

**MARITAL QUALITY IN DUAL-CAREER COUPLES:
IMPACT OF ROLE OVERLOAD AND COPING RESOURCES**

by

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(ABSTRACT)

An explanatory model of stress and coping among dual-career partners examined the influence of role overload on individual coping strategies and relational coping resources as mediators, using marital quality as the measured outcome. Individual coping strategies included problem-focused and emotion-focused coping. Relational coping resources included maintenance behaviors, cooperative negotiation, and coercive negotiation. Data from a sample of 226 married, dual-career partners were subjected to a path analysis using a series of multiple regressions. Findings generally supported the proposed model. Results suggest that both individual coping strategies and relational coping resources mediated the stressor effects of role overload on marital quality.

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MARITAL QUALITY IN DUAL-CAREER COUPLES: IMPACT OF ROLE OVERLOAD AND COPING RESOURCES

Marital quality has been defined as a global evaluation of one's marriage (Bradbury & Fincham, 1987; 1990). When used by stress researchers as an indicator of general dyadic success, marital quality has provided a common point of interest to researchers as it relates to stress-related outcomes such as health, well-being, psychological distress, and marital stability (Kluwer, 2000). This study examines marital quality in dual-career marriages from the perspective of stress and coping theory, which posits that stress is a process that ultimately has both personal and relational consequences (Lazarus & Folkman, 1984). This theoretical stance has served as a foundation for past research dealing with role strain, coping, and distress in dual-career couples (i.e., Guelzow, Bird, & Koball, 1995). No reviewed studies, however, have examined evaluations of marital quality as an outcome of the stress process, influenced by how dual-career couples experience and handle chronic stressors such as role overload.

From the perspective of stress and coping theory, cognitive appraisals or perceptions modify or enhance the severity of experienced stress and influence coping responses (Pearlin & McCall, 1990). In this study, perceptions of role overload are viewed as initiating the stress process. Role overload, as part of role strain, occurs as dual-career partners attempt to satisfy the demands of multiple roles, which consistently and relentlessly compete for sparse time resources (Haas, 1999). While role overload alone may not directly affect partners' marital quality, how they appraise and respond to these potential threats within the context of their marital relationship does have implications for marital quality (Fraenkel & Wilson, 2000). Once activated, partner perceptions of overload trigger examination of coping resources, informing partners of possible options in their repertoire of coping strategies. Selection and use of individual coping strategies then affect partners' engagement of relationship enhancing interactions, termed relational coping resources. More specifically, employment of individual coping strategies is expected to reduce the negative impact of role overload and concomitantly allow partners more time to engage relational coping resources such as marital maintenance behaviors and cooperative negotiation strategies. These actions will, in turn, influence more positive evaluations of overall marital quality.

Background

Role overload is the temporal component of role strain, which is typically identified as a three-dimensional concept when looking at dual-career couples. Components of role strain include within-role strain, emerging from meeting an overload of demands at the workplace and within the family, and inter-role strain, arising from being confronted by competing demands from family and career domains (Stanfield 1998). Empirically researched components of role strain for dual career couples have included responsibilities related to children, marriage, career, and personal time expenditures, with potentially negative consequences for the partners and marriage (Schnittger & Bird, 1995). This study focuses primarily on role overload, highlighting the temporal challenges faced by dual-career partners.

Role overload has been indirectly linked to marital quality by way of appraisal and coping, such that functional and effective coping in the face of stressors positively affects marital interactions and marital quality. Likewise, less effective coping follows from negative appraisals or perceptions of the stressor, which adversely affects subsequent marital quality (Kluwer, 2000). When individuals experience significant stress related to role overload, they may experience greater cognitive processing distortions and greater self-focus (Wood, Saltzberg, & Goldsamt,

1990), making it less likely they will be able to select an appropriate coping strategy or reach out in an effective manner to their potentially helpful partner.

Although most research has focused on individual coping repertoires, successful coping is associated with resiliency in the face of stress when there is an interplay between individual and relational coping efforts (Coyne & Downey, 1991; Thoits, 1986). The cognitions and behaviors dual-career partners activate to manage or eliminate role overload are referred to as individual coping strategies (Bouchard, Sabourin, Lussier, Wright, & Richer, 1997; Folkman & Lazarus, 1985). Individual coping strategies are considered precursors to the use of relational coping resources that have been empirically linked to marital quality outcomes in longitudinal research (Cohan & Bradbury, 1994).

Two types of individual coping strategies identified in the stress literature are emotion-focused and problem-focused. Emotion-focused coping centers on affect regulation as a consequence of a stressor. In problem-focused coping, active problem-solving efforts such as seeking information or taking direct action towards alleviating stress are employed (Taylor & Aspinwall, 1996). Research indicates that those with more education, a characteristic of dual-career couples, have a tendency to rely more often on active cognitive and behavioral coping strategies in response to role overload (Schaefer & Moos, 1992).

Marital maintenance and negotiation behaviors as relational coping resources are envisioned as mediating and enhancing the effects of individual coping efforts triggered in response to role overload. Stressed partners have been found to reach out to their spouse in times of stress (Carpenter & Scott, 1992). Marital partners utilize relational coping resources that encourage interaction and appeal to the partner in such a way that the partner takes supportive actions. One way this can occur is through shielding the partner from the children's needs and providing relief from household duties so that the stressed partner has only to deal with one problem or set of problems at a time (Pearlin & McCall, 1990). As stress and coping theory suggests, supportive actions are mediators between the perceived threat of the stressor and stress-related outcomes (Lazarus & Folkman, 1984).

Relational maintenance behaviors are defined as any actions and activities used to sustain desired relational functioning, with the concept involving mutuality of control, trust, liking, and commitment (Canary & Stafford, 1994). Essentially, maintenance behaviors in intimate relationships imply that one or both partners are making a concerted effort to work on the relationship and are willing to put forth the time and energy required.

Maintenance devices such as spousal support strengthen the stressed partner's coping efforts through encouragement during interactions and by bolstering esteem and confidence (Carpenter & Scott, 1992). Overall, this perceived support from a marital partner implies dyadic teamwork such that the spouse is available to help in a variety of ways, should the challenge exceed personal resources (Pierce, Sarason, & Sarason, 1996). In essence, a threat to a stressed partner is perceived as a threat to the quality of the relationship. Therefore, dual-career spouses in this study are expected to attempt to maintain their marital quality by engaging in efforts to collaborate with the stressed partner until the stress is alleviated and attention can once again be distributed back to the relationship (Lyons, Mickelson, Sullivan, & Coyne, 1998).

Partners' equitable contributions to maintenance of the marriage are linked to marital quality (Jacobsen, 1978). A sense of equity in sharing of household, marital, and family responsibilities indicates an explicit willingness to fully participate in daily life tasks and is reported as vital to dual-career partners' evaluations of their lifestyle and marital relationship, and has been associated with less marital stress (Guelzow et al., 1995). If this sense of

participatory marital maintenance is lacking, one partner may perceive unfairness in the relationship, with the result being a report of decreased marital quality (Voydanoff & Donnelly, 1999). In cases where marital maintenance is attended to primarily by only one partner, the more burdened spouse feels less well cared for if their spouse fails to assist or respond to them by not displaying appropriate relational behaviors (Thompson, 1991). Over time, the burdened spouse's marital quality would be negatively affected due to the perception of an unavailable spouse.

As with other concepts relative to stress and coping theory, individual perceptions are closely tied to relational maintenance behaviors (Canary & Stafford, 1992). Positive perceptions that one's partner is frequently or fully participatory in maintaining a satisfying marital relationship may be inspirational in further engagement of one's own attempts at marital maintenance, which positively relates to marital quality (Canary & Stafford, 1994).

Negotiation style is another relational coping resource that helps to define the tone of interactions between partners. Negotiation consists of ways to resolve opposing partner preferences through marital interaction, with an implicit purpose of preventing or reducing loss or mutual harm (Milburn, 1998). Cooperative negotiation strategies include attempts to influence partner behavior through compromise, appealing through direct statement of needs, or making requests (Falbo & Peplau, 1980). Partners take a cooperative stand in which they disclose feelings and positions, seek agreement, compromise, and express trust in the other (Canary & Cupach, 1988).

Research demonstrates that selection of cooperative negotiation strategies is associated with higher marital quality (Weiss & Heyman, 1990; Karney & Bradbury, 1995). Partners who negotiate more cooperatively are better able to handle more complex life events and relational incompatibilities (Christensen & Walczynski, 1997). Dual-career couples, like other couples who engage in integrative conflict behaviors such as seeking common ground, attempting to understand the other's position through listening and exchange of information, and a willingness to compromise, are believed to perceive better marital quality outcomes (Spitzberg, Canary, & Cupach, 1994; Gottman, 1994). Because the interpretation of the conflict, rather than the conflict itself, is the greatest influence on relational outcomes (Canary, Cupach, & Messman, 1995), couples who cope by negotiating cooperatively are more likely to engage in exercising regular positive perceptions about the partner and the relationship.

Despite a partner's attempt to select effective coping strategies, not all selections are appropriate to the context or situation. In cases where individual coping strategies are not a good match to the situation (Schaefer & Moos, 1992), the partner may further increase personal and relational strain by using less effective dyadic coping strategies. Examples of coercive negotiation strategies include orchestrated affection or pouting, demanding, or withdrawing (Falbo & Peplau, 1980; Scanzoni & Polonko, 1980) to get one's way. Such strategies, when used to cope with marital stressors and conflicts in the relationship, can blossom into negative patterns like demand / withdraw where one partner presses the other with a concern in a hostile manner, and the other partner shuts down or withdraws (either mentally or even physically, by leaving). The tendency to cope by using coercive negotiation strategies is usually affected by a partner's perception that the spouse is to blame for negative events or feelings of strain and a willingness to deflect responsibility from themselves (Bradbury & Fincham, 1990). Over time, coercion decreases marital quality as both partners learn to expect certain negative patterns of interaction from one another in times of stress (Christensen & Walczynski, 1997).

Gottman (1994) and Notarius and Markman (1993) propose that actions and interactions that occur between a couple appear to go into an overall summation of the relationship quality,

rather than each interaction making a separate contribution to marital quality. Therefore, an overall view of marital quality is what evolves over time. This study relies on stress and coping theory to provide a conceptual frame for individual and dyadic interactions relevant to evaluations of marital quality. The purpose of this research is to expand understanding of how perceptions of role overload and engagement of individual coping strategies and relational coping resources are linked to judgments about marital quality in dual-career marriages.

Methods

Procedure and Sample Description

Data for this project were gathered via a mailed survey instrument during the second wave of a longitudinal study of dual career couples that spanned ten years. Although data examined in this study were collected in 1990, the information is still salient given similar societal stressors experienced by dual-career couples. Specifically, many dual-career partners report working 50 hour weeks outside of the home, which is consistent with reports of the participants in this study. Furthermore, technology constraints such as computers, email, fax machines, and cell phones were present in the lives of dual-career families over the past ten years.

The project team and researchers generated a list of 25 dual-career couples meeting the study criteria from their professional and social networks. Those couples were contacted and asked for names and addresses of other dual-career couples. This modification of the snowball technique of selection (Smith, 1981), in which a small number of potential participants identify other potential participants, who identify other participants (Stanfield, 1998), was used to obtain names and addresses of couples living in the Mid-Atlantic region likely to meet the requirements of the dual-career lifestyle. A purposive sample of 113 dual-career couples ($N = 226$) took part in this phase of the investigation, representing a 93% response rate after three follow up mailings. All respondents self-identified as being employed full-time in professional occupations as identified in the first three categories of the Hollingshead Occupational Scale (1957). Criteria for inclusion required that participants possess a college degree, be employed full time in a professional job as designated by the Hollingshead Index (Hollingshead, 1957), and be married to a person with a similar occupational description. All participants had earned at least a bachelor's degree, with many having earned advanced graduate and professional degrees. Examples of career positions of participants included the following: lawyer, professor, architect, teacher, hospital administrator, bank manager, social worker, sales manager, counselor, registered nurse, and dentist. While forty-two percent of the sample had been married 10 years or less, 37% were married between 10 and 20 years. Seventy-six couples had children living at home. The mean number of children for the dual-career couples was two. Of the children living at home, 24% were younger than 5 years of age and 21% were between twelve and eighteen years old. The mean age of women was 42 years and of men was 45 years. Both husbands and wives averaged more than 50 hours per week at work outside of the home.

Instrumentation

Eight items from the Dual-Career Role Strain Scale (Guelzow et al., 1995) were used to assess role overload experienced from perceived role strain. Responses were gauged on a 7 point Likert-type scale ranging from 1 (strongly disagree) to 7 (strongly agree). Examples of items include, "Balancing the changing demands of my career, my spouse's career, and everyday family life is a constant strain"; "Sometimes I feel like I never get a moment to myself." Cronbach's alpha was .88.

Coping strategies were assessed by the Dual-Career Coping Scale (Schnittger & Bird, 1995). Participants were asked how they managed family and career demands, using items like “Changing my standards of how well household tasks must be done,” “Postponing certain tasks until the pressure to do them subsides.” These 11 items were evaluated on a 7 point response scale from 1 (Strongly Disagree) to 7 (Strongly Agree). Cronbach’s alpha for the problem-focused subscale was .74 and for the emotion-focused coping subscale was .77.

Marital maintenance efforts were assessed by a 13-item measure (Blumstein & Schwartz, 1983) examining the extent to which each spouse did things like “pay compliments to the other,” “do favors for the other, even when not asked.” Responses ranged from 1 (spouse does much more) to 7 (I do much more). This scale was recoded from 1 to 4 to reflect the extent to which spouses shared relational maintenance activities. Cronbach’s alpha for this scale was .74.

