

Kanter Lecture Series

INVISIBLE FAMILIES, INVISIBLE CONFLICTS: EXAMINING THE ADDED LAYER OF WORK-FAMILY CONFLICT FOR EMPLOYEES WITH LGB FAMILIES

Friday, April 12

Rawls Hall, Rm 3058

10:00 a.m. EDT

Purdue University, West Lafayette, Indiana

For employees in same-sex relationships, work and family domains often conflict in unique ways that result in stress that is not experienced by those with heterosexual family structures. Challenging heteronormative assumptions of “family,” Dr. Sawyer and her colleagues developed new theory regarding the additional work-family conflict and associated family identity management behaviors and psychological strains faced by LGB employees who perceive their family identity to be stigmatized at work.

At the Lecture, Dr. Sawyer will discuss her Kanter Nominated research which called attention to the overly restricted assumptions about “family” in prior WFC research, and seeks to serve as an impetus for aligning WFC research more fully with the complex realities of modern organizational life.



Katina Sawyer, Ph.D. is an Assistant Professor of Management at the George Washington University in the School of Business. Her areas of expertise include diversity, work-life balance, leadership, and negative workplace behaviors. Dr. Sawyer has provided independent HR consulting services for various organizations, creating selection systems, performance appraisal processes, trainings, and participating in test development. She has worked as an independent consultant and for SHL, a global consulting firm, on the Optimization Services team. While working for SHL, Dr. Sawyer was able to work with many Fortune 500 companies, specifically focusing on gathering and utilizing HR metrics to demonstrate ROI for HR selection systems. Katina holds a dual-Ph.D. in Industrial/Organizational Psychology and Women’s Studies from the Pennsylvania State University. She received her B.A. in Psychology from Villanova University.



The Rosabeth Moss Kanter Award

For Excellence in Work-Family Research

The Kanter Award raises awareness of excellent work-family research, fosters debate about standards of excellence, identifies the best of the best studies on which to base future research and outlines specific implications of the research for work-life and human resource professionals.

SPONSORED BY The Center for Families, Susan Bulkeley Butler Center for Leadership Excellence, Krannert School of Management, the Department of Sociology, and the Department of Psychological Sciences and the Department of Human Development and Family Studies in the College of Health and Human Sciences.

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