



## Spring 2008 - Vol. 9

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## FROM THE PAST TO THE FUTURE: MESSAGE FROM THE DIRECTORS

Biblical scholars know the significance of the number 7, with numerous passages marking time in 7-year segments. So too, the Berger Institute is undergoing a transition at its 7-year mark. It is with great pride (one of the 7 deadly sins) that I look back on what we have accomplished since establishing the Berger Institute in Fall 2001. A brief review of just some of our highlights include an Annual Speakers' Series that featured the best thinkers of our time on issues that pertain to the combination of work, family, and children, four major conferences, multiple books, book chapters, research articles, and conference presentations, most of which were coauthored with our wonderful student assistants, meetings with legislators at the state and federal level to provide them with data to inform their thinking about work and family issues, "Take a Kid to College Day" that introduced hundreds of children from low-income families to college life, senior-level courses that took an interdisciplinary perspective on work-family issues, joint projects with several local high schools, hospitals, and a state-wide foster care and adoption agency, and much more. We have also worked to find our niche at CMC and the Claremont Colleges, reminding everyone who would listen that questions about the combination of work, family, and especially, children, are critical to the lives and future lives of our students, every employee, business owner, and legislator, and that virtually every law concerns work and family issues, with examples ranging from welfare to the wealthy.

It is now time for me to pass the baton to our new Interim Director, Heather Antecol, who will build on our first seven years of success. I sincerely thank our wonderful Advisory Board for their energy and support of the Berger Institute, Sherylle Tan, Associate Director, for being the heart and soul of the Institute for the last 4½ years and Beth Donaghey, who held that position with competence and passion before her, and to all of our many supporters who believe in our mission, "making it easier to combine work and family." I will be moving to the psychology department, where I am a professor, and thus can be found at the same e-mail address: [Diane.Halpern@cmc.edu](mailto:Diane.Halpern@cmc.edu). The Berger Institute has a bright future under the new leadership of Heather Antecol and with Sherylle Tan's wise guidance.

With warmest regards,  
Diane

This is a very exciting time for the Berger Institute for Work, Family, and Children as we enter this transition phase. We have an exciting speaker series lined up this spring spanning the social science disciplines, i.e., history, psychology, and economics. Moreover, we have been working vigorously on the strategic plan with the Berger Institute's Advisory Board. This will afford us flexibility to push on our strengths that Diane Halpern established as the founder of the Berger Institute. Specifically, we will continue to use an inter-disciplinary approach to examine important work/family issues, such as, the individual's decision to opt-out of the labor market and elder care.

From a personal side, this could not be a better time for me to serve as the Interim Director, as I myself am trying to find the right balance between work and family as I just had a baby girl. Every day is a new challenge, but I am fortunate to be in a work environment that affords me the flexibility to face these challenges head on.

Please continue to check our website for exciting new events and research projects.

Heather Antecol  
Interim Director of the Berger Institute for Work, Family, and Children



## 2008 SPEAKER SERIES

All speaking engagements take place at the Marian Miner Cook Athenaeum at Claremont McKenna College.

To register go to [www.cmc.edu/mmca](http://www.cmc.edu/mmca) or call 909-621-8244.

### TRAVELING CULTURES OF SERVITUDE: LOYALTY AND BETRAYAL IN NEW YORK AND CALCUTTA



Raka Ray - University of  
California, Berkeley  
February 18, 2008

**R**aka Ray is Sarah Kailath  
Chair of India Studies,

Associate Professor of Sociology and South and Southeast Asia Studies, and Chair of the Center for South Asia Studies at the University of California, Berkeley. She grew up in Calcutta, India, but has moved steadily west since then, receiving her AB from Bryn Mawr College, and her PhD from the University of Wisconsin, Madison. She has been at Berkeley since 1993.

Professor Ray's areas of specialization are gender and feminist theory, domination and inequality, cultures of servitude and social movements. Publications on social movements include *Fields of Protest: Women's Movements in India* (University of Minnesota, 1999; and in India, *Kali for Women*, 2000), *Women's Movements in the Third World: Identity, Mobilization, and Autonomy* with Anna Korteweg (Annual Review of Sociology, 1999) and *Social Movements in India: Poverty, Power, and Politics*, co-edited with Mary Katzenstein (Rowman and Littlefield, 2005).

Together with Seemin Qayum, she has just completed a manuscript titled *Cultures of Servitude: Modernity, Domesticity and Class in India*. Articles from that project include *Masculinity, Femininity And Servitude: Domestic Workers in Calcutta in the Late Twentieth Century* (Feminist Studies 2000), and (with Seemin Qayum) *Grappling with Modernity: Calcutta's Respectable Classes and the Culture of Domestic Servitude* (Ethnography 2003).

### LOVE, POWER, AND SPECIALIZATION: THE ECONOMIC OF THE FAMILY



Shelly Lundberg - University  
of Washington  
March 25, 2008

**S**helly Lundberg is Castor  
Professor of Economics and  
Director of the Center for Studies  
in Demography and Ecology at the  
University of Washington.

She is currently an associate editor of the *Journal of Population Economics*, and a member of the editorial board of the *American Economic Review* and *Review of Economics of the Household*, and was formerly a co-editor of the *Journal of Human Resources*. She was a founding member of the MacArthur Foundation's Research Network on the Family, a multidisciplinary group of family researchers, and also the MacArthur Foundation's Inequality Modeling Group.

Her research is focused in labor economics and the economics of the family, and includes both theoretical modeling (of discrimination and inequality and of family decision-making) and empirical analysis (of fertility, labor supply, wage determination, and intra-household allocation of resources). Her current research includes projects on racial segregation and inequality, the relationship between family roles and labor market outcomes for American men and women and on the development of children as economic agents, and the retirement and savings decisions of married couples. Her publications include studies of unemployment and restrictions on work hours, the effects of teenage childbearing, the enforcement of anti-discrimination policies in the labor market, and models of bargaining between married couples.

