

## Introduction

During the COVID-19 pandemic, mothers lost hours of paid work to care for children compared to fathers because mothers are held to a different standard than fathers in the workplace (Correll et al., 2007).

With family work benefits, mothers are better able to balance childcare without losing wages (Boushey, 2008). Egalitarianism and social justice attitudes may predict support for workplace benefits (Donnelly et al., 2015).

Third parties may improve workplace benefits by influencing preference for opportunities with family work benefits (Vial et al. 2019).

### Hypotheses

1. Egalitarianism, Family Work Benefits, and Social Justice Attitudes and Intentions will predict family friendly internship rating.
2. Participants exposed to Professor support for family work benefits will rate an internship that provides family work benefits more highly than control group.
3. The relation between condition and internship will be moderated by gender.

## Method

### Procedure

Participants completed study measures and were randomly assigned to a condition of cues of professors' support embedded into a syllabus versus no cues. Participants rated companies to complete an internship which included family work benefits, individual work benefits, or was unavailable (foil).

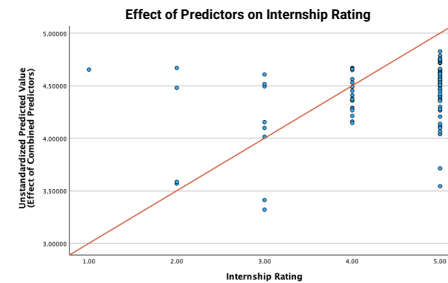
### Measures

#### Participants

- Demographic characteristics
- The Traditional Egalitarian Sex Role Scale (Larsen & Long, 1988)
- Perceived Fairness of Work/Family Benefit Scale (Parker & Allen, 2001)
- Social Justice Scale (Torres-Harding et al., 2012)
- Internship rating to measure third party influence

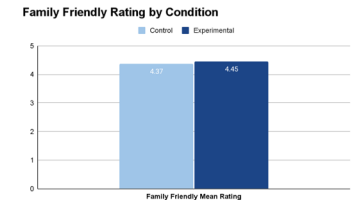
	Age (Mean/SD)	Percent
Year		18.74 (.69)
First Year		75.9
Sophomore		23.0
Race/Ethnicity		
White		89.7
Black/African American		3.4
Asian		6.9
Hispanic or Latinx		6.9
Gender Identity		
Man		24.1
Woman		74.7
Gender Queer		1.0

## Results

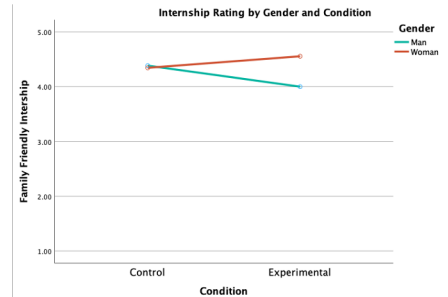


**H1. Partially Supported.** Social Justice Attitudes predicted Internship rating, but not Egalitarianism, Perceived Fairness of Family Work Benefits, or Social Justice Behavioral Intentions (Pre-intervention measures);  $F(4, 82) = 2.68, p < .04, R^2 = .12$ .

**H3. Not Supported.** Relation between professor cues and internship ratings did not significantly vary by gender.  $F(1, 85) = 1.56, p = .22$ .



**H2. Not Supported.** Professor cues did not affect students attitudes toward family work benefits ( $p = .68$ ).



## Discussion

- Professor cues about family work benefits did not affect student internship ratings possibly because students were already supportive as evidenced by their pre-intervention social justice attitudes.
- Internship ratings did not vary by gender suggesting that men and women hold similar views about the importance of family work benefits.
- Future research examining third party influence of professor cues on samples with less supportive views at the outset is recommended.

### Limitations

Small sample ( $N=87$ ), predominantly White, and more women than men.