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Welcome to the Work and Family Researchers Network 2016 Conference!

I am pleased, as President of the 2016 Work and Family Researchers Network (WFRN), to welcome you to our third conference, the first one to be held in Washington, D.C. With the large theme *Careers, Care, and Life-Course “Fit:” Implications for Health, Equality, and Policy*, my aim has been to focus on dynamics and contexts, including the contexts of different family and work stages and ages, as well as the contexts defined by organizational and public policy constraints and possibilities. As you will see in the program, a lot of you picked up on and extended these themes in imaginative and exciting new ways.

Everything has changed and is changing – the nature of work, the nature of the workforce, the nature of families, and uncertain global economy, warp-speed technological innovation, and a weakening safety net – but we remain stuck with institutions developed in the 1950’s.

Much of this conference is about recognizing these changes and the need to acknowledge the multilayered dislocations defining the contemporary work and family experience, as well as the need to reshape existing institutions and to fashion new, more sustainable arrangements that promote family and individual health and well-being in tandem with gender equality. **Jerry Jacobs** (visionary founding President and current Executive Officer of the WFRN), **Anne Kaduk** (PhD candidate at the University of Minnesota, moving to work at Facebook), and I were impressed with program submissions, as were the other two program co-chairs (**Suzan Lewis** and **Hanna van Solinge**).

The Program Committee (see listing on p. 68) provided important leadership in trying out new arrangements: *Education/Policy Day, Practitioner Day, Discussion Forums, Special Interest Group (SIG) meetings, coffee/tea with posters, shorter presentations together with more audience participation*. We owe tremendous thanks to **Anne** and **Jerry** as well as **Kay Dowgun, Nancy Permsap, Rachel Karen,** and **Brad Smith** for putting all the pieces together. Thanks also to **Emily Dombeck** who designed the program cover.

You are now in charge of making this conference a success. The program is truly **interdisciplinary** and **international** (people from 47 different countries are attending, presenting in about 130 sessions!). We are a fantastic network of work and family scholars and students from across the world. I have no doubt that the program offers lots of interesting sessions. But will you also help me to make it *interactive* and *fun*? **DO ask questions** and **offer insights** to poster authors and in sessions, including our Discussion Forums. **DO talk to people** you don’t know ... you might learn something new, find a new colleague or friend. And seek out the viewpoints of those in other collaborations, as well as bridging the research/policy/practice divides. **Netsy Firestein and the Working Assumptions Foundation** have provided us with a wonderful reception and *SHOWING (work x family)*, a cultural project that uses photography to celebrate all kinds of families. And there will be music as well!

My hope is that we all come away inspired to build on and extend the amazing body of evidence and action this program offers, furthering understanding and promoting the quality of the work-family nexus in all its contexts, dynamics, and dimensions.

Wishing you all the best,

Phyllis Moen
WFRN President (phylmoen@umn.edu)

General Conference Information

Registration

The WFRN registration desk is located on the second floor foyer of the Capital Hilton. The registration desk will be open:

Wednesday, 4:00-7:30 PM
Thursday, 7:30 AM-4:00 PM
Friday, 7:30 AM-4:00 PM
Saturday, 7:30 AM-Noon

If you are arriving on Wednesday, we encourage you to pick up your name badge and tote bag on Wednesday afternoon.

The conference will begin on Thursday, June 23 with a welcome breakfast and a WFRN general business meeting from 7:30-9:00 AM in the Presidential Ballroom. PLEASE JOIN US!

Meeting Rooms

All of the meeting rooms are located on the second floor of the Capital Hilton, including the Presidential Ballroom where the plenary sessions will be held. The Exhibit Hall will also be located on the Upper Lobby of the second floor, near the registration tables. The second floor is designed to facilitate networking and interaction among the conference attendees.

NB: The Presidential Ballroom will be available for informal meetings throughout most of the conference. There will also be a Lactation Room.

The **Work Family Congressional Education and Policy Day** is a pre-conference activity to be held June 22, the day before the Work and Family Researchers Network (WFRN) 2016 Conference opens in Washington, D.C. (see page 6). This special day will be co-hosted by the National Partnership for Women & Families and the Washington Center for Equitable Growth. Work and family researchers from across the country and around the globe will have the opportunity to meet with members of Congress to educate them about issues such as paid family and medical leave, paid sick days, and fair scheduling. The day includes a welcome breakfast, training sessions, and meetings on Capitol Hill – and also a Congressional briefing and a reception with a special multimedia photo exhibit “SHOWING (work x family)” – a cultural project that uses photography in public spaces to reveal the intimate choreography of work and family.

Special Meetings & Plenary Sessions

Welcome Breakfast & WFRN Business Meeting, Thursday, 7:30-9:00 AM	Presidential Ballroom
Early Career Fellows Meeting, Thursday, 9:00-10:30 AM (participation limited to Early Career Fellowship recipients)	Michigan Room
Presidential Plenary, Practitioner Day Wrap-Up & Multimedia Exhibit Thursday, 5:00-6:30 PM	Presidential Ballroom
Opening Night Welcome Reception, Thursday, 6:30-8:00 PM	Presidential Ballroom

Breakfast & Special Interest Group (SIG) Meetings, Friday, 7:30-9:00 AM	Presidential Ballroom
Plenary Session on Paid Leave and Sick Leave Policy Agenda Friday, 10:30 AM - Noon	Presidential Ballroom
International Plenary & Awards Ceremony, Friday, 5:00-6:00 PM	Presidential Ballroom
“Hosted”/Networking Dinners, Friday, 6:30-8:00 PM	Meet in Upper Lobby
WFRN Committee Meetings, Saturday, 7:30-8:30 AM	Presidential Ballroom
WFRN Executive Committee Meeting, Saturday, 1:15-2:45 PM	

Session and Presentation Length

The 2016 WFRN Conference Program consists of about 130 sessions over three days! Regular sessions are 90 minutes, with the exception of two 60-minute coffee/tea & poster sessions on Thursday and Friday afternoons from 4:00-5:00 PM. Each Symposium presenter should plan to speak for approximately 10 minutes, with the expectation that about 5 minutes of questions will follow each presentation, and there should be time available at the end of the session for additional comments and discussion. Laptop computers with projectors and screens will be provided for Symposium sessions. Each Discussion Forum presenter should also aim for 10 minutes. Discussion Forums will be held in “roundtable” format, so no AV equipment will be provided at these sessions.

Audiovisual Equipment

Screens, projectors and PC laptops will be available in all rooms hosting Symposia and regular sessions. No audiovisual equipment will be available for Discussion Forum or Poster sessions. If you are using a Mac, make sure you bring a VGA adapter to connect to the LCD projector. Please note that Internet access will not be available in the conference meeting rooms. If you plan to show a video clip as part of your powerpoint presentation, please be sure it is embedded in your presentation and does not require an Internet link.

