



*THE COUNCIL ON CONTEMPORARY FAMILIES 2006 Symposium:*

# WHO CARES? DILEMMAS OF WORK AND FAMILY IN THE 21ST CENTURY

Chicago - Friday, October 20

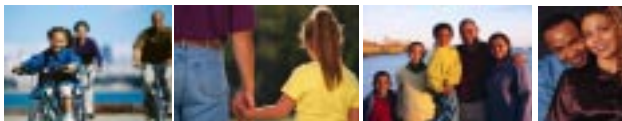
## WHO CARES? DILEMMAS OF WORK AND FAMILY

IN THE 21ST CENTURY brings together experts and journalists to explore new ways of understanding and covering work-family conflict and the social and personal dilemmas it has created. Our goal is to promote a reasoned and hopeful national discussion about the current state and future prospects for workers and their families in the United States.

The Council on Contemporary Families (CCF) with support from the Family Initiative at Michigan State University and the College of Liberal Arts and Sciences at the University of Illinois at Chicago (UIC) has developed a one-day program of panels and workshops that offers researchers, clinicians, non-profit professionals, and journalists the rare opportunity to come together to discuss work and family issues.

Conference registration is free but limited to the first 120 registrants. Lunch may be reserved at cost on the registration form.

Hosted by the University of Illinois at Chicago  
Room 605  
Student Center East  
750 South Halsted  
Chicago, IL



## FRIDAY MORNING

**9:00 to 9:15 am** Welcome from Chancellor Sylvia Manning and Dean Chris Comer, College of Liberal Arts & Sciences, and from CCF Executive Officer and UIC Sociology Professor Barbara Risman

### 9:15 to 11:00 am

#### ARE WOMEN 'OPTING OUT'? ARE MEN CHANGING?

Organizer: Joan Williams Moderator: Waldo Johnson

##### *Joan Williams*

'Opt-Out' or Pushed Out?

How the Press Covers Work/Family Conflict

##### *Heather Boushey*

Reality Check: Is There Really a Trend?

##### *Scott Coltrane*

How About Fathers? Changing Men and

Unchanging Stereotypes

##### *Marilyn Gardner, Christian Science Monitor &*

##### *H.J. Cummins, Minneapolis Star Tribune*

Reflections

### 11:15 am to 1:00 pm

#### THE MISSING FACES OF WORK/FAMILY CONFLICT

Organizer: Kathleen Gerson Moderator: Steven Mintz

##### *Kathleen Gerson*

Hitting the Barriers: A Changing Generation, Stalled Institutions

##### *Ellen Bravo*

Forgotten Faces: Low-Wage Workers

##### *Barbara Schneider*

Older Kids Need Care, Too: Parenting Adolescents

##### *Maggie Johnson, Boston Globe* contributing columnist &

##### *Sharon Jayson, USA Today*

Reflections

## FRIDAY AFTERNOON

**1:00 to 2:00 pm** Greetings from Provost Michael Tanner  
LUNCH

### 2:15 to 4:00 pm

#### PUBLIC POLICIES AND WHAT CAN WE LEARN FROM ABROAD

Organizer: Janet Gornick Moderator: Steve Wisensale

##### *Tiffany Manuel*

Caregiving in a 'Work-First' World:

The Tentative Emergence of Employer-Based Policies

##### *Janet Gornick*

The Government's Gone Fishin':

The Absence of U.S. Work/Family Policy

##### *Jody Heymann*

Forgotten Families:

Working Parents in the Global Economy

##### *Robert Kuttner, The American Prospect &*

##### *Hillary Wicai, NPR Marketplace*

Reflections

### 4:15 to 6:00 pm WINE AND CHEESE RECEPTION





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### ABOUT OUR SPEAKERS

**Heather Boushey** is a senior economist at the Center for Economic and Policy Research (CEPR). As a labor economist, Dr. Boushey studies current trends in the U.S. labor market and how social policies help or harm workers and their families. She has recently written reports on the minimum wage, student debt, child care usage and mothers' labor force participation. She has testified before Congress and authored numerous reports and commentaries on issues affecting working families, including the implications of the 1996 welfare reform. Dr. Boushey's research has been featured in *The New York Times*, *The Washington Post*, *Time*, and *Newsweek*, as well as many regional papers. Before joining CEPR, Dr. Boushey worked at the Economic Policy Institute where she co-authored *The State of Working America 2002-3* and *Hardships in America: The Real Story of Working Families*.

