WORKPLACE FLEXIBILITY 2010

GEORGETOWN LAW

Biographies of Speakers

Working For Change: A Conversation on
Workplace Flexibility Research, Business Practice and Public Policy
Georgetown Law

Kathleen Christensen, Ph.D., Founder and Director, Workplace, Work Force and Working Families Program at the Alfred P. Sloan Foundation

Kathleen E. Christensen founded and directs the Program on The Workplace, Work Force and Working Families at the Alfred P. Sloan Foundation. Under her leadership, the Workplace, Work Force and Working Families program has played a vital role in developing work-family scholarship and in supporting effective workplaces that meet the needs of working parents and older workers. To that end, in 2003, the Foundation launched the National Initiative on Workplace Flexibility, a collaborative effort designed to make workplace flexibility a standard of the American workplace

Prior to joining the Alfred P. Sloan Foundation, Dr. Christensen was a Professor of Psychology at the Graduate School and University Center of City University of New York and before that served as a policy analyst at the Urban Institute in Washington, D.C.

Dr. Christensen has published extensively on the changing nature of work and its relationship to the family. Her books include CONTINGENT WORK: AMERICAN EMPLOYMENT RELATIONS IN TRANSITION (Cornell University Press, 1998); TURBULENCE IN THE AMERICAN WORKPLACE (Oxford University Press, 1991); Women AND HOME-BASED WORK: THE UNSPOKEN CONTRACT (Henry Holt, 1988) and THE NEW ERA OF HOME-BASED WORK: DIRECTIONS AND POLICIES (Westview Press, 1988). Her editorials have appeared on the national Op Ed pages of the *Washington Post, USA Today, Chicago Tribune, Philadelphia Inquirer* and *Atlanta Constitution*.

Dr. Christensen is a member of the Conference Board's Work-Life Leadership Council and has served on a number of national work-life advisory boards. She received her doctorate from the Pennsylvania State University, where she was a Danforth Fellow, as well as a National Endowment for the Humanities Fellow. She has also been a Mellon Fellow and Rockefeller Fellow. In 2004, she was awarded the Work-Life Legacy Award by the Families and Work Institute for her role in founding the field of work-life.

Chai Feldblum, Professor of Law, Georgetown Law; Co-Director, Workplace Flexibility 2010

Chai R. Feldblum graduated from Harvard Law School and clerked for Judge Frank M. Coffin on the First Circuit Court of Appeals and for Justice Harry A. Blackmun on the U.S. Supreme Court. While serving as a legislative counsel with the American Civil Liberties Union, Feldblum was one of the lead lawyers crafting and negotiating the Americans with Disabilities Act of 1990.

Professor Feldblum is a nationally known scholar and advocate on disability rights, lesbian, gay, bisexual, and transgender rights, and social welfare policy. She is also a leading speaker on legislative and regulatory structures. As Director of the Federal Legislation Clinic, Professor Feldblum has represented (among other

groups) Catholic Charities USA, the Bazelon Center for Mental Health Law, the Health Privacy Project, the Family Violence Prevention Center, and the Epilepsy Foundation of America.

In 2003, Professor Feldblum launched and now co-directs Workplace Flexibility 2010. This initiative, funded by the Alfred P. Sloan Foundation, is engaged in a multi-year effort of research, outreach and consensus-building designed to advance a national policy on workplace flexibility for the United States. The structure of Workplace Flexibility 2010 is based on Professor Feldblum's theory of advocacy, set forth in *The Art of Legislative Lawyering and the Six Circles Theory of Advocacy*, 34 McGeorge Law Review 785 (2003).

Welcoming Remarks

Katie Corrigan, Co-Director, Workplace Flexibility 2010; Adjunct Professor of Law, Georgetown Law
Katie Corrigan is the Co-Director of Workplace Flexibility 2010 where she, along with Chai Feldblum, is responsible for overseeing the strategy, legislative lawyering, policy research, media, and constituent outreach components of the effort. Corrigan began working with Workplace Flexibility 2010 as Assistant Director of the Georgetown University Law Center's Federal Legislation Clinic. As Assistant Director of the Clinic, Corrigan supervised 2 lawyers and 12 law students each semester to provide quality legislative lawyering services to the Clinic's non-profit clients.

Prior to working in the Clinic, Corrigan was a legislative counsel at the American Civil Liberties Union, where she was responsible for defending privacy and due process in the context of the federal government's response to terrorism. Before joining the ACLU, Corrigan worked as counsel on disability policy for Senator Tom Harkin on the Senate Health, Education, Labor and Pensions Committee and as a Teaching Fellow at Georgetown's Federal Legislation Clinic.

Katie Corrigan is a graduate of the University of Pennsylvania and received her law degree from Georgetown University Law Center.

Workplace Structure and its Impact on Hourly Workers and their Families

Jennifer Swanberg, Ph.D., Founder and Executive Director, University of Kentucky Institute for Workplace Innovation (iWin), Associate Professor, College of Social Work, University of Kentucky
Jennifer E. Swanberg, Ph.D., is the executive director and founder of the Institute for Workplace Innovation (iWin) at the University of Kentucky, an associate professor in the UK College of Social Work with joint appointments in the Colleges of Medicine and Public Health. Dr. Swanberg is also a faculty affiliate at UK's Center on Poverty Research and the Center for the Advancement of Women's Health, and a Research Fellow of the Boston College Work & Family Roundtable.

Dr. Swanberg's research has focused on quality workplaces as a business and work-life effectiveness strategy, access to workplace flexibility among under-represented working populations, and the use of human capital and quality employment as a form of economic development. Dr. Swanberg is the co-principal investigator of a Ford Foundation-funded study examining the effects of quality work environments on business outcomes and employee health among hourly workers.

