

# Contributors

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**Tracey L. Adams** is an Associate Professor in the Department of Sociology at the University of Western Ontario, in London, Ontario, Canada. Her research focuses on the sociology of work, and especially the nature and development of professional work across time and place. Her current research projects focus on the formation and regulation of professions and inter-professional conflict in Canada.

**Elizabeth Brooke** is Associate Professor, Business Work and Ageing Centre for Research, Swinburne University, Melbourne, Australia. She is the Australian Chief Investigator within the Workforce Aging in the New Economy (WANE) project. She has been researching the effects of aging workforces by conducting organizational case studies since the late 1990s. Most recently she has undertaken projects applying the Finnish work ability approach to support retention. She was awarded a five-year VicHealth Fellowship to trial the construction of employment pathways into aged care work targeting older non-employed people. As Chief Investigator in an Australian Research Council research project, she examined the implementation of work ability in case study organizations.

**Neil Charness** is the William G. Chase Professor of Psychology and an Associate in the Pepper Institute on Aging and Public Policy at Florida State University in Tallahassee, Florida, USA. He received his BA (McGill University, 1969), MSc, and PhD (Carnegie Mellon University, 1971, 1974) in psychology. Charness was at Wilfrid Laurier University in Ontario, Canada (1974–1977), then University of Waterloo, Ontario, Canada (1977–1994), before joining the Psychology Department at Florida State University in 1994. His research interests include understanding relations between age and technology use, expert performance, and work performance. He has authored or co-authored over 100 journal articles and book chapters.

**Martin Cooke** is an Assistant Professor, jointly appointed in the Sociology Department and Department of Health Studies and Gerontology at the University of Waterloo, in Waterloo, Ontario, Canada, where he teaches in the Masters of Public Health program. His research interests are in

welfare state policies and the life course and the social demography of aboriginal peoples.

**Erin I. Demaiter** is a PhD candidate in the Department of Sociology at the University of Toronto in Toronto, Ontario, Canada. Her research focuses on the sociology of work, occupations, and gender, with a special focus on information technology workers in the new economy. She is currently completing her dissertation, entitled 'The study of organizational structures and workers: behaviours in highly skilled, small sized information technology firms in Canada'.

**Mark C. Fox** graduated from Michigan State University in East Lansing, Michigan, USA, in 2003 while working in the memory and aging lab of Rose Zacks. Since 2005, he has worked with Neil Charness at Florida State University, studying age-related differences in higher-level cognition, focusing primarily on how individual and age group differences in top-down processes influence problem solving and fluid ability. His other interests are methodological concerns involving the use of process-tracing methods such as concurrent verbalization and eye-tracking. His more applied research has involved studying age-related differences in response to the stress of technology, and assisting in research aimed at improving the traffic safety of older adults.

**Sara B. Haviland** received her MA in sociology at the University of North Carolina at Chapel Hill, North Carolina, USA, under the direction of Arne Kalleberg, with a thesis entitled: 'The gender paradox in job satisfaction: an international perspective'. In addition to work and family, Sara is interested in issues of employer benefits, retirement timing, retention of the healthcare workforce in long-term care, risk and society, and the life course. She served as Research Manager at the Institute on Aging for the Jobs to Careers project, and also for the US Workforce Aging in the New Economy (WANE) component. She is completing her dissertation from WANE data, under the supervision of Victor Marshall.

**Victor W. Marshall**, Head of the US component of Workforce Aging in the New Economy (WANE), is Director of the UNC Institute on Aging and Professor of Sociology at the University of North Carolina at Chapel Hill, North Carolina, USA. His PhD in sociology is from Princeton University. As Director of CARNET, the Canadian Aging Research Network, he developed an extensive research program, Issues of an Aging Workforce, that gathered case study data from firms in Canada and the United States to investigate the impact of workforce aging on human resources policy.

He has held several executive positions in the field of aging, including Vice-President of the Canadian Association on Gerontology, Editor of *The Canadian Journal of Aging*, and member of the Executive Committee of the International Association on Gerontology. His previous books include *Restructuring Work and the Life Course* and *Social Dynamics of the Life Course*.

**Julie Ann McMullin** is a Professor in the Department of Sociology and Associate Dean in the Faculty of Social Science at the University of Western Ontario, London, Ontario, Canada. She received her BA and MA from the University of Western Ontario and her PhD from the University of Toronto. Her recent work examines social inequality in paid work, especially in relation to older workers, and in families. She was the principal investigator of the Workforce Aging in the New Economy (WANE) project. Her edited book, *Working in Information Technology Firms: Intersections of Gender and Aging* is forthcoming and a second edition of her book, *Understanding Social Inequality: Class, Age, Gender, Ethnicity, and Race in Canada* (2010), was recently published by Oxford University Press.

**Jennifer Craft Morgan** is a Research Scientist and Associate Director for Research at the UNC Institute on Aging. She was Research Coordinator of the US Workforce Aging in the New Economy (WANE) and Workforce Issues in Library and Information Science projects at the UNC Institute on Aging. She is a co-investigator on the Better Jobs, Better Care applied research project and the on-going long-term care intervention program 'Win A Step Up'. She received her MA and PhD (2005) from the Department of Sociology at the University of North Carolina at Chapel Hill, North Carolina, USA. Dr Morgan's substantive interests include medical sociology, gender stratification, work and occupations and life course and aging. She is particularly interested in the intersection of issues of gender, age, health and work.

**Kerry Platman** is a Senior Research Fellow at the Warwick Institute for Employment Research, one of Europe's leading centers for research in the labor market field. Based at the University of Warwick in Coventry, England, she specializes in the aging of the workforce and its impact on employment and retirement practices. Her current research examines management practices and career transitions in the information technology sector. She speaks and writes about a range of issues associated with workforce aging, including: the management of longer working lives; age discrimination in employment; the business impact of workforce aging;

flexible transitions into retirement; learning and training over the life course; age management and healthy working lives; and employment and care burdens in later life.

**Gillian Ranson** is an Associate Professor in the Department of Sociology at the University of Calgary in Calgary, Alberta, Canada. Her research and teaching interests are in the interwoven areas of gender, families and paid employment. Apart from her participation in the Workforce Aging in the New Economy (WANE) project, she has recently completed a study of non-traditional families, described in a forthcoming book published by UTP Higher Education, called *Against the Grain: Couples, Gender and the Reframing of Parenting*.

**Kim M. Shuey** is an Assistant Professor of sociology at the University of Western Ontario in London, Ontario, Canada. Her research focuses on inequality in life course health and issues related to aging within the context of changing labor markets. Current research projects include investigations of cumulative advantage processes in life course health, the relationship between work context and disability accommodations, and worker health and well-being in new economy sectors.

**Heather Spiegel** is a PhD student in Organizational Behavior at the Richard Ivey School of Business in London, Ontario, Canada. She studies how work-related stressors affect the health and well-being of individuals. In addition to examining burnout in the IT sector, she also investigates how incivility and work-home conflict affect employee and organizational outcomes.