Poster Sessions

A 3 foot high and 2 foot wide poster mounted on an easel will be provided, and tiger clips will also be available. Presenters may clip as much material as will fit on this size presentation. Presenters are also welcome to bring handouts to distribute to attendees. No audiovisual equipment will be available for poster sessions. There will be one poster session on Thursday and one on Friday in the Upper Lobby on the second floor of the Capital Hilton:

Thursday, 4:00-5:00 PM with coffee/tea break
Friday, 4:00-5:00 PM with coffee/tea break

Presenters should arrive 15 minutes prior to their session to set up materials. Posters may be left on display for the remainder of the day following each session, but should be removed at the end of the day.

Lunch Breaks

Lunch is “on your own,” with breaks from 12:00-1:00 PM on Thursday and Friday.

Conference at a Glance

Plenary Sessions

All Plenary Sessions will be held in the Presidential Ballroom, on the second floor of the Capital Hilton.

- Presidential Plenary with Practitioner Day Wrap-up & Special Multimedia Exhibit, Thursday, June 23, 5:00-6:30 PM (Reception to follow from 6:30-8:00 PM)
 - *Greatest Challenges for the Next Five Years* (panelists Jennifer Allyn, Carol Evans, and Judy Ikels)
 - *Careers, Care and Life-Course "Fit:" Implications for Health, Equality, and Policy* WFRN President Phyllis Moen — University of Minnesota
 - Special Multimedia Exhibit *SHOWING (work x family)*
- Plenary Session on Paid Leave and Sick Leave Policy Agenda, Friday, 10:30 AM-Noon
- International Plenary and Awards Ceremony, Friday, June 24, 5:00-6:00 PM
 - *Work-Family Policies Internationally: Strategies and Challenges in Diverse National Contexts* (organized by Suzan Lewis, Tanja van der Lippe, & Hanna van Solinge)
 - Announcement of the *Finalists and Winner of the 2016 Rosabeth Moss Kanter Award for Excellence in Work-Family Research*
 - Award for *Distinguished Contributions to WFRN*

Author-Meets-Critics

- Joan Williams and Rachel Demsey, *What Works for Women at Work: Four Patterns Working Women Need to Know*: Senate Room, Thursday, June 23, 9:00-10:30 AM
- Heather Boushey, *Finding Time: The Economics of Work-Life Conflict*: Senate Room, Thursday, June 23, 10:30 AM-12:00 PM
- Riché J. Daniel Barnes, *Raising the Race: Black Career Women Redefine Marriage, Motherhood, and Community*: Massachusetts Room, Friday, June 24, 1:00-2:30 PM
- Jeffrey H. Greenhaus and Gary Powell, *Making Work and Family Work: From Hard Choices to Smart Choices*: Senate Room, Friday, June 24, 2:30-4:00 PM

Book Dialogues

- *'Work-Family, Gender, and . . .': Examining Crucial Three-Way Intersections to Further Understanding*; session sponsored by WFRN Special Interest Group on "Gender and Work-Family:" Statler A Room, Thursday, June 23, 9:00-10:30 AM
- Scott Behson and Armin Brott, *Modern Fatherhood, Work-Family Balance, and Other Challenges*: California Room, Friday, June 24, 9:00-10:30 AM
- Allison Pugh, *Tumbleweed Society*, and Marianne Cooper, *Cut Adrift*: South American B Room, Friday, June 24, 9:00-10:30 AM
- *Father Involvement in the Context of International Policy and Practice*; session organized by Marina Adler and Karl Lenz, California Room, Friday, June 24, 2:30-4:00 PM

Workshops

- Intervention Dilemmas - How Gendered Assumptions Can Undermine Even Well-Intentioned Change Initiatives; session sponsored by WFRN Special Interest Group on "Reorganizing Work" – New York Room, Thursday, June 23, 9:00-10:30 AM
- State Level Work and Family Indicators for Policy Analysis, Program Design and Monitoring: Ohio Room, Thursday, June 23, 10:30AM-12:00 PM

- Our No Vacation Nation & How To Change It, Michigan Room, Thursday, June 23, 1:00-2:30 PM
- Crafting a Meaningful Academic or Post-Academic Career: Senate Room, Thursday, June 23, 1:00-2:30 PM
- There's an App for That? Designing an Online or Hybrid Course Using Up-to-date Technologies: Statler A Room, Thursday, June 23, 1:00-2:30 PM
- Reshaping Work, Careers, and Life –California Room, Thursday, June 23, 2:30-4:00 PM
- Idea Incubator: Presidential Ballroom, Thursday, June 23, 2:30-4:00 PM [*Pre-registration was required for this workshop*]
- Mentoring Workshop: Presidential Ballroom, Thursday, June 23, 2:30-4:00 PM [*Pre-registration was required for this workshop*]
- Researchers as Change-Makers? Work-Family Scholarship at the Cutting Edge of OpenWork: Pan American Room, Friday, June 24, 9:00-10:30 AM
- Professional Development Workshop - Designing Interventions for Combining Career and Care in Academia: Exploring the Paradox between "Time to Care" Allowances and the "Ideal Academic": Pan American Room, Friday, June 24, 1:00PM-2:30 PM
- Attaining Paid Family and Sick Leaves in U.S. States and Cities: Obstacles and Ingredients of Success: Statler A Room, Friday, June 24, 2:30-4:00 PM
- Navigating the Early Career Stage - Session sponsored by WFRN Special Interest Group on "Early Career Network": Massachusetts Room, Saturday, June 25, 8:30-10:00 AM
- Work-Family Policy in the Academy: Promises and Pitfalls to Organizational Change - Session sponsored by WFRN Special Interest Group on "Organizational Work-Life Policy: Structures & Outcomes": New York Room, Saturday, June 25, 8:30-10:00 AM
- Research and Practice: Engaging Productive Connections - Session sponsored by WFRN Special Interest Group on "Connecting Research to Practice": Pan American Room, Saturday, June 25, 8:30-10:00 AM

Networking Receptions and Refreshment Breaks

- Thursday, 7:30-9:00 AM: Welcome Breakfast and WFRN Business Meeting, Presidential Ballroom
- Thursday, 4:00-5:00 PM: Coffee/tea break at Poster Session, Upper Lobby
- Thursday, 6:30-8:00 PM: Opening Night Welcome Reception - Hor D'oeuvres & Drinks, Upper Lobby (following Presidential Plenary Session)
- Friday, 7:30-9:00 AM: Breakfast and WFRN Special Interest Group meetings
- Friday, 4:00-5:00 PM: Coffee/tea break at Poster Session, Upper Lobby
- Saturday, 7:30-8:30 AM: Breakfast and WFRN Committee Meetings

Exhibit Hall

The Exhibit Hall will be open on Friday, 9:00 AM - 4:00 PM and Saturday, 9:00 AM- 3:00 PM on the Upper Lobby of the second floor of the Capital Hilton. Exhibitors (as of June 1) will include:

Exhibitors & Combined Book Display

- AARP
- Abbeville Press
- Bright Horizons Family Solutions
- College and University Work-Life-Family Association (CUWFA)
- Deloitte
- National Responsible Fatherhood Clearinghouse
- Palgrave MacMillan
- Self-Sufficiency Research Clearinghouse
- University of Illinois Press

Work Family Congressional Education and Policy Day

The **Work Family Congressional Education and Policy Day** is to be held **June 22**, the day before the Work and Family Researchers Network (WFRN) 2016 Conference opens in Washington, D.C. This special day will be co-hosted by the National Partnership for Women & Families and the Washington Center for Equitable Growth. Work and family researchers from across the country and around the globe will have the opportunity to meet with members of Congress to educate them about issues such as paid family and medical leave, paid sick days, and fair scheduling. The day includes a welcome breakfast, an interactive training session (including how to make your research most relevant to legislators and their staff), and meetings on Capitol Hill to share your perspective and research, as well as a Congressional briefing and a reception with a special multimedia photo exhibit *SHOWING (work x family)*.