Dr. Swanberg is a graduate of the University of New Hampshire. She received her Ph.D. in Social Policy from the Heller School of Social Policy and Public Management Brandeis University

Maureen Perry-Jenkins, Ph.D., Associate Professor of Psychology at the University of Massachusetts Amherst
Maureen Perry-Jenkins is an Associate Professor of Psychology at the University of Massachusetts Amherst and past director of the Center for the Family at UMass. Her main research interests are in the area of

work and family and her most recent research focuses on working-class families and the transition to parenthood for dual-earner families, on which she has published widely. Maureen and her colleagues recently completed a five-year, longitudinal study funded by the National Institute of Mental Health: *The Work and Family Transitions Project.* This study examined the transition to parenthood and transition back to paid employment for working-class couples. She was recently awarded a second grant from NIMH to follow-up on this fascinating study and to replicate the study with three new samples: 1) African-American, two-parent families, 2) African-American, single-mother families, and 3) European-American single-mother families.

Dr. Perry-Jenkins received her doctorate in Human Development and Family Studies from Pennsylvania State University.

Arlene A. Johnson, Senior Advisor and Former Vice President of WFD Consulting
Arlene Johnson has over 25 years of experience working with business organizations to identify and address workforce and workplace issues and assist in the development of strategies for effective change. Prior to joining WFD, she held positions as Vice President of Families and Work Institute, Director of Workforce Research for the Conference Board, and Vice President of Catalyst. In these roles, she has worked with dozens of companies in the U.S. and around the world and has chronicled leading edge workplace issues over the past two decades. Arlene has appeared widely in print, on radio and on television as an expert commentator. Her special areas of expertise are work -life strategy, women's advancement, and flexible work arrangements.

Johnson has degrees, with high honors, from Mt. Holyoke College, Union Theological Seminary, and Rutgers Graduate School of Management.

Susan Hattan, Senior Consultant, National Association of Independent Colleges and Universities (NAICU)
Susan Hattan joined the NAICU staff in July 2003. She is responsible for policy development and oversight on accountability matters, including consumer information and reporting requirements, accreditation, student privacy, and institutional eligibility and certification.

Most recently, before joining NAICU in a full-time capacity, Hattan served as a consultant to the association in preparation for reauthorization of the Higher Education Act. She had retired from the federal government in 2001 after a 27-year career in the U.S. Senate, where she served on the staff of Sen. Nancy Kassebaum (R-Kan.) for 18 years. Hattan was staff director of the Labor and Human Resources Committee during Kassebaum's tenure as chair, and when Kassebaum retired in 1997, Hattan became deputy staff director for Sen. Jim Jeffords (I-VT.). She also worked for Sen. Bob Dole of Kansas from 1973 to 1977.

Hattan is a graduate of Washburn University (Topeka, Kan.), and holds a master's degree from American University.

Peter Reinecke, Principal, Reinecke Strategic Consulting
Peter Reinecke is principal of Reinecke Strategic Solutions, Inc., providing strategic consulting services to a range of clients, including Workplace Flexibility 2010.

During a 20 year career on Capitol Hill, he played a staff role in enactment of many pieces of legislation including the abolishment of mandatory retirement, the establishment of 5 centers and institutes at the National Institutes of Health, Medicare reform, welfare reform, and many years of appropriations acts for the Departments of Health and Human Services, Labor and Education. Peter has served as Legislative Director and Chief of Staff to Senator Tom Harkin, professional staff to the Senate Committee on Labor and Human Resources and Research Director for the Subcommittee on Health and Long-Term Care of the House Select Committee on Aging.

Reinecke has also worked for the Institute of Medicine, National Academy of Sciences and served as a Visiting Lecturer at Duke University. He is a graduate of Duke University.

Workplace Structure and its Impact on Salaried Workers and their Families

Lonnie Golden, Ph.D., Associate Professor of Economics and Labor Studies at Penn State University – Abington College
Professor Golden's research focuses on working hours, work schedules, work flexibility, overtime work, overwork, FLSA overtime reforms, work-life time conflict, behavioral economics of labor supply and labor productivity. He has held faculty positions at Temple University, Penn State Delaware County and University of Wisconsin-Whitewater, and at 9to5. He serves on the editorial board of the *Review of Social Economy* and the *Journal of Socio-Economics*.

Professor Golden holds a Ph.D. in economics from the University of Illinois, Urbana.

Tamar Kremer-Sadlik, Ph.D., Director of Research, UCLA Center on Everyday Lives of Families (CELF)
Dr. Kremer-Sadlik's research focuses on family life with an emphasis on socio-cultural ideologies and expectations that organize and give meaning to family relationships and everyday practices. Specifically, she examines the relationships between cultural models of family, work, childhood, parenting and morality and the everyday life and experiences of families and their individual members. Of particular interest is how cultural norms and preferences embedded in institutional policies and public discourses shape everyday practices of childrearing, time and resources allocation, participation in social activities, and family decision making. Furthermore, her research also examines the interactive co-construction and negotiation of self, identity, and social roles of children as they face cultural, institutional, social and personal demands and expectations. Kremer-Sadlik collaborates regularly with researchers in Italy and Sweden. This comparative work explores family practices that are specific to each context and their relationship to broader cultural ideologies. Kremer-Sadlik's research draws on theories from multiple disciplines, such as anthropology, sociology, psychology and philosophy and uses qualitative methods, such as ethnography and semi-structured interviews, supplemented by surveys and questionnaires.

