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WOMEN'S PERCEPTION OF FATHER PARTICIPATION IN
CHILD CARE AND WOMEN'S SATISFACTION IN THE
ROLES OF MARRIAGE, PARENTING AND JOB

presented by

Darcey A. Owings

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of the requirements for

MASTER OF SCIENCE degree in NURSING

Major professor

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**WOMEN'S PERCEPTION OF FATHER PARTICIPATION IN
CHILD CARE AND WOMEN'S SATISFACTION IN THE
ROLES OF MARRIAGE, PARENTING AND JOB**

By

Darcey A. Owings

A THESIS

**Submitted to
Michigan State University
in partial fulfillment of the requirements
for the degree of**

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1997

ABSTRACT

WOMEN'S PERCEPTION OF FATHER PARTICIPATION IN CHILD CARE AND WOMEN'S SATISFACTION IN THE ROLES OF MARRIAGE, PARENTING AND JOB

By

Darcey A. Owings

The purpose of this study was to determine the relationship between employed women's perception of father participation in child care and women's satisfaction in the roles of marriage, parenting and job. The sample consists of 138 married women with children who are either university professors or business women. The women have been participating in a longitudinal study examining role conflict. Results indicated a relationship between women's perception of father participation in child care and women's satisfaction in the marriage role. When families were divided into those with only preschool and school aged children and those with only teens the results differed. Father participation was not related to women's satisfaction in the marriage role in families with only teens. Implications for advanced practice nursing are discussed.

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INTRODUCTION

In 1960 19 percent of married women with children under six worked outside of the home along with 31 percent of women with children between six and seventeen (U.S. Census figures, 1960). By 1990, U.S. Census figures indicated that less than 3 percent of American families are the "traditional" family, with the bread winner father and the stay at home mother. The dual-career family has thus emerged. Several reasons include; greater opportunities for education leading to professional careers for women, desire for an increased standard of living and hope of buffering against a changing economy and corporate downsizing. With the surge of women into the workforce, men are doing more work at home and are more involved than fathers of the past in the day-to-day job of caring for their children (Barnett & Rivers, 1996). However, a significant gap remains in the division of household labor and child care between men and women. Men often don't voluntarily take on more responsibility for child care and household tasks until there is a need (Peterson & Gerson, 1992; Baruch & Barnett, 1987a; Brayfield, 1995). Father participation in child care increases as the number of children increase and the number of hours worked by the woman increase (Peterson & Gerson,

1982; Darling-Fisher & Tiedje, 1990). A positive maternal attitude toward the male role within the family also increases father participation in child care (Barnett & Baruch, 1987; Ferree, 1988). As dual career families take on the renegotiation of household chores and child care both husbands and wives face changing roles. The purpose of this study was to investigate the relationship between father's participation in child care and satisfaction with life roles of women.

Dual career families with children must divide household chores and child care activities and cope with multiple roles. A study by Gove and Zeiss (1987) reported a positive relationship between multiple role occupancy and general overall happiness. Both men and women reported increased happiness with multiple role involvement. However, multiple role occupancy can also be problematic. Role overload is the most commonly reported of all daily stresses in dual income couples and may negatively influence emotions in both husbands and wives (Bolger, DeLongis, Kessler, & Wethington, 1989; Paden & Buehler, 1995; Tiedje, Wortman, Downey, Emmons, Biernat, & Lang, 1990). In a study by Pleck (1985) role overload was significantly associated with decreased well-being among women when they perceived their husbands did too little child care.

Men and women reported increased marital satisfaction when each perceived a high level of participation in household chores and child care by their spouse. Husband's

of working wives reported lower life satisfaction than husbands of nonworking wives and were more satisfied with their marriages if their wives did more than their "fair share" of house work and child care (Staines, Pottick & Fudge, 1985; Barnett & Baruch, 1987b). Among wives there is positive marital satisfaction when husbands do only their share of family work (Staines & Libby, 1986). In support of earlier research, a study by Barnett and Rivers (1996) showed that men's and women's work and home lives are interconnected. For both men and women what happens at home affects what happens at work and vice versa. These studies show the beginning of a trend to examine the overflow effects of spouse's roles.

Problem Statement

This study examined the relationship between employed women's perception of father's participation in child care and the women's role satisfaction as a wife, professional and mother.

By studying the issue of women's role satisfaction in relationship to father participation in child care the APN can gain knowledge about the influence of multiple roles in dual career couples. This knowledge will also help identify the need for social policy changes, client education strategies, and changes in work place policies.

Research Questions

1. Is there a relationship between employed women's perception of husband's participation in child care and women's satisfaction with parenting?
2. Is there a relationship between employed women's perception of husband's participation in child care and women's satisfaction with their job?
3. Is there a relationship between employed women's perception of husband's participation in child care and women's satisfaction with marriage?

REVIEW OF LITERATURE

Conceptual Definitions

Role Satisfaction. Role satisfaction is the presence of positive emotions related to a set of behaviors that are part of a socially expected behavior pattern (Biddle & Thomas, 1966). In this study the presence of positive emotions about three roles, job, parenting and marriage are investigated.

Husband's participation in child care. Father's participation in child care is conceptualized as a series of tasks which reflect physical care, teaching, support and a wide range of activities fathers engage in with children during the preschool, school age, and teen years (Barnett & Baruch, 1987).

Literature Review

The literature correlating father participation in child care and women's satisfaction in the parenting, wife

and professional roles generally supports the notion of a positive correlation between these variables: as women perceive greater father participation in child care, their reported satisfaction in work, marriage and parenting is increased. However, much of the literature does not distinguish between child care and house work but combines it into the terms family work or household work.

