



Winter 2023 Newsletter

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

It is beautiful to see how the WFRN's impact continues to grow - both within and outside the organization. For our members within WFRN, we've created new opportunities with our Virtual Conference Series (VCS); we've brought critical DEI lenses to our conference sessions and to our organization, and we've creatively supported those scholars with fewer resources. Out in the world, the WFRN's members continue to address the challenges, uncertainties and complexities in how we work and care though expanding knowledge on the key issues of our times. Our network's numerous brilliant practitioners continue to be at the forefront of working toward more *just* work-family worlds.



As many people have reflected on what is important in their lives during challenging pandemic times, so too has WFRN reset some priorities in keeping with our values. We recently posted a [statement](#) on prioritize outstanding engagement of the network during these changing times. This means keeping conferences enriching and accessible to its membership. WFRN's current approach to "hybrid" models is to provide two distinct types of innovative, engaging conferences, 1) a creative Virtual Conference Series across the year, alongside 2) a dynamic in-person conference every 2 years. The priorities outlined in the statement also underscore our commitment to equity, diversity and inclusion.

The Virtual Conference Series (VCS). An important goal of our organization since 2020 is to maintain a timely, accessible and inclusive *online* engagement through our VCS. The VCS provides members the opportunity to connect with other WFRN scholars and leaders around the world in an accessible and convenient format. For the sake of equity and inclusion, we attempt to vary time-zone friendliness given that members are located in North America, Western Europe and Africa, Asia, as well as other locations around the globe. Each year we program "plenary" type events as well as a few other key events envisioned by members, networking communities, and the Executive Board. Notably, some sessions in the VCS are open to non-members, increasing the impact of WFRN's research and analysis. Given the importance of these efforts, we have tasked the WFRN Vice President to lead the series each year. This year, along with VP Sarah Damaske,

Board Member Richard Petts is co-leading. We greatly appreciate their exceptional organizing this year.

The Biennial Conference. A twin priority of WFRN is creating dynamic in-person conferences to maintain and enhance the social networks and engagement of our WFRN community. WFRN is committed to holding an in-person conference every two years. This provides forms of engagement that allow for deep conversations and collaborations as well as different forms of networking opportunities not easily available online. We had a fantastic experience last June, with vibrant sessions and a real sense of the special connections - research and otherwise - that we gained by being in NYC together.

Key questions about priorities for in-person conferences also involve choosing a city and type of venue. We detail these considerations in the [statement](#). Importantly, WFRN is committed to maximizing the connection of conference goers to policy makers and policy issues within the chosen locale, and to ensuring WFRN “gives back” to the host city or area where possible. Additionally, recognizing that hotel conference venues tend to be expensive, and carry greater risk, WFRN is planning for future conferences to be at university centers in North America. We anticipate that these venues will require significantly lower overhead costs while simultaneously provide more meeting space, better receptions, and enhanced audio-visual resources. University centers will also provide lower-cost housing options that may be especially helpful to students and members with fewer resources.

We also recommitted to and enhanced supports to scholars who most need additional resources for participation and engagement with the WFRN. The WFRN regularly provides registration and membership discounts to economically-disadvantaged individuals, including students and early career scholars. Additionally, recognizing the difficulty of travel from more distant locales and the costs involved, the WFRN commonly provides discounted or waived conference registration fees to those coming to our in-person conferences from the global South. Through member donations, the WFRN provides a limited number of fully-funded membership/registration grants. When support is possible, the needs and interests of economically-disadvantaged members are prioritized.

We are committed to listening to our membership, and to regularly re-evaluating our approach to member engagement through online and in-person conferences as technologies and the conference environments continue to evolve.

In closing, it's been a true honor to serve as the WFRN President these past 2 years and work with a hugely supportive and amazing leadership team. And what a great joy to witness the incredible support, warmth and engagement of the many, many members so deeply committed to this organization. Happy holidays to all - and a sincere wish for peace and joy in 2023!

Expanding Virtual Events in 2023 - A Message Vice President Sarah Damaske



Hello, my fellow WFRN members and friends,

It was so wonderful to see so many of you in person at our June conference! I was equally delighted to see so many join us for our Virtual Conference in September for those who were selected to participate in the June program but unable to attend. This event featured a number of flash-talk sessions and had panelists and audience members who spanned the globe! We estimate that over two hundred of you attended this fabulous event!

