

Berger Institute for Work, Family, and Children

Winter 2001 - Vol. 1

Berger Institute Advisory Board Members

Dr. Diane F. Halpern
Director

Dr. Ronald T. Brown
*Medical University
of South Carolina*

Dr. Sandy Burud
*Independent Consultant,
Child Care Expert*

Mr. James Cheney
Hathaway Children and Family Services

Dr. Mihaly Csikszentmihalyi
Claremont Graduate University

Dr. Bob Drago
Pennsylvania State University

Ms. Janet M. Dreyer
*Claremont McKenna College
Children's School*

Mr. Robert N. Gold
Consulting Connections

Dr. Lynn A. Karoly
Rand Corporation

Ms. Donna M. Klein
Marriott International

Ms. Candice Lange
Eli Lilly Company

Mr. Sanford Weiner
Social Studies School Service

Dr. Sheldon Zedeck
University of California, Berkeley

Our Address:

**The Berger Institute
for Work,
Family, and Children**

850 Columbia Ave.
Claremont, CA 91711
Phone (909) 607-2928
Fax: (909) 607-9672

E-mail:

bergerinstitute@claremontmckenna.edu

For more information about the
Berger Institute please visit our website:
<http://berger.claremontmckenna.edu>

CLAREMONT MCKENNA COLLEGE



CELEBRATING OUR INAUGURAL YEAR

I am pleased to announce the Inaugural Year for the Berger Institute for Work, Family, and Children at Claremont McKenna College, a member of the Claremont Colleges in California. We are beginning several research and educational projects for the coming year and invite you to join with us in this exciting venture. Check our web site for a listing of the projects we are working on, information about our speakers series, educational materials that are being developed (including a research instrument we are testing), and background information about affiliated faculty and student researchers.

We welcome your good ideas for the institute, random thoughts on work and family issues, and good wishes.

Diane F. Halpern

Director, Berger Institute for Work, Family, and Children

2001-2002 INAUGURAL SPEAKERS SERIES

The Spring 2002 Berger Institute Speaker Series will be presented at Marian Miner Cook Athenaeum on the campus of Claremont McKenna College. The Athenaeum provides an intimate and comfortable setting for the gathering of students, faculty and interested members of the community to hear our speakers.

Maya Ajmera: Thursday, October 4, 2001

Founder, Global Fund for Children

Social Entrepreneurship and Venture Philanthropy: The Evolution of the Global Fund for Children

Diane F. Halpern: January 30, 2002

Director of Berger Institute for Work, Family, and Children

Understanding Cognitive Sex Differences With the Wisdom of the Hoca

Ann Crittenden: February 18, 2002

Author, Journalist

Are Mothers As Important As Warriors?

Barbara Schneider: March 4, 2002

Co-chair, Chicago Center on Working Families

Today's Working Families: The Importance of Quality Time

Hedrick Smith: April 1, 2002

Journalist, Author and Producer

Juggling Work and Family

Cathy Guisewite: April 2, 2002

Cartoonist

Twenty-five Years with Cathy

Duncan Thomas: April 15, 2002

Labor Economist, University of California, Los Angeles

The Real Costs of an Economic Crisis: Evidence from Indonesia

Programs begin at 6:45 pm

For more information on the Athenaeum, please visit the website:

www.claremontmckenna.edu/mmca/

(Continued on page 2)

(Continued from page 1)

2001-2002 INAUGURAL SPEAKERS

Maya Ajmera: October 4, 2001

Founder, Global Fund for Children

Social Entrepreneurship and Venture Philanthropy: The Evolution of the Global Fund for Children

While today's market-driven economy usually focuses on the accumulation of financial riches, Maya Ajmera is more concerned with another kind of wealth: social wealth. Understanding that the resources of social wealth are the world's children, she founded The Global Fund for Children (GFC) in 1994. Ajmera, the fund's executive director, will provide a glimpse of her journey to begin, build, and sustain GFC. She will also provide insights on nonprofit and for-profit collaborations and venture philanthropy intertwined with advancing the human rights



of children and youth around the world.

