

Curriculum Vitae

MARCIE PITT-CATSOUPHES, PhD
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EDUCATION

Boston University, Boston, MA

Doctorate of Philosophy: Dual Degree in Sociology and Social Work

Boston College Graduate School of Social Work, Chestnut Hill, MA

Masters of Social Planning/Masters of Social Work

Tufts University, Medford, MA

Bachelor of Arts in Child Study, *Summa Cum Laude*

HONORS

Academic Honors

Phi Beta Kappa

Eliot-Pearson Department of Child Study Award

Professional Honors

Work/Life Legacy Award, 2007

Co-authored paper, "Do options for job flexibility diminish in times of economic uncertainty?" nominated for the Rosabeth Moss Kanter Best Work-Family Paper 2015

Recognized as among the Top Women Social Researchers by Michael J. Holosko¹, John R. Barner², and Junior Lloyd Allen (2015, August online publication). Citation Impact of Women in Social Work: Exploring Gender and Research Culture. *Research on Social Work Practice*, 1-7. doi: 10.1177/10497315155598374

SELECTED WORK EXPERIENCE

- Focus on economic securities and social justice at the workplace.

Boston College School of Social Work, Chestnut Hill, MA. 1999 – present.

Professor

Director of the Social Work Ph.D. Program. Co-founded the Social Innovation and Leadership Initiatives at the GSSW. Faculty member of the Older Adults & Families Concentration. Teaches advanced macro practice courses and doctoral seminars.

Sloan Center on Aging & Work at Boston College, Chestnut Hill, MA. 2005 - 2015

Founding Co-Director

Established multi-disciplinary research center with multiple studies. Responsible for the oversight of all the Center's primary activities including research agenda, employer engagement activities, media relations, publication of reports and summaries about the research, development, and financial management.

Boston College Center for Work & Family, Chestnut Hill, MA. 1997-1999.

Director

Overall responsibility for the Center's strategic vision, fundraising, project development, and management oversight. Established new initiatives at the Center including on-line networks and information service, measurement initiatives, and a global work/life network. Founder and Director of the web-based, global Sloan Work and Family Research Network.

Co-Director for Policy and Research Development

Responsible for the development of new research initiatives and management of policy projects. Director of the Small Business Project. Project Director/Editor for the *Work-Family Policy Paper Series*.

Boston University, Boston, MA. 1987 – 1999.

Adjunct Faculty

Taught family sociology, an undergraduate course in the sociology department.

Research Associate

Participated in the development of research studies and provided management oversight for projects focused on telework, corporate culture, promoting the employment of individuals with disabilities, and evaluation of programs. Project Director for the Cluster Evaluation of Comprehensive Community-Based Programs funded by the Kellogg Foundation. Project Director for the Sloan Work-Family and Work Redesign Network.

Research Consultant

Prepared research proposal drafts. Helped to convene a conference on the impact of family dependent care on employee performance and contributed to the final paper submitted to the Ford Foundation.

Tri-City Community Action Program, Malden, MA. 1980-1985,

Deputy Director

Supervised three primary programs with approximately 80 employees serving over 6,000 clients. Supervised multi-year planning process and wrote comprehensive three year plans.

Planner

Designed program evaluation systems for three programs. Supervised the development of grant request proposals.

PUBLICATIONS

- Over 75 publications in peer reviewed journals and edited volumes
- Publications reflect significant collaborative research initiatives

Journal Articles

Sweet, S., Pitt-Catsouphes, M., & James, J. (in press). Managerial beliefs in the efficacy of flexible work arrangements: Barriers to diversity and strategies for change. *Community, Work and Family*.

James, J.B. & Pitt-Catsouphes, M. (in press). Special Issue: Change in the Meaning and Experience of Work in Later Life. *Work, Aging, and Retirement*.

Berzin, S., Pitt-Catsouphes, M., & Gaitan, P. (in press). Innovation and sustainability: An exploratory study of intrapreneurship among human service organizations. *Human Service Organizations: Management, Leadership, & Governance*. doi: 10.1080/23303131.2016.1184207

McNamara, T. & Pitt-Catsouphes, M. (accepted for 2016, December). Relative age, supervisor support, and work group inclusion: The role of core self-evaluations (manuscript ID WJIR-2015-0003.R3). *Journal of Intergenerational Relationships (JIR)*, 14(4).

McNamara, T., Pitt-Catsouphes, M., Sarkisian, N., Besen, E., & Kidahashi, M. (2016). Age bias in the workplace: Cultural stereotypes and in group favoritism. *The International Journal of Aging and Human Development* 0(0) 1–28. doi: 10.1177/0091415016648708

Pitt-Catsouphes, M., & McNamara, T. (2016). Life course complexities situated in contemporary age demographics *Community, Work and Family*, 19(2), 148-170. doi:10.1080/13668803.2016.1134122

Sweet, S., Sarkasian, N., Matz, C., & Pitt-Catsouphes. (2015). Are women less career centric than men? Structure, culture and identity investments. *Community, Work and Family*. doi: 10.1080/13668803.2015.1078287

Brown, M., & Pitt-Catsouphes, M. (2015). A mediational model of workplace flexibility, work-family conflict, and perceived stress among caregivers of older adults. *Community, Work and Family*. doi: 10.1080/13668803.2015.1034656