Location: Parish Hall at the Lutheran Church of the Reformation (212 East Capitol Street NE, Washington, DC 20003)

Agenda:

8:00-9:00 AM	Check-in and breakfast
9:00-9:30 AM	Welcome
9:30-10:00 AM	What does it mean to educate and what to expect on Capitol Hill
10:00-11:00 AM	Issue briefing
11:00-11:30 AM	Capitol Hill staff panel
11:30-Noon	Role play and planning
12:00-1:00 PM	Lunch and depart for Capitol Hill
1:00- 4:00 PM	Capitol Hill meetings
5:00-7:00 PM	Reception

In addition to the training and meeting opportunities, Work Family Congressional Education and Policy Day will include:

3:00-4:00 PM	Congressional Briefing - Room 430, Dirksen Senate Office Building
5:00 PM	Reception, with special multimedia Photo Exhibit “SHOWING (work x family)”

SHOWING (work x family) is a cultural project that activates photography in public spaces to reveal the intimate choreography of work and family. SHOWING includes a creative physical installation for art spaces, educational institutions, and community venues, and an innovative web-based experience. An ongoing high school photography assignment increases fluency about work-family issues and brings teen perspectives to the dialogue. SHOWING is a project of the Working Assumptions Foundation, a non-profit organization that collaborates with artists to amplify and recast the conversation about work and family.

Practitioner Day

The Work and Family Researchers Network has carved out a special day at the conference - Thursday, June 23rd - where leaders from organizations and leaders in research will come together to share knowledge, ask questions, and create a vision for the future of work and family. The 2016 WFRN Practitioner Day will provide a front row seat to the most recent research related to work and family. This one-day track offers specially selected breakout sessions with leading researchers who will be sharing new research on issues that impact the workplace.

Agenda:

8:00-9:00 AM: Practitioner Day Welcome – *Federal A Room*

9:00-10:30 AM: Breakout Sessions

- Workshop: Intervention Dilemmas - How Gendered Assumptions Can Undermine Even Well-Intentioned Change Initiatives; Session sponsored by WFRN Special Interest Group on "Reorganizing Work" – *New York Room*
- Symposium: To Have and to Hold, for Better or Worse - Mobile Technologies, Work Norms and Individuals' Boundary Management between Work and Family - Session Sponsored by WFRN Special Interest Group "Work-Family and Technology" – *California Room*
- Symposium: The Telework Manifesto – *Massachusetts Room*

10:30 AM-12:00 PM: Breakout Sessions

- Symposium: Sustainability in Combining Career and Care through the Flexibilization or Customization of Organizational Careers - Critical Reflections – *California Room*
- Symposium: Connecting the Three Ps of Parenthood Research: Publishing, Policy, & Practice – *New York Room*
- Symposium: The Role of Federal Agencies' Policies and Practices to Promote and Support Work-Life Balance in STEM – *Massachusetts Room*

12:00-1:00 PM: Break for Lunch (on your own)

1:00-2:30 PM: Breakout Sessions

- Symposium: Linking Work-Life, and Gender Perspectives on Career Experiences and Well-being – *California Room*
- Workshop: Our No Vacation Nation and How To Change It – *Michigan Room*
- Symposium: Toward Effective Work-Life Programs in the U.S. Federal Government - Connecting Research with Practice; Session sponsored by WFRN Special Interest Group on "Connecting Research to Practice" – *Massachusetts Room*
- Symposium: The Impact of a Workplace Intervention on the Health and Well-Being of Employees and Their Family Members – *New York Room*

2:30-4:00 PM: Workshop: Reshaping Work, Careers, and Life – *California Room*

5:00-6:30 PM: Presidential Plenary with Practitioner Day Wrap-up – *Presidential Ballroom*

Thank you to our WFRN Conference Sponsors

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Special Thanks

Special thanks to the **Alfred P. Sloan Foundation** for providing a generous seed grant to support the transition to and sustainability of the Work and Family Researchers Network (WFRN).

Special thanks to **Bright Horizons Family Solutions** for providing free child care for conference participants.

Special thanks to the **Center for Human Resources** at the Wharton School for sharing their outstanding staff – Kay Dowgun and Nancy Permsap – with WFRN.

Special thanks to the **University of Minnesota College of Liberal Arts** for providing in-kind support for conference planning, particularly the exceptional work performed by Anne Kaduk in organizing the conference sessions and the excellent assistance of Jane Peterson.

Work and Family Researchers Network (WFRN) Conference Program
Careers, Care, and Life-Course Fit:
Implications for Health, Equality, and Policy
June 2016

Conference Program

Pre-Conference Activities
Wednesday, June 22, 2016
Work Family Congressional Education and Policy Day (see p. 6)

Thursday
June 23, 2016

Thursday
7:30 AM - 9:00 AM

1. *Plenary: Breakfast, Welcome, and WFRN General Business Meeting – Presidential Ballroom*
Presiders: Phyllis Moen, University of Minnesota; Jerry A. Jacobs, University of Pennsylvania

Thursday
8:00 AM - 9:00 AM

2. **Practitioner Day Welcome – Federal A Room**
Organizer and Presider: Kathy Kacher, Career/Life Alliance Services

Thursday
9:00 AM - 10:30 AM

3. **Early Career Fellows Program: Initial Meeting of 2016 Cohort –Michigan Room**
(by invitation only; participation limited to Early Career Fellowship recipients)
Organizer: Stephen Sweet, Ithaca College

Early Career Fellows: *Christine D. Bataille* – Ithaca College; *Siwei Cheng* – UCLA Department of Sociology; *Patricia Caulfield Dahm* – California Polytechnic State University; *Caitlin Ann Demsky* – Oakland University; *Erin Eatough* – Baruch College; *Jennifer Greenfield* – University of Denver; *Hsinyi Hsiao* – University of Southern California; *Ryan C. Johnson* – Ohio University; *Zarrina Juraqulova* – Denison University; *Jack Lam* – University of Queensland; *Soomi Lee* – The Pennsylvania State University; *Carrie Robson Oelberger* – University of Minnesota; *David Pedulla* – University of Texas at Austin; *Matthew M. Piszczek* – University of Wisconsin Oshkosh; and *Marisa Young* – McMaster University

4. Author-Meets-Critics: Joan Williams and Rachel Demsey, What Works for Women at Work: Four Patterns Working Women Need to Know. NYU Press, 2014 – Senate Room

