wonderful to see so many of your smiling faces on my screen via our Virtual Conference Series over the past year. At our recent virtual plenary in January, panelists, Dr. Regina Baker, Dr. Enobong (Anna) Branch, Dr. Laura E. Enriquez, and Dr. Joya Misra discussed the question, “How Do We Incorporate and Grow a Racial Justice Focus in Our Scholarship?” In a lively and open discussion, our panelists engaged each other and many members of our community on a topic vitally important to work-family scholarship. Our panelists left the audience with many questions that continue to resonate including: Who do we imagine is the object of our racial justice goals? Who is doing the work of this scholarship and how is it valued? Are we engaging the work of non-white scholars? Who gets a seat at the table to consider these questions?

Our other virtual conference events this year, including our teaching workshops, research incubators, and our two-day Virtual Plenary on Covid-19 and work-family scholarship in September, have kept our community connected, allowed for our sharing of important research and teaching innovations, and helped us look forward to our in-person conference. Next year, we plan for a great mix of teaching workshops, research incubators, and our featured plenary events for our Virtual Conference series. For now, I look forward to seeing everyone who can join us in New York in June.

# How Your Hotel Choice Can Support the WFRN - A Message From Executive Officer Stephen Sweet

When I received my doctorate in sociology, I never anticipated that I would be negotiating, re-negotiating, and re-re-negotiating hotel contracts. But here I find myself, doing my very best to minimize financial risk to the WFRN, secure its long-term vitality, and keep conference registration costs as low as possible for our membership.



The Executive Office has an immediate challenge that you can help with. In 2022 the WFRN has 982 discounted rooms reserved at the Hilton Midtown for the annual conference. The WFRN is obligated to fill most of these rooms, or face potentially steep fees for a performance shortfall. To meet those goals, we need (on average) each WFRN registrant to stay at the Hilton Midtown 2 to 3 nights. If that does not happen...it will cost us. Let's leave it at that.

## **What can you do to help?**

If you already booked your room at another hotel, please consider cancelling that reservation and reserving your room at the Hilton Midtown. If you have yet to book your room at the Hilton Midtown, please do so by clicking [here](#). Reserve your room by May 24 and you will be eligible for a discount rate. In the event that you have difficulties reserving a room (between June 21 to June 26, 2022), contact the WFRN Executive Office at [wfrnet@gmail.com](mailto:wfrnet@gmail.com) and we will work to open more rooms for you.

New York City is expensive. We know that. Moving forward we will be working with university centers for alternate conference venues, which will be less expensive, provide lower cost housing, and enhance prospects for hybrid experiences.

## Social Events at the 2022 Conference - A Message from Membership/Engagement Committee Chair Matthew Piszczek



The WFRN Membership Engagement Committee is excited to be bringing back Networking Dinners for the 2022 conference. Those who are interested in getting to know others in a setting that allows for food and conversation will enjoy this opportunity. Networking dinner participants are sorted into groups of approximately six people based on their interests with each table. Groups meet up at the conference hotel Friday evening and walk to a local restaurant together. The WFRN Membership Engagement Committee handles reservations and coordination of each group. All you have to do is show up at the lobby and enjoy dinner with new colleagues. This has traditionally been a popular event with very positive feedback, so pre-registration is required, and we ask that people avoid signing up if they are not sure they will be able to attend. Note that the cost of meals is not included. The Membership Committee is working hard to find affordable venue options so that all those who are interested can participate. To sign up for a Networking Dinner, follow this link: <https://forms.gle/2NFzaEVjzr1QKQUZA>.

The WFRN Membership Engagement Committee is also excited to debut a new mentorship program. We invite all members to participate as either a mentor or mentee, or even both! The Committee will be soliciting applications to determine interests and then matching mentees and mentors at different levels. Once a “match” is made, we will contact pairs and help them coordinate an informal meeting either live at the conference or virtually. There is no ongoing or formal commitment. Senior faculty will be matched with either junior faculty or students while junior faculty may also be matched with students. Please consider signing up as a mentor to help the next generation of work-family scholars hit the ground running. The success of this initiative will depend on the generosity of our mentors. To sign up for a mentorship or volunteer to be a mentor, follow this link: <https://forms.gle/SoxM1wELq8pcJPkEA>.

