



# *Building Bridges: Sharing Pathways to Work/Life Programs*

19<sup>th</sup> Annual CUWFA Conference

University of Toronto, Canada

**June 5-7, 2013**



This year’s conference highlights the progress that can be made by using a collaborative and shared approach to wrestle with some of the most pressing issues and future opportunities in the field of Work/Life. CUWFA 2013 in Toronto will showcase the best and the brightest minds and research in work/life, offering new ideas for current and upcoming challenges.

The University of Toronto (UT) is situated in one of the world's most vibrant urban environments. Ranked the most diverse city in North America, Toronto and the surrounding Greater Toronto Area are dynamic, inviting areas with something for everyone.

**You should attend the conference:**

**If you would like to explore new arenas such as**

- Dual Careers
- Diversity
- Retirement and Emeriti Programs

**If you would like to expand new connections such as**

- Global Work/Life Strategies/Issues/Programs
- Social Media and Work/Life
- Technology

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**Finally, you should attend if you want to:**

- Network with others who share your passion
- Learn about current research in the field, especially as it impacts faculty
- Learn from others who have experience setting up successful programs

If you love to explore, plan a couple of extra days to see the fascinating sights in Toronto. For example, the Bata Shoe Museum is an internationally-acclaimed architectural treasure, containing a stunning collection of more than 13,000 shoes and related artifacts that span 4,500 years of history and four impressive galleries. (And who doesn't love shoes!!!)

For more information on Toronto visit <http://www.sectorontonow.com/> or [www.torontoist.com](http://www.torontoist.com), or [www.mytorontomeeting.com/home.aspx](http://www.mytorontomeeting.com/home.aspx)

**Be sure to update your passport by visiting** [http://travel.state.gov/passport/passport\\_1738.html](http://travel.state.gov/passport/passport_1738.html).

More information about reasonable air and train travel options may be found in the "Travel to/from Toronto" article on page 14. For registration and hotel information, visit [www.cuwfa.org](http://www.cuwfa.org).

## CUWFA 2013 Conference Keynoters

### Opening Keynote: Professor Linda Duxbury—"Work/Life Conflict"

Linda Duxbury is a professor at the Sprott School of Business, Carleton University, Ontario, Canada. She received a Ph.D. in Management Sciences from the University of Waterloo, Ontario.

Within the past decade she has completed major studies on balancing work and family in the public, private, and not-for-profit sectors; HR and work/family issues in the small business sector; management support; career development in the public sector; and generational differences in work values.

Professor Duxbury also conducts research that evaluates the organizational and individual impacts of e-mail, portable offices, cellular telephones, Blackberrys, telework, flexible work arrangements, shift work, and change management as well as studies what makes a "supportive" manager. She completed two national studies on work/life balance in which over 70,000 Canadian employees participated. She is currently working on the third national work/life balance study.

Dr. Duxbury has published widely in both the academic and practitioner literatures in the area of work/family conflict, change management, supportive work environments, stress, telework, the use and impact of office technology, managing the new workforce and supportive management. She has also given over 350 plenary talks on these issues to public, private, and not-for-profit sector audiences.



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Within the business school at Carleton, Dr. Duxbury teaches Masters- and PhD-level courses on Managing Change as well as the Masters' course in Organizational Behavior.

### Closing Keynote: Professor Lisa Wolf-Wendel

Lisa Wolf-Wendel is a Professor of Higher Education and Coordinator of the Higher Education Master's Degree Program in the Department of Educational Leadership and Policy Studies at the University of Kansas.

Dr. Wolf-Wendel joined the faculty of the University of Kansas (KU) in 1995. She serves as the President of the [Association for the Study of Higher Education](#), is a former president of the Faculty Senate at KU, and recently served as the Interim Associate Dean of the School of Education.

