

## Curriculum Vitae

**MARCIE PITT-CATSOPHES, PhD**  
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**Lexington, MA 02421**  
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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*

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### 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. Holosko<sup>1</sup>, John R. Barner<sup>2</sup>,  
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:  
10.1177/1049731515598374

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### SELECTED WORK EXPERIENCE

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

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

#### Associate Dean, Faculty Development and Academic Affairs

Provided guidance and support to faculty at all stages of their careers. Helped faculty to link the  
school's strategic initiatives to their scholarship, teaching, and research. Developed pilot initiatives.

#### Professor

Directed 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.

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

#### Founding Co-Director

Established multi-disciplinary research center with numerous investigations focused on the experiences of older workers as well as workplace innovations. 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

Assumed 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. Founded/directed the web-based, global Sloan Work and Family Research Network.

#### Co-Director for Policy and Research Development

Assumed responsibility for the development of new research initiatives and management of policy projects. Directed the Small Business Project. Directed/edited 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. Directed the Cluster Evaluation of Comprehensive Community-Based Programs funded by the Kellogg Foundation. Directed 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.

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## **PUBLICATIONS**

- Over 85 publications in peer reviewed journals and edited volumes
- Publications reflect significant collaborative research initiatives

## **Journal Articles**

Guerrero, E., Moore, H., & Pitt-Catsoupes, M. (2017). A Scientific Framework for Social Work Doctoral Education in the 21st Century. *Research on Social Work Practice*, 1-11. doi: 10.1177/1049731517709077

- Sweet, S., Pitt-Catsoupes, M., & James, J. (2017). Manager attitudes concerning flexible work arrangement: Fixed or changeable. *Community, Work and Family*, 7(1), 50-71. doi: 10.1080/13668803.2016.1271311
- James, J.B. & Pitt-Catsoupes, M. (2016). Introduction to the Special Issue: Change in the meaning and experience of work in later life. *Work, Aging, and Retirement*, 2(3), 281-285. doi: 10.1093/workar/waw020
- Berzin, S., Pitt-Catsoupes, M., & Gaitan, P. (2016). Innovation and sustainability: An exploratory study of intrapreneurship among human service organizations. *Human Service Organizations: Management, Leadership, & Governance*, 40(5), 540-552. doi: 10.1080/23303131.2016.1184207
- Pitt-Catsoupes, M., Berzin, S., McNamara, T., Halvorsen, C., & Emmerman, J. (2016). The impact of the Purpose Prize™: Exploring a method to stimulate social entrepreneurship. *Journal of Enterprising Culture*, 24(2), 133-167 doi: 10.1142/S0218495816500060
- McNamara, T. & Pitt-Catsoupes, M. (2016). Relative age, supervisor support, and work group inclusion: The role of core self-evaluations. *Journal of Intergenerational Relationships (JIR)*, 14(4), 301-319. doi: 10.1080/15350770.2016.1229551
- McNamara, T., Pitt-Catsoupes, 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*, 83(2), 156-183. doi: 10.1177/0091415016648708
- Pitt-Catsoupes, 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-Catsoupes. (2016). Are women less career centric than men? Structure, culture and identity investments. *Community, Work and Family*. 19(4), 481-500. doi: 10.1080/13668803.2015.1078287
- Brown, M., & Pitt-Catsoupes, M. (2016). A mediational model of workplace flexibility, work-family conflict, and perceived stress among caregivers of older adults. *Community, Work and Family*, 19(4), 379-395. doi: 10.1080/13668803.2015.1034656
- Sweet, S., Pitt-Catsoupes, M., & James, J.B. (2016). Successes in changing flexible work arrangement use: Managers and work-unit variation in a financial service organization. *Work and Occupations*, 43(1), 75-109. doi: 10.1177/0730888415595094
- Berzin, S., & Pitt-Catsoupes, M. (2015). Stimulating innovation within social sector organizations: The application of design thinking. *Journal of Entrepreneurship and Organizational Management*, 4(3), 1-7. doi: 10.4172/2169-026X.1000156
- Berzin, S.C., Pitt-Catsoupes, M., & Rossi, P.G. (2015). Defining our own future: Human service leaders on social innovation. *Human Service Organization: Management, Leadership & Governance*, 39(5), 412-425. doi:10.1080/23303131.2015.1060914
- Besen, E., Matz-Costa, C., James, J. B., & Pitt-Catsoupes, M. (2015). Factors buffering against the effects of job demands: How does age matter? *Journal of Applied Gerontology*, 34(1), 73-101. doi: 10.1177/0733464812460430