The scale used to assess negotiation was the Power Strategies Scale (Falbo & Peplau, 1980), supplemented with items suggested by Scanzoni and Polonko (1980). Participants were asked to indicate the extent to which they used the 24 listed strategies to influence their partner to do things their way. Response options on a seven-point scale ranged from 1 (Never) to 7 (Very Often). For the purposes of this study, a subscale of 4 items delineating cooperative negotiation tactics included items such as “Talk about it: discuss our differences and needs.”; “Try to negotiate something agreeable to both of us.” Cronbach’s alpha for this subscale was .77. A subscale of 7 items representing coercive negotiation tactics included, “Ignore her/him; refuse to respond until she/he sees reason.”; “Get very emotional, let her/him know how this affects me.” Cronbach’s alpha for the coercive negotiation subscale was .87.

Marital quality was assessed by the Norton’s (1983) Quality of Marriage Index. Response options ranged from 1 (Strongly Disagree) to 7 (Strongly Agree). Examples of items included “I really feel like part of a team with my partner,” and “My relationship with my partner makes me happy.” Cronbach’s alpha was .97 for this scale.

Results

A path analytic model was estimated (Figure 1.) using a series of multiple regression analyses. The model shows the paths to marital quality which proved to be significant ($R^2 = .26$). Table 1 includes the correlation matrix, means, and standard deviations for the model variables. Direct, indirect, and total effects of the variables on marital quality are illustrated in Table 2. All paths are indicated as Betas (β).

The proposed model was generally supported by the data presented. As correct models are specified, the exogenous variable, role overload, led only to mediators, personal and relational coping resources, while mediators led only to the outcome, marital quality. The exogenous variable led to four out of five mediators and all mediators led either directly or indirectly to the outcome variable. Four of the mediators showed a significant influence on marital quality. Although not all anticipated paths proved to be significant to marital quality, there were no paths that proved to be significant that were not expected to be so, based on the literature.

By far the largest effect from role overload was to problem-focused coping ($\beta = .23$), implying higher utilization of problem-focused coping by dual-career partners as perceived role overload increased. Additionally, the more role overload perceived by dual-career partners, the more they reported resorting to coercive negotiation tactics ($\beta = .18$). Negative effects leading from role overload were also notable. Higher role overload was associated with less reliance on emotion-focused coping ($\beta = -.14$). and decreased attempts at relational maintenance ($\beta = -.14$). While role overload was shown to significantly affect

various mediators, it did not have a direct effect on either cooperative negotiation or marital quality.

As expected, emotion-focused coping had a direct positive effect on marital quality, indicating that the more dual-career couples employed emotion-focused coping strategies, the higher their reports of marital quality ($\beta = .15$). Contrary to expectations, problem-focused coping failed to show a significant effect on marital quality. However, problem-focused coping did have a significant influence ($\beta = .20$) on relational maintenance strategies, indicating that the more dual-career partners employed problem-focused coping resources, the more they were likely to engage in relational maintenance strategies as well.

The strongest direct influence on marital quality came from relational maintenance strategies ($\beta = .30$), such that marital quality was positively associated with maintenance efforts. A somewhat lower significant effect on marital quality emerged from dual-career partners' use of cooperative negotiation tactics ($\beta = .15$). Coercive negotiation tactics also indicated a strong significant negative effect ($\beta = -.29$) on marital quality. Role overload strongly contributed to the total effects on marital quality, particularly with respect to problem-focused coping. After problem-focused coping ($\beta = .23$), role overload most affected marital quality by way of coercive negotiation ($\beta = .18$). Regarding personal coping resources, problem-focused coping provided the most influence on marital quality in its effect on relational maintenance strategies. All paths from relational coping resources were notable in their total effects on marital quality.

Summary and Discussion

The purpose of this study was to determine the extent of influence of multiple stress and coping factors on dual-career couples' marital quality. Results suggest that those factors identified within this study possess significant and relevant relationships to the marital quality of dual-career partners and are generally supported by research in stress and coping or relationship domains. Specifically, dual-career partners experiencing higher levels of role overload in their careers vary in their marital quality to the extent in which they utilize personal and relational coping resources.

As proposed, indirect relationships are intrinsic to both the conceptual model presented, as well as to the process of stress and coping for dual-career couples. Both personal and relational coping resources present as powerful mediators between role overload and marital quality. Dual-career partners who experience higher role overload report engaging in more problem-focused coping, which in turn leads to greater engagement of relational maintenance strategies and ultimately to higher marital quality. Savvy to the problem-focused tactics frequently used in the work place, dual-career partners bring these well-honed skills back into the home arena to more effectively deal with the problem of too much to do in too small of a time frame. Their primary goal is to directly alleviate or modify the stressor in some way. Examples of ways in which dual-career partners might initiate the process of problem-focused coping to deal with increased role overload includes analyzing needs and prioritizing, so the most important things are accomplished first, postponing unessential tasks, leisure activities, and reducing involvement at work where possible.

As partner experiences of role overload increase, they make less use of emotion-focused coping. Feelings of overload most likely puts pressure on partners to minimize or resolve stressors in a more active way, as opposed to cognitively reframing the stressor through attempts at acceptance. Partners reporting less overload are able to utilize emotion-focused coping resulting in positive effects on marital quality. Prevalent literature has indicated that emotion-

focused coping is usually less effective than problem-focused coping. However, the findings in this study point to positive relational uses for emotion-focused coping during times when role overload is less problematic. During times when partners perceive less stress from role overload, they have more time to focus on positive thoughts and feelings about themselves, their partner, family, and career, which subsequently affect perceptions and evaluations of marital quality in a positive light. This finding is supported by research relating higher marital quality to partners who can construct and maintain a positive view of their relationship, despite a pile up of job and family stressors. It was notable that emotion-focused coping had a direct effect on marital quality, while problem-focused did not. While problem-focused coping goes a long way towards reducing role overload through the utilization of organizational tactics and increased efficiency, it appears to have little to do with the relational connectedness necessary for higher marital quality. Marital quality appears to be more related to dual-career partners' perspective and degree of emotional connectedness. These qualities spring more directly from shaping cognitions characteristic of emotion-focused coping.

It may follow that problem-focused coping tends to enhance the use of relational maintenance strategies because it frees up the time and energy required for the implementation of behaviors like doing special favors for the other or exchanging small daily acts of kindness. Such behaviors don't flow naturally for the exhausted, overextended dual-career partner, quite to the contrary. When an overtaxed partner is expected to implement such relational resources they may find themselves in a position ill-suited to the challenge, being vexed by the sheer effort of adding one more task to their daily routine, specifically diligent attendance to nurturing their partner.

Coercive negotiation mediated the effects of role overload on marital quality. As the amount of perceived role overload increased, so did partners' use of coercive negotiation. This finding supports research which indicates a positive relationship between perceived stress and an increased egocentric focus (Wood et al., 1990), preventing partners from taking more cooperative stances within their relationships. Role overload may contribute to a tendency to act in a more coercive manner as a way to obtain what partners feel is important within their relationships. Perceptions of a chronic time deficit as a result of participation in multiple roles may result in feelings of being overwhelmed. Partners, driven to desperation by chronic role overload, may be more likely to use coercive methods with their spouses such as withdrawing or becoming cold and silent, being disagreeable, offering ultimatums, or making threats. These methods often require less time and effort resulting in a more instant payoff as compared with more time consuming cooperative negotiations. Unfortunately, as evidenced in this study, this type of communication pattern only serves to decrease marital quality, with partners being less likely to view themselves as a team, reporting that their relationship is far from stable or strong, and reporting some level of unhappiness in their marriage.

The finding that relational maintenance strategies had the strongest direct influence on marital quality is one that is currently supported by other relationship researchers (Gottman, 2001). Dual-career partners who employ frequent strategies that indicate to their partner in some way that they are cared about and the relationship is valued, report the highest level of marital quality. The small, everyday acts of kindness that partners show to one another still carry the most impact. For dual-career partners, these acts can include setting reasonable limits on technology intrusions that cross the boundary from career to family life, such as emails, cell phones, and fax machines (Fraenkel & Wilson, 2000), all time-consuming distractions that can be managed to the point that both partners can be comfortable.

Likewise, partners who utilize cooperative negotiation strategies also report positive effects on marital quality. Developing and practicing such strategies as simply asking for what one wants or needs and attempting to negotiate something that is agreeable to both partners are basic courtesies extended between partners who value their marriage.

These findings are important to the conceptualization of coping resources and subsequent marital quality outcomes in its contribution to and validation of prevalent literature on general dyadic trends of marital quality. This study adds to existing literature by providing salient information regarding the linkages among variables relative to marital quality for dual-career couples, including direct and indirect influences. Finally, this study provides a link between general dyadic literature relating to marital quality and the marital quality of a specific population of dual-career partners by providing evidence of significant relations between stressor pile up, coping resources, and a relational outcome. Employing marital quality as the outcome adds to the literature base in a unique way, as the vast majority of stress and coping studies use individual outcomes related to mental and physical health. The study further supports stress and coping theory as findings create a formal connection between the literature on stress and coping and the literature on intimate relationships.

Implications

The findings of this study suggest that the lives of dual-career couples are enormously impacted by perceived role overload, with subsequent consequences for marital quality contingent upon their ability to utilize coping strategies and resources, both personally and relationally. Marital quality appears to be skill-based, with coping strategies and resources serving as important components for partners to procure. Therapists can work with dual-career couples or individual partners to educate them about the influence of how coping resources function to moderate or intensify a partner's perception of marital quality.

In clinical practice, one psychoeducational strategy might include skills training for partners to learn to more quickly identify those sets of dilemmas whose outcomes can be addressed best by problem-focused coping versus emotion-focused coping. For example, partners might make lists of possible options for how a problem could be resolved. This may simplify the process of coping strategy selection as partners become more practiced at consciously selecting effective strategies. This efficient use of energy resources capitalizes on time management, the most precious commodity of dual-career partners.

Additional research to confirm and expand on these findings will benefit clinicians, as they educate dual-career partners about how problem-focused coping may work to filter out the effects of role overload on the relationship. Once this filtering process takes place, dual-career partners are more able to employ relational maintenance resources. The time deficit that dual-career partners routinely work within appears to block their vision of putting themselves or the relationship as a priority when so many demands exist in other arenas. Altering this pattern might mean the dual-career partner would employ such strategies as changing standards for how well household tasks are done, cutting down on the number of outside activities in which the partner is involved or buying goods and services that save time, all things that center around finding or creating more time. Once that time block is carved out, the partner is more likely to see areas of the marriage that require attention and assert their energies in that direction. Examples of ways partners might enact relational maintenance activities include paying compliments to their partner, doing favors, even when not asked, or altering habits and ways of doing some things to please the other. Active participation in these relational maintenance strategies allows the

partners the opportunity to continue to build a solid relational foundation that sustains or improves their marital quality.

These findings may also be useful to researchers and clinicians as both strive to help partners in intimate relationships break established patterns of negativity. Researchers would benefit from continued exploration into the destructiveness of coercive negotiation and the components that partners experience as the most damaging. Clinicians could then use these findings to assist partners in education about how to get the most from their dual-career lifestyle, such as the importance of developing healthy and effective coping strategies and practicing and using them to manage increased role overload without sacrificing each other or their marriage. Therapists can work with dual-career partners to extinguish their propensity for fighting unfairly and resorting to polarized extremes. Practiced role-plays that moderate expression of conflicting views between partners regarding personal goals and desires, along with realistic mutual goal setting will enhance the quality of the relationship as partners feel their individual needs have been addressed.

The results point to decreased marital quality to the extent that personal coping strategies are bypassed and coercive coping resources are accessed. Because of this ability to manipulate one's partner through coercive tactics such as persuasion or repeated rehashing of a point until the other gives in, implications are widespread concerning how partners become reinforced to continue a pattern of coercion, despite the inevitable decline in marital quality for both people. Literature supports this finding that destructive conflict behaviors such as coercion, manipulation, and avoidance as measured in this study, negatively affect intimate relationships (Noller & White, 1990). It may be that partners who feel overwhelmed by increased role overload develop tunnel vision and an egocentric focus that makes it difficult for them to step back and react differently, considering the needs of their partner and the welfare of the relationship. However, it is this balance of striving towards personal gratification and relational gratification that needs to be struck in order to achieve a satisfying marriage (Veroff, Douvan, Orbuch, & Acitelli, 1998).

Neither positive nor negative coercive negotiation tactics appeared to be influenced by personal coping strategies as expected. This might imply that clinical work in the area of enhancing use of cooperative negotiation and reduction of coercive negotiation is not dependent upon skills development related to personal coping strategies. The potential clinical benefit of this finding lies in the implication that negotiation, both cooperative and coercive, comprises a discrete component that can be appreciated independently of personal coping strategies such that one is not a therapeutic prerequisite for the other in terms of improved marital quality. This would imply that therapists could work with dual-career clients on improving their negotiation skills and decreasing negative or coercive negotiation tactics as a way to impact the most damaging aspects of communication taking place within the relationship. Specifically, they could facilitate rehearsal of replacing negative cognitions or attributions with more positive ones followed by more positive and cooperative negotiation strategies to solve relational problems. Once partners feel safe and stable regarding their ability to communicate without attacking, therapists can progress to incorporating the addition of maintenance resources in order to further create or enhance a positive relational environment. Personal coping patterns and skills could be developed concurrently in individual therapy. Another potential therapeutic possibility for this finding might lead therapists to first work with partners individually prior to doing couple work.