Professor Wolf-Wendel is the author of 6 books and numerous refereed journal articles on topics related to equity issues in higher education. Her most recent book, *Academic Motherhood* (Rutgers Press, 2012, with Kelly Ward) focuses on how tenure track women faculty balance work and family responsibilities. Her research focuses on faculty issues including studies of the academic labor market, the needs of international faculty and faculty from historically underrepresented groups, and several recent research projects pertaining to the policy response of academic institutions in the wake of demands for dual career couple accommodations and work/family balance. She is an editor of the ASHE Higher Education Monograph Series, and she serves on the Editorial Board of many publications in higher education, including *Research in Higher Education*, *The Journal of College Student Development*, and the *Journal of Student Affairs Research and Practice*.





## Why Paid Leave Could Pass in Obama's Second Term: Americans Want It

*Sharon Lerner*

It's widely known that the U.S. is way out of step with the rest of the world in not having paid maternity leave. We are now one of only three nations—rich and poor—that don't guarantee job-protected time off with some amount of income after the birth of a child.

It's less widely understood just how globally out of whack we are. To get a sense, consider the countries we trail in terms of laws that support women's ability to physically recover from birth and bond with a child: Afghanistan, which has a 26 percent literacy rate and 9 million people living on less than one dollar a day, manages to provide new mothers with 12 weeks off with pay; Djibouti, an African nation plagued by civil war and drought that is home to many nomadic herders, guarantees 14 weeks of paid maternity leave; and the Democratic Republic of Congo, one of the poorest nations in the world—if not the very poorest, nevertheless offers mothers 15 weeks off with full pay.

### **The International Mommy Tax**

What's still unknown at this point is whether the U.S. is closer to joining the rest of the world in providing this basic human decency now that Obama has won a second term. Advocates are gearing up to finally get leave laws passed, and they have reason to be optimistic.

While Republican lawmakers—many of whom seem to reflexively oppose any legislation that appears to take the side of human need over that of business—still control the House of Representatives, Obama won the presidency handily, and Democrats are still in control of the Senate. Perhaps most important, voters from both parties want paid family and medical leave.

Seventy-three percent of Republicans said they think it is important that the new Congress and the President consider laws that help secure working families, such as paid family leave and paid sick days, according to an exit poll conducted by Celinda Lake and released by the National Partnership for Women and Families. Support for these policies is, not surprisingly, even higher among Independents (87 percent) and Democrats (96 percent), according to the poll.

No doubt this bi-partisan enthusiasm stems from the fact that most people realize that without paid time off they could well be financially ruined by having an illness in the family or new baby to care for. Nearly three-quarters of voters (72 percent) polled, including 78 percent of Independent and Republican-leaning women, said they would likely face significant financial hardships in such a situation.

In this grim economic climate, where a baby can seem more like a jumble of bills than a bundle of joy, it's easy to see why there is renewed enthusiasm about the possibility of getting paid leave through in the next four years. Family and medical leave not only makes for happier workers who can fulfill their family responsibilities, it also allows those folks to stay in their jobs.

Toward that end, the National Partnership is now working with Rep. Rosa DeLauro (D-CT) to draft a paid family and medical leave bill that is based on expanding the principles behind Social Security into a national system that provides paid time off to workers caring for a sick family member or new baby.

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Realists may take note of the fiscal cliff and other paralysis-inducing arguments now consuming Washington and point to the fact that, as yet, there's no obvious Republican sponsor for such a bill. But if there won't necessarily be immediate movement on paid family and medical leave in D.C., there will undoubtedly be some in the states.

In January, the Washington state legislature will be considering a bill that would expand the parental leave legislation that passed in 2007 but was never funded. The new law would cover illnesses as well as the birth or adoption of a baby. And, because it also creates a funding mechanism, advocates are hopeful that this time it will actually go into effect.

Meanwhile, in New York, a coalition of public health, labor, and women's groups is launching its own campaign to get family and medical leave insurance passed. In part because New York already has a state-wide disability insurance system in place (the kind that Washington lacked), optimism is running high.

"This is the right moment for a program that will help working families," says Sherry Leiwant, co-president and co-founder of [A Better Balance](#), one of the organizations spearheading New York's push. "We are hopeful that the governor and state legislature will agree."

If they do, the state may soon join New Jersey and California in providing paid time off to workers who have new babies or sick relatives - and hopefully leading the entire country out of the family-policy dark ages.

