Speaker Biographies

Ann Bookman, PhD
Director of the Center for Women in Politics and Public Policy, University of Massachusetts Boston

Ann Bookman is a nationally known researcher and policy expert on work-family balance, elder care, aging, and community engagement. The Center for Women in Politics and Public Policy, housed at the John W. McCormack Graduate School of Policy and Global Studies, works to advance women’s public leadership at all levels of government and in the nonprofit sector.

Bookman has over three decades of experience working in academia and in government. She has directed several university-based research centers, including the MIT Workplace Center at the Sloan School of Management, where she oversaw research on redesigning the workplace to ensure gender equity and family support, including child care and elder care. She is the author of *Family Caregivers: A shadow workforce in the geriatric health care system?* (2007), the *Family Caregiver Handbook: Finding Elder Care Resources on Massachusetts* (2007), and *Families and elder care in the twenty-first century* (2011).

Ellen Galinsky
President of Families and Work Institute

Ellen Galinsky, President and Co-Founder of Families and Work Institute (FWI), helped establish the field of work and family life during the time she was at Bank Street College of Education, where she was on the faculty for 25 years. Her more than 100 books and reports include the best-selling *Mind in the Making: The Seven Essential Life Skills Every Child Needs, Ask The Children*, and the now classic *The Six Stages of Parenthood*. She has published over 300 articles in journals, books and magazines.

At the Institute, Ms. Galinsky co-directs the National Study of the Changing Workforce, the most comprehensive nationally representative study of the U.S. workforce—updated every five to six years. She also co-directs When Work Works as well as conducted the National Study of Employers, a nationally representative study that has tracked trends in employment benefits, policies and practices since 1998. In 2011, the Society for Human Resource Management (SHRM) and Families and Work Institute formed a ground-breaking, multi-year partnership that takes *When Work Works* out to employers in 50 states.
Paul Glavin  
*Assistant Professor, Mc Master University*

Professor Glavin earned his Ph.D. in Sociology at the University of Toronto, 2012; M.A. Sociology, Kent State University, Ohio, and B.Sc. Technology & Business Studies, University of Strathclyde, Scotland. His research interests include the Sociology of Work and Occupations, Sociology of Mental Health, Social Networks and Quantitative Methods. He was nominated for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research in 2012 for his work on Work-Family Role Blurring and Work-Family Conflict.

David Gonzales  
*Head of Global Diversity and Inclusion, Bristol-Myers Squibb*

David L. Gonzales is currently the Head of Global Diversity and Inclusion, Bristol-Myers Squibb. Before joining BMS in March of 2015, David was the Global Chief Diversity Officer and Executive Director of Compliance for Merck & Company. Prior to joining Merck, David founded and served as the CEO/President of an independent global consulting firm focused on diversity and inclusion. Over his career, David has held a variety of senior leadership roles in global purchasing, supplier development, global citizenship, corporate social responsibility and strategic philanthropy across a variety of industries with such global corporations as Eastman Kodak, ExxonMobil and most recently PepsiCo.

Fikry W. Isaac, MD, MPH, FACOEM  
*Vice President of Global Health Services for Johnson & Johnson, Inc.*

Dr. Isaac is Vice President of Global Health Services for Johnson & Johnson, Inc., in New Brunswick, New Jersey. In this role, Dr. Isaac directs the development of health and wellness strategies, policies, guidelines, and services worldwide (Occupational Medicine, Employee Assistance Program and Wellness). Dr. Isaac is also the Chief Medical Officer for Johnson & Johnson’s Health & Wellness Solutions—a company offering comprehensive wellness solutions for employers, health plans, and other organizations.

Dr. Isaac is a pioneer in the field of workplace health promotion and global health, and has introduced innovative approaches to improve the health and well-being of populations.

