

**Work and Family Researchers Network (WFRN)**  
***Changing Work and Family Relationships in a Global Economy***  
**June 2014**

**Conference Program**

Wednesday  
June 18, 2014

Pre-conference Activities

**Early Career Scholars Program**

1. **Early Career Scholars: Introductions and Overview of Session Goals** 1:00 PM-1:10 PM
2. **Early Career Scholars: Research Roundtables** 1:10 PM-2:10 PM
3. **Early Career Scholars: Conversations with Publishers** 2:10 PM-2:45 PM
4. **Early Career Scholars: Networking Break** 2:45 PM-3:00 PM
5. **Early Career Scholars: Conversations with Senior Scholars** 3:00 PM-4:00 PM
6. **Early Career Scholars: Teaching Work-Family Concerns and Courses** 4:00 PM-5:00 PM
7. **Evaluation of Early Career Scholars Sessions** 5:00 PM-5:15 PM

**WFRN Committee Meetings**

**1:00 PM-2:30 PM**

8. **Executive Committee Meeting**

**2:30 PM-4:00 PM**

9. **Committee to Connect Research, Policy and Practice**
10. **Repository Committee Meeting**
11. **International Committee Meeting**
12. **Membership Committee Meeting**

13. **Communications Committee Meeting,**

**4:30 PM-5:30 PM**

14. **Executive Committee and Committee Chairs Meeting**

**6:00 PM-7:30 PM**

**Reception to Discuss Paid Leave Research and Policy** Paramount Hotel  
Organizers: Ariane Hegewisch, Institute for Women's Policy Research; Heidi Hartmann, Institute for Women's Policy Research

*The Work Family Strategy Council and the Institute for Women's Policy Research are hosting a reception for researchers and advocates working on paid parental leave issues, or who are considering work on paid leave. Cash bar and appetizers will be provided. An RSVP would be appreciated (please contact [hegewisch@iwpr.org](mailto:hegewisch@iwpr.org)) but is not necessary. Please check registration desk for details.*

**Thursday  
June 19, 2014**

**Thursday  
7:30 AM-8:30 AM**

**Breakfast**

**Thursday  
8:30 AM-9:15 AM**

**15. Business Meeting: All Attendees Invited**

Organizers: Ellen Ernst Kossek, Purdue University; Jerry A. Jacobs, University of Pennsylvania; Judi C. Casey, Boston College

**Thursday  
9:30 AM-11:00 AM**

**16. Newcomers Plunge**

Organizer: Joseph G. Grzywacz, Oklahoma State University

*The Newcomers' Plunge is focused on building relationships among WFRN newcomers with each other, with leaders in the field, and with the organization. Participants will learn more about where WFRN has been, but more importantly where it is going and how to become involved. Participants will also exchange ideas on core topics within work and family research with other newcomers and luminaries in the field. Light refreshments will be provided.*

**17. Book Dialog Session *Baby Bust*, by Stew Friedman, and *Overwhelmed*, by Brigid Schulte\***

- *Panelist* Jessica DeGroot, ThirdPath Institute

**18. Symposium *Work & Family in International Corporations*\***

Organizer: Ellen Galinsky, Families and Work Institute  
Presider: Anne Weisberg, Families and Work Institute

- *Panelist* Karyn Likerman, Citi
- *Panelist* Kathleen McGinn, Harvard Business School

**19. Symposium *Twenty Years Post-FMLA: What Have We Learned and What's Next?***

Organizers: Jane Waldfogel, Columbia University; Heather Boushey, Washington Center for Equitable Growth

- *Panelist* Heather Boushey, Washington Center for Equitable Growth
- *Panelist* Demetra Smith Nightingale, US Department of Labor
- *Panelist* Christopher Ruhm, University of Virginia
- *Panelist* Vicki Shabo, National Partnership for Women and Families

Discussant:

- Jane Waldfogel, Columbia University

**Thursday, 9:30 am-11:00 am continued**

**20. Symposium *Work-Life Balance in Times of Financial Crisis and Austerity in Europe: Academic-Practitioner Dialogues***

Organizers: Suzan Lewis, Middlesex University; Clare Lyonette, University of Warwick

Presiders: Clare Lyonette, University of Warwick; Nicola Payne, Middlesex University; Stephen Wood, University of Leicester

- *Work-Life Balance Policies, Practices and Discourse and Public Sector Cuts* Deirdre Anderson, Cranfield School of Management
- *Work-Life Balance and Gendered Assumptions in the Recession in an ICT Company in Malta* Anna Borg, University of Malta
- *Caring in a Time of Austerity* Nicole Busby, University of Strathclyde
- *Self-Employment and Work-Life Balance in Recession* Laura Den Dulk, Erasmus University Rotterdam
- *Working-Time Capabilities during Economic Austerity across Europe* Colette Fagan, Manchester University
- *UK Work-Life Balance Policies and the Increase in Precarious Work Arrangements* Jeanne Fagnani, CNRS
- *Work-Life Balance and Quality of Working Life in Greece in Times of Financial Crisis* Rea Prouska, Middlesex University
- *Recession, Work-Time and Work-Life Balance: Class Inequalities in the UK* Tracey Warren, Nottingham University

**21. Symposium *Flexibility in Action: Findings from the Time & Place Management Studies\****

Organizer: Jacquelyn Boone James, Boston College

- *Panelist* Jacquelyn Boone James, Boston College
- *Panelist* Kevin Cahill, Boston College
- *Panelist* Stephen Sweet, Ithaca College
- *Panelist* Marcie Pitt-Catsoupes, Boston College

**22. Symposium *Understanding Working Fathers in the 21st Century***

Organizer: Katherine Hampsten, St. Mary's University

- *Panelist* Katherine Hampsten, St. Mary's University
- *Panelist* Elizabeth Hatfield, University of Houston Downtown

Discussant:

- Jaime Bochantin, DePaul University

**23. Symposium *Work, Family, and Health***

Organizer: Orfeu Buxton, Harvard University Medical School

- *Racial/Ethnic and Immigrant Disparities in Short Sleep Duration by Industry of Employment and Occupation* Chandra Jackson, Harvard School of Public Health
- *Effects of Workplace Factors and Work-Family Conflict on Health Outcomes in Hospital Patient Care Workers* Grace Sembajwe, CUNY School of Public Health
- *Effects of a Randomized Workplace Intervention on Actigraphically-Measured Sleep and Cardiometabolic Risk: Results from the Work, Family, and Health Study* Orfeu Buxton, Harvard University Medical School

Discussant:

- Lauren Hale, Stony Brook University School of Medicine

**Thursday, 9:30 am-11:00 am continued**

24. Symposium **Apples and Oranges?: How to Adequately Measure and Compare Work-Family Policies**

Organizer: Lena Hipp, WZB, Social Science Research Center

- *Challenges in Measuring Family Policies in Comparative Research* Irene Boeckman, University of Massachusetts, Amherst
- *The Father's Quota in the Nordic Countries: Measurement, Party Politics and Fathers' Take-up* Tine Rostgaard, Aalborg University
- *The A.T. Kearney's Family Index* Janine Bernhardt, WZB Berlin Social Science Center
- *U.S. Work Family Debates and the Role of Comparisons with Europe* Ariane Hegewisch, Institute for Women's Policy Research

25. Symposium **Reconceptualizing Work and Family**

Presider: Andrea Wicks-Bowles, Bright Horizons

- *Panelist* Pearl Dykstra, Erasmus University Rotterdam
- *Panelist* Lucy English, Bright Horizons

26. Symposium **Cross-Disciplinary Views on Work, Family and Health**

- *A Multi-Level Analysis of Work-Life Balance, Job Control and Employee Mental Health: An Individual and Climate Approach* Jarrod McKenzie Haar, Massey University
- *Work/Non-Work Oriented Cities from a Boundary Management Perspective* Jean-Charles Emile Languilaire, Malmö University
- *The Cost of Chronic Health Conditions among Employees Working at U.S. National Laboratories: Implications for the Work-Life Field* Jodi Jacobson Frey, University of Maryland; Jungyai Ko, University of Maryland; Philip Osteen, University of Maryland; Kimberly Jinnett, Integrated Benefits Institute
- *Pulled in Too Many Directions: The Intersection of Work-Work Conflict and Work-Life Conflict in an Academic Medical Center* Jennifer Raymond, Stanford University School of Medicine; Caroline Simard, Stanford University School of Medicine; Hannah Valentine, Stanford University School of Medicine; Alison Tracy Wynn, Stanford University

27. Symposium **Gender Inequality at Home**

- *Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint* David S. Pedulla, Princeton University; Sarah Thébaud, University of California, Santa Barbara
- *Gender Specialization in Housework Tasks in 1988 and 2002: Correlations with Marriage, Cohabitation, and Number of Children* Arielle Kuperberg, University of North Carolina, Greensboro
- *Predictors of Men's Household Labor in South Korea* Sue Moon, Long Island University; Julie Lim, Girls Fund; Jongtae Shin, Long Island University

**Thursday, 9:30 am-11:00 am continued**

**28. Symposium *Work-Life Interface Meets Employee Gender: Challenge and Opportunity***

Organizers: Maura J. Mills, Hofstra University; Quyen Vuong, Hofstra University

- *Gender Composition in Supervisor-Subordinate Dyads: Implications for Relationship Quality and Work Interference with Family* Michael L. Litano, Old Dominion University; Debra A. Major, Old Dominion University; Kristina N. Bauer, University of West Florida
- *A Comparison of Work-Family Conflict and Enrichment for Mothers in Male-Dominated Industries and Female-Dominated Industries* Tomika W. Greer, University of Houston
- *Exploring Gender Differences in Work-Family Spillover of Emotional Labor Job Demands* Hilal Erkovan, CUNY, Baruch College; Karen S. Lyness, CUNY, Baruch College
- *Clarifying Gender and Work-Family Conflict: A Meta-Analytic Approach* Kristen Shockley, CUNY, Baruch College; Winny Shen, University of South Florida; Michael Denunzio, CUNY, Baruch College; Maryana Arvan, University of South Florida; Eric Knudsen, CUNY, Baruch College

Discussant:

- Satoris S. Culbertson, Kansas State University

**29. Symposium *Opening Our Eyes to the "Missing Persons" of Work-Family Research: A Cross-Disciplinary Discussion of Low-Wage Workers***

Organizer: Courtney Rae Masterson, University of Illinois, Chicago

- *Panelist* Julia R. Henly, University of Chicago
- *Panelist* Jenny Hoobler, University of Illinois, Chicago
- *Panelist* Kristin Seefeldt, University of Michigan
- *Panelist* Emily Stiehl, University of Illinois, Chicago
- *Panelist* Jennifer Swanberg, University of Maryland
- *Panelist* Sherry Leiwant, A Better Balance

Discussant:

- Courtney Rae Masterson, University of Illinois, Chicago

**30. Symposium *Parenting, Work and Disability: The State of Our Knowledge and a Future Research Agenda***

Organizers: Theresa J. Brown, Georgian Court University; Tina N. Skinner, University of Bath

Presider: Shirley L. Porterfield, University of Missouri, St. Louis

- *The Impact of Individual and Organizational Factors on Work Family Life Balance of Working Parents of Children with Disabilities: A Research Review and Suggestions for Future Directions* Theresa J. Brown, Georgian Court University; Christine Clark, Georgian Court University
- *How Employers Respond to Parents of Children with a Disability and to Employees with Adult and Elder Care Responsibilities* Donna S. Lero, University of Guelph; Janet Fast, University of Alberta; Nora Spinks, Vanier Institute of the Family
- *'It's Not All the Same': Exploring 'Work-Family Fit' for Employees with Disability and Non-Disability Care Responsibilities* Lisa M. Stewart, California State University, Monterey Bay
- *Financial Well-being of Working-Age Parents Caring for Children or Adult Children with Disabilities* Susan Parish, Brandeis University; Shirley L. Porterfield, University of Missouri, St. Louis
- *Disability, Mothering and Paid Work: Current Research and Possible Future Directions* Tina N. Skinner, University of Bath; Fiona MacGill, University of Bath

Discussant:

- Jamie Kass, Canadian Union of Postal Workers

## **Thursday, 9:30 am-11:00 am continued**

### **31. Symposium *Languishing, Surviving and Thriving in the Workplace***

- *Job Demands-Resources and Work-Life Conflict among UK Police Officers* Gail Kinman, University of Bedfordshire; Jonathan Houdmont, University of Nottingham
- *Leading Towards Well-being: Organizational Climate, Leadership and Individual Factors that Relate to Thriving at Work* Lora Elizabeth Geiger, Pepperdine University
- *Scaling Back on International Assignments: Work and Family Matter* Min Wan, University of Wisconsin - Milwaukee; Romila Singh, University of Wisconsin - Milwaukee; Margaret Shaffer, University of Wisconsin - Milwaukee; Janice Joplin, Southern Illinois University, Edwardsville
- *Work-Life Issues over the Lifecourse: Men and Women in the Education Sector in Québec (Canada)* Diane Gabrielle Tremblay, T luq-Universit  du Qu bec; G raldine Farges, T luq-Universit  du Qu bec

### **32. Symposium *Caregiver Work & Family Experiences in Context***

Organizers: Erin Kelly, University of Minnesota; Samantha Ammons, University of Nebraska, Omaha  
Presider: Samantha Ammons, University of Nebraska, Omaha

- *Policy or Empowerment? Policy Environments, Political Empowerment and Work-Family Conflict* Leah Ruppanner, University of Melbourne
- *Giving Care and Perceived Discrimination: The Social and Organizational Context of Family Responsibility Discrimination* Lindsey Trimble O'Connor, California State University, Channel Islands; Julie A. Kmec, Washington State University; Elizabeth C. Harris, Washington State University
- *Italian Parents in Precarious Work: The Changing Meaning of the Work-Family Boundary* Anna Carreri, University of Trento
- *Policing Work and Family: How Caseworkers Cope with Contradictions and Dilemmas of Implementing Welfare-to-Work* Tiffany Taylor, Kent State University

Discussant:

- Samantha Ammons, University of Nebraska, Omaha

### **33. Symposium *Communicative Technology at the Work-Family Interface***

Organizers: Matthew Michael Piszczek, Michigan State University; Shaun Pichler, California State University, Fullerton

- *Two Faces of Technology: Organizational Expectations at the Work-Family Interface* Matthew Michael Piszczek, Michigan State University
- *The Information and Communication Technology User Role: Implications for Theory Development and Future Research* Shaun Pichler, California State University, Fullerton; Ofir Turel, California State University, Fullerton; Jeffrey Greenhaus, Drexel University; Matthew Michael Piszczek, Michigan State University
- *The Effects of Connectivity Behaviors on Work and Family Outcomes: The Importance of the Fit between the Focal Employee's and the Partner's Work-Home Boundary Management Style* Marcello Russo, KEDGE Business School; Ariane Ollier-Malaterre, Universit  du Qu bec   Montr al; Ellen Ernst Kossek, Purdue University
- *Strategic Use of Mobile Technology to Manage the Work-Family Boundary* Stacie Furst-Holloway, University of Cincinnati; Elaine Hollensbe, University of Cincinnati; Suzanne Masterson, University of Cincinnati; Therese A. Sprinkle, Quinnipiac University; Sung Doo Kim, University of Cincinnati; Daniele Bologna, University of Cincinnati

Discussant:

- Tammy Allen, University of South Florida

**Thursday**  
**11:15 AM-12:45 PM**

**34. Overview and Update: The White House Conference on Working Families**

Organizers: Ellen Ernst Kossek, Purdue University; Jerry A. Jacobs, University of Pennsylvania  
Presider: Betsey Stevenson, Executive Office of the President

**35. Author-Meets-Critics Nuclear Family Values, Extended Family Lives: The Power of Race, Class, and Gender, by Natalia Sarkisian and Naomi Gerstel**

- *Panelist* Sarah Damaske, Pennsylvania State University
- *Panelist* Erin Cech, Rice University
- *Panelist* Judith A. Levine, Temple University

**36. Author-Meets-Critics Worklife Balance: The Agency and Capabilities Gap, edited by Barbara Hobson**

Organizer: Laura Den Dulk, Erasmus University Rotterdam

- *Panelist* Mary C. Brinton, Harvard University
- *Panelist* Olivier Thévenon, National Institute for Demographic Studies
- *Panelist* Tanja van der Lippe, Utrecht University
- *Author/Panelist* Barbara Hobson, Stockholm University
- *Author/Panelist* Laura Den Dulk, Erasmus University Rotterdam
- *Author/Panelist* Sonja Drobnic, University of Bremen
- *Author/Panelist* Colette Fagan, Manchester University
- *Author/Panelist* Suzan Lewis, Middlesex University

**37. Workshop How Did You Get Here?: Career Q&A and Networking Session**

Organizers: Kathryn L. Fonner, University of Wisconsin-Milwaukee; Betsie Garner, University of Pennsylvania; Kendra Knight, DePaul University; Caryn Medved, CUNY, Baruch College; Cathleen Swody, Leadership Research Institute; Michelle Artibee, Cornell University; Annis Grover Golden, SUNY, Albany; C.L. ter Hoeven, University of Amsterdam

Discussants:

- Pamela Stone, Hunter College & The Graduate Center, CUNY
- Stew Friedman, University of Pennsylvania Wharton Business School
- Danielle Hartmann, Boston College Center for Work & Family
- Monique Valcour, EDHEC Business School
- Ellen Galinsky, Families and Work Institute
- Stephen Sweet, Ithaca College
- Vicki Shabo, National Partnership for Women and Families

**38. Symposium Taking Work-Life to the Next Level: In Search of a New Construct**

Organizer: Elise Jones, Connecticut College

Discussants:

- Elise Jones, Connecticut College
- Lotte Bailyn, Massachusetts Institute of Technology
- Cindy Thompson, CUNY, Baruch College
- Marcie Pitt-Catsoupes, Boston College

## **Thursday, 11:15 am-12:45 pm continued**

### 39. Symposium **Varieties of the Worker-Mother and Challenges for Policy**

Organizer: Marian Baird, University of Sydney Business School

- *Panelist* Marian Baird, University of Sydney Business School
- *Panelist* Willem Adema, OECD
- *Panelist* Dalia Etzion, Tel Aviv University

### 40. Symposium **Studying Work and Family: Research Challenges from Qualitative and Quantitative Perspectives**

Organizer: Gary N. Powell, University of Connecticut & Lancaster University Management School

- *Panelist* Eleanor Hamilton, Lancaster University Management School
- *Panelist* Valerie Stead, Lancaster University Management School
- *Panelist* Zheng Chen, University of South Florida, St. Petersburg

Discussant:

- Caroline Gatrell, Lancaster University Management School

### 41. Symposium **Identity Meaning & Making**

- *Meaning of Work: Exploring the Changing Role of Careers through the Lens of Loss* Marie-Helene Budworth, York University; Kate Rowbotham, Queen's University School of Business
- *Reconciling the Work-Family Conflicts of Air Force Wives: Marriage, Motherhood, and Military Life* Michelle Still Mehta, Fielding Graduate University; Jane Jorgenson, University of South Florida
- *The Decision Was Really Made for Us: Career, Family, and Agency among Spouses Who Live Apart for Work* Danielle Jeanne Lindemann, Rutgers University
- *Soaring on Wings of Aspiration and Support: A Study of Married Indian Women Professionals Staying Away from Families to Pursue Higher Studies* Richa Saxena, Indian Institute of Management; Deepti Bhatnagar, Indian Institute of Management
- *Intersecting Rabbis and Managers: How Ultraorthodox Hi-Tech Women Negotiate Their Work-Family Strategies in a Complex Power Matrix* Michal Frenkel, Hebrew University of Jerusalem

### 42. Symposium **International Research on Organizational Culture and Supervisor Support and Behavior**

- *Managing Change: Managers' Practices in the Face of an Organizational Merger* Jack Lam, University of Minnesota; Phyllis Moen, University of Minnesota; Erin Kelly, University of Minnesota; Orfeu Buxton, Harvard University Medical School
- *Antecedents of Family Supportive Supervisor Behaviors both in the Work and Family Spheres* Mireia Las Heras, IESE Business School; Taryn L. Stanko, Lundquist College of Business
- *Necessary Sacrifices? The Interconnectivity of Managerial Perspectives of Work-Life Balance in Four Irish Organisations* J. Gwen Daverth, University of Manchester Business School; Eileen Drew, Trinity College Dublin
- *Linking Workplace Violence to Employee Health: The Moderating Role of Family Supportive Supervisory Behaviors (FSSB)* Nanette L. Yragui, SHARP Research; Leslie Hammer, Portland State University; Caitlin A. Demsky, Portland State University



**Thursday, 11:15 am-12:45 pm continued**

**43. Symposium Perspectives on Work-Family Conflict: Men, Women and Organizational Citizenship**

- *Men's Work-Life Balance: Factors Affecting Work-Life Balance of Male Employees in the UK* Kritika Bahadur, University of Worcester
- *Are We Trying to Fit Square Pegs into Round Holes? Navigating the Intersection of Parenting and Career Identity among Women in Professional and Managerial Roles* Jamie Ladge, Northeastern University; Kim Eddleston, Northeastern University
- *Women as Warriors: Military Women's Changing Work and Family Expectations* David G. Smith, U.S. Naval Academy; Judith E. Rosenstein, U.S. Naval Academy
- *Examining the Reciprocal Relationships between Proactive and Reactive Organizational Citizenship Behavior, and Work-Family Enrichment and Conflict on a Daily Basis* Lynn Germeys, Vrije Universiteit Brussel; Sara De Gieter, Vrije Universiteit Brussel

**44. Symposium Dual Perspectives on Dual Earners: Exposing and Challenging Normative Beliefs about Combining Work and Care**

Organizer: Claartje Vinkenburg, VU University Amsterdam

- *Ideal Workers Have Plans after Work: How Family Configuration and Non-Work Activities Affect Work Engagement* Tracy Dumas, The Ohio State University; Jill E. Perry-Smith, Emory University
- *The Effects of Gender Role Orientation on Reactions to Caregiving Responsibilities* Beth Ann Livingston, Cornell University
- *"We should spend more time with the children, so why don't you work less?" The (Mis) Match between Spousal and Own Parenthood Ideology in the Utilization of Work Home Arrangements* Heidi Hoang, Tilburg University; Marloes L. van Engen, Tilburg University; Claartje Vinkenburg, VU University Amsterdam
- *Do Women Suffer at Work when Men Coworkers Suffer at Home? The Spillover of Marital Structure and Ideology onto Gender Relations at Work* Lakshmi Ramarajan, Harvard University Business School; Jennifer L. Berdahl, University of Toronto Rotman School

Discussant:

- Marloes L. van Engen, Tilburg University

**45. Symposium Work and Parenting in Gay and Lesbian Families**

Organizers: Deborah Widiss, Indiana University Maurer School of Law; Brian Powell, Indiana University; Rachel Farr, University of Massachusetts Amherst

- *Divisions of Household and Family Labor among Lesbian, Gay, and Heterosexual Couples: Associations with Couple Satisfaction and Child Outcomes* Rachel Farr, University of Massachusetts Amherst
- *"Doing" and "Undoing" Gender: The Meaning and Division of Housework in Same-Sex Couples* Jordan Downing, Clark University; Abbie Goldberg, Clark University
- *When the Atypical Becomes Typical: Implications of Changing Family Forms for Children* Brian Powell, Indiana University
- *Legal Recognition of Same-Sex Relationships in the United States: New Directions for Research Testing the Relative Significance of Substantive Marriage Law and Gender Norms in Household Labor Allocation* Deborah Widiss, Indiana University Maurer School of Law

## **Thursday, 11:15 am-12:45 pm continued**

### **46. Symposium International Perspectives on Flexibility**

- *A Gendered Evaluation of the Adoption of Work-Life Balance Policies and Practices In Nigeria* Ismail Kayode Olaoye, Federal University, Dutsin-Ma; Erlinda A. Dionco-Adetayo, Obafemi Awolowo University, Ile-Ife
- *Trends in the Availability and Take-up of Flexible Work Arrangements in Australia 2001-2010* Abigail Powell, University of New South Wales; Anna Zhu, University of New South Wales
- *Cultural Barriers to the Use of Flexible Work Arrangements -- Evidence from a Large-Scale Employee Survey in Germany* Janine Bernhardt, WZB Berlin Social Science Center

### **47. Symposium Men and Work-Family Reconciliation**

Organizers: Grace James, University of Reading; Nicole Busby, University of Strathclyde

- *New Zealand Men and Work Family Reconciliation: How Does the Legal Framework Support Men and How Could It be Improved?* Amanda Reilly, Victoria University of Wellington
- *Fathers, Responsibility and Social Capital: Changing Times in the UK and Australia* Alex Masardo, University of Bath; Susan Milner, University of Bath
- *The Construction of a Legal Identity for Fathers in Work-Family Reconciliation: Notes from the UK* Nicole Busby, University of Strathclyde; Michelle Weldon-Johns, University of Abertay
- *Linking Organizational Culture to Work-Life Conflict, Satisfaction, and Stress for Men* Sunny L. Munn, Ohio State University; Tomika W. Greer, University of Houston; Joshua C. Collins, Florida International University