***Kathleen M. Lingle, M.S.,* Director, Alliance for Work-Life Progress, World at Work**
As Director of the Alliance for Work-Life Progress (AWLP), the professional association of Work-Life practitioners, Kathie has helped numerous organizations and the people who work for them navigate the turbulent waters of work-life conflict. She is a recognized leader among Work-Life professionals, helping people build awareness through education.

Prior to her current position as Director of AWLP, Kathie served as National Work-Life Director at KPMG LLP where she had primary responsibility for creating and implementing workplace strategies that support the work-life effectiveness of KPMG's 18,000 U.S. firm members. She was the primary architect of that firm's historic Work Environment Initiative, a multi-year culture change initiative that continues to this day. She was a successful management consultant for KPMG and Watson Wyatt and Director of Work-Life Training at the Families and Work Institute in New York. While at FWI, Kathie oversaw a three-year evaluation study of Johnson & Johnson's groundbreaking work/family initiative, the results of which were published by the Institute in 1993.

Kathie earned a B.A. in Diplomacy and World Affairs at Occidental College in Los Angeles, and holds an M.S. in Child Development and Family Systems (now "Human Ecology") from Ohio State University in Columbus.

***David Fortney,* Co-Founder, Fortney & Scott, LLC**
Mr. Fortney is a co-founder of Fortney & Scott, LLC, a Washington, D.C.-based, woman-owned law firm counseling and advising clients on the full spectrum of work-place related matters, including employment discrimination and labor matters, compliance programs, government contracting, executive employment and compensation, international dispute resolution and counseling matters, and developing strategies for avoiding or responding to workplace-related crises.

Before co-founding the firm, Mr. Fortney served as the chief legal officer of the U.S. Department of Labor in Washington, D.C. during the term of President George H.W. Bush. As Acting Solicitor of Labor, he was responsible for enforcing over 140 laws regulating the nation's workplaces and managing an agency with 800 attorneys and support staff. He advised Secretaries of Labor Elizabeth Dole and Lynn Martin and the Department of Labor agencies on a broad range of legal, policy, legislative, regulatory and enforcement issues.
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Mr. Fortney is a frequent lecturer and writer on employment-related topics. Mr. Fortney is the co-editor of the *Federal Employment Law Insider* monthly newsletter, Chapter Editor of THE FAMILY AND MEDICAL LEAVE ACT (2006) published by BNA Books, co-author of the MILITARY LEAVE COMPLIANCE KIT (2001), published by M. Lee Smith Publishers, and lead author of the GUIDE TO EMPLOYEE LEAVE (1997), published by Warren, Gorham & Lamont.

Deven McGraw, Director, Center for Democracy and Technology's Health Privacy Project
Before joining the Center for Democracy and Technology to direct their Health Privacy Project, Deven McGraw was the Chief Operating Officer of the National Partnership for Women & Families. In this role, she provided strategic direction and oversight for the programs in each of the National Partnership's three core areas of advocacy: workplace fairness; access to quality, affordable health care; and policies that help women and men meet the dual demands of work and family. She previously served as Policy Counsel to the National Partnership, working in both the health care and work and family program areas.

Ms. McGraw is very active on health information technology issues and national efforts to establish a nationwide health information network. She currently serves on the two workgroups of the American Health Information Community (AHIC): she is co-chair of the Confidentiality, Privacy and Security Workgroup and is a member of the Personalized Health Care Workgroup. Both workgroups provide recommendations to AHIC and the Department of Health and Human Services about policies and practices that should be adopted to facilitate greater use of health information technology. She also serves on the Policy Steering Committee of the e-Health Initiative.

Prior to joining the National Partnership as the Chief Operating Officer, Ms. McGraw was an associate in the public policy group at Patton Boggs, LLP, focusing primarily on Medicare policy issues. She also was an associate in the health care group at Ropes & Gray in Boston, Massachusetts, and served as Deputy Legal Counsel to Governor Paul Cellucci and Lieutenant Governor Jane Swift of Massachusetts, advising them on health care and economic development issues. Ms. McGraw also taught in the Federal Legislation Clinic at the Georgetown University Law Center for two years and served as the Clinic's Acting Director from 2003-2004.

Ms. McGraw graduated magna cum laude from the University of Maryland, earning bachelor's degrees in journalism and English. She earned her J.D., magna cum laude, from Georgetown University Law Center. She also has a Master of Public Health from the Johns Hopkins School of Hygiene and Public Health and earned an L.LM at Georgetown.

Military Families as a Case Study: Flexibility Needs and the Federal Response

Shelley MacDermid, Ph.D., Director, The Center for Families, Purdue University, Director, Military Family Research Institute at Purdue University, Professor, Child Development and Family Studies, Purdue University
Dr. Shelley MacDermid is a professor of Child Development and Family Studies. She serves as director of the Center for Families at Purdue University, as well as director of the Military Family Research Institute. The primary focus of Professor MacDermid's research is the connection between work conditions and family life. She is particularly interested in links among work-family tension, marriage, and parenting, and she has studied workplaces as contexts for adult development. Her research has been published in several journals, including *Journal of Marriage and the Family; Journal of Family Issues*; and, *Family Relations*.

In 1996, Professor MacDermid became the director of The Center for Families at Purdue University. Through the Center, she founded and now directs a membership organization focusing on family issues for employers in the Midwestern region. She has served as co-director of MFRI since 1999.
Professor MacDermid is the author of more than 90 invited or refereed research articles, chapters, books, and scientific presentations. Her research has won one national award, and she recently received the Award of Merit from the local chapter of Gamma Sigma Delta. Two of her articles have been rated among the 20 best work-family research articles published that year.