Pitt-Catsouphes, M., & Berzin, S. (2015). Incorporating social innovation content in macro social work education. *Journal of Social Work Education*, 51(2), 407-416. doi: 10.1080/10437797.2015.1012947

Cahill, K.E., James, J., & Pitt-Catsouphes (2015). The impact of a randomly-assigned time & place management initiative on work and retirement expectations. *Work Aging & Retirement*. doi:10.1093/workar/wav012

Berzin, S., & Pitt-Catsouphes, M. (2015). Social innovation from the inside: Considering the intrapreneurship path. *Social Work*. doi:10.1093/sw/swv026

Sweet, S., Pitt-Catsouphes, M., & James, J.B. (2015). Successes in changing flexible work arrangement use: Managers and work-unit variation in a financial service organization. *Work and Occupations*. doi: 10.1177/0730888415595094

Pitt-Catsouphes, M., James, J., & McNamara, T., & Cahill, K. (2015). Relationships between team performance and managers who are innovators and early adopters of flexible work options. *Journal of Change Management*, 15(3), 167-187. doi: 10.1080/14697017.2015.1035665

Cahill, K., McNamara, T., Marcie Pitt-Catsouphes, M. & Valcour, M. (2015). Linking shifts in the national economy with changes in job satisfaction, employee engagement and work-life balance. *Journal of Behavioral and Experimental Economics*, 56(c), 40-54. <http://www.sciencedirect.com/science/article/pii/S2214804315000270>

Pitt-Catsouphes, M., James, J., & Matz-Costa, C. (2015). Workplace-based health and wellness programs: At the crossroads of aging, work and health. *Gerontologist*, 55(2), 262-270. doi: 10.1093/geront/gnu114

Berzin, S., Pitt-Catsouphes, M., & Peterson, C. (2014). Role of state-level governments in fostering social innovation. *Journal of Policy Practice*, 13, 135-155. doi: 10.1080/15588742.2014.901205

Berzin, S.C., & Pitt-Catsouphes, M. (2014). A social work approach to social innovation. *International Journal of Innovation, Creativity and Change*, 1(4). ISSN 2201-1323. www.ijicc.net

Brown, M., Pitt-Catsouphes, M., McNamara, T. K., & Besen, E. (2014). Returning to the workforce after retiring: Perceptions of job demands, job control, and social support. *International Journal of Human Resource Management*, 25(22), 3113-3133. doi:10.1080/09585192.2014.919951

Sweet, S., Besen, E., Pitt-Catsouphes, M., & McNamara, T. (2014). Do options for job flexibility diminish in times of economic uncertainty? *Work, Employment, & Society*, 28(6), 882-903. doi 10.1177/0950017014538335

- Lee, H. N., McNamara, T. K., Pitt-Catsouphes, M., & Lee, J. (2014). Opportunities to improve skills and to teach and train others: Employee outcomes in the United States and Japan. *International Journal of Training and Development, online*. doi:10.1111/ijtd.12024
- Sweet, S., Pitt-Catsouphes, M., Besen, B. & Golden, L. (2014). Explaining organizational variation in flexible work arrangements: Why the pattern and scale of availability matter. *Community, Work and Family, 17*(2), 115-141. doi:10.1080/13668803.2014.887553
- Matz-Costa, C., Besen, E., James, J., & Pitt-Catsouphes, M. (2014). Differential impact of multiple levels of productive activity engagement on psychological well-being in middle and later life. *The Gerontologist, 54*(2), 277-289. doi:10.93/geront/gns148
- McNamara, T.K., & Pitt-Catsouphes, M. (2014). Gender variation in the antecedents of task advice network size: Organizational tenure, core self-evaluations, and work overload. *Social Science Journal, 51* (3), 368-376. doi: 10.1016/j.soscij.2013.09.006
- Pitt-Catsouphes, M., Mirvis, P., & Berzin, S. (2013). Leveraging age diversity for innovation. *Journal of Intergenerational Relations, 11*(3), 238-254. doi: 10/1080/15350770.2013,810059
- Besen, E., Brown, M., Matz-Costa, C., Pitt-Catsouphes, M., & Smyer, M.A. (2013). Job characteristics, core self-evaluations, and job satisfaction: What's age got to do with it? *International Journal of Aging & Development, 76*(4), 269-295. <http://dx.doi.org/10.2190/AG.76.4.a>
- McNamara, T.K., Pitt-Catsouphes, M., & Brown, M. (2013). Employer policies for dependent care: The role of internal demographics. *Journal of Managerial Issues, XXV*(2), 192-211. ISSN 1045-3695
- McNamara, T. K., Pitt-Catsouphes, M., Matz-Costa, C., Brown, M., & Valcour, M. (2013). Across the continuum of satisfaction with work–family balance: Work hours, flexibility-fit, and work–family culture. *Social Science Research, 42*(2), 283-298. doi: 10.1016/j.ssresearch.2012.10.002
- Brown, M., & Pitt-Catsouphes, M. (2013). Workplace characteristics and work-to-family conflict: Does caregiving frequency matter? *Journal of Gerontological Social Work, 56*(5), 452-460. doi:10.1080/01634372.2013.792910
- Ollier-Malaterre, A., McNamara, T.K., Matz-Costa, C., Pitt-Catsouphes, M., & Valcour, M. (2013). Looking up to regulations, out at peers or down at the bottom line: How institutional logics affect the prevalence of age-related HR practices. *Human Relations, 66*(1), 1373-1395. doi:10.1177/0018726713478244
- Besen, E., Matz-Costa, C., James, J. B., & Pitt-Catsouphes, M. (2012). Factors buffering against the effects of job demands: How does age matter? *Journal of Applied Gerontology*. doi: 10.1177/0733464812460430
- Lee, D.J., Fleming, L.E., LeBlanc, W.G., Arheart, K.L., Ferraro, K.F., Pitt-Catsouphes, M., Muntaner C., Fernandez, C.A., Caban-Martinez, A.J., Davila, E.P., Bandiera, F.C., Lewis, J.E., Kachan, D. (2012). Health status and risk indicator trends of the aging U.S. healthcare workforce. *Journal of Occupational and Environmental Medicine, 54*(4), 497-503. doi: 10.1097/JOM.0b013e318247a379
- Matz-Costa, C.; Carapinha, R., & Pitt-Catsouphes, M. (2012). Putting age in context: The relationship between relational age and inclusion at the workplace. *Indian Journal of Gerontology, (26)*1, 50-74. <http://www.gerontologyindia.com/pdf/vol26-1.pdf>
- McNamara, T. K., Pitt-Catsouphes, M., Brown, M., & Matz-Costa, C. (2012). Access to and utilization of flexible work options. *Industrial Relations, 51*(4), 936-935. doi: 10.1111/j.1468-232X.2012.00703.x