## Prioritizing Diversity, Equity and Inclusion - A Message from Executive Board Member Krista Lynn Minnotte



The WFRN is actively moving diversity, equity, and inclusion (DEI) efforts forward. Recent statements affirm WFRN’s commitment to diversify voices represented in work-family scholarship and enhance equality and inclusiveness in our organization, including its membership and leadership. Acting under the direction of the WFRN Executive Board, a working group comprised of Ameeta Jaga, Susan Lambert, Melissa Milkie, and Krista Lynn Minnotte created a list of recommendations to enhance DEI efforts within WFRN.

WFRN is forming a DEI task force to ensure these efforts remain front and center moving forward.

A recent WFRN virtual plenary organized by Sarah Damaske, Alexandra Beauregard, and Heejung Chung enlivened our commitment to centering DEI. Panelists Regina Baker, Enobong (Anna) Branch, Laura E. Enriquez, and Joya Misra explored ways of incorporating and growing a racial justice focus in our scholarship. These discussions will continue to grow at the upcoming in-person conference in New York City, including through plenaries and a teaching panel devoted to DEI.

To read the WFRN’s statement on diversity, equity and inclusion, click [here](#). To read the WFRN’s statement on racism, click [here](#).

## Maximizing The Value of the WFRN for You - A Message from Network Coordinator Marissa Oliver

Since our last newsletter in August, we have been very busy with exciting things here in the WFRN Executive Office. To give you a sense of what is happening “behind the scenes” below is some of the work that crosses my desk and how it potentially helps you.



- We continue to work on improving our communications, events, and resources available to our members. My goal is to keep you informed as possible about all new opportunities that might be of interest.
- We continue to expand resources on the WFRN website, including visibility to our members’ research, potentials for collaboration on our experts panel, as well as materials for teaching relevant work and family courses.

- The virtual conference series continues to be a success, with our events achieving registrations higher than we've ever experienced this past Fall and Winter. I am becoming quite the Zoom expert, including preventing us from being "Zoom bombed" in the future (hopefully!).
- The WFRN exists because of our members. Every year I try to graciously remind everyone to renew their membership, as well as contact new scholars to join. Our top priority is expanding the diversity in the WFRN, as well as broaden our representation in the international community. With these efforts all members can benefit from learning about new topics, questions, and perspectives.

I am excited to play a key role in planning for the June 2022 conference in NYC at the Hilton in Midtown where I will get to meet so many of my email correspondents in person. Thank you for your continued support of the WFRN, I look forward to finally meeting many of you in June!

## **Join us at the WFRN's Graduate Student Preconference June 22, 2022 - A Message from Board Members and Co-Organizers Wen Fan and Yvonne Lott**

We cannot wait for the WFRN conference to begin, so we are sharing some exciting opportunities early! The WFRN will host a free preconference workshop for graduate students on the afternoon of Wednesday, June 22. The half-day workshop will offer graduate students the opportunity to present their research, exchange ideas, and discuss questions in an open and supportive environment.



In three highly interactive sessions, outstanding work and family scholars from diverse fields will provide insights into three topics:

- How to get your work published
- How to network at conferences
- How to engage organizations, policy makers, and the public

In a concluding session, panel members will address questions from workshop participants. The aim of the workshop is to inform graduate students about important career aspects during and after graduate school, to encourage students to present and

discuss their research with others, and to foster new connections and potential relationships between students.

Registration is open now! Please use this link to reserve your spot: [https://ithaca.qualtrics.com/jfe/form/SV\\_abM8UqpuEDfUiW](https://ithaca.qualtrics.com/jfe/form/SV_abM8UqpuEDfUiW). Space is limited and participants will be selected on a first-come basis. Registration will close on May 1.

## Making Work and Family Research Visible - A Message from Social Media Leader Judith Casey



Perhaps you saw the news that WFRN has over 4,000 Twitter followers -- 4,082 to be exact as I compose this email and @WFRN is following 4,228. Twitter seems to be the most popular social media vehicle for work-family researchers/scholars. WFRN also uses Facebook and LinkedIn to share information and activities. The WFRN Facebook page is liked by 1,071 people and 1,198 people follow it. On LinkedIn, the WFRN group has 971 members. If you don't already, please follow us on [Twitter](#), @WFRN, like us on [Facebook](#), or join our [LinkedIn group](#).