### **48. Symposium Time Use: International Perspectives**

- *The Economic Recession and the Division of Housework in Europe* Tanja van der Lippe, Utrecht University; Judith Treas, University of California, Irvine
- *Who is Doing What? Changes in Women's and Men's Time in Paid and Unpaid Work in Sweden* Marie Evertsson, Stockholm University; Katarina Boye, Stockholm University
- *Sons, Daughters, and Parents' Division of Paid Work and Housework* Matthias Pollmann-Schult, WZB - Social Science Research Center Berlin
- *Time to Clean or Time to Care? Cross-National Changes in Child Care Time and Housework Time, 1965-2005* Giulia Maria Dotti Sani, Collegio Carlo Alberto; Judith Treas, University of California, Irvine

**Thursday, 11:15 am-12:45 pm continued**

**49. Symposium Investigating Daily and Weekly Relationships between the Work/Non-Work Interface and Sleep**

Organizers: Tori Laurelle Crain, Portland State University; Soomi Lee, Pennsylvania State University

- *Daily Work-Family Conflict and Sleep: An Examination of Family-Supportive Supervisor Behaviors as a Moderator* Tori Laurelle Crain, Portland State University; Leslie Hammer, Portland State University; Soomi Lee, Pennsylvania State University; David Almeida, Pennsylvania State University; Todd Bodner, Portland State University; Ryan Johnson, Portland State University; MacKenna Perry, Portland State University
- *Student Workers' Work-School Conflict, Sleep Quality, and Fatigue: A Weekly Investigation* Young Ah Park, Kansas State University; Kevin M. Walters, Colorado State University; Carrie Booth, Kansas State University; Justin M. Sprung, Luther College
- *A Daily Diary Examination into the Role of Sleep in Building Psychological Resources* Charlotte Fritz, Portland State University; Allison M. Ellis, Portland State University; Caitlin A. Demsky, Portland State University
- *The Effects of a Workplace Intervention on the Sleep of Employees' Children: Results from the Work, Family & Health Study* Kelly Davis, Pennsylvania State University; Katie M. Lawson, Pennsylvania State University; Susan M. McHale, Pennsylvania State University; Orfeu Buxton, Harvard University Medical School; Lynne M. Casper, University of Southern California

**50. Symposium Rethinking U.S. Labor Standards to Meet the Work and Family Needs of the Current Workforce**

Organizers: Peter Berg, Michigan State University; Heather Boushey, Washington Center for Equitable Growth

- *Panelist* Peter Berg, Michigan State University
- *Panelist* Heather Boushey, Washington Center for Equitable Growth
- *Panelist* Susan Lambert, University of Chicago
- *Panelist* Paul Sonn, National Employment Law Project

Discussant:

- Eileen Appelbaum, Center for Economic and Policy Research

**51. Symposium Flexibility: Trends and Outcomes\***

- *New Trends from the 2014 National Study of Employers; New Solutions from WhenWorkWorks* Kenneth Matos, Families and Work Institute; Anne Weisberg, Families and Work Institute
- *Flexible Working and Performance: Exploring the Differences between Formal and Informal Arrangements* Lilian M. De Menezes, City University London; Clare Kelliher, Cranfield University
- *The Effect of Flexible Work Arrangements on Employee Wellbeing: A Longitudinal Case Study* Bram Peper, Erasmus University Rotterdam; Laura Den Dulk, Erasmus University Rotterdam; C.L. ter Hoeven, University of Amsterdam

**Thursday  
12:45 PM-1:30 PM**

**Lunch Break**

\*denotes practitioner track

**Thursday**  
**1:30 PM-3:00 PM**

**52. Disability, Work and Parenting Study Group: Planning Meeting. Open to anyone interested in becoming part of the WFRN Disability, Work and Parenting Study Group**

Organizer: Tina N. Skinner, University of Bath

Discussants:

- Susan Parish, Brandeis University
- Theresa J. Brown, Georgian Court University
- Tina N. Skinner, University of Bath
- Jamie Kass, Canadian Union of Postal Workers
- Donna S. Lero, University of Guelph
- Lisa M. Stewart, California State University, Monterey Bay
- Shirley L. Porterfield, University of Missouri, St. Louis

**53. Workshop Assessing Work-Life Boundary Management Styles to Improve Success and Sustainability\***

Discussants:

- Kelly Hannum, Center for Creative Leadership
- Ellen Ernst Kossek, Purdue University

**54. Symposium The Research Partnership on Women's Careers in Science: A Panel Discussion on Dissemination and Collaboration**

Organizer: Alyssa Friede Westring, DePaul University

- *Panelist* Virginia Valian, Hunter College and CUNY Graduate Center
- *Panelist* Shulamit (Shu) Kahn, Boston University
- *Panelist* Jennifer Lynn Glass, University of Texas, Austin
- *Panelist* Mary Dupuis Sammel, University of Pennsylvania Perelman School of Medicine

Discussant:

- Alyssa Friede Westring, DePaul University

**55. Symposium Work-Family in the New Economy**

- *Having it All, Opting Out, or Stalling Out? Women's and Men's Work-Family Experiences in the New Economy* Krista M. Brumley, Wayne State University
- *Flexible Commitments in Europe: Gendered Views on Trade Union Identities in Postsocialist Contexts* Triin Roosalu, Tallinn University
- *The Third Shift: Organizing and Planning Children's Activities in Dual-Earner Families; Christmas, Costume Parties in the Kindergarten and Birthday Parties* Kristine Warhuus Smeby, Norwegian University of Science and Technology
- *Who are Europe's Breadwinners and How Have They Been Challenged by Austerity? Trends in European Parental Working Practices* Sara Connolly, University of East Anglia; Margaret O'Brien, Institute of Education; Matthew Aldrich, University of East Anglia; Svetlana Speight, NatCen Social Research; Eloise Poole, NatCen Social Research

**Thursday, 1:30 pm-3:00 pm continued**

**56. Symposium Bridging the Gap between Research and Practice: Using Evidence-Based Knowledge to Create Effective Work-Life Initiatives\***

Organizers: Kimberly Wells, U.S. Office of Personnel Management; Shirley Adelstein, Georgetown University

- *Panelist* Ellen Galinsky, Families and Work Institute
- *Panelist* Brad Harrington, Boston College Center for Work & Family
- *Panelist* Lisa Buxbaum Burke, Purdue University
- *Panelist* Kimberly Wells, U.S. Office of Personnel Management

Discussant:

- Judi C. Casey, Boston College

**57. Symposium The Impact of Work-Family Conflict on Employee Health Outcomes**

Organizers: Maura J. Mills, Hofstra University; Christopher Salute, Hofstra University

- *The Relationship between Work-Family Conflict and BMI among Low-Wage Workers* Elizabeth Boyd, Indiana University-Purdue University Indianapolis; Katherine Sliter, Indiana University - Purdue University Indianapolis
- *Work-Family and Health among Low-Income African American Employees* Mark D. Agars, California State University, San Bernardino; Kimberly A. French, University of South Florida; Leanne M. Torte, California State University, San Bernardino; Beverly A. Amaral, California State University, San Bernardino; Nicholas Rockwood, California State University, San Bernardino; Salena Soria, California State University, San Bernardino; Lunder Vansa, California State University, San Bernardino
- *A Meta-Analytic Exploration of Health Outcomes at the Intersection of Work and Non-Work Life* Leslie Hammer, Portland State University; Joseph Sherwood, Portland State University; Ryan Johnson, Portland State University
- *Health Outcomes of Employee Discretion: When, Where, and How* Stephanie Payne, Texas A&M University; Rebecca Thompson, Purdue University

Discussant:

- Russell Matthews, Bowling Green State University

**58. Symposium Making It Fit: Employment and Caregiving Strategies of Low Income Families**

Organizer: Julia R. Henly, University of Chicago

Presider: Ajay Chaudry, Office of the Assistant Secretary for Planning and Evaluation

- *Child Care Instability and Maternal Parenting Stress and Behaviors* Alejandra Ros Pilarz, University of Chicago; Heather Hill, University of Chicago
- *Employment Instability and Child Care Subsidy Exits: Evidence from a Mixed Methods Study* Elizabeth Davis, University of Minnesota; Deana Grobe, Oregon State University
- *Managing Work and Care: Job and Child Care Subsidy-Related Factors Shaping Work-Care Fit* Julia R. Henly, University of Chicago; Heather Sandstrom, Urban Institute; Amy Claessens, University of Chicago
- *"They Told Me I Have To Be Working or in School": Barriers and Strategies to Child Care Access among Custodial Grandmothers* LaShawnDa Pittman, University of Washington

Discussant:

- Judith A. Levine, Temple University

**Thursday, 1:30 pm-3:00 pm continued**

**59. Symposium Work and Family, 1993-2013**

- *Changing Times Changing Roles? How Have Economic Developments over the Past Twenty Years Changed Family Roles, Values and Career Preferences?* Lee Walker, CSU Chico
- *Teaching Work and Family: A 20-Year Retrospective and Current Initiatives* Stew Friedman, University of Pennsylvania Wharton Business School

**60. Symposium Work, Family & Well-being: Multiple Perspectives**

- *Examination of the Relationship between Work Hour and Quality of Life through Family Friendly Workplace Culture in Korea* Hye Lim Sin, Yonsei University; NaYeon Lee, Gyeonggido Family & Women's Research Institute; Young In Kwon, Yonsei University
- *Where is the "Self" in Work/Life Balance?* Joy A. Schmeer, Rider University; Corinne Post, Lehigh University; Nicholas J. Beutell, Iona College Hagan School of Business
- *Prospective Predictors of Sickness Absence in Norwegian Mothers and Fathers Followed for Six Years* Wendy Nilsen, Norwegian Institute of Public Health; Anni Skipstein, Norwegian Institute of Public Health
- *More Work for Mothers and Fathers: An Improvement in Gender Equity but Is It Progress?* Jenny Welsh, Australian National University; Mandy Wales, Australian National University; Lyndall Strazdins, Australian National University
- *Low Income versus Contractual Insecurity: The Impact of Precarious Work on Well-being* Laura Alexandra Helbling, University of Basel; Shireen Kanji, University of Leicester

**61. Symposium Policies and Supports for New Parents**

- *Job Demands and Job Resources as Predictors of Withdrawal Behaviors after Maternity Leave* Sharon Toker, Tel Aviv University; Mina Westman, Tel Aviv University; Sivan Eliasaf, Tel Aviv University
- *Employment Transitions following the Birth of a Child: Analysing Australian Mothers' Career Trajectories* Gillian Whitehouse, The University of Queensland; Belinda Hewitt, The University of Queensland; Bill Martin, The University of Queensland
- *Predictors of Decreased Postpartum Psychological Distress from Occupational, Family, and Individual Domains* Candice Perks, University of Houston; Bobbie Ann Dirr, University of Houston; Rissa Thomas, University of Houston; Christaine Spitzmueller, University of Houston
- *Looking Backstage to Managing the Household: Factors that Influenced the Return-to-Work after Childbirth and Other Lessons from an Australian Study* Sheree K. Gregory, RMIT University
- *Too Tired to Push? Antenatal Maternity Leave and C-sections in the U.S.* Julia M. Goodman, University of California, Berkeley

**Thursday, 1:30 pm-3:00 pm continued**

**62. Symposium Longitudinal Perspectives on Work, Family and Health**

- *Work Demands, Family Demands, and BMI in Dual-Earner Families: A 16-year Longitudinal Study* Amit Kramer, University of Illinois, Urbana-Champaign; Wonjoon Chung, University of Illinois, Urbana-Champaign
- *Do Certain Lifetime Work-Family Patterns Carry a Mortality Disadvantage? A Sequence Analysis of American Women Born 1935-1957* Erika L. Sabbath, Harvard Center for Population and Development Studies; Ivan Mejia, Harvard University School of Public Health; Lisa F. Berkman, Harvard University School of Public Health
- *Relationship Transitions and Subjective Wellbeing: A Longitudinal Analysis* Belinda Hewitt, The University of Queensland; Janeen Baxter, University of Queensland
- *The Transition to Parenthood and Subjective Well-being: The Role of Changes in the Involvement in Paid Work and Leisure* Anne Roeters, Utrecht University; Marieke Voorpostel, University of Lausanne; Jornt J. Mandemakers, Rijksuniversiteit Groningen

**63. Symposium Nonstandard Employment and Shift Work: Family and Child Outcomes**

- *Children's Cognitive and Behavioral Development among Single Mothers Working a Nonstandard Schedule* Christy Lleras, University of Illinois, Urbana-Champaign; Sarai R. Coba, University of Illinois, Urbana-Champaign
- *Parenthood, Childcare and Nonstandard Work Schedules in Europe* Mareike Buenning, WZB Berlin Social Science Center
- *Non-Standard Employment and Mothers' Parenting, Relationship Conflict, and Depression: The Impact of Family Structure* Matthew Weinshenker, Fordham University
- *Maternal Evening and Weekend Work Schedules and Daily Youth Time Use* Soomi Lee, Pennsylvania State University; Kelly Davis, Pennsylvania State University; Susan M. McHale, Pennsylvania State University; Erin Kelly, University of Minnesota; Ellen Ernst Kossek, Purdue University; Emily O'Donnell, Harvard University School of Public Health

**64. Symposium Rethinking "Work" and "Family": Non-Nuclear Families and 24/7 Workplaces**

Organizers: Maureen Perry-Jenkins, University of Massachusetts, Amherst; Naomi Gerstel, University of Massachusetts, Amherst

- *The Reality of Work and Family Life Outside the Survey Data* Maureen Perry-Jenkins, University of Massachusetts, Amherst; Katie Newirk, University of Massachusetts, Amherst
- *(Re)Conceptualization and Operationalization: Moving beyond Parents and Children* Naomi Gerstel, University of Massachusetts, Amherst
- *Counts, Miscounts and Recounts: Reassessing the Definitions and Typologies of Families* Brian Powell, Indiana University
- *Marriage and Adoption in LGBT-Parent Families: Legal Definitions of Family and Their Effect on Measurement of Same-Sex Parent Households* Mignon Moore, University of California, Los Angeles

**Thursday, 1:30 pm-3:00 pm continued**

**65. Symposium City and State Paid Leave Policies: Implementation and Early Outcomes**

Organizer: Jennifer L. Romich, University of Washington

- *Good for Business? The Case of Paid Sick Leave Legislation in Connecticut* Eileen Appelbaum, Center for Economic and Policy Research; Ruth Milkman, CUNY Graduate Center
- *Early Economic Impacts of the First Statewide Earned Sick Days Law in Connecticut.* Jeffrey Hayes, Institute for Women's Policy Research
- *Ignorance, Resistance, or Compliance: Seattle Employers and the Implementation of the Paid Sick and Safe Time Ordinance* Jennifer L. Romich, University of Washington; Jennifer Morton, University of Washington; Chantel Johnson, University of Washington; Tracy Brazg, University of Washington
- *Evidence on Early Employment and Earnings Impacts of the Seattle Paid Sick and Safe Time Ordinance* Jennifer L. Romich, University of Washington; Cori Mar, University of Washington

Discussant:

- Elizabeth Ben-Ishai, Center for Law and Social Policy

**66. Symposium Introduction to LIS: A Resource for Cross-National Research on Poverty, Inequality, Employment and Wealth**

Organizer: Janet Gornick, City University of New York, Graduate Center

- *Poverty and Inequality: A Study of Children's Economic Wellbeing in Middle-Income Countries* Emily Nell, CUNY Graduate Center
- *A Cross-National Study on Single-Parent Families and Poverty Reduction: The Impact of Transfers, Policies, and Regulations* Laurie Maldonado, LIS Datacenter
- *Inequalities in Working Time: Variation Across High and Middle-Income Countries* Peter Frase, CUNY Graduate Center
- *Women's Employment, Unpaid Work, Government-Provided Services, and Economic Inequality* Sarah Kosteki, CUNY, Graduate Center; Berglind Hólmi Ragnarsdóttir, CUNY, Graduate Center
- *Diplomas and Marriage Certificates: Does Income Inequality Increase the Prevalence of Educational Assortative Mating?* Dave Monaghan, CUNY, Graduate Center

Discussant:

- Janet Gornick, City University of New York, Graduate Center

**67. Symposium Workplace Practices and Working Mothers**

- *In the Absence of Leave: The Financial Coping Strategies of Disadvantaged New Mothers in the Great Recession* Lindsay M. Monte, U.S. Census Bureau; Lynda Laughlin, U.S. Census Bureau
- *Combining Work and Family Life: An Investigation into HR Practices and Personal Strategies of Working Mothers in Lagos, Nigeria* Mariam Abiodun Gbajumo-Sheriff, University of Warwick
- *Maternity Protection and Productivity in Small and Medium Sized Firms: A Global Perspective* Suzan Lewis, Middlesex University; Bianca Stumbitz, Middlesex University Business School; Lilain Miles, Middlesex University Business School
- *Return to Work and Early Parenting: Time-squeeze, Job Quality and Maternal Health* Maria Zadoroznyj, University of Queensland



**Thursday, 1:30 pm-3:00 pm continued**

**68. Symposium Multi-National Perspectives of Elder Care**

- *"You Will Save People Here; You Will Save People Back Home": Boston-based Immigrant Caregivers as Agents of Transnational Eldercare* Megan Elizabeth O'Leary, Boston University
- *Combining Paid Work and Care Giving: Who Cares when Grandmother Gets Sick?* Kaisa Kauppinen, Helsinki University
- *Elderly Care and Quality in Germany: Including the Perspectives of Caring Family Members and Care Professionals' Working Conditions* Dorian R. Woods, Tübingen University
- *Employed Caregivers: An Exploration of the Relationship between Caregiving, Wellbeing, and Sense of Community* Margo Hilbrecht, University of Waterloo; Donna S. Lero, University of Guelph; Emily Catherine Schryer, University of Waterloo; Steven E. Mock, University of Waterloo
- *Use of Leisure Facilities and Well-Being in Adult Caregivers* Emily Catherine Schryer, University of Waterloo; Steven E. Mock, University of Waterloo; Margo Hilbrecht, University of Waterloo; Donna S. Lero, University of Guelph

**Thursday  
3:00 PM-3:45 PM**

**69. Coffee Break and Poster Session #1: Health and Related Implications of Work and Family**

- *A Fortunate Opportunity, a Constant Struggle: International Spouses of Students and Researchers and Their Experiences in the United States* Adina Dumitrache, Colorado State University; Rachel Lucas-Thompson, Colorado State University
- *Obligatory Unemployment among Spouses of Highly Skilled Temporary Workers* Lalitha Urs, University of Minnesota; Cynthia Peden-McAlpine, University of Minnesota
- *Money and Power in Portuguese Heterosexual Couples: A Comparative Approach* Lina P. D. Coelho, University of Coimbra, College of Education; Maria Alexandra Ferreira-Valente, University of Coimbra, College of Education
- *The Breastfeeding and Employment (BEST) Study: New Mother Employee Perceptions of Breastfeeding Support in Companies* Beth Helen Olson, University of Wisconsin, Madison; Michael Braun, Virginia Polytechnic Institute and State University; Edward Wolfe, Consultant
- *Work-Family Conflict, Emotional Exhaustion, and Negative Health Consequences among Non-Profit Executive Directors* Jody A. Worley, University of Oklahoma; Lauren E. Worley, University of Oklahoma
- *A Systematic Review of Longitudinal Predictors of Burnout* Wendy Nilsen, Norwegian Institute of Public Health; Anni Skipstein, Norwegian Institute of Public Health
- *Perceptions of Career Success When Parenting a Child with Special Needs* Brittany Marie Macera, University of North Carolina at Charlotte; Katherine Frear, University of North Carolina at Charlotte; Eric D. Heggstad, University of North Carolina at Charlotte; Linda R. Shanock, University of North Carolina at Charlotte
- *Parental Nonstandard Work Schedules and Parent-Child Interaction* Minseop Kim, University of Pennsylvania
- *Daily Experiences of Work Travelers: Experiences of Work Stress and Spousal Relationships* Andrea Swenson, Virginia Polytechnic Institute and State University; Anisa Zvonkovic, Virginia Polytechnic Institute and State University
- *Support at Work and at Home: Time Makes a Difference for Self-Reported Physical Functioning* Lauren A. Murphy, Harvard School of Public Health; Leslie Hammer, Portland State University; Ellen Ernst Kossek, Purdue University; Jack T. Dennerlein, Northeastern University

**Thursday, 3:00 pm-3:45 pm continued**

**Poster Session #1: Health and Related Implications of Work and Family (continued)**

- *The Limited Impact of Work-Family Policies and Culture on the Career Perceptions of Women* Mark D. Agars, California State University, San Bernardino; Leanne M. Torte, California State University, San Bernadino; Nicholas Rockwood, California State University, San Bernadino; Lesley Quinonez, California State University, San Bernadino
- *Career Interruptions: Antecedents and Outcomes among White-collar Workers in the United States* Laura Sherbin, Center for Talent Innovation; Tara Gonsalves, Center for Talent Innovation; Priyanka Mitra, Graduate Center, CUNY
- *A Conceptual Framework for Personal and Professional Self-Care: Cultivating a Culture of Self-Care Among Workers, Supervisors, and Organizations* Jacquelyn Lee, University of North Carolina Wilmington
- *Relationship Education as a Strategy to Improve Interpersonal Relations and Workplace Productivity* Robyn Cenizal, ICF International; Amy Laura Arnold, University of Georgia; Jacquelyn Mallette, University of Georgia; Evin Richardson, University of Georgia; Neila Fricks, University of Georgia
- *Longitudinal Predictors of Sick Leave among Mothers and Fathers: A Systematic Review* Anni Skipstein, Norwegian Institute of Public Health; Wendy Nilsen, Norwegian Institute of Public Health
- *It's Catching: Exploring Public Attitudes toward Paid Sick Days* Danielle Jeanne Lindemann, Rutgers University; Karen White, Rutgers University; Linda Houser, Widener University
- *The Interdependence of Work-Family Roles and Psychological Strain: A Study of Married Working Women in Pekanbaru, Riau, Indonesia* Syarifah Farradina, National University of Malaysia

**Thursday  
3:45 PM-5:15 PM**

70. Workshop **Getting Great Field Data on Work-Family Issues That Matter: Strategies for Successfully Partnering with Organizations to Collect Quality Publishable Data**

Organizer: Ellen Ernst Kossek, Purdue University

Discussants:

- Susan Lambert, University of Chicago
- Erin Kelly, University of Minnesota
- Ellen Galinsky, Families and Work Institute
- Stew Friedman, University of Pennsylvania Wharton Business School
- Carrie Leana, University of Pittsburgh
- Leslie Hammer, Portland State University

71. Workshop **Academic and Business Research Collaboration: The Impact of Work/Life Supports\***

Organizer: Kim Callaway, Horizons Workforce Consulting

- *Panelist* Kim Callaway, Horizons Workforce Consulting
- *Panelist* Russell Matthews, Bowling Green State University
- *Panelist* Kathie Lingle, Alliance for Work-Life Progress

72. Workshop **Idea Incubator**

Organizer: Kristen Shockley, CUNY, Baruch College

*Pre-registration for this workshop was required.*

\*denotes practitioner track

**Thursday, 3:45 pm-5:15 pm continued**

**73. Symposium Work-Life Experiences of Employees 50+**

Organizer: Marcie Pitt-Catsoupes, Boston College

- *Overview* Marcie Pitt-Catsoupes, Boston College
- *A Mediation Model of Workplace Flexibility, Work-Family Conflict, and Perceived Stress among Caregivers of Older Adults* Melissa Brown, Boston College
- *Global Perspectives of Work-Family Transactions among Employees 50 and Older* Tay McNamara, Boston College; Marcie Pitt-Catsoupes, Boston College; Natalia Sarkisian, Boston College
- *Staying Engaged and Healthy: The Interplay of Work and Other Life Roles among Older Adults* Christina Matz-Costa, Boston College; Kelsey Klein, Boston College; Corina Laudate, Boston College

**74. Symposium Managers, Flexibility and Work-Life Balance\***

- *The Many Faces of Flexibility: Managers' Discourses of Flexibility in a Changing Work Environment* Kimberly E. Fox, Bridgewater State University; Julia Miller Cantzler, University of San Diego
- *Employee Perceptions of the Advantages of Working Onsite: Do They Matter for Supervisor Ratings of Organizational Citizenship Behavior and Job Performance?* Tomika W. Greer, University of Houston; Stephanie Payne, Texas A&M University
- *Ethical Issues Related to Work-Life Balance Experienced by Managers* Isabelle Létourneau, Université de Sherbrooke
- *The National Workplace Flexibility Study: Engaging Managers for Flex Success* Jennifer Sabatini Fraone, Boston College Center for Work & Family