Presenter: Wendy Jean Casper, University of Texas, Arlington

Panelists:

- Naomi Cahn, George Washington University Law School
- Rachel Demsey, American University
- Alison Konrad, Ivey Business School, University of Western Ontario
- Brigid Schulte, The Better Life Lab/The Good Life Initiative
- Joan Williams, UC Hastings, College of the Law

5. Discussion Forums – Presidential Ballroom

Table 1. [Thematic Session] Implications of the Work/Life Nexus for Health and Well-Being

- *The Influence of Family Relationship Satisfaction and Perceived Work-Family Harmony on Mental Health Among Asian Working Mothers in Singapore* Jerevie Malig Canlas — Utah Valley University, Richard Miller — Brigham Young University, E. Jeffrey Hill — Brigham Young University, Erin Holmes — Brigham Young University, Jeremy Yorgason — Brigham Young University, Spencer James — Brigham Young University
- *Family Interference with Work as a Predictor of Marital Conflict and Depression among Women in Enugu South-Eastern Nigeria* Hyacinth Ejike Mgbenkemdi — Enugu State University of Science and Technology
- *Work-Family Conflict and Facilitation Events, Self-Conscious Emotions, and Well-Being* Zheng Chen — University of South Florida St. Petersburg, Gary Powell — University of Connecticut and Lancaster University Management School, Tammy Allen — University of South Florida
- *Exploring Work-Family Negativity from Work-Family Practices: Testing Outcome Effects and the Role of Support* Jarrod Haar — Massey University, Chester Spell — Rutgers University, James Hawley — Hawley Inc.

Table 2. [Thematic Session] Paid Work and Family Care Work

- *Living Near Family: Kin Support for Parents' Work and Wellbeing* Elizabeth Mary Talbert — John Hopkins University
- *Flexible Home-Based Child Care: Opportunities and Challenges for Families and Care Providers* Jennifer A. Baxter — Australian Institute of Family Studies, Kelly Hand — Australian Institute of Family Studies
- *Work Interferences of Employed Caregivers of Older Persons with Multiple Chronic Conditions* Allison Marie Williams — McMaster University, Jenny Ploeg — McMaster University, Maureen Markle-Reid — McMaster University, Sunita Ghosh — University of Alberta, Wendy Duggleby — University of Alberta, Won Yong Choi — McMaster University
- *"Men at Work" (and Family): Caregiving Responsibilities among the Working Class* Beth Ann Livingston — Cornell University, Sharon Sassler — Cornell University, Ileen DeVault — Cornell University, Karen C. Wagner — Cornell University

Table 3. [Thematic Session] Millennials and Young Adults Confront Work and Family Questions

- *What Have You Done for Me Lately? College and Work-Family Expectations* Chandra D. Mason — Mary Baldwin College, William E. Cross, Jr. — University of Denver, Dave I. Cotting — Virginia Military Institute
- *How Millennials Navigate Their Careers* Brad Harrington — Boston College, Center for Work & Family
- *Links between Gendered Childhood Socialization Experiences and Occupational Choices in Young Adulthood* Katie Michelle Lawson — Ball State University, Ann Caverly Crouter — The Pennsylvania State University, Susan M. McHale — The Pennsylvania State University
- *You Can Do It! Using Alumni to Aid in Adult Student's Work-Life-School Interactions* Sue A. Epstein — SUNY - Empire State College

Table 4. Work-Family Culture and Context

- *The Role of Religiosity in Family-Work Enhancement* Miriam Dishon-Berkovits — Ono Academic College
- *Work-Life Reconciliation in Malaysia: A Study of Emerging Country Context* Wee Chan Au — Monash University, Pervaiz K. Ahmed — Monash University
- *Towards a Model of the Impact of Ethnic Culture on the Work-Family Interface* Lois M. Shelton — California State University, Northridge

Table 5. Organizational Policies, Practices and Take Up

- *Gender Differences in Vacation Leave-taking among American Workers* Gray Kimbrough — ADP
- *Improving Parental Leave Support Practice through RETAIN, an Evidence-based Parental Leave Transition Coaching Model: Results from a Pilot Study* Amy Maureen Beacom — Center for Parental Leave Leadership, Rachael Ellison — Center for Parental Leave Leadership, Allison Ellis — Portland State University
- *Work-Life Boundary, Personality and Technology Use in Teleworkers* Hannah Evans — Loughborough University
- *Making Use of Flexible Employment Mode in Retaining Mature Employees: Recent Survey Data from Hong Kong* Randy Ki-kwan Chiu — Hong Kong Baptist University

Table 6. Fathers' Work (Or Lack Thereof)

- *Institutions or Household Characteristics? The Determinants of Father's Part-time Work in Europe and the US* Janine Leschke — Copenhagen Business School, Sonja Bekker — Tilburg University, Lena Hipp — WZB Berlin Social Science Center
- *Human Capital, Gender Ideology, Unemployment and the Prevalence of Stay-at-Home Fathers* Karen Z. Kramer — University of Illinois, Urbana-Champaign, Amit Kramer — University of Illinois, Urbana-Champaign
- *"In the Name of the Father": Work-Family Conflicts of Working Fathers* Ifat Matzner-Heruti — Tel Aviv University
- *Do Workplace Characteristics Moderate the Effects of Attitudes on Father Involvement?* Erin Holmes — Brigham Young University, Kevin Shafer — Brigham Young University, Nathan L. Robbins — Brigham Young University

Table 7. Comparative Perspectives on Work Policies and Family Policies

- *Labor Law and the Fit of Careers and Care: From Time as a Numerical Unit to a Qualitative Time Dimension in Legislation* Sarah De Groof — University of Leuven
- *One-Child Policy Becomes Two-Child Policy in China: A Review of Public Attitudes in Media News* Jing Guo — University of Hawaii
- *"The National Multidimensional Fertility Index©: The European Case"* Jose Maria Fernandez-Crehuet — Universidad a Distancia de Madrid, J. Ignacio Gimenez-Nadal — University of Zaragoza, Ignacio Danvila del Valle — Universidad Complutense de Madrid
- *It Is the Economy Stupid? Does the U.S. Economic Decline Really Explain the Postponement of Marriage Among Millennials* Constance Gager — Montclair State University.