Richard Petts and I are excited to share the news about the Virtual Conference Series plenary sessions to look forward to in 2023; we hope that you'll be able to join us. We are delighted to announce that on Friday, January 20th, 2023, from 10am ET to 11:30am New York time, Drs. Mary Blair-Loy, Janet Gornick, Helen Kowalewska, Kris Marsh, and Berkay Özcan will serve on our panel of readers to provide comments and chat with the author, Claudia Goldin, about her new book, *Career & Family: Women's Century Long Journey Towards Equity* (Princeton University Press (2021)).

We are also excited to announce our terrific plenary scheduled for May 12, 2023 from 10am to 11:30 am New York time, titled, "Work-Family Justice for LGBTQ+ Individuals: Identifying and Overcoming Barriers to Inclusivity in Practice and Research." This WFRN Virtual Conference Series plenary session will focus on identifying barriers to achieving work-family justice for LGBTQ+ individuals and discussing pathways and strategies on how we may work toward achieving greater inclusivity both in practice (i.e., in workplaces) as well as in our research. Drs. Abbie E. Goldberg, Jamie J. Ladge, Ph.D., Jean-Charles Languilaire, Ph.D., Deborah A. Widiss, J.D., will share their initial thoughts on this topic, and then engage in a moderated panel discussion.

Following both panel discussion, conversation will open to questions and comments from the event audience. We look forward to much spirited dialogue at both events!

Finally, this is my last message to you from my position at Vice-President of the WFRN. Thank you all for the privilege of serving this wonderful organization. It has been such a joy to work with the amazing folks who make WFRN such a terrific organization. I've enjoyed getting to know many more of you through this role and learning more about our membership's fabulous research and engagement.

Looking forward to seeing you all online at the VCS events and in Montreal in 2024!

A Time to Renew Your Membership - A Message From Executive Officer Stephen Sweet

Each December marks the beginning of a new membership drive for the WFRN. It also presents an opportunity to reflect on the major successes of the past year.



Did you know....

- In 2022, more than 500 scholars joined the WFRN.
- Nearly 400 scholars presented research at our June conference in New York, representing the work of more than 800 researchers.
- Nearly \$25,000 was provided to support 76 award recipients. Most commonly awards were directed to helping economically disadvantaged scholars attend the 2022 conference and mentoring early career scholars.
- Nearly 90 researchers are listed on our Experts Panel, which in turn helps increase the visibility of their research (Want to be listed? See below).
- There are 14 Networking Communities, connecting scholars with shared interests. These include the new Africa Networking Community (see the comments from WFRN Secretary Ameeta Jaga below).
- That the WFRN's website was visited more than 60,000 times in the past year (see other metrics of exposure from Social Media Team Leader Judi Casey below).
- That none of this would be possible were it not for our members.

The WFRN exists because of, and through, its membership. I am very pleased to tell you that membership fees will remain unchanged in 2023. That is \$95 for students and low-income members, \$150 for emeritus members, and \$195 for regular memberships. Note that the WFRN will continue to provide sponsored memberships to anyone who cannot afford to pay these fees, thus addressing financial constraints faced disadvantaged scholars (including those in the global South).

The WFRN is special for many reasons. Foremost in my mind is the mentorship it provides to early career scholars; the support it provides economically disadvantaged researchers; the multi-disciplinary global community of scholars it fosters through in-person and virtual conferences; and the visibility it provides to innovative work-family scholarship, policy and practice.

[I hope that you join me as a 2023 WFRN member by clicking here.](#)

Supporting Research on the Global South - A Message from Board Member Ameeta Jaga



Hello WFRN members, greetings from South Africa! WFRN has been my scholarly home for almost a decade. The network has provided me with opportunities for new connections with collaborators, mentors, and friends who share an interest in advancing more socially just ways to connect work and family. Over the past few years, from my location in the Southernmost tip of Africa, I have been grappling with how we can encourage plural ways of knowing work-family phenomena from diverse parts of the world to expand the field, especially with new ideas about what the global South can offer. This may include diverse family compositions, different ways in which we understand work, and diverse histories of colonialism and imperialism in shaping lived work-family experiences. Having helped to establish an Africa Work and Family Researchers Network some years back, I approached the WFRN board in late 2020 to ask if we could formally establish a connection. With resounding positive responses, we launched the first regional networking community of the WFRN from Africa on the 21st April 2021.