- Pitt-Catsouphe, 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-Catsouphe, M. (2015). The impact of a randomly-assigned time & place management initiative on work and retirement expectations. *Work Aging & Retirement, 1*(4), 350-368. doi:10.1093/workar/wav012
- Berzin, S., & Pitt-Catsouphe, M. (2015). Social innovation from the inside: Considering the intrapreneurship path. *Social Work, 60*(4), 360-362. doi:10.1093/sw/swv026
- Pitt-Catsouphe, 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-Catsouphe, 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-Catsouphe, 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-Catsouphe, M., & Peterson, C. (2014). Role of state-level governments in fostering social innovation. *Journal of Policy Practice, 13*(3), 135-155. doi: 10.1080/15588742.2014.901205
- Berzin, S.C., & Pitt-Catsouphe, M. (2014). A social work approach to social innovation. *International Journal of Innovation, Creativity and Change, 1*(4), 7-18. ISSN 2201-1323. [www.ijicc.net](http://www.ijicc.net)
- Brown, M., Pitt-Catsouphe, 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-Catsouphe, 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-Catsouphe, 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, 18*(3), 204-222. doi:10.1111/ijtd.12024
- Sweet, S., Pitt-Catsouphe, 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-Catsouphe, 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:1093/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. doi: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
- McNamara, T.K., Brown, M., Aumann, K., Pitt-Catsouphes, M., Galinsky, E., & Bond, J.T. (2013). Working in retirement: A brief report. *Journal of Applied Gerontology*. doi: 10.1177/0733464811408085
- 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
- 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-Catsouphe, M. (2012). Linking social environments with the well-being of adolescents in dual-earner families. *Youth and Society*, 44(1), 118-140. doi: 0044118X10396640

Valcour, M., Ollier-Malaterre, A., Matz-Costa, C., Pitt-Catsouphe, 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-Catsouphe, 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-Catsouphe, 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-Catsouphe, M., Weber, J., Gabrielson, T., & McNamara, T.K. (2008). A state of action. Creating opportunities for older workers. *Generations*, 32(3), 34-39.

Pitt-Catsouphe, 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-Catsouphe, M. (2008). Defining and conceptualizing workplace flexibility. *Community, Work and Family*, 11(2), 149-163.

Secret, M., & Pitt-Catsouphe, 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-Catsouphe, M., & Casey, J. (2008). Teaching work and family to undergraduate students: Catalyzing pedagogical, curricular, and programmatic innovation. *Teaching Sociology*, 36(1), 58-65.

Pitt-Catsouphe, M.; Matz-Costa, C.; & MacDermid, S. (2007). HRD responses to work-life stressors. *Advances in Developing Human Resources (ADHR)*, 9(4), 527-543.

Pitt-Catsouphe, 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-Catsouphe, M. (2007). The meanings of work for older workers. *Generations*, 31(1), 23-30.

Pitt-Catsouphe, 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-Catsouphe, 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-Catsouphe, M. (2005). Building a virtual research and teaching community: The Sloan Work and Family Network. *Community, Work and Family*, 8(1), 93-105.

Pitt-Catsouphe, M. & Christensen, K. (2004). Unmasking the taken for granted. *Community, Work and Family*, 7(2), 123-143.

Pitt-Catsouphe, 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-Catsouphe, M. (1999). Organizational size and work-family issues. *The Annals of the American Academy of Political and Social Science*, 562, 111-126.

Pitt-Catsouphe, M., & Bankert, E. (1998). Conducting a work/life workplace assessment. *Compensation & Benefits Management*, 14(3), 11-18.

Butterworth, J., & Pitt-Catsouphe, 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-Catsouphe, 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-Catsouphe, 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-Catsouphe, M., & Howell, N. (in press). New paradigms of paid and unpaid work: Employment and voluntarism for older adults in the 21<sup>st</sup> century. B. Berkman & D. Biegel (Eds.). *The handbook of social work in health and aging*.