The 2022 WFRN social media team members include:

- **Anna Borg**, Ph.D., University of Malta, Malta
- **Judi C. Casey**, Social Media Specialist/Organizer
- **Xi Wen (Carys) Chan**, Ph.D., Griffith University, Australia
- **Andrea Doucet**, Ph.D., Brock University, Canada
- **Jessica Hardie**, Ph.D., Hunter College, USA
- **Jen Hook**, Ph.D., University of Southern California, USA
- **Yang Hu**, Ph.D., Lancaster University, UK
- **Jana Javornik**, Ph.D., Leeds University Business School, UK
- **Richard Petts**, Ph.D., Ball State University, USA
- **Jaclyn Wong**, Ph.D., University of South Carolina, USA

Are you going to the WFRN conference? Could you use your social media outlets to provide information to your colleagues and contacts about your experiences with the rich interdisciplinary connections and global presentations at the conference? Please tweet about your activities in NYC including sessions that you've attended or presented at, people you connected with, and impressions/experiences at the conferences. On Twitter, please tag @WFRN and use the hashtag #WFRN2022. Thanks!

# How the WFRN Supports Early Career Scholars - A Message from Lindsey Trimble O'Connor, Director of the Early Career Fellowship Program



The goal of the Early Career Fellowship (ECF) program is to support the next generation of work-family scholars. The Fellowship provides Fellows with a WFRN membership, registration to the biannual WFRN conference, and a stipend to defray the costs of attending the conference. Fellows attend a preconference to facilitate networking, collaborations, and to engage in professional development on topics of interest to scholars in the early career stages. Additionally, ECFs meet regularly over the course of their Fellowship period to participate in professional development, and to provide support and guidance to one another. The WFRN hopes this support will help Fellows advance to senior level positions. The ECF began in 2007 and has since supported 140 early career scholars.

This year's ECFs represent a wide range of disciplines, including the fields of economics, human resources, management, human development, organizational science, epidemiology, public policy, psychology, social work, and sociology. They are also internationally diverse—they either live on, or study the experiences of people living on, all six habitable continents. Fellowship recipients share a common interest in identifying connections and consequences of work and family arrangements, as well as working together to advance mutual career interests and goals. Their research programs address a wide variety of topics that include, gender inequality and stereotypes, work-family conflict, spillover, crossover and boundary management, the transition to parenthood, employee health, stress, and well-being, state and organizational-level family-related policies (parental leave, sick leave, child subsidies), pregnant and breastfeeding working mothers, fatherhood and masculinity, housework, poverty, dual career couples, among other topics. As a group, this year's ECFs share a passion for examining the experiences of groups commonly marginalized in work-family research, including low-wage workers, precarious workers, women of color, immigrants, and workers in the Global South.

- **Sarah Andrea, Ph.D.**, OHSU-PSU School of Public Health, USA
- **Amit Anshumali, Ph.D.**, The University of Chicago, USA
- **Kess Ballentine, Ph.D.**, Wayne State University, USA
- **Dylan Bellisle, Ph.D.**, University of Illinois at Urbana Champaign, USA
- **Mulu Berhanu, Ph.D.**, Haramaya University, Ethiopia
- **Soumit Chacko, Ph.D.**, Indiana University Purdue University, USA
- **Ho Kwan Cheung, Ph.D.**, University at Albany, SUNY, USA



- **Brendan Churchill, Ph.D.**, The University of Melbourne, Australia
- **Nicole Dillard, Ed.D.**, Northern Kentucky University, USA
- **Kimberly French, Ph.D.**, Georgia Institute of Technology, USA
- **Mariam Gbajumo-Sheriff, Ph.D.**, University of Lagos, Nigeria
- **Renada Goldberg, Ph.D.**, Simmons University, USA
- **Konjit Gudeta, Ph.D.**, Addis Ababa University, Ethiopia
- **Shelia Hyde, Ph.D.**, Texas Woman's University, USA
- **Jaeseung Kim, Ph.D.**, University of South Carolina, USA
- **Isabel Nuñez Salazar, Ph.D.**, University of Warwick, United Kingdom
- **Ariane Ophir, Ph.D.**, Centre for Demographic Studies (CED), Spain
- **Gabrielle Pepin, Ph.D.**, W.E. Upjohn Institute for Employment Research, USA
- **Joanna Pepin, Ph.D.**, University at Buffalo, USA
- **Matthew Perrigino, Ph.D.**, Iona College, USA
- **Casey Scheibling, Ph.D.**, University of Toronto, Canada
- **Melika Shirmohammadi, Ph.D.**, University of Houston, USA
- **Tjorven Siervers, Ph.D.**, Portland State University, USA
- **Sabrina Speights, Ph.D.**, Wheaton College - MA, USA
- **Anna (Anja) Stertz, Ph.D.**, RWTH Aachen University, Germany
- **Kai Sun, Ph.D.**, New York University Shanghai, China
- **Hilary Wething, Ph.D.**, Pennsylvania State University, USA
- **Sigrid Willa Luhr, Ph.D.**, University of Illinois at Chicago, USA
- **Jaclyn Wong, Ph.D.**, University of South Carolina, USA
- **Gundula Zoch, Ph.D.**, University of Oldenburg, Germany

We welcome these scholars to the program and their participation in the Work and Family Researchers Network!

