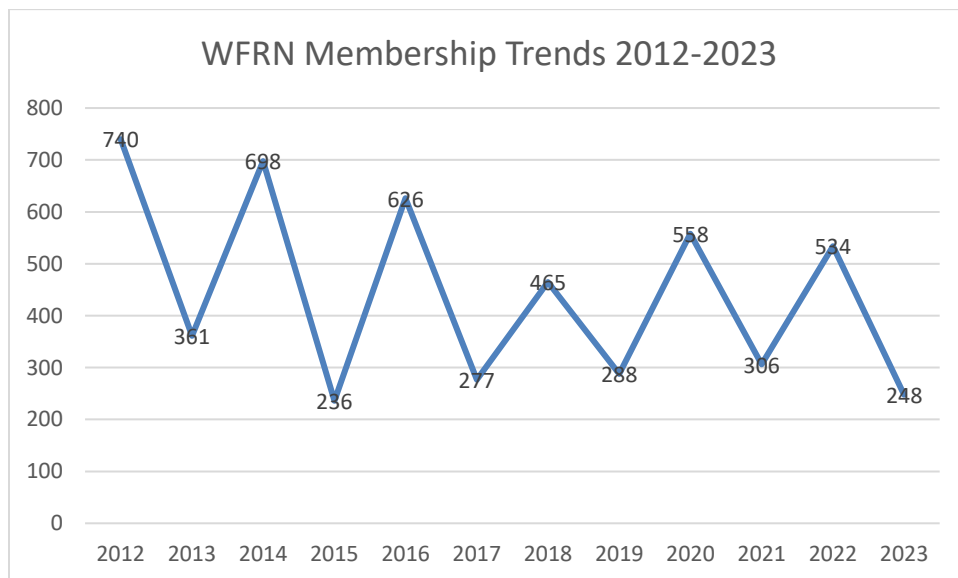




Executive Officer's Annual Report 2023

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. For the 2024 membership drive, membership will be primarily driven by conference submissions and we will have repeat calls for membership renewal. Direct mailings from the Board and Membership Committee members will be used again moving forward.



The above graph presents membership trends. 2023 had lower membership than prior years except 2015. While presenting some concern, the WFRN has instituted a variety of cost-savings initiatives that make the impact less difficult to bear.

Finances

The WFRN seeks to keep membership and registration fees as low as possible and did not raise fees in the past three years. In constructing the fee structure, the Board focused on keeping the organization financially sustained and anticipated not wanting to make remarkable increases in future years. The Board reviewed finances and approved the following fee structures for members/registrants in 2024. The increased fees reflect an overall adjustment for inflation as it occurred over the past two years, allocated differentially based on membership/registration categories to ease membership and registration for members with fewer financial resources.

Student Membership 2024	\$99
Low-income Membership 2024	\$109
Emeritus Membership 2024	\$169
Regular Membership 2024	\$215
Sustaining Membership 2024	\$329
Organizational Partner Not for Profit 2024	\$569
Organizational Partner for Profit 2024	\$952
On-Time Registration (Before March 1)	
Student Member Registration 2024	\$219
Low-income Member Registration 2024	\$225
Emeritus Member Registration 2024	\$349
Regular Member Registration 2024	\$359
CUWFA Member Registration 2024	\$359
Non-member Registration 2024	\$665
Late Registration (After March 1)	
Late Student Member Registration 2024	\$279
Late Low-Income Member Registration 2024	\$289
Late Emeritus Member Registration 2024	\$409
Late Regular Member Registration 2024	\$419
Late CUWFA Member Registration 2024	\$419
Late Non-Member Registration 2024	\$725

Thank you to Treasurer Kirsta Lynn Minnotte for crafting a budget and membership pricing with goals to keep the WFRN sustainable and provide supports to members with the greatest economic needs. At the end of FY 2022-23, the WFRN had \$173,228 in assets. We anticipated an operating loss of \$11,901 in FY 2022-23, but actually incurred a loss of \$44,536. However, we did not anticipate the need to pay a deposit of \$36,500 to Boston University for our 2026 conference. When that expense is taken into account, the WFRN operated within budgeted revenue and expenditure expectations for the fiscal year.

Sponsorships and Donations

The WFRN received \$9,000, with large donations coming from the Vanier Institute of the Family, University of Southern California and Brock University. At the end of the FY 2021-2022, \$26,277 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. In the forthcoming FY we anticipate additional substantial sponsorships coming from the government of Quebec, the Center for Families at Purdue University, and from Tourism Montreal.

Award Distributions

A total of \$3,000 was distributed to award recipients, through conference registration and membership fee supports extended to graduate students and scholars with economic need. We anticipate many awards will be provided in the forthcoming FY.

New Initiatives

Thanks to Richard Petts for leading the website redesign initiative. The WFRN has a completely redesigned website, logo, and mailing address.

Thanks to Board members Sabrina Speights, Krista Lynn Minnotte and Ameeta Jaga for formulating and implementing a Global South Travel Award. The WFRN anticipates providing at least 4 travel awards to attend the 2024 conference.

The WFRN formed a partnership agreement with the College and University Work-Family-Life Association (CUWFA) such that members of each organization can register at each organization's conferences at membership pricing levels. Both organizations will advertise each other's events and be listed as sponsors in publication materials.

Biennial Conference June 20-22, 2024 Concordia University Montreal Canada

Conference planning is well underway and submissions were robust. We anticipate a vibrant event with Ted-like Big Ideas Talks, intense interactions in regular sessions, sponsored lunches and coffee breaks, and a gala reception. Thanks to President Ellen Galinsky for her vision and incredible efforts.