GFC is a global grant-making organization that invests in community-based organizations serving vulnerable children's groups such as child laborers, street children, AIDS orphans, females, and other disadvantaged groups around the world. Ajmera is also the founder of GFC's children's book publishing venture, Shakti for Children and has developed many award-winning titles, including *Children from Australia to Zimbabwe*, *To be a Kid*, and *Extraordinary Girls*.

Currently, Ajmera serves on the National Executive Board of the Frank Porter Graham Child Development Center at the University of North Carolina at Chapel Hill and Washington Area Women's Foundation and the Advisory Boards of Youth Philanthropy Worldwide and the Emerging Markets Foundation.

Maya Ajmera's visit to CMC is cosponsored by the Kravis Leadership Institute and the Berger Institute for Work, Family, and Children.

Diane F. Halpern: January 30, 2002

Director, Berger Institute for Work, Family, and Children

Understanding Cognitive Sex Differences With the Wisdom of the Hoca



The ways in which women and men are similar and different and why we have these differences is a topic that we have all thought about and argued over. Research into the many questions about sex differences and similarities in intelligence is fraught with political minefields and emotional rhetoric from all ends of the political spectrum. Some psychologists and others are opposed to any comparisons of women and men, fearing that the findings will be misused in ways that support a misogynist agenda, affirmative action, or discrimination based on one's sex. Such fears are understandable however, Professor Halpern counters that sex is a fundamental component of everyone's identity; It is the primary way of classifying humans into groups. Does it make sense to ignore such a primary variable or pretend that it is not important? Professor Halpern will synthesize a large body of research that has investigated similarities and differences in the cognitive abilities of males and females. She rejects the age-old tug-of-war between nature and nurture, replacing it with a psychobiosocial model for understanding the complex relationships between sex and cognition.

Diane F. Halpern, is Professor of Psychology and Director of the Berger Institute for Work, Family and Children at Claremont McKenna College. For the last 20 years, she was a professor in the psychology department at California State University, San Bernardino. She is the author of many books and hundreds of journal articles including: *Thought and Knowledge: An Introduction to Critical Thinking* (4th edition is coming soon). *Thinking Critically About Critical Thinking* (1996), and *Sex Differences in Cognitive Abilities*, (3rd edition, 2000), and (with M. Hakel, Eds. in press), *From Theory to Practice: Applying the Science of Learning to the University and Beyond*.



Ann Crittenden: February 18, 2002

Author, Journalist

Are Mothers As Important As Warriors?

Ms. Crittenden will discuss the ancient archetypes of the Mother and the Warrior. She will discuss the reasons that caring and nurturing, the traditional female contribution to society, is still not valued as highly as the traditional male contribution.

Ann Crittenden is the author of *The Price of Motherhood: Why the Most Important Job in the World is Still the Least Valued*, and *Killing the Sacred Cows: Bold Ideas for a New Economy*. She was a reporter for *The New York Times* and a Pulitzer Prize nominee. She has also reported for *Fortune* and *Newsweek*. Her articles have been published in *The Nation*, *Barron's*, *Foreign Affairs*, *McCall's*, and *Working Woman* among others. In addition, she has been a visiting lecturer at M.I.T. and Yale, has been economics commentator for *CBS News*.

Reviews of the Price of Motherhood

"Powerful and important. . . Written with a fine passion, The Price of Motherhood challenges the received ideas of economists, feminists and conservatives alike and ought to be read by all of them." – Paul Starr, *The New York Times Book Review*

"A scathing indictment of policies that cheat mothers . . . Crittenden turns out a fresh, persuasive argument. Sure to inspire vigorous debate." – Megan Rutherford, *Time*

"Fascinating . . . shows how women have been consistently denied social, and more importantly, monetary equality for raising their families." – Susan Straight, *Los Angeles Times*

Barbara Schneider: March 4, 2002

Co-chair, Chicago Center on Working Families

Today's Working Families: The Importance of Quality Time

Dr. Schneider will discuss the struggle that working families face in finding family time and the critical importance of that time for the development of the children and the family as a unit.