## 2008 SPEAKER SERIES, CONTINUED

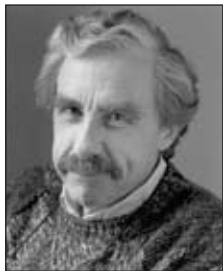
All speaking engagements take place at the Marian Miner Cook Athenaeum at Claremont McKenna College.



### FATHERHOOD: REMEMBERING THE PAST, IMAGINING THE FUTURE

Ross D. Parke - University of California, Riverside

April 15, 2008



Ross D. Parke, Ph.D., is a Distinguished Professor of Psychology and Director of the Center for Family Studies at the University of California, Riverside. His interests include fatherhood, the relation between families and peers, ethnic variation in families, and the impact of the new reproductive technologies on families. He has served as Editor of *Developmental Psychology* and the *Journal of Family Psychology*, and as Associate Editor of *Child Development*. He is past president of the Division of Developmental Psychology of the American Psychological Association and of the Society for Research in Child Development. He was recently awarded the graduate student mentoring award from the graduate division of UCR. He is author of several books including *Fathers and Fatherhood* and coauthor of *Throwaway Dads* (with Armin Brott) and *Child Psychology: A Contemporary Perspective* (with E. Mavis Hetherington and Mary Gauvain) which will appear in its 7th edition in 2008.

### UPCOMING PRESENTATIONS

Congratulations to our faculty, staff, and students who have been accepted to present their research at the Western Psychological Association Convention in Irvine, CA.

- California Paid Family Leave: New mothers' use and supervisor support - Justin Caouette and Marya Husain
- Back from maternity leave: Mothers' perceptions of work environment - Stacy Ann Hawkins, Sherylle J. Tan, and Freda Feng
- Preschool and Latinos: Cultural and structural models for decision making - Maciel Hernandez
- Comparing the advancement of women in commercial and residential real estate - Carli Straight and Freda Feng
- Supportive work environments and postpartum depression: Improving health and well-being - Sherylle J. Tan, Stacy Ann Hawkins, and Maciel Hernandez

### STAY INFORMED!

The Berger Institute newsletter is going electronic. This will be the last printed version of our newsletter. To ensure that you continue to receive your free copy of our newsletter via email, please go to our website, <http://berger.cmc.edu>, to subscribe.

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## EMPLOYER SUPPORTED CHILD CARE

STACY ANN HAWKINS, MA

Claremont Graduate University

During World War II, women flocked to the workforce, filling the gap left by men leaving for war. Employers soon realized that their female employees needed additional support while working outside the home. In response, companies provided child care, laundry service, and even hot meals to take home for dinner (Glass and Estes, 1997; Friedman, 1991). These benefits ended abruptly with the end of the war and the return of many women to their homes. Now, over half a century later, despite the growing number of dual-income families, these kinds of benefits have not returned.

### CHILD CARE BENEFITS

Today, child care has become a costly necessity. Working parents can expect to pay between \$4,000 and \$10,000 each year for full-time child care – nearly 20% of the average household income (Friedman, 2001)! In an effort to address employees needs, many companies are moving toward family-friendly policies and benefits, which include financial assistance for child care, or child care centers supported by the employers (available to parents at a discounted rate).

In 2004, the U.S. Department of Labor compiled a report on the benefits available to employees nationwide. According to the report, roughly 5% of workers had access to employer-provided child care centers (on-site or nearby), and 3% had access to subsidies for child care. There is a distinct difference between full-time and part-time workers, however, with 10% of full-time employees reporting these benefits, and only 4% of part-time workers eligible for the same benefits. Similarly, there seems to be a discrepancy between the benefits of low and high-income workers. The report stated that for men and women earning less than \$15 per hour, 3% had on-site or nearby employer-supported child care center, compared to 8% of workers earning more than \$15 per hour. Similarly, about 2% of low-wage workers reported financial assistance for child care, compared to 5% of higher wage earners.

Aside from these basic statistics, there has been little research on these kinds of benefits. However, the research that has been conducted clearly points to the benefits of employer-supported childcare to both the employer and employee.

### THE BUSINESS CASE

Many companies have instituted family-friendly policies in order to recruit more competitive job candidates, to increase employee retention, and to improve employee productivity. According to a 2000 survey, 71% of companies listed retention as a primary motivator for providing family-friendly benefits. Similarly, roughly half of employers across the country cited retention as a principal reason for providing family-friendly benefits. In fact, research suggests that workers using on-site child care options are more satisfied with their jobs and more likely to work overtime than those not using this option (Marquart, 1991; Dawson et al., 1984). Other studies have shown that having child care benefits available is related to lower rates of absenteeism and turnover, and higher levels of morale and productivity (Friedman, 1991; Hoffman, 1999; Ransom et al., 1989; Waxman, 1991).

These positive outcomes are also tied to financial savings. Employee absenteeism due to child care problems costs companies nearly \$4 billion dollars each year (Gurchiek, 2007); employee access to reliable child care can minimize these costs. At one large corporation, parents using employer-supported child care centers missed 229 fewer days of work in their first year using the center than they had the prior year (Hoffman, 1999). In another company, parents using child care centers worked 18,840 more hours in a year than parents on the waiting list for the center, resulting in a savings of \$211,077 (Friedman, 2001).

One specific example of the advantages of employer-supported child care is evidenced by Citigroup, which offers their employees a significant discount (roughly half the cost) at on-site and nearby child-care centers (Gurchiek, 2007). Analyses of Citigroup data indicate that in 2003, there was lower turnover for employees using the child care centers, and in 2005, the lower turnover rates continued, with a 51% reduction in turnover for center users compared to non-users. Along with this, there was an 18% reduction in absenteeism for employees using the child care centers.

