

Fall 2020 I-O Psychology Colloquium Series Presents a Virtual Panel Discussion on

## Future of Work and COVID

**Thursday September 24, 12:00-1:00 US Eastern**

(Zoom link available upon request; email [sewoo@purdue.edu](mailto:sewoo@purdue.edu))

**Presenters:** Ellen Ernst Kossek and Brad Alge (Purdue Krannert School of Management)

**Facilitator:** Sang Eun Woo (Purdue I-O Psychology)



[Ellen Ernst Kossek](#) (Ph.D., Yale University) is the Basil S. Turner Professor at Purdue University's Krannert School of Management and the first elected President of the Work-Family Researchers Network. Elected a Fellow in the Academy of Management, American Psychological Association, and SIOP, her research examines organizational and leadership initiatives to advance gender equality, work-family-life inclusion, and effectively implementing flexibility policies and technology to support work-life boundaries. Her research has won many awards such as the 2020

Ellen Galinsky Generative Researcher Award for contributing break-through thinking to the work-family field, the Work-Life Legacy award for helping to build or advance the work-life movement; the Rosabeth Moss Kanter work-family research excellence award (winner and multiple year finalist/nominee) and the Sage Scholarly achievement award from the AOM Gender and Diversity in Organizations Division for advancing understanding of gender and diversity in organizations. Her research has been funded by the U. S. National Institutes of Health and the Center for Disease Control, the National Science Foundation, and the Alfred P. Sloan, Russell Sage, and Gerber Foundations and been published in top academic journals and national media outlets (NPR, CNN, HBR, WSJ, Financial Times). Her new book is: *Creating Gender-Inclusive Organizations: Lessons from Research and Practice* (University of Toronto Press).

**Talk Title:** Working Virtually (and not): Implications for Work-Life Inequality, Gendered Boundaries, and Well-being

**Abstract:** The coronavirus crisis highlights differential work-life inequality challenges faced by essential and nonessential workers. It demonstrates how poorly the U.S compares with other countries in providing workers equal access to paid sick and family leave, employee-requested flexible scheduling, and reasonable work hours (Kossek & Lee, 2020). It also reveals the gendered double-edged sword of virtual work due to increased tethering in the 24-7 "always-on" culture such exacerbating boundary control and well-being tensions; and inclusion and overwork challenges due to ideal worker (and mothering) norms.



[Dr. Brad Alge](#) holds the position of Associate Professor of Management in the area of Organizational Behavior and Human Resource Management at Purdue's Krannert School of Management where he has served since 1999. An award winning scholar and teacher, Dr. Alge teaches courses in organizational behavior and leadership at Purdue. His research focuses on leadership, organizational control, creative performance, social networking, and virtual/distance work. He has served on the editorial boards at the Academy of Management Review, Journal of Management, and Organizational Behavior and Human Decision Processes. Dr. Alge has over 20 years of experience helping companies to improve their business processes, organizational culture, and human capital. Prior to academia, Dr. Alge was a consultant for Accenture. Dr. Alge is a proud member of the 1988 NCAA Division I National Champion Football Team at Notre Dame. Dr. Alge received his BBA from the University of Notre Dame, his MBA from Kent State University, and his PhD from The Ohio State University. His research focuses on: Virtual Work; Technology's

impact on individual and group attitudes and behaviors on the job; Employer/employee rights (e.g., privacy, justice, ethics & corporate social responsibility); Leadership--particularly in the contexts of distance leadership and organizational control; Organizational versus employee control; Social Networks; and Creative Performance.

**Talk Title and Abstract:** TBA