Women are widely reported to be dissatisfied with the division of family work (Pleck, 1985; McHale & Crouter, 1992; Demo & Acock, 1993; Stohs, 1995). Women argue that they are unhappy because their husbands do not participate equitably in the time devoted to "female" chores such as housework and child care (Pleck, 1985; Stohs, 1995; Benin & Agostinelli, 1988). Unequal division of household tasks is a predictor of conflict over household labor (Mederer, 1993). Dissatisfaction with the household division of labor is highly and negatively correlated with overall conflict (Suitor, 1991). Conflicts occur over the division of household labor largely because women are less satisfied with this division of labor (Stohs, 1995; Pleck, 1985). Since a good marital relationship involves spending time together, avoiding cycles of negative emotion and negotiating household duties, it is logical that conflicts over division of household labor would decrease marital satisfaction (Montemayor, 1982).

Traditional role attitudes and division of family labor in a non-traditional family system are reported as a source

of conflict. In support of this trend is the growing number of collaborative couples. The couple, not just the woman is responsible for household chores and nurturing the family. In collaborative couples (Barnett & Rivers, 1996) both husband and wife share the economic and household management functions of the family. Many men feel a greater sense of satisfaction from caring for their family than in the past. Some men and women believe that fathers who stay home and care for their children are just as capable of good parenting as mothers.

Home Role. Hoffman (1983) hypothesized that a more active father would alleviate the overload and stress of the employed mother. As the mother's tasks are lessened, her responsibilities and anxieties would decrease and she would have more time for leisure. However, Barnett and Baruch (1986), found that increased father participation was not always better for women. Employed mothers whose husbands participated in child care tasks were more self-critical and likely to report that their own work interfered with their family responsibilities. Barnett and Baruch (1986) also reported that women did not report a decrease in conflicts and tension when their husbands participated in family chores. For women, increased father participation in child care might mean a loss of autonomy and/or the loss of a source of feeling competent (Hoffman, 1983). Even when husbands happily shared in child care their wives felt more "responsible" for the children (Hochschild, 1989). Schwartz

(1994) discusses the closely knit and guarded world of mothers. A father participating in child care enters a female environment and may be treated as a temporary substitute. When women see themselves as the "exclusive nurturing parent", they may be reluctant to relinquish that role (Hock, McBride, & Gnezda, 1989). In summary, the literature supports a potential decrease in women's role satisfaction when the father participates in child care.

Cultural differences. Cultural norms and values can influence the women's perception of father participation and how it relates to her satisfaction in parenting wife and job roles. Brayfield (1992) studied French-Canadian and English-Canadian dual earner couples with children. The study showed that Canadian women in general had a greater responsibility than Canadian men for traditional female household duties. The French-Canadian couples were generally more equitable in sharing the traditional female tasks than the English-Canadian couples.

A study by Mirande (1988) reported that among the Mexican-American population men view their paternal responsibility as providing finances for basic necessities such as food and shelter. Within the Mexican-American population, father participation in child care and household chores has increased as the economy demands women participate in the financial aspect of family life. Despite this, Mexican-American women keep the traditional female chores of feeding and bathing the children (Mirande, 1988).

A study of Black families (Broman, 1988) reported that black women are twice as likely as men to feel overworked by household chores. In addition, black men who perform most of the household chores are less satisfied with family life. In contrast, Orbuch and Custer (1995) reported that, traditionally, black men have participated in routine child care whether their wives work or not.

Job Role. In the literature, father participation in child care is linked to both increased and decreased women's satisfaction in the job role. Krause and Markides (1985) report positive job satisfaction in women only when husbands share family work. With increased father participation in child care, women potentially have greater opportunity for increased occupational commitment (Hoffman, 1983). Opposing findings were reported by Barnett and Baruch (1988). Wives whose husbands participated in child care tasks were self-blaming and expressed conflict between work and family. Role spillover has also been linked to women's satisfaction in the job role. In one study women didn't show effects of role spillover from work to home like men (Bolger et al., 1989b). However, later studies have documented work to home and home to work spillover by both husbands and wives (Bolger et al., 1989a).

Parenting Role. In the literature, father participation in child care is linked to an increase in women's role satisfaction with parenting. Women who perceive equal participation in child care by their husbands

report greater satisfaction with their role as parents (Stohs, 1995). Hoffman (1983) proposed increased father participation in child care can also allow for increased joint parental participation in family activities. Wives view their own time spent on child care negatively when they are dissatisfied with their husband's level of participation in child care (Pleck, 1985). One can logically deduce a decreased satisfaction with the role of parenting by the wife when the husband's level of participation is small.

Marriage Role. In the literature father participation in child care is linked to an increase in women's marital role satisfaction. Wives report greater marital satisfaction when their husbands do a fair share of family work (Yogev & Brett, 1985; Staines & Libby, 1986; Hochschild, 1989; Suitor, 1991). In a study that looked at behavior and attitudes about family work the women who reported non traditional role attitudes about father participation in child care but functioned in a traditional woman's child care role reported lower ratings of marital satisfaction (McHale & Crouter, 1992). Wives who felt overworked as mothers evaluate their husbands more critically (Barnett & Baruch, 1987) and thus may evaluate marital satisfaction more negatively.

Summary and Critique of the Literature

In summary, the literature has reported predominantly negative effects from lack of father participation in child

care on women's satisfaction in the roles of wife, parent, and professional.

One short coming is that most studies were done with a sample of white, middle class Americans (Bolger et al., 1989; Baruch & Barnett, 1986; Darling-Fisher & Tiedje, 1990; Paden & Buehler, 1995; Staines et al., 1985; Peterson & Gerson, 1992). This study also has a predominantly white, middle class sample. Other studies comparing low, middle and high income families and studies of other culture/races need to be done. Comparison within and between these groups could yield interesting results.

A second shortcoming is that the literature concentrates on father participation in household labor and family work (Pleck, 1985; Stohs, 1995; Benin & Agostinelli, 1988). As investigation of this topic continues father participation in child care needs to be clearly separated out from family work and household labor in general.