While Citigroup and their employees are reaping the benefits of employee-supported child care, we know that there are relatively few companies offering such extensive child care assistance. Both financial subsidies and employer-supported child care centers are large investments for organizations to put in place. Since 2001, corporations can receive tax incentives for providing child care to their employees (National Conference of State Legislatures, 2000), but these incentives vary by state, and may not provide enough financial return for smaller businesses to invest in child care support.

## EMPLOYEE ADVANTAGES

Employees also benefit from employer-supported child care. In addition to being more satisfied with their jobs, parents with access to child care services are typically less stressed, more productive, and have higher morale than those who do not (Friedman, 1991; Hoffman, 1999; Ransom et al., 1989; Waxman, 1991). Also, research indicates that parents using child care services are typically more satisfied with their child care arrangements (Ezra & Deckman, 1996). These parents likely experience less tension in balancing their work and family lives, but research has not yet examined this kind of alternative advantage of child care benefits.

There are still many questions about child care benefits that are left unanswered. As there is no standardized approach to providing child care benefits, it is difficult to study these policies across multiple organizations. In addition, most of the research on family-friendly work policies has focused on flexible work schedules and family leave time. Few studies have examined alternative family-friendly benefits such as child care support. On the positive side, this means that there are many opportunities for additional studies; research can investigate the effects of using different types of child care centers, comparing on-site and off-site/nearby centers in terms of employee productivity, retention, and satisfaction. Studies can also look at the outcomes associated with receiving financial assistance for child care, and compare the effects of subsidies with those of employer-supported child care centers. Research can also examine the role of child care benefits on the health, well-being, and relationships of families using this service. It is likely that findings will continue to support the idea that this kind of family-friendly policy is beneficial to both the company (e.g., lower absenteeism and higher productivity) and the employee (e.g., higher satisfaction, happier families).

## UPDATE ON THE PRESCHOOL STUDY:

MACIEL HERNÁNDEZ '08

McNair Scholar, Psychology/Spanish

Last season, the Berger Institute announced the start of the preschool study. Formally named *Latinos and Preschool: A Multidimensional Cultural Model*, this study intends to shed light on the cultural, social, and economic factors that contribute to a parents' decision to enroll their child in preschool. Preschool is becoming increasingly important as the curriculum is adapting higher standards to prepare children for kindergarten. Knowing that preschool provides great benefits, it is useful to consider how families feel about sending their children to preschool. Among the 59% of families using non parental care for children between the ages of 3 to 5, only 39% of Latino families choose a formal center or preschool compared with 58 % of black and 54% of white families (Fuller et al, 1998). We know that by the year 2020, approximately one fourth of all children in the U.S. will be of Latino origin (Eggers-Pierola, 2002). Thus, the way Latino families think about schooling has implications for educational policy. Specifically, the study will look into the effects of family values and resources on preschool enrollment. We are hopeful that this study will yield important information for early childhood education programs and coordinators to approach the issue resourcefully.

After much researching and planning, we are ready to collect data. We have approval from school districts and principals to conduct research in eight schools and a total of 530 surveys have been distributed to kindergarten classrooms in the cities of Avenal, Chino, Claremont, Huron, and Ontario, California. Kindergarten parents are being surveyed in an attempt to get a balance of parents who enrolled and did not enroll their child in preschool. Survey packets included an introductory letter, an informed consent form, a survey, a self-addressed envelope, and a children's book as an incentive to participate. Parents have the option of completing the survey online. We have already received some completed surveys by mail and online from parents and we are very excited for the prospects of this study. We realize that it is a rare opportunity for parents to express their thoughts on early childhood education in a research context so we look forward to receiving more surveys.

If you are currently a parent of a kindergartner, you can take our survey online: <http://www.cmc.edu/berger/survey/>

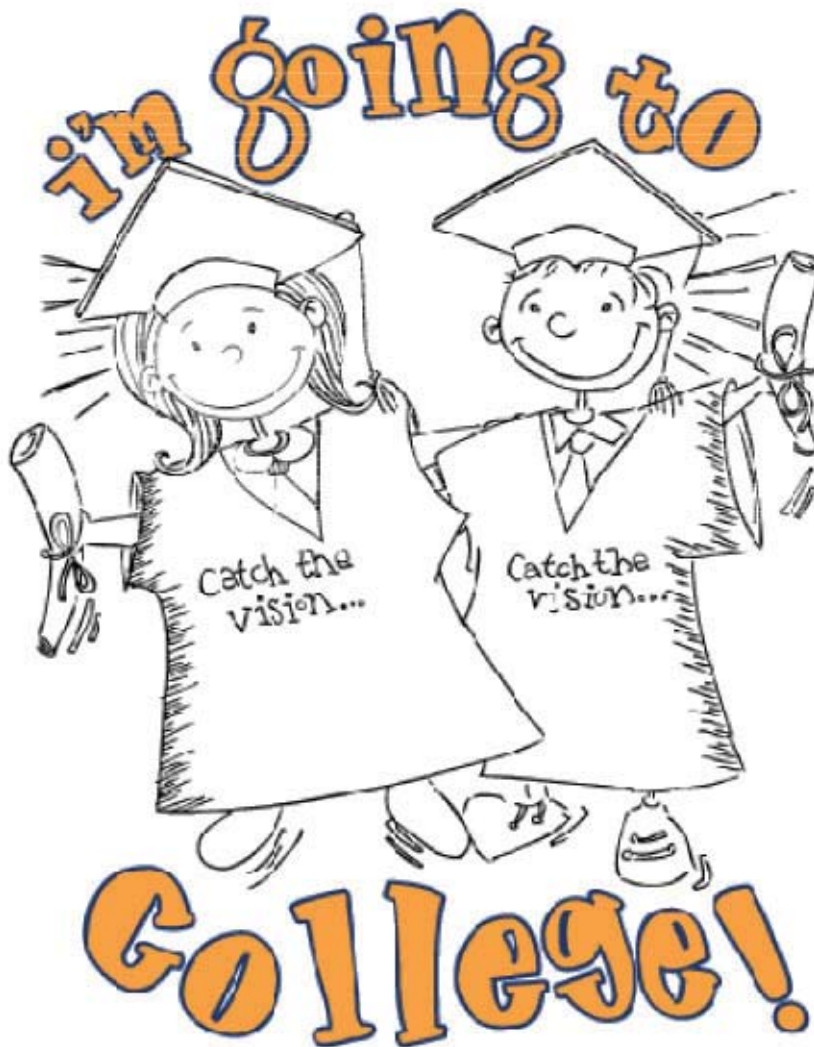
## A TASTE OF COLLEGE LIFE FOR MIDDLE SCHOOL STUDENTS

