



## Work and Family Researchers Network Early Career Scholars Preconference

**June 19, 2024**

Concordia University

[John Molson Building \(MB on map\)](#), MB-9  
1450 rue Guy (corner Blvd. de Maisonneuve)

### **Overview**

#### ***Morning***

9:00–9:15 – Welcome

9:15–10:00 – Getting to Know One Another’s Research

10:00–11:00 – Conversations with Mid-Career Scholars

11:00–11:15 – Morning Break

11:15–12:15 – Tips for Finding and Winning Grants

#### ***Lunch with editors***

12:15–12:45 – Tips from Journal and Book Editors

12:45–13:30 – Roundtable Lunch with Journal and Book Editors

#### ***Afternoon***

13:30–14:30 – Job Markets and Promotion Processes

14:30–14:45 – Afternoon Break 1

14:45–15:45 – Translational Research and Engagement

15:45–16:00 – Afternoon Break 2

16:00–17:00 – Conversations with Senior Scholars

17:00–17:05 – Evaluation and Next Steps

#### ***Evening***

17:00–19:00 – Reception

### **Welcome & Introductions** 9:00–9:15

### **Roundtable 1: Getting to Know One Another’s Research** 9:15–10:00

*The goal of this session is to help others learn about what drives your current and future scholarship (not where you have been, but rather where you are going). Each 15 minutes you will be instructed to rotate into new groupings, where you can introduce yourself to a (mostly) new group of scholars. Groups should focus for 3–4 minutes on any individual before moving on to the next individual. This will be moderated by Nicole Denier and Yang Hu.*

1. Introduce yourself (talk in pairs/small groups – and introduce your conversation partner in terms of the following)
2. What is the driving question that underpins their current project?
3. What methods are they applying in their current research?
4. What are their most intriguing observations?
5. After they finish this project, what is next on their plate?

## **Conversations with Mid–Career Scholars—How to Excel in Academia in the Early Years** 10:00–11:00

*The goal of this session is to hear from mid-career scholars about what it takes to succeed in academia in the early years of one’s career. Mid-career scholars will reflect on their own experiences of being a recently tenured faculty to provide strategies, advice, and insight on what it takes to do well over the long haul. The mid-career scholars will cover important topics like establishing a writing habit, work-life balance, how to say no, and time management, among other topics. The session will close with a 15-minute Q&A.*

### *Panelists:*

- **Samantha Ammons**, Associate Professor of Sociology, University of Nebraska Omaha, USA
- **Hugh Bainbridge**, Associate Professor of Management and Governance, UNSW Sydney, Australia
- **Marc Grau-Grau**, Associate Professor of Social and Family Policies, Universitat Internacional de Catalunya, Spain
- **Yue Qian**, Associate Professor of Sociology, University of British Columbia, Canada

### Discussion Questions:

1. What strategies did you use to navigate the competing work-related demands on your time (teaching, service, research) as a tenure-track faculty? What strategies for managing these competing demands are serving you well now at the Associate level?
2. What, if anything, have you “learned the hard way” in your career as an academic so far? What are missteps you’ve made or seen others make in the early years?
3. Tell us what you do to manage work and personal life. How do you *not* work all the time?
4. What do you know now that you wish you knew when you were first starting your career?
5. How do you decide what you will say “yes” or “no” to? How do you say no?
6. As someone who has now seen the job market from both sides—as the one looking for a job and as the one hiring—do you have any recommendations or suggestions for ECFs who will be on the job market this and next year?

## **Morning Break** 11:00–11:15

## **Tips for Finding and Winning Grants** 11:15–12:15

*The goal of this panel is to hear from work and family scholars who have a successful track record of winning grants across a wide range of contexts. The panelists will draw on their experiences—in applying for grants and serving as grant reviewers—to discuss strategies for searching out and winning grant money. The session will close with a 15-minute Q&A.*

### *Panelists:*

- **Heejeung Chung**, Professor of Sociology and Social Policy at the School of Social Policy, Sociology and Social Research, University of Kent; International Committee Member, Work and Family Researchers Network, UK
- **Anette Fasang**, Professor of Sociology, Humboldt University of Berlin, Germany
- **Ellen Galinsky**, President, Families and Work Institute; President, Work and Family Researchers Network, USA
- **Richard Petts**, Professor of Sociology, Ball State University, USA

### Discussion Questions:

1. Can you tell me about your first experience in successfully applying for an external grant? How did you learn of the opportunity and to write a grant proposal?
2. We often learn by failing. Can you share your experiences of having a grant application get turned down and what you learned from that?
3. What differences do you see in applying for grants from private foundations as opposed to public foundations?
4. If I was to ask for a list of “dos” and “don’ts,” what would you put in that list?
5. Where do you think the most fertile ground for work-family related applications is?
6. What types of questions or approaches do you think are most likely to get funding?
7. Can you tell us about the prospects for single researcher applications versus team and collaborative applications?
8. How about multidisciplinary approaches, are those an asset or a liability when it comes to applications?