**75. Symposium Flexible Careers and Work Family Reconciliation**

Organizer: Marian Baird, University of Sydney Business School

- *The Importance of an Age-Diverse Organizational Culture in an Aging Workforce* Peter Berg, Michigan State University
- *Pregnancy and Temporary Work: Does Employment Law Fail Flexible Workers?* Liz Oliver, University of Leeds
- *New Ways of Working and the Implications for Work-Life Balance* Clare Lyonette, University of Warwick; Deirdre Anderson, Cranfield School of Management; Suzan Lewis, Middlesex University; Nicola Payne, Middlesex University; Stephen Wood, University of Leicester
- *Managing Flexibility: Evidence from Australian Cases* Rae Cooper, University of Sydney Business School; Marian Baird, University of Sydney Business School

Discussant:

- Jennifer Tomlinson, University of Leeds

**76. Symposium Work-Life Integration and Social Network Analysis: How Can the Two Fields Benefit from Each Other?**

Organizers: Caroline Straub, Grenoble School of Management; Andrew Parker, Grenoble School of Management; Alexandra Gerbasi, Grenoble School of Management

- *Panelist* Tammy Allen, University of South Florida
- *Panelist* Kristie McAlpine, Cornell University
- *Panelist* Neha Shah, Rutgers University
- *Panelist* Christine Porath, Georgetown University
- *Panelist* Sonja Drobic, University of Bremen

## **Thursday, 3:45 pm-5:15 pm continued**

### **77. Symposium Understanding How Work Affects Family Interactions & Processes**

- *Psychosocial Adversity at Work and Spill-over into the Quality of Partner Relationships* Liana Sarma Leach, Australian National University; Peter Butterworth, Australian National University
- *Daily Positive Work-to-Family Spillover and Crossover Among Employed Mothers and their Children* Katie M. Lawson, Pennsylvania State University; Kelly Davis, Pennsylvania State University; Susan M. McHale, Pennsylvania State University
- *Relationship between Job Quality and the Risk of Divorce* So-Jung Lim, Utah State University
- *Precarious Work, Negative Spillover, and Perceptions of Parenting* Sabrina Leneé Speights, University of North Carolina at Charlotte; Samuel J. Grubbs, University of North Carolina at Charlotte; Beth A. Rubin, University of North Carolina at Charlotte
- *Work-Family Culture, Parent-Adolescent Relationships, and Adolescent Adjustment* Michelle K. Blocklin, Abt Associates; Ann C. Crouter, Pennsylvania State University

### **78. Symposium Work and Family Challenges in Service Industries**

- *"Just Getting Out of the House" or "Wearing Out?" Socioeconomic Class, Opportunity Structures, & Department Stores' Brand Images* Ellen Frank-Miller, University of Chicago
- *"Can You Come in Two Hours Earlier?": An Exploratory Study of Interrelationships Between Low Wage Work and Reproductive Healthcare Seeking* Annis Grover Golden, SUNY, Albany; Caryn Medved, CUNY, Baruch College; Elise Andaya, SUNY, Albany
- *Relational Aspects of Work-Family Balance Practices in Quebec Supermarkets: A Communicational Analysis* Mélanie Lefrançois, Université du Québec à Montréal; Johanne Saint-Charles, Université du Québec à Montréal; Karen Messing, Université du Québec à Montréal; Sylvie Fortin, Université du Québec à Montréal
- *From 'McJobs' to 'Maestro Jobs'? A Preliminary Analysis of Café Jobs in Australia* Angela Jane Knox, University of Sydney Business School

### **79. Symposium Work and Family Identities and Experiences among Migrant and Indigenous Workers**

- *Rural Indian Women: Work Experiences of Migrant Labor as Predictors of Empowerment* Shweta Singh, Loyola University, Chicago; Gyan Mudra, National Institute of Rural Development
- *Indigenous Employees Perceptions of Support: A Study of Work-Family-Life Outcomes* David Brougham, Massey University; Jarrod McKenzie Haar, Massey University
- *The Social Identities of Migrant Workers: Understanding Experiences at Home and Abroad* Marie-Helene Budworth, York University; Sara Mann, University of Guelph
- *Care Migration from Ecuador to Spain: Gender and Family Impacts* Eleanor Elizabeth Pratt, Swarthmore College

## **Thursday, 3:45 pm-5:15 pm continued**

### 80. Symposium **Work-Family Issues when Children Have Disabilities**

- *Work-Family Fit and Maternal and Child Mental Health* Claudia Sellmaier, Portland State University; Eileen M. Brennan, Portland State University; Judy Kendall, Portland State University; Gail Houck, Oregon Health & Science University; Michael Leo, Center for Health Research Northwest
- *Predicting Food Insecurity in Families with Children with Limiting Health Conditions: Understanding the Role of Employment and Benefits* LeaAnne DeRigne, Florida Atlantic University
- *It Takes a Village: Support Sources in the Work-Life Mishmash of Parents of Children with/without Disabilities* Jana Javornik, University of Leeds

### 81. Symposium **Work-Family Reconciliations and Gender Equality in the Intersections between State, Market and the Family**

Organizers: Berit Brandth, Norwegian University of Science and Technology; Elin Kvande, Norwegian University of Science and Technology

- *Panelist* Kathleen Gerson, New York University
- *Panelist* Mary Blair-Loy, University of California, San Diego
- *Panelist* Tine Rostgaard, Aalborg University
- *Panelist* Sigtona Halrynjo, Institute for Social Research, Norway
- *Panelist* Elin Kvande, Norwegian University of Science and Technology
- *Panelist* Berit Brandth, Norwegian University of Science and Technology

### 82. Symposium **Boundary Management**

- *Bridging the Gap: Boundary Management and the Offshore Worker* Kelly Basile, London School of Economics
- *How Does the Work/Life Interface Contribute to Understandings of Work Intensity in the Contemporary Workplace?* Cheree Topples, Swinburne University of Technology
- *Integrating and Separating: Exploring Perceptions and Emotions Associated with Work-Life Boundary Strength and Spillover* Sarah E. Riforgiate, Kansas State University; Pamela Lutgen-Sandvik, North Dakota State University
- *Emotional Work-Family Boundaries in the Context of Family Business* Ethel Brundin, Jönköping International Business School; Jean-Charles Emile Languilaire, Malmö University

### 83. Symposium **Parenthood Penalties**

- *A Well-being Penalty for Working Mothers? Parental Work Arrangements and Maternal Well-being in Two-Parent Families* Ann Meier, University of Minnesota; Kelly Musick, Cornell University; Sarah M. Flood, University of Minnesota; Rachel Dunifon, Cornell University
- *Parenthood and Penalties in the Workplace: Gender and Primary Caregiving Dynamics* Sascha Whitehurst Demerjian, Emory University
- *Re-Visiting the Family Gap in Pay* Jane Waldfogel, Columbia University; Ipshita Pal, Columbia University
- *Keeping a Job: A Comparison of Barriers for Coupled and Lone Mothers* Mandy Wales, Australian National University
- *Family-Friendly HR Policy as a Career Obstacle for Fathers in Work Organizations* Annette von Alemann, Bielefeld University; Sandra Beaufays, Bielefeld University

**Thursday, 3:45 pm-5:15 pm continued**

**84. Symposium *Work-Family Expectations: The Next Generation***

- *Situating Youth as Work-Life Stakeholders, Not as Work-Life Objects: A Comparative Ethnography of US Youth's Work-Life Tensions and Envisioned Futures* Elizabeth K. Eger, University of Colorado, Boulder; Amy K. Way, Villanova University; Catherine Ashcraft, National Center for Women and Information Technology
- *The Next Generation of Workers and their Work-Life Balance: How Will the United States Patient Protection and Affordable Care Act Affect the Balance? Part 2* Lisa Marie Dupnock, Indiana University of Pennsylvania; Scott Decker, Indiana University of Pennsylvania
- *On the Horizon: The Role of Educational Experiences in College Students' Work-Family Expectations* Chandra Mason, Mary Baldwin College
- *Microfinance, Child Labor and Schooling: A Global Perspective* Mashura Akilova, Columbia University
- *Navigating IT Career Pathways: Aiding Families and Girls Career Development* Monica Kimbrell, Virginia Polytechnic Institute and State University; Andrea Swenson, Virginia Polytechnic Institute and State University; Peggy S. Meszaros, Virginia Polytechnic Institute and State University

**85. Symposium *Work Hours and Family***

Organizer: Youngjoo Cha, Indiana University

- *Work Time and Health: The Role of Resources* Sibyl Kleiner, University of Texas, Dallas
- *Women's Employment Participation and Working Hours in 19 Wealthy Western Countries: How Cultural, and Institutional Factors Shape the Motherhood Gap in Employment.* Irene Boeckman, University of Massachusetts, Amherst; Michelle J. Budig, University of Massachusetts, Amherst; Joya Misra, University of Massachusetts, Amherst
- *Tracking the Time Divide: Sequences of Work Hour Mismatches* Jeremy Reynolds, University of Georgia; Ashleigh McKinzie, University of Georgia
- *Determinants of Working Time Differences within Couples in Europe and the US* Lena Hipp, WZB, Social Science Research Center; Kathrin Leuze, WZB, Social Science Research Center Berlin

Discussant:

- Jennifer Lynn Glass, University of Texas, Austin

**5:30 PM-6:30 PM**

**86. Plenary *Arlie Hochschild's The Second Shift: 25 Years Later\****

- *Panelist* Joan C. Williams, University of California, Hastings College of the Law
- *Panelist* Allison J. Pugh, University of Virginia
- *Panelist* Heidi Hartmann, Institute for Women's Policy Research
- *Panelist* Mary Blair-Loy, University of California, San Diego
- *Author* Arlie Hochschild, University of California, Berkeley

**6:30 PM-6:45 PM**

**87. Plenary *Families and Work Institute Work Life Legacy Awards Presentation\****

Organizer: Ellen Galinsky, Families and Work Institute

**6:45 PM-8:15 PM**

## Opening Night Welcome Reception

**Friday  
June 20, 2014**

**Friday  
8:00 AM-9:30 AM**

88. Workshop **The Impact of Healthy Relationship Skills on Employee Productivity**  
Organizers: Robyn Cenizal, ICF International; Amy Laura Arnold, University of Georgia

89. Workshop **After the Baby: The Journey Defined - Understanding and Managing the Impact of Parenthood in the Lives of Parent-Employees Following Childbirth and During Early Parenthood**

Organizer: Rhonda Kruse Nordin, Family Issues Research & Education

- *Assessment of Marital Satisfaction & Change During Early Parenting Years - Its Impact on Worker Performance* Rhonda Kruse Nordin, Family Issues Research & Education

90. Symposium **Cross-National Work-Life Research: Institutional Approaches**

Organizers: Laura Den Dulk, Erasmus University Rotterdam; Ariane Ollier-Malaterre, Université du Québec à Montréal

- *Theorizing National Context in Work-Life Research: Special Issue Editorial, Focus on Agenda for Future Research* Ariane Ollier-Malaterre, Université du Québec à Montréal; Monique Valcour, EDHEC Business School; Laura Den Dulk, Erasmus University Rotterdam; Ellen Ernst Kossek, Purdue University
- *Let's Hear It for the Boss: Family-Supportive Supervisory Behaviors' Impact across National Contexts* Mireia Las Heras, IESE Business School; Spela Trefalt, Simmons School of Management; Pablo Ignacio Escribano Pinto, IESE
- *Work-Life Balance and Performance as a Leader: A Comparison of Welfare State Regimes* Ariane Ollier-Malaterre, Université du Québec à Montréal; Natalia Sarkisian, Boston College; Kelly Hannum, Center for Creative Leadership
- *The Evolution of Work/Family Policies in Italy. Towards the Hybridization of the Mediterranean Model?* Egidio Riva, Università Cattolica del S. Cuore
- *Variation in Use and Consequences of Parental Leave between German Work Organizations* Anja-Kristin Abendroth, Bielefeld University
- *Top Managers' Considerations Regarding Organizational Work-Life Support: A Five Country Comparison* Wike Been, Utrecht University; Laura Den Dulk, Erasmus University Rotterdam; Tanja van der Lippe, Utrecht University
- *Organizing Diversity Work in a North American and a Scandinavian Setting* Beth Chung, San Diego State University; Lotte Holck, Copenhagen Business School

Discussants:

- Claartje Vinkenburg, VU University Amsterdam
- Deirdre Anderson, Cranfield School of Management

## **Friday, 8:00 am-9:30 am continued**

### 91. Symposium **Current Research Development in Dual-Earner Couples' Stress and Well-being**

Organizer: Young Ah Park, Kansas State University

- *Commuting Time and Health Among Couples: Does Gender Matter?* Sibyl Kleiner, University of Texas, Dallas; Philipp M. Lersch, Tilburg University
- *How Accurate Are Spouse's Perceptions of Their Partner's Work-to-Family Conflict? Implications for Marital Quality* Kelly Davis, Pennsylvania State University; Bora Lee, Pennsylvania State University; Marni Kan, Research Triangle Institute (RTI) International; Leslie Hammer, Portland State University; David Almeida, Pennsylvania State University
- *Dual-Earner Couples' Recovery from Work and Crossover of Life Satisfaction* Young Ah Park, Kansas State University; Charlotte Fritz, Portland State University
- *It Pays to be Selfish: Off-Job Activities Relate to Partners' Well-Being through Daily Recovery* Eunae Cho, SUNY Albany

Discussant:

- Leslie Hammer, Portland State University

### 92. Symposium **Working from Home**

- *Mompreneurs: Identity and Career When Working Without Boundaries* Danna Greenberg, Babson College; Wendy M. Murphy, Babson College
- *Role Blurring and Work to Family Conflict: The Case of Home-Based Entrepreneurs* Lois M. Shelton, California State University, Northridge; Sharon M. Danes, University of Minnesota; Ramona K. Zachary, City University of New York
- *Telework, Isolation, and Well-being: A Daily Diary Study Investigation* T. Alexandra Beauregard, London School of Economics; Kelly Basile, London School of Economics; Esther Canonico, London School of Economics

### 93. Symposium **Caring Fathers in the Nordic Countries: Leave Policies and Practices**

Organizers: Tine Rostgaard, Aalborg University; Gudny Bjork Eydal, University of Iceland

- *For Which Fathers Do Reforms Matter? A Study of the Impact of Three Swedish Parental Leave Reforms* Ann-Zofie Duvander, Stockholm University; Mats Johansson, Stockholm University
- *Policy Goals and Obstacles for Fathers' Parental Leave in Finland* Johanna Lammi-Taskula, National Institute for Health and Welfare; Minna Salmi, National Institute for Health and Welfare
- *Fathers in Good Times and in Times of Crisis: The Case of Parental Leave in Iceland* Gudny Bjork Eydal, University of Iceland; Ingólfur V. Gíslason, University of Iceland
- *Gender Equality Incentive Policies and their Consequences for Men and Women's Take Up of Parental Leave in Denmark* Tine Rostgaard, Aalborg University; Mette Lausten, SFI

Discussant:

- Marian Baird, University of Sydney Business School



**Friday, 8:00 am-9:30 am continued**

94. Symposium **Work & Family Experiences Across Cultures**

- *Role Balance among Married Women Petite Traders in Nigeria: An Exploratory Study* Leonard Ifeanyi Ugwu, Nigerian Psychological Association
- *Self-efficacy and Expectations of Work-Family Enrichment amongst Young Adults in South Africa* Jeffrey Bagram, University of Cape Town; Bailey Kropman, University of Cape Town; Bailey Kropman, University of Cape Town
- *The Effect of Work Family Conflict and Family Resources Management on the Fulfillment of Family Tasks* Euis Sunarti, Bogor Agricultural University; Fitri A. Hakim, Bogor Agricultural University; Rahmi Damayanti, Bogor Agricultural University

95. Symposium **Challenges and Supports for Parents of Children with Disabilities**

- *Maternal Employment and Child Disability* Anna Zhu, University of New South Wales
- *Poverty and Material Hardship among Families Raising Multiple Children with Disabilities* Subharati Ghosh, Tata Institute for Social Science; Susan Parish, Brandeis University
- *Challenges and Supports for Employed Parents of Children and Youth with Special Needs* Eileen M. Brennan, Portland State University; Julie Rosenzweig, Portland State University; Pauline Jivanjee, Portland State University; Lisa M. Stewart, California State University, Monterey Bay
- *Different Stories of Work-Life Balance: We All Need to Listen Up!* Julia Fernando, Center for Creative Leadership; Almuth McDowall, University of Surrey

96. Symposium **Effects of Blurring**

- *A Daily Study of Work-Nonwork Boundary Permeability and Affect with a Self-Concept Lens* Tracy D. Hecht, Concordia University; Heather Cluley, Concordia University
- *Multitasking and its Association with Work-Family Conflict: Demands, Resources, and Flexible Arrangements as Contingencies* Scott Schieman, University of Toronto; Marisa Young, McMaster University
- *Does Trust-Based Working Time Blur the Boundaries between Work and Non-Work? A Daily Diary Study in the Banking Sector* Ines Aletta Janke, Bremen International Graduate School of Social Sciences

97. Symposium **Effects of Work on Family Social Relationships: Evidence from Observational and Longitudinal Research**

Organizer: Shu-wen Wang, Haverford College

- *Rotating Shifts among Working Mothers of Infants: Implications for Parenting and Child Socioemotional Development* Stephanie S. Daniel, University of North Carolina, Greensboro; Chris C. Payne, University of North Carolina, Greensboro; Cynthia Suerken, Wake Forest University, School of Medicine; Beth Reboussin, Wake Forest University, School of Medicine; Esther M. Leerkes, University of North Carolina, Greensboro; Joseph G. Grzywacz, Oklahoma State University
- *Work-Family Spillover and Marital Quality in Working-Class Couples Across the Transition to Parenthood* Hillary Halpern, University of Massachusetts, Amherst; Maureen Perry-Jenkins, University of Massachusetts, Amherst
- *Job Stress and Naturalistic Social Support Processes in Dual-Earner Middle-Class Families* Shu-wen Wang, Haverford College; Rena Repetti, UCLA

Discussant:

- Shelley M. MacDermid Wadsworth, Purdue University

## **Friday, 8:00 am-9:30 am continued**

### 98. Symposium **Flexible Working Arrangements: Workplace Initiatives in Japanese Companies**

Organizer: Hiroki Sato, University of Tokyo

- *Overview of Work and Family Issues in Japan and the Research and Workplace-based Intervention Project* Hiroki Sato, University of Tokyo
- *Work and Care for the Elderly: A Study from an Employee Survey* Yukiko Asai, University of Tokyo; Emiko Takeishi, Hosei University; Hiroki Sato, University of Tokyo; Tamie Matsuura, NLI Research Institute
- *Measures to Shorten Working Hours in Japan: Their Current Status and Challenges* Mitsuyo Matsubara, Toray Corporate Business Research, Inc.; Emiko Takeishi, Hosei University
- *Flexible Working Arrangements and Personal Well-being* Shizuka Takamura, University of Tokyo; Yoko Yajima, Mitsubishi UFJ Research and Consulting Co., Ltd.

### 99. Symposium **Work and Family Well-being**

- *The Impact of Workaholism on Family Disengagement: Exploring Multiple Mediators* Anna Young, University of Connecticut; Janet Barnes-Farrell, University of Connecticut
- *The "Always-Connected" Age of Communication Technology: The Impact of New Ways of Working on Employee Well-being* C.L. ter Hoeven, University of Amsterdam
- *Family Wealth and Well-Being in the 21st Century: A Job Is More than Income* Janet Boguslaw, Brandeis University; Hannah Thomas, Brandeis University
- *Class, Race and Family Instability: Bad Economy or Bad Decisions?* Amy Wax, University of Pennsylvania

### 100. Symposium **New Evidence on Child Care**

- *Provider Perspectives on Family Child Care Quality* Megan Pamela Ruth Madison, Brandeis University; Kimberly D. Lucas, Brandeis University
- *Reshaping Care Work in the Home: The Case of In-home Child Care in Australia, the UK and Canada* Elizabeth Adamson, University of New South Wales
- *The Intersection of Child Care Subsidy Stability and Employment Stability: What Subsidy Recipients Recommend for Program Improvement* Heather Sandstrom, Urban Institute; Julia R. Henly, University of Chicago; Amy Claessens, University of Chicago
- *Generational Transfer of Caring Responsibilities: The Role of Grandmothers in the Care for Young Children in the Czech Families* Jaroslava Hasmanova Marhankova, University of West Bohemia

### 101. Symposium **Part Time Work**

- *How Can Professionals Work Part-Time? Predictability, Substitutability and Personal Choice* Charlotte Gascoigne, Cranfield University; Clare Kelliher, Cranfield University
- *The Gendered Life-Course and Work-Life Interaction: How Part Time Work Relates to Variables of Work-Life Interaction for Men and Women across Family-Life Stages* Ariane Wepfer, ETH Zurich; Rebecca Brauchli, University of Zurich; Gregor J. Jenny, University of Zurich; Georg Bauer, University of Zurich
- *Occupations as Determinants of Gender-Specific Working Times -- Insights from an Investigation of Men's Part-Time Work in Germany* Agnieszka Althaber, WZB Berlin Social Science Centre

**Friday, 8:00 am-9:30 am continued**

**102. Symposium Women and Issues Relevant to Integrating Career and Life**

- *The Impact of a Multilevel Intervention on Work-Family Conflict in a Randomized Controlled Trial* Alyssa Friede Westring, DePaul University; Mary Dupuis Sammel, University of Pennsylvania Perelman School of Medicine; Rebecca M. Speck, University of Pennsylvania Perelman School of Medicine; Emily Conant, University of Pennsylvania Perelman School of Medicine; Stew Friedman, University of Pennsylvania Wharton Business School; Patricia Scott, University of Pennsylvania Perelman School of Medicine; Tuton W. Lucy, University of Pennsylvania Perelman School of Medicine; Jeane A. Grisso, University of Pennsylvania Perelman School of Medicine; Stephanie Abbuhl, University of Pennsylvania Perelman School of Medicine
- *Why Family Friendly Policy Fails to Fix the Feminine Dilemma* Michelle A. Waters, JMK Publishing Inc
- *Strategizing Work-Life Balance: Non-Faculty Mothers in the Academy* Kelly E. Wilk, Seton Hall University; Catherine Mutti-Driscoll, University of Washington
- *Work as a Public School Teacher: Family Friendly at Work but Encouraging Gender Inequity at Home?* Medora W. Barnes, John Carroll University

**Friday  
9:30 AM-10:15 AM**

**103. Coffee Break & Poster Session #2: Policy and Programmatic Work and Family Solutions**

- *Choosing Flexibility? Young Contingent Professionals Negotiating Work and Life in an Age of Insecurity* Aliya Hamid Rao, University of Pennsylvania
- *Beverly Matthews Case and Teaching Note* Russell Clayton, Saint Leo University; Micheal Stratton, University of North Carolina Asheville; Mark Robert Julien, Brock University
- *The Role of Family-Friendly Support Center and Current State on Family-Friendly Benefits of Workplaces in Korea* Youngkeum Jeong, Catholic University of Korea
- *Engaging Performance Management for Effective Telework* Benjamin E. Liberman, U. S. Office of Personnel Management; Kimberly Wells, U.S. Office of Personnel Management
- *The Spillover-Crossover Perspective of Job Stress and Life Satisfaction among Older Dual-Earner Couples* Wylie H. Wan, University of Michigan; Toni C. Antonucci, University of Michigan; Kira S. Birditt, University of Michigan; Jacqui Smith, University of Michigan
- *Active Retirement: Study of a Healthy Ageing Promotor Program for Retirees and their Families* Helena Maria Loureiro, ESEnfC; Aida Mendes, ESEnfC; Ana Alexandra Fernandes, New University of Lisbon; Ana Paula Camarneiro, ESEnfC; António Fonseca, Catholic Portuguese University, Oporto; Manuel Veríssimo, University of Coimbra; Maria Madelena Carvalho, University of Coimbra; Margarida Silva, ESEnfC; Rogério Rodrigues, ESEnfC; Ana Pedreiro, UICISA:E, ESEnfC; Margareth Ângelo, São Paulo University
- *Work Family Conflict among IT Specialty Workers* Lalitha Urs, University of Minnesota; Erin Kelly, University of Minnesota; Aaron M. Schmidt, University of Minnesota
- *Examining the Antecedents of Using Work-Life Balance Policies* Mona Zanhour, McMaster University; Catherine E. Connelly, McMaster University
- *Comparing Teleworkers to Non-Teleworkers Using a Matched Pairs Design: Why the Job and Organization Matters* Tomika W. Greer, University of Houston; Stephanie Payne, Texas A&M University; Ann Huffman, Northern Arizona University; Jaime Henning, Eastern Kentucky University