- McNamara, T.K., Brown, M., & Pitt-Catsouphes, M. (2012). Motivators for and barriers against workplace flexibility: comparing nonprofit, for-profit, and public sector organizations. *Community, Work & Family, 15*(4), 487-500. doi: 10.1080/13668803.2012.732789
- McNamara, T. K., Parry, E., Lee, J., & Pitt-Catsouphes, M. (2012). The effect of training on organizational performance: Differences by age composition and cultural context. *International Journal of Human Resource Management, 23*(6), 1226-1244. doi:10.1080/09585192.2011.561253
- Tisdale, S., & Pitt-Catsouphes, M. (2012). Linking social environments with the well-being of adolescents in dual-earner families. *Youth and Society, 44*(1), 118-140. doi: 0044118X10396640
- McNamara, T.K., Brown, M., Aumann, K., Pitt-Catsouphes, M., Galinsky, E., & Bond, J.T. (2011). Working in retirement: A brief report. *Journal of Applied Gerontology, 46*(1), 1-10. doi: 10.1177/0733464811408085
- Valcour, M., Ollier-Malaterre, A., Matz-Costa, C., Pitt-Catsouphes, M., & Brown, M. (2011). Influences on employee perceptions of organizational work-life support: Signals and resources. *Journal of Vocational Behavior, 79*(2), 588-595. doi: 10.1016/j.jvb.2011.02.002
- Matz-Costa, C., & Pitt-Catsouphes, M. (2009). Workplace flexibility as an organizational response to the aging of the workforce: A comparison of nonprofit and for-profit organizations. *Journal of Social Service Research, 36*(1), 68-80. doi:10.1080/01488370903333645
- Pitt-Catsouphes, M., Sano, J., & Matz-Costa, C. (2009). Unions' responsiveness to the aging of the workforce. *Journal of Workplace Behavioral Health, 24*(1-2), 125-146. doi:10.1080/15555240902849065
- Pitt-Catsouphes, M., Weber, J., Gabrielson, T., & McNamara, T.K. (2008). A state of action. Creating opportunities for older workers. *Generations, 32*(3), 34-39.
- Pitt-Catsouphes, M., & Matz-Costa, C. (2008). The multi-generational workforce: Workplace flexibility and engagement. *Community, Work and Family, 11*(2), 21-229.
- Hill, E.J., Grzywacz, J.G., Allen, S., Blanchard, V.L., Matz-Costa, C., Shulkin, S., & Pitt-Catsouphes, M. (2008). Defining and conceptualizing workplace flexibility. *Community, Work and Family, 11*(2), 149-163.
- Secret, M., & Pitt-Catsouphes, M. (2008). Introducing work-family scholarship to social work students: The development and assessment of an online reading seminar. *Journal of Teaching in Social Work, 28*(1/2), 145-164.
- Sweet, S., Mumm, J., Pitt-Catsouphes, M., & Casey, J. (2008). Teaching work and family to undergraduate students: Catalyzing pedagogical, curricular, and programmatic innovation. *Teaching Sociology, 36*(1), 58-65.
- Pitt-Catsouphes, M.; Matz-Costa, C.; & MacDermid, S. (2007). HRD responses to work-life stressors. *Advances in Developing Human Resources (ADHR), 9*(4), 527-543.
- Pitt-Catsouphes, M. (2007). Between a twentieth- and a twenty-first-century workforce: Employers at the tipping point. *Generations, 31*(1), 50-56.
- Smyer, M. A., & Pitt-Catsouphes, M. (2007). The meanings of work for older workers. *Generations, 31*(1), 23-30.
- Pitt-Catsouphes, M., MacDermid, S., & Swartz, R. (2006). Community contexts: The perspectives and adaptations of working parents. *American Behavioral Scientist, 49* (10), 1400-1421.
- Swanberg, J. E., Pitt-Catsouphes, M., & Drescher-Burke, K. (2005). A question of justice: Disparities in employees' access to flexible schedule arrangements. *Journal of Family Issues, 26*(6), 866-895. doi:10.1177/0192513X05277554