Pitt-Catsouphe, M., McNamara, T., James, J., & Halvorsen, C. (2017). Innovative pathways to meaningful work: Older adults as volunteers and self-employed entrepreneurs. In J. McCarthy and E. Parry *Age diversity and work* (pp. 195-224). London: Palgrave-Macmillan. doi: 10.1057/978-1-137-46781-2

Pitt-Catsouphe, McNamara, T., & Sweet, S. (2015). Getting a good fit for older employees. In C. Cooper, R. Burke, & A. Antoniou (eds.). *The Multigenerational Workforce: Challenges and Opportunities for Organisations* (pp. 383-407). London: Edward Elgar. doi: 10.4337/9781783476589

Pitt-Catsouphe, M., Matz-Costa, C., & Besen, E. (2013). 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* (pp. 202-221). Northampton, MA: Edward Elgar.

James, J. B., Pitt-Catsouphe, 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? 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-Catsouphe, M. (2015). Discussing work-life fit: Factors that predict managerial promotion of flexible work arrangements. In S. Ammons, & E. Kelly (Special Issue Eds.), *Research in the sociology of work: Work and family in the new economy*, 46, 301-330. <http://dx.doi.org/10.1108/S0277-283320150000026015>

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* (pp. 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* (pp. 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* (pp. 327-359). 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-Catsoupes, 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-Catsoupes, 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* (pp. 131-151). Berkeley, CA: University of California Press.

Pitt-Catsoupes, 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* (pp. 139-149). Washington, DC: Economic Policy Institute.

Pitt-Catsoupes, 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-Catsoupes, 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-Catsoupes, 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-Catsoupes, M., Berzin, S., and DeZengotita. (2013). *Leading the way: Social innovation in Massachusetts*. Chestnut Hill, MA: Center for Social Innovation at Boston College. Retrieved from [http://b.3cdn.net/pcouncil/43225de545795d4abd\\_i9m6bk01o.pdf](http://b.3cdn.net/pcouncil/43225de545795d4abd_i9m6bk01o.pdf)

Lee, J., McNamara, T.K., & Pitt-Catsoupes, 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](http://www.bc.edu/content/dam/files/research_sites/agingandwork/pdf/publications/TM_CAEL_Report.pdf)

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## **Book Reviews**

Pitt-Catsouphe, M. (in press). The de-construction of employment patterns in later life and retirement. *Gerontologist*.

Pitt-Catsouphe, M. (2008). *Working couples caring for children and aging parents* by Margaret B. Neal and Leslie B. Hammer. Mahwah, NJ: Erlbaum. *Journal of Marriage and Family*, (70), p. 565-566.

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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"

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## **SELECTED PRESENTATIONS AND CONSULTATIONS**

- Several invited as well as peer reviewed presentations each year

### **Work Family and Community International Conference**

May, 2017. Milan, Italy

Co-author. "Manager Perceptions of Work Group Functioning as Flexible Work Arrangement Use Expands and Contracts: A Longitudinal Study."

### **Gerontological Society of America**

January 2017. New Orleans, LA

Co-author/Presenter. "Supervisor Support and Work Group inclusion."

### **Work and Family Researchers Network**

June 2016. New York.

Co-author/Presenter: "Openwork."

### **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 2014. New York.



Co-author/Presenter. "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?"

Co-author. "Getting the right fit."

Co-author/Presenter. "Positive deviant supervisors respond to the multi-generational workforce with informal flexibility."

Co-author/Presenter. "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/Presenter: "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/Presenter: "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.

Co-author/Presenter: "She loves me; she loves me not. Recruiting for an Intervention Study."

Co-author/Presenter: "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-author/Presenter: "Quality of Employment among Older Workers."

Co-author: "Work Centrality and Age."

Co-author/Presenter: "Talent Management Responses to the Aging Workforce."

### **Kauffman Foundation Roundtable on Enterprise Surveys**

August 2011. Washington, DC

Author/Presenter: "To What End? The Paradox of Establishment Surveys."

### **Community, Work and Family International Conference**

May 2011. Tempe, Finland

Author/Presenter: "The Generations of Talent Study."

**Rouen Business School International Conference on Work-Life**

May 2011. Paris, France

Co-author/ 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

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

**Academy of Management**

August 2010. Montreal, Canada

Co-author/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

Author/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

Author/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

Author/Presenter: "Workplace Adaptation to the Aging of the Workforce."