A third shortcoming is that much of the literature describes the negative consequences and outcomes of the participation or lack of participation of father's in child care/ household chores (Barnett & Baruch 1986; Crouter, Perry-Jenkins, Huston & McHale, 1987; Blaisure & Allen, 1995). Further studies need to be published with the positive outcomes clearly spelled out.

This study addressed these gaps in the literature by:

- 1) clearly linking father participation to outcomes for

women, and 2) clearly, focusing on participation in child care, not family work in general.

Theoretical Framework

King (1981) utilized a systems framework as the basis for developing her conceptual framework. In her framework human beings are viewed as open systems interacting with the environment, each with permeable boundaries allowing an exchange of matter, energy, and information. There are three dynamic interacting systems: Personal systems, interpersonal systems, and social systems. These three systems interact with and influence one another.

Other concepts integral to King's framework and the study variables are interaction, perception, role, self, communication and time. Each of these concepts can be applied to one of the dynamic interaction systems: personal, interpersonal and social. An individual's perceptions, expectations, needs, values and goals influence their reaction to persons, events and objects in the environment (Gonot, 1983).

For the purpose of this study the areas of King's theory that will be used are perception, interpersonal relations, and social system interaction. The lives of the couples are described as dynamic interaction (Barnett & Rivers, 1996). Men's and women's work and home lives are interconnected: a tug in one area sends vibrations to another. There are no clear boundaries between work and home. Good experiences at home may buffer against problems

at work and vice versa. A holistic view of people is important. People do not separate themselves into categories such as worker or father that have no connections. This is consistent with King's model. The three systems are open, interacting with one another with permeable boundaries. Women are mothers, wives and professionals regardless of which system they are interacting in at any given time. How women's perceptions of father participation in child care influences women's satisfaction in any one of the three roles, job, marriage and parenting may spillover into the other roles (See Figure 1).

In this study the three roles, job, marriage and parenting are interpersonal systems in King's model. Women's perceived satisfaction in each of the roles are personal systems. Father participation in child care, as an activity, is (part of the) an interpersonal system. In the study, women's perception of father's participation in child care is being measured and is an intrapersonal system that can be influenced by any or all of the three systems in King's model. Women's perception of father's participation in child care, in the presence of positive or negative interactions from the three systems, influences women's satisfaction in each of the roles of job, marriage and parenting. The reported levels of satisfaction within the

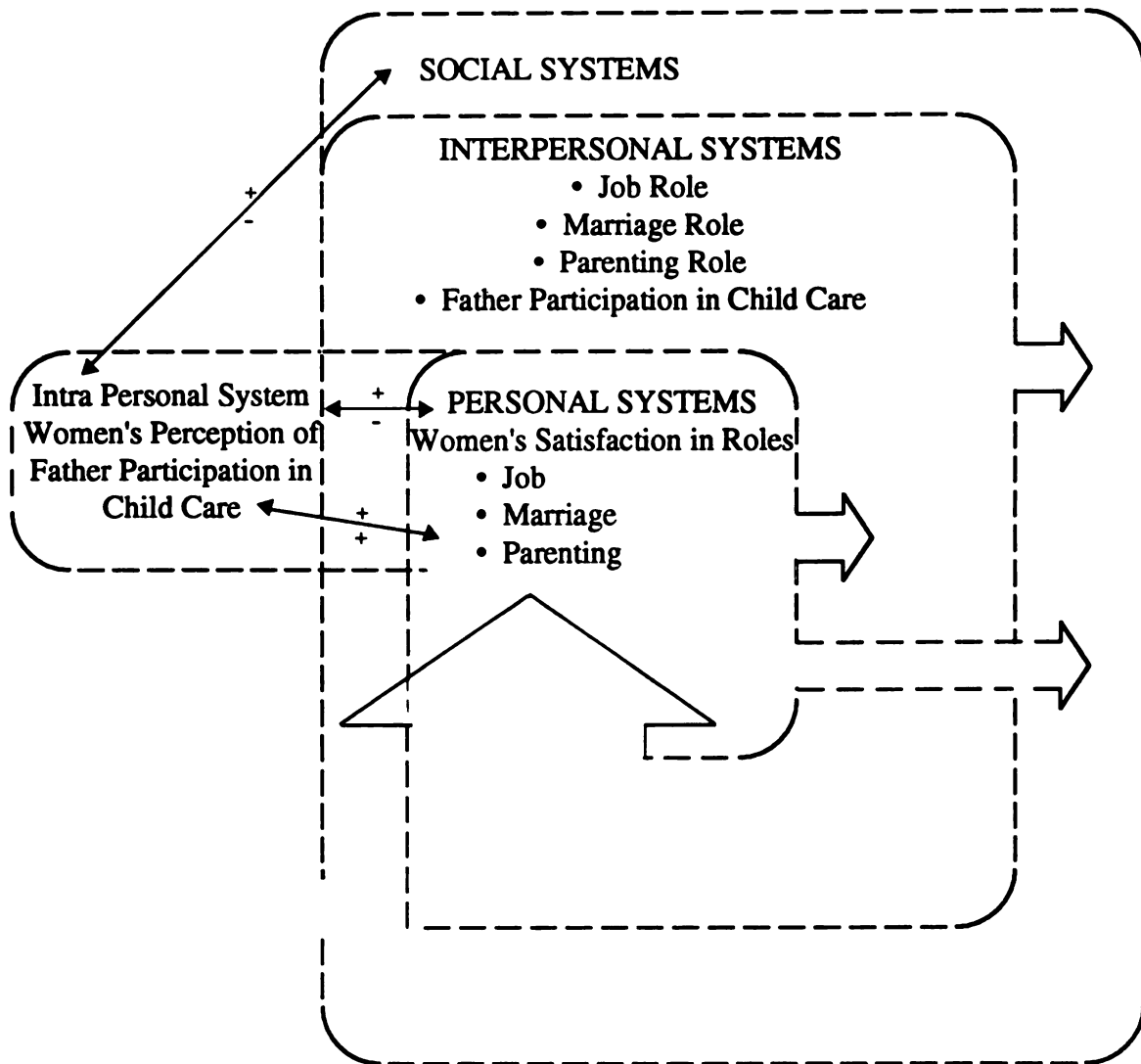


Figure 1. Women's Role Satisfaction and Father Participation in Child Care. Adapted from King, I.M. (1981). Toward a Theory of Nursing.

personal system are influenced by father participation in the interpersonal systems. For the purposes of this study the influence of social systems were not assessed.

