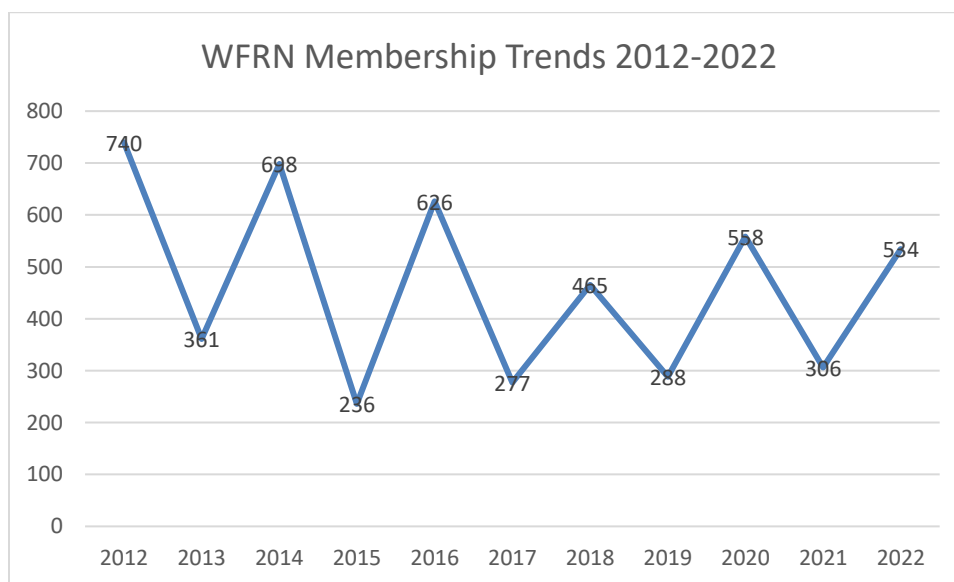




Executive Officer's Annual Report FY 2021-2022

Membership

The WFRN implemented a membership drive strategy that included repeated email contacts with all prior WFRN members as well as personal correspondences between members of the Executive Board and Membership Committees with lapsed members. Direct correspondences from Executive Board and Membership Committee members proved to have a remarkable impact. This approach will be replicated for the 2023 member drive. We will not replicate USPS mailings (which did not show remarkable returns in 2020).



The above graph presents membership trends. Particularly noteworthy is that membership increased substantially in 2022 relative to 2018 and was similar to 2020, all in-person conference years. This is especially heartening given the uncertainties in planning a conference and recruiting membership in the wake of Covid-19. It's notable that the memberships in the "off-year" from the in-person conferences have been trending upward.

Finances

The WFRN seeks to keep membership and registration fees as low as possible, while also keeping the organization financially sustained. The Board reviewed finances and approved the following fee structures for members/registrants in 2023. The Board is pleased that it did not increase fees from the prior years and will not increase fees in the forthcoming year.

Membership Fees	2022	2023
Student	\$95	\$95
Low Income	\$95	\$95
Emeritus	\$150	\$150
Regular	\$195	\$225
Sustaining	\$295	\$295
Organization Partner NonProfit	\$500	\$500
Organization Partner For Profit	\$850	\$850
Registration Fees (conferences)		
Student Low Income Registration	\$195	
Regular Members and Emeriti	\$325	
NonMembers	\$600	
Late Registration Students and Low Income	\$250	
Late Registration Regular and Emeriti	\$375	

Overall, the WFRN leaves the year in a healthy financial situation. Appreciation is extended to Treasurer Lonnie Golden for overseeing financial decisions.

Sponsorships and Donations

The WFRN received \$17,700, with large donations coming from the University of Toronto, Purdue Center for Families, Ellen Galinsky, University of Minnesota, and the Bezos Family Foundation. At the end of the FY 2021-2022, \$24,270 remained in awards funds (excluding funds for the Christensen Award which are now managed by SHRM). The WFRN will continue to pursue sponsorships and donations, including a President's initiative for funds to support scholars from the global south and BIPOC scholars.