Limitations and Future Research

Additional research is needed to determine appropriate inclusion and placement of variables in the proposed model in an effort to explain additional variance in marital quality in the most accurate and parsimonious manner. For example, additional variables might include amount of quality time spent daily or weekly with one's partner, as well as more in-depth questions on marital conflict and relational maintenance. Further studies should also incorporate a variety of population samples in an effort to extend generalizability. Larger sample sizes and more powerful and complex statistical procedures may allow for future examination of bidirectionality and improved confidence in findings. Continued efforts should also be made to link stress and coping literature with that of marriage and family, in order that researchers and clinicians alike may increase their knowledge base and enhance their ability to inform practical applications. Finally, although lack of random sampling prevents discussion of generalizability to other populations, future studies could incorporate different population samples to this model for further validation as well as enhanced research and clinical applications.

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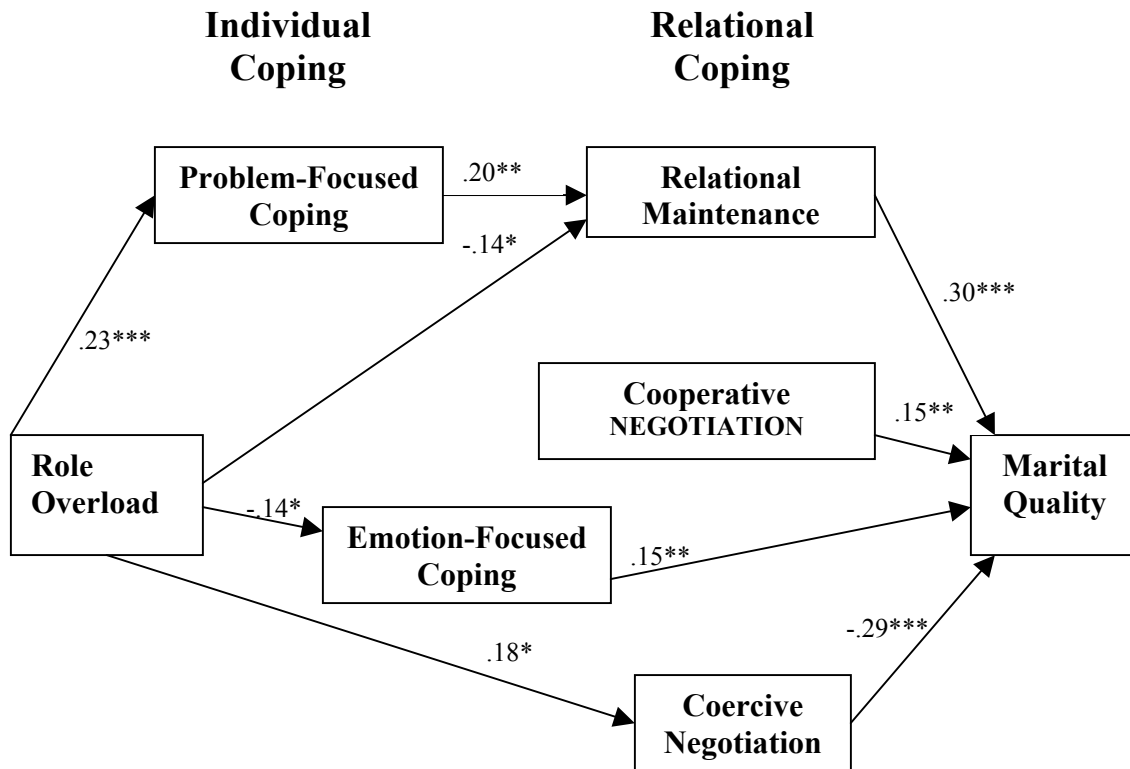


Figure 1. Path model explaining the influence of role overload, individual coping, and relational coping on marital quality.

Table 1

Correlation Matrix, Means, and Standard Deviations for Variables in Model of MaritalQuality

Variables	1	2	3	4	5	6	7
1. Role Overload	1.00						
2. Emotion-Focused Coping	-.14	1.00					
3. Problem-Focused Coping	.23	-.04	1.00				
4. Relational Maintenance	.09	-.01	.17	1.00			
5. Cooperative Negotiation	.01	.13	.03	.01	1.00		
6. Coercive Negotiation	.20	-.09	.08	-.07	-.26	1.00	
7. Marital Quality	-.04	.18	.06	.32	.25	-.35	1.00
Mean	35.93	27.08	48.45	41.80	20.76	49.00	35.62
	10.60	4.86	8.87	5.38	3.61	6.98	7.36

Table 2

Direct, Indirect, and Total Effects of Variables in the Model on Marital Quality

Variables	Direct Effects	Indirect Effects	Total Effects
1. Role Overload		.16	.16*
2. Emotion-Focused Coping	.15*		.15*
3. Problem-Focused Coping		.06*	.06*
4. Relational Maintenance	.30***		.30***
5. Cooperative Negotiation	.15*		.15*
6. Coercive Negotiation	-.29***		-.29***

*** $p < .001$.

** $p < .01$.

* $p < .05$

APPENDIX A

LITERATURE REVIEW

REVIEW OF THE LITERATURE

The purpose of this review is to more fully describe the literature relevant to this investigation. More specifically, the literature pertinent to the theoretical model and to the variables in the model will be presented. Because the focus of this study is centered on dual-career couples, it seems important to first define and examine this population.

It appears that increasingly, fewer families can rely on a single provider or breadwinner. As such, more Americans are facing the challenges of raising a family while simultaneously maintaining two careers in order to satisfy the minimal conditions for the traditional middle class American lifestyle. Additionally, regardless of economic necessity, more people who are attaining higher education in order to achieve a certain career status seem to pair with like-minded partners who possess similar aspirations and goals.

The burgeoning complexities faced by dual-career partners as they embark on this life choice are compounded by the fractured nature of a hurried lifestyle that creates temporal demands which compete for attention in work and family domains. For these families, time is the “most precious commodity” (Lagerfeld, 1998, p. 60). Fraenkel and Wilson (2000) suggest that the trend towards spending more hours at work has been the single most powerful factor leading to a sense of diminished time for couple relationships. In recent years, this phenomenon of spending more time at work and less time for leisure, called the ‘leisure squeeze,’ has been identified by other researchers as well (Schor, 1991; Leete & Schor, 1994). The advent of the information age has placed dual-career couples on “the fast track” (Papp, 2000). This is unfortunate as the ability to sustain an intimate relationship, build a life together, and solve problems together all requires a certain amount and quality of time together (Fraenkel & Wilson, 2000). This “time famine” (Galinsky, 1996, p. 10) commonly experienced by dual-career partners, and the degree to which these stressful conditions affects marital quality will be examined.

Dual-Career Couples

Dual-career couples constitute a specific population of partners who both derive satisfaction from participation in the full-time pursuit of career and family (Rapoport & Rapoport, 1971). The term “dual-career” was coined by Rapoport and Rapoport (1971) who were among the first researchers to embark upon the study of dual-career families. Initially, their in-depth studies were more descriptive in nature, bringing light to a strange new phenomenon of dyads in a world of mostly single wage earner households. These researchers embraced small case studies of families and depicted qualitative narratives from participants who were experiencing varied degrees of success as dual-careerists. Since that time, research on dual-career families has grown far beyond small qualitative samples to include a broad array of information, both quantitative and qualitative, examining both costs and benefits to those who can be classified under the term dual-career. Another difference in research on dual-career families from the initial studies conducted by Rapoport and Rapoport (1971) versus more current studies involves a drastic change in temporal demands (Fraenkel & Wilson, 2000). Earlier studies reflected more leisure time in a work day to do such things as run errands, while studies done on dual-careerists in recent years illustrate a lifestyle in which flexible schedules and availability to run errands is an ill-afforded luxury. Dual-career couples are “pressured to do more, be more, know more, think more, talk more, relate more- and do all this as quickly as possible. The complaint, “There’s never enough time” is heard so often in therapists’ offices it might well be the theme song of the 21st century” (Papp, 2000, p. 6). Despite this difference, the

same definition established by Rapoport and Rapoport (1971) continues to be used as the standard for research on dual-career families (Stanfield, 1998; Sekaran, 1986; Hiller & Dyehouse, 1987; Wilcox, Matthew, & Minor, 1989; Anderson & Leslie, 1991; Silberstein, 1992; Stoltz-Loike, 1992; & Spiker-Miller & Kees, 1995).

Dual-career families are no longer the anomalies they were in the late 60s and early 70s. This rapid shift from a prevalent pattern of single earner to dual earner households has occurred in just four short decades, with dual-career families now forming a societal mainstay in America. By 1994, 60.7 percent of married women were in the labor force, up from 40.5 percent in 1970 (U.S. Bureau of the Census, 1995). By 2000, this rate increased to 69.8 (U. S. Bureau of Labor Statistics, 2000). Recent statistics indicate that between 1995 and 1997 alone, more than 800,000 couples were added to the group in which both partners work (U.S. Bureau of Labor Statistics, 1997a). By 2000, the proportion of married couples in which both partners worked full time was 53.2 percent, with the proportion of families who have children under age 18 in which both parents worked averaging 64.2 percent (U. S. Bureau of Labor Statistics, 2000).

Continued rise in statistics for this population has sparked interest in various research outcomes such as physical and psychological distress or wellbeing spurred on by the increased stress experienced from the inevitable role strain felt by both partners in dual-career families (Sekaran, 1983, 1985; Pearlin, 1983). These examples of research foci reflect a pattern of looking at negative and then positive outcomes for members of dual-career families. Initial studies, as well as a trend in more recent ones on dual-career families, focused on negative relationships between work-family conflicts and marital well-being (Burley, 1995), attempting to capture only the difficulties of dual-career couples' struggles. Kluwer, Heesink, and Van De Vliert (1996) assert that the intrapersonal conflict experienced by couples actively engaged in both work and family roles is bound to translate into interpersonal conflict within the marriage. Recent foci on dual-career families examined a trend to simplify and pare down in a variety of ways, including switching from dual-career to dual-earner status, consciously downsizing career pushes, and even making physical geographical moves from metropolitan cities to more rural areas (Becker & Moen, 1999). This trend follows the belief that values at work and home must be compromised or the time pressures that result will be overwhelming to partners (Gilbert, 1988).

By contrast, other studies tout the benefits of dual-careerhood. Dual-career partners utilize their shared work and organizational experiences to help them function more effectively at home (Hertz, 1986). Thoits (1983) argues that the sheer number of roles possessed by dual-career partners may provide gratification, security, and increase their purpose in life. Crohan, Antonucci, Adelman, & Coleman (1989) also suggest that such participation is associated with feelings of control which can offset pressures of time and role overload and lend greater overall life satisfaction for both men and women. Emmons, Biernat, Tiedje, Lang, & Wortman, (1990) examined dual-career families with preschool children and found positive effects on intimate relationships as a result of both partners participating in full-time careers.

Related to the research on positive and negative effects to the dual-career partners striving to juggle multiple roles is the concept of how partners cope with perceived role overload. Role overload is primarily a function of time deprivation in the face of multifarious obligations. Temporal constraints impinge heavily upon both spouses who have full-time duties both at work and at home, with the presence of children living at home compounding the demands of their attention and personal resources (Kurdek, 1998; Gilbert, 1985; 1988). Studies show that time is cited as one if not the primary problem faced by dual-career couples, with corners being cut and

tensions emerging for the partners (Silberstein, 1992). Fraenkel and Wilson (2000) endorse this view, citing time as one of the most powerful influences on the quality and organization of couples' lives, leading many to seek therapy as a result of distress over time-related issues. This inevitable stress from a sense of time scarcity diminishes energy that could potentially be invested in the marital relationship. This idea is also supported by Galinsky (1996) who found that in one study of relationships, the majority of workers reported feeling as if they did not have enough time with their spouse or partner. As such, for many dual-career partners, the intimate relationship with their partner often registers lower priority in the hierarchy of daily living tasks that must be accomplished (Silberstein, 1992).

The ability to adequately cope with life's demands and subsequent role overload is dependent upon a combination of personal abilities and cognitive perspective (Schaefer & Moos, 1992). Personal coping strategies can work for the stressed and overloaded partner to minimize the impact of role overload that results from too much to accomplish in too small a time frame. These strategies can include a range of components from prioritizing and setting limits on extra work or leisure commitments to restructuring standards for household maintenance. This study will first examine how perceived role overload from work and family triggers individual coping strategies. Subsequent sections will examine how individual coping can trigger relational coping and influence marital quality.

Research focusing on dual-career partners' use of individual coping strategies to counter the effects of role overload can be extended to account for how partners forge a viable intimate relationship in the midst of such stressful lifestyles. Despite Hertz's (1986) assertion that the dual-career marriage is a third career constructed by both partners, no study to date has gone beyond simple stress and coping to explore the possible coping antecedents to the marital quality of these couples. It is the aim of this study to extend the research from stress and individual coping strategies to include how dual-career partners utilize their relationship as a coping resource.

There are consequences for marital quality to the extent that these relational coping resources are accessed. It is estimated that 9 out of 10 Americans will marry at some point in their lives (Goldscheider & Waite, 1991). The fact that participation in dual-career lifestyles appears to be on the increase and the divorce rate has stabilized (Teachman, Polonko, & Scanzoni, 1999) suggests that these families are finding ways to create an environment that sustains marital quality. As such, research regarding the quality of marriage for dual-career couples remains salient.