Professor MacDermid has been an associate editor of two scientific journals, a member of the editorial boards for two others, and a reviewer for three additional publications. She also has reviewed for the National Science Foundation, the Social Sciences & Humanities Research Council of Canada, and the Royal Society of New Zealand Centres of Research Excellence Fund.

Sharon Werner, Chief of Staff for Congressman Jason Altmire (D-PA)
Sharon Werner serves as the Chief of Staff for Rep. Jason Altmire (D-PA). She is a former litigation associate at the New York City law firm of Debevoise & Plimpton, LLP. Werner also served as a law clerk to the Hon. Barbara S. Jones of the Southern District of New York, and was Finance Director for Rep. Altmire's congressional campaign. Werner was the western Pennsylvania Finance Director for the 2004 Democratic Coordinated Campaign and previously worked at the C-SPAN cable network.

Werner is a graduate of Stanford Law School and Penn State University.

Cara Welch, Director of Public Policy, WorldatWork
Cara Welch is the Director of Public Policy for WorldatWork, responsible for anticipating and addressing regulations and legislation that could affect total rewards and human resource professionals in the United States and around the globe. Welch has 15 years experience in public policy and government affairs and is a member of the DC Bar. Prior to joining WorldatWork, she served as general counsel and vice president of advocacy at the Design-Build Institute of America in Washington, D.C.

Welch's extensive experience includes advocacy at the local, state and federal level. Early in her career, she received a fellowship with the Human Resources division of the Social Security Administration in the U.S. Department of Health and Human Services. She also has worked in the state legislature and the state executive branch. She has an excellent grasp of the federal legislative and regulatory process and understands how federal law and regulations impact employers.

Welch previously held executive positions with American Society of Landscape Architects, National Association of Realtors, American Society of Health-System Pharmacists and more. She has written extensively on legislative and regulatory

issues for weekly newsletters, monthly publications and peer-reviewed journals.

Welch received a Bachelor of Arts degree from Macalester College and a JD from Georgetown University Law Center.

Sharon Masling, Adjunct Professor of Law, Georgetown Law, Senior Legislative Counsel, Workplace Flexibility 2010
Sharon Masling is the Senior Legislative Counsel for Workplace Flexibility 2010. Masling is the lead staff person for the WF2010 National Advisory Commission on Workplace Flexibility and the WF2010 Legal Working Group.

Prior to coming to WF2010, Masling was the Director of Legal Services for the National Association of Protection and Advocacy Systems (NAPAS), a nationwide network of agencies that provide legally-based advocacy services to persons with disabilities. At NAPAS, Masling provided training and technical assistance – both on litigation strategy and the management of non-profit laws firms – to the legal directors of each agency. Masling also was responsible for coordinating the disability community's amicus efforts for a number of Supreme Court cases.

Masling previously worked as counsel for disability policy for Senator Tom Harkin on the Senate Health, Education, Labor and Pensions Committee, as a Teaching Fellow at Georgetown's Federal Legislation Clinic, and as a trial attorney in the U.S. Department of Justice's Civil Rights Division.

Masling received her BA from Harvard University and her JD from the New York University School of Law.

Roundtable I:
The Next Wave of Work/Family Research

Kristin Celello, Ph.D., Assistant Professor of History, Queens College, City University of New York

Kristin Celello, Assistant Professor of History, earned her Ph.D. degree from the University of Virginia in 2004. She was on a Post-doctoral Fellowship at Emory University's Center for Myth and Ritual in American Life in 2006-2007. Her book, MAKING MARRIAGE WORK: MARITAL SUCCESS AND FAILURE IN THE TWENTIETH-CENTURY UNITED STATES is under contract at the University of North Carolina Press.

Celello's research interests lie in exploring how Americans came to understand marriage as an institution that couples, and especially wives, needed to work at in order to succeed. More broadly, she is interested in the history of marriage and divorce. In the future, she will begin working on a project historicizing the ongoing contemporary debates about the effects of divorce upon children.

Marcy Karin, J.D., L.LM, Adjunct Professor, Georgetown Law, Legislative Counsel, Workplace Flexibility 2010

Marcy Karin is Legislative Counsel for Workplace Flexibility 2010. Previously, she served as a Supervising Attorney and Teaching Fellow at the Federal Legislation Clinic. She received her J.D. from Stanford Law School, her L.LM from Georgetown University Law Center, and graduated from American University in 2000, summa cum laude, with a double major in Gender Studies and Justice.

Prior to coming to Georgetown, Marcy was an Employment and Government Relations Associate at Arent Fox PLLC in Washington, DC. She was also a member of the firm's pro bono committee and received the Albert E. Arent Pro Bono Award for Outstanding Contributions to the Public Interest for her work with groups who attempt to eradicate domestic violence and the Street Law Clinic.

During law school, Marcy was Vice President of the Stanford Public Interest Law Foundation, a member of the managing board of the *Stanford Law Review*, and a member of the *Stanford Law and Policy Review*. She was a 2003 recipient of the Burton Award for Legal Achievement.

Christina Matz-Costa, MSW, Research Associate, The Center on Aging & Work/ Workplace Flexibility, Boston College
Christina Matz-Costa is a Research Associate at the Center on Aging & Work/Workplace Flexibility at Boston College, and a 4th year doctoral student in the Graduate School of Social Work, also at Boston College. She is responsible for the ongoing data management and analysis of company-level data collected for the National Study of Business Strategy and Workforce Development as well as multi-level data collected for the *Age & Generations* study.