- Pitt-Catsouphes, M. (2005). Building a virtual research and teaching community: The Sloan Work and Family Network. *Community, Work and Family*, 8 (1), 93-105.
- Pitt-Catsouphes, M. & Christensen, K. (2004). Unmasking the taken for granted. *Community, Work and Family*, 7(2), 123-143.
- Pitt-Catsouphes, M., Swanberg, J.E., Bond, J.T., & Galinsky, E. (2004). Work-life policies and programs: Comparing the responsiveness of nonprofit and for-profit organizations. *Nonprofit Management & Leadership*, 14(3), 291-312.
- MacDermid, S., Litchfield, L., & Pitt-Catsouphes, M. (1999). Organizational size and work-family issues. *The Annals of the American Academy of Political and Social Science*, 562, 111-126.
- Pitt-Catsouphes, M., & Bankert, E. (1998). Conducting a work/life workplace assessment. *Compensation & Benefits Management*, 14(3), 11-18.
- Butterworth, J., & Pitt-Catsouphes, M. (1997). Employees with disabilities: What HR managers, supervisors and co-workers have to say. *Employment in the Mainstream*, 22(1), 5-15.
- Casey, J. & Pitt-Catsouphes, M. (1994). Employed single mothers: Balancing job and homelife. *Employee Assistance Quarterly*, 9(3/4), 37-54.
- Rushford, K., O'Toole, A., Urbelis, D., Pearlstein, A., Pitt-Catsouphes, M., Stone, G., Arkway, C., & Veeder, N. (1980). Attitudes towards the professional achievement of women. *Journal for the Education of Social Workers*, 16(2), 49-54.

Chapters, Books, and Edited Volumes

- Pitt-Catsouphes, M., McNamara, T., James, J., & Halvorsen, C. (in press). Innovative pathways to meaningful work: Older adults as volunteers and self-employed entrepreneurs. In J. McCarthy and E. Parry Age diversity and work. Palgrave-Macmillan: London.
- Pitt-Catsouphes, M., & Howell, N. (in press). New paradigms of paid and unpaid work: Employment and voluntarism for older adults in the 21st century. B. Berkman & D. Biegel (Eds.). *The handbook of social work in health and aging*.
- Pitt-Catsouphes, McNamara, T., & Sweet, S. (in press). Getting a good fit for older employees. In C. Cooper, R. Burke, & A. Antoniou (eds.). *The Multigenerational Workforce: Challenges and Opportunities for Organisations*. London: Edward Elgar.
- Pitt-Catsouphes, M., Matz-Costa, C., & Besen, E. (in press). Linking age to the quality of employees' work experiences. In P. Taylor (Eds.), *Older workers in an aging society: Critical topics in research and policy*. (pgs. 202-221). Northampton, MA: Edward Elgar.
- James, J. B., Pitt-Catsouphes, M., McNamara, T. K., Snow, D. L., & Johnson, P. (2015). The relationship of work unit pressure to satisfaction with work-family balance: A new twist on negative spillover? (pgs., 219-247). In S. Ammons, & E. Kelly (Special Issue Eds.), *Research in the sociology of work: Work and family in the new economy*, 46. 219-247. <http://dx.doi.org/10.1108/S0277-283320150000026015>
- Sweet, S., James, J. B., & Pitt-Catsouphes, M. (2015). Discussing work-life fit: Factors that predict managerial promotion of flexible work arrangements. (pgs. 301-330). In S. Ammons, & E. Kelly. *Research in the sociology of work: Work and family in the new economy*. Volume 46. ISSN: 0277-2833

James, J. B., Pitt-Catsouphes, M., Coplon, J., & Cohen, B. (2013). Optimizing the long future of aging: Beyond involvement to engagement. In R. J. Burke, C. L. Cooper & J. Field (Eds.), *Sage handbook of aging, work and society* (pp. 477-492). London: Sage Publications Ltd. doi:10.4135/9781446269916

Pitt-Catsouphes, M., James, J. B., Sweet, S., Cahill, K. E., Snow, D., DeAngelis, K., Lawler, S., O'Keeffe, M., Hartmann, D. (2013). Schedule optimization at the local level. In R. Disselkamp (Ed.), *Workforce asset management book of knowledge* (pp. 329-334). Hoboken, NJ: Wiley.

James, J. B., Besen, E., & Pitt-Catsouphes, M. (2011). Resilience in the workplace: Job conditions that buffer negative attitudes toward older workers. In B. Resnick, K. Roberto & L. Gwyther (Eds.), *The handbook of resilience in aging: The key to successful aging* (pp. 331-349). New York: Springer.

Pitt-Catsouphes, M., Matz-Costa, C., & Brown, M. (2011). The prism of age: Managing age diversity at the 21st century workplace. In S. Tyson, & E. Parry (Eds.), *Managing an age diverse workforce* (pp. 80-94). London: Palgrave Macmillan.

