



HERO FORUM²⁰²³
Doing Well by Doing Good:
How Responsible Organizations are
Addressing Societal Challenges

Tammy D. Allen, PhD, University of South Florida



Meet Tammy D. Allen, PhD, University of South Florida, who will be giving the General Session Keynote: *The Impact of Hybrid, Remote and Dispersed Environments on Health Protection and Promotion* on Thursday, September 28th at 8:00 am MT.

Can you provide an overview of your HERO Forum23 presentation? What do you hope attendees will glean from it?

My presentation is on remote work and employee well-being, including work-family balance. I hope attendees will come away with a good sense of the overall benefits and challenges associated with remote work as well as what we know in terms of the connections between remote work and health.

What do you view as the key societal challenges as they relate to worker well-being and how they have evolved over time?

I have been studying work and family issues for several decades now. Managing work and family demands is an ongoing key challenge for working parents. The intersection of work and family has changed over time as gender roles and expectations have moved away from the male breadwinner model to more egalitarian family structures in which men desire to be more involved in parenting and women desire to have meaningful careers. Understanding how workers manage their work and family roles is related to a variety of other well-being indicators such as job and life satisfaction. Identifying policies that can help support workers remains important. The changing nature of work, such as increased remote work and new technologies, also continues to provide both benefits and challenges to worker well-being.

What drew you to your profession overall and your current role in particular?

My career path has been somewhat non-traditional. A first-generation college student, I worked full-time while attending university part-time. I had worked my way into a managerial position at a health insurance company and became

fascinated by questions related to “how to make the work better?” Despite my love for Psychology, I started as a Business major as it seemed more practical, and I knew Clinical Psychology was not a good fit. My major changed when I discovered Industrial-Organizational (I-O) Psychology and took on a Research Assistant role. I had never considered a career in academics – or even knew what that was – but quickly became hooked on research and education. I was the mother of a toddler when I started graduate school, and this no doubt influenced my interest in studying work and family issues. People spend a significant amount of time at work and having a career in which I get to spend my work time researching ways to make work better, working with students, and developing science-based recommendations is highly fulfilling.

What superHERO do you identify with and why?

My knowledge of superheroes doesn't extend far beyond Superman, Batman, and Wonder Woman. However, if I could acquire a superpower, given my love of travel, I'd be totally on board with being able to teleport anywhere, anytime.