Maintenance strategies are engaged in a different way in dual-career families as compared with single career families, with dual-career partners needing to rely more on one another for "help, active listening, emotional support, encouragement, boosting the partner's self-esteem and self-confidence, information sharing, offering guidance, and engaging in collaborative efforts to solve problems and achieve goals" (Sekaran, 1986, p. 36). Additionally, relative economic equity affects shifts in gender roles of dual-career partners, requiring more egalitarian participation (Hertz, 1986) in maintenance activities, tending to the upkeep of home, family, and relationship. Previous generations of single earner families relied upon women to perform the majority of "couple duties" requiring relational tasks or communication between partners or on behalf of both partners in larger social situations (i.e., making arrangements, gift-giving, etc...). However, today's dual-career partners must constantly multitask across a variety of roles and do not have the luxury of time at their disposal for one only person to consistently carry out these duties. What is left in the aftermath of role overload is a necessity for both

partners to strike an amenable balance so that relationship tending and maintenance activities are distributed in such a way that neither partner feels the entire brunt of all relational responsibilities (Sekaran, 1986).

Dual-career couples can relate to one another as a result of similar or equivalent life goals, aspirations, and perceived pressures (Hertz, 1986). For example, a level of empathy arises regarding career stressors and pressures that would not exist within a single career family. Partners who experience similar pressures can develop a flow of communication based on a mutual understanding of similar stressors. When one partner is overloaded by the combination of career and family stressors, the other partner can call upon his or her direct experience of this phenomenon and may be willing to shift their responsibilities and offer additional support to their partner (Pearlin & McCall, 1990).

Despite demographic links to negative marital quality for people who are young, uneducated, unemployed, or poorly paid, many with young children, who perceive many costs and few rewards (Rusbult, 1983), very little is known about marital quality for those with better resources, such as dual-career couples. Further study on dual-careerists who possess optimum resources such as higher education and solid employment for both partners, with at least a middle-class salary or higher, is needed to assess the potential for marital quality despite a myriad of stressors experienced by both partners. This study assumes that dual-career partners seek out the best of both professional and personal worlds, maintaining high standards in each domain. One way this may occur is through a transfer of organizational and problem-solving skills that allow for professional success in the workplace so that each partner can also be actively engaged in the pursuit of relational success.

Studies with a focus on work-family conflict (Haas, 1999; Bowen, 1988; Guelzow et al., 1995) still remain current in family literature, with challenges that future researchers continue to focus on conceptual development, testing, and building theoretical models on the links between work and family (Haas, 1999). This study attempts to meet that challenge with implications for how dual-career partners' experience of role overload and coping in work and family domains affects their marital quality. This study will enhance existing literature with suggestions for a new conceptual framework that brings dual-career partners and marital quality into the domain of stress and coping for the first time.

Theoretical Rationale

This study utilizes stress and coping theory as a basis for explanation of marital quality in dual-career couples. Stress and coping theory identifies cognitive appraisal and coping as both processes and mediators of person-environment relations and resulting outcomes (Folkman, Lazarus, Dunkel-Schetter, DeLongis, & Gruen, 1986). Cognitive appraisal is the process through which each partner perceives whether and to what extent a situation within the environment is relevant. Upon perceiving an encounter or situation as stressful, otherwise termed primary appraisal, the partner assesses possible coping options, termed secondary appraisal (Folkman et al., 1986). These coping options may include problem-focused, emotion-focused, or a combination of these strategies to resolve the felt stress. Research has shown that patterns of coping are strikingly different based on perceptions of a stressor as changeable or not (Lazarus, 1991).

Pearlin (1989) suggests that contextual factors such as role strain trigger the stress process. Lazarus (1985) suggested that felt stress outcomes are a consequence of situational demands, including role strain, acting in concert with perceptions or appraisals of the extent of the potential threat of the stress, and coping strategies selected to minimize or eliminate the

stress. According to Lazarus (1991,1993), when an individual faces a stressful event, two processes, cognitive appraisal and coping are employed. Both of these processes serve as powerful mediators in reports of emotional outcomes. Cognitive appraisal is triggered first, followed by the selection of a specific coping strategy. If it seems as if something can be done about the stressor, problem-focused strategies are likely to be selected. If the partner perceives that there are few or limited available options from which to choose, emotion-focused coping strategies are employed.

Because dual-career partners are under tremendous stress, often dealing with extreme measures of role overload (Emmons et al., 1990), stress and coping theory provides a solid foundation for a conceptual model to examine the effects of this role overload. The model in this study examines both individual and relational coping strategies and resources, using the relational outcome, marital quality. In this way, the model follows the basic underlying principles of stress and coping theory, as well as extends it beyond individual coping strategies such as problem-focused and emotion-focused coping typically used, to include relational coping. By doing so, this study answers the call for research to consider the personal and social context of coping with stressful circumstances (Schaefer & Moos, 1992).

Coping strategies only work in stress and coping theory to the extent that individuals possess appropriate strategies in their repertoire which can effectively offset or modify one's perception of the stressful situation (Schaefer & Moos, 1992). In this study, partners must first use their own individual coping strategies successfully in order to benefit from the selection of positive relational coping resources. Literature indicates that dual-career partners tend to possess an array of individual coping strategies similar to those they might use in the workplace. Inevitably, without conscious intervention, partners tend to access strategies they most frequently utilize to combat stress. For example, some people tend either to use more problem-focused coping strategies or emotion-focused coping strategies, even though most people use them in some combination with one another.

It is proposed that individual coping strategies clears one's vision enough to see how to utilize their relational coping resources such as relational maintenance or cooperative negotiation in order to offset stress and improve marital quality. Knowing how to access a partner's attention, support, or even advice requires conscious application of skill and effort for one's benefit. Further, a perception that relational coping resources have been successfully utilized should contribute to an overall feeling about marital quality.

According to the literature on stress and coping, the conceptual model presented in this study indicates that coping is frequently, though not always, triggered in response to perceptions of role overload. In situations when perceptions of role overload are so great that partners are unable to identify coping strategies to combat their stress, they often resort to using coercive negotiation. It is proposed that failure to use individual coping strategies will result in partners feeling desperate to gain control over their environment. This desperation can result in use of coercive negotiation resources, using heavy-handed or persuasive leverage against one's partner to gain some measure of control in a misguided attempt to modify perceived stress. Consideration of coercive resources and how they are used in response to stress adds to the literature in stress and coping theory as it is viewed in relation to a marital quality outcome.

Social constructionism further explains how partners' perceptions inform their reaction to role overload and choice of coping strategy, which affect their dyadic reality (Berger & Kellner, 1994) and global evaluation of marital quality. The following sections will address further

information on model variables. Role overload will first be introduced and discussed as an antecedent that triggers individual coping strategies.

Role Overload

Role overload, together with role conflict make up role strain, which refers to persistent conditions within various roles of participation that require daily readjustments and repeatedly threaten to interfere with performance in other role-related activities (Pearlin, 1983). In keeping with Lazarus and Folkman (1984), role overload, as part of role strain, involves appraisal, which is defined as the cognitive evaluation of the stressor's demands in conjunction with one's ability to respond to those demands. This is more clearly seen in examination of how individuals perceive pressure from the demands of fitting multiple tasks and responsibilities from work and home into the confines of day-to-day schedules. As such, subsequent conclusions are drawn determining the availability of adequate resources (Carpenter & Scott, 1992).

Because the model presented in this study is grounded in stress and coping, role overload serves as an appropriate exogenous variable, triggering perceptions of stress and subsequent coping choices (Pearlin, 1989). Perceptions of role overload serve as a chronic stressor for dual-career partners, defined by Lazarus and Folkman (1984) as physical and social environmental conditions that the average person would perceive as actually or potentially threatening, damaging, harmful, or depriving. Dual-career partners view role overload as an intrinsic phenomenon of their existence, although past research has explored the perceived daily role conflict aspect of role strain more in depth (Bird & Ford, 1985; Tiedje et al., 1990). There appears to be a need for further research dealing specifically with the role overload component of role strain, highlighting the sheer lack of time and dual-career partners' perceptions of too much to do within a specified time frame as a stressor unto itself. The pace at which partners must get work-related tasks done is significantly associated with negative spillover from job to home, stress, and a sense of inability to cope effectively (Lagerfeld, 1998). Additionally, temporal boundaries from work frequently get crossed by technology in the way of email, cell phones, and fax machines for both partners who have careers. How couples handle these boundary invasions can greatly affect their satisfaction with their personal relationship (Fraenkel & Wilson, 2000). As partners are allocated too many tasks to accomplish without sufficient time, there is a constant sense of rushing and hurrying that takes place on a daily basis for the partners in the study, with the result being a perception of role overload. This element of time that appears to be so lacking in dual-career partners' lives as they juggle their many roles will be emphasized as the exogenous variable in the model presented, acting as the stressor from which individual coping strategies are triggered. It is the aim of this study to test this assertion that role overload indirectly affects marital quality, via individual coping strategies and relational coping resources.

While some researchers argue that role strain increases with the amount of activities associated with family and nonfamily (work, social) involvements (Burr, 1973), others contend that there are advantages of multiple role involvements as a result of increasing resources and contacts (Sieber, 1974; Burr, 1973). Recent stress research trends have evolved from focusing on people's deficits and vulnerabilities to placing increasing emphasis on adaptive strengths and constructive action during stressful periods. This study assumes a combination of positive personal impact on partners as a result of participation in both work and family roles, as well as the acknowledgement of the difficulty of living with the increased stress associated with role overload. As dual-career partners experience perceived role overload, they attempt to deal with it by employing coping strategies. It is the aim of this study to test this assertion that role overload indirectly affects marital quality, via individual coping strategies and relational coping resources.

Individual Coping Strategies

Coping has been defined as “activities engaged in with the intention of reducing or avoiding stress by reducing demands, increasing resources, creating more favorable beliefs and appraisals, or reducing the emotional reaction to stress” (Carpenter & Scott, 1992, p. 102). This definition evolved from one proposed by Lazarus & Folkman, (1984) who defined coping as a “person’s cognitive and behavioral efforts to manage specific external and/or internal demands that are appraised as taxing or exceeding the person’s resources”. Although Carpenter and Scott (1992) assert that the former definition differs from the latter in its allowance for intent and activation by appraisal, rather than by stress, the two appear to be strikingly similar in function from appraisal through action.

Previous definitions of coping required certain criteria be maintained, such as adherence to reality (Haan, 1977) since an accurate perception of a common reality was once considered the hallmark of good mental health (Lazarus, 1985). The advent of the New Look movement in the 1950s turned the psychological pendulum away from a common focus of what reality should be for all people towards an emphasis on individual perceptions and cognitions (Lazarus, 1985), which is in keeping with the tenets of Social Constructionist views of today. In conjunction with the Constructionist viewpoint, Lazarus (1985), who is often referred to in stress and coping literature, acknowledged the healthy presence of illusion in the realities and meanings people create for themselves. The relevance of this historical content to the present study lies in the appreciation for the evolution of our understanding of what coping is and the diversity of strategies and resources that can be considered components of coping in current research. This diversity is descriptive of the individualistic slant prevalent in our postmodern society and the unique perceptions of reality that govern our lives. Regarding the stress and coping model presented in this study, these individual perceptions are employed at every stage, particularly at the first stage in appraising the extent to which role overload is being experienced. The healthy presence of illusion to which Lazarus (1985) refers in the realities people create points to the benefits of partners viewing their circumstances through various tints of rose-colored glasses. Doing this yields a positive impression and evaluation on everything from how stressful they experience their lives and subsequent role overload, to their perceived efficacy to cope with stress (Schaefer & Moos, 1992), as well as to how they evaluate the quality of their marriage.

Perceived efficacy in coping has to do with past performance of selecting effective coping strategies that are appropriate to the situation (Schaefer & Moos, 1992). Increased confidence in one’s ability to cope with role overload, for example, comes with opportunities to exercise these skills. Typically, dual-career partners are afforded an abundance of opportunities to use their coping skills at work as well as home, though the same strategies that work in one environment may not always be conducive to the other. The following sections identify and examine problem and emotion-focused coping, two generally accepted categories of individual coping strategies according to research (Schaefer & Moos, 1992; Lazarus, 1991; Folkman et al., 1986; Coyne, Aldwin, & Lazarus, 1981; Folkman & Lazarus, 1980; 1985; Pearlin & Schooler, 1978) and illustrate how dual-career partners utilize them.

The process of individual coping, either emotion-focused or problem-focused, provides time and opportunity for the stressed partner to construct meaning of the situation, thus perceiving the relevance and intensity of the threat and then selecting a strategy to manage it (Pearlin & McCall, 1990). Some researchers have examined the ways in which coping is employed. For example, Hall (1972) proposed a typology of coping strategies in response to perceived role strain. Type I coping, structural role redefinition, involves attempts to alter

externally imposed expectations, often through use of support from others or by reducing activities within roles. As suggested by Lazarus (1985), strategies typified by Type I coping can be categorized as problem-focused. Type II coping, personal role redefinition, is characterized by partners changing their own expectations or perceptions of the stressful situation. Emotion-focused coping, as coined by Lazarus (1985) is demonstrated by Type II coping. Type III coping, reactive role behavior, involves the perception that neither external nor internal role demands can be altered, with subsequent attempts to simultaneously meet all imposed role expectations. Problem-focused strategies are also frequently used in Type III coping including working harder and reorganizing tasks for better efficiency. Using different outcomes, other scholars have studied individual coping patterns or strategies used by dual-career couples, which can be categorized as problem or emotion-focused coping as suggested by Lazarus (1991). Schnittger and Bird (1995) examined coping across the life cycle for dual-career men and women and found different use of strategies, either problem or emotion-focused by gender and life stage. Guelzow et al. (1995) looked at dual career women and men regarding role reduction, a problem-focused strategy and cognitive restructuring, an emotion-focused strategy, with a distress outcome. This study identified and explored the positive benefits of cognitive restructuring on distress for both genders.