Barbara Schneider is the co-director of the Alfred P. Sloan Center on Parents, Children and Work at the University of Chicago and is a recognized expert on families and school. Her latest publication, co-authored with David Stevenson is titled *The Ambitious Generation: America's Teenager, Motivated but Directionless*. She is a Professor of Sociology at the University of Chicago and Senior Social Scientist at the National Opinion Research Center (NORC). Dr. Schneider has published numerous articles, chapters, and books on families, adolescent development, and educational policy including, *Parents, Their Children, and Schools*; *Transforming Schools, Redesigning American Education*; and *Adolescent Years: Social Influences and Educational Challenges*.



Hedrick Smith: April 1, 2002

Cosponsored with the Gould Center for Humanistic Studies

Journalist, Author, and Producer

Juggling Work and Family

Hedrick Smith will discuss the topic of balancing work and family illuminated in his latest PBS series. In the program, Hedrick Smith talked with a range of working Americans about how they handle the challenge of demanding jobs and the need to raise a family or look after aging parents.

"These are tough issues that are troubling people nationwide," says Hedrick Smith. "Spending too much time on the job and too little with the family has become a chronic problem in America, and this problem is forcing its way onto the national agenda.

(Continued on page 4)

Hedrick Smith *(Continued from page 3)*

Mr. Smith will also relate his experiences as an independent filmmaker, journalist, and author. Hedrick Smith is a Pulitzer Prize winning journalist and author of several bestselling books. He has created and hosted twelve award-winning PBS prime-time specials and series on Washington's power game, Soviet perestroika, the global economy, education, and teen violence. His PBS production, **Juggling Work and Family**, recently aired nationwide in prime time. For 26 years, Smith served as a correspondent for *The New York Times* in Washington, Moscow, Cairo, Saigon, Paris and the American South. In 1971, as chief diplomatic correspondent, he was a member of the Pulitzer Prize-winning team that produced the *Pentagon Papers* series. In 1974, he won the Pulitzer Prize for International Reporting from Russia and Eastern Europe. From 1976-

Cathy Guisewite: April 2, 2002

Cartoonist

Twenty-five Years with Cathy

In 1976, Cathy Guisewite became the first woman to break the "paper ceiling" of the comic pages with her comic strip "Cathy," the first widely syndicated humor strip by a female cartoonist. Cathy is read by millions of fans in 1,500 newspapers. The strip was revolutionary not only because it starred a female, but also because it was emotionally honest about the conflicting feelings that many women had in 1976. The topics may have changed over the years from issues like the right to work to the difficulties associated with having a career and a family, but the themes remain the same. Ms. Guisewite



identified these themes as "the four basic guilt groups – food, love, mom and work." Although Ms. Guisewite's life has changed in many ways since she began the comic strip, she insists that she and her character share many of the same challenges in life. "We are both trying to be dynamic business people, nurturing homeowners, loving partners, environmentally correct citizens, financial wizards, loyal friends, community activists, great parents (Cathy to her dog), and a size 5 all at once. Also, we're trying to find the appropriate outfit and matching shoes for each life role."

Ms. Guisewite is the recipient of numerous awards, including the prestigious Ruben Award for "Outstanding Cartoonist of the Year" from the National Cartoonists Society in 1993. The strip has also been nominated for "Best Comic Strip" on many occasions. In 1987, Guisewite received an Emmy for "Outstanding Animated Program" for her first animated special, "CATHY," and two more specials have been broadcast, "CATHY's Last Resort" and "CATHY's Valentine," both receiving high acclaim from critics. In 2001, Guisewite was presented a Genesis Award from the Ark Trust Foundation for her comic strips promoting animal issues such as anti-fur usage and adoption of older animals from shelters.

Duncan Thomas: April 15, 2002

Labor Economist, University of California, Los Angeles

The Real Costs of an Economic Crisis: Evidence from Indonesia

Duncan Thomas will discuss the impact of the economic crisis in Indonesia on work, child and adult health, child education and consumption in that country. The information was gleaned from the Indonesia Family Life Survey conducted by RAND in collaboration with UCLA and *Lembaga Demografi*. The study looked at changes in family and individual well being that included expenditure patterns, employment and earnings, education, health care and family planning. Results suggested that the economic upheaval in Indonesia had the greatest impact on investments made in children, especially in the poorest sector of the economy.