METHODS

Selection of Subjects

The women for this study were selected in 1985-86 from two broadly defined occupational groups, university professors and business women. Subjects were identified through their employers. University professors were identified from lists of instructional faculty provided by the four largest universities in Michigan and the two largest in the Chicago area. Business women were selected from companies in geographic proximity to the universities. The companies were identified by the criteria of having 50 or more employees, being located within a five-county area in Michigan or in Cook County Illinois and having one of four Standard Industrial Classification(SIC) codes. The SIC codes corresponded to four industries that tend to attract female professional-level employees: banking, accounting, law and advertising. The sampling frame was stratified by size into small, medium and large companies.

Telephone screening interviews were conducted to determine the eligibility of each woman on the list. Eligibility criteria included that the woman worked at least 30 hours per week, was married and currently living with a husband and had at least one child between the ages of 1 and 5 years.

The original study consisted of a personal interview and self administered questionnaire filled out at four month intervals over a one year period of time (Waves I-IV, 1985-86). Self administered questionnaires were also completed by the participant's spouses at the first and fourth data collection times (Wave I and Wave IV). Seven years later a follow-up questionnaire was administered (Wave V) which collected the data that serves as the basis for this study. Only women completed the questionnaire in Wave V. The spouses did not participate.

Prior to the questionnaire mailing at Wave V an attempt was made to contact the original 200 participants. Each participant was sent a letter with a return postcard to confirm current address and willingness to participate. Phone contact was also made with many of the participants to confirm address, phone number and further participation in study. From the original 200 women, 190 were located. Ten of these women indicated the desire to remain in the study but did not wish to participate in Wave V.

Procedure

Questionnaires were mailed to 180 women in the fall of 1992. The questionnaire asked about many issues regarding women's roles, including questions about women's perception of father participation in child care and women's satisfaction with job, marriage and parenting roles. Life Roles Satisfaction, Section LRS, questions LRS1,a-f, LRS2,a-f, and LRS3,a-f, pertained to women's satisfaction with job,

marriage and parenting. See Appendix B Questions about father participation in child care are under Parenting, Section P, question P3,a-1. See Appendix A An instruction sheet with sample questions was included with the questionnaire. Throughout the questionnaire instructions specific to each section were provided.

In spring of 1993 follow-up postcards were sent to participants who had not yet responded. Each participant was given three choices, to continue the study (a new questionnaire would be mailed); to continue the study and a shortened version of the questionnaire would be mailed; or to participate in a phone interview. In early 1994, one hundred fifty-four women returned questionnaires, for an 85 percent response rate. Twenty-six participants failed to return a questionnaire after repeated attempts at data collection.

For the purpose of this study, only women who remain married to their husband named in the original questionnaire will be included. One hundred forty women reported remaining married to their same husband. One hundred thirty-eight women completed the questions providing data for this study, two are missing data. The sample for this study is one hundred thirty-eight.

In fall 1994 postcards were sent to the women who had not responded. The postcard let the participants know that their continued participation was desired and asked the participants to update demographic information.

Data entry of the completed questionnaires was done by the Institute for Public Policy and Social Research.

Human Subjects

This study is a secondary analysis of already approved research. An exempt review was sought and approved through UCRHS.

Operational Definitions/Instrumentation/Scoring

Role satisfaction. Women's satisfaction in three roles, job, marriage and parenting were measured using a parallel six item scale adapted from Pearlin and Schooler (1978). This scale includes three strains and three satisfactions for each role. Participants were asked six distinct questions to rate how often they had felt happy, satisfied, frustrated or angry, enjoy themselves, or felt insecure and unhappy. The response options were 1, "never or almost never"; 2, "rarely"; 3, "sometimes"; 4, "often"; and 5, "always or almost always". Alpha coefficients for this scale in the original study were .81 (job); .89(marriage); and .81(parenting) (Tiedje et al., 1990). The alpha coefficients for this study were .86 (job); .92 (marriage); and .83 (parenting).

Scoring for role satisfaction included reversing all strain items prior to scoring, and then summing the six items for each domain. Means were calculated reflecting the summed items, higher numbers reflecting greater satisfaction. Scoring was done in the same manner for this study.

Husband's participation in child care. Husband participation examined how the division of child care was perceived by the woman. Participation in child care was scored in twelve areas with the response options of 1, "wife much more than husband"; 2, "wife more than husband"; 3, "both about the same"; 4, "husband more than wife"; and 5, "husband much more than wife". The first four items of father participation in child care were adapted from the Child Care Activities scale (CCAS) by Cronenwett, Sampsel and Wilson (1988) and include physical care activities, playing interactively, playing to teach new skills and getting up at night. This tool provides a measure of specific activities and looks at the parent's perception of his/her contribution to child care in relation to that of the spouse. In a study using the original data the alpha coefficient was .94 (Tiedje, et al. 1990). The last eight items to measure father participation in child care were adapted from Barnett and Baruch (1987a). They included staying home when your child is sick; responding when a child asks for something; making alternative arrangements when baby-sitter cancels; driving to day care, school or activities; planning and putting on birthday parties; participating actively as den leader, coach, Sunday School teacher, etc.; taking kids to zoo, museums, ball games, ice skating, etc.; and hanging out watching TV, reading, talking or just being with them. The children were originally preschoolers in the first wave of data collected in 1985-86

and in 1993 were teenagers. New children may have been born into the families as well. These later items were included to reflect the older age of the children. No alpha coefficient was reported for this instrument as this adaptation has not been used in a study before. The alpha coefficient for this study was .87.