Dual-career men and women utilize a variety of coping behaviors to manage role overload (Schnittger & Bird, 1995; Voydanoff, 1987). This study suggests that individual coping further facilitates participation in relational coping behaviors such as relational maintenance and negotiation. The following section will explore problem-focused coping and emotion-focused coping as efforts by the individual partner to offset stress in response to perceived role overload.

Problem-Focused Coping

Problem-focused coping involves direct actions on the self or environment with the purpose of removing or altering circumstances appraised as threatening (Thoits, 1986). The function of problem-focused coping is to actively alter or modify the stressor (Folkman et al., 1986). Examples of verbal problem-focused coping include seeking more information and discussing possible options with co-workers. Previous research suggests that people tend to use problem-focused coping strategies in situations they deem as changeable (Lazarus, 1991; Folkman et al., 1986; Coyne, Aldwin, & Lazarus, 1981; Folkman & Lazarus, 1980; 1985). In these situations perceived as changeable, people use coping strategies that keep them focused on a situation by way of confrontation—dealing directly and proactively with situations, planful problem-solving, accepting responsibility, and through selective attention to positive aspects of the situation (Folkman et al., 1986). This is congruent with the strategies used in the research model for this study. Specifically, the model includes such strategies as proactive efforts to consult as necessary, prioritize, minimize spurious tasks while accepting responsibility for essential obligations, and create efficiency. Additionally, keeping focused on the benefits of participating in a dual-career lifestyle is an important component to the success of dual-career partners (Silberstein, 1992) and is accounted for in this study. Generally, problem-focused coping strategies are more often used to deal with work-related stress, although as previously mentioned, emotion-focused coping in the form of emotional self-control may facilitate a partner's ability to problem-solve at work (Folkman et al., 1986; Folkman & Lazarus, 1980).

Using the Ways of Coping Questionnaire (Tennen & Herzberger, 1985) and the Dyadic Adjustment Scale (Spanier, 1976), other researchers have found positive relationships between spouses' use of problem-focused coping and marital quality and negative relationships between emotion-focused coping and marital quality for couples experiencing marital distress (Bouchard,

Sabourin, Lussier, Wright, & Richer, 1998). However, it appears that some relational coping items such as support seeking for marital distress were included in the assessment of individual coping skills, while other relational variables that may impact appraisal of marital quality, such as other maintenance behaviors and negotiation, were not included. Additionally, the study, which used both partners as participants from 506 French Canadian couples, constructed a different factor structure than was originally intended for the scale, omitting some categories within emotion and problem-focused coping. However, devising a more parsimonious scale structure lent the ability to have data well described by their model without gender separation (Bouchard et al., 1998).

This study proposes that use of problem-focused coping strategies actually precede the use of relational coping resources, enhancing marital quality outcomes in the process. For instance, if a partner uses problem-focused coping he or she is more likely to carve out time that might otherwise be consumed by role overload pressures. This reserve of time can allow energy to be reallocated back towards the relationship, as well as to have space and time to think clearly about how to approach one's partner through maintenance and cooperative negotiation. Additionally, this study proposes that increased role overload, combined with the absence of problem-focused coping can intensify feelings of stress and desperation and lead to increased use of coercive negotiation.

Emotion-Focused Coping

Emotion-focused coping includes actions or thoughts to control the undesirable feelings that result from perceived stress (Thoits, 1986; Lazarus & Folkman, 1984). The function of emotion-focused coping is to regulate emotions (Folkman et al., 1986). When partners engage in positive emotion-focused coping to deal with role overload, they are often able to take the time to put their stress in proper perspective and focus on the positive aspects or benefits of their situation. This is supported by research which indicates that dual-career partners often successfully engage in strategies such as cognitive restructuring or selective ignoring, by attempting to highlight positive or rewarding aspects of a stressful situation in an effective manner (Guelzow et al., 1995).

Emotion-focused strategies are more often selected when perceived options are few or nonexistent for affecting an outcome or change (Lazarus, 1991; Folkman et al., 1986). Other examples of emotion-focused strategies include acceptance and wishful thinking (Lazarus & Folkman, 1984). Methods such as selective attending to positive aspects allows the person to focus elsewhere besides on the stressor (Folkman et al., 1986) or to access meaning within the stressful situation. Emotion-focused coping responses also occur when emotional responses are too intense for effective problem solving to take place (Thoits, 1986). In these situations, accepting the situation is frequently the most useful method. Acceptance of certain tenets of one's situation can have positive effects for dual-career partners (Schaefer & Moos, 1992).

While emotion-focused coping can often provide time, space, or temporary palliative strategies to the stressed dual-career partner, some situations will eventually only subside or cause the partner to feel less stress and strain when more direct efforts are made that actually work to minimize or eliminate the stressor. This study extends existing research by proposing that utilization of emotion-focused strategies provides a path for accessing positive relational coping resources such as relational maintenance and cooperative negotiation, which ultimately impacts marital quality. Additionally, this study proposes that increased role overload, combined with the absence of emotion-focused coping can intensify feelings of stress and desperation and lead to increased use of coercive negotiation.

Relational coping resources in the form of maintenance and negotiation are accessed when the dual-career partner perceives a need for some better outcome either personally or relationally that can occur through negotiated communication or some action that can be taken. Positive attempts at accessing such assistance from one's partner often results in a more positive experience whose end result is a positive view of one's marriage, as the stressed partner has a present and concrete example of how their spouse has worked to accommodate them via time, talk, or task. However, negative relational interactions in the form of coercive negotiation can negatively impact marital quality.

The following sections address more fully the phenomenon of incorporating one's significant other in the coping process in order to reduce perceived stress from role overload.

Relational Coping Resources

Coping resources are defined here as relational behaviors that enable individuals to respond to stressors (Lepore & Evans, 1996). Studies have documented the relationship between how spouses cope with relational difficulties and reported marital quality (Cohan & Bradbury, 1994). In addition to individual coping activities, many coping behaviors can be considered interpersonal or relational when they are enacted in response to stressful appraisal (Carpenter & Scott, 1992). The shift from individual to relational or familial coping has been identified as a basic theme in coping research (Olson & McCubbin, 1983).

Carpenter and Scott (1992) criticize the few attempts in the coping literature to include the interpersonal domain in coping theories. It has been found that individuals who are highly competent in maintaining relationships are in the best position to engage in numerous effective coping activities (Schaefer & Moos, 1992). Thoits (1986) points out how relationships with intimates can serve as a buffer in the face of stress exposure. This is consistent with early findings of Pearlin and Schooler (1978), who found that families adapt and cope with strain on the level of severity at which it is experienced. For example, the more stress experienced by a family, the more adaptive coping resources are tapped. Instead of being a mere response to a stressor, family or relational coping is a proactive force that shapes the outcome and works to achieve familial balance once again (Stanfield, 1998, Reiss & Oliveri, 1980). The interactional nature of relational coping necessitates compromise and other forms of negotiation (Stanfield, 1998). Using the stress and coping model proposed by Lazarus and Folkman (1984), Thoits (1986) suggests that support from others be reconceptualized as coping assistance in an individual's efforts to manage stress, since both coping and support work to eliminate or alter problematic demands or modify the feelings elicited by those demands. Carpenter and Scott (1992) point to how interpersonal coping can benefit the stressed person by absorbing some of the stress or providing tangible or emotional assistance to the person. One example is to help one's partner explore the language he or she needs to lend verbal expression to their problems, which can influence the meaning and import of the problem as well as provide clarification. Another example of this type of assistance would be through helping identify possible coping strategies with work-related situations (Pearlin & McCall, 1990), so that the partner can view the situation as surmountable. This contributes to the image the partner has about him or herself and the relationship.

Lazarus and Folkman (1984) view the social environment as having the potential to be both a stressor as well as a supportive coping resource. Carpenter and Scott (1992) point to a number of specific relationships, including marriages, which allow for both assistance to the stressed individual and also the opportunity for interaction that enhances perceived stress. Pasch and Bradbury (1998) found strong relationships between reported marital outcomes and how

well partners sought and provided support, characteristic of maintenance behaviors, as well as how they negotiate conflict. Hobfoll, Nadler, & Leiberan (1986) also point out that some forms of interpersonal coping, such as some interpersonal interactions between partners, may be negative instead of supportive. There are often potential pitfalls in interpersonal encounters when both partners in an ongoing relationship experience stress from role overload, as it is far more difficult to attend to the needs of others when one is under stress (Lagerfeld, 1998). The difference in the outcome appears to be whether the stressed individual seeks and is offered a relevant coping behavior for the situation.

Coping behaviors, whether they elicit positive or negative effects, can influence perceived marital quality. A perception that one's spouse is actively engaged in the relationship and desires to help with role overload is an important component in managing work-family conflict for dual-careerists, as well as being important for marital quality (Burley, 1995). This type of acknowledgment and assistance also creates a foundation for interpersonal coping assistance (Thoits, 1986). Gilbert (1985) supports the concept of relational coping as a resiliency resource. She posits that long term success of dual-career marriages is most likely related to the buffers created and maintained by the couple and the success of their coping strategies. Cohan and Bradbury (1994) examined longitudinal data and found evidence for a unidirectional causation between coping and marital quality, such that coping can predict changes in marital quality over time. Additionally, previous studies (Carpenter & Scott, 1992) have shown the usefulness of studying relational competence by showing marital satisfaction ratings most strongly related to one partner's initiation skills and the spouse's enhancement skills. Specifically, "initiation" refers to ways in which partners initialize contact with their partner and access them within their time of need. The relevance of "initiation" to this study lies in partners recognizing that the relationship is a resource that can be tapped. An example of initiating relational coping would be a partner offering new ideas in a discussion of a problem which results in a new way of viewing the problem, but does not alter the demands of the stressor (Carpenter & Scott, 1992). "Enhancement" refers to efforts to strengthen the relationship and nurture intimacy. These skills are most directly aligned with maintenance resources discussed in the conceptual model of this study. It is the aim of this study to include the interpersonal arena of relational coping resources in a model that examines stress and coping effects on marital quality.

Maintenance Behaviors

Relational maintenance behaviors are defined as any actions and activities used to sustain desired relational functioning (Canary & Stafford, 1992, 1994; Stafford & Canary, 1991). Researchers have developed a good understanding of how maintenance behaviors affect perceptions of marital quality (Weigel & Ballard-Reisch, 1999; Canary & Stafford, 1992) as partners construct meaning through interpretations of relational behaviors (Wood, 1995). These relational behaviors include day to day communication, which is the process through which meaning is constructed within the dyad (Wood, 1995). Essentially, maintenance behaviors in intimate relationships imply that one or both partners endeavor to spend time and energy building their relationship towards mutual satisfaction.

Research on maintenance efforts provides evidence for the link between relationships and communication (Canary & Stafford, 1994). The frequency of communication, pleasing, and compromising behaviors exchanged daily by partners are major aspects of marital maintenance and ultimately impact partners' overall perceptions of marital quality (Johnson & O'Leary, 1996). Such behaviors encompass routine everyday acts, often deemed "the little things," as well as the occasional special contribution or favor one spouse does for the other (Johnson &

O'Leary, 1996). For example, when one spouse is experiencing work stress, maintenance can be enacted by the partner who lends protection from home and childcare responsibilities so the more stressed partner is free to focus on other role-related stressors, such as difficulties at work (Pearlin & McCall, 1990).

Marital quality is not self-perpetuating. Without effort and attention, relationships deteriorate and become stale, as is the case with systems (Wood, 1995). Maintenance efforts reaffirm the centrality of the relationship for partners through positive actions and words, and sharing tasks and activities that further the relationship (Weigel & Ballard-Reisch, 1999). Previous studies have regularly found strong associations between use of maintenance behaviors and positive evaluations and perceptions of the relationship from both partners (Canary & Stafford, 1992; Dainton, Stafford, & Canary, 1994). Relationships require both standard and preventive care to sustain a stable relationship, as well as corrective action when necessary, including repair and re-establishment at times (Stafford, 1994; Dindia & Canary, 1993). Standard and preventive care refers to day to day communication between partners, the routine practice of compromise when necessary, and occasional spurts of spontaneous activities and gestures made by each partner to keep the relationship lively and interesting.

Ideally, relational maintenance is optimal when both partners are direct and caring in their communication, willing to share the tasks of their daily lives, and compromise for the good of the relationship when necessary (Canary & Stafford, 1994; Stafford & Canary, 1991). Not only must partners work to maintain their relationship in order that the quality of the relationship can remain strong and serve as a barrier against felt role overload, but they must also work to negotiate conflicts of interest when they arise for the same purpose. One of the best ways to do this is through cooperative negotiation.

Cooperative Negotiation

This study refers to negotiations as striving to meet demands of one partner's needs in competition with desires of the other partner. Potential or impending conflict between partners spawns the need for negotiation. Discord is natural and constructive negotiation and conflict resolution strategies are likely to have a positive effect on the relationship (Noller, Feeney, Bonnell, & Callan, 1994; Cahn, 1990). The distinguishing factor in conflict characteristic of positive negotiation is that the time spent on the point of discord does not dominate the couple's interactions. This implies a balance of positive communication while discussing the area of contention (Wood, 1995).