*From the Atlantic blog by Sharon Lerner, posted December 3, 2012. Sharon Lerner is the author of The War On Moms: On Life in a Family-unfriendly Nation and a former CUWFA keynote speaker. Used with the author's permission.*

## **AAU Calls on Obama to Address Gun Violence**

The **Association of American Universities** has called on President Obama and Congress to take "meaningful action" on gun control.

In a statement released in January 2013, the association reacted to the school shooting in Newtown, Conn., on Dec. 14, 2012, in which armed gunman Adam Lanza shot his mother, 26 children and staff at Sandy Hook Elementary School, and then turned the gun on himself.

In the statement, the association asked Obama and Congress "to seek effective means of mitigating this scourge of American life."

"The Newtown slaughter is the latest in a series of mass murders. ...our schools and campuses have unfortunately become centers of national mourning, from Columbine to Virginia Tech, and now Newtown," the statement reads. "We believe that strong, meaningful action needs to occur in three domains: gun control, care of the mentally ill, and the culture of our contemporary media."

While acknowledging the complexity of the issue of trying to stem the wave of violence, the AAU statement pointed out that "progress in all three of these domains is made difficult by the need to balance liber-



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ty and safety. We are particularly sensitive to this difficulty because our universities hold freedom of inquiry and learning as a core value.”

The statement continued: “As a nation we should not turn away from gun control, care of the mentally ill, and the culture of our contemporary media because of the difficulties those subjects entail. We should instead draw upon the best thinking to craft effective responses.”

“We implore the Congress to work with the Administration to apply honest and open scrutiny to identifying and implementing meaningful, consequential actions now, while the nation is focused on Newtown’s searing tragedy.”

The statement was drafted by the AAU Executive Committee, which includes the leaders of the University of Michigan, Duke University, the University of California at Berkley and at Los Angeles, Cornell University, Tulane University, the University of Pennsylvania, Johns Hopkins University, and others. The association represents 60 American and 2 Canadian research universities.

## **Dad, It’s Time: Turn Over Those Car Keys!**

The thought of losing a driver's license is very disturbing to most older people. Americans rely upon their cars to get to work, go to the doctor, go shopping, and visit their friends and relatives. The elderly equate losing their driving privileges with being dependent, feeling trapped, and losing choice, control, and spontaneity in life.



A driver’s license represents independence and dignity to an older person; to relinquish it may cause isolation and depression that may in turn lead to premature institutionalization.

However, we also know that because of physical or cognitive decline, many older drivers should simply no longer be on the road as they may pose a danger to themselves and others. And we are constantly reminded that elderly people (here defined as age 70 or older) will triple in the next 20 years.

Many older drivers take precautions and limit their driving to only areas that they know, drive only during the daylight hours, and even take courses designed for seniors to improve their driving. Yet a recent National Highway Traffic Safety Association study found that 82 percent of traffic fatalities involving older adults happened during daylight hours and 75 percent involved a second vehicle. And the traffic fatality rate is nine times higher for those 80 and over than those ages 25 to 69.

Only about half the states have adopted any age-related provisions for license renewals, like shorter renewal periods, in-person renewal requirements, or vision tests. British Columbia has provisions that make it mandatory for people 80 years and above to submit medical reports stating that they are fit to drive. After reviewing the report, the province can impose license restrictions such as how fast they can go and whether they are able to drive at dusk or night-time.



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Data published in *The Gerontologist* found that such policies have produced real benefits: restricted drivers actually keep their licenses longer and the risk for causing crashes was 87 percent lower than that of unrestricted drivers. The most significant reason for this lower risk was the restriction on night-time driving.

You may wonder about older friends and family members' performance on the road. You want to support their continued mobility but on the other hand you worry about their driving abilities. Unfortunately we don't all retain the ability to drive a car throughout our lifetime. Physical disabilities, mental illness, medications, loss of vision, or frailty can end anyone's driving career prematurely.

*AgeQuest*, a specialty firm addressing the training needs of professionals in the field of aging, older adults, and family caregivers, suggests in its publication "Supporting the Mature Driver" that the decline of skills necessary for safe driving sometimes may occur suddenly or subtly. Warning signs may include a pattern of close calls, violations or collisions, increasing difficulty in noticing pedestrians, signs, objects, or other vehicles; an observable decline in physical abilities; or a rapid onset of fatigue from driving.