Smyer, M.A., & Pitt-Catsouphes, M. (2009). Work-life policies: The changing landscape of aging & work. In Ann C. Crouter and Alan Booth (Eds.), *Work-life policies that make a real difference for individuals, families, and organizations* (pgs. 309-322). Washington, DC: Urban Institute Press.

Smyer, M.A., & Pitt-Catsouphes, M. (2009). Collaborative work: What's age got to do with it? In S.J. Czaja & J. Sharit (eds.), *Aging and work: Issues and implications in a changing landscape*. (pgs. 144-164). Baltimore, MD: The Johns Hopkins University Press.

Smyer, M.A., Besen, E. & Pitt-Catsouphes, M. (2009). Boomers and the many meanings of work. In R. Hudson (ed.), *Boomer Bust? The new political economy of aging* (pgs 3-16). New York: Praeger.

Pitt-Catsouphes, M. & Hudson, R. (2007). *Generations: Aging and Work* (A Special Issue).

Sweet, S., Pitt-Catsouphes, M., Mumm, J., Casey, J., & Matz, C. (2007). *Teaching Work and Family: Strategies, Activities, and Syllabi*. Washington DC: American Sociological Association.

Pitt-Catsouphes, M. & Swanberg, J.E. (2006). Connecting social work perspectives to work-family research and practice. In M. Pitt-Catsouphes, E. Kossek, & S. Sweet. (Eds.). *Work and family handbook: Multi-disciplinary perspectives*. Mahway, NJ: Erlbaum.

Pitt-Catsouphes, M., Kossek, E., & Sweet, S. (Eds.). (2006). *Work and family handbook: Multi-disciplinary perspectives*. Mahwah, NJ: Erlbaum Publishers.

Pitt-Catsouphes, M., & Googins, B. (2005). The paradox of corporate solutions: Accomplishment, limitations, and new opportunities. In J. Heymann and C. Beam (Eds.). *Unfinished work: Building equality and democracy in an era of working families* (pp. 224-250). New York, NY: The New Press.

Pitt-Catsouphes, M., & Googins, B. (2005). Recasting the work-family agenda as a corporate social responsibility. In Kossek, E. and Lambert, S. (Eds.). *Managing work-life integration in organizations: Future directions for research and practice* (pp. 469-490). Mahwah, NJ: Erlbaum Publishers.

Pitt-Catsouphes, M., & Christensen, K. (Special Eds.). (2004). *Community, Work and Family: Special Issue*, 7(4).

Pitt-Catsouphes, M., & Kossek, E. (2002). (Eds.) *Work-family encyclopedia*. Chestnut Hill, MA: Sloan Work and Family Research Network. Available online at <https://workfamily.sas.upenn.edu/static/encyclopedia>

Pitt-Catsouphes, M., & Litchfield, L. (2001). How are small businesses responding to work and family issues? In R. Hertz and N. Marshall (Eds.). *Working families: The transformation of the American home* (pgs. 131-151). Berkeley, CA: University of California Press.

Pitt-Catsouphes, M. (2000). A coming of age: Work/life flexibility. In E. Appelbaum (Ed.). *Balancing acts: Easing the burdens and improving the options for working families* (pgs. 139-149). Washington, DC: Economic Policy Institute.

Pitt-Catsouphes, M., & Googins, B. (Special Eds.) (March 1999). The evolving world of work and family: New stakeholders, new voices. *The Annals of the American Academy of Political and Social Science*, 562.

Pitt-Catsouphes, M. (Ed.) (1999). *The metrics manual: 10 approaches to measuring work/life issues*. Chestnut Hill, MA: Boston College Center for Work & Family.

Lilly, T., Pitt-Catsouphes, M., & Googins, B. (1997). *Work-family research: An annotated bibliography*. Westport, CT: Greenwood Press.

Selected Reports and Monographs

- Emphasis on publications that translate research for policy makers, practitioners and the media

Pitt-Catsouphes, M., Berzin, S., and DeZengotita. (2013). *Leading the way: Social innovation in Massachusetts*. Chestnut Hill, MA: Center for Social Innovation at Boston College. Available at: http://b.3cdn.net/pcouncil/43225de545795d4abd_i9m6bk01o.pdf

Lee, J., McNamara, T.K., & Pitt-Catsouphes, M. (2012). *Workplace action steps for leveraging mature talent*. Chestnut Hill, MA: The Sloan Center on Aging & Work at Boston College. Retrieved from http://www.bc.edu/content/dam/files/research_sites/agingandwork/pdf/publications/TM_CAEL_Report.pdf

Pitt-Catsouphes, M., Matz-Costa, C., & James, J.B. (2012). *Through a different looking glass: The prism of age*. Chestnut Hill, MA: The Sloan Center on Aging & Work at Boston College. Retrieved from www.bc.edu/content/dam/files/research_sites/agingandwork/pdf/publications/RB03_PrismofAge.pdf

James, J.B., Besen, E., Matz-Costa, C., & Pitt-Catsouphes, M. (2012). *"Just do it?"...Maybe not! Insights on activity in later life from the Life & Times in an Aging Society Study*. Chestnut Hill, MA: The Sloan Center on Aging & Work at Boston College. Retrieved from www.bc.edu/content/dam/files/centers/iaa/pdf/EAWA_JustDoit.pdf