**Friday, 9:30-10:15 am continued**

**Poster Session #2: Policy and Programmatic Work and Family Solutions (continued)**

- *Support for Family/Friend Caregivers of Individuals with Episodic Disabilities* Denise L. Whitehead, University of Guelph; Donna S. Lero, University of Guelph; Tammy C. Yates, Canadian Working Group on HIV & Rehabilitation
- *Anticipated Evaluations in Employee Leave Contexts* Camille J. Heneghan, Northern Illinois University; Alecia M. Santuzzi, Northern Illinois University
- *Finnish Working Carers' Experiences of Combining Work and Care* Mia Kristina Silfver-Kuhlampi, University of Helsinki; Kaisa Kauppinen, Helsinki University
- *Is Part-Time Employment after Childbirth a Stepping Stone into Full Time? A Cohort Study for East and West Germany* Nadiya Kelle, WZB, Social Science Research Center Berlin; Julia Simonson, German Centre of Gerontology; Laura Romeu Gordo, German Centre of Gerontology
- *Providing Context for Differences in Mothers' Earnings* Jill Douek, CUNY, Baruch College; Hilal Erkovan, CUNY, Baruch College; Kristen Shockley, CUNY, Baruch College
- *How Do Female and Male Police Officers Navigate Flexibility and Work-Life Balance?* Almuth McDowall, University of Surrey
- *Mothers' Reflections on Work and Family: Clashes, Unforeseen Decision Points & Constrained Choices* Tovah P. Klein, Barnard College; Nora Leslie Koutruba, Barnard College; Talya Wolfson, Barnard College
- *Work/Nonwork Interference, Enhancement, and Retirement Behavior: Results from the Health and Retirement Study* Gwenith G. Fisher, Colorado State University; Nicole L. Wood, Bowling Green State University; Russell Matthews, Bowling Green State University; Megan Naude, Colorado State University; Janet Barnes-Farrell, University of Connecticut
- *Managing Invisible Boundaries: How "Smart" is Smartphone Use in the Work and Home Domains?* Sarah Elizabeth Chatfield, Indiana University-Purdue University Indianapolis; Elizabeth Boyd, Indiana University-Purdue University Indianapolis
- *Love, Honour and Obey? Intimacy and Gender Equality amongst Couples Who Share Leave after the Birth of a Child* Katherine Twamley, Institute of Education, University of London
- *Retirement: How Retirees and their Families Perceive this Life Transition?* Helena Maria Loureiro, ESEnfC; Ana Pedreiro, UICISA:E, ESEnfC; Aida Mendes, ESEnfC; Margarida Silva, ESEnfC; Ana Paula Camarneiro, ESEnfC; Maria Madelena Carvalho, University of Coimbra; Manuel Veríssimo, University of Coimbra; António Fonseca, Catholic Portuguese University, Oporto; Rogério Rodrigues, ESEnfC; Ana Alexandra Fernandes, New University of Lisbon; Margareth Ângelo, São Paulo University
- *Working from Home: More Time for Family or More Time for More Work?* Sara Raley, McDaniel College; David Danna, McDaniel College
- *European Policies Focusing on Work-Life Balance Practices - The European Year for Reconciling Work and Family Life 2014 Campaign* Zoltán Vadkert, COFACE; Ágnes Uhereczky, COFACE
- *Providing Fellowship Is not a Worthy Endeavour: A Look at the Proposed Legislation on Homecare* Francesca Degiuli, Fairleigh Dickinson University
- *Barrier or Opportunity to Promote Parental Employment?: Early Childhood Education Programs for Low-Income Children* Teresa E. Sommer, Northwestern University; P. Lindsay Chase-Lansdale, Northwestern University; Terri J. Sabol, Northwestern University; Hirokazu Yoshikawa, New York University; Jeanne Brooks-Gunn, Columbia University; Christopher King, University of Texas, Austin

\*denotes practitioner track

**Friday**  
**10:15 AM-10:45 AM**

104. Plenary **Presidential Keynote -- Current Research Moving Work-Family Scholarship from the Margins to the Main Stream**

Organizers: Ellen Ernst Kossek, Purdue University; Jerry A. Jacobs, University of Pennsylvania

- *Introduction* Jerry A. Jacobs, University of Pennsylvania
- *Presidential Keynote* Ellen Ernst Kossek, Purdue University

**Friday**  
**10:45 AM-11:45 AM**

105. Plenary **A Call to Action: Where the Work-Family Research Field Should Go in the Next Ten Years**

Organizer: Ellen Ernst Kossek, Purdue University

- *Panelist* Lotte Bailyn, Massachusetts Institute of Technology
- *Panelist* Susan Lambert, University of Chicago
- *Panelist* Suzan Lewis, Middlesex University
- *Panelist* Jerry A. Jacobs, University of Pennsylvania
- *Panelist* Mina Westman, Tel Aviv University
- *Panelist* Tammy Allen, University of South Florida
- *Panelist* Jeffrey Greenhaus, Drexel University
- *Panelist* Joseph G. Grzywacz, Oklahoma State University

**Friday**  
**11:45 AM-12:30 PM**

**Lunch Break**

**Friday**  
**12:30 PM-2:00 PM**

106. Author-Meets-Critics **Do Babies Matter? Gender and Family in the Ivory Tower, by Mary Ann Mason, Nicholas Wolfinger and Marc Goulden**

- *Panelist* Susan Case, Case Western Reserve University
- *Panelist* Carol Hoffman, Columbia University

107. Symposium **Conceptualizing Flexible Careers\***

Organizers: Jennifer Tomlinson, University of Leeds; Rae Cooper, University of Sydney Business School

- *Panelist* Tom Kochan, Massachusetts Institute of Technology
- *Panelist* Ann Bookman, Center for Women in Politics and Public Policy
- *Panelist* Marian Baird, University of Sydney Business School
- *Panelist* Mark Stuart, University of Leeds

Discussant:

- Rae Cooper, University of Sydney Business School

\*denotes practitioner track

**Friday, 12:30 pm-2:00 pm continued**

108. Symposium **Improving Worker Health and Well-being: Synergies and Antagonisms between Worksite Health Promotion and Work-Life Policy**

Organizer: Julia M. Goodman, University of California, Berkeley

- *Panelist* George Pfeiffer, The WorkCare Group, Inc.
- *Panelist* Janet Barnes-Farrell, University of Connecticut
- *Panelist* Jeremy Bray, University of North Carolina, Greensboro
- *Panelist* Joseph G. Grzywacz, Oklahoma State University
- *Panelist* Cassandra Okechukwu, Harvard University School of Public Health

Discussant:

- Julia M. Goodman, University of California, Berkeley

109. Symposium **Leadership's Role in Managing Work-Life Stress: An Examination of Family-Supportive Supervisor Behavior**

Organizers: Ann Huffman, Northern Arizona University; MacKenna Perry, Portland State University

- *FSSB, Management Interpersonal Skills, and Work-Family Outcomes* Heather N. Odle-Dusseau, Gettysburg University; Shaun Pichler, California State University, Fullerton; Russell Matthews, Bowling Green State University; Julie Wayne, Wake Forest University
- *Married with Children: Why Women Who Have Families May Be Ideal Leaders* Taryn L. Stanko, Lundquist College of Business; Tracy Dumas, The Ohio State University
- *A Trickle-Down Perspective on Family-Supportive Supervisor Behavior: Do Managers Model their Bosses?* Ho Kwong Kwan, Shanghai University of Finance and Economics; Jeffrey Greenhaus, Drexel University; Jonathan Ziergert, Drexel University
- *A Two-Study Examination of Family-Supportive Supervisor Behaviors and the Benefits Managers Receive in Return* Russell Matthews, Bowling Green State University; Julie Wayne, Wake Forest University; Jaime Henning, Eastern Kentucky University
- *A Multilevel Examination of Organizational Change Related to an Employer-Initiated Workplace Intervention* Ellen Ernst Kossek, Purdue University; Rebecca Thompson, Purdue University; Patricia Gettings, Purdue University; Kelly Davis, Pennsylvania State University; Nicole DePasquale, Pennsylvania State University; Erika L. Sabbath, Harvard Center for Population and Development Studies; Erin Kelly, University of Minnesota; Lisa Buxbaum Burke, Purdue University

**Friday, 12:30 pm-2:00 pm continued**

110. Symposium **Cross-National Work-Life Research: Cultural and Gender Approaches**

Organizers: Ariane Ollier-Malaterre, Université du Québec à Montréal; Laura Den Dulk, Erasmus University Rotterdam

- *Moderating Effects of National Culture on the Relationships between Gender, Work Resources and Work-to-Family Enrichment* Barbara Beham, Humboldt-Universität zu Berlin; Patrick Prag, University of Groningen; Sonja Drobnic, University of Bremen; Suzan Lewis, Middlesex University; Andreas Baierl, University of Vienna
- *Similarities and Differences in the Work-Family Interface Across Ten Countries* Karen Korabik, University of Guelph; Donna S. Lero, University of Guelph; Anne Bardoel, Monash University; Leslie Hammer, Portland State University
- *The Effects of Socioeconomic Development and Cultural Values on Work Centrality* Zoa Ordonez, University of North Carolina at Charlotte
- *Cross-Cultural Variance and Management Control Explanations for the Adoption of Telework* Pascale Peters, Radboud University; Paul Ligthart, Radboud University; Anne Bardoel, Monash University; Erik Poutsma, Radboud University
- *Differential Gender Time Investments in Child and Elder Care-giving: Exploring National Cultural and Institutional Explanations* Ellen Ernst Kossek, Purdue University; Chu-Hsiang (Daisy) Chang, Michigan State University; Xinyan (Catherine) Zhao, Purdue University
- *Family-Related Factors Which Influence the Work Experiences of Senior UAE National Women* Nazia Hussain, Cranfield University; Deirdre Anderson, Cranfield School of Management

Discussants:

- Tammy Allen, University of South Florida
- Monique Valcour, EDHEC Business School

111. Symposium **When Parents Work at Home**

- *No Place Like Home? Home-Based Working Mothers and Child Care Outcomes* Lynda Laughlin, U.S. Census Bureau; Peter J. Mateyka, U.S. Census Bureau
- *Employment without Childcare: Mothers' Double Burden or Father Involvement?* Jennifer Anne Baxter, Australian Institute of Family Studies; Matthew Gray, Australian National University
- *Opportunity or Trap? The Impact of Family-Friendly Workplace Arrangements on Relational Earning Inequalities in German Work Organizations* Anja-Kristin Abendroth, Bielefeld University; Martin Diewald, Bielefeld University

112. Symposium **Fatherhood and Social Policy**

- *Fathers between Two Care Regimes. Immigrant Fathers Encountering the Nordic Model* Elin Christine Kvande, Norwegian University of Science and Technology; Berit Brandth, Norwegian University of Science and Technology
- *Work-Family Conflict: Fathers' Experiences from a Cross-National Perspective* Svetlana Speight, NatCen Social Research; Margaret O'Brien, Institute of Education; Eloise Poole, NatCen Social Research; Sara Connolly, University of East Anglia; Matthew Aldrich, University of East Anglia
- *Equal Rights to Paid Parental Leave and Caring Fathers: The Case of Iceland* Gudny Bjork Eydal, University of Iceland; Ingólfur V. Gíslason, University of Iceland
- *Next Generation Flexibility, Connectivity and Freedom: Changing Ideas of Fatherhood and Manliness in Australian Workplaces in the Digital Economy* Sheree K. Gregory, RMIT University

**Friday, 12:30 pm-2:00 pm continued**

113. Symposium **Considering the Mechanisms Behind Work-Family Enrichment**

- *Work-Family Enrichment: An Episodic Perspective* Mélanie Trottier, Université du Québec à Montréal; Kathleen Bentein, Université du Québec à Montréal
- *Does Your Family Make You a Team Player? Long-term and Short-term Enrichment From Family to Work* Lieke L. ten Brummelhuis, Simon Fraser University
- *International Assignees' Work and Family Role Performance: A Demands and Resources Perspective* Mina Westman, Tel Aviv University; Shoshi Chen, Tel Aviv University; Mihaela Dimitrova, University of Wisconsin - Milwaukee; B. Sebastian Reiche, University of Navarra, Instituto de Estudios Superiores de la Empresa (IESE) Business School; Mila Lazarova, Simon Fraser University; Margaret Shaffer, University of Wisconsin - Milwaukee
- *Invisible Rewards among Working Fathers: A Qualitative Analysis of Work-Family Enrichment* Marc Grau Grau, University of Edinburgh

114. Symposium **Gender Stratification in Employment**

- *Gender Ideologies, Occupational Sex Segregation and Men's Educational Trajectories* Cheryl Elman, University of Akron / Duke University; Jennifer Chesters, University of Canberra
- *Work-Life Supports and Gender Diversity in the Federal Government* Shirley Adelstein, Georgetown University
- *Gender, Parenthood and Discrimination in the Labor Market* Magnus Bygren, Stockholm University; Michael Gähler, Stockholm University; Anni Pajunen, Stockholm University
- *Occupational Mobility in the Life Course* Anna Erika Hägglund, Leibniz Universität Hannover; Kathrin Leuze, WZB, Social Science Research Center Berlin
- *On Different Tracks? Work-Family Strategies and Early Career Attainments Among Male and Female University Graduates* Anne Grönlund, Umeå University

115. Symposium **(Un)Intended Consequences? Local Translations of Work-Family Policy**

- *Work-Family Balance and Childcare Subsidization -- Is There a Link?* Megan Peta O'Connell, Monash University
- *State Policy Inequalities in the "Disunited" United States* Phyllis Hutton Raabe, Tulane University
- *Family Policies, Women's Earnings, and Between-Household Inequality: Trends in 18 OECD Countries from 1981 to 2005* Rense Nieuwenhuis, Stockholm University, Swedish Institute for Social Research; Ariana Need, University of Twente; Henk van der Kolk, University of Twente

116. Symposium **Self Employed**

- *Self-Employment and Work-Family: Currently Self-Employed Versus Self-Employment Aspirants* Nicholas J. Beutell, Iona College Hagan School of Business; Joy A. Schneer, Rider University
- *Women's Self-Employment in Cross-National Perspective: The Importance of Work-Family Policies and Cultural Context* Michelle J. Budig, University of Massachusetts, Amherst; Irene Boeckman, University of Massachusetts, Amherst; Misun Lim, University of Massachusetts Amherst; Chantal Newkirk, University of Massachusetts Amherst
- *Self-employment as a Strategy to Reduce Work-Family Conflict? The Importance of Family/Lifestyle Motives* Ida Öun, Umeå University; Ingemar Johansson Sevä, Umeå University



## **Friday, 12:30 pm-2:00 pm continued**

### 117. Symposium **Care Work**

- *The Nature of Job Flexibility in Care Work* Kristin Smith, University of New Hampshire; Nancy Folbre, University of Massachusetts Amherst
- *Work-Family Conflict, Psychological Stress and Life Satisfaction Among Low-Wage, Nonprofessional Direct Care Workers* Elizabeth Anne Corrigan, NYU/IAHD
- *Expansion of Precarious Employment among Women-caregivers in the Czech Republic* Radka Dudova, Academy of Science of the Czech Republic; Hana Haskova, Academy of Science of the Czech Republic
- *Deskilling through Budgeting: Defeating Professionalization in the Contracting-Out of Social Services in Israel* Orly Benjamin, Bar-Ilan University
- *Contrasting and Multilevel Associations of Family-Related Phone Calls with Psychological Distress among Hospital Patient-Care Workers* David Alejandro Hurtado, Harvard University School of Public Health

### 118. Symposium **Immigration and Work-Family Issues**

- *Job Satisfaction and Immigrant Employees: Moderating Effects of Immigrant Status on Determinants of Job Satisfaction* Jungyai Ko, University of Maryland; Jodi Jacobson Frey, University of Maryland; Philip Osteen, University of Maryland; Haksoon Ahn, University of Maryland
- *Work-Family Issues in the Context of Immigration: The Experience of Immigrants from the Sub-Continent of India* Kamala Ramadoss, Syracuse University; Raji Natrajan-Tyagi, Alliant International University; Woosang Hwang, Syracuse University; Judy Myers-Walls, Purdue University
- *An Exploratory Study of Work-Family Issues among Immigrants from China* Kai Sun, Syracuse University; Yue Zhang, Syracuse University; Kamala Ramadoss, Syracuse University
- *The Association between Intergenerational Conflict and Educational and Psychosocial Outcomes in Children of Mexican and Southeast Asian Immigrants* Janet Sayers, University of North Carolina, Greensboro; Lauren Maxwell, McGill University

### 119. Symposium **Gender Norms, Role Participation and Balance**

- *Can Men Have it All? Results from the American Time Use Survey* Yelizavetta Kofman, University of California Los Angeles
- *Work Organizations as Gender Agents? How Fatherly Engagement Is Shaped by Working (Time) Arrangements* Thordis Reimer, Bielefeld University; Annette von Alemann, Bielefeld University
- *Fathers' Parental Leave and Career in Norwegian Elite Professions* Sigtona Halrynjo, Institute for Social Research, Norway; Selma Therese Lyng, Work Research Institute, Norway
- *Workplace Culture and Australian Father's Paternity Leave Decisions* Michelle Anne Brady, University of Queensland

### 120. Symposium **The Flexibility Stigma**

Organizer: Joan C. Williams, University of California, Hastings College of the Law

- *Panelist* Lisa Dodson, Boston College
- *Panelist* Lisa M. Leslie, New York University
- *Panelist* Jennifer L. Berdahl, University of Toronto Rotman School

Discussant:

- Joan C. Williams, University of California, Hastings College of the Law

**Friday, 12:30 pm-2:00 pm continued**

121. Symposium **Reframing the Work, Family and Health Discussion**

- *Understanding 'Me-Time': What Is It, and Does Quality Matter?* Almuth McDowall, University of Surrey
- *Work-Life Boundary Management for Alternative Lifestyles* Jean-Charles Emile Languilaire, Malmö University
- *The Consequences of Work and Family Demands and Resources on Employees' Health and Health Behaviors* Theresa Glomb, University of Minnesota; Jean Abraham, University of Minnesota; Tao Yang, University of Minnesota; Devasheesh Bhave, Singapore Management University; Erin Kelly, University of Minnesota

122. Symposium **Family Leave Law at Work: Rights, Accommodations or Something Else?**

Organizers: Erin Kelly, University of Minnesota; Alexandra Kalev, Tel Aviv University

- *Increasing Use of Paid Family Leave in California: A Simple Clinical Intervention* Paul Chung, University of California, Los Angeles; Camillia Lui, University of California, Berkeley; Lindsey Thompson, University of California, Los Angeles; Mark Schuster, Harvard University
- *One Step Forward Two Steps Backward? The Implementation of New Family Leave Laws in Israeli Organizations* Ira Sobel, Tel Aviv University
- *Is "Family-Friendly" also Women-Friendly? Corporate Maternity Leave Policies, the Family & Medical Leave Act, and Women's Occupational Standing in U.S. Firms* Erin Kelly, University of Minnesota; Alexandra Kalev, Tel Aviv University; Frank Dobbin, Harvard University
- *Social Obstacles to Exercising Legally Mandated Leave Rights* Catherine Albiston, University of California, Berkeley; Lindsey Trimble O'Connor, California State University, Channel Islands

123. Symposium **Dual Career Families**

- *The Indian Dual Career Couples' Work Family Integration at Two Time Points -- 1993 and 2013* Archana Shukla, University of Lucknow
- *Positive and Negative Crossover Effects among Dual-Earner Couples: A Cross-National Comparison* Sara Tement, University of Maribor; Johanna Rantanen, University of Jyväskylä
- *The Influence of Occupational Sex Segregation on the Division of Domestic Labor in Dual-Earner Couples: Does Working in a Gender-Typical Job Lead to More Traditional Housework Arrangements at Home?* Anne Busch, Universitaet Hamburg; Miriam Bröckel, Bielefeld University
- *The Divisions of Labour and Responsibilities in Business and Home among Women and Men Copreneurs in the Czech Republic and United States* Alena Krizkova, Academy of the Czech Republic; Nancy Jurik, Arizona State University; Marie Dlouha, Academy of the Czech Republic

**Friday**  
**2:10 PM-3:40 PM**

124. Author-Meets-Critics **Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy**, by Ruth Milkman and Eileen Appelbaum

- *Panelist* Marian Baird, University of Sydney Business School
- *Panelist* Michal Frenkel, Hebrew University of Jerusalem
- *Panelist* Ariane Hegewisch, Institute for Women's Policy Research

125. Workshop **Late to the Party? Why & How to Use Social Media to Increase Your Influence**  
Organizer: Judi C. Casey, Boston College

- *Panelist* Monique Valcour, EDHEC Business School
- *Panelist* Scott J. Behson, Fairleigh Dickinson University
- *Panelist* Brigid F. Schulte, The Washington Post
- *Panelist* Judi C. Casey, Boston College

126. Symposium **Signs of Change? The Relevance of Female Breadwinning and At-Home Fathering Trends for Current Work-Family Debates**

Organizers: Noelle Chesley, University of Wisconsin - Milwaukee; Sarah M Flood, University of Minnesota

- *Panelist* Andrea Doucet, Brock University
- *Panelist* Brad Harrington, Boston College Center for Work & Family
- *Panelist* Karen Kramer, University of Illinois, Urbana-Champaign
- *Panelist* Lisa Levey, Libra Consulting
- *Panelist* Oriell Sullivan, Oxford University
- *Panelist* Wendy Wang, PEW Research Center

Discussant:

- Noelle Chesley, University of Wisconsin - Milwaukee

127. Symposium **Work-Family, Gender and Organizational Change: Complementary or Competing Perspectives?**

Organizer: Ellen Ernst Kossek, Purdue University

- *Panelist* Lotte Bailyn, Massachusetts Institute of Technology
- *Panelist* Shelley Correll, Stanford University
- *Panelist* Phyllis Moen, University of Minnesota
- *Panelist* Gary N. Powell, University of Connecticut & Lancaster University Management School

128. Symposium **Working in Later Life--Finding Satisfaction and Meaning, Staying Engaged**

Organizer: Elizabeth F. Fideler, Boston College Sloan Center on Aging & Work

- *Choosing to Stay on the Job -- It's Not Just About Money* Elizabeth F. Fideler, Boston College Sloan Center on Aging & Work
- *Not Just Any Job Please* Marcie Pitt-Catsouphes, Boston College
- *Multiple Roles in Later Life Viewed through the Lens of "Successful Aging" and the Injunction to Stay Engaged with Life* Jacquelyn Boone James, Boston College

**Friday, 2:10 pm-3:40 pm continued**

129. Symposium **When your Employer is Your Country: Family, Health and Service in the U.S. Military**

Organizer: Shelley M. MacDermid Wadsworth, Purdue University

- *Spouses' Work Experiences and Well-being during Service Members' Deployment* Christie Collins, Purdue University
- *Deployment and Work-Family Conflict in Military Marriages* Julie Merrill, Center for Military Psychiatry & Neuroscience; Kristin N. Saboe, Center for Military Psychiatry & Neuroscience
- *Operational Tempo and Alcohol Use among U.S. Navy Members Anticipating Deployment* Michelle Kelley, Old Dominion University
- *Post-Deployment Mental Conditions and the Probability of Divorce* Brighita Negrusa, The Lewin Group; Sebastian Negrusa, The Lewin Group

130. Symposium **Family Structure, Social Class and Labor Market Participation**

- *Lone Mothers in Canada and Australia: A Comparison of 'Good Mothers' and 'Good Workers'* Mandy Wales, Australian National University; Sara J. Cumming, Sheridan Institute of Technology and Advanced Learning
- *Maternal Duties with Paid Work: Immigrant, Israeli-Palestinian and Veteran Israeli Single Mothers at Work* Anat Herbst, Bar-Ilan University
- *The Neoliberal Mom: How Discursive Coalition Shape Low Income Mothers' Labor Market Participation* Einat Lavee, Bar-Ilan University
- *Daily Episodic Work-Life Conflict Resolutions of Single Parents: Employer Policy and Practice Implications* Fatima Malik, University of Leeds; Laura Suzanne Radcliffe, University of Manchester Business School

131. Symposium **Fatherhood and Identity**

- *What Does a "Good Father" Do in Germany? Contemporary Expectations between Earning and Caring* Heather Hofmeister, Goethe University; Nina Baur, Technical University
- *New Meanings and Relations between Family, Care and Work for Men: Companies Supporting Fathers in Italy* Maria Letizia Bosoni, Catholic University of Sacred Heart; Giovanna Rossi, Catholic University of Sacred Heart; Sara Mazzucchelli, Catholic University of Sacred Heart
- *Work Organizations as Mediators for Fathers' Entitlements and Fathers' Wishes to Take Paid Parental Leave* Thordis Reimer, Bielefeld University

132. Symposium **Family Policy Across Countries**

- *Family Policy Indicators and Family Well-being in Europe* Moreno Mínguez, Valladolid University
- *Work and Family Balance in the Middle East and North Africa* Narjes Mehdizadeh, Bradford University
- *Change or Continuity in Family Policy? Examining Family Policies Across 14 Countries from 1990 to 2010* Ji Young Kang, University of Washington; Marcia K. Meyers, University of Washington
- *Parenthood and Happiness: Effects of Work-Family Reconciliation Policies in 22 OECD Countries* Jennifer Lynn Glass, University of Texas, Austin; Robin Simon, Wake Forest University; Matthew Andersson, University of Iowa