SHERYLLE J. TAN, PH.D.

It is important to introduce young students to college early especially since college attendance rates are predicted by uncertainty of college plans as early as sixth grade even after controlling for family demographics such as socioeconomic status (Eccles, Vida, & Barber, 2004). Middle school is a perfect time to expose students to college, especially middle school students who may not have ever been exposed to college due to their family circumstances.

On Friday, February 29, 2008, 125 middle school students were on campus for Inside College Day. Volunteer students along with many staff and faculty from the Berger Institute, Admission and Financial Aid Office, Career Services, Joint Science department, Kravis Leadership Institute, and Story House hosted students from a local Middle School in Ontario, California for an on-campus day. The goal of this event was to help disadvantaged students realize that a college education is an attainable goal no matter what their circumstance.

A full day of activities was arranged including two interactive science lessons, a campus tour, student information panels, lunch at Collins Dining Hall, information sessions from Mike Sutton, CMC Athletics Director, and Georgette DeVeres from Financial Aid, and a motivational graduation ceremony by the Dean of Students, Jefferson Huang. At the end of the day, middle school students were given backpacks with school supplies. Throughout the day volunteer CMC students hosted these students on campus and informally talked with them about college life. It is our hope that through their experiences, these young students will be motivated to think about college and their future.



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## GREETINGS FROM THE CHAIR

V. SUE MOLINA



At our last Advisory Board Meeting on December 3, we were fortunate to have Diane Halpern with us even though she was on sabbatical leave and had just returned from Hong Kong. Since Diane has decided not to return as Director of the Berger Institute when her sabbatical ends, we will miss her tremendous leadership and vision that she has demonstrated from the beginning of the Berger Institute. I have been a member of the Advisory Board since the formation of the board in 2002, and I know first hand how important Diane has been to the success of the Berger Institute. We will miss her.

Also with us at the December meeting was Heather Antecol, the Interim Director of the Berger Institute. Her experience in economics and her deep interest in family and work issues will be a great benefit for the Berger Institute.

The Advisory Board has continued to work on our Strategic Plan through our 3 committees: Strategic, Marketing, and Finance/Fundraising. The committees have been hard at work over the summer and fall and reported back to the entire Advisory Board at our December meeting. In addition to our Vision and Mission statements, we have narrowed our focus around three strategic pillars. They are research on 1) employer based policies that impact business and families, 2) issues of work and health to support employee productivity and strengthen families, and 3) issues of education to enhance skills for workers and educate parents. We now have a long-term marketing plan and a short-term action plan. And we are always looking for new ways of raising funds to support our research projects. This strategic process will continue through 2008, and during our March meeting, we will fine tune and further narrow our focus.

It has been my pleasure to serve on the Berger Institute Advisory Board since 2002. Over the past 6 years, we have conducted research and reported on many, many issues that affect families, employers, and government. Because there are so many opportunities and issues to explore, our challenge for the future is to stay true to our strategy and not be all things to all people. Through our research, we will strive to help individuals, families, and employers improve their family life and enhance productivity and the bottom-line.



## ADVISORY BOARD Q AND A WITH MICHELLE BAUMAN '89

Vice President of Labor Relations - NBC/Universal Studios

INTERVIEW BY MARYA HUSAIN '09

*Q* What made you get involved in the Berger Institute?

*A* The issues that the Berger Institute seeks to address are the issues that are nearest and dearest to my heart. From my own experience and from what I see around me, I see a huge need for more study and discussion about the impact of work on families. I was so thrilled to discover a research institute at CMC that is taking on these important issues in a proactive way. I wanted to share my own experiences and my enthusiasm to support the Berger Institute's mission.

*Q* Why are work and family issues important to you?

*A* I am extremely fortunate to have found a wonderful work/life balance that (most of the time) works well for everyone in my family. Since 2000, I have shared my job as Vice President and Labor Counsel at NBC/Universal with a dear colleague and I work between 25 and 30 hours per week. I have an interesting, well-paying job and I pick up my kids almost every day after school. I know that everyone in my family (including me) is better off because I work. My sons are still young (9 and 7) – and I am aware that I don't have too many more years of hands-on-parenting ahead of me. I'm thrilled that I get to spend a lot of time with them. But the fact that I work has given my husband a wider range of job options, it creates more financial stability, it gives me intellectual stimulation and adult interaction, and allows me to get my emotional needs met apart from my relationship with my children. These are just a few of the benefits I've received by staying in the workforce.

Women often come up to me wistfully and say that I have the "perfect" situation – and I am extremely grateful for what I have. But I don't have this role because I'm so special – I believe that there are many more opportunities for women to find a balance that works for their families. It takes willingness to be honest and creative and live with the "messiness" that comes with a rich, full, busy life! I hope that by sharing my experiences I will inspire others to look closely at what might be aligned for their families.

*Q* Is there some legislation that you think working families are not aware of, and could use to their potential benefit?