Table 8. Gender Implications of New Ways of Working

- *Work Disintegrates Family: Lived Experiences of Chinese Transnational Mothers in the US* Kitching Rhoda Wong — CUNY NYC College of Technology
- *Examining the Moderating Effects of Perceived Work and Family Demands on the Relationship between Organizational Supports and Job Attitudes among Re-entry Women* Rupashree Baral — IIT Madras, Chennai, India; Bharathi Ravindran — Caterpillar, Chennai, India
- *Gender Role Stereotypes in Selection - An Exploration of the Potential Reversal of the Fatherhood Benefit and Motherhood Penalty in Selection Decision Making by UK Managers* Jasmine Kelland — Plymouth University
- *Karma and the Myth of the New Indian Super Woman* Bhavani Arabandi — Ithaca College

Table 9. Work Family Struggles of Parents

- *Modern Machines or Joyful People? Work-Family Struggles in Modern Times* Melissann Lorene Herron — University of California, San Diego
- *Which Dominates? The Relative Importance of Work and Family* Hubert Bimpeh Asiedu — University of Auckland
- *"Being Professional" at the Boundaries of Work, Home and Parenthood* Charlotta Anna Niemistö — Hanken School of Economics; Mira Karjalainen — Hanken School of Economics; Jeff Hearn — Hanken School of Economics
- *Teacher-Parents Speak: How Public School Educators Navigate the Intersection between Teaching and Parenting* Tomoko M. Nakajima — University of California, Los Angeles

6. Workshop: Practitioner Day Workshop: Intervention Dilemmas - How Gendered Assumptions Can Undermine Even Well-Intentioned Change Initiatives –*New York Room*
[Session sponsored by WFRN Special Interest Group on "Reorganizing Work"]

This workshop is designed as an interactive learning session. The goal is to explore interventions with organizations or work groups -- and the dilemmas they present -- through an analytic framework we call a "gender lens". Experience has shown that work procedures and processes that make life difficult for employees, though seemingly gender neutral, are often embedded in gendered assumptions about work, competence and excellence. These hidden gender dynamics often undermine such interventions and make even successful efforts difficult to sustain. The aim of this session is to subject intervention stories to this analytical framework in order to advance our thinking, identify commonalities and differences and learn from each other's experience. We will begin by sharing one of our own stories and introducing the framework. Then we will invite participants to share intervention dilemmas and as a group, analyze these stories and catalogue the results. We will end with a brainstorming discussion to understand what we have learned and begin to identify possible strategies and solutions.

Organizers: Lotte Bailyn, Massachusetts Institute of Technology (MIT); Joyce Fletcher, Simmons University

7. Book Dialogue Session: 'Work-Family, Gender, and . . .': Examining Crucial Three-Way Intersections to Further Understanding - Session sponsored by WFRN Special Interest Group on "Gender and Work-Family" – *Statler A Room*

This session is based upon the recently edited book *Gender and the Work-Family Experience: An Intersection of Two Domains* (Mills [ed.], 2015; Springer Publishing). After a brief introductory overview of the research by the book editor (Mills), chapter authors will meet with interested participants in small group sessions (e.g., research incubator roundtables) in order to examine critical issues of import and discuss directions for future research and action. The specific three-way intersections of the work-family/gender interface included are: generational considerations (Goldberg), workaholic women (Clark), poverty (Odle-Dusseau), LGBT employees (Sawyer), race (Frevort), cross-cultural gender-role ideologies (Rajadhyaksha), guilt (Korabik), on-demand technologies (Grotto), women in STEM (Jean), and the inclusion (or lack thereof) of men in such considerations (Munn).

Organizers: Maura J. Mills, Hofstra University, New York; Krista Lynn Minnotte, University of North Dakota

Panelists:

- Maura J. Mills – Hofstra University, New York
- Krista Lynn Minnotte – University of North Dakota
- Malissa Clark – University of Georgia
- Tonya Frevort – University of North Carolina at Charlotte
- Wendy A. Goldberg – University of California Irvine
- Angela Rita Grotto – Manhattan College
- Vanessa A. Jean – Texas A&M University
- Karen Korabik – University of Guelph
- Sunny L. Munn – Ashland University
- Heather Odle-Dusseau – Gettysburg College
- Ujvala Rajadhyaksha – Governors State University
- Katina Sawyer – Villanova University

8. Symposium: Practitioner Day Symposium: To Have and to Hold, for Better for Worse - Mobile Technologies, Work Norms and Individuals' Boundary Management between Work and Family – California Room

[Session Sponsored by WFRN Special Interest Group "Work-Family and Technology"]

Organizers: Ariane Ollier-Malaterre, University of Quebec in Montreal; Ellen Ernst Kossek, Purdue University

Presider: Ariane Ollier-Malaterre, University of Quebec in Montreal

- *Off Hours Connectivity to Work: The Impact of Boundary Preferences and Organizational Norms To Be Responsive* Stacie Furst-Holloway — University of Cincinnati, Elaine Hollensbe — University of Cincinnati, Suzanne Sawyer Masterson — University of Cincinnati, Therese A. Sprinkle — Quinnipiac University, Sung Doo Kim — Northeastern Illinois University, Daniele Bologna — University of Cincinnati
- *Managing Work-Life Boundaries in the Digital Age* Ellen Ernst Kossek — Purdue University
- *An Ethnographic Account of Family in a World of iPhones and 24/7 Work Demands* Christine M. Beckman — University of Maryland, College Park; Melissa Mazmanian — University of California at Irvine
- *Putting That Phone Down: Teasing Out Motivations to Regulate the Use of Mobile Technologies* Marcello Russo — Kedge Business School, Ariane Ollier-Malaterre — University of Quebec in Montreal
- *Escape to Reality: Boundary Work Among Couples in the U.S. Navy* Christine M. Beckman — University of Maryland, College Park, Taryn L. Stanko — California Polytechnic State University

9. Symposium: Paid Leave in Rhode Island: A 360° Perspective – Federal A Room

Organizer: Barbara Silver, University of Rhode Island

- *From Library Stacks to Legislators' Ears: The Role of Research in Creating and Improving Rhode Island's Paid Family Leave* Gayle Goldin — Rhode Island State Senator
- *Facilitators to Access and Expansion of Rhode Island's TCI Program: Exploring Awareness, Uptake, and Work Culture among RI Employees* Barbara Silver — University of Rhode Island
- *Broadening TCI to Meet Work and Family Needs* Jeffrey Hayes — Institute for Women's Policy Research

Discussant: Pronita Gupta, Women's Bureau, U.S. Department of Labor

10. Symposium: Longer Working Lives for Older Women in the USA: Choice or Necessity? – Federal B Room

Organizers: Elizabeth Fideler, Boston College; Aine Ni Leime, Case Western Reserve University

- *Choosing to Stay on the Job - It's Not Just about the Money* Elizabeth Fideler — Boston College
- *Grandmothers Combining Work and Care* Madonna Harrington Meyer — Syracuse
- *Extending Work Lives in the Academy: An Intersectionality Perspective on Later Life Academic Careers* Susan Hinze — Case Western Reserve University
- *Challenges Faced by Precarious Workers in Extending Working Lives in the U.S.* Aine Ni Leime — Case Western Reserve University

Discussant: Richard Eisenberg, PBS's Next Avenue

11. **Symposium: Practitioner Day Symposium: The Telework Manifesto –Massachusetts Room**

- *Telework: Surprising Trends, Innovative Practices* Tyler Wigton – Families & Work Institute
- *Telecommuting in Real Time: Gender, Cohort and Period Differences in Substitution and Overtime Telecommuting Among American Workers* Jennifer L. Glass — University of Texas at Austin, Samantha Simon — University of Texas at Austin
- *Unpacking the Context of Telework: The Role of Team Teleworking Density* Kristie Lynne McAlpine — Cornell University, Bradford Bell — Cornell University, Emmanuelle Leon — ESCP Europe
- *LMX and Employee Performance in Teleworking Leader-Member Dyads* Ravi S. Gajendran — University of Illinois, Urbana-Champaign, Sumita Raghuram — The Pennsylvania State University