For the purpose of this study the 12 areas have been divided into tasks related to age, preschool, school age and teenagers. All twelve items related to child care are relevant to preschoolers and school age children. Seven areas have been assigned to teens: teaching about skills, playing interactively; responding to questions; driving to school or other activities; planning and putting on parties; active part as den leader, coach, Sunday School teacher, etc.; and hanging out with children. This division was done and validated by a family researcher. Alpha coefficient for the seven item scale assigned to teens was .74.

The twelve items were summed to create a total child care participation score for fathers. The higher the score the higher the women's perception of father participation in child care.

Research Design

A descriptive correlational research design was chosen for this study. Variables were related to each other rather than trying to determine causation. Husband's participation in child care was related to women's role satisfaction as a wife, mother and professional.

Data Analysis

Descriptive statistics were used for summarizing the personal and demographic attributes of the subjects. Data processing and analysis included a correlation matrix of the three role satisfaction scales, (job, parenting and marriage) and the child care activity scale. The father participation scores were also divided into categories of families with preschool and school age children and families with teenage children.

RESULTS

Descriptive/Demographic Statistics

The mean age of women in this sample was 43. The couples had been married an average of 15 years. Median family income was \$100,000 to \$125,000. All of the women were employed, 48% were university professors and 52% business women. Of the 154 Wave V participants, 140 (91%) were still married to the same husband from Waves I through IV. The participants reported children ranging in age from less than 1 year to 18 years of age. The age groups identified for the study are ages 0 to 5 years (preschool), ages 6 to 12 years (school age), and ages 13 to 18 (teens) {There were 59 preschoolers (23%), 159 school age children (63%), and 36 teens (14%)}.

Father Participation/Role Satisfaction. Descriptive statistics for father participation and the three roles of job, marriage, and parenting are reported in Table 1.

Table 1.

Role Satisfaction/Father Participation: Description Data

	Mean	Min	Max	Med	Std Dev
Job	3.645	1.333	5.000	3.833	.674
Marriage	3.835	1.500	5.000	4.000	.769
Parenting	3.987	2.000	5.000	4.000	.584
Father Participation	2.395	1.083	3.583	2.417	.550

Inferential Statistics

Research Question #1. The first research question asks about the possible relationship between women's perception of father participation in child care and women's satisfaction in the job role. A Pearson's R correlation was computed at $r = -.05$, $p = .493$. No correlation was found. This suggests there is not a relationship between women's perception of father participation in child care and women's satisfaction in the job role. Although correlation was not significant it was negative.

Research Question # 2. The second research question asks about the possible relationship between women's perception of father participation in child care and women's marriage satisfaction. A Pearson's R correlation matrix was computed at $r = .33$, $p = .000$. This statistically significant, positive correlation supports the research question suggesting there is a relationship between father

participation and marriage satisfaction. One can conclude that as women's perception of father participation increases so does their satisfaction in the role of marriage.

Research Question #3. The third research question asks about the possible relationship between women's perception of father participation in child care and women's parenting satisfaction. A Pearson's R correlation matrix was computed at $r = -.06$, $p = .462$. No correlation was found. This suggests that there is not a relationship between women's perception of father's participation in child care and women's satisfaction in the role of parent. Although not significant the correlation was negative.

Another statistically significant finding is a positive relationship between women's marital role satisfaction and women's parenting role satisfaction. Pearson's R was computed at $r = .266$, $p = .002$. These results suggest that women who report increased satisfaction in the marriage role also report increased satisfaction in the parenting role.

The data was then divided into families with only preschool and school age children and families with only teenaged children. For the families with only preschool and school age children a Pearson's R correlation reported $r = .343$, $p = .000$ for women's perception of father participation in child care and women's satisfaction in the marriage role. Other statistically significant findings are: 1) women's satisfaction in the job role and women's satisfaction in the parent role, $r = .253$, $p = .009$; and 2)

women's satisfaction in the parent role and women's satisfaction in the marriage role, $r=.223$, $p=.022$.

For families with only teenaged children there were no statistically significant correlations between women's perception of father participation in child care and women's satisfaction in the job, marriage and parenting roles. A relationship between women's satisfaction in the role of parenting and women's satisfaction in the role of marriage was again reported $r=.405$, $p=.019$.

Summary of Results

Overall there was a statistically significant positive correlation between women's satisfaction with father participation in child care and women's satisfaction in the marriage role. Although correlation does not determine causation these findings suggest that as women perceive a high level of father participation in child care their satisfaction in the marriage role is greater.

A second overall statistically significant positive correlation, regardless of the ages of the children, is between women's satisfaction in the parent role and women's satisfaction in the marriage role. These findings suggest that women who are satisfied in the parent role are also satisfied in the marriage role and is versa. One could conclude that when women perceive their husband's help with child care is satisfactory they report more satisfaction in their marriage. One might also conclude that women who are happy as parents are also happy in marriage. Thus, it may

be that, women who are satisfied with the division of labor in child care enjoy their role as a parent and feel satisfied in their marriage role.

In families with only preschool and school age children there is a significant positive correlation between women's satisfaction in the marriage role and women's perception of father participation in child care. In families with only teens no significant relationship between women's perception of father participation in child care and women's satisfaction in the marriage role was reported. One might conclude that as children become more self sufficient, parenting becomes less task oriented and division of labor in child care is less of an issue.

Relationship of Findings to Existing Literature

The strong positive relationship found in this study between women's perception of father participation in child care and women's marital role satisfaction is supported in the existing literature (Yogev & Brett, 1985; Staines & Libby, 1986; Hochschild, 1989; Suitor, 1991). McHale and Crouter (1992) describe women's vulnerability to marital dissatisfaction when they performed more housework than they felt they ought to. It would follow that women would also be more satisfied with their marriage when fathers participate more in child care.