*AgeQuest* recommends that older drivers need to be made aware that medications can significantly impair their driving by making them drowsy or distracted. Physicians and pharmacists should be consulted before starting new medications to see if the drug can affect the ability to drive. Since side effects are often worse for the first few days of a new medication, people should avoid driving until they know exactly how a new drug affects them. If any medication causes sleepiness or disorientation, someone else should do the driving.

Eyes change with age. They lose the ability to focus quickly. Peripheral vision narrows and the retina becomes less sensitive to light. Physical activity is needed to keep a person strong and flexible for those quick reactions needed while driving. To be a safe driver, paying attention to road conditions and your own body changes is essential. A person's chronological age is not an absolute predictor of driving ability, but its impact should not be denied. Ultimately, however, what counts on the road is performance.

"But how do we get the keys away from Mom or Gramps when we know they pose a risk?" you may ask, having heard them state the equivalent of "You'll have to pry them from my cold, dead hands!"

As noted above, the subject has to be handled diplomatically. In most states, the Department of Motor Vehicles has forms that anyone with concerns may file stating their reasons for believing the driver might be a risk to himself and others. If the DMV believes he may be a risk after reviewing the form, generally they will send for a report from the elderly person's physician and/or an eye specialist.

Honesty is the best policy, and you should probably let Dad know that you have filed the report (after pointing out that you are trying to keep him and others safe).

Find out about other services, such as a reduced cab or bus fare program for seniors in the community. Sometimes it may be possible to hire a college student or a neighbor to drive Dad to doctor's appointments or the grocery store. If you anticipate that this will be a particularly volatile conversation, you might work with your siblings to enlist their support or hire a geriatric social worker to help facilitate the discussion with your parent.

## Men Are More Egalitarian, Women Are More Realistic

*Stew Friedman*

For more than two decades, I have been interested in exploring attitudes about two-career relationships. In 1992, as part of the Wharton Work/Life Integration Project, my students surveyed over 450 Wharton students at the time they graduated. Then, 20 years later, we asked the same questions of Wharton undergraduates in the Class of 2012.



The students surveyed were asked, “To what extent do you agree with the following statements?”

- Two-career relationships work best when one partner is more advanced than the other.
- Two-career relationships work best when one partner is less involved in his/her career.

In 1992, men were much more likely to agree with both these statements than were women. In 2012, preliminary analyses show that there is a convergence of attitudes about two-career relationships: Men are less likely to agree with those statement than they were 20 years ago, but women are now more likely to agree. Compared to graduates 20 years ago, young men graduating today are more egalitarian in their views and women are less so—perhaps because they are more realistic.

Men and women today are more likely than the previous generation to share the same values about what it takes to make dual-career relationships work. One implication of this finding is that there is greater solidarity among men and women and therefore more flexibility about the roles that both men and women can legitimately take on in today’s society.

There is now a greater sense of shared responsibility for domestic life. Young men are realizing they have to do more at home than their fathers did, and today’s young men want to do so.

The survey also asked men and women to indicate how strongly they agree with these statements:

- It is easier for men to combine the demands of work and family.
- Pursuing a demanding career will make it difficult for me to be an attentive spouse or parent.

In 1992, we saw no difference between men and women in the way they answered those questions, but in 2012 we find that women are more likely than men to agree with those statements. Again, women today have a less sanguine view of what’s possible. How can this be good news?

While it used to be that women had aspirations for hierarchical advancement that were lower than those help by young men, today those aspirations are the same for both. But now women’s family ambitions are lower than they were 20 years ago; that is, in 1992 79% of women graduation from Wharton said they definitely planned to have children, while in 2012 only 42% made this claim.

There is now greater awareness of constraints, and expectations are being adjusted accordingly. Sounds like a reduction in freedom, right? But perhaps, with a more clear-eyed vision of what is to come—and with men and women holding more aligned views about the value of work and parenting—people will

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take more focused, concerted action to chip away at the established order and successfully pursue new options.