**Ellen Bravo** is Adjunct Assistant Professor of Women's Studies at the University of Wisconsin-Milwaukee and former executive director of 9to5, National Association of Working Women. A nationally recognized expert on working women's issues and an acclaimed trainer, public speaker and author, Bravo served on the Congressional Commission on Leave to evaluate the impact of the Family and Medical Leave Act (FMLA). She currently coordinates an eight-state consortium

working on expanding family leave. She is the author of *Taking on the Big Boys, or Why Feminism is Good for Families, Businesses and the Nation* (forthcoming from Feminist Press); *The Job/Family Challenge: Not for Women Only*; and *Quality Part-Time Options in Wisconsin*, and the co-author of *Keeping Jobs and Raising Families in Low-Income America: It Just Doesn't Work* with Lisa Dodson and Tiffany Manuel. Bravo has been quoted in a wide range of national media including *The New York Times*, *Business Week*, *Wall Street Journal*, *Parenting Magazine*, *Glamour*, NPR, ABC News, *The Donahue Show*, and CNN's *Crossfire*.

**Scott Coltrane** is Associate Dean, Professor of Sociology, and Associate Director of the Center for Family Studies at the University of California, Riverside. He is also Principal Investigator of PAYS (Parents and Youth Study), a longitudinal study of Mexican-American and European-American families, and the former president of the Pacific Sociological Association. Scott is an authority on gender equity and family functioning, including the allocation of housework and childcare. He has written about the inter-relationships among fatherhood, motherhood, marriage, parenting, domestic labor, popular culture, ethnicity, and structural inequality. His current research projects

explore how economic stress influences families, how fathers fit into families, and how social movements shape family policies. Coltrane is the author of *Family Man: Fatherhood, Housework, and Gender Equity*, winner of the American Library Association CHOICE Outstanding Academic Book Award, and *Gender and Families*. He is co-author of *Sociology of Marriage and the Family: Gender Love and Property* and editor of *Families and Society*.

**H.J. Cummins** is the workplace reporter and columnist at the *Minneapolis Star Tribune*. Previously, she wrote an advice column, *AskCareers*, for *BusinessWeek Online*, and as a workplace reporter and editor at *New York Newsday*. From 1989 to 1996, she was part of the paper's coverage of a fatal subway crash that won the 1992 Pulitzer Prize for Spot News. On a McCloy/Columbia University Fellowship in 1992, Cummins reported on the economic reunification of East and West Germans. She has also just published a book, *My Mother's Daughter*, about her mother's coming of age in World War II Germany and how it shaped mothering and attachment patterns in the family. She has a B.A. in journalism from the University of Nebraska and an M.A. in English Literature from Creighton University.





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**Marilyn Gardner** joined *The Christian Science Monitor* in Boston immediately after graduating from Principia College. She then spent a number of years away from Boston, during which she wrote television commercials for an NBC affiliate in Illinois, served as a high school social studies librarian in California, and worked as a writer and editor at a research and development firm in suburban Washington. She rejoined the *Monitor* in 1978 as a copywriter in the promotions department. In 1980 she returned to the newspaper. As a staff writer and columnist, she writes about the workplace, family issues, and retirement. At the *Monitor*, she has also served on the book page, as an editor in the feature pages, and as a member of the editorial board.

**Kathleen Gerson** is Professor of Sociology at New York University. She has published widely in the areas of gender, work, and family change and regularly contributes to policy efforts and media coverage of these issues, including *The New York Times*, PBS News Hour, NPR, and CNN. A recipient of the Rosabeth Moss Kanter Award for Excellence in Work-Family Research, she has received grants from the Alfred P. Sloan Foundation, the Russell Sage Foundation, and the National Science Foundation. She recently served as chair of the Family Section of the American Sociological

Association and currently sits on the editorial boards of *American Sociological Review* and *Work and Occupations*. Her books include *Hard Choices: How Women Decide About Work, Career, and Motherhood*; *No Man's Land: Men's Changing Commitments to Family and Work*; and *The Time Divide: Work, Family, and Gender Inequality* (with Jerry A. Jacobs), which received honorable mention for the Mirra Komarovsky Book Award and was chosen a Best Business Book by *Strategy Business* magazine. A book-in-progress, *Children of the Gender Revolution*, examines young adults' views on growing up in changing families and strategies for coping with new work-family dilemmas.