Award Distributions

A total of \$13,881 was distributed to 46 award recipients, primarily through conference registration and membership fee supports extended to graduate students and scholars with economic need.

Biennial Conference June 23-25, 2022 New York City

Appreciation is extended to everyone involved in making the 2022 conference and preconference a great success. The WFRN especially thanks President Melissa Milkie. The conference theme was *Work-Family Justice: Practices, Partnerships & Possibilities*. There were over 800 scholars and leaders on the program, 534 registrants to the event and 350-400 in attendance. Occurring in the context of the continued uncertainties and challenges presented by the global pandemic, the event posed numerous risks to the WFRN. The Executive Officer (EO) Stephen Sweet was able to successfully negotiate more favorable contracts with the conference hotel and vendors, which in turn helped minimize the WFRN's financial obligations.

Virtual Conference Series

The WFRN continued its virtual conference series (VCS), which in 2022 was co-organized by Vice President Sarah Damaske and Board Member Richard Petts. Some events were open to the public which enhanced our impact beyond the WFRN membership. The following events were staged, well attended, and enthusiastically received:

- Work-Family Teaching Virtual Conference Session: Community Conversation December 3rd, 2021
- Virtual Plenary: How Do We Incorporate and Grow a Racial Justice Focus in Our Scholarship? January 28th, 2022
- WFRN's Virtual Conference Day September 30, 2022

Conference Planning 2024 and Beyond

The EO successfully secured a contract with Concordia University in Montreal for the WFRN's June 20-22, 2024 conference, discount hotel accommodations for members, and a reception venue. We look forward to an event that will be less expensive than prior WFRN conferences due to the shift from large hotel venue to a university host.

Executive Board Leadership Activities

The Executive Board met in monthly meetings during the entire fiscal year. In addition to work guiding WFRN decisions and priorities in Executive Board meetings, each at-large board member assumed responsibility to spearhead an initiative identified by the Board. Thanks to board members for spearheading the following initiatives:

- Biennial Conference - Melissa Milkie
- Virtual Conference Series - Sarah Damaske and Richard Petts
- Diversity, Equity and Inclusion (DEI) - Wen Fan and Ameeta Jaga
- Member Recruitment, Engagement and Early Careers - Yvonne Lott
- Website Review and Redesign - Richard Petts

- Nominations and Elections - Alexandra Beauregard
- Awards Processes and Selections - Clare Kelliher
- Fundraising/Sponsorships - Wen Fan
- Networking Communities - Sabrina Speights

Networking Communities

The Board discussed ways to further invigorate Networking Committees. Guided by the leadership of Sabrina Speights, there are currently 14 networking communities with varying levels of activity. Several successful networking community events were held in NYC.

Statement on Membership Engagement, Conference Sites and Hybrid Models

Seeking to foster transparent understandings of priorities of the Board, the WFRN developed and posted a statement on membership engagement, conference site selection processes, and the support of hybrid models consisting of in-person conferences every two years, alongside regular virtual conference series (VCS) events, for the future. We seek to create broader impact by opening some VCS events to the public at no cost. Thanks to President Melissa Milkie for leading this initiative.

Communications

The WFRN continues to provide members with information via its News Feed and Research Feed, which are delivered to member emails each week. In an effort to streamline communications, these two different feeds are combined into one email per week. All information sent via the Newsfeed is publicly available on the WFRN website. Two informative and engaging newsletters are sent out each year. Additionally, the WFRN is improving communication through an updating of the website.

Member Profiles

The WFRN continues to provide (in most months) a member profile feature that is disseminated via email to our “big list” of more than 6500 work-family stakeholders, as well as presented on the landing page of the WFRN. The Network Coordinator leads this initiative. Featured scholars are identified through the Experts Panel and in consultation with the Board. The EO will work with the Network Coordinator to keep these features consistently disseminated on a monthly basis.