## **Tips and Lunch with Journal & Book Editors** 12:15–13:30

*The goal of this session is to learn more about formulating marketable book projects and high-impact articles. We’ll hear from book editors about the process of selecting and pitching ideas to publishers. We’ll also hear from journal editors and what they observe predicts manuscript successes and failures. Editors will be invited to speak for 30 minutes (12:15–12:45) and then join ECFs for a roundtable discussion over lunch (12:45–13:30), for more tailored conversations and questions.*

### *Panelists:*

- **Jonathan Crago**, Editor in Chief, McGill-Queen’s University Press, Canada
- **Liana Sayer**, Editor in Chief, *Journal of Marriage and Family*, USA
- **Mara Yerkes**, Co-Editor in Chief, *Community, Work & Family*, Netherlands

#### Questions for Book Editors:

1. What do you look for in a book project?
2. What makes a successful book?
3. How does one pitch an idea to an editor?
4. What is involved in writing a successful prospectus?
5. Once a prospectus is accepted, what happens then?

#### Questions for Journal Editors

1. What do the usual publication timeline and processes look like?
2. What factors typically lead to an article failing to make it through review?
3. What factors typically lead to an article being desk rejected?
4. What are the strategies that maximize a manuscript's prospects?
5. What are the avoidable mistakes that you have seen authors make?
6. How does one pitch an idea for a special issue?

### **Roundtable 2: Getting to Know One Another's Job Market and Promotion**

#### **Processes** 13:30–14:30

*We are lucky to have ECFs from all around the globe! But, this means we are all searching for jobs, applying for promotions, trying to earn tenure, publish, and win grants in different country contexts. In this roundtable, you will take turns with the other ECFs in your group to share a bit about what academia looks like in your country. The goal of this session is to help others learn about the unique opportunities and challenges to succeed in the academy across these different contexts. This will be moderated by Nicole Denier and Yang Hu.*

#### Discussion Questions:

1. What does the retention, tenure, and promotion process look like at your institution and in your country? What kinds of expectations must you meet to be retained year-to-year, granted tenure and promotions?
2. What does being a “successful” academic look like at your institution and in your country?
3. What challenges do early career academics face at your institution and in your country? What keeps you/other academics up at night worrying?
4. What are your immediate professional support and development needs (preparing for the job market, publishing in a peer-reviewed journal, finding time to write, etc.)?

#### **Afternoon Break 1** 14:30–14:45

#### **Translational Research and Engagement** 14:45–15:45

*This session will focus on translating research into real-world impact, and engagement with policymakers, industry partners, and the public. Leaders in translational research and engagement will provide insights on how to extend the impact of research findings to result in workplace transformation and improved*

*public awareness. These leaders will cover important topics like knowledge mobilization, how to develop effective public and private partnerships, and best practices for engaged researchers. The session will close with a 20-minute Q&A.*

- **Karen D. Hughes**, Professor, Alberta School of Business & Department of Sociology, University of Alberta, Canada
- **Margo Hilbrecht**, Executive Director, Vanier Institute of the Family, Canada
- **Susan Lambert**, Professor, Crown Family School of Social Work, University of Chicago; Co-Director, Employment Instability, Family Well-Being, and Social Policy Scholars Network (EINet); Past President of the Work and Family Researchers Network, USA

Discussion questions:

1. How do you envision the relationship between research and organizational or social change?
2. What kind of stakeholders have you worked with?
3. Why do research translation and work with stakeholders – motivations and gains?
4. How does one initially approach a stakeholder organization or policymakers – what are the tips to get the stakeholders on board?
5. What does it take to sustain long-term collaboration and engagement with stakeholders and policymakers?
6. Do you have any tips for engaging with the media?

## **Afternoon Break 2** 15:45–16:00

### **Conversations with Senior Scholars** 16:00–17:00

*The goal of this session is to learn about the career steps (and perhaps missteps) that remarkably productive senior scholars have made, and gain their advice for forging long-lasting and successful careers. The session will close with a 15-minute Q&A.*

*Panelists:*

- **Tammy Allen**, Distinguished University Professor of Psychology, University of South Florida; Executive Board, Work and Family Researchers Network, USA
- **Jennifer Hook**, Professor of Sociology, University of Southern California; Vice President, Work and Family Researchers Network, USA
- **Jerry A. Jacobs**, Professor of Sociology, University of Pennsylvania; Founding President, Work and Family Researchers Network, USA
- **Stephen Sweet**, Dana Professor of Sociology in the School of Humanities and Sciences, Ithaca College; Executive Officer, Work and Family Researchers Network, USA

Discussion Questions

1. How did you establish your research program?
2. What have been your strategies for forming productive relationships?

3. Do you have any advice on obtaining research funding?
4. What experiences could you share with engaging the media, advancing consulting, & selecting service opportunities?
5. What have you observed as common missteps among junior scholars?
6. How do you say “no?” How do you decide what to say “no” to?
7. How do you decide what service opportunities to pursue?
8. What advice do you have for balancing teaching, research, and service?
9. What advice do you have for balancing work and personal life?

**Next Steps** 17:00–17:05

*The goal of this short session is to gauge interest in different types of future collaborations within the ECF cohort (publication, reviewing work, sharing teaching ideas, RTP process, etc.) which will inform the content of the following year’s teleconferences.*

**Reception** 17:00–19:00

*A reception with the Early Career Fellows, Predoctoral conference participants, WFRN executive and board members, and session participants. Wine and hors d’oeuvres will be served at MB-9 in the [John Molson Building](#).*