We are at the cusp of the emergence of new models. Young people will increasingly be active in carefully, consciously, and deliberately crafting their roles. Yes, it remains incredibly difficult for women to break through to the top strata, because it's still primarily a man's world at the most senior levels and because there are all kinds of additional burdens that women continue to carry. And yes, it still remains difficult, though increasingly possible, for men to opt for the non-traditional path of stay-at-home-dad.

We are seeing more expressed freedom, more realistic goals, and more unity among young men and women as they are creating new ways to pursue lives that fit with who they truly want to be. And that is a good thing.

*Stew Friedman is Director of the Wharton Work/Life Integration Project at the University of Pennsylvania. This article is excerpted from the HBR Blog Network, October 4, 2012 with permission of the author.*

## **Exercising Makes It Easier to Quit Smoking!**

Once again, exercise has lived up to its reputation as the “miracle cure.” An important new study says that exercising can make quitting smoking easier and relapsing less likely.

A new study, which tracked the health and habits of 424,000 people in Taiwan from 1996 to 2008, found that smokers who got just 15 minutes of exercise a day were 55 percent more likely to quit than were inactive people. And the exercisers were 43 percent less likely to backslide when they did quit.

Smokers who were active 30 minutes per day increased their life expectancy by 3.7 years, which is equivalent to ex-smokers who got low levels of exercise. Ex-smokers were able to counteract the long-term ill effects of smoking as well. They were able to increase their life expectancy by 5.6 years on average and reduced the risk of death by 43 percent.

According to Chi Pang Wen, one of the study's authors, “Trying to quit is a painful process. Quitting creates a vacuum, and exercise will help distract the smokers from thinking every day about the need to smoke.”

The biggest risks from smoking include heart attacks, strokes, and cancer.

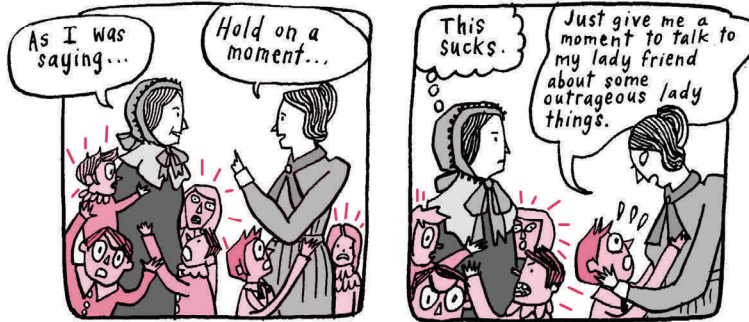
Nancy Shute, “Exercising Even a Little Bit Makes It Easier For Smokers To Quit”, NPR *Shots*, posted April 20, 2012.



# A Ladydrawers History of Women's RIGHTS PART 1: Earnings & Yearnings

Believe it OR NOT, women's rights have not always been the absolute given they are today.

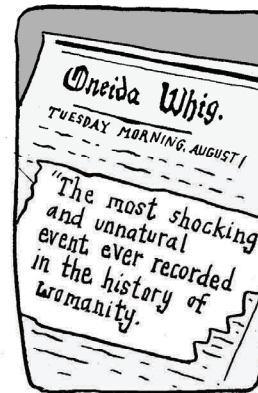
The whole thing got started in Seneca Falls, New York, in 1848. Elizabeth Cady Stanton got to talking with some friends...



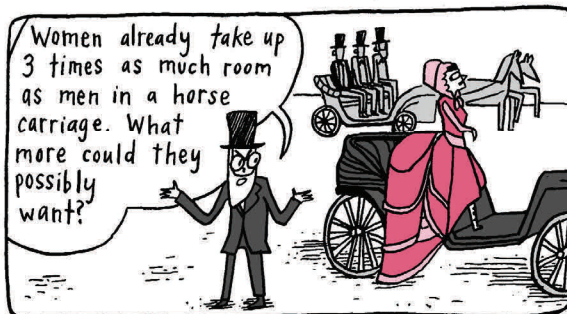
They decided to hold a meeting to address the possibility of rights for women.



There, they read from the Declaration of Sentiments.