Technological developments during COVID-19 allowed us to host the launch event with 103 registered participants spanning the African continent. Stephen Sweet (Executive Officer) and Melissa Milkie (WFRN president) attended the event offering their full support. There was tremendous energy, exchange of ideas, and conversations shared. The participants at large acknowledged that voices from African contexts are still largely underrepresented in work-family scholarship and believed that this regional networking community could bring together scholars from around the globe to learn about work-family experiences and innovations from African contexts and to foster future collaborations. Listening to this audience, we hosted a second successful event in April 2022, *Conversations on Collaborations Between African and Global North Work-Family Scholars*, where five pairs of collaborators spoke about their work-family research collaboration and lessons learnt from each other. This event reinforced that knowledge exchange flows in multiple directions.

The formal establishment of the WFRN regional networking communities (with Africa as the pilot), has enabled financial support for African work-family scholars to attend the prestigious WFRN conference. Further support has translated into mentorship and collaboration possibilities, opportunities to be on work-family committees so that diverse voices are represented, and platforms to forge relationships within the larger WFRN network and related work-family scholarly bodies. COVID-19's effects on people's work and family lives has created further needs for us to find ways to create and sustain communities (preferably face-to-face but if this isn't possible, then virtually). If you would like to be part of this networking community, have a look at our Facebook group and email me Ameeta.jaga@uct.ac.za We would love to bring together as many researchers and practitioners together to foster a better understanding of work and family from the lens of African scholarship and studies of African policies, employers, communities, families and individuals.

If you are interested in exploring the formation of new regional networking communities, such as a South Asia community or South America community, please contact the Executive Office at wfrnet@gmail.com.

How the WFRN Selects its Officers - A Message from WFRN Nominations Committee Chair Alexandra Beauregard

Dear members of the WFRN community, this year I finish my term on the WFRN Board, where I have served as Nominations Chair. I am delighted to announce WFRN candidates for office for 2023, which are:



- President
 - Ellen Galinsky (USA, Work and Families Institute) (Unopposed)
- Vice President
 - Jennifer Hook (USA, University of Southern California) (Unopposed)
- Members at Large (2 positions, each a 3-year term)
 - Tammy Allen (USA, University of South Florida)
 - Jaeseung Kim (USA, University of South Carolina)
 - Lindsey Trimble O'Connor (USA, California State University Channel Islands)
 - Pascale Peters (Netherlands, Nyenrode University)

I wanted to take this opportunity to share with you some observations about the nominations process. This is the formal process as outlined in the WFRN's bylaws:

a) The President will name a Nominations Committee Chair from the Executive Board, who will create a Nominations Committee of no fewer than five members. The Nominations Committee Chair will consult with the Executive Board so as to create a committee that reflects the diversity and diverse interests of the WFRN membership. b) A call for nominations goes out to the membership no later than July 15. c) The Nominations Committee submits a list, nominating two candidates for each office to be filled, to the Executive Officer no later than October 15. All candidates must be members in good standing of the WFRN. d) Any 30 or more members of the WFRN may also submit nominations for any of the offices to be filled to the Executive Officer by October 15 for inclusion on the ballot. These nominations would be included on the ballot in addition to the candidates identified by the Nominations Committee.

Within that formal process, there are many informal opportunities that give shape to the final slate. This includes posting additional calls to the membership to provide nominations (self-nominations included), casual conversations with potential candidates, focused discussion with WFRN leaders to identify potential nominees, and numerous calls to recruit potential nominees and explore possibilities.

When we consider potential candidates, in addition to experience, we focus on achieving diversity especially with respect to academic discipline, geographic location and race/ethnicity. Our goal is to have a leadership team that represents and advocates for the diverse interests and the diverse demography of the WFRN membership. We aim to find two nominees for each available elected position. However, given the substantial demands of the more senior roles and the need for substantial experience, in the past few elections it has been somewhat challenging to locate a second competitive candidate for the posts of President and Vice President. In those circumstances, with the approval of the WFRN Board, in 2023 we have decided to have some candidates run unopposed.