Negotiation skills are widely seen as having direct consequences for marital quality in couples. In dual-career couples, negotiations shift back and forth between partners in the relationship, defining the relationship and serving as a potential counterweight when stress emerges (Hertz, 1986). According to Wood (1995), negotiations between intimate partners contribute to the construction of meaning within the relationship. Effective use of negotiation with even very limited time can be a powerful resource, turning partners into a team who shares challenges, rather than lonely partners facing challenges largely in solitude and often against each other (Fraenkel & Wilson, 2000). A willingness to negotiate with one's partner is related to perceptions that represent one's internal dialogue and beliefs about themselves, their partner, and the relationship, as the dyadic reality continues to be created. Such negotiations can be positive or negative in their effects on marital quality.

A number of scholars report associations between positive and negative interactional behaviors of partners and marital quality (Christensen & Walczynski, 1997; Gottman, 1994; Christensen & Heavey, 1993; Bradbury & Karney, 1993). These scholars assess behaviors

exhibited by couples during conflict, otherwise termed negotiation strategies. In this study, cooperative negotiation strategies involve partners taking a positive stance in which they disclose feelings and positions, seek agreement, compromise, and express trust in the other (Canary & Cupach, 1988). Partners who primarily utilize direct, cooperative negotiation styles report fewer relationship conflicts and a higher rate of conflict resolution, both necessary for higher marital quality (Lloyd, 1987). Gottman (1994) predicts the best marital quality outcomes for partners who take the time to engage in cooperative, direct negotiations with their spouses. If partners are cooperative and direct in their negotiations, they will likely experience better outcomes and be able to feel the success of overcoming difficulties together as a team (Coltrane, 1990; Gilbert, 1985). This is especially important for dual-career couples as they attempt to deal with the repercussions inherent in participation in multiple roles.

Partners who report high marital quality tend to believe that their partner's negative behavior has a situational explanation (Hojjat, 1997; Lussier, Sabourin, & Wright, 1993; Fincham & Bradbury, 1989). Longer term changes and outcomes of marital quality are likely to the extent that partners choose to make positive attributions towards satisfaction repeatedly and consistently (Fincham, Gordon, & Gano-Phillips, 2000). Partners reporting lower marital quality tend to believe that a partner's negative behavior is global and stable, part of their personality makeup, lending a consistently negative view of their marital quality (Lussier et al., 1993; Bradbury & Fincham, 1990; Fincham & Bradbury, 1989). This is in line with the Social Constructionist approach such that partners choose to appraise an event or behavior as situational or global and stable. A situational appraisal would be one in which a partner gives allowance for a circumstantial context in which the behavior is understood to be outside of normative patterns. In such instances this behavior is forgiven easily as being unavoidable and thus reasonable. In the reverse or global assessment, the partner sees the offending behavior as a part of an established pattern or linked to an undesirable trait possessed by the spouse and this becomes an impediment to their acceptance of their partner. As social constructionist doctrine asserts, partners are lead into these predilections for global or situational assessment by a long history of assimilating what others believe to be acceptable behavior via the larger social macrocosm (Blumstein, 1994; Kollock & O'Brien, 1994). Therefore, assignment of import and creation of meaning is based in the appraisal and interpretation stage, forming the reactionary stance taken by partners. As previously discussed, these choices inevitably affect the marital quality of partners, with positive assessments of one's situation or partner providing leeway in times of some minor relational violations and negative assessments leading towards feelings of being overwhelmed by role overload without adequate coping responses and a greater tendency to engage in coercive tactics.

Coercive Negotiation

Stress and coping literature alludes to the importance of negotiation styles in response to stress during conflictual interactions in intimate relationships (Lazarus & Folkman, 1984; Pearlin & Schooler, 1978). For the purposes of this study, coercive negotiation is defined as any indirect, negative or coercive attempt made during the course of interacting with one's partner in order to influence decision-making. In this study it is proposed that role overload, combined with the absence of problem-focused or emotion-focused coping, intensifies feelings of stress and desperation, leading to increased use of coercive negotiation tactics.

Coercive coping tactics are important in discussions of explanatory factors of marital quality because they are more common in the lives of couples who report experiencing lower marital quality (Canary, Cupach, & Messman, 1995; Christensen & Walczynski, 1997; Bradbury

& Fincham, 1990; Hahlweg et al., 1984; Levenson & Gottman, 1983; Margolin & Wampold, 1981; Hahlweg, Schindler, Revenstorf, & Brengelmann, 1984; Gottman, 1979). Although coercion and manipulation are destructive to intimate relationships it easily becomes a reinforced pattern, as it is often effective in changing a desired behavior, despite the negativity that may escalate (Noller et al., 1994; Patterson, 1982).

Gottman (1994) suggests that partners establish the tone for their marital quality in a short period of time, through early interactions. These interactions appear to lay the groundwork for consistency of the quality of the relationship, positive or negative, for the rest of the marriage (Canary et al., 1995). Without the time necessary to process role overload and deal with it through individual coping skills, partners may resort to constructing negative attributions about their spouse's intent regarding specific situations. Eventually, a summative negative slant on one's perception of marital quality would result.

Gottman (1994) studied partners in a temporary live-in observation research lab for couples. Through years of intense scrutiny and analyses he created a process cascade of decline in marital stability in which predictions can be formed with respect to eventual outcomes in the marriage, such as dissolution, based on partner's conflictual interactions. Specifically, one partner may relentlessly pursue the other in attempt to have their own needs met. This pursuit, characterized by complaining and criticism, can become ever more coercive as the perception develops that the spouse is not adequately attending to the needs of the partner. Initially, the partner receiving the criticism will exhibit some measure of defensiveness. Over time, the coercion and criticism, especially strategies that convey contempt or disgust, causes the spouse being pursued to block this negative stimulus through avoiding and then stonewalling, or shutting down their openness to their partner's coercive verbal assaults. This act of stonewalling extinguishes all possibility of two-way communication, both positive and negative, with resulting emotional distancing and decreased marital quality, leading to possible dissolution (Gottman, 1994; Gottman & Levenson, 1992). This example illustrates how researchers connect marital quality to the ways in which couples negotiate conflict with one another, rather than how often conflict arises (Canary et al., 1995; Cohan & Bradbury, 1994; Gottman 1994). Therefore, it is valuable to note how early responses get set into patterns of interactions and negotiations.

The coercive pattern of demand / withdrawal has been a recent focus of conflict literature with links to health problems (Burman & Margolin, 1992), poor psychological well-being (Hooley, 1986), and distressed marriages (Kluwer, Heesink, & Van De Vliert, 1997; Heavey, Layne, & Christensen, 1993; Weiss & Heyman, 1990). Demanding behavior involves general coercive tactics of pursuit, including pressuring, demanding, nagging, blaming, accusing or criticizing (Kluwer et al., 1997). Withdrawal is characterized by distancing behaviors such as physically leaving, silence, defensiveness, and avoiding discussions (Kluwer et al., 1997). Other researchers have also found indicators of poor relational functioning as a result of regular use of demand / withdrawal (Heavey, Christensen, & Malamuth, 1995; Christensen & Heavey, 1993; Gottman & Krokoff, 1989; & Bradbury & Karney, 1993), with pressures and demands being prohibitive of conflict resolution amenable to both partners (Kluwer et al., 1997). Research suggests that partners who perceive few rewards and high costs stop depending on the relationship (Kurdek, 1998).

While questions might be raised with respect to a possible hidden agenda on the part of some partners who engage in repeated coercive negotiations with a goal to discontinue the relationship, this study assumes that the participants are partnered and wish to remain in the marital relationship.

Marital Quality

Terminology such as “marital satisfaction,” “marital happiness,” or “marital adjustment” continues to be used interchangeably with “marital quality” (Kluwer, 2000). Most researchers agree that such constructs are highly correlated (Norton, 1983). Despite the fact that several theoretical and explanatory models of marital quality have been advanced over the past two decades (Karney & Bradbury, 1995; Rusbult, 1983), there has been criticism that these models have not been well grounded in theory, with post hoc evaluations guiding applications (Fincham, Beach, & Kemp-Fincham, 1997).

Little is known about the processes that maintain marital happiness in intact couples (Dindia & Canary, 1993). In general, marriage is associated with happiness among women and men (Gove & Zeiss, 1987). In past studies gauging marital quality or satisfaction, couples have generally tended to report being in satisfied, as opposed to dissatisfied marriages (Norton, 1983; Heyman, Sayers, & Bellack, 1994). The following speculations have been put forth to examine why partners report high marital satisfaction despite the elevated rate of divorce that appears to be a standard part of American society (Weigel & Ballard-Reisch, 1999). One possible explanation that is also a potential threat to the internal validity of studies in which participants evaluate their marriage, involves a response bias with partners who wish to appear more socially desirable by presenting with only the most positive answers on survey questionnaires (Kluwer, 2000). Further, it might be more socially permissible to report distress with particular aspects of relational functioning such as household chores or division of labor (Kluwer et al., 1996; Blair, 1993; Sutor, 1991; Ferree, 1990), rather than discontent with one’s partner or the relationship itself. However, the theory that a positive response bias is enacted in the majority of surveys assessing marital quality has not proven to be accurate. Hunsley, Vito, and Pinsent (1996) conducted a study aimed at identifying impression management bias in self-reports of marital quality but found no significant evidence of this phenomenon with married partners participating in studies. Another supposition might be that there is something inherently different and more functional about the partners who agree to participate in research studies assessing marital quality or satisfaction. Perhaps couples who put a higher priority on marital research and seek out studies or choose to participate when asked are those who are also more likely to actively work on their relationship and desire feedback regarding their efforts in this area. This is also a validity issue with nonexperimental research, but one that is practically unavoidable for most researchers. Others assert that reportedly high levels of marital quality among couples relates to the finding that people are psychologically predisposed to cast a positive light on their lives as it increases their ability to adapt to changes (Johnson & Booth, 1998). Although a number of the aforementioned possibilities might have some bearing on research examining intimate relationships, it appears that overall, partners who participate in marital research do possess an overall positive view of their marital relationship. This view is supported by Russel and Wells (1992) who posit that partner’s self-reports of high marital quality are trustworthy because they appear to be correct. Given the trend of negatively skewed reports of marital quality towards a positive direction, it is important to investigate possible conceptual frameworks of marital quality. This is particularly true for dual-career partners who experience a higher level of stress and pressure than other couples, with little time left at the end of the day to devote to their spouse, yet typically report high marital quality (Silberstein, 1992; Stoltz-Loike, 1992). Other researchers have also found positive relationships between careers and marital quality among both men and women (Gilbert, 1985; Voydanoff, 1987; Yogev, 1982).

If reports of marital quality tend to be both accurate and high, then the question begs as to what populations are being studied and what models, theories, and factors best fit certain populations? For example, literature and logic tells us of the negative relationship between stress and marital quality (Bradbury, Cohan, & Karney, 1998), which would appear to put couples experiencing more enduring stress at greater risk for poorer marital quality. Research findings show that the hectic pace at which employers make demands of employees, lends a sense of demandingness and decreased ability to cope well (Lagerfeld, 1998). However, studies exploring stress outcomes in marriages have often focused on major life events, such as birth or death of children or partners with terminal illnesses or major medical conditions, as stressors (Kluwer, 2000). This study adds to the knowledge in the area of marital research by examining the day to day stress of role overload for dual-career partners.

Researchers and clinicians alike have paid relatively little attention to the ways in which time impacts intimate relationships (Fraenkel & Wilson, 2000). The only exceptions to research accounting for time in marriages have been a few studies that included the variable of “not enough time at home” in with other variables as being among the most frequently cited marital problems predictive of divorce (Amato & Rogers, 1997; Cleek & Pearson, 1985; Kitson, 1992). The time constraints intrinsic to dual-careerhood and the ways in which partners cope with their stress both on an individual level as well as on a relational level, all serve to contribute to existing literature on marriages.

Most research on marital relationships over the past 50 years has focused on predicting the dissolution of marriages among young couples (Alfred-Cooper, 1998). Further, focus has often centered on couples in the first (Kurdek, 1998) or last (Glenn, 1998), stages of marriage with only a sparse presentation of middle-stage marriages, a time when many couples raising young children experience greater stress and have less time and energy to invest in the marital relationship (Belsky & Kelly, 1994; Cowan & Cowan, 1997). This study corrects these trends by including room for both positive and negative outcomes for marital quality, as well as including a strong sampling of dual-career partners in the middle-stage of marriage.

Finally, rather than viewing their partners as alien entities from opposing planets, this study answers the call (Levner, 2000) to stop dividing research along gender lines and illustrate ways in which dual-career partners who co-inhabit planet Earth function as a result of role overload, at times bypassing individual coping skills and behaving coercively, with negative affects on marital quality. The study further seeks to explain how partners can also function well in spite of the temporal constraints of role overload, utilizing individual coping strategies and becoming allies as they create a healthy shared belief system which allows them to consciously reclaim time and allocate it appropriately to the marriage, with positive outcomes for marital quality.

APPENDIX B

METHODOLOGY

METHODOLOGY

This appendix more fully describes the pilot study, sampling and data collection procedures, along with data analysis utilized in the study.

This study is derived from the longitudinal Dual-Career Family Project in the Department of Human Development at Virginia Polytechnic Institute under the direction of Dr. Gloria W. Bird. Originally, a team of four graduate students met under the guidance of Dr. Bird for a six-month period to develop the theoretical model and the instruments for the initial research study.