Virtual Conference Series

The WFRN continued its virtual conference series (VCS), which in 2023 was co-organized by 2023 Vice President Jennifer Hook, Outgoing Vice President Sarah Damaske and Board Member Richard Petts. Events were open to the public which enhanced our impact beyond the WFRN membership and commonly drew 80 or more participants. The following events were staged, well attended, and enthusiastically received:

- Using ATUS Data to Investigate Work, Family, and Well-Being Before and During the Pandemic Friday October 20, 2023
- Recognizing Finalists for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research September 8, 2023
- Workshop: Using Freely Downloadable New Data to Advance Work-Family Research in 193 Countries June 8, 2023
- Work-Family Justice for LGBTQ+ Individuals: Identifying and Overcoming Barriers to Inclusivity in Practice and Research
- Advancing Equity, Diversity and Inclusion in Work and Family Research: Bringing Marginalized Identities to the Forefront March 17, 2023
- Author-Meets-Readers: Claudia Goldin's Career & Family: Women's Century Long Journey Towards Equity January 21, 2023

Conference Planning 2026

The EO successfully secured a contract with Boston University for the WFRN's June 26-28, 2026 conference. He is currently working with Helms Brisco to secure discount hotel accommodations for members.

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:

- Nominations - Clare Kelliher
- Awards Processes and Selections - Clare Kelliher
- Virtual Conference Series - Jennifer Hook, Jaeseung Kim and Richard Petts
- Early Career Fellowship Liaison - Tammy Allen
- Preconference Events - Jaeseung Kim and former Board member Wen Fan
- Diversity, Equity and Inclusion (DEI) - Ameeta Jaga, Krista Lynn Minnotte, Sabrina Speights
- Website Review and Redesign - Richard Petts

Networking Communities

There are currently 14 Networking Communities with varying levels of activity. Communications to Networking Community members will be handled through the Executive Office in 2024 to see if that approach works better and more affordably than each community maintaining its own listserve.

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 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 a monthly member profile feature that is disseminated via email to our “big list” of more than 6000 work-family stakeholders, as well as presented on the WFRN website homepage. 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. A total of 148 members have had their profiles posted to date. Inactive members have their profiles redacted. At the end of October 2022, 72 members listed their credentials on the panel that is currently published. Under the guidance of Board Member Richard Petts, the web-presentation of the Experts Panel was revised to have a more accessible, consistent, and informative format.

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 Jaeseung Kim, who are organizing a preconference devoted to the interests of graduate students for the 2024 conference.

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.

The Board expressed great appreciation for Lindsey Trimble O’Connor for her leadership of the Early Career Fellowship Program. Personal circumstances necessitated that Dr. O’Connor recalibrate her time commitments and resign as Director. Dr. O’Connor resigned as Director of the Early Career Fellowship program. We will miss her! A new Director will be recruited and a new cohort of 30 Early Career Fellows will be supported in the 2024 conference/preconference.

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.

The Well Woman Show with Giovanna Rossi will provide visibility to the 2024 conference with interviews to be broadcast over National Public Radio.

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 2023 election was conducted via Qualtrics without concern. Newly elected officers are Ellen Galinsky (President), Jennifer Hook (Vice President), Krista Lynn Minnotte (Treasurer) Tammy Allen (Board), Jaeseung Kim (Board). Thank you to Alexandra Beauregard for chairing the Nominations Committee and identifying excellent candidates in 2023.

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 (in 2023 Raeven Chandler). Compensation for the Network Coordinator is now provided by the Population Research Institute at Penn State University and the Coordinator will be located at PRI. 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 (currently vacant).

Leadership Teams

The WFRN greatly appreciates the contribution of members of its leadership teams and especially recognizes its outgoing members including Melissa Milkie, Ameeta Jaga, Yvonne Lott, and Sabrina Speights.

Officers

- President: Ellen Galinsky, M.S., Families and Work Institute, USA (2023-2024)
- Past President: Melissa Milkie, Ph.D., University of Toronto, Canada (2023, President 2021-2022)
- Vice-President: Jennifer Hook, Ph.D., University of Southern California, USA (2023-2024)
- Treasurer: Krista Lynn Minnotte, Ph.D., University of North Dakota, USA (2023-2025)
- Secretary: Ameeta Jaga, Ph.D., University of Capetown, South Africa (2021-2023)

Executive Board

- Sabrina Speights, Ph.D., Wheaton College Massachusetts, USA (2021-2023)
- Yvonne Lott, Ph.D., Institute of Economic and Social Research, Hans-Böckler Foundation, Germany (2021-2023)
- Clare Kelliher, Ph.D., Cranfield University, UK (2022-2024)
- Richard Petts, Ph.D., Ball State University, USA (2022-2024)
- Tammy Allen, Ph.D., University of South Florida, USA (2023-2025)
- Jaeseung Kim, Ph.D., Sungkyunkwan University, South Korea (2023-2025)

Nominations Committee

- Tammy Allen, Ph.D., University of South Florida, USA
- Clare Kelliher, Ph.D., Cranfield University, UK (Chair)
- Andrie Michaelides, Ph.D., University of Cyprus, Cyprus
- TBD

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

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 conference in Montreal.
- Achieve a successful membership drive.
- Structure 4 to 6 virtual events to engage the membership.
- Advance diversity, equity and inclusion in the leadership and increase membership with the help of an undergraduate intern at Ithaca College.
- Engage the Executive Board by having each board member take leadership on new or continue existing specific initiatives.
- Explore the creation of additional regional or national networking communities.

- Enact Networking Community engagement strategies with 1 Board member leading.
- Hire a new Early Career Fellowship Director and identify/mentor a new cohort of 30 Early Career Fellows
- Explore and pursue grant/funding opportunities.
- Clarify and document relationships with other W-F organizations considering future opportunities and collaborations

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
November 27, 2023