The mean scores for the job, marriage, and parent satisfaction scales reflected a relatively high level of satisfaction in all three roles. Yet further analysis

revealed non-significant negative correlations that supports a trend to decreased satisfaction in the roles of job and parenting as father participation in certain activities increased. In support of this finding Tiedje et al. (1990) reported that women who perceive their roles as conflicting were less satisfied as parents. Job dissatisfaction is also related to role conflict (Barnett & Baruch, 1988). Further research is needed to sort out the multiple variables which impact women's job, marital and parenting satisfaction.

DISCUSSION

Limitations of Study

The study has several limitations. The first is that this is a descriptive study. Women's self-reported perception of father participation in child care was assessed rather than observed as actual time spent by fathers in active child care. Women's report of father participation may not be an objective account of how much time fathers actually spend in child care.

A cross-sectional approach to the study limits results as analysis was done on data collected from families at one point in time. The cross-sectional data of this study was unable to show a potential steady and gradual increase in father participation in child care that other studies have documented (Barnett & Rivers, 1996). Longitudinal studies are needed to establish variation in patterns of father participation over time. The data for this study was taken

from a longitudinal study and could lend itself to further analysis looking at father participation trends.

The sample is made up of mostly white professional couples. The results are not generalizable to other cultural groups. Although, because the study examined women's perception of father participation in child care and women's satisfaction in job, marriage and parenting roles, the instruments could be used in future research with other cultural groups.

The study was done on relatively affluent families who may have had discretionary income and resources available for outside assistance. Despite this, the results may be carefully interpreted for other dual career couples with children considering all parents participate in some aspect of child care.

Another limitation of this study is data only on the women's perception of the father's involvement in child care was collected. Father perceptions were not assessed in this wave of the study.

Future Research

This study focused on father participation in child care and did not include household chores. Much of the literature combines household chores and child care. There is debate among researchers whether the two should be separate or not. Hawkins and Roberts (1992) described the connection between household chores and child care. For example, bathing a young child or feeding him/her a bottle

may be preceded by scrubbing the bathroom and sterilizing the bottle. More studies with a distinction between house work and child care activities need to be done to help understand how the "family work" is divided. The focus can then be on how to help redistribute and divide household chores and child care between husbands and wives to achieve greater equity.

An attempt to support studies showing a steady, gradual increase in father participation in child care would be valuable. A study comparing women's perception of father participation in child care and women's role satisfaction in job, marriage, and parenting over Waves I through V could be done. Another possibility would be to examine the data in respect to ages of the children in the families to see if adding children or older children influence father participation.

Women have been socialized not to expect equity in child care. Professional women also have not come to expect equity in household responsibility despite their out-of-home demands being equal or exceeding that of their husbands (Wortman, Biernat & Lang, 1991). As women's expectations of husband's participation in child care change there may be more of an impact on role satisfaction for the women. Further research on changing expectations and role satisfaction could yield interesting results.

Implications for Advanced Nursing Practice

The Advanced Practice Nurse, (APN), in primary care, is in an excellent position to have a positive impact on dual career couples with children. The primary care APN works with family members through out the life cycle and as a clinician, utilizes many roles to assist clients to attain and maintain optimal mental and physical health.

Prenatal visits offer a chance to begin assessing current divisions of household labor and assumptions, by the client, of how that division will change with the addition of a child. The study findings can be incorporated into prenatal classes to establish awareness of child care issues, client's attitudes and how they impact life roles. The APN can then lead a discussion of ideas and attitudes surrounding child care participation and encourage communication and negotiation between spouses.

Well child visits and adult health maintenance exams are the opportune time to continue the assessment of division of household labor and father participation in child care. Guided by growth and development stages of the children, the APN, as an educator, can incorporate child care issues surrounding the mother's return to and continued participation in the workforce. Child growth and development discussions may also be initiated with fathers during their health care encounters or when fathers accompany children for health care.

The father participation scale adapted from Barnett and Baruch (1987) and used in this study, may be used as a quick assessment tool and updated annually. Both parents may fill out assessment tools over time. The tools would then become a permanent part of the client's medical record to allow other providers to access the information and evaluate child care participation over time.

Many acute illnesses and chronic health problems can be brought on or worsened by stress. Dissatisfaction with multiple roles and husband's participation in child care can increase stress, exacerbating illness. The APN has the ability to integrate cues of stress with other physical findings and important client data to develop diagnoses and identify needs.

Once the client has identified the need for assistance in coping with multiple roles and division of child care duties it is important to develop and offer appropriate interventions as soon as possible. Referrals to parenting classes that deal with dual career family issues may be made. The APN can role play, with the client, to help formulate new approaches to ongoing issues. Follow-up visits with both spouses present offer opportunity for counseling. The APN can encourage and facilitate communication between spouses about child care and role satisfaction issues. Focusing the discussion on the couple rather than just the father's involvement reinforces that change involves all members of the family. Follow-up visits

or phone calls between the client and APN are essential to assess if the interventions are helping and to formulate new interventions as needed. The father participation tool is an excellent way to help assess if changes are being made and interventions are successful. Special consideration for the families' social structure and cultural forces is important.

Community awareness of the issues dual career couples face is important if any changes are to take place. Presenting findings of the study to local groups such as PTO's, churches, synagogues, and other parent groups will increase awareness and provide a foundation for further discussion and evaluation of child care and role satisfaction issues. Along with presenting findings and facilitating discussion the APN can offer interventions by helping families identify and redirect the current division of child care tasks. Other interventions may include promoting communication between spouses and helping families identify time for individual, couple and family activities. Since women are often reluctant to relinquish child care activities it may be helpful to address the concept of the "exclusivity of motherhood" phenomenon to help women normalize their feelings.