Dr. Isaac received his medical degree from Ain Shams University Medical School (Cairo, Egypt), certified by the American Board of Internal Medicine in 1991, and earned a master of public health degree in Occupational Medicine from the Medical College of Wisconsin in 2001. Dr. Isaac was the 2013 recipient of the Global Leadership in Corporate Health Award, recognizing his career as a proponent of workplace health and wellness for Johnson & Johnson.
Erin Kelly
Assistant Professor of Sociology at MIT

Erin L. Kelly is a Professor in Work and Organization Studies at the MIT Sloan School of Management and affiliated with the Institute for Work and Employment Research.

Erin’s research investigates the adoption, implementation, and consequences of work-family and anti-discrimination policies in U.S. workplaces. She is part of the Work, Family and Health Network, which was supported by the National Institutes of Health and Centers for Disease Control. Kelly has also investigated non-compliance with the Family and Medical Leave Act, how U.S. companies manage flexible work arrangements, and the effects of corporate affirmative action, diversity, and family policies on the representation of white women, women of color, and men of color in managerial and professional positions.

Kelly received the Rosabeth Moss Kanter Award for Work-Family Research and has published articles in leading journals including the American Sociological Review and the American Journal of Sociology.

Prior to her appointment at MIT Sloan, Erin held the Martindale Chair in Sociology at the University of Minnesota and an affiliate of the Minnesota Population Center and the Life Course Center. She was also a member of the graduate faculty at the Carlson School of Management.

She received her BA in sociology from Rice University and her MA and PhD in sociology from Princeton University.

Shelley MacDermid-Wadsworth
Associate Dean, Professor, and Director, Center for Families
Purdue University

Shelley MacDermid Wadsworth began her career at Purdue shortly after receiving an MBA, an M.S., and a Ph.D. in Human Development and Family Studies from Penn State. Over the past 20 years, she has studied differences between small and large workplaces and how adults grow and develop as a result of their work experiences and workplace organizational policies. In 2000, she began to conduct research about and for military families via the Military Family Research Institute. She is a recipient of the Work Life Legacy Award from the Families and Work Institute, a faculty fellow to the Boston College Roundtable, and a fellow at the National Council on Family Relations.

Lindsay-Rae McIntyre
HR Vice President, Leadership and Diversity at IBM

Lindsay-Rae has recently returned to the United States to serve as the Human Resources Vice President for Business and Technical Leadership, and as IBM’s Chief Diversity Officer.

For the last 7 years, Lindsay-Rae has been living and working in the growth markets of Dubai and Singapore, opening new markets for IBM, primarily
through the Services business.

Previously Lindsay-Rae was the GTS HRVP for IBM’s Growth Market Unit, comprised of 140 countries across Latin America, Central and Eastern Europe, Middle East and Africa, as well as Asia Pacific. Early in her HR career, Lindsay-Rae was the Global Program Manager for IBM’s Global Work/Life Fund (GWLF) and Lifeworks for IBM’s Global Workforce Diversity division. The GWLF was a $50 million global fund to develop and support work/life programs in communities where IBM employees live and work.

Lindsay-Rae is known for implementing innovative, transformational HR strategies that drive business performance and capture HR shifts in the marketplace to keep IBM competitive and attractive. Lindsay-Rae graduated with highest honors from the University of North Carolina at Chapel Hill where she was a Morehead Scholar and has an MBA from the Fuqua School of Business at Duke University.

Lindsay-Rae and her husband have three small children, all born in Singapore. Her family of 5 have 8 passports between them, speak four languages, and have lived and worked on four continents.

**Michalle Mor Barak**
*Professor School of Social Work and the Marshall School of Business, University of Southern California*

Michalle E. Mor Barak is in the vanguard of a new breed of social work and management experts focusing on global workforce diversity. In her award-winning book, *Managing Diversity: Toward a Globally Inclusive Workplace* (SAGE, 3rd edition, 2014), she proposed an original model for creating an “inclusive workplace”—one that helps businesses, as well as public non-profit organizations integrate with society via expanding circles of inclusion at the organizational, community, state/national and international levels. Her current research projects focus on diversity, work-family balance, social support and corporate social responsibility. They examine the impact of organizational culture on job satisfaction, organizational commitment and retention.