Pitt-Catsouphes, M. & McNamara, T.K. (2011). *Flexible thinking & flexible options: Effects on work engagement & organizational commitment*. Chestnut Hill, MA: Sloan Center on Aging & Work at Boston College. Retrieved from http://www.bc.edu/content/dam/files/research_sites/agingandwork/pdf/publications/GOT_gsk.pdf

Sarkisian, N., Pitt-Catsouphes, M., Lee, J., Bhate, R., & Besen, E. (2011). *Effects of 'old-developed' versus 'young developing' country type and age-related factors on work engagement, job satisfaction, & organizational commitment*. Chestnut Hill, MA: Sloan Center on Aging & Work at Boston College. Retrieved from http://www.bc.edu/content/dam/files/research_sites/agingandwork/pdf/publications/GOT_CR_Summary.pdf

Sarkisian, N., & Pitt-Catsouphes, M., Bhate, R., Lee, J., & Carapinha, R. (2011). *Effects of country & age on work engagement, job satisfaction & organizational commitment among employees in the United States*. Chestnut Hill, MA: Sloan Center on Aging & Work at Boston College. Retrieved from http://www.bc.edu/content/dam/files/research_sites/agingandwork/pdf/publications/GOT_USEmployee.pdf

Pitt-Catsouphes, M., Sarkisian, N., Bhate, R., Lee, J., & Carapinha, R. (2011). *Effects of country & age on work engagement, job satisfaction & organizational commitment among employees in Brazil*. Chestnut Hill, MA: Sloan Center on Aging & Work at Boston College. Retrieved from

http://www.bc.edu.proxy.bc.edu/content/dam/files/research_sites/agingandwork/pdf/publications/GOT_BrazilEmployee.pdf

Sarkisian, N., & Pitt-Catsouphes, M., Bhate, R., Lee, J., & Carapinha, R. (2011). *Effects of country & age on work engagement, job satisfaction & organizational commitment among employees in Japan*. Chestnut Hill, MA: Sloan Center on Aging & Work at Boston College. Retrieved from

http://www.bc.edu/content/dam/files/research_sites/agingandwork/pdf/publications/GOT_JapanEmployee.pdf

Pitt-Catsouphes, M., Sarkisian, N., Lee, J., Bhate, R., & Carapinha, R. (2011). *Effects of country & age on work engagement, job satisfaction & organizational commitment among employees in Spain*. Chestnut Hill, MA: Sloan Center on Aging & Work at Boston College. Retrieved from

http://www.bc.edu.proxy.bc.edu/content/dam/files/research_sites/agingandwork/pdf/publications/GOT_SpainEmployee.pdf

Sarkisian, N., Pitt-Catsouphes, M., Lee, J., Carapinha, R., & Bhate, R. (2011). *Effects of country & age on work engagement, job satisfaction & organizational commitment among employees in Mexico*. Chestnut Hill, MA: Sloan Center on Aging & Work at Boston College. Retrieved from

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SELECTED GRANTS

- Received over \$10M in external funding
- Support received from the Alfred P. Sloan Foundation for over 10 years (exceeding \$9M)

2012: Encore.org. Co-Principal Investigator
“Impact of the Purpose Prize”

2012: MetLife Mature Market Institute. Principal Investigator
“Wellness and the Generations of Talent Study”

2012: CAEL. Principal Investigator
“Talent Management and the Mature Worker”

2011: Alfred P. Sloan Foundation. Principal Investigator
“Sloan Center on Aging & Work”

2009: MetLife Mature Market Institute. Principal Investigator
“Health & Well-being Across the Ages: Global Issue Local Solution”

2008: MetLife Mature Market Institute. Principal Investigator
“Employee Engagement and the Multi-Generational Workforce”

2008: Alfred P. Sloan Foundation. Principal Investigator
“Sloan Center on Aging & Work at Boston College”

2007: Experience Wave. Principal Investigator
“State Profiles: Aging and Work”

2007: Alfred P. Sloan Foundation. Co-Principal Investigator
“Employers-of-Choice: Innovation in Public Sector Agencies”

2005: Alfred P. Sloan Foundation. Co-Principal Investigator
“Sloan Center on Aging & Work/Workplace Flexibility”

2005: Alfred P. Sloan Foundation. Principal Investigator
“Sloan Grantee Database”

2005: Alfred P. Sloan Foundation, Principal Investigator
“Case Studies Documenting Workplace Flexibility”

2004: Alfred P. Sloan Foundation. Principal Investigator
“Sloan Work and Family Research Network”

2003: Boston College Research Incentive Grant. Principal Investigator

“State Legislators’ Work and Family Policy Network at Boston College: A Pilot Project and Exploratory Study”

2002: Alfred P. Sloan Foundation. Co-Principal Investigator
"The Work and Family Research Network"

2000: Alfred P. Sloan Foundation. Co-Principal Investigator
"Understanding the First Job: The Nurturing Families Study"

1999: Women's Bureau of the Department of Labor, Regional Office. Principal Investigator
"The work/life edge: A resource for the owners of small and medium sized businesses”

1998 : Alfred P. Sloan Foundation. Co-Principal Investigator
"Global Work-Family Conference"

1997: Alfred P. Sloan Foundation. Principal Investigator
"The Sloan Work-Family Researchers Electronic Network"

1997: KPMG and Motorola. Project Director
"The Metrics Manual: 10 Approaches to the Measurement of Work-Family Initiatives."