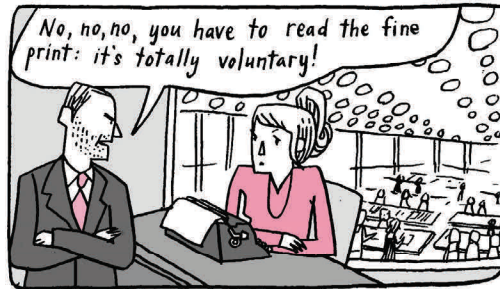
The right to vote for women- SUFFRAGE!- was hotly contested, but nonetheless passed...



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**But** equality remained out of reach. Vast numbers of women entering the labor force in 1942- The menfolk were off at war- caused the National War Labor Board to suggest employers make "adjustments which equalize wage or salary rates paid to females for comparable quality and quantity of work on the same or similar operations."



But no wage changes were made. And when the war ended, they fired female employees to make room for returning veterans.



So, in 1963, the Equal Pay Act passed, which made it illegal to pay women lower rates for the same job strictly on the basis of their sex. In certain industries. (Forty-six years later, the 2009 Lilly Ledbetter Fair Pay Restoration Act aimed to clear up lingering misconceptions about who deserves "equality.")



A sizable gap in earnings continues.

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In entry-level jobs in 2012, male graduates earned **\$42,918.**



Female grads earned **\$35,296.**



A difference of **\$7,600.**

DESPITE the fact that 57% of the college population is made up of women.



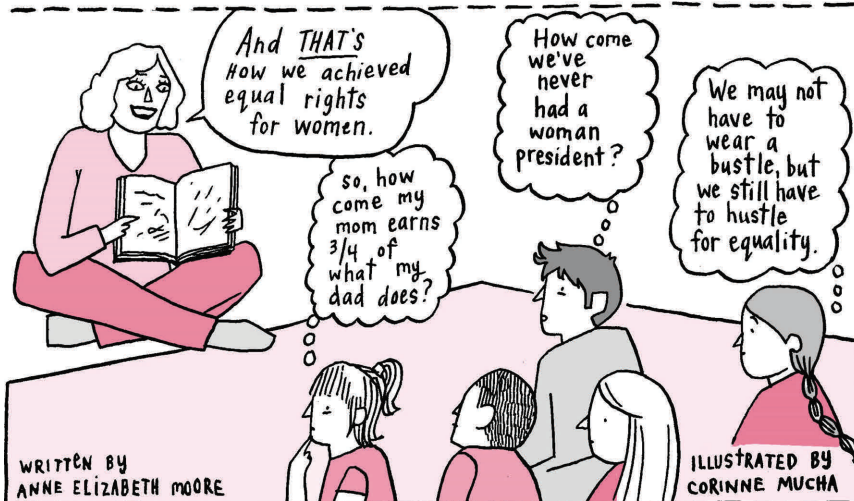
who average .17 higher grade point averages than men.



IN FACT: the higher the degree earned, generally speaking, the bigger the wage gap.



And the wage gap has narrowed every year since 1963 - by approximately half a penny, each year.



WRITTEN BY ANNE ELIZABETH MOORE

ILLUSTRATED BY CORINNE MUCHA

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## Kids' Brains "Branded" with Fast-Food Logos

Watching the Super Bowl ad fest was mostly for fun, I thought—and of course I could easily persuade myself that I wasn't influenced in the slightest to buy any of the products on offer. Why, then, did I develop a sudden craving for Doritos?

According to a recent study, children's brains are being imprinted early—even before they are able to read. There is little doubt that the association a child makes with brands or logos is having an effect on their relationship with food.



The study analyzed children's brains while being shown food logos. The children, ages 10 to 13, were shown 120 logos, half of them for food-related items and half of them for non-food items. When shown food logos, the children's brain activity was significantly increased compared to when they were shown non-food logos.

The researchers called this "worrisome" and noted that children can identify the McDonald's golden arches before they can recognize the letter M.

In children, the areas of the brain governing self-control are not yet formed. When the logos of these fast-food brands are imprinted before self-control is developed, the results can lead to obesity and other related diseases.