Discussant:

- Pearl Dykstra, Erasmus University Rotterdam

## **Friday, 2:10 pm-3:40 pm continued**

### 133. Symposium **Caregiving, Work-life Balance and the EU**

Organizers: Grace James, University of Reading; Nicole Busby, University of Strathclyde

- *Changes in Working Conditions and Work-Life Balance Perspectives of European Men and Women in Times of Crisis* Jérôme De Henau, Open University
- *Work and Carers in the EU: A Case for Regulation?* Rachel Horton, University of Reading
- *Pregnancy, Maternity and Parental Rights in Europe: The Real Cost of Social Reproduction* Annick Masselot, University of Canterbury; Eugenia Caracciolo Di Torella, University of Leicester
- *Sense of Entitlement to Workplace Support for Infertility Treatment* Nicola Payne, Middlesex University; Suzan Lewis, Middlesex University; Christina Constantinou, Middlesex University; Olga van den Akker, Middlesex University

### 134. Symposium **The Intersections of Work and Family in Care Work: Bridging the Divide to Build a Research Agenda**

Organizers: Mignon Duffy, University of Massachusetts, Lowell; Amy Armenia, Randolph Macon College; Clare Stacey, Kent State University

- *Panelist* Naomi Gerstel, University of Massachusetts, Amherst
- *Panelist* Lisa Dodson, Boston College
- *Panelist* Mary Zimmerman, University of Kansas

Discussant:

- Debra Osnowitz, Clark University

### 135. Symposium **Gender Issues in the Workplace**

- *The Human Capital Argument Revisited: Women's Work Expectations, Human Capital Accumulation and Market Outcomes at Midlife* Javier Garcia-Manglano, University of Oxford
- *Salary Inequity in Social Work: A Review of the Knowledge and Call to Action* Shannon Lane, Adelphi University; Theresa Flowers, Adelphi University
- *Women in NGOs' Workplace: Comparative Case Study between 8 NGOs in Mali (West Africa)* Christine Paré, University of Montreal
- *Does Having Women in Positions of Power Reduce Gender Inequality in Organizations? A Direct Test* Mabel Abraham, Massachusetts Institute of Technology, Sloan School of Management

### 136. Symposium **Work & Family in Academia**

- *Teaching an Undergraduate Work/Family Class for the First Time: An Ethnographic Analysis* Katherine Hampsten, St. Mary's University
- *The Moderating Role of Work-Family Conflict and Work-Family Enrichment with Social Support, Job Satisfaction and Life Satisfaction among College Lecturers: A Structural Equation Modeling Approach* Ejaz Ahmed Khan, International Islamic University; Muhammad Aqeel, International Islamic University
- *Work-to-Family Conflict among Faculty in the STEM Fields: The Role of Positive and Negative Aspects of the Workplace Social Environment* Krista Lynn Minnotte, University of North Dakota; Daphne E. Pedersen, University of North Dakota

Discussant:

- Roberta Spalter-Roth, American Sociological Association

**Friday, 2:10 pm-3:40 pm continued**

**137. Symposium Life Course and Flexibility**

- *Whose Flexibility? Opt-Out Women's Reentry to "Flexible" Jobs* Meg Clare Lovejoy, Augustana College; Pamela Stone, Hunter College & The Graduate Center, CUNY
- *Working Time Flexibility and Autonomy: Facilitating Time Adequacy? A European Perspective* Yvonne Lott, WSI Institute for Economic and Social Research
- *Constructing a Life-Course View of Caregiving Employees: Similarities and Differences among Elder-Caregiving and Child-Caregiving Workers* Helen Mederer, University of Rhode Island; Barbara Silver, University of Rhode Island
- *Housewives 2.0: Italian Digital Moms* Annalisa Tonarelli, University of Florence

**138. Symposium Changing our Relationship to Notions of Empowerment in Shifting Work and Family Contexts**

Organizer: Amy K. Way, Villanova University

- *Consultations on Conflict: How Executive Coaches Describe and Rationalize Female Assertiveness in the Workplace* Margaret Brooks, Arizona State University
- *Challenging Extreme Workplace Discrimination Upheld by the Gender Binary: Transpeople's Negotiations of Work-Life Empowerment* Elizabeth K. Eger, University of Colorado, Boulder
- *ICT Use and Work-Life Balance: Finding the Fulcrum of the Balance Beam* Uthpala Senarathne Tennakoon, Mt. Royal University
- *Work-Life Negotiation as Engaged Practice: Considering a Practice-Based Approach to Empowerment* Amy K. Way, Villanova University
- *Same-Sex Couples and Work-Family Conflict: A Narrative Approach to Examining Struggles for and Successes in Attaining Empowerment at Work* Katina Sawyer, Villanova University

**139. Symposium Cultural Approaches to Work and Family Issues**

Organizer: Allison J Pugh, University of Virginia

- *Making Overwork Visible: Three Cultural Frames* Allison J. Pugh, University of Virginia; Sarah Elizabeth Mosseri, University of Virginia
- *Paddling in Uncharted Waters: Negotiating Issues of Home and Work During the 1960s* Katherine Miller, Arizona State University
- *Founding "Work and Family": Paradigm Shifts in Reagan's America and the History of the Work and Family Ideal* Kirsten Swinth, Fordham University
- *Old Busyness, New Busyness* Charles N. Darrah, San Jose State University; Nicole Conand, Independent; Alicia Dornadic, Design Practices Collaborative

**Friday, 2:10 pm-3:40 pm continued**

140. Symposium **International Perspectives on Work-Family Conflict**

- *Socio-Economic Profile of Working Women in India & Its Relationship with Work-Family Conflict (A Study of Working Women in Public & Private Sector Banks in Punjab, India)* Daljeet Kaur, Khalsa College
- *"I Want to Work, But They Call Me a Raven Mother": The Promise and Limits of Family Policy for Working Mothers in Western Germany* Caitlyn McKenzie Collins, The University of Texas at Austin
- *Work-Family Conflict and Balance and their Linkages to Marital Quality, Job Satisfaction and Life Satisfaction: A Gender Perspective* Dafna Halperin, Yezreel Valley College; Ruth Katz, Yezreel Valley College; Shai Ben-Shushan, Yezreel Valley College
- *The Comparison of Effective Factors on Work and Family Balance Between Americans and Koreans* NaYeon Lee, Gyeonggido Family & Women's Research Institute; Young In Kwon, Yonsei University; Hye Lim Sin, Yonsei University; Jieun Choi, Yonsei University

141. Symposium **Patterns of Leave Policy Use: A Trans-National Perspective**

- *Australian Fathers' Use of Leave for Parenting: Changing Patterns and Policy Implications* Belinda Hewitt, The University of Queensland; Gillian Whitehouse, The University of Queensland; Marian Baird, University of Sydney Business School; Mara Yerkes, University of Queensland
- *Signaling Care? Changes in Women's and Men's Wage Outcome after Parental Leave Taking in Sweden* Marie Evertsson, Stockholm University
- *Leave Policy in OECD Member States and the Impact of the Crisis* Olivier Thévenon, National Institute for Demographic Studies
- *Family Policy, Ideology and Power: What Can We Learn from Autocratic Societies?* Dorian R. Woods, Tübingen University; Rolf Frankenberger, Tübingen University
- *The Timing of Childbearing and the Duration of Family Related Employment Interruptions in Germany* Doerthe Gatermann, Leibniz University Hannover

**Friday  
3:00 PM-4:00 PM**

**New Book Reception**

**Friday  
3:50 PM-4:50 PM**

142. Author-Meets-Critics **Unequal Time: Gender, Class and Family in Employment Schedules, by Naomi Gerstel and Dan Clawson**

Presider: Julia R. Henly, University of Chicago

- *Panelist* Arlie Hochschild, University of California, Berkeley
- *Panelist* Ruth Milkman, CUNY Graduate Center
- *Panelist* Joan C. Williams, University of California, Hastings College of the Law

**Friday, 3:50 pm-4:50 pm continued**

143. Workshop **Science-Media Partnerships: Bridging the Work-Family Research-Practice Gap**  
Organizer: Claartje Vinkenburg, VU University Amsterdam

Discussants:

- Jolanda Holwerda, Publisher, Lof Magazine
- Jennifer Owens, Editorial Director, Working Mother Media & Director, Working Mother Research Institute
- KJ Dell'Antonia, Main contributor of Motherlode Blog, NY Times

144. Workshop **Mentoring**  
Organizer: Orfeu Buxton, Harvard University Medical School

- *Pre-registration for this workshop was required.*

145. Workshop **Writing for and Presenting to Non Academic Audiences**  
Organizers: Lucy English, Bright Horizons; Robin Hardman, Robin Hardman Communications

146. Workshop **Super Company -- How to Become the Best Place to Work For**  
Organizer: Camilla Kring, Super Navigators

147. Symposium **Opting Out\***  
Organizers: Pamela Stone, Hunter College & The Graduate Center, CUNY; Judith Warner, Center for American Progress

- *Panelist* Pamela Stone, Hunter College & The Graduate Center, CUNY
- *Panelist* Judith Warner, Center for American Progress
- *Panelist* Lisa Belkin, Yahoo News

148. Symposium **Families and Work Institute at 25: Looking Back at a Quarter Century of Work and Family Activism\***  
Organizer: Kirsten Swinth, Fordham University

- *Panelist* Ellen Galinsky, Families and Work Institute
- *Panelist* Ted Childs, Ted Childs, LLC
- *Panelist* Dana Friedman, Early Years Institute
- *Panelist* Kirsten Swinth, Fordham University

149. Symposium **Breastfeeding and Work**

- *Pumping Breast Milk at Work: Woman, Worker, Mother* Elizabeth A. Hoffmann, Purdue University
- *The Business Case for Breastfeeding Support in SMEs* Bianca Stumbitz, Middlesex University Business School
- *Breastfeeding Disparities in the United States: Understanding Changes in Selection during the 20th Century* Lindsay Baker, University of Michigan



**Friday, 3:50 pm-4:50 pm continued**

150. Symposium **Consequences of Using Flexibility**

- *Dissecting Flexible Work Arrangements: Putting the Focus on Practices that Interrupt the Flow of Work* Therese A. Sprinkle, Quinnipiac University
- *Failures of Flexibility: Why Employees Distrust Flexible Work Arrangements* Alison Tracy Wynn, Stanford University
- *The Ripple Effect of Schedule Control: A Social Network Approach* Kristie McAlpine, Cornell University

**Friday  
5:00 PM-6:00 PM**

**Afternoon Coffee/Tea Break: Informal Networking**

**Meeting of the Editorial Board for Community, Work and Family** Meet in the Lobby  
Organizers: Jennifer Swanberg, University of Maryland; Laura Den Dulk, Erasmus University Rotterdam; Rebecca Lawthom, Manchester Metropolitan University

*A reception for the editorial board will happen immediately following the business meeting at a nearby venue.*

**A Historic Look at Times Square**

(pre-registration required: <https://workfamily.sas.upenn.edu/content/instructions-booking-your-manhattan-walking-tour-friday-june-20-2014>) Off Site

Organizer: Judi C. Casey, Boston College

**Friday  
6:30 PM-8:00 PM**

**Dinner in Hell's Kitchen**

(pre-registration required: <https://workfamily.sas.upenn.edu/content/instructions-booking-your-manhattan-walking-tour-friday-june-20-2014>) Off Site

**Friday  
6:30 PM-9:00 PM**

**Networking Dinners** Meet in the Lobby

Organizers: Krista Lynn Minnotte, University of North Dakota; Samantha Ammons, University of Nebraska, Omaha; Kathrine Gutierrez, University of Oklahoma; Margo Hilbrecht, University of Waterloo; Kamala Ramadoss, Syracuse University; Carrie Shandra, SUNY, Stony Brook; Andrea Swenson, Virginia Polytechnic Institute and State University; Sarah Winslow, Clemson University; Gretchen Webber, Middle Tennessee State; Deniz Yucel, William Paterson University of New Jersey

*If interested, please email the Membership Committee Chair Krista Minnotte at [krista.minnotte@und.edu](mailto:krista.minnotte@und.edu)*

**Saturday  
June 21, 2014**

**Saturday  
7:30 AM-8:30 AM**

**151. Breakfast & Poster Session #3: Work and Family in Diverse Contexts**

- *A Matter of Safety: Work and Family Issues Encountered by Long-haul Truck Drivers* Lauren A. Murphy, Harvard School of Public Health; Michelle M. Robertson, Liberty Mutual Research Institute for Safety; Yueng-hsiang Huang, Liberty Mutual Research Institute for Safety; Marvin Dainoff, Liberty Mutual Research Institute for Safety
- *Work-Family Time Conflict Relationship among Female Bankers in Enugu, Nigeria* Ejike A. Okonkwo, Enugu State University of Science and Technology
- *Work Schedule Unpredictability, Full-Time Status and Satisfaction with Household Management among Women in Low-Wage, Hourly, Retail Jobs* Alexandra B. Stanczyk, University of Chicago; Julia R. Henly, University of Chicago; Susan Lambert, University of Chicago
- *Private Lives and Public Service: Role Negotiation, Career Paths, and the Microfoundations of Institutional Norms* Carrie R. Oelberger, Stanford University
- *Trying to Balance Work-Study-Personal Life: The Situation of Young People in Quebec* Marco Alberio, University of Quebec in Rimouski; Diane Gabrielle Tremblay, T luq-Universit  du Qu bec
- *Supporting Transitions for Parents Returning to Work* Jennifer Lynn Dengate, University of British Columbia
- *Multiple Dimensions of Family Supportive Supervision and Work-Family Outcomes* Barbara Beham, Humboldt-Universitat zu Berlin; Caroline Straub, Grenoble School of Management
- *A Longitudinal Investigation of the Cross-over of Injuries from Work to Home* Erica Leigh Carleton, Queen's University School of Business; Julian Barling, Queen's University School of Business; Kate E. Dupre, Memorial University
- *Influence of Parenting Pattern and Adolescents' Self-esteem and Body Focus: An Approach to Materialize Positive Adolescents Family* Hiromi Hirata, Kagawa Nutrition University; Masaharu Kagawa, Kagawa Nutrition University
- *A Construct by Any Other Name: Reviewing the Likenesses of Work-Family Centrality, Identity, and Involvement* Matthew B. Perrigino, Purdue University
- *Singles and Work-Family Conflict: A Comparative Examination Based on Marital Status and Dependent Care Responsibilities* Matthew B. Perrigino, Purdue University; Rebecca Thompson, Purdue University; Ellen Ernst Kossek, Purdue University; Todd Bodner, Portland State University; Leslie Hammer, Portland State University
- *Out at Work: An Examination of Predictors and Consequences of Same-Sex Couples' Disclosure Status* Priyanka Mitra, Graduate Center, CUNY; Kristen Shockley, CUNY, Baruch College
- *Work-Family Culture in Low Income Contexts: Exploring Measurement Commensurability and Differential Prediction* Kimberly A. French, University of South Florida; Mark D. Agars, California State University, San Bernardino
- *Work-Family Guilt: The Role of Social Support* Grace Ewles, University of Guelph; Karen Korabik, University of Guelph; Donna S. Lero, University of Guelph
- *A Longitudinal Examination of the Associations Between Changes in Time Use and Work-Family Spillover* Bora Lee, Pennsylvania State University; Katie M. Lawson, Pennsylvania State University; Po-Ju Chang, Pennsylvania State University; David Almeida, Pennsylvania State University
- *Influence of Work Sections on Bank Employees' Work-Family Conflict Depression Experience in Nigeria* Dorothy Ifeyinwa Ugwu, Health Education Promotion Association
- *Non-Market Outcomes of Schooling* Otgontugs Banzragch, National University of Mongolia

\*denotes practitioner track

**Saturday, 7:30 am-8:30 am continued**

**Poster Session #3: Work and Family in Diverse Contexts (continued)**

- *I Am More Than Meets the Eye: Role Identity Expression and Work-Family Interface* Min Wan, University of Wisconsin - Milwaukee; Romila Singh, University of Wisconsin - Milwaukee
- *Daily Routines and Commensality: Contrasts among Dominican Women in the Dominican Republic and New York City and Challenges for Diet and Health* Pamela Weisberg-Shapiro, Cornell University; Carol Devine, Cornell University
- *Workplace Climate: Lesbian and Gay Parents' Perceived Support in the Workplace* Elizabeth R. Weber, Clark University; April Moyer, Clark University; Alyssa Durham, Clark University; Abbie Goldberg, Clark University
- *Work-Family Conflict for Single and Married Employees: A Multi-Method Approach* Shujaat Ahmed, Illinois Institute of Technology; Roya Ayman, Illinois Institute of Technology
- *Impact on Work-Life Conflict and Work-Life Enrichment: Role of Superior Support and Work Role Stressors* Wee Chan Au, Monash University; Ding Ding Tee, Monash University; Pervaiz K. Ahmed, Monash University
- *Austrian Managers and their Work-Leisure Balance -- Empirical Evidence of the Tightrope Walk between Unlimited Worktime and Private Life* Helmut Kasper, Wirtschaftsuniversität Wien; Melina Seferlis, Wirtschaftsuniversität Wien; Angelika Schmidt, Wirtschaftsuniversität Wien
- *Impact of Psychosocial Work Environment on Employed Parents' Time at Home* Woosang Hwang, Syracuse University; Kwangman Ko, University of Missouri
- *Job Loss and Union Stability for Individuals with a Foreign Background* Aycan Celikaksoy, Stockholm University
- *Surrogacy: Practical Labor* Francis Paek, Peddie School
- *Precarious Employment and Fathering among Chinese-Canadian Immigrant Families* Jackie Weng, University of Guelph; Susan S. Chuang, University of Guelph

**Saturday  
8:30 AM-9:00 AM**

**152. Plenary Announcement of the Finalists and Winner of the 2014 Rosabeth Moss Kanter Award for Excellence in Work-Family Research\***

Organizer: Shelley M. MacDermid Wadsworth, Purdue University

**Saturday  
9:30 AM-11:00 AM**

**153. Author-Meets-Critics In Our Hands: The Struggle for U.S. Child Care Policy, by Elizabeth Palley and Corey Shdaimah**

- *Panelist* Traci Levy, Adelphi University
- *Panelist* Linda Houser, Widener University
- *Panelist* Denise Dowell, Civil Service Employees Association

**Saturday, 9:30 am-11:00 am continued**

154. Workshop **Teaching Work and Family to Diverse Audiences**

Organizers: Mark Robert Julien, Brock University; Micheal Stratton, University of North Carolina Asheville; Stephen Sweet, Ithaca College; Russell Clayton, Saint Leo University

- *Teaching Cases and Teaching Notes* Russell Clayton, Saint Leo University; Micheal Stratton, University of North Carolina Asheville; Mark Robert Julien, Brock University
- *Editorial Assignment* Stephen Sweet, Ithaca College
- *Low Level Job Case Study* Susan Lambert, University of Chicago
- *Fair Labor Standards Act* Lonnie Golden, Penn State University, Abington College
- *Making Work-Family Concepts Stick* Satoris S. Culbertson, Kansas State University

Discussants:

- Mark Robert Julien, Brock University
- Micheal Stratton, University of North Carolina Asheville
- Russell Clayton, Saint Leo University
- Stephen Sweet, Ithaca College
- Susan Lambert, University of Chicago
- Lonnie Golden, Penn State University, Abington College
- Satoris S. Culbertson, Kansas State University

155. Symposium **Lessons from "The New Dad" Studies and a Look Ahead**

Organizers: Scott J. Behson, Fairleigh Dickinson University; Jamie Ladge, Northeastern University

- *Presenter* Scott J. Behson, Fairleigh Dickinson University
- *Presenter* Beth Humberd, Boston College
- *Presenter* Jamie Ladge, Northeastern University
- *Presenter* Mark Promislo, Rider University
- *Presenter* Fred Van Deusen, Boston College Center for Work & Family

Discussant:

- Brad Harrington, Boston College Center for Work & Family

156. Symposium **A Double-Bind Absent from Work-Family Research: Managing Cancer & Employment\***

Organizers: Jennifer Swanberg, University of Maryland; Robin Vanderpool, University of Kentucky

- *Work-Cancer Interference: How Employment Context Impacts Receipt of Prescribed Breast Cancer Treatment* Robin Vanderpool, University of Kentucky; Jennifer Swanberg, University of Maryland; Stacey Slone, University of Kentucky Markey Cancer Center; Dianne M. Richeson, University of Kentucky Center for Clinical and Translational Science; Dorothy Ross, University of Kentucky Center for Clinical and Translational Science; Mara D. Chambers, University of Kentucky Markey Cancer Center
- *Working Poor Breast Cancer Survivors: Managing the Cancer-Work Interface* Jennifer Swanberg, University of Maryland; Robin Vanderpool, University of Kentucky; Jungyai Ko, University of Maryland; Katie Marsh, University of Kentucky College of Public Health
- *The Economic Burden of Cancer Survivorship among Adults in the United States* Gery Guy, Centers for Disease Control and Prevention

Discussant:

- Robin Yabroff, National Institute of Health/National Cancer Institute

**Saturday, 9:30 am-11:00 am continued**

157. Symposium **Women's Work Preferences and the Path to Engagement and Advancement: Findings from Kanter Award-Nominated Research**

Organizers: Jennifer Sabatini Fraone, Boston College Center for Work & Family; Shelley M. MacDermid Wadsworth, Purdue University

- *Doing What She Thinks is Best: Maternal Psychological Well-Being and Attaining Desired Work Situations* Erin Kramer Holmes, Brigham Young University
- *Is Using Work-Life Interface Benefits a Career Limiting Move? An Examination of Women, Men, Lone Parents, and Parents with Partners* Alison M. Konrad, Western University Ivey Business School
- *Flexible Work Practices: A Source of Career Premiums or Penalties?* Lisa M. Leslie, New York University
- *Don't Blame the Babies: Work Hour Mismatches and the Role of Children* Jeremy Reynolds, University of Georgia

158. Symposium **Gender & Employment in Developing Economies**

- *Not Our Fathers' World: Gender Equality and Fatherhood in the Global South* Margaret Eleanor Greene, GreeneWorks; Jane Kato-Wallace, Promundo; Francisco Aguayo, CulturaSalud; Gary Barker, Promundo
- *Work Life Conflicts of Female Water Service Providers in Urban Informal Settlements: A Study in Kenya's Lake Victoria Region* Daniel Muasya Nzengya, Arizona State University
- *Top Management Team Values and Firm Environments as Predictors of Work-Family Climate and Conflict* Michael T. Ford, University at Albany; Jiafei Jin, Southwestern University of Finance and Economics

159. Symposium **Exploring Emotions and Work/Family Conflict**

Organizers: Jaime Bochantin, DePaul University; Elizabeth Hatfield, University of Houston Downtown; Katherine Hampsten, St. Mary's University

Discussants:

- Jaime Bochantin, DePaul University
- Elizabeth Hatfield, University of Houston Downtown
- Katherine Hampsten, St. Mary's University

160. Symposium **Viewing Work-Family Linkages through Romantic Relationships**

Organizers: Judith A. Levine, Temple University; Valerie Bonner, Temple University

- *Intimate Commitment in the New Economy: How Job and Relationship Uncertainty Shape Strategies for Work and Care* Kathleen Gerson, New York University
- *Work Location & Schedule Control, Strain in Partner and Child Relations, and Mental Health* Melissa Milkie, University of Maryland, College Park; Joanna Pepin, University of Maryland, College Park; Scott Schieman, University of Toronto
- *Infectious Moods: A Beeper Study Analysis of Gendered Crossover between Spouses* Judith A. Levine, Temple University; Valerie Bonner, Temple University; Joshua Klugman, Temple University
- *Gendered Employment and Relationship Influences on Shared and Solo Leisure Time* Liana Sayer, University of Maryland, College Park

Discussant:

- Pamela Stone, Hunter College & The Graduate Center, CUNY

**Saturday, 9:30 am-11:00 am continued**

**161. Symposium *Pregnancy Accommodation in the Workplace***

Organizer: Michelle Travis, University of San Francisco Law School

- *Work, Family, and Discrimination at the Bottom of the Ladder* Stephanie Bornstein, University of California Hastings College of the Law
- *Pregnancy Accommodation under the Amended Americans with Disabilities Act* Michelle Travis, University of San Francisco Law School
- *Gilbert Redux: The Interaction of the Pregnancy Discrimination Act and the Amended Americans with Disabilities Act* Deborah Widiss, Indiana University Maurer School of Law

Discussant:

- Joan C. Williams, University of California, Hastings College of the Law

**162. Symposium *Post-doctoral and Student Experiences***

- *Maybe, Baby: An Exploration of Doctoral Student and Postdoctoral Trainee Decision-Making Surrounding First-Time Parenthood* Stephanie A. Chesser, University of Waterloo
- *Getting Closer or Further from an Academic Tenure Position: Post-doctoral Researchers' Work/Life Interference in Belgium* Bernard Fusulier, Université Catholique de Louvain; Pascal Barbier, Université Catholique de Louvain
- *Work-Family Demands and the Embodied Experiences of Social Work Students in England* Sweta Rajan-Rankin, Brunel University
- *Expanding on the Personal Journey/Reflection of Being Female in Academia: What Does Work/Life Fit Look Like for a 'Mama Academician'? What Do Institutional Policies Look Like that Can Provide Opportunities for Women to Succeed in Tenure-Track Positions?* Kathrine Gutierrez, University of Oklahoma
- *Adding School to Work and Family: Enrichment or Conflict?* Sue Epstein, SUNY, Empire State College

**163. Symposium *Work-Family Challenges Faced by Women in STEM: Studies from ADVANCE Institutions***

Organizers: Vanessa Amber Jean, Texas A&M University; Stephanie Payne, Texas A&M University

- *Professional-Personal Life Balance Considerations for Women of Color Faculty at Rochester Institute of Technology* DeLois (Kijana) Crawford, Rochester Institute of Technology; N.S.W. (Norm) Williams, NSW Consulting
- *Are STEM Departments Family-Supportive Work Environments?* Vanessa Amber Jean, Texas A&M University; Stephanie Payne, Texas A&M University; Rebecca Thompson, Purdue University
- *Can Work-Life Balance Plug the Leaky Pipeline? An Investigation of the Work-Life Interface in Women in STEM Fields* Laura C. Lomeli, Texas A&M University; Kathi Miner, Texas A&M University; Amber Smittick, Texas A&M University
- *Differences in Perceptions of Workplace Climate? A Case Study* Jessica Lavariega Monforti, University of Texas-Pan American; Margaret Graham, University of Texas-Pan American

Discussant:

- Natalie Batmanian, Rutgers University

**Saturday, 9:30 am-11:00 am continued**

164. Symposium **Dual Earner Families and Work-Family Conflict**

- *The Impact of Flexible Working Practices on Dual-Earner Couples' Daily Experience of Work-Family Conflict: Help or Hindrance?* Laura Suzanne Radcliffe, University of Manchester Business School; Catherine Cassell, University of Leeds
- *The Effect of Work-Family Conflict and Balancing Strategy on Job Satisfaction of Wives from Dual Earner Families* Euis Sunarti, Bogor Agricultural University; Risda Rizkillah, Bogor Agricultural University; Novy Tri Muktiyah, Bogor Agricultural University
- *Daily Work-Family Conflict and Well-Being in Dual-Earner Couples: The Role of Psychological Detachment among Partners* Sara De Gieter, Vrije Universiteit Brussel; Lynn Germeys, Vrije Universiteit Brussel; Tim Vantilborgh, Vrije Universiteit Brussel
- *The Use of Work-Life Practices and Work-Life Conflict: A Dual-Earner Couples Perspective* Tess Schooreel, University of Louvain; Marijke Verbruggen, University of Louvain
- *How Couples Experience the Work-Family Interface: What Do We Know and Where Can We Go from Here?* Heather Cluley, Concordia University; Tracy D. Hecht, Concordia University

165. Symposium **Self-Employment and Work-Life Balance I: Support, Identity and Opportunities**

Organizers: Laura Den Dulk, Erasmus University Rotterdam; Anne Annink, Erasmus University Rotterdam; Marian Baird, University of Sydney Business School; Meraiah Foley, University of Sydney Business School

- *Antecedents of Self-Employment Intentions; Work-Life Balance, Turnover Intentions and Career Development* Jenny Sok, Hotelschool The Hague; Rob Blomme, Nyenrode Business Universiteit
- *Entrepreneurs, Organizational Employees, and the Double Profile: The Importance of Key Personal Resources to Achieve Higher Levels of Satisfaction with Work-Family Balance* Katherina Kuschel, Universidad del Desarrollo
- *Agency, Entrepreneurship and Motherhood Identity among Self-Employed Mothers in Australia* Meraiah Foley, University of Sydney Business School
- *Resources, Relationships and Roadblocks: How Parents who are Self-Employed Experience Support* Margo Hilbrecht, University of Waterloo

166. Symposium **Labor Market Implications of Family Friendly Policies**

- *Institutional Drivers of Female Labour Force Participation in OECD Countries* Olivier Thévenon, National Institute for Demographic Studies
- *Can Mommy-Friendly Policies Hurt Childbearing-Aged Women? A Natural Experiment with Spanish Administrative Data* Daniel Fernandez, IE Business School; Nuria Rodriguez, IZA, Bonn
- *Welfare Policy and the Implications of Divorce on Labor Market Resources* Amit Kaplan, Tel Aviv Yaffo Academic College; Anat Herbst, Bar-Ilan University

**Saturday, 9:30 am-11:00 am continued**

167. Symposium **Similarities Beyond the Differences and Differences Beyond the Similarities: Lessons Learned from Studies in Developing and Least Developed Countries of the Work-Family Interface (Part I)**

Organizers: Marloes L. van Engen, Tilburg University; Claartje Vinkenburg, VU University Amsterdam

- *Work-Life Boundary Management of Women Entrepreneurs in Ethiopia: Hired Helps, Necessity or Burden?* Konjit Hailu Gudeta, Addis Ababa University; Marloes L. van Engen, Tilburg University
- *Negotiated Careers of Indian Women in Science and Technology* Marloes L. van Engen, Tilburg University

168. Symposium **Telework and Work-Family Boundary Management: Exploring Preferences, Misfit, Integration, Balance and More**

Organizers: Timothy Golden, Rensselaer Polytechnic Institute; Ellen Ernst Kossek, Purdue University

- *Teleworker Connectivity to the Office and Home: Unraveling Implications for Boundary Management* Timothy Golden, Rensselaer Polytechnic Institute; Ellen Ernst Kossek, Purdue University; Russell Matthews, Bowling Green State University
- *Seeing the Forest for the Trees: A Construal Level Analysis of Employees' Mobile Technology Use* Jean-Nicolas Reyt, New York University; Batia Wiesenfeld, New York University
- *A Model of Work-Family Boundary Management Misfit and Job Outcomes: The Buffering Effects of Telework* Anna Young, University of Connecticut; Nicole Boyko, University of Connecticut; Katrina Burch, University of Connecticut; Janet Barnes-Farrell, University of Connecticut
- *Integrating Work and Family through Telework* Kimberly Wells, U.S. Office of Personnel Management; Benjamin Liberman, U.S. Office of Personnel Management
- *Leveraging Workplace Flexibility: Fostering Engagement and Productivity* Ellen Ernst Kossek, Purdue University; Leslie Hammer, Portland State University; Rebecca Thompson, Purdue University; Lisa Buxbaum Burke, Purdue University

Discussant:

- E. Jeffrey Hill, Brigham Young University

169. Symposium **Union Strategies to Support Child Care**

Organizer: Mildred Elaine Warner, Cornell University

- *How Unions Bargain for Work and Family Issues among Newly Organized Low-Wage Workers in the US* Kate Bronfenbrenner, Cornell University
- *Creating a City for Workers: Unions Organizing for Child Care in NYC* Mildred Elaine Warner, Cornell University; Susanna Schaller, City University of New York; KC Wagner, Cornell University
- *Unionization of Child Care Providers in Upstate New York: The Politics of Gaining Rights, Recognition, and Respect* Abigail Rivin, Cornell University

Discussant:

- KC Wagner, Cornell University



**Saturday, 9:30 am-11:00 am continued**

170. Symposium **Difficulties Combining Work and Family: Examples & Implications**

- *Work and Multigenerational Care: The Psychosocial Implications of Being a 'Sandwiched' Employee* Nicole DePasquale, Pennsylvania State University; Kelly Davis, Pennsylvania State University; Phyllis Moen, University of Minnesota; Leslie Hammer, Portland State University; David Almeida, Pennsylvania State University
- *An Intersectional Analysis of Diversity in Work and Family: Gender, Race, and SES Disparities in Family Caregivers' Employment* Yeonjung Lee, University of Calgary
- *Same Nation, Different Cultures, Varying Values: A Look at the Impact of Ethnicity on Work to Family Conflict* Lois M. Shelton, California State University, Northridge; Sharon M. Danes, University of Minnesota; Ramona K. Zachary, City University of New York

**Saturday  
11:15 AM-12:45 PM**

171. Author-Meets-Critics **What Works for Women at Work: The Four Patterns Working Women Need to Know, by Joan C. Williams and Rachel Dempsey\***

- *Panelist* Ann Bookman, Center for Women in Politics and Public Policy
- *Panelist* Louise Roth, University of Arizona
- *Panelist* Michelle J. Budig, University of Massachusetts, Amherst
- *Panelist* Jodi E. Detjen, Suffolk University

172. Workshop **Sleep: What Work and Family Researchers Should Know**

Organizer: Orfeu Buxton, Harvard University Medical School

Presider: Jerry A. Jacobs, University of Pennsylvania

173. Symposium **Work, Family and Well-being among Economically Disadvantaged Mothers and Fathers**

Organizer: Kei Nomaguchi, Bowling Green State University

- *Gender, Unemployment, and the Life Course: How Work-Family Constraints and Early SES Shape Unemployment Risk Across the Life Course* Sarah Damaske, Pennsylvania State University; Adrienne Frech, Akron University
- *Maternal Employment Patterns from Birth to Age 9* Natasha Pilkauskas, Columbia University; Jane Waldfogel, Columbia University; Jeanne Brooks-Gunn, Columbia University
- *Workplace Policies and the Perinatal Mental Health of Low-Income, Working Mothers* Katie Newkirk, University of Massachusetts Amherst; Maureen Perry-Jenkins, University of Massachusetts, Amherst
- *Fathers' Employment and Relationship Quality Among Low-Income and Working-Class Parents* Kei Nomaguchi, Bowling Green State University; Marshal Fetto, Bowling Green State University

**Saturday, 11:15 am-12:45 pm continued**

174. Symposium **Work & Family Experiences in Context**

Organizers: Samantha Ammons, University of Nebraska, Omaha; Erin Kelly, University of Minnesota

- *Technology Use and the New Economy: Work Extension, Network Connectivity, and Employee Distress and Productivity* Noelle Chesley, University of Wisconsin - Milwaukee; Britta Johnson, Senior Territory Manager, Allergan, Milwaukee
- *Promoting Flexible Work Use as a Managerial Priority: Factors Predicting Supervisor-Initiated Discussions* Stephen Sweet, Ithaca College; Jacquelyn Boone James, Boston College; Marcie Pitt-Catsoupes, Boston College
- *The Second Shift and the Nonstandard Shift: How Working Nonstandard Hours Affects the Relationship between the Division of Household Labor and Wives' Fairness Perceptions* Katie James, University of Georgia; Jody Clay-Warner, University of Georgia

Discussant:

- Samantha Ammons, University of Nebraska, Omaha

175. Symposium **Organizational Dynamics and Families: New Perspectives\***

Organizer: Ellen Ernst Kossek, Purdue University

Presider: MaryAnne Hyland, Adelphi University

- *Organizational Scheduling Dynamics and Families: The Power of Gender and Class* Naomi Gerstel, University of Massachusetts, Amherst; Dan Clawson, University of Massachusetts, Amherst
- *Evaluation of an Innovative Work-Family Integrated Intervention on Safety and Health* Leslie Hammer, Portland State University; Donald Truxillo, Portland State University; Todd Bodner, Portland State University; Mariah Kraner, Portland State University; Amy Richman, WFD Consulting; Diane Burrus, WFD Consulting; Amy Pytlovany, Portland State University; Dana Everett, Portland State University
- *Organizational Dynamics of Improving Schedule Predictability: Retail Managers' Experiences Posting Schedules Further in Advance* Susan Lambert, University of Chicago; Meghan Jarpe, University of Chicago; Julia R. Henly, University of Chicago
- *Family-to-Work Conflict and Coworker Rated Citizenship Behavior: The Role of Partner Agreement* Heidi Baumann, Bradley University; Kelly Wilson, Purdue University; Ellen Ernst Kossek, Purdue University; Remus Ilies, National University of Singapore
- *The Influence of Family Friendly Organizational Culture on Supervisor Ratings of Turnover and Performance* Mireia Las Heras, IESE Business School; Maria Bosch, ESE Business School Universidad de los Andes - Chile

Discussant:

- MaryAnne Hyland, Adelphi University

## **Saturday, 11:15 am-12:45 pm continued**

### 176. Symposium **Constraints and Capabilities for Reconciling Family and Work in Fathers' Lives: Organizational Culture, Gender Constructions and Life Conduct**

Organizers: Mechtild Oechsle, Bielefeld University; Brigitte Liebig, University of Applied Sciences Northwestern Switzerland; Johanna Possinger, German Youth Institute; Karin Jurczyk, German Youth Institute

- *Family-Friendly Work Organizations and Fatherhood in Switzerland* Brigitte Liebig, University of Applied Sciences Northwestern Switzerland
- *Total Availability -- Involved Fathers between Breadwinning and Care* Johanna Possinger, German Youth Institute
- *Hidden Rules and Sense of Entitlement -- Working Fathers within Organizations* Mechtild Oechsle, Bielefeld University
- *Fathers: Doing Work and Family* Karin Jurczyk, German Youth Institute

### 177. Symposium **Flexible Work and Career Consequences**

- *Are Some Occupations More Family-Friendly than Others? The Effects of Occupational Contexts on Taking Leave and Flexible Work Policies* Youngjoo Cha, Indiana University; Rebecca Grady, Indiana University
- *Flexible Work Practices over Time in an IT Organization: Evidence from the Work, Family & Health Network Study* Anne Kaduk, University of Minnesota; Katie Genadek, University of Minnesota; Erin Kelly, University of Minnesota; Phyllis Moen, University of Minnesota; Ellen Ernst Kossek, Purdue University
- *Career Consequences of Flexible Work Practices in a Changing Context* Katie Genadek, University of Minnesota; Anne Kaduk, University of Minnesota; Phyllis Moen, University of Minnesota; Erin Kelly, University of Minnesota

### 178. Symposium **Should Welfare States Target Single-Parent Families?**

Organizers: Rense Nieuwenhuis, Stockholm University, Swedish Institute for Social Research; Laurie Maldonado, LIS Datacenter

- *Overview* Janet Gornick, City University of New York, Graduate Center
- *Diverging Destinies in International Perspective: Education, Family Structure, and Child Poverty* Juho Härkönen, Stockholm University
- *Improving Minimum Income Protection for Lone Parents: Incremental and Innovative Options in the Balance* Ive Marx, Centre for Social Policy; Herman Deleeck, University of Antwerp
- *The Effectiveness of Targeted Versus Universal Benefits in Combating (Child) Poverty in Single-Parent Families* Ann Morissens, University of Twente
- *Targeting, Universalism, and Single-Mother Poverty: A Multilevel Analysis across 18 Affluent Democracies* Rebekah Burroway, Stony Brook University (SUNY)

Discussants:

- Rense Nieuwenhuis, Stockholm University, Swedish Institute for Social Research
- Laurie Maldonado, LIS Datacenter

## **Saturday, 11:15 am-12:45 pm continued**

### 179. Symposium **Policy Development & Implementation**

- *Considerations of Work and Life in Health Care Organizations* Ingrid Shelton, Horizons Workforce Consulting; Lucy English, Bright Horizons
- *What is the Meaning of Work, Family and Work Family Reconciliation? What is the Role of Companies? Some Indications from an Analysis of Business Case Studies* Sara Mazzucchelli, Catholic University of Sacred Heart; Giovanna Rossi, Catholic University of Sacred Heart; Maria Letizia Bosoni, Catholic University of Sacred Heart
- *Positive and Negative Perceptions of Diffusion Related Attributes from Users and Potential Adopters on a Workplace Intervention: Evidence from the WFHN Study* Ginger C Hanson, Kaiser Permanente Institute for Health Research; Bonnie A. Leeman-Castillo, Kaiser Permanente Institute for Health Research; James W. Dearing, Michigan State University; Mary L. Durham, Kaiser Permanente Center for Health Research
- *Role Investment Satisfaction: The Relationship of Personal Resource Allocations with Individual Well-being and Job Performance* Elise Jones, Connecticut College; Joan Chrisler, Connecticut College

### 180. Symposium **Role of Partners and Spouses**

- *Headwind or Tailwind -- Do Partner's Resources Support or Restrict a Promotion to a Leadership Position in Germany?* Miriam Bröckel, Bielefeld University; Anne Busch, Universitaet Hamburg; Katrin Golsch, Bielefeld University
- *The Role of a Spouse in the Manager's Family-Related Sensemaking During a Career-Transition Period* Evgenia I. Lysova, Vrije Universiteit; Konstantin Korotov, European School of Management and Technology; Svetlana N. Khapova, Vrije Universiteit; Paul G.W. Jansen, Vrije Universiteit
- *Interrelation of Working Conditions and Organizational Contexts: The Relevance for the Integration of Work and Private Life of German Couples* Stephanie Pausch, Bielefeld University; Mareike Reimann, Bielefeld University; Anja-Kristin Abendroth, Bielefeld University; Martin Diewald, Bielefeld University
- *How Class Origin Relates to Ideas of Work and Family: The Case of Cross-Class Couples* Jessi Streib, Duke University

### 181. Symposium **Work-Family Balance and Integration for Non-Standard Work: Emerging Issues in a Global Economy**

Organizer: Kaumudi Misra, Rutgers University

- *Panelist* Danielle Hartmann, Boston College Center for Work & Family
- *Panelist* Kaumudi Misra, Rutgers University
- *Panelist* Danielle van Jaarsveld, University of British Columbia

Discussant:

- Monique Valcour, EDHEC Business School

**Saturday, 11:15 am-12:45 pm continued**

182. Symposium **Self-Employment and Work-Life Balance II: Impact of the Economic Crisis**

Organizers: Laura Den Dulk, Erasmus University Rotterdam; Anne Annink, Erasmus University Rotterdam; Marian Baird, University of Sydney Business School; Meraiah Foley, University of Sydney Business School

- *Work-Life Balance of Self-Employed Workers in Times of Crisis: A Gender Perspective* Pascale Peters, Radboud University; Caroline Essers, Radboud University; Ward de Jager, Radboud University
- *Self-Employment and Work-Life Balance in Times of Economic Crisis: Examining Work-Life Balance, Overall Well-being of Self-Employed Before and During the Economic Crisis* Anne Annink, Erasmus University Rotterdam; Laura Den Dulk, Erasmus University Rotterdam; Bram Steijn, Erasmus University Rotterdam
- *Entrepreneurship and Well-being: A Country-Level Approach Using the Global Entrepreneurship Monitor* José Ernesto Amorós, Universidad del Desarrollo
- *Consequences of Late-Career Self-Employment on Health and Well-being* Teemu Kautonen, Anglia Ruskin University

183. Symposium **Time Use for Work and Family**

- *Which Children Think Their Fathers Work Too Much? Cross Sectional and Longitudinal Analysis of Employment and Family Characteristics Linked with Australian Boys' and Girls' Reports of Their Fathers' Jobs* Jennifer Anne Baxter, Australian Institute of Family Studies; Lyndall Strazdins, Australian National University
- *Weekend Work and Leisure Time with Spouse, Children, and Friends: Who Misses Out?* Lyn Craig, University of New South Wales; Judith Brown, University of New South Wales
- *Workers' Preferences for Work and Family Time: A Comparative Study* Tsui-o Tai, University of Queensland; Judith Treas, University of California, Irvine
- *The Effect of Commuting Time on Work-Family Conflict in Addis Ababa, Ethiopia* Abeba Mengistu, Addis Ababa University; Jenny Hoobler, University of Illinois, Chicago

184. Symposium **Similarities Beyond the Differences and Differences Beyond the Similarities: Lessons Learned from Studies in Developing and Least Developed Countries of the Work-Family Interface (Part II)**

Organizers: Marloes L. van Engen, Tilburg University; Claartje Vinkenburg, VU University Amsterdam

- *A Study of Work-Family Conflict in Sri Lanka: The Role of Exchange Relationships, Gender and Gender Role Ideology* Pavithra Kailasapathy, University of Colombo
- *Antecedents and Outcomes of Work Interference with Family Life: Psychological Contract (Breach) in Pakistani Banks* Sumaiya Syed, Shah Abdul Latif University
- *Demands and Resources and Work-Family Conflict in China and Taiwan: The Facilitating Role of Supervisor Support and Family Supportive Practices* Kerstin Alfes, Tilburg University; Yiting Chung, Tilburg University; LiJie Wang, Tilburg University; Marloes L. van Engen, Tilburg University

**Saturday, 11:15 am-12:45 pm continued**

**185. Symposium *FLSA@75: How to Make the Fair Labor Standards Act Work for Families and Work-Life Integration for the Next 75 Years***

Organizer: Lonnie Golden, Penn State University, Abington College

- *Panelist* Jon Messenger, International Labor Organization
- *Panelist* Kathie Lingle, Alliance for Work-Life Progress
- *Panelist* Peggie Smith, Washington University Law School
- *Panelist* Lonnie Golden, Penn State University, Abington College

Discussants:

- Karen Kornbluh, Council on Foreign Relations
- Brigid F. Schulte, The Washington Post

**186. Symposium *Variations in Family Contexts***

- *Family Life of Stepfamilies* Christine Entleitner, German Youth Institute; Valerie K. Heintz-Martin, German Youth Institute; Alexandra N. Langmeyer, German Youth Institute
- *Dual-Responsibility Caregiving: The Sandwich Generation in Australia* Anne Bardoel, Monash University; Robert Drago, Precision Numerics
- *The Rise of Stay-at-Home Father Families in the U.S.: The Role of Gendered Expectations, Human Capital, and Economic Downturns* Karen Kramer, University of Illinois, Urbana-Champaign; Amit Kramer, University of Illinois, Urbana-Champaign

**187. Symposium *Gender Stratification in High Status Occupations***

- *Work-Life Balance and Participation in the Training of Female Employees: A Qualitative Study* Simone Jeannette van Zolingen, Radboud University Nijmegen; Muzeyyen Ardic, Radboud University
- *The Gender Wage Gap in High Skilled Occupations: Is It About 'the Gender', the Family Situation or the Job Characteristics?* Charlotta Magnuson, Stockholm University; Magnus Nermo, Stockholm University
- *Educational Segregation, Family Obligations, and the Upper Service Class -- Determinants of Occupational Success and Disadvantage of Higher Educated Women in Germany* Sebastian Böhm, Braunschweig Institute of Technology; Dirk Konietzka, Braunschweig Institute of Technology
- *Male Advocates' Perspectives on Increasing Women in IT: Considering Work-Life Tensions as Both Maintaining and Challenging Male Dominance in Technology Fields* Catherine Ashcraft, National Center for Women and Information Technology; Elizabeth K. Eger, University of Colorado, Boulder

**Saturday  
12:45 PM-1:30 PM**

**Lunch Break**

**Saturday**  
**1:30 PM-3:00 PM**

188. Workshop **Teaching Work and Family to Students, Entrepreneurs and Executives**

Organizer: Suzanne C. de Janasz, IMD

- *Teaching Work and Family to Undergraduate Students* Joy A. Schneer, Rider University
- *Preparing Executive MBA Students to Achieve and Promote Work-Life Balance* Monique Valcour, EDHEC Business School
- *Helping Entrepreneurial Couples Plan and Live Work-Life Balance* Trisha Harp, Harp Family Institute
- *Challenging Executives to Reconsider Juggling as a Work-Life Strategy* Suzanne C. de Janasz, IMD

189. Book Dialog Session **Superdads, by Gayle Kaufman and Mothers Unite!, by Jocelyn Crowley**

- *Panelist* Noelle Chesley, University of Wisconsin - Milwaukee

190. Symposium **Working Couples: Strategies and Spillover**

Organizer: Katie Genadek, University of Minnesota

- *Partners' Overwork and Women's Wellbeing* Emily Shafer, Portland State University; Erin Kelly, University of Minnesota; Orfeu Buxton, Harvard University Medical School; Lisa F. Berkman, Harvard University School of Public Health
- *Merging Spheres: The Role of Policy in Promoting Dual-Earner Dual-Career Households* Ankita Patnaik, Cornell University
- *Crossing Over: Does an Intervention Affect Spouses' Employment Behavior? Evidence from the Work, Family and Health Network* Katie Genadek, University of Minnesota; Phyllis Moen, University of Minnesota; Erin Kelly, University of Minnesota; Jeremy Bray, University of North Carolina, Greensboro; Lynne M. Casper, University of Southern California
- *Bringing Home the Bacon: Unpacking the Relationship between Breadwinner Status and Salary* Colleen Manchester, University of Minnesota; Lisa M. Leslie, New York University; Patricia Caulfield Dahm, University of Minnesota

191. Symposium **Competencies, Strategies and Decisions: Developing Novel Frameworks in the Work-Family Context**

Organizers: Gail Kinman, University of Bedfordshire; Almuth McDowall, University of Surrey