12. **Symposium: Employment and Exceptional Care: Workplace, Family, and Community Supports – Ohio Room**

[Session sponsored by WFRN Special Interest Group on "Disability, Employment, and Care"]

Organizers: Lisa Maureen Stewart, California State University, Monterey Bay; Eileen M. Brennan, Portland State University

Presider: Donna S. Lero, University of Guelph

- *Fathers Caring for Children With Special Health Care Needs: Experiences of Work-Life Fit* Claudia Sellmaier — University of Washington
- *Factors Contributing to Employment Outcomes for Caregivers of Children and Youth with Mental Health Challenges* Ana Maria Brannan — Indiana University, Indianapolis, Eileen M. Brennan — Portland State University, Julie M. Rosenzweig — Portland State University
- *Workplace Flexibility Supports, Type of Employed Family Caregiver and Workplace Engagement* Lisa Maureen Stewart — California State University, Monterey Bay

13. **Symposium: Behind the Scenes of Fair Workweek Legislation: Improving Work Schedules for Vulnerable Workers – South American B Room**

This panel focuses on how researchers, policy advocates, labor groups, and Hill staff are working together to advance evidence-based policy on workplace scheduling in the U.S. Scheduling legislation has been enacted in San Francisco and introduced into Congress and in over ten states and municipalities. The members of this panel have been intimately involved in shaping this legislation and will discuss both the politics and the pragmatics of moving scheduling legislation forward. A particular focus of the panel will be on the type of research that has been useful, and what research is still needed, in helping inform provisions of the legislation and in making the case for new workweek standards.

Organizer: Susan Lambert, University of Chicago

Panelists:

- Carrie Gleason – Center for Popular Democracy
- Susan Lambert – University of Chicago
- Jodie Levin-Epstein – Center for Law and Social Policy
- Leticia Mederos – U.S. Senate
- Elizabeth Watson – U.S. House of Representatives

14. Symposium: Film Presentation: Urban Indian Womanhood: Confounding Traditions – Statler B Room

A snapshot of life for working women in the city of Lucknow, this documentary tells stories of womanhood and society in transition. Filmmaker Singh will show the documentary, and notes that the objective of the session is: "the skill of bringing research to film and film to research."

Organizer: Shweta Singh, Loyola University Chicago

**Thursday
10:30 AM - 12:00 PM**

15. Author-Meets-Critics: Heather Boushey, Finding Time: The Economics of Work-Life Conflict. Cambridge, MA: Harvard University Press, 2016 – Senate Room

Panelists:

- Eileen Appelbau – Center for Economic and Policy Research
- Jerry A. Jacobs – University of Pennsylvania
- Heather M Boushey – The Washington Center for Equitable Growth
- Brad Harrington – Boston College, Center for Work & Family

16. Thematic Session: Practitioner Day Symposium: Sustainability in Combining Career and Care through the Flexibilization or Customization of Organizational Careers - Critical Reflections – California Room

Academics and practitioners will share their experiences and research findings on the topic of flexible (customized) careers, zooming in on possible unintended/ironic effects and their prevention. Questions around the design and implementation of career interventions and resulting individual and organization consequences should lead to a discussion amongst panelists and the audience. The panel consists of work-life researchers, a career-life coach and a practitioner-expert who was involved in designing and implementing a flexible career system.

Organizer: Caroline Straub, Grenoble Ecole de Management

Panelists:

- Mary Blair-Loy — University of California, San Diego
- Erin A. Cech — Rice University
- Paula Kathleen McDonald — Queensland University of Technology Business School
- Anne Weisberg — Paul, Weiss, Rifkind, Wharton & Garrison LLP
- Patricia Caulfield Dahm — California Polytechnic State University
- Claartje Vinkenburg — VU University Amsterdam

17. Thematic Session: Organizational Work-Family Policies and Practices and Their Effects on Workers – Pan American Room

[Session sponsored by WFRN Special Interest Group on "Organizational Work-Life Policy: Structures & Outcomes"]

Organizer: Lindsey Trimble O'Connor, California State University, Channel Islands

Presider: Lori Wadsworth, Brigham Young University

- *Forms of Flexibility: Unpacking Control Over "Flexible" Work Practices* Anne Kaduk — University of Minnesota, Erin L. Kelly — MIT, Katie Genadek — University of Minnesota, Phyllis Moen — University of Minnesota, Ellen Ernst Kossek — Purdue
- *Workplace Flexibility, Commute Time and Satisfaction with Work-Family Balance Amongst Working Fathers* Jeffrey Bagraim — University of Cape Town, Dina Manne — University of Cape Town, Ameeta Jaga — University of Cape Town
- *Work Schedule Flexibility, Stability and Work at Home: For Which Workers Are Consequences Negative or Positive?* Jaeseung Kim — University of Chicago, Lonnie Golden — The Pennsylvania State University, Abington College, Julia R. Henly — University of Chicago
- *Gender and Homophily Among MBA Graduates: Men's and Women's Informal Friendship Networks and Promotion Opportunities* Sarah Damaske — The Pennsylvania State University, Gail Goochee — The Pennsylvania State University, Maria del Rosario Castro Bernardini — The Pennsylvania State University, Megan Stouter — The Pennsylvania State University, Pamela Kaufman — New York University

18. Thematic Session: Differences in Work-Family Conflict and Health by Financial Strain, Social Class, Intelligence, and Skills – South American A Room

- *Social Class and Health-Related Outcomes of Work-Family Conflict: Do Patterns Differ among High and Low Earners in the United States* Krista Lynn Minnotte — University of North Dakota
- *Comparing the Financially Strained with the Financially Secure: Differences in Work-Family Conflict, Stress, and Health* Heather Odle-Dusseau — Gettysburg College, Russell Matthews — Bowling Green State University, Julie Holliday Wayne — Wake Forest University, Alexandra Henderson — Bowling Green State University
- *The Effect of Intelligence on Momentary and End-of-Day Work-Related Emotional Distress: Results from an Ecological Momentary Assessment Study* Jinshil Hyun — The Pennsylvania State University, Martin J. Sliwinski — The Pennsylvania State University, Joshua M. Smyth — The Pennsylvania State University, David M. Almeida — The Pennsylvania State University
- *Antecedents and Outcomes of Work-Life Balance: A Multi-Sample Study of Employee Skill-Levels* Lindsay Eastgate — Massey University, Jarrod Haar — Massey University

19. Symposium: Practitioner Day Symposium: Connecting the Three Ps of Parenthood Research: Publishing, Policy, & Practice – New York Room

This panel discussion will be comprised of three main topics: 1) the state of research on parenthood and organizational support; 2) public policy implications; and 3) bringing the research into practice. Courtney Masterson, one of the symposium organizers, will begin the session by briefly discussing the impetus for the symposium. Next, the academic members of our panel (Beth Humberd, Jamie Ladge, Laura Little, and Ariane Ollier-Malaterre) will discuss their experiences conducting work in the areas of parenthood and organizational support, highlighting key insights as well as the innovative ways in which such research can be conducted. Building on the state of the research, Judith Warner from the Center for American Progress will shift the conversation to provide a brief overview of public policy trends and the role that research can play in shaping future policy. Following this discussion, Kenneth Matos from Life Meets Work will bring attention to exemplary organizational support practices for parents and identify needs for future research. Lastly, we will break into small groups to spark positive connections among panelists and attendees to allow attendees the opportunity to share their own experiences and to generate new ways in which academics, policy advocates, and practitioners can collaborate to bring about meaningful change for working parents.