**Janet Gornick** is Professor of Political Science and Sociology at the Graduate Center of the City University of New York (CUNY), and also Professor of Political Science at Baruch College (CUNY). She is also Director of the Luxembourg Income Study, an international research center and data archive. A leading authority on social welfare policy, working parents, and gender inequality in the labor market, she is the co-author of *Families That Work: Policies for Reconciling Parenthood and Employment* and has published in journals such as the *American Sociological Review* and the *Journal of Policy Analysis and Management*, as well as *The American Prospect* and *Dissent*.

**Jody Heymann** holds a Canada Research Chair in Global Health and Social Policy. Heymann is a Professor of Epidemiology in the Faculty of Medicine, a Professor of Political Science in the Faculty of Arts at McGill University and an Adjunct Professor at the Harvard School of Public Health, as well as Harvard Medical School. She is Founding Director of both the Institute for Health and Social Policy at McGill University, and the Project on Global Working Families at Harvard University. She is also Founding Chair of the Initiative on Work, Family, and Democracy. She has served in an advisory capacity for the United Nations Educational, Scientific, and Cultural Organization (UNESCO); the U.S. Senate Committees on Labor and Human Resources and Health, Education, Labor, and Pensions; the World Health Organization, and the U.S. Centers for Disease Control and Prevention. Her recent books include *Forgotten Families: Ending the Growing Crisis Confronting Children and Working Parents in the Global Economy*; *Healthier Societies: From Analysis to Action*; and *Unfinished Work: Building Democracy and Equality in an Era of Working Families*. Her work has been featured on CNN *Headline News*, *Good Morning America*, NPR, and in *The New York Times*, *Washington Post*, *Los Angeles Times*, and *USA Today*.





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**Maggie Jackson** is an award-winning author and freelance journalist who has helped pioneer U.S. media coverage of work-life issues. Her column, "Balancing Acts," runs twice a month in the Sunday *Boston Globe*. Her work has also appeared in *The New York Times*, *Working Mother* magazine, and on National Public Radio. Her first book, *What's Happening to Home? Balancing Work, Life and Refuge in the Information Age*, examines the loss of home as a refuge. Jackson is the recipient of three Front Page awards from the Newswomen's Club of New York and the 2001 media award from the Work-Life Council of the Conference Board. In 2001, she was awarded a travel and research grant from the Alfred P. Sloan Foundation. Currently, she is a journalism fellow in child and family policy at the University of Maryland and is writing a book on the erosion of attention in society. A graduate of Yale University and the London School of Economics, she lives in New York City with her husband and two daughters.

**Sharon Jayson** covers behavior and relationships for *USA Today*, a beat which often includes issues of work and family life, among other relationship topics. Prior to a 2005 move to the D.C. area to work at *USA Today's* headquarters in McLean, Virginia, Jayson worked in Texas at the *Austin American-Statesman* for 13 years. Her beats included K-12 education and five years

covering higher education. Jayson has also worked in broadcasting in both radio and television in Austin, Dallas and in the Rio Grande Valley of Texas. In radio, she was Capitol Bureau Chief of the Texas State Network, covering politics and government. Her television career has included positions as a newscast anchor, as well as a 5 p.m. and 6 p.m. news producer and reporter.

**Waldo E. Johnson, Jr.** is Associate Professor at the School of Social Service Administration and Director of The Center for the Study of Race, Politics and Culture (CSRPC) at the University of Chicago. The CSRPC is an interdisciplinary program dedicated to promoting engaged scholarship and debate around the topics of race and ethnicity. Researchers affiliated with the Center are committed to expanding the study of race and ethnicity beyond the black/white paradigm. Broadly, the Center's research program encourages the study of race and process of racialization in comparative and transnational frameworks. Johnson is currently a research consultant to the Supporting Healthy Marriage Project, a seven year ACF/HHS national evaluation of healthy marriage programs for low-income couples in their child-rearing years who are married, or plan to marry. The research is conducted by the Manpower Demonstration Research Corporation (MDRC), ChildTrends, Optimal Solutions Group and McFarland and