- *Managing Your Own Work-Life Balance -- What Works in the Police?* Almuth McDowall, University of Surrey; Allison Lindsay, University of Surrey
- *A Study Examining the Competencies Related to Work-Life Balance, Well-being and Job Effectiveness in Remote E-workers (Teleworkers)* Christine Grant, Coventry University
- *Supporting Emotional Resilience and Recovery in Social Workers: Management Competencies* Gail Kinman, University of Bedfordshire; Louise Grant, University of Bedfordshire
- *Uncovering the Complexities of Work-Life Decision Making: A Couples Perspective* Laura Suzanne Radcliffe, University of Manchester Business School

## **Saturday, 1:30 pm-3:00 pm continued**

### 192. Symposium **Combining Research and Practice on Work/Life in the University Context**

Organizer: Beth Ann Livingston, Cornell University

- *Panelist* Beth Ann Livingston, Cornell University
- *Panelist* Michelle Artibee, Cornell University
- *Panelist* Amit Kramer, University of Illinois, Urbana-Champaign
- *Panelist* Sue Epstein, SUNY, Empire State College
- *Panelist* T. Alexandra Beauregard, London School of Economics
- *Panelist* J. Goosby Smith, Pepperdine University
- *Panelist* Velvet Weems-Landingham, Kent State University

### 193. Symposium **Work-Family Issues and Higher Education**

- *An Examination of the Impact of Parenthood on Higher Education Experiences and Early Career Outcomes for Student Mothers* Clare Lyonette, University of Warwick; Gabriel Atfield, University of Warwick; Heike Behle, University of Warwick; Lynn Gambin, University of Warwick
- *Addressing the Needs of Pregnant and Parenting Students in Higher Education* Barbara Silver, University of Rhode Island; Helen Mederer, University of Rhode Island
- *Gender Differences in the Conceptualization, Organization and Allotment of Time: A Multi-Methods Study of Assistant Professors in STEM* Vanessa M. Conzon, McGill University; Ruthanne Huising, McGill University
- *Professional Work Load and Work-to-School Conflict in Undergraduate Students: The Mediating Effect of Psychological Detachment from Work* Claudia Andrade, College of Education, Coimbra; Tricia Marie van Rhijn, University of Guelph

### 194. Symposium **Comparative Perspectives on Family Policy**

- *(Un?)Intended Consequences: An Analysis of International Work-Family Policies* Sarah Jane Glynn, Center for American Progress
- *Childcare Policy Analysis Revisited: Examples of Central and Eastern Europe* Jana Javornik, University of Leeds
- *Lives in the Balance: A Comparative Study of Public Social Investments in Early Childhood For Working Families Across OECD Countries* Phyllis Jeroslow, University of California, Berkeley

### 195. Symposium **Work-Family Enrichment**

- *Positive Regard as a Source of Work-Family Enrichment: Implications for Thriving at Work* Marcello Russo, KEDGE Business School; Abraham Carmeli, Tel Aviv University
- *Patterns of Conflict and Enrichment in Work-Family Balance: Replication and Extension with Portuguese Bank Workers* Vânia Sofia Carvalho, University of Lisbon; Maria José Chambel, University of Lisbon
- *Does the Motivational Orientation Matter? A Regulatory Focus Perspective on Work-Life Enrichment and Work-Life Conflict* Alexandra Hauser, Ludwig-Maximilians-Universität; Silke Weisweiler, Ludwig-Maximilians-Universität; Dieter Frey, Ludwig-Maximilians-Universität



**Saturday, 1:30 pm-3:00 pm continued**

196. Symposium **Caregiving Conundrums and Possible Policy Responses**

Organizers: Grace James, University of Reading; Nicole Busby, University of Strathclyde

- *Who Benefits from Household Resources? An Issue for Work-Family Reconciliation* Susan Himmelweit, Open University
- *Elderly Dependents and Working Care-Givers: A Comparative Analysis of Legal Responses* Grace James, University of Reading; Emma Spruce, University of Reading
- *The Right to Request for Flexible Work: An Effective Policy Response to Work-Family Reconciliation in a Globalised Economy?* Emily Rose, University of Strathclyde

197. Symposium **Institutional/State Policy Impacts on Gender Inequality in Employment**

- *A Scandinavian Success Story? Women's Careers and Wages in Sweden, Denmark, Finland and Norway* Anne Grönlund, Umeå University; Karin Halldén, Stockholm University; Charlotta Magnuson, Stockholm University
- *Explaining the Gender Authority Gap: Cross-National and Temporal Variability in Women in Management Positions and the Role of Macro-Level Conditions* Lieselotte Blommaert, Utrecht University; Tanja van der Lippe, Utrecht University; Ineke Maas, Utrecht University; Eva Jaspers, Utrecht University
- *Work Life Programs as a Case of Gendered Economic Inequality* Susan Clark Muntean, Ball State University; Banu Ozkazanc-Pan, University of Massachusetts, Boston; Mary Still, University of Massachusetts, Boston
- *How Changes in Family Friendly Policies Can Relate to How Labor Is Divided between Men and Women -- A study of Spain and Sweden from 1990 to 2012* Emma Hagqvist, Mid Sweden University; Glòria Peréz, Barcelona Agency of Public Health; Sara Trujillo Alemán, Barcelona Agency of Public Health; Katja Gillander Gådin, Mid Sweden University, Sundsvall; Mikael Nordenmark, Mid Sweden University

198. Symposium **Weaving the Community into Perspectives of Work and Family**

Organizer: Rebecca Lawthom, Manchester Metropolitan University

- *Community Psychology Embracing Co-production Around Narratives of Migrant Work and Community Organizing* Rebecca Lawthom, Manchester Metropolitan University; Carolyn Kagan, Manchester Metropolitan University; Jenny Fisher, Manchester Metropolitan University
- *Connecting Individuals, Families and Communities: Resilience Across the Life Course with Disabled People* Rebecca Lawthom, Manchester Metropolitan University; Katherine Runswick-Cole, Manchester Metropolitan University; Dan Goodley, Sheffield University
- *The Rhythm of Weaving: Caring, Feeling at Home and Keeping Going in a Church Space* Jenny Fisher, Manchester Metropolitan University
- *A Discursive Exploration of Parental Accounts of UK Work-Family Reconciliation Policy in Early 21st Century UK* Gemma Anne Yarwood, Manchester Metropolitan University

## **Saturday, 1:30 pm-3:00 pm continued**

### 199. Symposium **"His" and "Her" Work**

- *Work, Stress and Love: Investigating Social Ideologies in the Presence of Work Related Stress Amongst Australian Dyads* Wendy Ana Muller, Griffith University; Paula A. Brough, Griffith University
- *Response Thresholds Predict Domestic Labor Allocation in Marital Dyads* Kendra Knight, DePaul University; Jess K. Alberts, Arizona State University
- *Modeling the Effects of Recession and Recovery on Family Instability in a Global Economy: U.S. Divorce Filings as an Illustrative Case* Julie E. Brines, University of Washington; Brian Serafini, University of Washington
- *"Bad Jobs" for Marriage: Job Quality and the Transition to First Marriage* So-Jung Lim, Utah State University

### 200. Symposium **Boundaries between Work and Home**

- *Weaving Connections and Distinctions: Conceptualising Home-Work as Community of Practice* Nora Christina Koslowski, Anglia Ruskin University; Carol Linehan, University College Cork; Susanne Tietze, Keele University Management School
- *Blurring Work Boundaries -- A Double-Edged Sword for a Successful Work-Life Fit? The Work-Life Tensions' Interplay with Different Job-Settings* Sebastian Böhm, Braunschweig Institute of Technology
- *Inter-Domain Transitions and Work-Life Balance among Full-time Employed Professionals: The Potential Moderating Roles of Desire for Segmentation and Boundary Control* Christin Mellner, Stockholm University; Pascale Peters, Radboud University; Susanna Toivanen, Stockholm University
- *Do Teleworkers Prioritize Work Over Their Personal Lives? Examining the Asymmetrical Permeability of Work and Home Boundaries* Kathryn L. Fonner, University of Wisconsin-Milwaukee

### 201. Symposium **Women Constructing Work/Life Balance**

- *Gender Issues for Work-Family Life Integration Strategies* Margaret J. Weber, Pepperdine University; Kerri C. Heath, Pepperdine University
- *Lured or Pushed? Autonomy, Flexibility and Entrepreneurial Motivation Among Self-Employed Mothers in Australia* Meraiah Foley, University of Sydney Business School
- *Implications of Constructing Work/Life Balance for Mothers as an Earned Privilege* Katherine Hampsten, St. Mary's University
- *Beyond the Myth of "Work-Family Balance" in Singapore and Hong Kong - Professional Women's Everyday Practices of "Motherly Love"* Sin Sin Yeung, The University of Hong Kong

## Index to Participants

- Abbuhl, Stephanie : 102  
Abendroth, Anja-Kristin : 90 , 111, 180  
Abraham, Jean: 121  
Abraham, Mabel : 135  
Adamson, Elizabeth : 100  
Adelstein, Shirley : 56 , 114  
Adema, Willem : 39  
Agars, Mark D: 57 , 69, 151  
Aguayo, Francisco: 158  
Ahmed, Pervaiz K: 151  
Ahmed, Shujaat : 151  
Ahn, Haksoon: 118  
Akilova, Mashura : 84  
Alberio, Marco : 151  
Alberts, Jess K: 199  
Albiston, Catherine : 122  
Aldrich, Matthew: 55 , 112  
Alemán, Sara Trujillo: 197  
Alfes, Kerstin: 184  
Allen, Tammy: 33 , 76, 105, 110  
Almeida, David : 49 , 91, 151, 170  
Althaber, Agnieszka : 101  
Amaral, Beverly A: 57  
Ammons, Samantha : 32 , 174  
Amorós, José Ernesto: 182  
Andaya, Elise : 78  
Anderson, Deirdre: 20 , 75, 90, 110  
Andersson, Matthew: 132  
Andrade, Claudia : 193  
Ângelo, Margareth: 103  
Annink, Anne : 165 , 182  
Antonucci, Toni C: 103  
Appelbaum, Eileen : 50 , 65  
Aqeel, Muhammad: 136  
Ardic, Muzeyyen: 187  
Armenia, Amy: 134  
Arnold, Amy Laura : 69 , 88  
Artibee, Michelle : 37 , 192  
Arvan, Maryana: 28  
Asai, Yukiko : 98  
Ashcraft, Catherine: 84 , 187  
Atfield, Gabriel: 193  
Au, Wee Chan : 151  
Ayman, Roya: 151  
Bagraim, Jeffrey : 94  
Bahadur, Kritika : 43  
Baierl, Andreas: 110  
Bailyn, Lotte : 38 , 105, 127  
Baird, Marian : 39 , 75, 93, 107, 124, 141, 165, 182  
Baker, Lindsay : 149  
Banzragch, Otgontugs : 151  
Barbier, Pascal : 162  
Bardoel, Anne : 110 , 186  
Barker, Gary : 158  
Barling, Julian : 151  
Barnes, Medora W. : 102  
Barnes-Farrell, Janet : 99 , 103, 108, 168  
Basile, Kelly : 82 , 92  
Batmanian, Natalie : 163  
Bauer, Georg : 101  
Bauer, Kristina N: 28  
Baumann, Heidi : 175  
Baur, Nina : 131  
Baxter, Janeen: 62  
Baxter, Jennifer Anne : 111 , 183  
Beaufays, Sandra : 83  
Beauregard, T. Alexandra : 92 , 192  
Been, Wike : 90  
Beham, Barbara : 110 , 151  
Behle, Heike: 193  
Behson, Scott J.: 125 , 155  
Belkin, Lisa : 147  
Ben-Ishai, Elizabeth : 65  
Benjamin, Orly : 117  
Ben-Shushan, Shai: 140  
Bentein, Kathleen : 113  
Berdahl, Jennifer L.: 44 , 120  
Berg, Peter : 50 , 75  
Berkman, Lisa F: 62 , 190  
Bernhardt, Janine : 24 , 46  
Beutell, Nicholas J.: 60 , 116  
Bhatnagar, Deepti: 41  
Bhave, Devasheesh: 121  
Birditt, Kira S: 103  
Blair-Loy, Mary: 81 , 86  
Blocklin, Michelle K. : 77  
Blommaert, Lieselotte : 197  
Blomme, Rob: 165  
Bochantin, Jaime : 22 , 159  
Bodner, Todd : 49 , 151, 175  
Boeckman, Irene : 24 , 85, 116  
Boguslaw, Janet : 99  
Böhm, Sebastian : 187 , 200  
Bologna, Daniele: 33  
Bonner, Valerie: 160  
Bookman, Ann: 107 , 171  
Booth, Carrie: 49  
Borg, Anna : 20  
Bornstein, Stephanie : 161  
Bosch, Maria : 175  
Bosoni, Maria Letizia: 131 , 179  
Boushey, Heather : 19 , 50  
Boyd, Elizabeth : 57 , 103

Boye, Katarina : 48  
Boyko, Nicole : 168  
Brady, Michelle Anne : 119  
Brandth, Berit : 81 , 112  
Brauchli, Rebecca : 101  
Braun, Michael: 69  
Bray, Jeremy: 108 , 190  
Brazg, Tracy: 65  
Brennan, Eileen M. : 80 , 95  
Brines, Julie E. : 199  
Brinton, Mary C.: 36  
Bröckel, Miriam : 123 , 180  
Bronfenbrenner, Kate: 169  
Brooks, Margaret: 138  
Brooks-Gunn, Jeanne: 103 , 173  
Brough, Paula A.: 199  
Brougham, David: 79  
Brown, Judith : 183  
Brown, Melissa : 73  
Brown, Theresa J.: 30 , 52  
Brumley, Krista M. : 55  
Brundin, Ethel: 82  
Budig, Michelle J.: 85 , 116, 171  
Budworth, Marie-Helene : 41 , 79  
Buening, Mareike : 63  
Burch, Katrina: 168  
Burke, Lisa Buxbaum : 56 , 109, 168  
Burroway, Rebekah: 178  
Burrus, Diane : 175  
Busby, Nicole : 20 , 47, 133, 196  
Busch, Anne: 123 , 180  
Butterworth, Peter: 77  
Buxton, Orfeu : 23 , 42, 49, 144, 172, 190  
Bygren, Magnus: 114  
Cahill, Kevin : 21  
Callaway, Kim : 71  
Camarneiro, Ana Paula: 103  
Canonico, Esther: 92  
Cantzler, Julia Miller: 74  
Caracciolo Di Torella, Eugenia: 133  
Carleton, Erica Leigh : 151  
Carmeli, Abraham : 195  
Carreri, Anna: 32  
Carvalho, Maria Madelena: 103  
Carvalho, Vânia Sofia : 195  
Case, Susan: 106  
Casey, Judi C. : 15 , 56, 125  
Casper, Lynne M: 49 , 190  
Cassell, Catherine : 164  
Cech, Erin : 35  
Celikaksoy, Aycan : 151  
Cenizal, Robyn : 69 , 88  
Cha, Youngjoo : 85 , 177  
Chambel, Maria José: 195  
Chambers, Mara D.: 156  
Chang, Chu-Hsiang (Daisy): 110  
Chang, Po-Ju : 151  
Chase-Lansdale, P. Lindsay: 103  
Chatfield, Sarah Elizabeth : 103  
Chaudry, Ajay : 58  
Chen, Shoshi: 113  
Chen, Zheng : 40  
Chesley, Noelle : 126 , 174, 189  
Chesser, Stephanie A: 162  
Chesters, Jennifer: 114  
Childs, Ted : 148  
Cho, Eunae : 91  
Choi, Jieun: 140  
Chrisler, Joan: 179  
Chuang, Susan S.: 151  
Chung, Beth : 90  
Chung, Paul: 122  
Chung, Wonjoon : 62  
Chung, Yiting: 184  
Claessens, Amy: 58 , 100  
Clark Muntean, Susan: 197  
Clark, Christine: 30  
Clawson, Dan: 175  
Clayton, Russell: 103 , 154  
Clay-Warner, Jody: 174  
Cluley, Heather : 96 , 164  
Coba, Sarai R.: 63  
Coelho, Lina P. D. : 69  
Collins, Caitlyn McKenzie : 140  
Collins, Christie : 129  
Collins, Joshua C: 47  
Conand, Nicole: 139  
Conant, Emily : 102  
Connelly, Catherine E.: 103  
Connolly, Sara: 55 , 112  
Constantinou, Christina: 133  
Conzon, Vanessa M. : 193  
Cooper, Rae : 75 , 107  
Correll, Shelley: 127  
Corrigan, Elizabeth Anne: 117  
Craig, Lyn : 183  
Crain, Tori Laurelle : 49  
Crawford, DeLois (Kijana) : 163  
Crouter, Ann C: 77  
Culbertson, Satoris S.: 28 , 154  
Cumming, Sara J: 130  
Dahm, Patricia Caulfield : 190  
Dainoff, Marvin: 151  
Damaske, Sarah : 35 , 173  
Damayanti, Rahmi : 94  
Danes, Sharon M.: 92 , 170  
Daniel, Stephanie S: 97  
Danna, David: 103

Darrah, Charles N. : 139  
Daverth, J. Gwen : 131  
Davis, Elizabeth: 58  
Davis, Kelly : 49 , 63, 77, 91, 109, 170  
De Gieter, Sara : 43 , 164  
De Henau, Jérôme : 133  
de Jager, Ward : 182  
de Janasz, Suzanne C. : 188  
De Menezes, Lilian M: 51  
Dearing, James W: 179  
Decker, Scott: 84  
Degiuli, Francesca : 103  
DeGroot, Jessica : 17  
Deleek, Herman : 178  
Dell`Antonia, KJ: 143  
Demerjian, Sascha Whitehurst : 83  
Demsy, Caitlin A: 42 , 49  
Den Dulk, Laura : 20 , 36, 51, 90, 110, 165, 182  
Dengate, Jennifer Lynn : 151  
Dennerlein, Jack T: 69  
Denunzio, Michael : 28  
DePasquale, Nicole : 109 , 170  
DeRigne, LeaAnne : 80  
Detjen, Jodi E.: 171  
Devine, Carol: 151  
Diewald, Martin: 111 , 180  
Dimitrova, Mihaela : 113  
Dionco-Adetayo, Erlinda A: 46  
Dirr, Bobbie Ann : 61  
Dlouha, Marie : 123  
Dobbin, Frank: 122  
Dodson, Lisa: 120 , 134  
Dornadic, Alicia: 139  
Dotti Sani, Giulia Maria : 48  
Doucet, Andrea: 126  
Douek, Jill : 103  
Dowell, Denise : 153  
Downing, Jordan : 45  
Drago, Robert : 186  
Drew, Eileen: 42  
Drobnic, Sonja: 36 , 76, 110  
Dudova, Radka : 117  
Duffy, Mignon : 134  
Dumas, Tracy: 44 , 109  
Dumitrache, Adina : 69  
Dunifon, Rachel: 83  
Dupnock, Lisa Marie: 84  
Dupre, Kate E: 151  
Durham, Alyssa: 151  
Durham, Mary L: 179  
Duvander, Ann-Zofie : 93  
Dykstra, Pearl : 25 , 132  
Eddleston, Kim: 43  
Eger, Elizabeth K: 84 , 138, 187  
Eliasaf, Sivan: 61  
Ellis, Allison M: 49  
Elman, Cheryl : 114  
English, Lucy : 25 , 145, 179  
Entleitner, Christine : 186  
Epstein, Sue : 162 , 192  
Erkovan, Hilal : 28 , 103  
Essers, Caroline: 182  
Etzion, Dalia : 39  
Everett, Dana : 175  
Evertsson, Marie : 48 , 141  
Ewles, Grace : 151  
Eydal, Gudny Bjork : 93 , 112  
Fagan, Colette: 20 , 36  
Fagnani, Jeanne : 20  
Farges, Géraldine : 31  
Farr, Rachel : 45  
Farradonna, Syarifah : 69  
Fast, Janet: 30  
Fernandes, Ana Alexandra: 103  
Fernandez, Daniel : 166  
Fernando, Julia : 95  
Ferreira-Valente, Maria Alexandra : 69  
Fetro, Marshal: 173  
Fideler, Elizabeth F. : 128  
Fisher, Gwenith G. : 103  
Fisher, Jenny: 198  
Flood, Sarah M: 83 , 126  
Flowers, Theresa: 135  
Folbre, Nancy : 117  
Foley, Meraiah : 165 , 182, 201  
Fonner, Kathryn L. : 37 , 200  
Fonseca, António: 103  
Ford, Michael T. : 158  
Fortin, Sylvie: 78  
Fox, Kimberly E.: 74  
Frankenberger, Rolf: 141  
Frank-Miller, Ellen: 78  
Fraser, Peter : 66  
Frear, Katherine : 69  
Frech, Adrienne: 173  
French, Kimberly A: 57 , 151  
Frenkel, Michal : 41 , 124  
Frey, Dieter : 195  
Frey, Jodi Jacobson : 26 , 118  
Fricks, Neila: 69  
Friedman, Dana : 148  
Friedman, Stew : 37 , 59, 70, 102  
Fritz, Charlotte: 49 , 91  
Furst-Holloway, Stacie: 33  
Fusulier, Bernard : 162  
Gâdin, Katja Gillander: 197  
Gähler, Michael: 114  
Galinsky, Ellen : 18 , 37, 56, 70, 87, 148

Gambin, Lynn: 193  
Garcia-Manglano, Javier : 135  
Garner, Betsie : 37  
Gascoigne, Charlotte : 101  
Gatermann, Doerthe : 141  
Gatrell, Caroline: 40  
Gbajumo-Sheriff, Mariam Abiodun : 67  
Geiger, Lora Elizabeth : 31  
Genadek, Katie : 177 , 190  
Gerbasi, Alexandra : 76  
Germeys, Lynn : 43 , 164  
Gerson, Kathleen: 81 , 160  
Gerstel, Naomi : 64 , 134, 175  
Gettings, Patricia : 109  
Ghosh, Subharati: 95  
Gíslason, Ingólfur V.: 93 , 112  
Glass, Jennifer Lynn : 54 , 85, 132  
Glomb, Theresa : 121  
Glynn, Sarah Jane : 194  
Goldberg, Abbie : 45 , 151  
Golden, Annis Grover : 37 , 78  
Golden, Lonnie : 154 , 185  
Golden, Timothy : 168  
Golsch, Katrin: 180  
Gonsalves, Tara : 69  
Goodley, Dan: 198  
Goodman, Julia M. : 61 , 108  
Gornick, Janet : 66 , 178  
Grady, Rebecca: 177  
Graham, Margaret: 163  
Grant, Christine : 191  
Grant, Louise: 191  
Grau Grau, Marc : 113  
Gray, Matthew: 111  
Greenberg, Danna : 92  
Greene, Margaret Eleanor : 158  
Greenhaus, Jeffrey: 33 , 105, 109  
Greer, Tomika W.: 28 , 47, 74, 103  
Gregory, Sheree K.: 61 , 112  
Grisso, Jeane A: 102  
Grobe, Deana: 58  
Grönlund, Anne : 114 , 197  
Grubbs, Samuel J: 77  
Grzywacz, Joseph G. : 16 , 97, 105, 108  
Gudeta, Konjit Hailu: 167  
Gutierrez, Kathrine : 162  
Guy, Gery : 156  
Haar, Jarrod McKenzie : 26 , 79  
Hägglund, Anna Erika : 114  
Haggqvist, Emma : 197  
Hakim, Fitri A.: 94  
Hale, Lauren : 23  
Halldén, Karin : 197  
Halperin, Dafna : 140  
Halpern, Hillary: 97  
Halrynjo, Sigtona : 81 , 119  
Hamilton, Eleanor : 40  
Hammer, Leslie: 42 , 49, 57, 69, 70, 91, 110, 151, 168, 170, 175  
Hampsten, Katherine : 22 , 136, 159, 201  
Hannum, Kelly : 53 , 90  
Hanson, Ginger C : 179  
Hardman, Robin : 145  
Härkönen, Juho: 178  
Harp, Trisha : 188  
Harrington, Brad : 56 , 126, 155  
Harris, Elizabeth C: 32  
Hartmann, Danielle : 37 , 181  
Hartmann, Heidi : 86  
Haskova, Hana: 117  
Hatfield, Elizabeth: 22 , 159  
Hauser, Alexandra : 195  
Hayes, Jeffrey: 65  
Heath, Kerri C: 201  
Hecht, Tracy D. : 96 , 164  
Hegewisch, Ariane : 24 , 124  
Heggestad, Eric D: 69  
Heintz-Martin, Valerie K.: 186  
Helbling, Laura Alexandra : 60  
Heneghan, Camille J. : 103  
Henly, Julia R.: 29 , 58, 100, 142, 151, 175  
Henning, Jaime: 103 , 109  
Herbst, Anat : 130 , 166  
Hewitt, Belinda : 61 , 62, 141  
Hilbrecht, Margo : 68 , 165  
Hill, E. Jeffrey : 168  
Hill, Heather: 58  
Himmelweit, Susan : 196  
Hipp, Lena : 24 , 85  
Hirata, Hiromi : 151  
Hoang, Heidi: 44  
Hobson, Barbara: 36  
Hochschild, Arlie: 86 , 142  
Hoffman, Carol: 106  
Hoffmann, Elizabeth A. : 149  
Hofmeister, Heather : 131  
Holck, Lotte: 90  
Hollensbe, Elaine: 33  
Holwerda, Jolanda: 143  
Hoobler, Jenny: 29 , 183  
Horton, Rachel: 133  
Houck, Gail: 80  
Houdmont, Jonathan : 31  
Houser, Linda : 69 , 153  
Huang, Yueng-hsiang: 151  
Huffman, Ann : 103 , 109  
Huising, Ruthanne: 193  
Humberd, Beth: 155

