

FATHERHOOD QUANTITATIVE RESEARCH STUDY

In June of 2010, the Center for Work & Family at Boston College published a study entitled *The New Dad: Exploring Fatherhood within a Career Context*. Interviews were conducted with 33 fathers with young children to better understand how today's men view their role as fathers and the impact this has on their career intentions, aspirations, attitudes and behaviors. Our findings from this study pointed to a profound shift that may be taking place with today's new dads in terms of their commitment to care-giving and to more equally sharing parenting responsibilities with their spouses. It is important that we examine this change further to understand the potential impact it may have on men's career aspirations, and the implications of that for their employers.

Accordingly, as a follow-up to this interview-based study, we are now designing a quantitative study to explore these findings with a larger sample of new dads, which will allow us to test our hypotheses and validate (or not) the conclusions derived from our prior work. We plan to study the impact that fatherhood has had on the fathers themselves and on their companies as we aim to better understand the current state of men's identities regarding careers, care-giving and the relationship between the two.

Our plan is to survey fathers in at least five of our CWF member organizations to assess their perceptions regarding a number of factors including:

- Personal impact:
 - Changes to their identity as a result of becoming a father
 - Their involvement in care-giving
 - Their definition of success
 - Any changes to their career aspirations as a result of becoming a father
 - Their experience of work-life conflict
- Workplace impact:
 - How their work expectations may have changed after becoming a new father
 - The managerial support they receive
 - Their use of flexible work arrangements
 - The supportiveness of their company culture
 - Ways in which their organizations could better support their dual role as employee and father

We are currently recruiting companies to participate and to be leaders in this important study. Participating organizations will be asked to identify potential study participants, communicate the importance of the study to them, and send out an email message with a link to the on-line survey. We expect it will take participants approximately 20 minutes to complete the survey. We will analyze the data and provide information back to the companies, and will provide a summary report of the findings across all of the participating companies. We will ensure employee confidentiality, and also company confidentiality if you so desire.

If you are interested in having your organization participate in this important and timely study, please contact Brad Harrington brad.harrington@bc.edu or Fred Van Deusen vandeus@bc.edu. We hope you will participate.