*A* There is a statute (that many people don't know about) that allows working parents to take up to 40 hours of unpaid leave to attend school events.

*Q* What is some legislation working against working families?

*A* I believe that the marriage penalty in the tax code (although this certainly isn't my legal expertise) is detrimental to two-income families.

*Q* What are some of the changes in corporations that you would like to see in their workplace?

*A* To me, policies have no meaning unless there is commitment behind them. I would like to see corporations do more than give lip service to flexible work arrangements. I would like to see leaders rewarded for their skill in supporting their employees' work/life needs. I would like for leaders to be more willing to test ways to make flexible schedules work. I would like for there to be more discussion and awareness of success stories. I believe that for family-friendly policies to take hold in the workplace – we need visionary and courageous leadership at all levels!

In addition, I would like to see forums created to provide families (and mothers in particular – because that's my interest) with more emotional support for their experience. I believe that women do an excellent job of supporting each other but often we are under the misimpression that the challenges we face are unique or private and we are ashamed to discuss them. I have found that most of the things I've struggled with as a working mom (child care, summer camp, dinner, homework, career ambition and ambivalence, guilt) are shared by everyone else. What a relief it is to get support and advice from someone who really understands! At the same time, I believe we all (but again mom's in particular) sell ourselves short and stay comfortable in our limitations. I would like to see more mentoring and more permission for everyone to find work that not only fits in with other obligations but also aligns our hearts and minds!

*Q) What are you currently working on?*

A) A million things - wrongful termination arbitration, residual audits, credit violation issue, and disability discrimination issue - I have a very varied role which keeps things interesting.

*Q) What do you like to do during leisure time?*

A) I love to read, hike, and cook (and eat!). I love to spend time with my friends and family. I enjoy running and exercise and an occasional yoga class. I have a mild addiction to Sudoku puzzles.

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## ADVISORY BOARD SPOTLIGHT

### MONIKA GRUTER CHENEY '95

Executive Director and President, Board of Directors  
The Gruter Institute for Law and Behavioral Research

INTERVIEW BY JUSTIN CAOUCETTE '08



Monika Gruter Cheney is head of the Gruter Institute for Law and Behavioral Research, a non-profit legal think tank in Portola Valley, California that was founded by her grandmother, the late Margaret Gruter. As Executive Director, Monika leads a team of scholars and professors with the purpose of using interdisciplinary behavioral research findings to inform law and public policy. “Law regulates behavior,” she says, regarding the role of behavioral research in policy, “so it makes sense to understand what

human behavior is.” The Gruter Institute emphasizes the idea that human biological research is rapidly merging with behavioral theories, making biology an important factor in policies aimed to regulate behavior.

Monika’s success in bridging behavior and policy comes partially from her background in law. Before assuming the role of Director for the Gruter Institute in 2003, Monika practiced law in the intellectual property and technology transactions group at Wilson, Sonsini, Goodrich & Rosati, in Palo Alto, California. During her practice she also served as legal counsel for the Gruter Institute in the position of Secretary of the Board. Prior to this she practiced in the litigation department of Thelen, Reid & Priest, focusing on commercial and government contracts defense litigation. Monika earned her J.D. in 1998 from Georgetown University Law Center and her B.A. in Philosophy, Politics and Economics and International Relations from Claremont McKenna College in 1995.

The Berger Institute is pleased to have Monika as a member of its Advisory Board. As a working mother of a 3-year-old son and a 9-month-old daughter, she relates to the mission of the Berger Institute in making it easier to balance work and family. Acknowledging the difficulty of maintaining a full-time career while having children, Monika encourages the use of social science research to seek “real solutions that can help both families and corporations.” She believes policies can be implemented which help create balance for working parents without taking away from the corporations employing them.

Monika envisions how the mission of the Gruter Institute can be extended to the realm of work and family and to the Berger Institute. “Many behavioral questions arise when we think about how to manage work and family [through policy],” she insists, citing the issue of how postpartum depression rates are affected by a mother’s return to work as an example of a research question that is of interest to policy-makers who legislate paid leave. “We want to know what we’re up against in terms of biology. Will new mothers suffer from health problems if they are obligated to return to work before they are ready?” Work-family policy, she advises, should take a cue from human biological research. “The more we understand about the biology of families, the better we can regulate the workplace to be family-friendly.”

In addition to biological research on postpartum depression in new mothers returning to work, Monika will also be leading the Gruter Institute in upcoming conferences on the interaction of emotions and legal institutions, the evolution of mechanisms for solving collective action problems, and the role of neuroscience for judges.

# CALIFORNIA PAID FAMILY LEAVE: MOVING FORWARD WITH OUR NEW MOMS STUDY

STACY ANN HAWKINS, MA

Claremont Graduate University

California Paid Family Leave is currently the only state family leave policy that provides financial benefits (Washington's family leave policy is scheduled to begin in October, 2009). The California Paid Family Leave (CPFL) program offers six weeks of leave and up to 55% pay to care for an ill family member or bond with a new baby. To learn more about CPFL and mothers' experiences in the first few months after having a baby, we have been working on a research project that surveys mothers approximately 2 months after they have a new baby. Through breastfeeding consultants, Mommy and me classes, and state-wide mailings, we have sent surveys and disseminated information on CPFL to new mothers throughout the state.

We are excited to report that we have received surveys from over 300 new mothers! We are still collecting follow-up surveys (which we collect about 10 weeks after the initial survey), and we hope to have at least 200 mothers complete our follow-up surveys by the end of the school year.

With the data we have collected, we will be able to learn more about mothers' thoughts and feelings in the first few months postpartum, and many are encouraged by our efforts. One mother wrote, "I appreciate the fact that there are people who want to know how 'new mothers' feel and care for their children. I believe that with this survey many other mothers will feel the same. Thank you." Another new mother said, "I think this is a great survey and hope it helps."