**Jennifer Swanberg**
*Professor of Social Work at University of Maryland*

Jennifer E. Swanberg, Ph.D., is Professor of Social Work at University of Maryland and was formerly the Executive Director of the Institute for Workplace Innovation, University of Kentucky, which she founded in 2006. Dr. Swanberg’s research focuses on the development of workplace and public policies that will enhance the health and work-life of vulnerable working populations. Dr. Swanberg’s expertise includes low-wage work, work-life, healthy organizations, and designing and implementing community and employer-engaged studies utilizing both qualitative and quantitative methodological approaches. Dr. Swanberg is Treasurer/Secretary of the Work-Family Researchers Network and Editor of *Community, Work & Family*. She has been published in top-tier research journals and is frequently consulted by the media about
Brigid Schulte
New America

Brigid Schulte is the author of the New York Times bestselling book on time pressure, *Overwhelmed: Work, Love & Play when No One has the Time*, which named one of the notable books of the year by the Washington Post and NPR, and won the Virginia Library Association’s literary nonfiction award.

She has spoken all over the world about the causes and consequences of our unsustainable, always-on culture, and how to make time for The Good Life by rethinking how we work, by re-imagining gender roles for a fairer division of labor and opportunity at work and home and, instead of seeking status in busyness, by recapturing the value of leisure. She was an award-winning journalist for The Washington Post and The Washington Post Magazine and part of the team that won the 2008 Pulitzer Prize. She now serves as the founding director of The Good Life Initiative at the nonpartisan think tank, New America, and director of the Breadwinning and Caregiving program, both of which seek to elevate the conversation, explore transformative solutions and highlight how work-life issues are key to excellence, productivity and innovation, as well as a full, authentic and meaningful life. She lives in Alexandria, Virginia, with her husband, Tom Bowman, a reporter for National Public Radio, and their two children.

Rosalia Thomas
Director, Diversity & Inclusion, Americas at IBM

Rosalia Thomas was appointed to Director, Diversity & Inclusion – Americas in March of 2014. She is an experienced HR professional with 20 years in human resources. Rosalia began her career in 1981 in Atlanta, GA with an Independent Business Unit that later became the Personal Systems Group. She held a number of administrative positions before being promoted to management in 1985.

Rosalia is heavily involved in Habitat for Humanity and is a founding Board member of the Women’s Executive Committee for Habitat. She is currently on the board of Kennesaw University Coles College Executive MBA Program, is a member of Leadership Cobb, and is on the board at St. Joseph’s Hospital. She is a former board member of the Center for Puppetry Arts and of the Georgia Campaign for Adolescent Pregnancy Prevention, GCAPP.

She graduated from Mercer University with a degree in Management and an MBA in Marketing. She is Cuban born, married and has a son, Christopher, who is the pride of her life.
Ronnie Mae Weiss  
*Senior Program Manager, MIT Work-Life Center*

Ronnie Mae develops strategic work-life initiatives that are responsive to the needs of the MIT diverse community—faculty, postdoctoral scholars, staff and students alike. Ronnie Mae provides individual consultations, seminars, support groups, and information and resources to support a wide range of work-life issues including: parenting, childcare, aging and elder caregiving, family support worldwide, daily life and balancing work and personal life.

Before joining MIT, Ronnie Mae was the Director of Talent Management, Planning and Programs and Work/Life Consultant for Harvard’s Faculty of Arts and Sciences. Ronnie Mae oversaw all professional development and work/life initiatives and provided work/life consultations for staff members, and also directed new programming efforts based on employee needs and current research into best practices used nationwide.