Experts Panel

The Experts Panel is a resource that enables WFRN members to list their expertise on the WFRN website, which can open opportunities for consultation, media exposure and collaboration. At the end of October 2022, 86 members listed their credentials on the

panel. Under the guidance of Board Member Richard Petts, in the forthcoming year the web-presentation of the Experts Panel will be revised to have a more accessible, consistent, and informative format.

Teaching Resources

Caryn Medved continued her work as the Teaching Resources Specialist and her work is greatly appreciated.

Mentorship

Supporting and mentoring the next generation of work-family scholars remains a top priority for the WFRN. The WFRN recognizes and appreciates the work of Board Members Wen Fan and Yvonne Lott, who organized a preconference devoted to the interests of graduate students.

The Board prioritized keeping membership/registration fees low for graduate students and to prioritize the needs of low-income and early career stage scholars in the provision of membership/registration awards.

Lindsey Trimble O'Connor continued her appointment as Director of the Early Career Fellowship Program, recruited a new cohort of 30 scholars, organized a preconference for the fellows, and hosts periodic virtual meetings with them.

Member Engagement

Additional thanks to the Member Engagement Committee Kristie McAlpine, Lea Pessin, Matthew Piszczek, Jenna-Lynn Roman and Julie Wellman for organizing networking dinners at the 2022 conference. Special thanks to Matt Piszczek for organizing a "Fun Run" to Central Park in a great early morning adventure at the conference.

Social Media and Exposure

Under the leadership of Judi Casey, the WFRN's Social Media Team helps to make WFRN visible on Twitter, Facebook, Linked in, and other venues. Researchers identified in the Research Feed are added to the WFRN's "big list" of contacts and are sent a personal correspondence congratulating them on their publication and making them aware of the WFRN and how we increased the visibility of their scholarship.

Conference speaker, Caitlin Collins was featured on The Well Woman Show with Giovanna Rossi, which also aired interviews with several WFRN scholars prior to and during the 2022 WFRN conference in New York.

Risk Management

The WFRN maintains cyber security insurance, directors/officers/employment practices liability insurance, and general liability insurance for the conferences. The EO reviewed expectations for maintaining 501(c)(3) status, organized files accordingly, and reported practices to the Executive Board.

Elections

The 2022 election was conducted via Qualtrics without concern. Newly elected officers are Clare Kelliher and Richard Petts. Thank you to Alexandra Beauregard for chairing the Nominations Committee and identifying excellent candidates in 2022 and working to do so for 2023 as well.

Record Keeping

The WFRN website is the primary means by which information is recorded and retained. The EO provides the President with access to all WFRN documents, which are also secured with Carbonite backup. Thanks is extended to Secretary Ameeta Jaga for her excellent work keeping minutes of Board meetings.

Executive Office Management

The WFRN has two paid employees, the Executive Officer (Stephen Sweet) and the Network Coordinator (Marissa Oliver/Raeven Chandler). Commencing in October 2022, compensation for the Network Coordinator is provided by the Population Research Institute at Penn State University. Great thanks is extended to Vice President Sarah Damaske for her vision and work in making this happen.

The WFRN hires independent contractors for the maintenance of its website (Ann Dixon) and its conference/membership platform (Brad Smith). We provide honoraria to compensate the work performed by its Social Media Specialist (Judi Casey) and the Early Career Fellowship Director (Lindsey Trimble O'Connor).

The WFRN is especially appreciative of the expert work performed by the outgoing Network Coordinator Marissa Oliver, who has been consistently forward-thinking, creative, and dependable. We welcome Raeven Chandler, who recently joined us as Marissa moved on to her next stage of her career.