We have already done some preliminary analyses, and this spring, we will have the opportunity to present some of our findings at the 2008 Western Psychological Association Conference in Irvine, California. Justin Caouette '08, and Marya Husain '09, will present a poster on the connection between supervisor support and use of the California Paid Family Leave program. Their analyses revealed that mothers using CPFL felt more support from their supervisors than mothers who did not use the program, indicating that if their supervisors are less understanding of mothers' concerns about work-family balance mothers may be less likely to use CPFL.

Two other papers will be presented as a part of a larger symposium about family-friendly work environments and quality of life. I will head up a presentation, with Sherylle Tan and Freda Feng '09, that examines differences in mothers' perceptions of their work environments while on maternity leave and after they have returned; we have found that mothers perceive more workplace flexibility after returning from maternity leave. In addition, Sherylle Tan, Maciel Hernandez '08, and I will present our findings about the relationship between supportive work environments and postpartum depression. Our preliminary results indicate that a more supportive work environment is associated with less severe postpartum depression. Diane Halpern will serve as the discussant for this symposium, providing her unique insight into the importance of this topic and the relevance of these findings in the real world.

We are very eager to finish data collection and analysis so that we can better understand both the California Paid Family Leave Program, and the work and family lives of new mothers.

Stay tuned – we look forward to sharing our findings with you!



## Fast facts about Paid Family Leave

- Provides benefits but does not provide job protection or return rights.
- Provides eligible workers partial wage replacement when taking time off work to care for parents, children, spouses, and registered domestic partners or to bond with a new minor child.
- Covers all employees who are covered by SDI (or a voluntary plan in lieu of SDI).
- Offers up to 6 weeks of benefits in a 12-month period.
- Provides benefits of approximately 55 percent of lost wages.

In California, it's the law.  
**Paid Family Leave**  
 Insurance Program  
 The time to care. 1-877-238-4373

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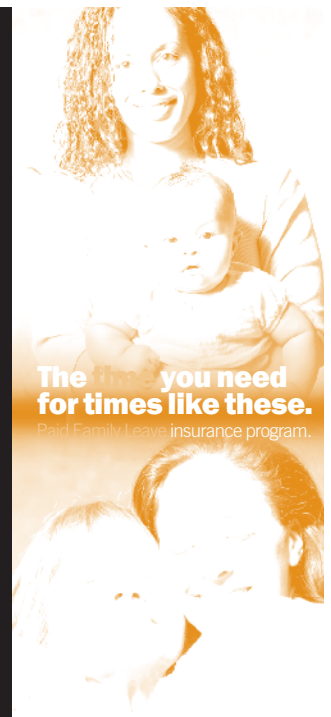
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## IMPROVING MENTAL SKILLS AMONG HIGH SCHOOL CALCULUS STUDENTS

PATRICK WILLIAMS

Claremont Graduate University

Being able to visualize things spatially is an important skill to have in the fields of math and science, as well as in everyday life. For example, such skills are useful when rearranging furniture in a house, when parking your car, or even when playing video games. Visuospatial skills are not traditionally focused on in school, though researchers have recently run spatial training interventions at the undergraduate level and successfully improved classroom performance in relevant classes and college retention among participating first year undergraduate engineering students.

Over the past year, we have implemented a similar intervention among high school advanced placement (AP) calculus students at local high schools during school hours. This project seeks to determine whether a similar visuospatial training course among high school students leads to increased performance in mathematics. The participating students expressed that they enjoyed the challenge in learning visuospatial skills because of the potential positive gains to their educational outcomes.

All participating students intend to take the AP Calculus examination this May. The aforementioned intervention will allow us to examine the effect of visuospatial skills training on the test scores from the May AP Calculus examination. We look forward to sharing these results in the coming year.



Mental Gymnastics for Math and Science

The Berger Institute of Claremont McKenna College

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## HOW WOMEN IN REAL ESTATE COMBINE WORK AND FAMILY

CARLI STRAIGHT, MA

Claremont Graduate University

The research team at the Berger Institute was interested in learning about the work and family experiences of women in residential real estate, a field that has traditionally employed many women, yet can demand long work hours. In particular, we wanted to know about current job satisfaction, mentoring relationships, and work life balance. Past research has shown that women in residential real estate are able to advance and achieve success at comparable rates to their male counterparts, contrary to the pattern seen in many other career fields where women still trail men in leadership and high-earning positions, such as law. We wanted to see which factors associate with the positive experiences women report in their careers in residential real estate.

We invited all members of the Women's Council of Realtors, a division of the National Association of Realtors, to respond to an on-line survey. We received data from 585 members. Membership is open to male and female realtors or associates, professionals in an affiliated field, and executive officers of realtor organizations in the United States. Most of the participants were White (89%), with an average age of 50.3 years old, had worked in real estate for an average of 13.6 years. They were in their current positions for 9.6 years, and worked, on average, 47 hours per week.

CONTINUED FROM PREVIOUS PAGE....

## HOW WOMEN IN REAL ESTATE COMBINE WORK AND FAMILY

The majority reported a starting annual salary of less than \$65,000 and a current annual salary of \$105,000 or more. Although most participants were currently married (71%), 50% had been divorced at least once, a value that is close to the current national average.

Preliminary results indicate that an overwhelming majority of participants are satisfied with their jobs and few intend to leave the field within the next five years. Participants indicated that the following are important factors that would influence their decisions whether or not to leave: better wages/benefits in next job (32%), long work hours (21%), difficulty integrating work with family life (21%), work load pressure (19%), unsupportive work environments (18%), and retirement (17%). We were surprised to learn that twice as many women had a break in their employment for elder care (6%) than for child care (3%). We expect the need to care for elder parents and others will continue to increase as our population ages, making elder care a greater concern for working adults than child care.