If you are interested in running for WFRN office or wish to nominate someone else for a future election, I encourage you to contact the Executive Office at wfrnet@gmail.com.

Goodbye From Network Coordinator Marissa Oliver (PhD!)



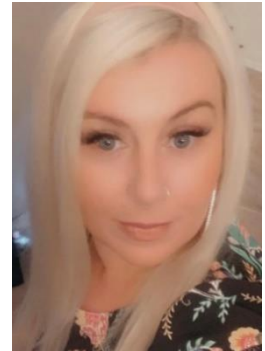
Greetings WFRN Community!

It was so wonderful to see many of your bright, smiling faces this past June in NYC and I look forward to the next time we can be in the same space sharing such insightful work once again. As many of you know, I have officially transitioned out of my role as the WFRN Network Coordinator, and I'd like to take a brief moment to thank the community for all you've done for me in the last two years. In my time working with you all, I have grown both as a scholar and a person. Your support, comradery, and understanding made my time as an advanced graduate student much more positive. When the Covid-19 pandemic began, I was beginning my dissertation work, a process that can already be quite isolating. Having my work with the WFRN allowed me to interact with so many incredible scholars who inspired me to push through the writer's block, STATA errors, and many deadlines. I would like to thank you from the bottom of my heart for your kindness, support, and inspiration.

As I transition into my new role as a Quantitative Research Associate II with Fors Marsh Group, I am so grateful for the experiences I've had and the skills I've developed as your Network Coordinator. Not only do I feel prepared to apply the tools I've learned in my Sociology PhD training, but I feel empowered to use these tools to improve the lives of those around me. This empowerment has been bolstered by the amazing research I've witnessed through the WFRN. My new position centers military workplace climate research with a focus on reducing sexual assault, sexual harassment, and racial & ethnic harassment in these spaces within the U.S. Department of Defense. As you can imagine, my time with the WFRN has been so valuable in developing expertise in this area and I look forward to expanding my understanding of work-family issues within this military context as my career continues. Thank you all, again, for this wonderful opportunity and for uplifting me so generously in this role. I look forward to seeing you all at the next conference!

Introducing WFRN's New Network Coordinator Raeven Faye Chandler

It is with great enthusiasm that I take on the role of Network Coordinator of the Work and Family Researchers Network. As a social demographer, my research focuses on the intersections between environmental, spatial and social determinants of health and other forms of well-being, including poverty status, social mobility, and disordered behaviors that are deleterious to health. I am particularly interested in variation in these outcomes among racial/ethnic minorities and other marginalized populations, and along the US rural-urban continuum. I use an ecological perspective in an effort to inform our understanding of the correlates and consequences of social disadvantage, specifically at the intersections of race/ethnicity, spatial inequality, and health, with a strong emphasis on application to policy. Specifically, I focus on how community inequalities (structural and natural) influence health disparities and in what ways this relationship is moderated by race/ethnicity. Currently, I serve as the founding director of the Pennsylvania Population Network (PPN) at Penn State and oversee the center's demographic and health research, application and outreach focusing on population characteristics and change in Pennsylvania. The PPN provides analyses focused on the role of population structure and change and the subsequent impact on demographic outcomes of well-being in order to inform and assist decision making by stakeholders. We do so by producing and disseminating policy briefs related to current issues across the commonwealth. I am looking forward to becoming acquainted with the fantastic folks of the WFRN and learning more about the wonderful work of our members.



Connecting WFRN members with Work and Family Research, and Each Other- A Message from the Social Media Team Leader, Judi Casey



Twitter continues to be the most popular social media vehicle for work and family researchers/scholars and WFRN members. Followers have increased to 4,500 (following 4,550), an increase of approximately 500 followers since the spring. This increase is largely due to the efforts of the social media team and others who tweeted during the successful WFRN 2022 conference. The Twitter feed was literally exploding with information about conference events and sessions. The feedback was overwhelming positive and generated a buzz about the value of participating in the conference and being a member of WFRN. Conference participants became new Twitter followers as well as expanding our reach to those interested in work and family research. On other social media sites, the WFRN Facebook page is liked by 1,100 people and 1,200 people follow it. The WFRN LinkedIn group has 975 members.