Dr. Thomas is a Senior Economist at the RAND Labor and Population Program and a professor in the Economics Department, at UCLA. His research interests include the economics of household decision-making; the well being of children; and investments in human capital including health and education.

Our Research

Diane F. Halpern, Ph.D.

Dr. Halpern is a cognitive psychologist with specialization in understanding sex differences and similarities in cognitive abilities and in applying the science of learning to enhance critical thinking skills. As the new director of the Berger Institute for Work, Family, and Children, she is beginning a research agenda that examines the complex interactions of work and family and their effects on adults and children. She is particularly interested in the psychosocial and economic effects of flexible work arrangements, the effects of unemployment on families, and the conflict and support that results from playing multiple roles.

Beth Ann Donaghey, Administrative Assistant

Ms. Donaghey is completing her Ph.D. in psychology from Emory University.

Research Fellows

Heather Antecol, Ph.D.

Dr. Antecol is an economist who specializes in labor economics.

William Ascher, Ph.D.

Dr. Ascher is a Donald C. McKenna Professor of Government and Economics with interests in public policy and political science.

Frederick R. Lynch, Ph.D.

Dr. Lynch is in the government department and specializes in work force diversity management, organization of health care, inequality and public policy, political and social movements and juvenile delinquency.

Jennifer Ward-Batts, Ph.D.

Dr. Ward-Batts is a economist who specializes in labor economics, economic demography, and economics of the family.

We are pursuing the following research projects:

PLACEMENT IN ADOPTIVE FAMILIES; CHARACTERISTICS AND OUTCOMES: We are working with the Kinship Center in Orange County, CA to examine the family and work variables that influence decisions to place children in adoptive families and the ways that these variables influence the outcome of placement, including readiness for school and psychological attachment to the adoptive family.



Erin Kappenberg, graduate student working with Berger Institute, and Deborah N. Silverstein, Kinship Center Director, discuss the adoption project.



Sandy Uyekubo, senior at Claremont McKenna College, working on thesis project.

UNDERSTANDING BACKLASH AGAINST FAMILY FRIENDLY WORK POLICY:

Sandy Uyekubo, a student at Claremont McKenna College is examining the psychological

components of backlash to family friendly work policies as a function of (1) general attitudes toward women, (2) attitudes toward working mothers, and (3) social justice/fairness attitudes (e.g., Is it fair to provide benefits to working parents that are not available to other workers?). Her assessment instruments will be available soon at the Berger Institute website. (<http://berger.claremontmckenna.edu>). Sandy's research is her senior thesis project.

FAMILY LEAVE POLICY AND FERTILITY DECISIONS: We are examining the influence that the implementation of the Family Leave Act and other leave policies have had on fertility decisions made by dual career couples.

Also on the Berger Institute web site: "Applying the Science of Learning to the University and Beyond: Cognitive, Social and Motivation Factors." When you enter (by clicking on the brain to . . . learn more), you will find audio interviews with leading researchers in the science of learning, a "rant against the university," where psychologists debate the future of the university, up-to-date annotated bibliography of empirical research to enhance teaching and learning with implication for college classrooms, and more.

Click on: <http://berger.claremontmckenna.edu/asl/>



Katy Trenholme, sophomore at Claremont McKenna College, working on the adoption project.

Our Mission

Integrating the fields of psychology, economics, and public policy to study the challenges that face working individuals, families, communities, and the economy.

The Berger Institute for Work, Family, and Children advances knowledge about the complex interactions between work and family through education and research. Students, faculty, and staff research a broad range of work-family issues including the effects of changing demographics (increased number of women and older adults in full-time employment), conflict and support from multiple social roles (e.g., parent, child, employee, spouse), and family and societal factors that contribute to family-friendly workplaces. Psychosocial, economic, and public policy issues will be examined.

The Berger Institute for Work, Family, and Children was made possible by the generous contribution of the H.N. and Frances C. Berger Foundation. **n**