The APN's knowledge of family theory is an important aid in selecting the proper timing and approach to facilitate the individual's and families' learning and increasing their ability to cope. It can also serve as a

basis to coordinate assistance from other qualified professionals. Depending on the current situation, it may be important for the APN to act as a support person for the client and his/her family undergoing role satisfaction issues. Health care encounter time can be used to further assess the best approach to helping a client and his/her family to cope with multiple roles.

In the current health care system of HMO's and managed care the APN must remain focused on outcomes. Helping clients deal with issues related to dual income families, such as stress and coping with multiple roles and division of child care duties, may lead to improved mental and physical health of families. These outcomes must be carefully tracked. Potentially decreasing visits to the primary care provider, physician or APN, thus decreases the cost of health care over time.

The APN in primary care can assist in nursing research by identifying dual career families within their practice and assessing for women's and men's satisfaction in the job, parent and marital roles along with perception of father participation in child care. The scales from this study can easily be used or adapted. The scales can be used as data for a study to track changes overtime and look for trends in the individual's scale over time. Recognizing that parenting changes are slow, long term assessment is needed to examine if interventions helped. New interventions may then be formulated as needed. The data may also be used to

formulate new questions such as, Does satisfaction in marriage, job and parenting change as the child gets older?.

The number of families with two working parents continues to increase. The daily stresses associated with dual income families will continue to affect the physical and mental health of the family members. The APN must continue to take a holistic approach to their client's health and act as a role model and change agent for other primary care providers. The APN can present the findings of this study along with easily accessible interventions, such as local parenting classes, articles or books, to local physicians at grand rounds and with other APN's at the quarterly NP meetings. This will encourage identification of families who may benefit from further assessment and facilitate access to interventions dealing with child care and life role satisfaction issues. Publishing in scholarly journals and lay magazines targeting working mothers and young families will also increase awareness.

By presenting findings to local companies the APN can advocate for companies to increase support for and make policy changes for working parents. Supporting job sharing, sick child day care or time off to care for sick children, as well as flexible hours can lead to more satisfied and productive employees. On a state and federal level, the APN, can work with local congressman and representatives to make changes in legislation that recognize families needs such as the FMLA.

The number of dual career couples with children continues to grow and traditional family roles are changing. The results of this study suggest that as women report increased satisfaction in their marital role they perceive increased father participation in child care. The results also suggest that women who are satisfied in the parenting role are also satisfied in the marital role. More research needs to be done to further understand how "family work" is divided, if changes are occurring over time and how changes are impacting women's role satisfaction. The Advanced Practice Nurse in Primary Care is in a position to be able to assess families for division of household labor and child care and determine need for intervention in this area; educate families, society, businesses and other primary care providers about women's role satisfaction and father participation in child care; and assist in further research by collecting data, over time, using the scales from this study when assessing families. With further understanding of dual career families division of child care and it's impact on women's role satisfaction more education can occur. Awareness of issues surrounding dual career families may allow for slow change. Over time the dual career family may be regarded as the traditional family within our society.

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APPENDIX A

4. Section LRS: LIFE ROLES SATISFACTION

LRS1. Now I'd like you to think about all the good points and bad points that characterize your day-to-day job. Taking everything into consideration, during the past month how often did you :

	Never or Almost Never (1)	Rarely (2)	Sometimes (3)	Often (4)	Always or Almost Always (5)
LRS1a. ...feel happy in your job?					
LRS1b. ...feel satisfied in your job?					
LRS1c. ...feel frustrated or angry in your job?					
LRS1d. ...enjoy yourself in your job?					
LRS1e. ...feel insecure in your job?					
LRS1f. ...feel unhappy in your job?					

LRS2. I'd like you to think about all the pleasures and problems that go into daily life with your husband. Taking everything into consideration, during the past month, how often have you :

	Never or Almost Never (1)	Rarely (2)	Sometimes (3)	Often (4)	Always or Almost Always (5)
LRS2a.felt happy in your marriage?					
LRS2b.felt satisfied in your marriage?					
LRS2c.felt frustrated or angry in your marriage?					
LRS2d.enjoyed yourself in your marriage?					
LRS2e.felt insecure in your marriage?					
LRS2f.felt unhappy in your marriage?					

LRS3. Now I'd like you to think about all the pleasures and problems that go with parenting. Taking everything into consideration, during the past month, how often has parenting made you :

	Never or Almost Never (1)	Rarely (2)	Sometimes (3)	Often (4)	Always or Almost Always (5)
LRS3a.feel happy?					
LRS3b.feel satisfied?					
LRS3c.feel frustrated or angry?					
LRS3d.enjoy yourself?					
LRS3e.feel insecure?					
LRS3f.feel unhappy?					

APPENDIX B

P3. We are interested in how child care activities get divided up in your family. Place an "X" in the box that best answers the question; When your child(ren) are at home with you and your husband....

	Wife Much More than Husband (1)	Wife More than Husband (2)	Both About the Same (3)	Husband More than Wife (4)	Husband Much More than Wife (5)
P3a. Who cares for your child(ren)'s physical needs, things like bathing, dressing, feeding, and putting your child(ren) to bed?					
P3b. Who teaches your child(ren) skills and things about the world?					
P3c. Who gets up during the night when your child(ren) have difficulty sleeping?					
P3d. Who plays interactively with your child(ren)?					
P3e. Who stays home when your child(ren) get sick?					
P3f. Who responds when your child(ren) ask for something?					
P3g. Who makes alternate arrangements when a child care provider/babysitter cancels on short notice?					
P3h. Who drives your child(ren) to daycare, school, or other activities?					
P3i. Who plans and puts on birthday and other parties?					
P3j. Who takes an active part as den leader, coach, Sunday School teacher, etc?					
P3k. Who takes kids to the zoo, museums, ball games, ice skating, etc?					
P3l. Who "hangs out" with your child(ren): watching TV, reading and talking to them; just being with them?					