1994: Union Carbide Foundation. Project Director
“*Work-Family Policy Paper Series*”

1993: Department of Education. Co-Principal Investigator
"Workplace Inclusion Study"

1994: KPMG. Project Director
"The Link: A Strategic Guide to Work and Family"

1991: IBM. Project Director
“Study of Telecommuting”

SELECTED PRESENTATIONS AND CONSULTATIONS

- Several invited as well as peer reviewed presentations each year

Society for Social Work Research

January 2015. New Orleans, LA

Invited Opening Plenary Speaker. “Living Longer: Opportunities for Social Work Research and Policy.”

Work and Family Researchers Network

June 201. New York.

Co-author. “A mediational model of workplace flexibility, work-family conflict, and perceived stress among caregivers of older adults.”

Co-author. “Hours flexibility preferences and work/retirement expectations.”

Co-author. “What’s up? What’s happening with the Boston College Time & Place Management Study?”

Presenter and co-author. “Getting the right fit.”

Co-author. “Positive deviant supervisors respond to the multi-generational workforce with informal flexibility.”

Presenter and co-author. “Follow the money (and practical assistance).”

Co-author. “A workplace intervention to promote the adoption of flexible work options.”

Co-author. Flexibility in action: How malleable are manager attitudes toward flexible work arrangements?”

Gerontological Society of America

November 2013. New Orleans, LA

Co-author: "What's Happening with the Boston College Time and Place Management Study?"
Co-author: "Schedule matches and work-life fit among older healthcare workers"
Co-author: "Positive deviants who successfully implement flexible work options in a healthcare system"
Co-author: "Promotion of Flexible Work: Testing Five Explanations of Manager Compliance and Resistance"
Co-author: "Relative Age Bias in the Workplace"

Gerontological Society of America

November 2012. San Diego, CA

Co-author: "Employment Experiences of Older Workers in the Context of Shifts in the National Economy"

CSWE

November 2012. Washington, DC

Co-Author: "Social Innovation for Social Work Education"

Work-Family Researchers Network

June 2012. New York, NY

Panel Participant: Early Career Scholars Cohort.

Presenter: "She loves me, she loves me not. Recruiting for an Intervention Study"

Co-author: "The Effects of Work Commitment and Marital Satisfaction on Intergenerational Ties: A Cross-National Perspective"

Civic Ventures

February 2012. San Francisco, CA.

Research Respondent. Older Adults and Social Entrepreneurship Study

Gerontological Society of America

November 2011. Boston, MA

Co-Presenter: "Quality of Employment among Older Workers"; "Work Centrality and Age"; "Talent Management Responses to the Aging Workforce"

Kauffman Foundation Roundtable on Enterprise Surveys

August 2011. Washington, DC

Presenter: "To what end? The Paradox of Establishment Surveys"

Community, Work and Family International Conference

May 2011. Tempe, Finland

Presenter: "The Generations of Talent Study"

Rouen Business School International Conference on Work-Life

May 2011. Paris, France

Presenter: "The Impact of Changes in the U.S. Economic Context on the Work-Family Experiences of Workers"

Gerontological Society of America

November 2010. New Orleans, LA

Presenter: "Working in Retirement: A Challenge for Career Development Theory"

Academy of Management

August 2010. Montreal, Canada

Presenter: "Working in Retirement and the Prism of Age"

Co-Author: "Predicting Employer Responses to Career Transitions of a Multi-Generational Workforce"

**International Association for Equality, Diversity,
& Inclusion Conference**

July 2010. Vienna, Austria

Presenter: "Age Management: Approaches to Age Diversity at the Workplace"

Living the Journey 4-10 Engaged as we Age

Society of Social Work Research

January 2010. San Francisco, CA

Presenter: "What a Difference a Downturn Can Make: Older Workers during the Economic Downturn"

Gerontological Society of America Annual Meeting

November 2009. Atlanta, Georgia

Presenter: "Engagement of Older Workers over Time"

IESE Invitational Global Work-Life Conference

June 2009. Barcelona, Spain

Presenter: "Workplace Adaptation to the Aging of the Workforce"

Conference Board Work-Life Conference

February 2009, Atlanta, GA

Plenary Speaker: "Generations at the Workplace"

Urban Institute Roundtable

December 2008. Washington, DC

Presenter: "The Aging of the Workforce – Are Employers Ready?"

Gerontological Society of America Annual Meeting

November 2008. National Harbor, MD

Presenter: "Is Age the New Diversity Issue Affecting Team Performance?"

Presenter: "Needs and Preferences for Workplace Flexibility: Age Differences and Similarities"

Presenter: ""Quality of Employment: A Framework for Workforce Management across the Life Span"

Ann Richards Roundtable

October 2008. Waltham, MA

Presenter at the Ann Richards Roundtable: "Older Workers at the 21st Century Workplace: Toward a Deeper Understanding"

Fordham Work-Family Conversations: Inaugural Event

October 2008. New York, NY

Presenter: "Whether (weather) or Not?"