In addition, Matz-Costa served as a Project Manager for the Sloan Work and Family Research Network for over 5 years, where she worked in a variety of different capacities, including technology specialist for the Network website and Editor of the *Research Literature Database* and *Research Newsletter* (May 2003 - September 2004). She was involved in the *Nurturing Families Study* (Marcie Pitt-Catsouphes and Shelley MacDermid) a project funded by the Alfred P. Sloan Foundation, which gathered in-depth information about work, family, school, and community experiences from 199 families with middle school-age children. Matz-Costa co-published peer-reviewed articles based on this study in both academic and practitioner journals including *American Behavioral Scientist* and *Advances in Developing Human Resources* (forthcoming). She has also been invited to serve as a journal referee for the *Psychologist-Manager Journal.*

Matz-Costa holds a BA in Psychology from University of Massachusetts Amherst, as well as an MSW from Boston College with a concentration in Community Organization, Policy, Planning, and Administration.

Ariane Ollier-Malaterre, Ph.D., Post-Doctoral Researcher, The Center on Aging and Work/Workplace Flexibility, Boston College; Associate Director of the Global Perspectives Institute

Ariane Ollier-Malaterre's research interests include the Individual/Organization relationship, Work-Life and Resilience, Aging, Lifecycle and Protean Careers, and the Methodology for International Comparisons. Her Ph.D dissertation compares Work-Life organizational initiatives across 3 countries, France, the UK and the US, and investigates the outcomes of these initiatives on the Individual/Organizational relationship. She has carried out fieldwork in the three countries.

Ollier-Malaterre holds a Ph.D in Organizational Behavior and Management from ESSEC Business School and CNAM University, Paris, France. She has obtained a M.S. in Human Resource Management from CNAM University, Paris, France, with a dissertation on *Second Careers: An exploratory study on Continuing Education CNAM Engineers*. She has a 10-year professional experience as management consultant with Accenture, project leader for the registrar's office at Sciences Po Paris, and entrepreneur.

Besides her projects at the Center on Aging and Work, Ollier-Malaterre is pursuing a post-doctoral research project with GlaxoSmithKline, studying the relationships between Employee Well-being, Employee Engagement and Employee Performance. She is also working on an interdisciplinary panel survey of children in France, and on a France-Spain comparison of Work-Family practices.

Jennifer Romich, Ph.D., Assistant Professor, School of Social Work, University of Washington
Jennifer Romich is an Assistant Professor of Social Welfare at the University of Washington, a founding affiliate of the new federally-funded West Coast Poverty Center, and a founder of the Policy Practice Concentration at the UW School of Social Work. Romich studies resources and families with a particular focus on low-income working families. Romich's past work includes a study of on how families view and use the Earned Income Tax Credit and examinations of child and family well-being as experienced by families in the Milwaukee New Hope anti-poverty demonstration program. Her current

research includes studies of children and intra-household resource allocation (including children's roles in relationship to their parents' work) and an examination of how high implicit marginal tax rates created by intersecting programs affect low-wage workers' upward mobility.

Romich holds bachelor's and master's degrees in economics and earned a PhD in Human Development and Social Policy from Northwestern University.

Monique Valcour, Ph.D., Assistant Professor, Organization Studies Department at the Carroll School of Management, Boston College

Monique Valcour joined the Department of Organization Studies in the Carroll School of Management at Boston College as Assistant Professor in 2003. She previously taught organizational behavior and organization theory and provided training in work-life integration to human resource managers at Cornell. She holds Ph.D. and M.S. degrees in organizational behavior from the School of Industrial and Labor Relations at Cornell University, a master's degree from the Harvard Graduate School of Education, and a bachelor's degree from Brown University. Prior to earning her doctorate, Professor Valcour worked in higher education administration for eight years.

Professor Valcour's research program focuses on career dynamics and on the integration of work and family roles. Current research projects investigate work-family conflict, objective and subjective career success, organizational career management, and the career experiences of dual-earner couples. Her publications have appeared in *Human Relations, Industrial Relations*, and the *International Journal of Human Resource Management*, as well as in IT'S ABOUT TIME: COUPLES AND CAREERS, edited by Phyllis Moen (Cornell University Press, 2003).

Professor Valcour is a former fellow of the Cornell Careers Institute. Her research has been supported by the Alfred P. Sloan Foundation's Program on Workplace, Workforce and Working Families and by the Russell Sage and Rockefeller Foundations' Future of Work Program.

Roundtable II: Implementation of Workplace Practice and Policy

Marcie Pitt-Catsouphes, Ph.D., Co-Director of the Center on Aging & Work/Workplace Flexibility at Boston College; Associate Professor, Graduate School of Social Work, Boston College

Dr. Pitt-Catsouphes brings extensive expertise in the area of organizational studies to the Center on Aging & Work. She has conducted studies about workplace culture, supervisor-employee relationships, and the adoption of innovative employee policies and programs by small, medium and large organizations. She is currently the Co-Principal Investigator of the *National Study of Business Strategy and Workforce Development* and the *Study of Aging and Work in Industry Sectors*, both of which are being conducted by the Center on Aging & Work.

From 1990-1999, Dr. Pitt-Catsouphes conducted research at the Center for Work & Family at Boston College. In 1997, she founded the Sloan Work and Family Research Network. The Network provides resources about working families to business leaders and state legislators as well as to academics around the world. She continues to be the Principal Investigator of the Network.