## **The Books are Balanced - A Message from WFRN Treasurer Lonnie Golden**



I am pleased to report that the WFRN is looking good, remaining on firm financial footing, despite the extenuating circumstances of the last two years.

The Executive Board focused great attention in 2022 on the pricing of memberships and conference registrations. We are prepared for 2022 but understand that expenses are probably going to exceed anticipated revenues. This shortfall for the year can be attributed the continued impact of the pandemic, and to hosting our conference in a very expensive city. To address this challenge, with the leadership of the Executive Office and support from the president, substantial cost savings will be realized by hosting our future conference events at university venues. The director, board and treasurer are also exploring other, innovative means of generating revenues beyond our membership and registration fees.

The WFRN is committed to keeping membership and registration fees as affordable as possible, to maximize membership, member benefits and satisfaction. Toward that end, we instituted reduced fee rates for membership and conference registration for students and financial supports for economically-disadvantaged members (including those from the global south). We also provide membership and registration grants through the generous donations of WFRN members. The leadership team scans the horizon for grant opportunities and regularly applies for promising funding prospects for WFRN. We are currently negotiating for future hosting locations that facilitate our needs for a high-quality conference experience while at the same time, keeping member expenses for attendance and travel affordable, membership accessible to all scholars regardless of their financial constraints, and our organization sustainable for perpetuity.

### **A Special Thank You to Donors and Sponsors!!!!**

To date, in preparation for the 2022 conference, the WFRN has provided 77 sponsored registrations, memberships, and housing assistance to economically disadvantaged scholars, graduate students, BIPOC scholars, scholars from the global south, and early career scholars/fellows. This would not be possible were it not for the generous contributions of WFRN members and sponsors. Thank you!

In addition to recognizing the individuals and organizations below, we would love to thank you for your gift to the WFRN. A donation can be made by logging into the link below. As you progress through the options for registration/membership you will see a window presenting the opportunity for donations. To donate, click [here](#).

Thank you to the following donors

## **BIPOC (Black, Indigenous, Persons of Color) Scholars Fund and the Global South Fund Donors**

- Alexandra Beauregard
- Scott Behson
- Nitza Berkovitch
- Eileen M Brennan
- Joslyn Brenton
- Kate Cairns
- Kelly D. Chandler
- Caitlyn Collins
- Marianne Cooper
- Sarah Damaske
- Chuck Darrah
- Belinda Hewitt
- Sandra Idrovo
- Ameeta Jaga
- Eva Jaspers
- Ryan Johnson
- Reilly Kincaid
- Susan Lambert
- Johanna Lammi-Taskula
- Rebecca Logue-Conroy
- Frances Lynch
- Shelley MacDermid Wadsworth
- Katheryn Maguire
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- Patrick McDonald
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- Marloes van Engen
- Claartje Vinkenburg
- Katherine Weisshaar
- Amy Wharton
- Pamela Winston
- Mara Yerkes

## Graduate Student and Early Career Fund Donors

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- Sarah Damaske
- Ryan Johnson
- Susan Lambert
- Shelley MacDermid Wadsworth
- Gerlinde Maurer
- Patrick McDonald
- Ito Peng
- Birgit Pfau-Effinger
- Stephen Sweet
- Spela Trefalt
- Claartje Vinkenburg
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## Awards Fund Donors

- Jeffrey H. Greenhaus
- Shelley MacDermid Wadsworth
- Patrick McDonald
- Claartje Vinkenburg

## Organization Partners



University of Kentucky Office of Engagement and Work-Life



Center for the Study of Child Care Employment



2022 Conference Sponsors



BOSTON  
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Life Course Center on the Demography and Economics of Aging at the  
University of Minnesota



