Butler Research Group Mission: The mission of the research group of the Susan Bulkeley Butler Center for Leadership Excellence is to support and conduct initiatives that

- Bridge research and practice on women’s leadership and organizational change toward the advancement of women and removing barriers to gender inclusion in organizations and society.

What We Do: The Butler Center Research Group partners with organizations, groups, and individuals at Purdue University and externally to conduct and support research activities on women’s leadership development, to advance knowledge and practice related to gender advancement and inclusion.

2013-2016: Highlights and Activities:

1. Organize and collaborate on research symposium and conferences to advance research knowledge and practice at Purdue University and with Purdue alumni and constituencies. Highlights:
   - The Leadership Excellence and Gender in Organizations Symposium held in March, 2016. Keynote speakers include experts on topics from STEM, gender in teams, diversity and inclusion climate, mentoring, and entrepreneurship from industry (GE, Paypal, IBM, PWC, Accenture; Land of Lakes) and academia as well as competitive paper presenters from around the world (https://www.krannert.purdue.edu/events/leadership-excellence-and-gender/home.php)
   - 2014 Research Brown Bag Series on Gender and Leadership. This was a joint series with Management and I-O Psychology. Speakers included Ellen Galinsky from the Families and Work Institute, Dr. Jenny Hoobler, from the University of Illinois-Chicago, and Dr. Susan Lambert from the University of Chicago.

2. Speak as Keynote or Panelist on gender and diversity at State, National and International Events
   - Dr. Kossek spoke on agile careers and work-life boundaries panels held at Northern Trust in Chicago Illinois with the women’s network and Purdue alumni in December 2015. Men and Gender Equality Panel held at Krannert lead by WIM, and meeting with WIM advisory board, in 2016. Work-life boundary management workshops and career experiences panels at Purdue Pretenure conference in 2013-2015, and Diversity and inclusion conference and WIM, 2015. She was the work life captain at the recent US. Government Office of
Personnel Managements research and policy conference
https://www.opm.gov/policy-data-oversight/human-capital-management/opm-research-summit/. Dr. Lee spoke on a Krannert WIM diversity panel in fall 2015. Dr. Kossek has given many keynotes in over a dozen countries, including Sweden, U.K., Spain, and Korea.

2. Provide opportunities for research collaboration, networking, mentoring, and alliance building on campus and externally

- Organize symposia and conferences, and develop grant proposals and collaborative projects with experts across campus.
- A recent sample project includes: the Purdue Quality of Work Environment Initiative with the Department of Management and Psychological Sciences and Purdue Human Resources; http://www.purdue.edu/hr/qwei/

3. Develop and disseminate publications to advance knowledge of gender leadership and inclusion in organizations

- **Journal series initiated for 2016:** Closing the Gender Gap: Advancing Leadership and Organizations (http://docs.lib.purdue.edu/cgg/)
- **Special Issue of conference planned for Human Resource Management:**
  Women’s Career Equality and Leadership in Organizations: Creating Evidence-based Positive Change


4. Conduct research to advance practice and knowledge on gender and inclusion

- Current research includes evaluating and implementing leadership and work-life change management initiatives to improve how people manage technology and work-life boundaries, and leader and organizational cultural support of gender, sustainable careers and occupational resilience.
- Develop on line and face to face diversity management and work-life support and technology and boundary management training programs for employees and leaders through Russell Sage Foundation and NIA grants

5. Create and scientifically evaluate evidence-based programs on how to support leadership development on gender and diversity through external funding

March 17, 2016
• Comparing the Effectiveness of Work-Family Interventions: Effects on Supervisors, Employee and Organizations – Funded by Russell Sage Foundation

While there is public policy interest in workplace policies to strengthen work-life support for working families, most of the policy studies to date have focused on leaves and scheduling predictability. We seek to understand several other important under-examined areas: 1) implications of increased organizational work-life support for supervisors’ roles, skills and own work-life demands; 2) modification of cell phone accessibility policy to provide job control over boundaries since over 90% of Americans have a cell phone and there is little research on work-life electronic communication policy; and 3) the continued need for evidence-based evaluation of innovative work-life practices and training. We are partnering with a national food retail company, to implement 3 different intervention programs in 69 stores with a control group of 23 stores and comparing the effectiveness of each intervention program.

• Family Supportive Supervisor Training and Workplace Assessment Tool – Funded by National Institute of Health (NIH)

Managing the demands of work and personal life is a major stressor affecting employees, yet there are virtually no evidence-based workplace supervisory training interventions to address this critical public health concern. Research has shown work-family conflict can affect employees’ health, workplace productivity, family interactions, and safety and wellness on and off the job, in addition to the well-being of employees and their families. We plan to continue research to evaluate the Work-Life Supportive Supervisor Training (FSST), the only rigorously field-tested training of its kind, to further its mission to help organizations translate evidence-based work-life research into practice. The Project aims include the following: (1) Adapt and improve the design and delivery of the online training; (2) Develop an online pre- and post-intervention Workplace Assessment Tool that will provide an evaluation of employee perceptions of the workplace work-life and occupational health context, including the perceived organizational and managerial support for employees’ work-life needs. (3) Implement the Workplace Assessment Tool and SCORM-compliant training with a cross-section of employees and work environments to assess usability and effectiveness. (4) Collect data from potential adopters (e.g., management and employees) at each of two organizations to establish final proof of concept for the training program and Workplace Assessment Tool.

March 17, 2016
**History and Leadership.** The research group was started in January 2013 with the appointment of Dr. Ellen Ernst Kossek as the inaugural Research Director who holds the Basil S. Turner Chair in the Krannert School of Management. Dr. Kossek holds a Ph.D. in organizational behavior from Yale University, an MBA from the University of Michigan and a B.A. with honors from Mount Holyoke College in South Hadley Massachusetts. She is the first elected President of the Work-Family Researchers Network, and has won the work-life legacy award for helping to build or advance the work life movement. Her research on advancing gender work, life and diversity in organizations has won awards from the Gender and Diversity Division of the Academy of Management and the Boston College Work Family Roundtable. She has received major funding from many sources including the U.S. National Institutes of Health (NIOSH, NIA, NICHD), the Alfred P. Sloan Foundation, the Russell Sage Foundation and the Gerber Foundation, private corporations, among many others. Dr. Kossek works globally with managers, organizations and educators to advance knowledge of gender and diversity in organizations as well as strategic human resource management and leadership broadly defined. Her email is ekossek@purdue.edu.

**Key Staff.** Dr. Kyunghee Lee, is Research Associate and Project Manager. She earned her Ph. D. in Family Studies at Texas Tech University and previously worked as a Postdoctoral Research Associate at Virginia Tech and at the Military Family Research Institute at Purdue University. She also was an Adjunct Professor at Texas Tech. Her research focuses on military families, work-family issues, dyadic and longitudinal processes of intimate relationships. Her email is kyungheelee@purdue.edu

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