Dr. Pitt-Catsouphes was a Co-Principal Investigator of the study, *Understanding the First Job: Nurturing Families,* also funded by the Alfred P. Sloan Foundation. This study gathered in-depth information about work, family, school, and community experiences from the parents and middle school-age children in 199 families.

She is currently a Research Fellow of the Work & Family Roundtable, a corporate membership group organized by the Boston College Center for Work & Family. Her articles have been published in a number of scholarly and practitioner journals. Dr. Pitt-Catsouphes was a founding co-editor for the international journal, *Community, Work and*

Family, and co-edited a special issue of the *ANNALS of Political and Social Sciences*: *The Evolving World of Work and Family: New Stakeholders, New Voices*. Dr. Pitt-Catsouphes is the lead co-editor of THE WORK-FAMILY HANDBOOK: MULTI-DISCIPLINARY PERSPECTIVES AND APPROACHES TO RESEARCH (Routledge, 2006).

Dr. Pitt-Catsouphes received her B.A. from Tufts University, M.S.P. from Boston College, and Ph.D. from Boston University.

Sharon Daly, Former Vice President of Social Policy, Catholic Charities USA
After 8 years as a program developer, organizer, and advocate for economic and social justice in New York State, Sharon Daly worked for nearly 30 years as a policy analyst and lobbyist for national child advocacy groups, state and local governments, and national Catholic organizations. Specializing in poverty and health insurance issues, she helped to lead many successful legislative campaigns to expand access to and improve benefits for Medicaid and the State Health Insurance Program, the Earned Income Tax Credit, anti-hunger programs, and services for abused and neglected children. On behalf of the U.S. Conference of Catholic Bishops, she fought for many years for the enactment of the Family and Medical Leave Act.

Educated at Vassar College and Syracuse University, she has an honorary doctorate from Niagara University. Ms. Daly was the recipient of the 2006 U.S. Catholic Award for furthering the cause of women, the 1992 Roundtable Social Justice Award, and the 2006 Human Needs Hero award from the national Coalition on Human Needs. In 2006, Ms. Daly retired to a life of grand-mothering and volunteer political activity.

Ellen Galinsky, President and Co-Founder of Families and Work Institute
Ellen Galinsky is the author of over 35 books and reports, including the groundbreaking book, ASK THE CHILDREN: THE BREAKTHROUGH STUDY THAT REVEALS HOW TO SUCCEED AT WORK AND PARENTING, selected by *The Wall Street Journal* as one of the best work life books of 1999. She has published more than 100 articles in academic journals, books and magazines.

At the Institute, Ms. Galinsky co-directs the *National Study of Changing Workforce*, the most comprehensive nationally-representative study of the U.S. workforce—updated every five years and originally conducted by the U.S. Department of Labor in the 1977. She also co-directs When Work Works, a project on workplace flexibility and effectiveness funded by the Alfred P. Sloan Foundation that has produced a series of research papers, and has launched the Sloan Awards for Business Excellence in Workplace Flexibility as well as conducted the *National Study of Employers*, a nationally representative study that has tracked trends in employment benefits, policies and practices since 1998.

Ms. Galinsky is also directing a project for FWI on career flexibility in academia as well as The Supporting Work Project, a Ford Foundation project that is funding communities across the country to connect lower-wage employees to publicly funded work support through their employers. She is the Program Director of the annual Work Life Conference co-convened by The Conference Board and Families and Work Institute, and she staffs The Conference Board's Work Life Leadership Council, a group of 45 business leaders who have spearheaded work life issues in the business community since 1983.
Ms. Galinsky is also directing Mind in the Making (MITM) , a project on the science of early learning that includes a television science show, videos for families and Learning Modules for Early Childhood Teachers.

A leading authority on work family issues, Ms. Galinsky was a presenter at the 2000 White House Conference on Teenagers and the 1997 White House Conference on Child Care. She is the recipient of numerous awards, including the 2004 Distinguished Achievement Award from Vassar College. She was elected a Fellow of the National Academy of Human Resources in 2005 and a 2006 Purpose Prize Fellow.

Ms. Galinsky holds numerous honorary degrees, a Master of Science degree in Child Development/ Education from Bank Street College of Education and a Bachelor of Arts degree in Child Study from Vassar College.

Abbey G. Hairston, Solo Practitioner
Abbey G. Hairston is the former General Counsel for the District of Columbia Public Schools (DCPS). While in that position, she was responsible for representing the Superintendent and Board of Education in a wide range of legal issues, including but not limited to, rule-making and policy matters, collective bargaining and administration of labor contracts, general contracting and procurement for business operations, employment matters, academic program matters including special education, and general litigation and appeals handled in conjunction with the Office of Attorney General for the District of Columbia. Ms. Hairston supervised a staff of 22 individuals, including attorneys, paralegals and administrative assistants.

Prior to joining DCPS, Ms. Hairston practiced law in the private sector and was a partner at Seyfarth Shaw LLP. Ms. Hairston has represented both management and individual employees in employment law matters in the private sector. This includes employment discrimination litigation in State and federal courts and before administrative agencies and arbitrators; federal appellate work; collective bargaining and grievances; State court employment related tort and breach of contract claims; client training and counseling on implementation and requirements of laws such as FMLA, ADA, Title VII, and State employment laws. Her former clients include individuals, corporations, city, and county government, and financial institutions.

Ms. Hairston is a member of the Bars of Florida, Maryland, the District of Columbia, the U.S. Supreme Court, and several federal district courts and courts of appeal.

Heidi Hartmann, President, Institute for Women's Policy Research
Heidi Hartmann is the President of the Washington-based Institute for Women's Policy Research, a scientific research organization that she founded in 1987 to meet the need for women-centered, policy-oriented research. Dr. Hartmann is also a Research Professor at The George Washington University.