Based on previous research, we expected that mentoring relationships may enhance the experiences and, consequently, increase the success of women working in residential real estate. Our data confirmed this trend. In fact, participants were more satisfied with their jobs if they currently had a mentor who works in real estate. Also, those participants who currently have a mentor in real estate are less likely than those who do not to intend to leave the field within five years, although we cannot conclude that mentoring caused them to be more satisfied with their work because the reverse relationship is also possible. That is, being satisfied with one's work could lead someone to develop a mentoring relationship. Participants reported that the quality of their mentoring relationships was high and almost all noted that a benefit was encouragement and support from their mentor. Notably, participants with a mentor in real estate reported lower current annual incomes than those who did not. However, this result appears to be explained by the fact that those who indicated they had a mentor were younger than those who did not and may not have made income gains comparable to their older counterparts.

Eighty-two percent of participants are mothers. Although many of these women have adult children, 14% are currently working while raising children under 18 and another 20% were working mothers at some point during their careers in real estate. Paradoxically, despite such a high percentage of mothers in our sample, participants held somewhat negative attitudes toward working mothers. Specifically, they indicated beliefs that children are negatively impacted when their mothers work, suggesting that even mothers who work share the negative perceptions of working mothers that are true for other segments of the population. As a whole, participants indicate a good sense of work-family balance and are more satisfied with their current job the less it interferes with their family life.

Data are still being analyzed and more interesting trends may yet be discovered. Upon completion of data analysis we will share our findings with all interested parties as well as the executive board of the Women's Council of Realtors. This paper will contain recommendations for future best practices within the field of residential real estate, which will include assisting real estate professionals in handling the dual demands of work and family, establishing mentoring programs, social support for realtors who have family care responsibilities, and providing information from the child development literature that shows that working mothers do not harm their children.



## WHERE IN THE WORLD WAS DIANE HALPERN?

BY FREDA FENG '09

Dr. Diane Halpern is currently on sabbatical for the academic year of 2007-2008. So, what has she been up to? As you know, Dr. Halpern does not let one minute slip by without making good use of it, but I was fortunate to have some time with Dr. Halpern this semester to talk about her work and accomplishments last fall.

Dr. Halpern had two main goals for her sabbatical in China. The first consisted of working with Fanny Cheung of The Chinese University of Hong Kong on a new book, and the second was working with K-T Hau of the Hong Kong Schools and The Chinese University on a series of projects aiming to improve the standards and efficiency of education in China.

Within the next two years, China is preparing to undergo an immense transition by increasing the length of its public education for primary and secondary schools from a total of nine years to 12 years. In addition, China will extend the length of undergraduate university education from a normal three year period to four years. Hence, China is facing a great increase in the need for educators and a need to improve Chinese teaching styles so as to bring the best results. This is where Professor Halpern's Critical Thinking Assessment (CTA) comes into play. In the fall months, she had the CTA translated from English into Mandarin, administered the assessment to thousands of students, and has already implemented research findings from the Critical Thinking Assessment into the curriculum of hundreds of teachers and students. I asked Dr. Halpern whether it was difficult to translate the CTA and find participants to administer the CTA. Dr. Halpern replied, "Not at all, the one thing you have in China is a lot of people! It was literally mind boggling."

Dr. Halpern's other large project was with Fanny Cheung at the Chinese University in Hong Kong. They co-authored a cross-cultural book titled *Women at the Top: Powerful Leaders Tell Us How to Combine Work and Family*. The book is based on interviews with more than 60 women in powerful leadership positions who also had a great deal of responsibilities at home (see page 15 for more information on Dr. Halpern's new book).

As for her personal experiences in China, Dr. Halpern mentioned that she tried very hard to learn how to speak Mandarin, but confessed that absolutely no one understood a word of what she was trying to say. On a larger scale, Dr. Halpern believes that this period of time in China's history is one of the best times for women to make advances in careers of all fields ranging from education to manufacturing. However, in much of the rural areas of China, she could still see a lot of poverty, and the cultural belief that a woman's role is to stay at home and tend to the children is still very strong in those areas.

During her spare time, Dr. Halpern was also able to visit Japan and consult PBS on a documentary they were working on called *Women and Men*. She also was able to do some traveling in Thailand and Cambodia with her husband before starting work in Hong Kong.

For her plans this semester, Dr. Halpern is already busy working as the third author on an Introduction to Psychology textbook book called *Psychological Sciences*, 3rd Ed. The textbook is expected to be published next year. She is also the chair of the National Conference on Undergraduate Education in Psychology, which will be held in June at the University Of Puget Sound in Tacoma, Washington.

Dr. Halpern is definitely making great use of her sabbatical time and even though we missed her very much at the Berger Institute, her presence and spirit (via Skype) were always with us and we know she has done some incredible work overseas in the past couple of months.



## BERGER INSTITUTE CLASS OF 2008

SHERYLLE J. TAN, PH.D.

Associate Director

As the associate director, I have the honor of working with wonderful and brilliant students at the Berger Institute. As I work with each student, I also have the opportunity to watch them grow and blossom into wonderful researchers and adults. A piece of them will also be a part of the Berger Institute as each one of them has contributed in their own ways to our research projects, our conferences and events, and our everyday operations. Our students are why we are here and help us to thrive and grow as an institute.

As we reach the end of another academic year, our Claremont McKenna College seniors look forward to graduation and their future. The faculty and staff at the Berger Institute never really say goodbye to our students, but instead celebrate the exciting future that lies ahead of them. We hope that from their time at the Berger Institute they have had the opportunity to gain experiences and knowledge about the importance of work and family issues and take that information with them in their new endeavors. We wish them all the best of luck.