Associates. He is also a research consultant to Relationship Development Among Low-Income Youth and Young Adults, a theoretical and empirical research review project examining curricula and programs on the intimate relationships of young people. This research project is conducted by the RAND Corporation and the Administration on Children and Families, U.S. Department of Health and Human Services. He has been evaluation and research consultant for the Young Fathers Initiative, a community-based intervention designed to support positive involvement among fathers (ages 18-30) in southeast Chicago; Time, Love, Cash, Care and Children (TLC3), and is an investigator for the Fragile Families and Child Wellbeing Study, a longitudinal study of the circumstances of unmarried parenthood among African Americans, Hispanics and Whites in 20 U.S. cities.

**Robert Kuttner** is a founding co-editor of *The American Prospect* and a senior fellow at Demos. His editorial column on political economy originates in the *Boston Globe* and is syndicated nationally. His commentaries are heard on National Public Radio, and he regularly appears on television news and talk programs. Previously, Kuttner was the longtime economics editor of *The New Republic*, a columnist for *BusinessWeek*, and a national staff writer for *The Washington Post*. He has taught at Brandeis, Boston University, the University





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Massachusetts, and Harvard University's Institute of Politics. He was a founder of the Economic Policy Institute and serves on its board. He is the author of six books, most notably *Everything for Sale: The Virtues and Limits of Markets*, published in 1997. His new book on inequality and systemic risk in the U.S. economy will be published next year.

**Tiffany Manuel** is Assistant Professor of Political Science at the Public Policy Ph.D. Program at the University of North Carolina, Charlotte. An expert on social welfare and labor policies, her interests include the integration of work, family, and community demands by low-wage workers; the dynamics of social support, employment interruptions due to caregiving obligations and earnings; and the conditions under which informal and formal flexible employment policies develop. She has also worked as an economic development consultant in the areas of program evaluation, comparative regional economic analysis, cost-benefit analysis, industrial cluster analysis, and social welfare and labor policy analysis. She is the author of *Best Practices in Adult Education and Training Systems* and the co-author of *Keeping Jobs and Raising Families in Low-Income America: It Just Doesn't Work* with Lisa Dodson and Ellen Bravo.

**Steven Mintz** is a fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford, the John and Rebecca Moores Professor of History at the University of Houston, and National Co-Chair of the Council on Contemporary Families. Mintz seeks to place contemporary issues involving family life, marriage, divorce, and children into historical perspective. The recipient of awards from the Association of American Publishers and the Organization of American Historians, his books include *Domestic Revolutions: A Social History of Family Life* and *Huck's Raft: A History of American Childhood*. He has appeared on the *CBS Evening News* and NPR and is frequently quoted in the *Atlanta Journal-Constitution*, *The Baltimore Sun*, *The Detroit News*, *Detroit Free Press*, *The New York Times*, and the *Wall Street Journal*.

**Barbara Schneider** is the John A. Hannah Distinguished University Professor in the College of Education and a Professor of Sociology at Michigan State University. She is also co-director of the Alfred P. Sloan Center on Parents, Children, and Work. She is Principal Investigator of the Data Research and Development Center at NORC, and Research Associate of the Population Research Center, NORC, at The University of Chicago. Her research focuses 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 also examined how schools can become more effective in reducing persisting academic achievement gaps among children of different racial, ethnic, and socioeconomic backgrounds. Her most recent publications include *Being Together, Working Apart: Dual-Career Families and the Work-Life Balance*; *The Ambitious Generation: America's Teenagers, Motivated but Directionless*; *Becoming Adult: How Teenagers Prepare for the World of Work* and, *Trust in Schools, A Core Resource for Improvement*. She serves on the AERA Grants Board and is the editor for the journal, *Sociology of Education*.

**Hillary Wicai** reports for the Work and Family Desk at National Public Radio's, *Marketplace*. Wicai has worked at CBS affiliates in Lafayette, Indiana, Lexington, Kentucky, and St. Louis, Missouri. While in St. Louis, she made the switch to working full time for public radio at KWMU-FM. She's also worked for CNN, NPR and Voice of America. Her awards include a Mid-America Emmy, a regional Edward R. Murrow award from the Radio Television News Directors Association and recognition for best radio reporting from the Religion News Writers Association. Wicai has a B.S. in speech and an M.S. in journalism, both from Northwestern University. She lives in Washington, D.C. with her husband.