Dr. Hartmann is a co-author of STILL A MAN'S LABOR MARKET: THE LONG-TERM EARNINGS GAP; UNNECESSARY LOSSES: COSTS TO AMERICANS OF THE LACK OF FAMILY AND MEDICAL LEAVE; EQUAL PAY FOR WORKING FAMILIES; and SURVIVAL AT THE BOTTOM: THE INCOME PACKAGES OF LOW-INCOME FAMILIES WITH CHILDREN. She has published numerous articles in journals and books and her work has been translated into more than a dozen languages.

Prior to founding IWPR, Dr. Hartmann was on the faculties of Rutgers University and the New School for Social Research and worked at the National Research Council/National Academy of Sciences. In 1994, Dr. Hartmann was the recipient of a MacArthur Fellowship Award for her work in the field of women and economics. She is Vice-Chair of the National Council of Women's Organizations and co-editor of the *Journal of Women, Politics & Policy*.

Tomeka Hill, Senior Research Associate, Watson Wyatt Worldwide
Tomeka Hill is a senior research associate of Watson Wyatt Worldwide. She currently works on a variety of research topics relating to pensions, including workforce issues, phased retirement, productivity, plan conversions, and employee preferences. Her experience includes using and analyzing large data sets such as the Form 5500, state unemployment insurance records, company pension data records, and survey data. Her current work includes developing a survey to determine preferences toward retirement plan design, and designing a survey and using the data to analyze why some people are choosing lump-sums over annuities.

Prior to joining Watson Wyatt Worldwide, Tomeka was an employee of the Census Bureau. She was able to use data from many sources available at the Census Bureau for various projects including the use of administrative data to analyze healthcare coverage in the United States and for use in an interactive mapping application.

Tomeka has written many articles and won many awards including the B.E. Wyatt Award in Thought Leadership in 2001 and a Dissertation Award at the Southwestern Social Science Association.

Tomeka holds a B.S. degree in Mathematics from Duke University, an M.S. degree in Statistics from American University, and a Ph.D. in Economics from Cornell University.

Carol Joyner, Consultant

Carol Joyner works as a consultant on both public education matters and work and family issues. Carol is the founding Director of the 1199 Child Care Fund and past President of the Child Care Corporation, benefit funds negotiated by the 1199 Health and Human Service Employees Union and 400 Health Care Employers in New York State. As the founding director of the Funds, Ms. Joyner developed the mission, the menu of services and benefits, and the operating procedures. In thirteen years of operation, the Fund grew from serving 250 children to over13,000 children per year.

At the Child Care Fund, Carol and staff created: two NAEYC accredited child care facilities [the 1199 Future of America Learning Centers]; several school-aged programs; cultural arts programs; college preparation and parenting programs. Prior to her work at the Fund, Carol was Assistant Director of the 1199 Training and Upgrading Fund where she planned and implemented several programs for 1199 adult learners and their children.

Ms. Joyner holds a degree in Psychology and equivalent course work completed in Education. Carol also taught public elementary school for six years before coming to 1199 and continued to hone her teaching skills in adult education by using popular education methodology.

Carol's writings include: a training manual for the New York City Housing Authority, CARETAKERS TO MAINTENANCE WORKERS (Spring 1990) and *Bargaining for Families*, *New Labor Forum* (Spring 1998). Most recently, she was a contributing partner in the Labor Project for Working Families' curriculum, *Making It Work Better*, 2006. Carol serves on the Labor Project for Working Families National Advisory Board.

Donna Klein, President, CEO and Founder, Corporate Voices for Working Families

Donna Klein is the President of Corporate Voices for Working Families, a 501(c)(3) non-profit coalition of leading corporations committed to building bipartisan public and private-sector support for federal and state public policies that strengthen working families. Previously, as Vice President of Workplace Effectiveness at Marriott International, Inc., Washington, DC, Donna guided the strategic formation, planning, development, implementation and management of corporate-wide diversity and work-life initiatives for Marriott for 15 years. Donna is past Chair of The Conference Board's WorkLife Leadership Council, and a member of the Conference Board's Diversity Council. She is Advisory Council member of Boston College's Work and Family Roundtable, an Advisory Board member of The Berger Institute for Work, Family & Children, Claremont McKenna College, Claremont, CA, and a member of the Family & Children Committee of the National Academy of Science, Washington, DC. She also serves on the Advisory Board of Bright Horizons Family Solutions, Boston, MA, the Advisory Council of the Southern Institute on Children and Families, and the After School Alliance.

Susan Lambert, Ph.D., Associate Professor, School of Social Service Administration, University of Chicago

Susan Lambert is an Associate Professor in the School of Social Service Administration at the University of Chicago. She received her doctorate from the University of Michigan in Social Work and Organizational Psychology in 1987. Lambert's research

focuses on the "work side" of work-life issues and particularly, on lower-skilled jobs. She employs in-depth organizational analysis to reveal the hidden realities of lower-skilled jobs that make it difficult for workers to meet both work and personal responsibilities. Lambert recently led a study of 88 lower-skilled jobs housed in 22 major Chicago-area firms in four industries: retail, hospitality, transportation, and financial services. This study investigated the extent to which workplace opportunities (for wage growth, job security, benefits, and scheduling flexibility) are distributed to workers in different types of lower-skilled jobs. Currently, Lambert is Co-Principal Investigator, with Julia Henly, of *The Scheduling Intervention Study*. This study employs a cluster-randomized experimental design to assess the causal effects of a workplace-based intervention on sales associates' job performance and individual and family well-being. The intervention is targeted at improving both the predictability (advance notice of work hours) and flexibility (control over work hours) of sales' associates work schedules. The study makes extensive use of firm records to monitor scheduling practices and to track worker and store performance (monthly turnover, labor costs, sales), allowing the estimation of a Return on Investment (ROI) model.