### JUSTIN CAOQUETTE

I have had a terrific experience working for the Berger Institute over the past year. It is a privilege being part of a research program with such clear and important goals. When I was a freshman at CMC in 2004, I made it a long-term

objective to achieve an assistant research position at the Berger Institute. At the time, I was interested in how single-parent and same-sex parent upbringings impact children's emotional development. My interests have expanded since I started working at the Berger Institute in early 2007, and I hope to extend work-family policy research into the realm of social neuroscience.

Over the past year at the Berger Institute, Sherylle Tan and Diane Halpern have provided me with a helpful introduction to the research process by allowing me to work on an ongoing study examining the role of California Paid Family Leave in new mothers' work and family responsibilities. I will make my first poster presentation at the Western Psychological Association's annual conference in April, focusing on the importance of supervisor support in the use of paid leave.

It may have been fate, or just lucky timing, that I began exploring topics in neuroscience at about the same time I started helping with research projects at the Berger Institute, because my increasing fascination with the incorporation of biology into work-related public policy and economics has inspired me to pursue a research career bridging the law with the brain. After graduation, I will be applying to a number of graduate programs in psychology. My main career goal is to contribute to a research program that examines human social behavior from a cognitive neuroscientific perspective.

### MACIEL HERNANDEZ



It's February and the idea of graduating is slowly sinking in. I'm looking forward for next year's prospects for graduate school while also trying to enjoy the goodness CMC has to offer until I have to say farewell. Precisely three years ago, I started my research assistantship at the Berger Institute. I have had the opportunity to work on several research projects in different roles, present in research conferences, and help plan events sponsored by the Berger Institute. More than work experience, being around students and mentors who encourage personal development has supported my growth as a researcher, a student, and a person. I have learned firsthand about the value of research and its impact on daily life. Before attending CMC, I knew that I would use my education to serve my community but I didn't know what that would look like.

This fall, I will enter a doctoral program in developmental psychology at the University of California and will research issues in education to help my community. I would like to expand our knowledge of the intersections between education, culture, and achievement. Ten years from now, I see myself as a professor and researching the topics that I am most passionate about. Without a doubt, the people at the Berger Institute have impacted my life. I am so happy to have contributed to the amazing work that the Berger Institute does and am truly blessed to have such supportive mentors that expect great things from all students and go out of their way to help see their goals become reality. Thank you for being familia.

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## COMING SOON TO A BOOKSTORE NEAR YOU...

### **THE CHANGING REALITIES OF WORK AND FAMILY: AN INTERDISCIPLINARY APPROACH**

(forthcoming in 2008).

Edited by Amy Marcus-Newhall (Scripps College), Diane F. Halpern (Claremont McKenna College), & Sherylle J. Tan (Claremont McKenna College)

Wiley-Blackwell Publishers, [www.blackwellpublishing.com](http://www.blackwellpublishing.com)

ISBN: 9781405163453

Changing Realities of Work and Family is an interdisciplinary volume that examines the multiple realities of work and family from academic, commercial, and political perspectives. The book:

- Brings together works by an extraordinary list of contributors, including Jane Swift, former governor of Massachusetts; practitioners from industry; the leading attorney in discrimination against mothers and pregnant women; and outstanding academics from psychology, business, economics, and human relations
- Examines work and family in the political arena, gay and lesbian workers, work and family as it relates to age, single mothers, and the role of culture and community
- Includes original empirical articles written expressly for this work, in which the most current research on the field of work and family will be presented
- Provides “real world” examples of the intersection of work and family in such fields as business, government, and the law

### **WOMEN AT THE TOP: POWERFUL LEADERS TELL US HOW TO COMBINE WORK AND FAMILY**

(forthcoming 2008).

By Diane F. Halpern (Claremont McKenna College) & Fanny M. Cheung (Chinese University of Hong Kong)

Wiley-Blackwell Publishers, [www.blackwellpublishing.com](http://www.blackwellpublishing.com)

ISBN: 978-1-4051-7105-2, Release: Sept/Oct 2008.

Very few women make it to the top of their profession and among those that do, almost half have no children or other caregiving responsibilities. The message for working women everywhere has been clear—to make it to the top you have to pick one—your family or your career. In this groundbreaking book, two experts present a new look at how women can create dually-successful lives. Women everywhere would like an answer to the universal question of how to succeed in their profession when they are also wives, mothers, and family caregivers. Using the best psychological research and personal interviews with 62 women with families and prominent leadership positions in the U. S., China, and Hong Kong, *Women at the Top* examines the most pressing question of our time—can women have it all?

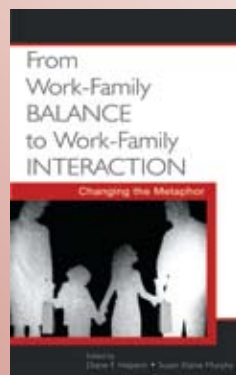
## RECENT PUBLICATIONS:

### **FROM WORK-FAMILY BALANCE TO WORK-FAMILY INTERACTION: CHANGING THE METAPHOR**

edited by

Diane F. Halpern and Susan Elaine Murphy

This book brings together a superb panel of interdisciplinary experts to discuss a broad range of topics that pertain to work and family with the goal of helping employers and working families understand the work-life options that are available so they can make choices that offer returns-on investment to employers, families, and society at large that are consistent with personal and societal values.



Lawrence Erlbaum Associates, Inc. (2005)  
ISBN 0-8058-4887-8

### **CURRENT ISSUES AT THE INTERSECTION OF WORK AND FAMILY**

edited by

Diane F. Halpern and Heidi R. Riggio

American Behavioral Scientist

Volume 49, Number 9 (May 2006)

Volume 49, Number 10 (June 2006)

The largest social change in the last 50 years has been the involvement of more women in the formal workforce. The May 2006 and June 2006 volumes of the American Behavioral Scientist look at how this powerful transformation has impacted the venerable foundations of work and family, and reflect on the changes needed in organizational practices, social and public policy, families, and society in general to adapt to the changing 21st century workforce.

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