## Publication Opportunities

### Teaching Publications

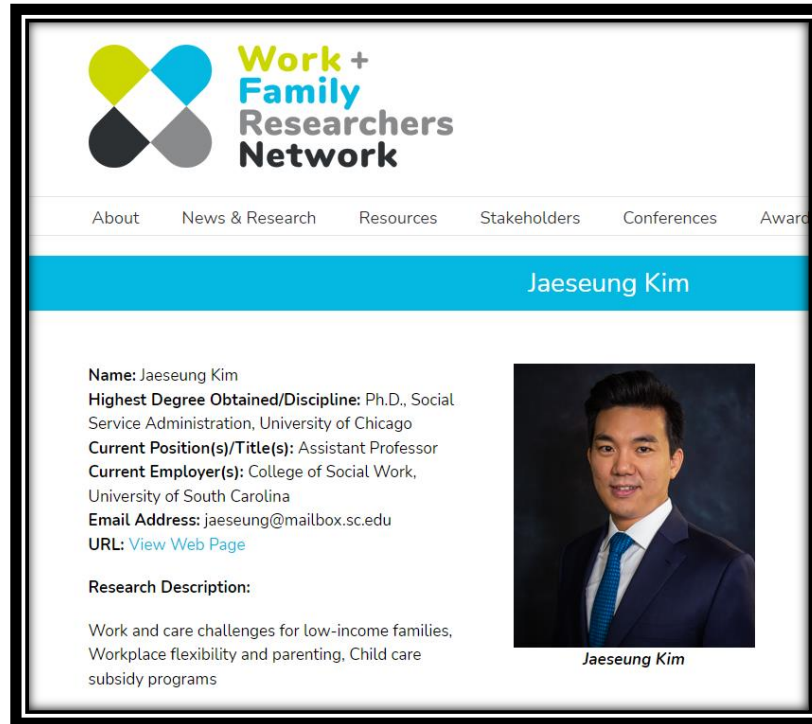
The WFRN has been a leader in developing and disseminating innovative pedagogies and curricula that help students in multiple disciplines learn about work-family concerns. Teaching activities, curriculum designs and syllabi can be submitted to the WFRN's Teaching Resources Specialist [Caryn Medved](#).

### 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 News/Research Feed?

Interested in knowing the newest research publications? How about new opportunities such as calls for papers and conferences? Are you receiving your WFRN News and 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 News Feed, but only WFRN members will receive these feeds directly to their email as a weekly digest. 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 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.*

## 2022 Conference Updates



**June 23-25, 2022**

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

We look forward to seeing you in New York City at the 2022 conference. Travel information and conference details are posted on the WFRN website at this link <https://wfrn.org/wfrn-2022-conference/>. We encourage all registrants to stay at the Hilton Midtown. Rooms need to be booked prior to May 24, 2022 to receive the discounted rate. In the event that rooms are not available for the dates of your stay, please contact the WFRN's Executive Office at [wfrnet@gmail.com](mailto:wfrnet@gmail.com) and inform us of the dates in concern. We will work with the Hilton Midtown to secure additional room spaces.



## Access the WFRN's discount room block by clicking [here](#).

The WFRN appreciates conference participants booking at least a portion of their stay at the Hilton to foster community among its membership as well as to offset any additional costs that the organization will have to pay if reserved rooms are left unoccupied. **Show your support of the WFRN by reserving all or part of your stay in NYC at the Hilton Midtown.**

### Seeking a Roommate at the Conference?

The WFRN provides access to an online spreadsheet that enables conference participants to locate other individuals who are interested in sharing rooms. If you are seeking a roommate for the conference, you can list your name, email address, desired hotel, and arrival/departure dates in the spreadsheet link below. You can also search for others who are seeking roommates. Once you have secured a roommate, you can delete your name from the list. *Disclaimer: While the WFRN provides access to this list so that participants can connect with one another, it does not assume any responsibility for arrangements made through this list and does not monitor the list. This list is "open" meaning that individuals who are not conference participants can also potentially access it. Individuals posting to this list and securing roommate arrangements through this list do so at their own risk.* To access the roommate list click [here](#).

### Do You Need Childcare at the Conference?



Through the generous support of Bright Horizons, the WFRN is able to provide free childcare to a limited number of families during the 2022 conference. Accommodations will be available on Thursday June 23 and Friday June 24. To register your need for childcare, please submit your request no later than May 1, 2022 by following this link.

[https://ithaca.qualtrics.com/jfe/form/SV\\_cGQw5eKzf2Udir](https://ithaca.qualtrics.com/jfe/form/SV_cGQw5eKzf2Udir)

## Save the Dates

### WFRN Conference June 20-22, 2024 in Montreal Canada



We are delighted to announce that the 2024 WFRN Conference will be held at Concordia University in Montreal Canada.