Lambert has contributed several articles to the work-life field through publications in academic journals, including the *Academy of Management Journal*, *Human Relations,* the *Journal of Organizational Behavior*, and *Social Service Review*, as well as in edited volumes. She is co-editor, with Ellen Ernst Kossek, of the 2005 book WORK AND LIFE INTEGRATION: ORGANIZATIONAL, CULTURAL, AND INDIVIDUAL PERSPECTIVES.

Andrea LaRue, Partner, Nueva Vista Group, LLC

Andrea LaRue, a partner at the Nueva Vista Group, leads the firm's effort in developing and implementing legislative strategies on a broad range of issues. Ms. LaRue brings to her clients a deep understanding of what works, having served in the trenches of political campaigns and at the highest levels on Capitol Hill.

A veteran of Capitol Hill, Ms. LaRue served as Counsel for Minority Leader Tom Daschle and for the Senate Rules Committee. Ms. LaRue developed and implemented communications and floor strategies on key domestic issues such as judicial nominations, campaign finance, access to the civil justice system, labor, immigration, privacy, women's health, governmental affairs, and Senate rules. Ms. LaRue worked directly with committee ranking members, Senators, Senate staff directors, legislative directors and Republican leadership staff in managing floor action. She also worked directly with both the Clinton and the Bush administrations legislative and policy staff on related Senate and congressional activities, and with members of the House of Representatives. In addition, Ms. LaRue served as a liaison to numerous Washington based advocacy and labor organizations.

Prior to joining Senator Daschle's staff, Ms. LaRue practiced labor law at the firm of Guerrieri, Edmond & Clayman in Washington D.C. Ms. LaRue also served as a Law Clerk for United States District Judge Frank A. Kaufman in Baltimore, Maryland.

Ms. LaRue received her Bachelor of Arts in Psychology from Duke University in 1987. In 1996, Ms LaRue earned a Juris Doctorate with Honors from the University of Texas School of Law in Austin, Texas, and a Masters of Public Affairs from the Lyndon Baines Johnson School of Public Affairs in Austin, Texas.

Phyllis Moen, Ph.D., Professor, McKnight Presidential Chair in Sociology, University of Minnesota

Phyllis Moen accepted a McKnight Presidential Chair in Sociology from the University of Minnesota. Prior to that, she served for many years as the Ferris Family Professor of Life Course Studies and Professor of Human Development and of Sociology at Cornell University. Her research focuses on careers, gender and the changing life course, and is funded by the Alfred P. Sloan Foundation and the National Institute on Aging. Her book, THE CAREER MYSTIQUE: CRACKS IN THE AMERICAN

DREAM (2005, with Pat Roehling), addresses the fundamental mismatch between the ways work and retirement are organized and the realities of a changing workforce and an uncertain global economy. Other books include IT'S ABOUT TIME: COUPLES AND CAREERS (2003), WOMEN'S TWO ROLES (1992) and WORKING PARENTS (1989), She has also co-edited EXAMINING LIVES IN CONTEXT (1995), THE STATE OF AMERICANS (1996), A NATION DIVIDED (1999), and SOCIAL INTEGRATION IN THE SECOND HALF OF LIFE (2000). Moen has also published widely in professional journals on topics related to gender, aging and the life course; work, retirement, civic engagement, and social policy; and the work-family-health interface.

Moen received her Ph.D. in Sociology from the University of Minnesota, and served as director of the Sociology Program at the National Science Foundation in the late 1980s. While at Cornell she founded the Bronfenbrenner Life Course Center, as well as the Cornell Careers Institute, an Alfred P. Sloan Working Families Center.

Barbara Schneider, Ph.D., John A. Hannah Distinguished Professor, College of Education, Michigan State University
Professor Schneider has a joint appointment in educational administration and sociology. Her research interests focus on how the social contexts of schools and families influence the academic and social well-being of adolescents as they move into adulthood. She has examined how schools can become more effective in reducing persisting academic achievement gaps among children of different racial, ethnic, and socioeconomic backgrounds. Concerned with issues of social justice and inequality, she uses a sociological lens to understand societal conditions and interpersonal interactions that create norms and values that enhance human and social capital.

Outlook and Perspective on the Upcoming Presidential Election: Its Impact on Work/Family and Other Issues

Reihan Salam, Associate Editor, *The Atlantic*

Reihan Salam is an Associate editor at The Atlantic and was previously a producer for NBC News, a junior editor and editorial researcher at *The New York Times*, a research associate at the Council on Foreign Relations, and a reporter-researcher at *The New Republic*. He is the co-author of GRAND NEW PARTY: HOW CONSERVATIVES CAN WIN THE WORKING CLASS AND SAVE THE AMERICAN DREAM (Doubleday, 2008). He writes regularly on politics, culture, and technology for *The Weekly Standard*, *Slate*, and other publications, and he is the editor of "The American Scene," a wide-ranging blog.

As a Fellow at the New America Foundation, Mr. Salam writes on how radical technological advances are changing the way we live and think, and in particular how the advent of machine intelligence and the ongoing genomics revolution will shape our understanding of democracy and equality. He is also interested in the evolution of warfare and crime, participatory culture, regulatory policy, migration, and the future of the welfare state.