



ALFRED P. SLOAN FOUNDATION
Suite 2550
630 Fifth Avenue
New York, NY 10111- 0242

SLOAN WORK-FAMILY CAREER DEVELOPMENT GRANT PROGRAM

The Alfred P. Sloan Foundation is pleased to announce the availability of Work-Family Career Development Grants. This program will award grants to up to five (5) junior faculty members who are investigating important work and family questions. The level of support for 2009 is \$45,000 per grant recipient.

1. Work-Family Research

Work-family research involves an examination of the intersection of the conditions of work and the day-to-day lives of families. Work-family conflict can occur when simultaneous pressures from the work and family domains are mutually incompatible in some respect, such that meeting the demands of one domain makes it difficult to meet the demands of the other (Greenhouse and Singh, 2003). Studies in this area examine the ways in which the structure of the workplace and the design of jobs and careers can impact the functioning of family life, as well as the how the demands of family life can impact experiences and performance in the workplace. The vitality of diverse types of families, the well-being of our children and the efficiency of our economy are all enhanced by workplace arrangements that promote family well-being. Work-family issues have been fruitfully examined from a number of theoretical and practical perspectives. Work-family issues are of central intellectual interest for a number of academic disciplines and continue to raise important social and public-policy questions.

Work-family scholars have examined a broad range of research questions: how time is spent by different family members; how roles (such as “breadwinner”) are defined; how conditions of work, in terms of the demands, timing and location of work, affect the functioning of families; how the carework needs of dependents, including children, partners and the elderly, affect performance on the job; how family rituals and routines interact with workplace demands; how children view the effectiveness of their parents’

parenting under different conditions of work; and how work and family interconnect at different stages of the life course. Prominent topics examined to date have included time use, the ethnography of everyday life, and variability across families and workplace structure and culture.

2. Eligibility

Candidates for Sloan Work-Family Career Development Grants are required to hold a Ph.D. (or equivalent) in anthropology, economics, political science, psychology, sociology, or in a related or interdisciplinary field, and must be members of the regular faculty (i.e., tenure track) of a college or university in the United States. They may be *no more than six years from completion of the most recent Ph.D. or equivalent* as of the year of their application, unless special circumstances such as military service, a significant change of field, or formal leaves for child bearing/rearing are involved or unless they have held a faculty appointment for less than two years. If any of the above circumstances apply, the application should provide a clear explanation. While grantees are expected to be at an early stage of their academic careers, there should be strong evidence of relevant research accomplishments. Candidates in all fields are normally below the rank of associate professor and do not hold tenure. The Foundation welcomes nominations of all candidates who meet the high standards of this program, and strongly encourages the participation of women and members of under-represented minority groups.

Application for grant support in any given year does not preclude re-applying in a subsequent year, as long as the prerequisites for application are met and the candidate has not received grant support in a previous year.

3. The application process

Application forms will be available on the [Alfred P. Sloan Foundation website](#). In addition to this form, the candidate should submit a project summary, a research proposal, examples of previous research on work-family issues, a current curriculum vitae and one letter of recommendation. Candidates and nominators are not required to have a formal relationship with a Sloan Center on Working Families.

Nominations are due by February 2, 2009 for awards to begin in September, 2009. Candidates selected for awards will be notified in April, 2009.

Nomination forms and supporting letters should be mailed to:

Sloan Work-Family Career Development Grants
Jerry A. Jacobs, Program Coordinator
Department of Sociology
University of Pennsylvania
3718 Locust Walk
Philadelphia, PA 19104-6299

4. Contact Information

Send email inquiries to:

work-family-grant@sas.upenn.edu

5. The Selection Process

The criteria for selection include a) the excellence of the proposed research; b) the centrality of the project to work-family issues; and c) the strength of the applicant, in terms of the quality of their research record. Applicants will be judged on the basis of their research record and career trajectory as well as the quality of the proposed project. An assessment of applicants' records will take into account how long they have had their Ph.D. Nominations will be reviewed and candidates chosen by a selection committee of work-family scholars representing a range of social science disciplines and diverse methodologies.

6. Terms of Awards

Grants are awarded for a one-year period; if unexpended funds remain at the end of the year, an extension of the termination date for up to one year may be obtained. Funds remaining at the end of that period must be returned to the Foundation. If a grantee transfers to another institution during the term of the grant, the Foundation will, at the written request of the grantee, work with the grantee to request that the original institution transfer unexpended funds to the new institution.

Funds are awarded directly to the grantee's institution and may be used by the grantee for such purposes as summer salary, travel to field locations or conferences at which the awarded work will be presented, survey design and implementation, research assistance, faculty course buy-outs, or any other activity directly related to the grantee's research. They may not be used to augment an existing full-time salary or for indirect or overhead charges by the Fellow's institution. Expenditures must be in accordance with the policies of the institution.

7. Reporting

The Fellow's institution is required to report annually on expenditures from the grant, and the grantee must submit a final report to the program coordinator.

8. Sloan Foundation Workplace, Work Force and Working Families Program

Over the last decade, The Sloan Foundation has provided funding for six academic Centers on Working Families, one Workplace Center, one Center on Aging and Work, and more than 200 additional research projects to examine issues faced by working families. These Centers and related projects are generating academic research that is relevant in both breadth and scope. They have produced more than 60 Ph.D.s as well as 40 post-doctoral fellows specializing in work-family research. The Alfred P. Sloan Foundation has played a pivotal role in developing this new field of work-family scholarship by providing sustained funding for researchers in sociology, psychology, anthropology, political science, labor economics and industrial relations to conduct interdisciplinary research on issues faced by working families. For more information, download the publication [Familywork](#).