According to psychologist Amanda Bruce of the University of Missouri-Kansas City, "The increase in risk-taking behavior in adolescence is attributed to uneven development in brain regions associated with cognitive control and emotional drive. ...The brains of children are 'imprinted' with food logos. Without the necessary inhibitory processes to aid in decision-making, youth are particularly susceptible to making poor choices about what to eat.

Children, adolescents, and adults are often subjected to the influence of television, movies, music, and advertisements, all of which create a profound subconscious effect on the human mind. Increasingly fast-food brands from American companies are going global, and many have become "status symbols" in less-developed countries.

With an estimate 1 in 6 children being obese, this is concerning. Add to that the fact that many American parents underestimate the risks of an overweight child, along with underestimating the effects of advertising and logos on children, and we have a recipe for ever-more-alarming rates of obesity.

*Excerpted from "Imprinted: Kids' Brains 'Branded' with Fast-Food Logos", posted online by Elizabeth Renter, Nation of Change, February 3, 2013.*

## Kudos!

Kudos to the institutions that earned the Association of Work/Life Professionals (AWLP) 2013 Seal of Distinction:

Arizona State University  
Emory University  
George Mason University  
George Washington University  
University of Arizona  
University of California, Davis  
Yale University



## Travel Options to/from Toronto

**Porter Airlines** ([www.porterairlines.com](http://www.porterairlines.com)) is a great little Toronto-based airline that flies to most major cities in the Northern and Northeastern US. Prices are competitive but the best advantage is that the airport is in downtown Toronto so you save the cost of a \$60 taxi ride from the main, international airport (Pearson). Those flying from Boston, Chicago, New York, or Washington, D.C., might want to check it out.



Here is some information on using the **Buffalo Niagara International Airport**:

<http://buffaloairport.com/Canadian.asp>

And some information on Ground Transport between Buffalo Niagara Airport and Toronto:

<http://buffaloairport.com/GroundTransportation.asp?sec=5#Canadian>

One of the least expensive ways is to travel by **Megabus** ([megabus.com](http://megabus.com)) - \$23. It leaves from the Buffalo Downtown Terminal and takes 2.5 hours. The Buffalo Bus Terminal is downtown and there is local ground transport from the airport to the terminal. The Toronto Coach Terminal is walking distance to the conference hotel (2 blocks).



If a group is travelling together, companies such as [www.taxiniagara.com](http://www.taxiniagara.com) offer a van that will drive directly from the Buffalo airport to Toronto.

If **Detroit** is easier, you can take a taxi (or drive and park) from the Detroit airport to the **Windsor Via Rail** station. The train trip From Windsor to Toronto is about 4 hours and costs about \$55-75 one way. The Via Rail Canada train station is in downtown Toronto, so here too you can save on your costs.

Taxis from **Pearson International Airport** (the main airport in Toronto) to downtown cost about \$60. Limousines offer set rates and are sometimes more convenient. They are a similar price. You can also take ground transportation from the airport to downtown hotels. The **Toronto Airport Express** ([www.torontoairportexpress.com](http://www.torontoairportexpress.com)) stops at hotels throughout the downtown including the Metropolitan Hotel/Bus Terminal. This costs about \$40 roundtrip.



## CALENDAR of EVENTS

- February 27-March 1** AWLP 2013 Work/Life Forum, Baltimore, MD  
[www.AWLP.org](http://www.AWLP.org)
- April 9** Kanter Award webinar —Rethinking the Paradox : Tradeoffs in work/family policy and patterns of gender inequity (registration required)  
<http://www.bc.edu/content/bc/centers/cwf/Kanter.html>
- May 16-19** Work, Stress and Health 2013 (conference), Los Angeles  
[www.apa.org/wsh](http://www.apa.org/wsh)
- June 5-7** 19<sup>th</sup> Annual CUWFA conference, Toronto, ON [www.cuwfa.org](http://www.cuwfa.org)
- June 7** Kanter Award Webinar—Reinforcing Separate Spheres: The effect of overwork on men’s and women’s employment (registration required)  
<http://www.bc.edu/content/bc/centers/cwf/Kanter.html>



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