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**Joan C. Williams** is Distinguished Professor at the University of California, Hastings College of the Law. An expert on work/family issues, she is the author of *Unbending Gender: Why Family and Work Conflict and What to Do About It*, which won the 2000 Gustavus Myers Outstanding Book Award. She is Founding Director of the Center for WorkLife Law and Co-Director of the Project on Attorney Retention. Williams has authored or co-authored over 50 law review articles, and her work has been excerpted in casebooks on six different subjects. She has played a leading role in documenting workplace bias against mothers and a central role in organizing social scientists to document maternal wall bias. Her current work focuses on social psychology and on how work/family conflict affects families across the social spectrum, with a particular focus on how caregiving issues arise in union arbitrations. In 2006, Williams received the Margaret Brent Award for Women Lawyers of Achievement from the American Bar Association Commission on Women in the Profession. In 2007, she is scheduled to give the Massey Lectures on American Civilization at Harvard University.

**Steve Wisensale** is Professor of Public Policy in the School of Family Studies at the University of Connecticut. His areas of interest include family policy, social welfare policy, human services management, and aging policy. He is the author of *Family Leave Policy: The Political Economy of Work and Family in America*, and has published scholarly articles in the *Journal of Comparative Family Studies*, *Journal of Family Issues*, *New England Journal of Public Policy*, *Working USA*, *The Journal of Labor and Society*, and *Review of Policy Research*. He has also served on the editorial board of *Family Relations*.

[www.contemporaryfamilies.org](http://www.contemporaryfamilies.org)

Hosted by the University of Illinois at Chicago  
Room 605  
Student Center East  
750 South Halsted  
Chicago, IL

The Council on Contemporary Families thanks the Family Initiative at Michigan State University and the College of Liberal Arts and Sciences at UIC for major sponsorship of this conference.

CCF also thanks the UIC Institute of Government and Public Affairs and the Center for Research on Women and Gender at UIC for generous support.

CCF wishes to acknowledge co-sponsorship from the following units at UIC:

- African American Studies
- Asian American Resource & Cultural Center
- Chancellor's Committee on the Status of Latinos
- Chancellor's Committee on the Status of Women
- Department of Sociology
- Human Resources
- Gender and Women's Studies
- Office of Women's Affairs



**Who Cares? Dilemmas of Work and Family in the 21<sup>st</sup> Century**  
**Friday, October 20, 2006**  
**Room 605**  
**University of Illinois Chicago, Student Center East**  
**750 S. Halsted, Chicago, IL 60607**

**Registration Form**

Name \_\_\_\_\_

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Email \_\_\_\_\_

Conference, at no cost, includes a full day of panel presentations and workshops, refreshments, and a wine and cheese reception. Lunch is \$ 15.00. Pre- Registration is necessary as space is limited.

\_\_\_\_\_ I will be attending the Friday, October 20<sup>th</sup> conference at no charge.

\_\_\_\_\_ I am sending a \$15.00 check for lunch.  
Lunch reservation will be canceled if check is not received within 10 days.  
**Make check payable to CCF (Council on Contemporary Families).**

\_\_\_\_\_ I am unable to attend the conference but wish to be notified of other Council on Contemporary Families news and events.

Email registration to [CCF@uic.edu](mailto:CCF@uic.edu) or to the address below.

Send check for lunch to:  
Council on Contemporary Families  
MC312 , c/o Department of Sociology  
University of Illinois Chicago  
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Getting to UIC and the conference and parking:  
[www.uic.edu/homeindex/maps](http://www.uic.edu/homeindex/maps)

Crowne Plaza Hotel information:  
[http://www.ichotelsgroup.com/h/d/cp/1/en/hotel/chish?\\_requestid=635749](http://www.ichotelsgroup.com/h/d/cp/1/en/hotel/chish?_requestid=635749)  
Crowne Plaza Chicago Metro Hotel, 733 West Madison, Chicago, IL.  
Special conference rate of \$139. Please call 312-829-5000 for Reservations Department and mention the Council on Contemporary Families. Reservations must be made before September 25th to insure availability and rate.