Organizers: Jamie J. Ladge, Northeastern University; Laura Little, University of Georgia; Courtney Masterson, University of Illinois, Chicago

Panelists:

- Beth Humberd – University of Massachusetts, Lowell
- Jamie J. Ladge – Northeastern University
- Laura Little – University of Georgia
- Ariane Ollier-Malaterre – University of Quebec in Montreal
- Kenneth Matos – Life Meets Work
- Judith Warner – Center for American Progress

20. Symposium: Government and Employer-Provided Work-Family Policies in Context: Evidence from Different Countries – Federal A Room

[Session sponsored by WFRN Special Interest Group on "Reorganizing Work"]

Organizers: Caitlyn Collins, Washington University at St. Louis; Lena Hipp, WZB Berlin Social Science Center

- *Decomposing the Self-Employment Gender Gap Across Countries: The Importance of Contextual Factors* Michelle Budig — University of Massachusetts, Amherst, Misun Lim — University of Massachusetts, Amherst
- *Arbitrary Practices or Fair Policy? Flexible Work Arrangements and Supervisor Influence in U.S. Multinational Manufacturing Corporations* Krista Marie Brumley — Wayne State
- *Work-Family Policies and Working Mothers: A Comparative Study of Germany, Sweden, Italy, and the United States* Caitlyn Collins — Washington University at St. Louis
- *Policy Changes Norms, and Beliefs: Under What Conditions Are Work-Family Policies Not Women-Only Policies?* Lena Hipp — WZB Berlin Social Science Center, Janine Bernhardt — WZB Berlin Social Science Center
- *Availability and Use of Work Family Policies and Gender Equality Across European Workplaces* Tanja van der Lippe — University of Utrecht, Leonie van Breeschoten — Utrecht University, Interuniversity Center for Social Science Theory and Methodology

21. Symposium: Shared Hopes, Hidden Inequalities: How Social Class Shapes Work, Education, Housing, and Family Trajectories into Adulthood – Federal B Room

Organizer: Jennifer M. Silva, Bucknell University

- *College Persistence in the Long Transition to Adulthood* Nicole Deterding — University of Wisconsin, Madison
- *Youth Unemployment in the Post-Recession Economy: Middle Class Youth Finding Jobs* Yasemin Besen-Cassino — Montclair State University
- *Daughters of the Great Recession: Young Women's School, Work, and Family Pathways in the Transition to Adulthood* Jessica Halliday Hardie — Hunter College, City University of New York
- *Consuming for an Imagined Future: Class-Based Consumer Lifestyles and Exploratory Experiences in the Transition to Adulthood* Jennifer M. Silva — Bucknell University, Michelle Weinberger — Northwestern University

22. Symposium: Practitioner Day Symposium: The Role of Federal Agencies' Policies and Practices to Promote and Support Work-Life Balance in STEM – Massachusetts Room

This panel will focus on the role of the policies and practices of federal funding agencies in supporting work/life balance: within agencies themselves, through the research they fund, and in the STEM workforce more broadly. Work-life balance has become an increasingly important issue at the federal level. The Obama administration announced in January that Federal employees with a new child would be able to take up to six weeks of advanced paid leave. Recently, many funding agencies have moved forward on this front, clarifying current policies and enacting new policies to enable grantees to better balance work and family responsibilities. This panel will explore the ways federal funding agencies play a role in supporting work-life balance and what remains to be done to make such policies more inclusive and effective.

Organizers: Dana Britton and Jessie DeAro, National Science Foundation

Panelists:

- Dana Britton – National Science Foundation
- Jessie DeAro – National Science Foundation
- Bernice Anderson – National Science Foundation
- David Chambers – National Aeronautics and Space Administration
- Jennifer Plank-Bazinet – National Institutes of Health

23. Symposium: The Impacts of Supervisor Support of Employees' Family and Personal Lives – Michigan Room

- *Does Work-Family Support Predict Outcomes Above and Beyond Perceived Organizational Support?* Vanessa A. Jean — Texas A&M University, Stephanie Church Payne — Texas A&M University, Wendy R. Boswell — Texas A&M University, Rebecca Jean Thompson — University of Baltimore
- *Work-Family Enrichment and Job Satisfaction: The Mediating Role of Supervisory Support in Samples of Australian and Indian Social Workers* Thomas Kalliath — Australian National University, Parveen Kalliath — Australian Catholic University, Christopher Chan — York University
- *An Analysis of Family Supportive Supervisor Behaviors (FSSB) Effects in Brazil, Kenya, Netherlands and Philippines* María José Bosch — Universidad de los Andes ESE Business School, Marcello Russo — Kedge Business School, Mireia Las Heras — University of Navarra, IESE Business School, Marc Grau i Grau — University of Edinburgh
- *Crossover of Work-Family Experiences Among Supervisor-Subordinate Dyads in India: Mediating Roles of Family Supportive Organizational Perception and Schedule Control* Rupashree Baral — IIT Madras, Pavithra Sampath — IIT Madras

24. Symposium: The Lives of Low-Income and/or Single Mothers – South American B Room

- *Single Motherhood and Life Satisfaction in Europe: The Effect of Financial Strain, Work-Life Conflict and Cultural Norms* Matthias Pollmann-Schult — WZB Berlin Social Science Center
- *Slippery Slope of Dependency: The Paradox of Neo-Liberal Policy in the Everyday Lives of Low-Income Breadwinning Mothers* Einat Lavee — Haifa University
- *"I've Got No One to Lean On": Familial Relations and the Burden of Reciprocity among Low-Income Mothers in Israel* Shira Offer — Bar-Ilan University
- *Role Overload, Conflict and Contagion in a Context of Material Hardship: Balancing College, Work & Family as a Low-Income Mother* Autumn R. Green — Endicott College

25. Symposium: Work and Family in Various Contexts – Statler A Room

- *Neighborhood Effects on Immigrants' Experiences of Work-Family Conflict: An Analysis of Subjective and Objective Neighborhood Markers* Marisa Young — McMaster University, Shirin Montazer — Wayne State University
- *The Role of Occupational Role Salience and Value of Self-Enhancement on Work-To-Family Conflict: The Case of Dual-Earner Couples in Sri Lanka* Sujeewani Chrisangika Perera — Sabaragamuwa University of Sri Lanka, Pavithra Kailasapathy — University of Colombo, Sri Lanka
- *Self-Efficacy in the Work-Family Domain: Introducing a Domain-Specific Self-Efficacy Measure* Mona Zanhour — California State University at Long Beach, Catherine E. Connelly — McMaster University
- *Incomplete Role Exit and the Alimony Reform Movement* Jocelyn Crowley — Rutgers University

