

"What an Aging Workforce Can Teach Us About Workplace Flexibility"

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Panelists:

Kathleen Christensen, Ph.D.

Kathleen Christensen directs the Program on The Workplace, Workforce and Working Families at the Alfred P. Sloan Foundation in New York City. She founded the program in 1994 with the goal of enhancing scholarly, business, and public understanding of the interaction of family and workplace and of how the workplace can be restructured to meet the needs of an increasingly diverse workforce, particularly working parents and older workers. Today, through Dr. Christensen's leadership, the Foundation has launched a National Initiative on Workplace Flexibility, a collaborative effort designed to make workplace flexibility a standard of the American workplace. Prior to joining the 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 Journal-Constitution. She received her doctorate from the Pennsylvania State University and, 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.

Robert B. Hudson, Ph.D.

Robert B. Hudson, Ph.D., is Professor and Chair of the Department of Social Policy at Boston University School of Social Work. He has written widely on the politics and policies of aging, including Social Security, Medicare, the Older Americans Act, and other programs. His articles have appeared in *Milbank Quarterly*, *International Social Security Review*, and *Social Service Review*, among other publications. He currently edits *Public Policy on Aging Report* for the

National Academy on an Aging Society, and his volume, *The New Politics of Old Age Policy*, has just been published by Johns Hopkins University Press. Dr. Hudson has received the Donald P. Kent Leadership Award from the Gerontological Society of America and the Arthur S. Flemming Award from the National Association of State Units on Aging. He is an elected member of the National Academy of Social Insurance, where he chairs the Academy's John A. Heinz Dissertation Award Committee. He received his Ph.D. in political science from the University of North Carolina at Chapel Hill.

Robert Hutchens, Ph.D.

Robert Hutchens is a professor in the Department of Labor Economics at Cornell University School of Industrial and Labor Relations. He received his Ph.D. in economics from the University of Wisconsin in 1976, specializing in labor economics, public finance, and econometrics. Dr. Hutchens' teaching focuses on labor economics and on the economics of government tax and transfer programs. His early research dealt with the economics of government transfer programs, with an emphasis on social security, unemployment insurance and Aid to Families with Dependent Children. More recently Dr. Hutchens' research has concentrated on the labor market for older workers. As part of this research focus, he recently completed a survey of employers that examined employer policies toward phased retirement. Professor Hutchens served as a Policy Fellow at the Brookings Institution, as an Associate Editor at the *Industrial and Labor Relations Review*, as Chairman of the Department of Labor Economics, and as a Research Fellow at the Institute for the Study of Labor (IZA). He has held visiting positions at the University of British Columbia, at the U.S. Department of Health and Human Services, and at the International Labor Organization.

Marcie Pitt-Catsoupes, Ph.D.

Marcie Pitt-Catsoupes, Ph.D. is a Co-Director of the Sloan Center for Flexible Work Options and Older Workers. She is an associate professor who teaches organizational theory and practice as well as social planning at the Graduate School of Social Work. She received her B.A. from Tufts University, M.S.P. from Boston College, and Ph.D. from Boston University.

From 1990-1999, Dr. Pitt-Catsoupes conducted research at

the Center for Work & Family at Boston College. She is the director of the Sloan Work and Family Research Network which was established in 1997. The network provides resources about working families to business leaders and state legislators as well as to academics around the world. 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 from the parents and middle school age children in 199 families about their work, family, school, and community experiences. Dr. Pitt-Catsouphes 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*, scheduled for publication by Erlbaum Publishers in 2005.

Michael A. Smyer, Ph.D

Michael A. Smyer, Ph.D. is a Co-Director of the Sloan Center for Flexible Work Options and Older Workers. He is a professor in the Department of Psychology and Dean of the Graduate School of Arts and Sciences at Boston College. He received his Ph.D. in personality and clinical psychology from Duke University and B.A. in psychology from Yale University. Dr. Smyer, a licensed clinical psychologist, was a professor of human development at Penn State prior to moving to Boston College. Dr. Smyer has been active in geriatric mental health research for approximately 30 years. A past president of the Division of Adult Development and Aging (Division 20) and the Division of Clinical Geropsychology (Section II) of the Division of Clinical Psychology (Division 12) of the American Psychological Association, Dr. Smyer was recently awarded the M. Powell Lawton award for distinguished contributions to clinical geropsychology, sponsored by Division 20 and the Retirement Research Foundation. Dr. Smyer is a fellow of the American Psychological Association, the American Psychological Society, and the Gerontological Society of America. He has been on the editorial boards of the journals of *Gerontology: Psychological Sciences*, *Psychology of Aging*, and *Generations* (published by the American Society on Aging). Dr. Smyer's work on mental health care in nursing homes emphasized the diffusion of best practices throughout the setting, with special focus on the role of supervisors on the effectiveness of front-line workers, nursing assistants, and on residents' mental health outcomes.