Ronnie Mae has long been committed to helping working individuals achieve balance between their professional and personal lives. She cofounded Parents in a Pinch, Boston’s first on-call professional child care agency; directed a parent education non-profit, through a partnership between the Boston Children’s Museum and Wheelock College; and developed innovative services at Work/Family Directions, a national consulting firm that creates human resources programs and supports for Fortune 500 companies.
Center Staff Biographies

Prof. Brad Harrington
Executive Director and Research Professor

Dr. Brad Harrington is the Executive Director of the Boston College Center for Work & Family and a research professor in the Carroll School of Management. Brad’s research and teaching focus on career management and work-life integration, the changing role of fathers, contemporary workforce management strategies and the leadership of organizational change. He is a frequent keynote speaker at professional conferences and is the lead author of Career Management and Work-Life Integration (Sage, 2007) and The New Dad Research Series. Prior to his present role, Brad was an executive with Hewlett-Packard for 20 years. Brad holds a BS in Business Administration from Stonehill College, a Master of Arts in Psychology from Boston College and a Doctorate in Human Resource Development from Boston University. He is married to Dr. Anne Soisson, Associate Director of the Center for Learning & Teaching at Tufts University, and they are the proud parents of Maggie (20 and a junior at BC), Hannah (17), and Dillon (15).

Deb Baldwin
Director of Corporate Partnerships

Debra Baldwin is the Director of Corporate Partnerships at the Boston College Center for Work and Family. In this role, she manages all aspects of member relations for the National and Global Roundtables. Debra brings over 20 years of experience in the work-life field, having served in various client relations and business development roles for WFD, ChildrenFirst, and Bright Horizons Family Solutions. She earned two Master’s degrees in Business Administration and Social Work from Boston College, as well as a Certificate in Gerontology. Deb has broad knowledge of work-life issues with particular expertise in dependent care programs, and policies.

Fred Van Deusen
Senior Research Associate

Fred Van Deusen is a Senior Research Associate at the Center. He participates in and manages various research initiatives that the Center performs, with a special focus on member-driven research. He also leads the Center’s custom analyses work on the Standards of Excellence in Work/Life Integration. Fred has held a number of executive positions with the Hewlett-Packard Company, primarily as division Quality Manager for several different HP organizations. Fred holds a Bachelor’s degree in Mathematics from Northeastern University, and a Master’s Degree in Business Administration from Boston College.
Jennifer Sabatini Fraone  
**Associate Director, Communications and Programming**

At the Boston College Center for Work & Family (@BCCWF), Jennifer is Associate Director, Communications and Programming. She works closely with the Boston College Workforce Roundtable, a learning and networking community for over 50 leading employers. Jennifer manages all CWF marketing initiatives including the CWF website, social media, member newsletters, research reports and other publications. Jennifer also works with organizations to provide research and consultation on flexibility, work-life balance and other workforce management issues.

Jennifer was the founder of and a regular guest on the Fox 25 News Boston Work-Life Wednesday segment. She has been featured on NECN, Marketplace, NPR, The Financial Times, Boston Globe, Fortune, The Huffington Post, Human Resource Executive and other publications. Jennifer received her BS in Clinical Psychology from Tufts University and her Master of Social Work and Master of Business Administration from Boston College. Jennifer and her husband John are the proud parents of two children.

Brianna Dougherty  
**Member Relations Specialist**

Brianna is the Member Relations Specialist at the Center for Work & Family, supporting members of the Boston College Workforce Roundtable and New England Work & Family Association (NEWFA). At the Center, Brianna responds to member inquiries on a variety of work-life topics, including flexibility, diversity & inclusion, women’s advancement, global work-life, and many others. She also assists with the planning and execution of member meetings and teleconferences. Brianna researches and analyzes work-life topics relevant to our corporate members and synthesizes the information for practical use in a corporate setting. Brianna graduated from Boston College in 2014 with a Bachelor of Arts degree in History and Communications.

Jana Brinkhaus  
**Fiscal Specialist**

Jana is the newest member of the Center team, having joined in the Fall of 2015. Prior to working at the Center, Jana held financial management roles at Scholastic Inc., General Dynamics, Raytheon Company, and EY. She is a graduate of the Carroll School of Management at Boston College and holds an MBA from Babson College.