The Dual-Career Family Project

Stage one of the project began in November, 1985. A pilot survey constructed by the research team was administered to a sample of 14 dual-career couples. The purpose of the pilot was threefold: to identify any ambiguous or confusing terminology, to determine if response choices provided adequate item variance, and to obtain overall reactions to the questionnaire. Ambiguous, confusing items and directions were altered as a result of feedback from pilot participants. The project team and researchers then generated a list of 25 dual-career couples meeting the study criteria from their professional and social networks. Those couples were contacted and asked for names and addresses of other dual-career couples. This modification of the snowball technique of selection (Smith, 1981), in which a small number of potential participants identify other potential participants, who identify other participants (Stanfield, 1998), was used to obtain names and addresses of couples living Southwest Virginia likely to meet the requirements of the dual-career lifestyle. The snowball technique was deemed an appropriate sampling technique for this specialized population because of the difficulty of locating dual-career families using random sampling methods. This process continued until the list of participants expanded to 310 couples.

The sample size was based on number of participants needed for the structural equation and multiple regression analyses originally intended to be used in the study. This number considered the projected portion of dual-career couples who were qualified by education or professional status and thus qualified to participate in the study, in conjunction with an estimate of the expected rate of response to the study. Specifically, the general number or lower limit of participants required per independent variables when utilizing multiple regression is commonly accepted as 10 (Heppner, Kivilghan, & Wampold, 1992).

In 1986, data were collected from a purposive sample of 276 dual-career couples, 552 spouses. Criteria for inclusion required that participants possess a college degree, be employed full time in a professional job as designated by the Hollingshead Index (Hollingshead, 1957), and be married to a person with a similar occupational description. All participants had earned at least a bachelor's degree, with many having earned advanced graduate and professional degrees. Examples of career positions of participants included the following: lawyer, professor, architect, teacher, hospital administrator, bank manager, social worker, sales manager, counselor, registered nurse, and dentist. The mean age of the men sampled was 41 years and 38 years for the women. While forty-two percent of the sample had been married 10 years or less, 37% were married between 10 and 20 years. The mean number of children for the dual-career couples was two, although 20% of couples surveyed had no children, 42% had two children, and 14% had three to four children. Of the children living at home, 24% were younger than 5 years of age and 21% were between twelve and eighteen years old. Fourteen percent of the participant's children were over age 18 and no longer resided at home with their parents. The response rate was 70% after three follow up contacts.

In 1990, stage two of the longitudinal design was implemented. Attempts were made to recontact the participants for a follow up study. Because the focus of the current study was on marital partners, those couples for whom information could not be collected from both spouses were excluded. Contacts were made from telephone directories and former places of employment to relocate the couples. Of the original sample, 132 couples were located. Letters were sent to the couples informing them of the continuing project and stating that they would receive a telephone call within the next week requesting their participation again. During the phone call, it was determined whether participants were still in the same marriage as in 1986. Eight couples were excluded due to death or other circumstances which contributed to the partners no longer residing together. Of the eligible dual-career couples contacted, 119 verbally agreed to participate in the current study, with completed questionnaires returned by both partners in 113 couples. These couples are represented in this study. The 93% response rate was calculated as the percentage of contacts with eligible respondents that resulted in completed questionnaires (Dillman, 1978). Specifically, individuals for whom there is completed information in 1990 (231) were divided by individuals from the original sample who qualified for inclusion in the follow up (248).

The mean age of women in the final sample was 42 (range 30-64). The mean age for men was 45 (range 31-72). The average length of marriage for the participants was 16 years (range 5 years to 41 years). In 1990, 76 couples had children living at home, with 26 children having moved out since 1986 and 29 born. Both husbands and wives averaged more than 50 hours per week at work outside of the home. The mean number of children per family was two.

Procedure

The instrument booklet (See Appendix C for scales used in this study) was constructed in accordance with Dillman's (1978) Total Design Method and printed as a twelve-page questionnaire booklet. The questionnaire consisted of three 8 ½ x 11 sheets of paper folded and stapled in the middle, with a cover sheet, to form a booklet. Each page was typed and then photographically reduced. The cover included project title, Dual-Career Family Project, the department name and Virginia Polytechnic Institute and State University as sponsors to establish legitimacy for the study.

In accordance with the Total Design Method (Dillman, 1978), participants received a cover letter requesting information that would aid in identification of components of the stress process common to dual-career families. The reward of assisting other dual-career couples was emphasized as motivation for completing the survey.

The survey packet contained the cover letter, separate questionnaires for both wife and husband, and two pre-addressed, stamped reply envelopes. One week after the initial mailing, a postcard was sent thanking participants who had returned the questionnaires and urging completion by those who had not yet responded. Three weeks following the initial mailing, a second follow-up letter was mailed to those who had not yet responded. Finally, five weeks after the original mailing, a third letter, accompanied by a replacement questionnaire and a pre-addressed, stamped envelope was sent to anyone who had not yet returned the questionnaire.

Establishing Validity

Prior to pilot testing the questionnaire with dual-career couples, the instrumentation booklet was examined by two graduate classes (a research methods class and a marriage and family relationships class). It was also reviewed under an expert panel of three faculty members who affirmed that the instruments, particularly the Dual-Career Coping Scale and Dual-Career

Role Strain Scale, held both face validity and content validity. Content validity was shown through an agreement of a positive relationship between the instrumentation items and the literature reviewed. The expert panel, along with graduate students and a pilot group of dual-career couples all responded to the questionnaire, indicating unclear, ambiguous items. Unclear items were then reviewed by the project team and project coordinator, resulting in any necessary revisions.

While both the Dual-Career Coping Scale and the Dual-Career Role Strain scale were used previously (Bird and Ford, 1985), attempts to establish internal validity of the Dual-Career Coping Scale were pursued. The subscales of the Dual-Career Coping Scale are strongly correlated with validated measures such as the Ways of Coping Scale, assessing highly similar constructs, offering evidence for both face and concurrent validity. This is significant because the Ways of Coping Questionnaire is probably the most popular self-report measure of coping strategies (Schwarzer & Schwarzer, 1996). It is also relevant because the coping strategies measured by the Ways of Coping Questionnaire were developed on married couples by Folkman et al. (1986), looking at the dimensions of problem-focused and emotion-focused coping, as part of the larger theory on stress and coping (Lazarus, 1991). As such, the strategies identified in the Dual-Career Coping Scale feed into the two-factor typology suggested by Lazarus & Folkman (1984) in the identification of emotion and problem-focused coping strategies. Further, a four-factor model of the Ways of Coping Questionnaire devised by Bouchard et al. (1997) appears to adequately reflect the reality of marital coping and may be useful in predicting marital quality. The Dual-Career Coping Scale also assesses salient features linking perceived stress with appraisal and coping, but directs the stressors specifically towards the population of interest, dual-career couples. Similarly, ratings by others (faculty and dual-career couples participating in a pilot study) yield substantial correlations with scale scores (See appendix C).

Reliability

Internal consistency among items within scales of the instrument booklet was calculated using Cronbach's coefficient alpha for subscale scores. This method is appropriate for establishing internal consistency reliability for items scored along a continuum (Crocker & Algina, 1986).

Data Analysis

Responses to questionnaire items were coded and entered on a computer. All analyses were calculated using SPSS version 8.0. The model shown in Figure C2 (p.83) was estimated using observed variable path analysis. The following section incorporates definitions of terms that may be useful in clarifying meaning in the data analysis discussions.

Path analysis is a nonexperimental method used to study the direct and indirect effects of one variable on another (Pedhazur, 1997). This study utilized a recursive path model with no loops or bidirectionality in causation. This type of analysis functions to estimate the strength of the relationship of the theoretical model presented. In studies done using path analysis, exogenous variables are examined. An exogenous variable is one whose causes lie outside of the model under consideration (Pedhazur, 1997). The exogenous variable in this study was role overload experienced by dual-career partners. Endogenous variables are those with antecedents inside the model under consideration (Pedhazur, 1997), are also examined in a path analysis model. The endogenous variables in this study included individual coping behaviors -- emotion-focused coping and problem-focused coping -- as well as relational coping resources -- relational maintenance -- and cooperative and coercive negotiation behaviors. A path diagram containing

words and arrows was used to illustrate the conceptual ideas of the model (Pedhazur, 1997). Finally, path coefficients labeled the path diagram to indicate the magnitude of the variable's effects on one another.

As noted in the measurement section, scale items were reverse coded as appropriate. The path analysis was conducted using a series of general linear multiple regression analyses in a unidirectional path culminating in the estimation of the direct and indirect-effects of the exogenous and endogenous variables on the outcome variable, marital quality.

APPENDIX C**SUPPLEMENTARY TABLES**

Table C1

Questionnaire Items Used in StudyRole Overload Items

Another important purpose of this study is to learn more about the sources of stress in dual-career families. Indicate how much you Agree or Disagree with each of the following statements.

Item	Factor Loading
1. There is a constant pressure to keep working – to never “let up”	.82
2. I am under pressure to take on more job responsibilities than I can comfortably handle	.82
3. I have to rush to get everything done each day	.85
4. I have more work than I can possibly finish during an ordinary Working day	.59
5. Sometimes I feel like I never get a moment to myself	.70
6. Balancing the changing demands of my career, my spouse’s career, and everyday family life is a constant strain	.73
7. My work schedule is so demanding that it cuts into the time I’d like To spend with my children	.55
8. My job interferes with my ability to be the kind of parent I’d like to be	.60

Cronbach Alpha .88

Table C2

Questionnaire Items Used in StudyProblem-Focused Coping Items

Considering your own experiences in a dual-career family, circle the number from 1 to 7 which indicates how much you Agree or Disagree that each statement below describes your way of managing the dual responsibilities of employment and family life.

Item #	Item Description	Factor Loading
1.	Changing my standards of how well household tasks must be done	.66
2.	Leaving some things undone around the house	.78
3.	Eliminate certain community activities	.63
4.	Cutting back on leisure activities	.50
5.	Putting off tasks I don't have time to do	.71
6.	Cutting down on the number of outside activities in which I am involved	.60
7.	Limiting my involvement on the job—saying “no” to some of the things I could be doing	.46
8.	Reducing the time I spend at work	.40
9.	Finding legitimate excuses to keep from fulfilling obligations I dislike	.73
10.	Using family responsibilities to justify not accepting more job responsibilities	.69
11.	Postponing certain tasks until the pressure to do them subsides	.71

Cronbach Alpha: .74

Table C3

Questionnaire Items Used in StudyEmotion-Focused Coping Items

Considering your own experiences in a dual-career family, circle the number from 1 to 7 which indicates how much you Agree or Disagree that each statement below describes your way of managing the dual responsibilities of employment and family life.

Item	Factor Loading
I manage family and career demands by:	
1. Believing that our family life is better because both of us Are employed	.63
2. Believing that my career has made me a better husband / wife Than I otherwise would be	.68
3. Believing there are more advantages than disadvantages To my lifestyle	.67
4. Believing my commitment to my career sets a good example for My child(ren)	.51
5. Believing it is important that I excel at both my career and as a Husband / wife and father / mother	.51

Cronbach Alpha .77

Table C4

Questionnaire Items Used in StudyRelational Maintenance Items

In this section we are interested in your description of the daily give-and-take that occurs in your marital relationship. Indicate the extent to which you and your wife/husband do each of the following things in your marriage (Circle the X only if the item applies to neither of you).

Item	Factor Loading
1. Pay compliments to the other	.43
2. Attempt to see the other's point of view when we are having an argument	.54
3. Do favors for the other, even when not asked	.50
4. Begin to talk about what is troubling our marriage when there is tension between us	.58
5. Give the other a spontaneous hug or kiss	.42
6. Try to bring the other "out of it" when one of us is restless, bored or depressed	.65
7. Listen and offer advice when the other is faced with a problem	.50
8. Give in to the other's wishes when one wants to do something the other doesn't	.60
9. Confide one's inner-most thoughts and feelings to the other	(Loaded < .40)
10. Contribute the most in reaching a solution when we face a problem	.63
11. Know how the other is feeling, even when no words are spoken between us	.49
12. Alter habits and ways of doing things to please the other	.45
13. See oneself as having more influence on important decisions affecting our marriage	.50

Cronbach Alpha .74

Table C5

Questionnaire Items Used in StudyCooperative Negotiation Items

In most marriages there are instances when both partners feel very strongly about a situation. Each feels compelled to influence the other to do what he/she wants or feels is right. When you want to influence your partner to do things your way, to what extent do you use the following strategies?

Item	Factor Loading
1. Talk about it: discuss our differences and needs	.74
2. Try to negotiate something agreeable to both of us	.74
3. Use logic and reason; explain why my way is best	.74
4. Simply ask for what I want or need	.68

Cronbach Alpha .77

Table C6

Questionnaire Items Used in StudyCoercive Negotiation Items

In most marriages there are instances when both partners feel very strongly about a situation. Each feels compelled to influence the other to do what he/she wants or feels is right. When you want to influence your partner to do things your way, to what extent do you use the following strategies?