Hurtado, David Alejandro : 117  
Hussain, Nazia: 110  
Hwang, Woosang : 118 , 151  
Hyland, MaryAnne : 175  
Ilies, Remus: 175  
Jackson, Chandra: 23  
Jacobs, Jerry A.: 15 , 34, 104, 105, 172  
James, Grace : 47 , 133, 196  
James, Jacquelyn Boone : 21 , 128, 174  
James, Katie: 174  
Janke, Ines Aletta: 96  
Jansen, Paul G.W.: 180  
Jarpe, Meghan: 175  
Jaspers, Eva: 197  
Javornik, Jana : 80 , 194  
Jean, Vanessa Amber : 163  
Jenny, Gregor J: 101  
Jeong, Youngkeum : 103  
Jeroslow, Phyllis : 194  
Jin, Jiafei: 158  
Jinnett, Kimberly : 26  
Jivanjee, Pauline: 95  
Johansson Sevä, Ingemar: 116  
Johansson, Mats: 93  
Johnson, Britta: 174  
Johnson, Chantel: 65  
Johnson, Ryan: 49 , 57  
Jones, Elise : 38 , 179  
Joplin, Janice: 31  
Jorgenson, Jane: 41  
Julien, Mark Robert : 103 , 154  
Jurczyk, Karin : 176  
Jurik, Nancy: 123  
Kaduk, Anne : 177  
Kagan, Carolyn: 198  
Kagawa, Masaharu: 151  
Kahn, Shulamit (Shu): 54  
Kailasapathy, Pavithra : 184  
Kalev, Alexandra: 122  
Kan, Marni: 91  
Kang, Ji Young : 132  
Kanji, Shireen: 60  
Kaplan, Amit : 166  
Kasper, Helmut: 151  
Kass, Jamie : 30 , 52  
Kato-Wallace, Jane: 158  
Katz, Ruth: 140  
Kauppinen, Kaisa : 68 , 103  
Kaur, Daljeet : 140  
Kautonen, Teemu : 182  
Kelle, Nadiya : 103  
Kelley, Michelle: 129  
Kelliher, Clare : 51 , 101  
Kelly, Erin : 32 , 42, 63, 70, 103, 109, 121, 122,  
174, 177, 190  
Kendall, Judy: 80  
Khan, Ejaz Ahmed : 136  
Khapova, Svetlana N.: 180  
Kim, Minseop : 69  
Kim, Sung Doo: 33  
Kimbrell, Monica : 84  
King, Christopher: 103  
Kinman, Gail : 31 , 191  
Klein, Kelsey : 73  
Klein, Tovah P.: 103  
Kleiner, Sibyl: 85 , 91  
Klugman, Joshua: 160  
Kmec, Julie A: 32  
Knight, Kendra : 37 , 199  
Knox, Angela Jane : 78  
Knudsen, Eric : 28  
Ko, Jungyai : 26 , 118, 156  
Ko, Kwangman: 151  
Kochan, Tom : 107  
Kofman, Yelizavetta : 119  
Konietzka, Dirk: 187  
Konrad, Alison M: 157  
Korabik, Karen : 110 , 151  
Kornbluh, Karen : 185  
Korotov, Konstantin: 180  
Koslowski, Nora Christina : 200  
Kossek, Ellen Ernst : 15 , 33, 34, 53, 63, 69, 70,  
90, 104, 105, 109, 110, 127, 151, 168, 175, 177  
Kostecki, Sarah : 66  
Koutruba, Nora Leslie: 103  
Kramer Holmes, Erin: 157  
Kramer, Amit: 62 , 186, 192  
Kramer, Karen : 126 , 186  
Kraner, Mariah : 175  
Kring, Camilla : 146  
Krizkova, Alena : 123  
Kropman, Bailey: 94  
Kuperberg, Arielle : 27  
Kuschel, Katherina : 165  
Kvande, Elin : 81  
Kvande, Elin Christine : 112  
Kwan, Ho Kwong: 109  
Kwon, Young In : 60 , 140  
Ladge, Jamie: 43 , 155  
Lam, Jack : 42  
Lambert, Susan : 50 , 70, 105, 151, 154, 175  
Lammi-Taskula, Johanna : 93  
Lane, Shannon : 135  
Langmeyer, Alexandra N.: 186  
Languilaire, Jean-Charles Emile : 26 , 82, 121  
Las Heras, Mireia : 42 , 90, 175  
Laudate, Corina : 73  
Laughlin, Lynda : 67 , 111

Lausten , Mette : 93  
Lavariega Monforti, Jessica: 163  
Lavee, Einat : 130  
Lawson, Katie M: 49 , 77, 151  
Lawthom, Rebecca : 198  
Lazarova, Mila: 113  
Leach, Liana Sarma : 77  
Leana, Carrie: 70  
Lee, Bora : 91 , 151  
Lee, Jacquelyn : 69  
Lee, NaYeon : 60 , 140  
Lee, Soomi : 49 , 63  
Lee, Yeonjung : 170  
Leeman-Castillo, Bonnie A: 179  
Leerkes, Esther M: 97  
Lefrançois, Mélanie : 78  
Leiwant, Sherry: 29  
Leo, Michael: 80  
Lero, Donna S. : 30 , 52, 68, 103, 110, 151  
Lersch, Philipp M.: 91  
Leslie, Lisa M: 120 , 157, 190  
Létourneau, Isabelle : 74  
Leuze, Kathrin : 85 , 114  
Levey, Lisa : 126  
Levine, Judith A.: 35 , 58, 160  
Levy, Traci: 153  
Lewis, Suzan: 20 , 36, 67, 75, 105, 110, 133  
Lieberman, Benjamin: 168  
Lieberman, Benjamin E. : 103  
Liebig, Brigitte : 176  
Lighthart, Paul: 110  
Likerman, Karyn : 18  
Lim, Julie : 27  
Lim, Misun : 116  
Lim, So-Jung : 77 , 199  
Lindemann, Danielle Jeanne : 41 , 69  
Lindsay, Allison: 191  
Linehan, Carol: 200  
Lingle, Kathie: 71 , 185  
Litano, Michael L: 28  
Livingston, Beth Ann : 44 , 192  
Lleras, Christy : 63  
Lomeli, Laura C: 163  
Lott, Yvonne : 137  
Loureiro, Helena Maria : 103  
Lovejoy, Meg Clare : 137  
Lucas, Kimberly D. : 100  
Lucas-Thompson, Rachel : 69  
Lucy, Tuton W: 102  
Lui, Camillia : 122  
Lutgen-Sandvik, Pamela: 82  
Lyness, Karen S: 28  
Lyng, Selma Therese: 119  
Lyonette, Clare : 20 , 75, 193  
Lysova, Evgenia I.: 180  
Maas, Ineke: 197  
MacDermid Wadsworth, Shelley M.: 97 , 129, 152, 157  
Macera, Brittany Marie : 69  
MacGill, Fiona: 30  
Madison, Megan Pamela Ruth : 100  
Magnuson, Charlotta : 187 , 197  
Major, Debra A: 28  
Maldonado, Laurie: 66 , 178  
Malik, Fatima : 130  
Malette, Jacquelyn: 69  
Manchester, Colleen: 190  
Mandemakers, Jornt J: 62  
Mann, Sara: 79  
Mar, Cori : 65  
Marhankova, Jaroslava Hasmanova : 100  
Marsh, Katie : 156  
Martin, Bill: 61  
Marx, Ive : 178  
Masardo, Alex: 47  
Mason, Chandra : 84  
Masselot, Annick : 133  
Masterson, Courtney Rae : 29  
Masterson, Suzanne: 33  
Mateyka, Peter J: 111  
Matos, Kenneth : 51  
Matsubara, Mitsuyo: 98  
Matsuura, Tamie: 98  
Matthews, Russell: 57 , 71, 103, 109, 168  
Matz-Costa, Christina : 73  
Maxwell, Lauren: 118  
Mazzucchelli, Sara : 131 , 179  
McAlpine, Kristie : 76 , 150  
McDowall, Almuth : 95 , 103, 121, 191  
McGinn, Kathleen : 18  
McHale, Susan M. : 49 , 63, 77  
McKinzie, Ashleigh : 85  
McNamara, Tay : 73  
Mederer, Helen : 137 , 193  
Medved, Caryn : 37 , 78  
Mehdizadeh, Narjes : 132  
Mehta, Michelle Still : 41  
Meier, Ann : 83  
Mejia, Ivan : 62  
Mellner, Christin : 200  
Mendes, Aida: 103  
Mengistu, Abeba : 183  
Merrill, Julie : 129  
Messenger, Jon : 185  
Messing, Karen : 78  
Meszaros, Peggy S: 84  
Meyers, Marcia K.: 132  
Miles, Lilain : 67



Milkie, Melissa: 160  
Milkman, Ruth: 65 , 142  
Miller, Katherine : 139  
Mills, Maura J. : 28 , 57  
Milner, Susan : 47  
Miner, Kathi : 163  
Mínguez, Moreno : 132  
Minnotte, Krista Lynn : 136  
Misra, Joya : 85  
Misra, Kaumudi : 181  
Mitra, Priyanka : 69 , 151  
Mock, Steven E: 68  
Moen, Phyllis: 42 , 127, 170, 177, 190  
Monaghan, Dave : 66  
Monte, Lindsay M. : 67  
Moon, Sue : 27  
Moore, Mignon : 64  
Morissens, Ann: 178  
Morton, Jennifer: 65  
Mosseri, Sarah Elizabeth : 139  
Moyer, April: 151  
Mudra , Gyan : 79  
Muktiyah, Novy Tri: 164  
Muller, Wendy Ana : 199  
Munn, Sunny L.: 47  
Murphy, Lauren A. : 69 , 151  
Murphy, Wendy M.: 92  
Musick, Kelly: 83  
Mutti-Driscoll, Catherine: 102  
Myers-Walls, Judy: 118  
Natrajan-Tyagi, Raji : 118  
Naude, Megan: 103  
Need, Ariana: 115  
Negrusa, Brighita : 129  
Negrusa, Sebastian : 129  
Nell, Emily : 66  
Nermo, Magnus : 187  
Newirk, Katie : 64  
Newkirk, Chantal : 116  
Newkirk, Katie : 173  
Nieuwenhuis, Rense : 115 , 178  
Nightingale, Demetra Smith: 19  
Nilsen, Wendy : 60 , 69  
Nomaguchi, Kei : 173  
Nordenmark, Mikael: 197  
Nordin, Rhonda Kruse : 89  
Nzengya, Daniel Muasya : 158  
O'Brien, Margaret : 55 , 112  
O'Connell, Megan Peta : 115  
O'Connor, Lindsey Trimble : 32 , 122  
O'Donnell, Emily : 63  
O'Leary, Megan Elizabeth : 68  
Odle-Dusseau, Heather N: 109  
Oechsle, Mechtild : 176  
Oelberger, Carrie R. : 151  
Okechukwu, Cassandra : 108  
Okonkwo, Ejike A: 151  
Olaoye, Ismail Kayode : 46  
Oliver, Liz : 75  
Ollier-Malaterre, Ariane : 33 , 90, 110  
Olson, Beth Helen : 69  
Ordonez, Zoa : 110  
Osnowitz, Debra: 134  
Osteen, Philip: 26 , 118  
Öun, Ida : 116  
Owens, Jennifer : 143  
Ozkazanc-Pan, Banu : 197  
Paek, Francis : 151  
Pajunen, Anni : 114  
Pal, Ipshita : 83  
Paré, Christine : 135  
Parish, Susan : 30 , 52, 95  
Park, Young Ah : 49 , 91  
Parker, Andrew : 76  
Patnaik, Ankita: 190  
Pausch, Stephanie : 180  
Payne, Chris C: 97  
Payne, Nicola : 20 , 75, 133  
Payne, Stephanie : 57 , 74, 103, 163  
Peden-McAlpine, Cynthia: 69  
Pedersen, Daphne E: 136  
Pedreiro, Ana: 103  
Pedulla, David S.: 27  
Peper, Bram : 51  
Pepin, Joanna: 160  
Peréz, Glòria : 197  
Perks, Candice : 61  
Perrigino, Matthew B. : 151  
Perry, MacKenna: 49 , 109  
Perry-Jenkins, Maureen : 64 , 97, 173  
Perry-Smith, Jill E.: 44  
Peters, Pascale: 110 , 182, 200  
Pfeiffer, George: 108  
Pichler, Shaun : 33 , 109  
Pilarz, Alejandra Ros: 58  
Pilkauskas, Natasha : 173  
Pinto, Pablo Ignacio Escribano: 90  
Piszczek, Matthew Michael : 33  
Pitt-Catsouphe, Marcie : 21 , 38, 73, 128, 174  
Pittman, LaShawnDa: 58  
Pollmann-Schult, Matthias : 48  
Poole, Eloise : 55 , 112  
Porath, Christine: 76  
Porterfield, Shirley L.: 30 , 52  
Possinger, Johanna: 176  
Post, Corinne: 60  
Poutsma, Erik: 110  
Powell, Abigail : 46

Powell, Brian : 45 , 64  
Powell, Gary N.: 40 , 127  
Prag, Patrick: 110  
Pratt, Eleanor Elizabeth : 79  
Promislo, Mark: 155  
Prouska, Rea: 20  
Pugh, Allison J: 86 , 139  
Pytlovany, Amy : 175  
Quinonez, Lesley: 69  
Raabe, Phyllis Hutton : 115  
Radcliffe, Laura Suzanne : 130 , 164, 191  
Ragnarsdóttir, Berglind Hólmi: 66  
Rajan-Rankin, Sweta : 162  
Raley, Sara : 103  
Ramadoss, Kamala : 118  
Ramarajan, Lakshmi : 44  
Rantanen, Johanna : 123  
Rao, Aliya Hamid: 103  
Raymond, Jennifer : 26  
Reboussin, Beth : 97  
Reiche, B. Sebastian : 113  
Reilly, Amanda: 47  
Reimann, Mareike : 180  
Reimer, Thordis : 119 , 131  
Repetti, Rena: 97  
Reynolds, Jeremy: 85 , 157  
Reyt, Jean-Nicolas : 168  
Richardson, Evin: 69  
Richeson, Dianne M.: 156  
Richman, Amy : 175  
Riforgiate, Sarah E. : 82  
Riva, Egidio: 90  
Rivin, Abigail: 169  
Rizkillah, Risda : 164  
Robertson, Michelle M: 151  
Rockwood, Nicholas: 57 , 69  
Rodrigues, Rogério: 103  
Rodriguez, Nuria : 166  
Roeters, Anne : 62  
Romeu Gordo, Laura: 103  
Romich, Jennifer L. : 65  
Roosalu, Triin : 55  
Rose, Emily: 196  
Rosenstein, Judith E: 43  
Rosenzweig, Julie : 95  
Ross, Dorothy : 156  
Rossi, Giovanna : 131 , 179  
Rostgaard, Tine : 24 , 81, 93  
Roth, Louise : 171  
Rowbotham, Kate : 41  
Rubin, Beth A: 77  
Ruhm, Christopher: 19  
Runswick-Cole, Katherine: 198  
Ruppanner, Leah : 32  
Russo, Marcello : 33 , 195  
Sabatini Fraone, Jennifer : 74 , 157  
Sabbath, Erika L: 62 , 109  
Saboe, Kristin N: 129  
Sabol, Terri J: 103  
Saint-Charles, Johanne : 78  
Salmi, Minna : 93  
Salute, Christopher : 57  
Sammel, Mary Dupuis: 54 , 102  
Sandstrom, Heather: 58 , 100  
Santuzzi, Alecia M: 103  
Sarkisian, Natalia : 73 , 90  
Sato, Hiroki: 98  
Sawyer, Katina: 138  
Saxena, Richa : 41  
Sayer, Liana: 160  
Sayers, Janet : 118  
Schaller, Susanna : 169  
Schieman, Scott: 96 , 160  
Schmidt, Aaron M: 103  
Schmidt, Angelika : 151  
Schneer, Joy A.: 60 , 116, 188  
Schooreel, Tess : 164  
Schryer, Emily Catherine: 68  
Schulte, Brigid F.: 125 , 185  
Schuster, Mark: 122  
Scott, Patricia : 102  
Seefeldt, Kristin: 29  
Seferlis, Melina: 151  
Sellmaier, Claudia : 80  
Sembajwe, Grace: 23  
Serafini, Brian: 199  
Shabo, Vicki : 19 , 37  
Shafer, Emily: 190  
Shaffer, Margaret : 31 , 113  
Shah, Neha: 76  
Shanock, Linda R: 69  
Shelton, Ingrid: 179  
Shelton, Lois M. : 92 , 170  
Shen, Winny: 28  
Sherbin, Laura : 69  
Sherwood, Joseph: 57  
Shin, Jongtae : 27  
Shockley, Kristen : 28 , 72, 103, 151  
Shukla, Archana : 123  
Silfver-Kuhlampi, Mia Kristina : 103  
Silva, Margarida: 103  
Silver, Barbara: 137 , 193  
Simard, Caroline : 26  
Simon, Robin: 132  
Simonson, Julia: 103  
Sin, Hye Lim : 60 , 140  
Singh, Romila : 31 , 151  
Singh, Shweta : 79

Skinner, Tina N.: 30 , 52  
Skipstein, Anni : 60 , 69  
Sliter, Katherine : 57  
Slone, Stacey: 156  
Smeby, Kristine Warhuus : 55  
Smith, David G. : 43  
Smith, J. Goosby: 192  
Smith, Jacqui: 103  
Smith, Kristin : 117  
Smith, Peggie : 185  
Smittick, Amber : 163  
Sobel, Ira : 122  
Sok, Jenny : 165  
Sommer, Teresa E: 103  
Sonn, Paul: 50  
Soria, Salena: 57  
Spalter-Roth, Roberta : 136  
Speck, Rebecca M: 102  
Speight, Svetlana : 55 , 112  
Speights, Sabrina Leneé : 77  
Spinks, Nora: 30  
Spitzmueller, Christaine: 61  
Sprinkle, Therese A. : 33 , 150  
Spruce, Emma: 196  
Sprung, Justin M: 49  
Stacey, Clare: 134  
Stanczyk, Alexandra B. : 151  
Stanko, Taryn L: 42 , 109  
Stead, Valerie : 40  
Steijn, Bram: 182  
Stevenson, Betsey : 34  
Stewart, Lisa M.: 30 , 52, 95  
Stiehl, Emily : 29  
Still, Mary: 197  
Stone, Pamela: 37 , 137, 147, 160  
Stratton, Micheal : 103 , 154  
Straub, Caroline : 76 , 151  
Strazdins, Lyndall : 60 , 183  
Streib, Jessi: 180  
Stuart, Mark: 107  
Stumbitz, Bianca : 67 , 149  
Suerken, Cynthia : 97  
Sullivan, Oriel: 126  
Sun, Kai : 118  
Sunarti, Euis : 94 , 164  
Swanberg, Jennifer : 29 , 156  
Sweet, Stephen : 21 , 37, 154, 174  
Swenson, Andrea : 69 , 84  
Swinth, Kirsten : 139 , 148  
Swody, Cathleen : 37  
Syed, Sumaiya : 184  
Tai, Tsui-o : 183  
Takamura, Shizuka: 98  
Takeishi, Emiko: 98  
Taylor, Tiffany : 32  
Tee, Ding Ding: 151  
Tement, Sara : 123  
ten Brummelhuis, Lieke L. : 113  
Tennakoon, Uthpala Senarathne : 138  
ter Hoeven, C.L. : 37 , 51, 99  
Thébaud, Sarah : 27  
Thévenon, Olivier : 36 , 141, 166  
Thomas, Hannah : 99  
Thomas, Rissa: 61  
Thompson, Cindy : 38  
Thompson, Lindsey: 122  
Thompson, Rebecca : 57 , 109, 151, 163, 168  
Tietze, Susanne : 200  
Toivanen, Susanna: 200  
Toker, Sharon : 61  
Tomlinson, Jennifer : 75 , 107  
Tonarelli, Annalisa : 137  
Topples, Cheree : 82  
Tortez, Leanne M: 57 , 69  
Travis, Michelle : 161  
Treas, Judith: 48 , 183  
Trefalt, Spela : 90  
Tremblay, Diane Gabrielle: 31 , 151  
Trottier, Mélanie : 113  
Truxillo, Donald : 175  
Turel, Ofir: 33  
Twamley, Katherine : 103  
Ugwu, Dorothy Ifeyinwa : 151  
Ugwu, Leonard Ifeanyi : 94  
Uhereczky, Ágnes : 103  
Urs, Lalitha : 69 , 103  
Vadkerti, Zoltán : 103  
Valantine, Hannah : 26  
Valcour, Monique : 37 , 90, 110, 125, 181, 188  
Valian, Virginia : 54  
van den Akker, Olga: 133  
van der Kolk, Henk : 115  
van der Lippe, Tanja : 36 , 48, 90, 197  
Van Deusen, Fred : 155  
van Engen, Marloes L.: 44 , 167, 184  
van Jaarsveld, Danielle : 181  
van Rhijn, Tricia Marie : 193  
Vanderpool, Robin: 156  
Vansa, Lunder: 57  
Vantilborgh, Tim: 164  
Verbruggen, Marijke: 164  
Veríssimo, Manuel : 103  
Vinkenburg, Claartje : 44 , 90, 143, 167, 184  
von Alemann, Annette : 83 , 119  
Voorpostel, Marieke : 62  
Vuong, Quyen : 28  
Wagner, KC: 169  
Waldvogel, Jane : 19 , 83, 173

Wales, Mandy : 60 , 83, 130  
Walker, Lee : 59  
Walters, Kevin M: 49  
Wan, Min : 31 , 151  
Wan, Wylie H. : 103  
Wang, LiJie: 184  
Wang, Shu-wen : 97  
Wang, Wendy: 126  
Warner, Judith: 147  
Warner, Mildred Elaine : 169  
Warren, Tracey: 20  
Waters, Michelle A.: 102  
Wax, Amy: 99  
Way, Amy K. : 84 , 138  
Wayne, Julie : 109  
Weber, Elizabeth R. : 151  
Weber, Margaret J. : 201  
Weems-Landingham, Velvet: 192  
Weinshenker, Matthew : 63  
Weisberg, Anne: 18 , 51  
Weisberg-Shapiro, Pamela : 151  
Weisweiler, Silke : 195  
Weldon-Johns, Michelle : 47  
Wells, Kimberly : 56 , 103, 168  
Welsh, Jenny : 60  
Weng, Jackie : 151  
Wepfer, Ariane : 101  
Westman, Mina : 61 , 105, 113  
Westring, Alyssa Friede : 54 , 102  
White, Karen: 69  
Whitehead, Denise L. : 103  
Whitehouse, Gillian : 61 , 141  
Wicks-Bowles, Andrea : 25  
Widiss, Deborah : 45 , 161  
Wiesenfeld, Batia : 168  
Wilk, Kelly E. : 102  
Williams, Joan C.: 86 , 120, 142, 161  
Williams, N.S.W. (Norm) : 163  
Wilson, Kelly: 175  
Wolfe, Edward: 69  
Wolfson, Talya : 103  
Wood, Nicole L.: 103  
Wood, Stephen : 20 , 75  
Woods, Dorian R. : 68 , 141  
Worley, Jody A. : 69  
Worley, Lauren E: 69  
Wynn, Alison Tracy : 26 , 150  
Yabroff, Robin: 156  
Yajima, Yoko: 98  
Yang, Tao: 121  
Yarwood, Gemma Anne : 198  
Yates, Tammy C: 103  
Yerkes, Mara : 141  
Yeung , Sin Sin : 201  
Yoshikawa, Hirokazu: 103  
Young, Anna : 99 , 168  
Young, Marisa: 96  
Yragui, Nanette L.: 42  
Zachary, Ramona K: 92 , 170  
Zadoroznyj, Maria : 67  
Zanhour, Mona : 103  
Zhang, Yue: 118  
Zhao, Xinyan (Catherine): 110  
Zhu, Anna: 46 , 95  
Ziergert, Jonathan: 109  
Zimmerman, Mary: 134  
Zolingen, Simone Jeannette van : 187  
Zvonkovic, Anisa : 69