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

Do you utilize the WFRN social media outlets to share information about your research, events, books published, call for papers or job openings? You can!! If you don't already, please follow us on [Twitter](#) @WFRN, like us on [Facebook](#), or join our [LinkedIn group](#).

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 Executive Office at wfrnet@gmail.com.

WFRN Information Resources

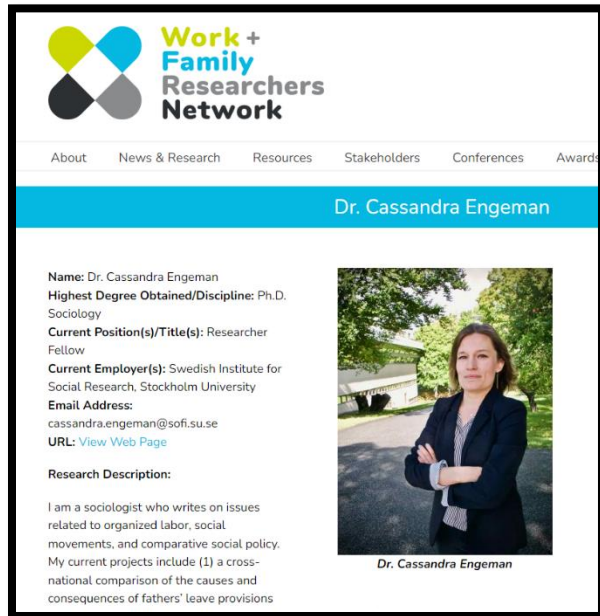
The WFRN website offers numerous means to disseminate work-family scholarship to our membership and wider communities. These include the Work and Family Encyclopedia, Work-Family Glossary, Fact Sheets, and other resources. If you are interested in contributing an entry, or leading efforts to curate future resources, contact the Executive Office at 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 86 WFRN members are on the panel, are you? This 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. 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.



The screenshot shows the WFRN website's profile page for Dr. Cassandra Engeman. At the top is the WFRN logo, which consists of four overlapping circles in yellow, blue, black, and grey, followed by the text "Work + Family Researchers Network". Below the logo is a navigation menu with links for "About", "News & Research", "Resources", "Stakeholders", "Conferences", and "Awards". A blue header bar contains the name "Dr. Cassandra Engeman". The profile information includes: Name: Dr. Cassandra Engeman; Highest Degree Obtained/Discipline: Ph.D. Sociology; Current Position(s)/Title(s): Researcher Fellow; Current Employer(s): Swedish Institute for Social Research, Stockholm University; Email Address: cassandra.engeman@sofi.su.se; URL: View Web Page. To the right of this text is a photograph of Dr. Engeman, a woman with long brown hair wearing a dark blazer, standing outdoors with her arms crossed. Below the photo is the caption "Dr. Cassandra Engeman". Underneath the photo is a "Research Description" section: "I am a sociologist who writes on issues related to organized labor, social movements, and comparative social policy. My current projects include (1) a cross-national comparison of the causes and consequences of fathers' leave provisions".

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/>.

Save the Dates 2023 Virtual Conference Series Update

Claudia Golden will discuss her book *Career and Family: Women's Century-Long Journey Toward Equity* (Princeton University Press, 2021) with WFRN member panelists on January 20, 2023, 10am - 11:30 am New York time.

The WFRN Equity, Diversity and Inclusion (EDI) subcommittee is organizing a virtual event "Advancing Equity, Diversity and Inclusion in Work and Family Research: Bringing Marginalized Identities to the Forefront." Marginalized identities and those at the intersections of gender, race, dis/ability, inequalities, ethnicity, colonialism, and migrants will be brought to the forefront in the presentations and our discussion. May 2023, date and time to be announced

A panel will discuss "Work-Family Justice for LGBTQ+ Individuals: Identifying and Overcoming Barriers to Inclusivity in Practice and Research" on May 12, 2023 10am-11:30am New York time.

Registration information is directly mailed to WFRN members and can also be accessed via this link <https://wfrn.org/virtual-conference-series/>. Big thanks go out to co-organizers Sarah Damaske and Richard Petts.

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 June 20-22, 2024.