World Ageing and Generations Congress

August 2008. St. Gallen, Switzerland

Presenter: "Toward Deeper Understanding: Age & Generations"

Academy of Management Annual Meeting

August 2008. Anaheim, CA

Presenter: "Employers-of-Choice in Countries of Choice: Are They Minding the Gap?"

AARP International Forum on the Future Workforce New Strategies for New Demographics

June 2008. Brussels, Belgium

Presenter: "Sand Pictures: Perceptions of Older Workers at the 21st Century Workplace"

Work, Stress & Health Conference sponsored by NIOSH and the American Psychological Association

March 2008. Washington, DC

Presenter: "Early Adapters to the 21st Century Multi-Generational Workforce: Adoption of Flexible Work Options"

Gerontological Society of America

November 2007. San Francisco, CA

Presenter and co-author: "Flexibility and the Aging of the Workforce: The National Study of Business Strategy and Workforce Development"

Presenter and co-author: "Are We in a State-of-Choice?"

Presenter and co-author: "Employers-of-Choice in Countries-of-Choice for a Global, Aging Workforce"

National Governor's Policy Academy

October, 2007. Salt Lake City, Utah

Presenter: "States-of-Choice in the 21st Century"

Chicago Workforce Incentive Board

October, 2007. Chicago, Illinois

Keynote: "States-of-Choice"

Association of Corporate Counsels

October, 2007. Chicago, Illinois

Presenter: "Phased Retirement"

Working Mother Congress

October, 2007. New York, NY

Plenary Session Panel Participant

Academy of Management

August, 2007. Philadelphia, PA

Presenter: "Aging & Work: The Context for Flexibility"

Presenter: "Strategic Linkages between Work/Life and Corporate Social Responsibility"

International Consortium of Social Development

July, 2007. Hong Kong, China

Symposium Convener: "Global Perspectives of Quality Employment"

Conference Board Work/Life Conference

June, 2007. New York, NY

Presenter: "Global Perspectives: Employers of Choice in Countries of Choice"

Labor and Employment Relations Association

June 2007. Washington, DC

Presenter: "The Aging of the Workforce: Innovations in Policy and Practice"

Massachusetts Gerontology Association

May 2007. Waltham, MA

Presenter: "The Aging of the Workforce: Ready or Not..."

Special U.S. Senate Committee on Aging

February 2007. Washington, DC

Witness: Testimony for Hearing Convened by Senator Kohl

American Society on Aging

March 2007. Chicago, IL

Presenter: "The Aging of the Workforce: Innovations in Policy and Practice"

Alliance of Work/Life Professionals

February 2007. Phoenix, AZ

Presenter: “Flexible, Nimble and Ahead of the Curve”

Global Workforce Summit

September 2006. London, England

Presenter: “Age Matters”

Governors Summit on Aging

September 2006. Boise, Idaho

Presenter: “Phased Retirement”; “Recruitment and Retention of Older Workers”

University of Pittsburgh Institute of Politics Conference

June 2006. Pittsburgh, PA

Presenter, “States of Choice and the Aging of the Workforce”

Conference Board Work-Life Conference

June 2006. New York, NY

Presenter: “Aging of the Workforce: Organizational Assessments”

Work & Family Roundtable

May 2006. Chicago, IL

Presenter: “Phased Retirement”

Council on Social Work Education

February 2006. Chicago, IL

Presenter: “State Policies for Working Families”

Equal Employment Action Council

March 2006. Washington, DC

Presenter: “Aging & Work”

White House Conference on Aging

December 2005. Washington, DC

Issue Expert: “Workplace of the Future”

SELECTED PROFESSIONAL CONTRIBUTIONS AND COMMUNITY SERVICE

- On-going contributions to various academic and community-based initiatives

Work, Aging, and Retirement

2013 – present

Editorial Board Member

Flex Online

Board Member. Secretary

2012 – Present

Journal of Teaching in Social Work

Editorial Board Member

2010 – Present

Community, Work and Family
Founding Co-Editor, 1997 - 2000
Editorial Board Member
2000 - Present

Rosabeth Moss Kanter Award for Excellence in Work-Family Research
Committee Member
2000 – present

Age-friendly Workplace in New York City Project
Advisory Committee Member
2012 - 14

Mather Life Ways
Editorial Board Member
2012 – 2014

Center for Families at Purdue University
Board of Directors
2006 – 2014

Root Cause
Proposal Review Panel
2012

Center for Adult Education & Learning (CAEL)
Advisory Committee Member
2009 – 2012

The Work & Family Roundtable at Boston College
Research Fellow, 1999 - 2012

AWLP/World at Work
Strategy Board Member
2006 – 2011

National Advisory Committee to Workplace Flexibility 2010 at Georgetown University
Committee Member
2008-2009

New America Foundation
Policy Experts Group
Committee member
2004 – 2005

"Journey to Work." Research project at Brandies University
Member of the Project Advisory Committee
2002 – 2003

Missy Carter Annual Doctoral Dissertation Award
Committee Member
2002

Whittier Street Community Health Center
Member of the Board of Directors
2000 – 2002