WFRN Leadership Team 2022

Executive Office Staff

- Stephen Sweet, Ph.D., Executive Officer
- Marissa Oliver, Network Coordinator
- Raeven Faye Chandler, Network Coordinator
- Ann Dixon, Website Programmer

- Brad Smith, Website Programmer
- Judi C. Casey, Social Media Specialist/Organizer

Officers and Executive Board

- President: Melissa Milkie, Ph.D., University of Toronto, Canada
- Vice-President: Sarah Damaske, Ph.D., Penn State University, USA
- Treasurer: Lonnie Golden, Ph.D., Penn State Abington, USA (2020-2023)
- Secretary: Ameeta Jaga, Ph.D., University of Capetown, South Africa (2021-2024)
- Alexandra Beauregard, Ph.D., Birkbeck University, UK (2020-2023)
- Wen Fan, Ph.D., Boston College, USA (2020-2023)
- Sabrina Speights, Ph.D., Wheaton College Massachusetts, USA (2021-2024)
- Yvonne Lott, Ph.D., Institute of Economic and Social Research, Hans-Böckler Foundation, Germany (2021-2024)
- Clare Kelliher, Ph.D., Cranfield University, UK (2022-2025)
- Richard Petts, Ph.D., Ball State University, USA (2022-2025)

Nominations Committee

- Alexandra Beauregard, Ph.D., Birkbeck University, UK
- Clare Kelliher, Ph.D., Cranfield University, UK
- Seonyoung Hwang, Ph.D., Aalto University, Finland
- Rupashee Baral, Ph.D., Indian Institute of Technology, India
- Kwaku Abrefa, Ph.D., Lingnan University, Ghana

International Committee

- Heejung Chung, Ph.D., University of Kent, UK (Executive Committee Liaison)
- Wen Fan, Ph.D., Boston College, USA
- Jarrod Haar, Ph.D., Auckland University of Technology, New Zealand
- Ameeta Jaga, Ph.D., University of Cape Town, South Africa
- Katherina Kuschel, Ph.D., Visiting Research Fellow, Universidad Tecnológica Metropolitana, Chile
- Clarice Santos, Ph.D., University of Lincoln, UK (Co-Chair)
- Bianca Stumbitz, Ph.D., Middlesex University Business School, UK (Co-Chair)

Member Engagement Committee

- Kristie McAlpine, Ph.D., Rutgers University, USA
- Léa Pessin, Ph.D., Pennsylvania State University, USA
- Matthew Piszczek, Ph.D., Wayne State University, USA (Chair)
- Jenna-Lynn Roman, Ph.D., Aquila People Solutions, LLC, USA
- Julie Wellmann, Ph.D., Candidate, University of Minnesota, USA

Social Media Team

- 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

Content Development Leaders

- Teaching Resources Specialist Caryn Medved, Ph.D., Baruch College, USA

Special Initiatives

- Early Career Fellowship Program Director: Lindsey Trimble O'Connor, Ph.D., California State University Channel Islands, USA

Priorities for 2023

In addition to its ongoing activities, top priorities for 2023 are:

- Achieve a successful membership drive
- Structure 4 to 6 virtual events to engage the membership
- Advance diversity, equity and inclusion in the leadership and membership
- Engage the Executive Board by having each board member take leadership on new or continue existing specific initiatives.
- Institute a new Professional Development series with 2 Board members leading
- Advance the development of Teaching Resources with 1 Board member leading
- Explore the creation of additional regional or national networking communities
- Enact Networking Community engagement strategies with 1 Board member leading
- Explore the creation of a new Work-Family Journal
- Initiate a process to identify and pull in new members by locating researchers publishing work-family who may not necessarily identify themselves as “work-family,” potentially with a reduced fee first time membership opportunity.
- Continued mentorship of 30 scholars in the 2022 cohort of Fellows will be provided through the Early Career Fellowship Program. We will further consider how to support early career scholars beyond this program

- Finalize redesign the website and website features
- Explore and pursue grant/funding opportunities
- Clarify and document relationships with other W-F organizations considering future opportunities and collaborations
- Identify and enact inclusion/mentorship initiatives for graduate students
- Identify and secure the location of the 2026 conference

The EO appreciates guidance from the Executive Board on other priorities to pursue and ways to further improve his performance.

Respectfully submitted,

Stephen Sweet, Executive Officer
December 1, 2022