Item	Factor Loading
1. Be especially disagreeable	.78
2. Withdraw; become cold and silent	.75
3. Discuss the issue heatedly; use harsh, angry words	.76
4. Ignore her / him; refuse to respond until she / he sees reason	.73
5. Get very emotional; let him / her see this affects me	.74
6. Leave the room, house, etc..	.67
7. Withhold something I know she / he takes pleasure in	.61

Cronbach Alpha .87

Table C7

Questionnaire Items Used in StudyMarital Quality Items

In thinking about your marital relationship, circle the number that best describes your feelings

Item	Factor Loading
1. We have a good marriage	.95
2. My relationship with my partner is stable	.94
3. Our marriage is strong	.97
4. My relationship with my partner makes me happy	.95
5. I really feel like part of a team with my partner	.89
6. My marriage, everything considered, makes me happy	.95

Cronbach Alpha .97

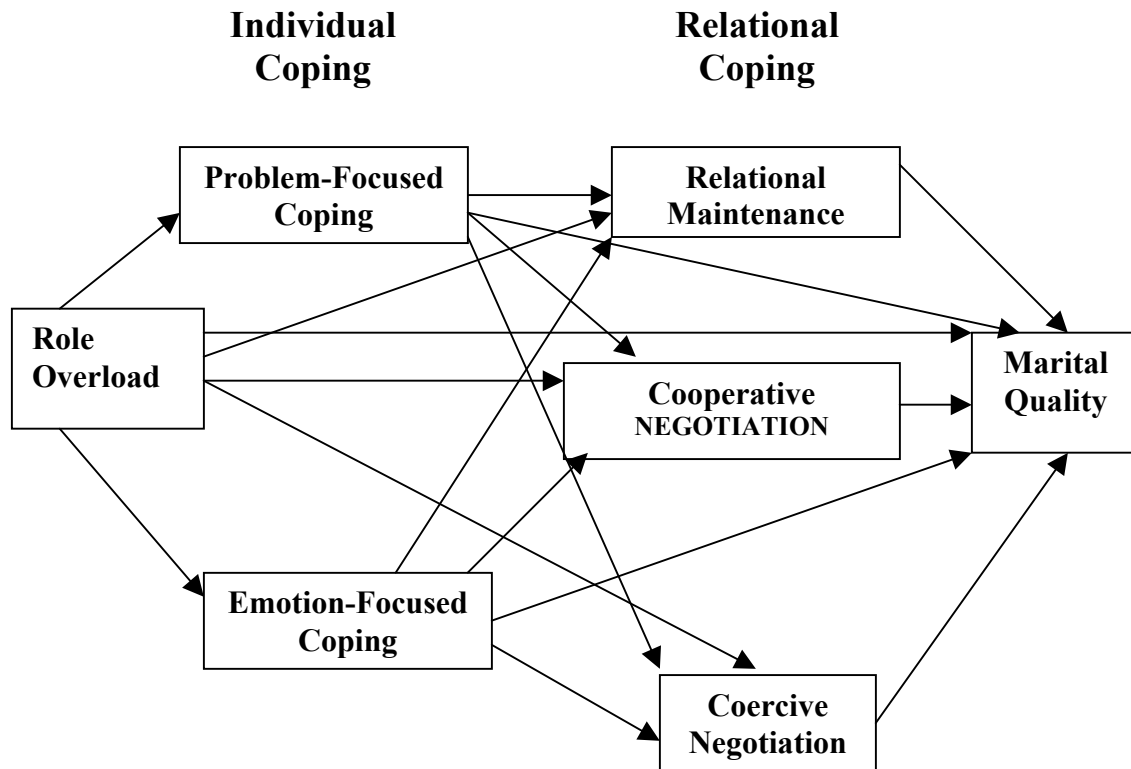


Figure C1. Initial path-analytic model: Influence of role overload, individual coping, and relational coping on marital quality.

APPENDIX D

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VITA

ABRINA SCHNURMAN-CROOK

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ROANOKE, VIRGINIA 24015

EDUCATION

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY Blacksburg, VA
 Doctor of Philosophy Expected December 2001
 Major Counselor Education
 GPA 4.0

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY Blacksburg, VA
 Masters in Education May 1999
 Major: Counselor Education
 GPA: 4.0

UNIVERSITY OF NORTH CAROLINA, GREENSBORO Greensboro, NC
 Bachelor of Arts May 1996, Magna cum laude
 Major: Psychology
 Minor English
 GPA 3.82

HONORS

Phi Kappa Phi National Honor Society, Virginia Tech. (1998-2001)
 Chi Sigma Iota, Counseling Academic & Professional Honor Society (1997-2001)
 Phi Beta Kappa National Honor Society, Epsilon Chapter, UNCG (1996 -)
 Psi Chi, Psychology National Honor Society, UNCG (1994 -1996)
 University Marshal, UNCG, (1995-1996)

PROFESSIONAL ASSOCIATIONS

American Counseling Association (ACA)
 Southern Association for Counselor Educators and Supervisors (SACES)
 Virginia Counselors Association (VCA)
 Virginia Association for Clinical Counselors (VACC)

CLINICAL EXPERIENCE

1996 –
 present **ASSESSMENT AND COUNSELING SERVICES, CRISIS SERVICES** Roanoke, VA
 Mental Health Therapist -- Blue Ridge Behavioral Healthcare
 Perform crisis intervention, evaluation, and coordination of services for mentally ill adults and children in Roanoke and surrounding areas. Provide diagnoses according to DSM IV, assessment, and treatment planning. Certified prescreener for recommending inpatient psychiatric hospitalization. Attend civil commitment hearings on clients hospitalized via court orders.

- 08/99- **COOK COUNSELING CENTER – VIRGINIA TECH** Blacksburg, VA
 05/00 Counseling Intern
 Provided group and individual counseling to undergraduate and graduate students (individuals and couples) attending Virginia Polytechnic Institute and State University. Co-facilitated group therapy (for women and coed group separately) for students attending to personal growth issues. Provided referrals to university psychiatrists. Participated in weekly group and individual supervision sessions, as well as weekly staff development meetings. Administered the following assessments: Beck Depression Inventory (BDI), Beck Anxiety Inventory (BAI), Eating Disorders Inventory (EDI-2), Strong Interest Inventory (SII), and the Myers-Briggs Type Indicator (MBTI).
- Spring **NATIONAL EATING DISORDERS SCREENING DAY** Blacksburg, VA
 2000 Administered the Eating Disorders Inventory (EDI-2) to college students at Virginia Tech. Responsible for providing appropriate referrals to campus and community agencies.
- 06/98- **CHILD AND FAMILY SERVICES, OUTPATIENT COUNSELING** Roanoke, VA
 08/98 Counseling Intern -- Blue Ridge Behavioral Healthcare
 Conducted intake evaluations and provided outpatient counseling to children and families. Recommended appropriate therapeutic services and treatment plans. Collaborate with staff psychiatrists and clinicians, as well as local school and mental health professionals.
- 06/98- **SUBSTANCE ABUSE ASSESSMENT AND COUNSELING** Roanoke, VA
 08/98 Counseling Intern -- Blue Ridge Behavioral Healthcare
 Assisted in completing intake evaluations and assessments on clients with substance abuse issues. Completed Addictions Severity Index (ASI) and recommended appropriate therapeutic services. Assisted in administering urine drug screens testing for illicit substances for clients court ordered for treatment. Co-facilitated group therapy for process groups in residential substance abuse treatment center.
- 01/97- **THE SARA (SEXUAL ASSAULT AND RAPE AWARENESS) PROGRAM**
 10/00 Volunteer Companion Roanoke, VA
 Provided support and telephone counseling to victims of sexual abuse or sexual assault. Accompanied victims of sexual assault to local emergency rooms during collection of forensic evidence.
- 08/95- **CLARA HOUSE: FAMILY AND CHILD SERVICES** Greensboro, NC
 5/96 Volunteer Counselor
 Trained to screen and conduct intakes on women presenting for entrance into abuse shelter. Assisted with preparation for evening groups and maintained secure entrance into shelter for women and child victims of domestic violence.

TEACHING AND CONSULTATION EXPERIENCE

- 08/99- **VIRGINIA POLYTECHNIC INSTITUTE & STATE UNIVERSITY**
 05/01 Graduate Assistant Blacksburg VA
 Instrumental in operating Roanoke-based clinical lab site and organizing practicum for masters students. Screened potential clients from local colleges and grade schools. Created schedules and referrals for students, assigning 70 clients according to matching interest and availability with masters students. Co-facilitated family therapy with masters student and served as on-site consultant to all masters students. Provided clinical supervision to masters students. Received supervision of supervision throughout year by university professor and peer group.
- 12/99- **CHILDREN'S DAY TREATMENT**
 01-00 Consultant, Blue Ridge Behavioral Healthcare Roanoke, VA

Reviewed clinician treatment plans and record documentation in accordance with Medicaid regulations. Observed and evaluated elementary school sites where services were being offered to children with severe emotional and behavioral challenges, and offered recommendations to coordinators.

07/00 - VIRGINIA POLYTECHNIC INSTITUTE & STATE UNIVERSITY

12/00 Teaching Assistant Blacksburg, VA

Course: Counseling Theories & Consultation

Responsible for assisting with a masters level course focused on providing students with an overview of counseling theories and fundamental aspects models of consultation within the counseling profession.

Responsibilities included reviewing instructional materials with instructor, developing selected lectures, as well as assisting in evaluation of student assignments, quizzes, and tests.

06/00- VIRGINIA POLYTECHNIC INSTITUTE & STATE UNIVERSITY

07/00 Teaching Intern Blacksburg, VA

Course: Community / Agency Counseling

Responsible for teaching masters level course aimed toward facilitating students' understanding of community and agency based counseling services and related topics. Responsibilities included lecture preparation and delivery, review of case studies, and instruction in treatment planning. Additional responsibilities included review and evaluation (under supervision) of student assignments.

01/94- YOUNG WORLD

05/95 Lead Teacher, Greensboro, NC

Sole responsibility for care of 20 children in day care program. Developed weekly lesson plans and activities.

RESEARCH EXPERIENCE

08/00- VIRGINIA POLYTECHNIC INSTITUTE & STATE UNIVERSITY Blacksburg, VA

05/01 Graduate Assistant

Assist faculty members of the Counselor Education Department with any pending projects. Responsibilities included course development, attendance at program area meetings, and assisting in a variety of administrative tasks. Provided supervision to masters level students on campus and at the Roanoke Graduate Center. Collaborate with a faculty member to develop an article for publication and present at a professional conference.

07/98- VIRGINIA VIEW Blacksburg, VA

08/99 Graduate Assistant, Career Information Specialist

<http://www.vaview.vt.edu/>

Provided occupational and educational information primarily to residents of Virginia, as well as to out-of state individuals and programs upon request. Responsibilities included research and dissemination of information related to careers, jobs, and education via telephone hotline and web page, responding to on-line questions submitted. Additional responsibilities included researching and developing supplemental print material for counselors and educators to use with Virginia VIEW's interactive computer software.

07/94- UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

05/96 Research Assistant

Worked under supervision of graduate student and professor, Walter Salinger in neuroscience project aimed at identification of errant neural pathways thought to be associated with schizophrenia and learning disabilities. Responsibilities included breeding and identification of generations of reeler mice and identifying and recording gestation ages, prenatal through postnatal phases. Additional responsibilities included preparation and performing surgical procedures on subjects, precise extraction of brains, slicing brain tissue samples on vibratome machine, preserving tissue and administering solutions to tissue samples according to experiment guidelines.

PRESENTATIONS

- 05/01 **CHI SIGMA IOTA**
Co-presenter with Chris Mann
Fundamentals and techniques workshop focusing on Adlerian Therapy
- 10/00 **SOUTHERN ASSOCIATION FOR COUNSELOR EDUCATORS AND SUPERVISORS**
Co-presenter with Dr. Hildy Getz
“Utilization of Online Training for On-Site Clinical Supervision”
- 09/00 **VIRGINIA TECH, GRADUATE CLASS (DSM-IV)**
Guest Presenter for master’s class
Crisis Services: An overview of this division within community service boards
- 04/00 **COLLEGE OF HUMAN RESOURCES GRADUATE RESEARCH DAY**
Presenter
“Professional Identity: Links to Couples’ Coping Behaviors”
- 09/99 **NORTH CAROLINA ASSOCIATION OF COUNSELOR EDUCATORS AND SUPERVISORS**
Participant
Interactive Television (VTEL) Demonstration
“Clinical Supervision Course via Interactive Television”
- 04/99 **COLLEGE OF HUMAN RESOURCES GRADUATE RESEARCH DAY**
Presenter
“Surviving the Front Lines: Marital Satisfaction in Dual-Career Couples”

PUBLICATIONS & MANUSCRIPTS

Getz, H., & Schnurman-Crook, A. (2001). Utilization of online training for on-site clinical supervisors: One university’s approach. *Journal of Technology in Counseling*, [on-line] 2. Available: http://jtc.colstate.edu/vol12_1/Supervisors.

Bird, G., & Schnurman-Crook, A. (accepted with revisions). Professional identity as an influencer of couples’ coping behaviors. *Family Relations*.

TECHNOLOGY COMPETENCIES

Distance Education:

Instruction via Interactive Television (VTEL)
Internet Instruction
Email

Other:

Microsoft Powerpoint
Microsoft Word
SPSS

ADMINISTRATIVE EXPERIENCE

- 09/94- **HEAD OVER HEELS GYMNASTICS**
12/94 Gymnastics Instructor
Responsible for collecting fees and teaching 10 classes weekly to children ages 2-12.

- 11/90- **NIGHT DREAMS INTIMATE APPAREL AND SWIMWEAR**
1/93 District Manager / Buyer – Retail, Greensboro, NC; Durham, NC; Raleigh, NC
Operational management of 3 intimate apparel / swimwear stores, overseeing 15-20 employees, including store managers and assistant managers. Purchasing, personnel, merchandising, and financial management responsibilities.
- 02/89- **RAVE CLOTHING**
11/90 Store Manager Winston-Salem, NC
Responsible for merchandising, customer service, payroll, and loss prevention for junior women's clothing store. Achieved reduction of inventory shrinkage from 9% to 2%.
- 11/87- **DRESS BARN**
02/89 Assistant Manager, Greensboro, NC
Varied retail experience in women's clothing store, working from sales person to management.
- 05/86- **LEWIS BOILER SUPPLY** Greensboro, NC
11/86 Secretarial responsibilities, as well as Shipping / Receiving/ Delivery of boiler parts to local businesses.