**Conference Board Work-Life Conference**

February 2009, Atlanta, GA

Author/Plenary Speaker: "Generations at the Workplace."

**Urban Institute Roundtable**

December 2008. Washington, DC

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

**Gerontological Society of America Annual Meeting**

November 2008. National Harbor, MD

Co-author: "Is Age the New Diversity Issue Affecting Team Performance?"

Co-author/Presenter: "Needs and Preferences for Workplace Flexibility: Age Differences and Similarities."

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

**Ann Richards Roundtable**

October 2008. Waltham, MA

Author/Presenter: "Older Workers at the 21st Century Workplace: Toward a Deeper Understanding."

**Fordham Work-Family Conversations: Inaugural Event**

October 2008. New York, NY

Author/Presenter: "Whether (weather) or not?"

**World Ageing and Generations Congress**

August 2008. St. Gallen, Switzerland

Author/Presenter: "Toward Deeper Understanding: Age & Generations."

**Academy of Management Annual Meeting**

August 2008. Anaheim, CA

Co-author/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

Author/Presenter: "Sand Pictures: Perceptions of Older Workers at the 21<sup>st</sup> Century Workplace."

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

March 2008. Washington, DC

Co-Author/Presenter: "Early Adapters to the 21<sup>st</sup> Century Multi-Generational Workforce: Adoption of Flexible Work Options."

**Gerontological Society of America**

November 2007. San Francisco, CA

Co-Author/Presenter: "Flexibility and the Aging of the Workforce: The National Study of Business Strategy and Workforce Development."

Co-author/Presenter: "Are We in a State-of-Choice?"

Co-author/Presenter: "Employers-of-Choice in Countries-of-Choice for a Global, Aging Workforce."

**National Governor's Policy Academy**

October, 2007. Salt Lake City, Utah

Co-author/Presenter: "States-of-Choice in the 21<sup>st</sup> Century"

**Chicago Workforce Incentive Board**

October, 2007. Chicago, Illinois

Keynote: "States-of-Choice"

**Association of Corporate Counsels**

October, 2007. Chicago, Illinois

Co-author/Presenter: "Phased Retirement"

**Working Mother Congress**

October, 2007. New York, NY

Plenary Session Panel Participant

**Academy of Management**

August, 2007. Philadelphia, PA

Co-author/Presenter: "Aging & Work: The Context for Flexibility"

Co-author/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

Co-author/Presenter: "Global Perspectives: Employers of Choice in Countries of Choice."

**Labor and Employment Relations Association**

June 2007. Washington, DC

Co-author/Presenter: "The Aging of the Workforce: Innovations in Policy and Practice."

**Massachusetts Gerontology Association**

May 2007. Waltham, MA

Co-author/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

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

**Alliance of Work/Life Professionals**

February 2007. Phoenix, AZ

Author/Presenter: "Flexible, Nimble and Ahead of the Curve."

**Global Workforce Summit**

September 2006. London, England

Author/Presenter: "Age Matters."

**Governors Summit on Aging**

September 2006. Boise, Idaho

Author/Presenter: "Phased Retirement"

Co-author/Presenter: "Recruitment and Retention of Older Workers."

**University of Pittsburgh Institute of Politics Conference**

June 2006. Pittsburgh, PA

Co-author/Presenter: "States of Choice and the Aging of the Workforce."

**Conference Board Work-Life Conference**

June 2006. New York, NY

Author/Presenter: "Aging of the Workforce: Organizational Assessments."

**Work & Family Roundtable**

May 2006. Chicago, IL

Author/Presenter: "Phased Retirement"

**Council on Social Work Education**

February 2006. Chicago, IL

Author/Presenter: "State Policies for Working Families."

**Equal Employment Action Council**

March 2006. Washington, DC

Co-author/Presenter: "Aging & Work"

**White House Conference on Aging**

December 2005. Washington, DC  
Issue Expert: "Workplace of the Future"

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## **SELECTED PROFESSIONAL CONTRIBUTIONS AND COMMUNITY SERVICE**

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

SSWR

2016 - present

Work and Family Co-Chair, Program Committee

Work and Family Researchers Network

2-16 - present

Co-Chair

*Work, Aging, and Retirement*

2013 - present

Editorial Board Member

Openwork

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 - 2014

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

Boston College

Fulbright Review Committee

2015 - present

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