APPENDIX C

MICHIGAN STATE UNIVERSITY

February 19, 1996

TO: Linda Beth Tiedje
A-230 Life Sciences Building

RE: IRB#: 96-059
TITLE: MULTIPLE ROLE WOMEN: A FOLLOW UP
REVISION REQUESTED: N/A
CATEGORY: 1-C
APPROVAL DATE: 02/19/96

The University Committee on Research Involving Human Subjects' (UCRIHS) review of this project is complete. I am pleased to advise that the rights and welfare of the human subjects appear to be adequately protected and methods to obtain informed consent are appropriate. Therefore, the UCRIHS approved this project and any revisions listed above.

RENEWAL: UCRIHS approval is valid for one calendar year, beginning with the approval date shown above. Investigators planning to continue a project beyond one year must use the green renewal form (enclosed with the original approval letter or when a project is renewed) to seek updated certification. There is a maximum of four such expedited renewals possible. Investigators wishing to continue a project beyond that time need to submit it again for complete review.

REVISIONS: UCRIHS must review any changes in procedures involving human subjects, prior to initiation of the change. If this is done at the time of renewal, please use the green renewal form. To revise an approved protocol at any other time during the year, send your written request to the UCRIHS Chair, requesting revised approval and referencing the project's IRB # and title. Include in your request a description of the change and any revised instruments, consent forms or advertisements that are applicable.



OFFICE OF
**RESEARCH
AND
GRADUATE
STUDIES**

University Committee on
Research Involving
Human Subjects
(UCRIHS)

Michigan State University
232 Administration Building
East Lansing, Michigan
48824-1046

517/355-2180
FAX 517/432-1171

**PROBLEMS/
CHANGES:**

Should either of the following arise during the course of the work, investigators must notify UCRIHS promptly: (1) problems (unexpected side effects, complaints, etc.) involving human subjects or (2) changes in the research environment or new information indicating greater risk to the human subjects than existed when the protocol was previously reviewed and approved.

If we can be of any future help, please do not hesitate to contact us at (517)355-2180 or FAX (517)432-1171.

Sincerely,

David E. Wright
David E. Wright, Ph.D.
UCRIHS Chair

DEW:bed

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Excellence in Action

MSU is an affirmative action,
equal opportunity institution

APPENDIX D

MICHIGAN STATE UNIVERSITY

May 1, 1996

TO: Darcey A. Owings
459 Burr Oak Dr.
Ann Arbor, MI 48103

RE: IRB#: 96-273
TITLE: HOW FATHER'S PARTICIPATION IN CHILD CARE
INFLUENCES WOMEN'S ROLE SATISFACTION AS WIFE,
PARENT AND PROFESSIONAL: SECONDARY ANALYSIS OF
MULTIPLE ROLE WOMEN DATA
REVISION REQUESTED: N/A
CATEGORY: 1-E
APPROVAL DATE: 05/01/96

The University Committee on Research Involving Human Subjects' (UCRIHS) review of this project is complete. I am pleased to advise that the rights and welfare of the human subjects appear to be adequately protected and methods to obtain informed consent are appropriate. Therefore, the UCRIHS approved this project and any revisions listed above.

RENEWAL: UCRIHS approval is valid for one calendar year, beginning with the approval date shown above. Investigators planning to continue a project beyond one year must use the green renewal form (enclosed with the original approval letter or when a project is renewed) to seek updated certification. There is a maximum of four such expedited renewals possible. Investigators wishing to continue a project beyond that time need to submit it again for complete review.

REVISIONS: UCRIHS must review any changes in procedures involving human subjects, prior to initiation of the change. If this is done at the time of renewal, please use the green renewal form. To revise an approved protocol at any other time during the year, send your written request to the UCRIHS Chair, requesting revised approval and referencing the project's IRB # and title. Include in your request a description of the change and any revised instruments, consent forms or advertisements that are applicable.



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STUDIES**

**PROBLEMS/
CHANGES:** Should either of the following arise during the course of the work, investigators must notify UCRIHS promptly: (1) problems (unexpected side effects, complaints, etc.) involving human subjects or (2) changes in the research environment or new information indicating greater risk to the human subjects than existed when the protocol was previously reviewed and approved.

If we can be of any future help, please do not hesitate to contact us at (517)355-2180 or FAX (517)432-1171.

University Committee on
Research Involving
Human Subjects
(UCRIHS)

Michigan State University
232 Administration Building
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517/355-2180
FAX: 517/432-1171

Sincerely,

David E. Wright
David E. Wright, Ph.D.
UCRIHS Chair

DEW:bed

cc: Linda Beth Tiedje

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MSU is an affirmative-action,
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APPENDIX E

PARTICIPANT INFORMED CONSENT

Stress and Coping Among Women Professionals

Institute for Social Research

University of Michigan

I understand that the Institute for Social Research wants to study stress and coping in married women professionals who have small children. I understand that I will be interviewed four times over the course of the study about the problems I encounter in being a professional, a wife, and a mother, how I view these problems and how I manage them. I understand that my participation in this study is completely voluntary, and that I may withdraw from the study at any time. In addition, I understand that if I do not wish to answer a particular question, I may refuse to do so.

If I have any concerns or questions about the study, I understand that I may contact Dr. Carol Emmons at (313)763-4475 or Dr. Camille Wortman at (313)763-2359, and they will try to answer my questions to my satisfaction. Finally, I understand that the Institute for Social Research will keep all information completely confidential. Neither the National Science Foundation (NSF) nor any other agency, organization or academic institution will obtain information about individual respondents. NSF will, however, be provided with a final report with statistical data from everyone combined.

Respondent's Name (please print): _____

Respondent's Signature: _____

Witness: _____

Date: _____

JCRIHS APPROVAL FOR
THIS project EXPIRES:

FEB 19 1997

and must be renewed within
11 months to continue.