26. *Symposium: Military Work, Military Families – Statler B Room*

- *Initial Findings on Veterans and Their Spouse/Partner's Work-Family Experiences and Health* Wylie Hoi-Yee Wan — Oregon Health & Science University, Leslie Hammer — Portland State University, Cynthia D. Mohr — Portland State University
- *Work Redesign Paradoxes: A Case Study of Military Redesigning Work Intervention* Ronit Waismel-Manor — Netanya Academic College, Ronit Kark — Bar-Ilan University
- *Keeping Air Force Women Aboard: Navigating Career/Family Intersections to Tackle Retention Challenges* Erika Lee King — University of Texas at Austin
- *Military Spouse: Toughest Job in the Service? Work and Family Decisions within a Greedy Institution* Christina Marie Wilson — University of Nebraska Omaha
- *Don't Ask, Don't Want To Know: A Research Agenda for Same-Sex Military Families* David Smith — U.S. Naval Academy, Karin De Angelis — U.S. Air Force Academy

27. *Workshop: State Level Work and Family Indicators for Policy Analysis, Program Design and Monitoring –Ohio Room*

The goal of this workshop is to increase the use and usefulness/impact of policy-relevant work-family indicator projects. The leaders will share their insights and lessons learned in creating an indicator website and will highlight different types of state-level work-family indicators and the importance of focusing on subgroups (race/ethnicity, gender). Workshop trainers will also discuss how to be a smart consumer of indicators (i.e. measurement issues, suppression rules and other technical documentation), and showcase the breadth of indicator websites based on the panel attendees' work-family and health interests. The second goal is to provide an in-depth demonstration of a new interactive indicator project, www.diversitydatakids.org, which provides hundreds of indicators for children, parental employment and access to work-family policies such as the FMLA. Researchers and policymakers will be provided with a concrete example of how indicators can be used to enhance a policy discussion and how different organizations have used diversitydatakids.org indicators to advocate for the expansion of paid family leave policies and bring attention to underserved populations such as immigrant working parents. Presiders: Pamela Joshi, Brandeis University; Alison Earle, Brandeis University

**Thursday
12:00 PM - 1:00 PM**

Lunch Break (on your own)

Thursday
1:00 PM - 2:30 PM

28. Thematic Session: Practitioner Day Symposium: Linking Work-Life, and Gender Perspectives on Career Experiences and Well-being – California Room

Organizers: Ellen Ernst Kossek, Purdue University; Kyung-Hee Lee, Purdue University

- *"Opting Out" or "Pushed Out"? A Review and Integrated Model of Women's Career Equality* Ellen Ernst Kossek — Purdue University, Rong Su — Purdue University, Lusi Wu — Purdue University
- *How Neighborhoods Shape Gendered Expectations of Working Mothers and Fathers* Eden King — George Mason University, Judith Clair — Boston College, Kristen Jones — Washington State University, Amanda Anderson — George Mason University, Mikki Hebl — Rice University
- *Work-Life Trade-Offs: Gender, Emotions, and Consequences* Patricia Caulfield Dahm — California Polytechnic State University, Yeonka S. Kim — University of Minnesota, Theresa M. Glomb — University of Minnesota
- *How Important are Family-Supportive Supervisors? A Meta-Analysis of Supervisor Work-Family Support and Employee Outcomes* Rong Su — Purdue University, Lusi Wu — Purdue University, Ellen Ernst Kossek — Purdue University
- *Organizational Interventions to Support Diversity, Empowerment and Career Socialization of Women Faculty* Kyung-Hee Lee — Purdue University, Ellen Ernst Kossek — Purdue University

29. Thematic Session: Couples' Work Hours, Labor Force Participation, and Career Progression – Federal B Room

- *Within-Couple Division of Paid Labor over Family Life-Course Stages in Europe (2004-2008)* Jeffrey Neilson — Lund University
- *Power Couple? Gender, Work-Linked Couples, and Career Progression* Sue Hyun Moon — Long Island University, H. Colleen Stuart — John Hopkins University
- *Risk Pooling in the Family: Within Couple Inter-temporal Responsiveness in Labor Market Participation* Siwei Cheng — University of California at Los Angeles
- *Work Hour Trajectories and Health of Married Couples in Midlife and Older Adulthood* Wylie Hoi-Yee Wan — Oregon Health & Science University, Toni C. Antonucci — University of Michigan, Jacqui Smith — University of Michigan, Kira S. Birditt — Institute for Social Research, University of Michigan

30. Thematic Session: Addressing the Needs of Employed Caregivers - Advancing a Global Agenda – Ohio Room

Organizer: Donna S. Lero, University of Guelph

Presider: Donna S. Lero, University of Guelph

- *Reconciling Paid Work and Unpaid Care Work: A Critical Review of the Canadian Policy Context* Janet Fast — University of Alberta
- *Family Strain, Family-Work Conflict and Perceived Supervisor Support as Influences on Psychological Well-Being: A Global Analysis* Lisa Maureen Stewart – California State University, Monterey Bay
- *Support for Caregivers in the UK: Policy Variation and the Role of Caregiver Advocacy Organizations* Sue Yeandle — University of Sheffield

Discussant: Donna S. Lero, University of Guelph

31. **Thematic Session: Work and Family, Health and Well-being** –South American A Room

Organizers: Amanda Cooklin, La Trobe University; Maureen Perry-Jenkins, University of Massachusetts, Amherst

Presider: Lyndall Strazdins, Australian National University

- *Low-Wage Work Conditions Predict Trajectories of Depression Across the Transition to Parenthood* Hillary Paul Halpern — University of Massachusetts, Amherst, Maureen Perry-Jenkins — University of Massachusetts, Amherst
- *Change and Stability in Work-Family Conflict and Mothers' and Fathers' Mental Health; Longitudinal Evidence from an Australian Cohort* Amanda Cooklin — La Trobe University
- *Missing Data in Analyses of Work-Family Conflict: A Case Study Using Data from the Longitudinal Study of Australian Children* Cattram Nguyen — La Trobe University

Discussant: Tammy Allen, University of South Florida

32. **Discussion Forum: Sustaining Organizational Needs and Imperatives** – Presidential Ballroom (**Table 1**)

- *Forecasting the Future of Work and Family: Organizational Imperatives* Katherine Jane Hampsten — St. Mary's University
- *Same Same but Different? Representing Diversity on Organizational Websites in Brazil* Clarice Santos — Coppead Graduate School of Business/UFRJ, Adriana Hilal — Coppead Graduate School of Business/UFRJ
- *The Impacts of Long Working Hours on Organisations: From the Perspectives of Diversity* Seonyoung Hwang — Warwick Business School
- *Social Sustainability in Work Organisations* Charlotta Anna Niemistö — Hanken School of Economics, Department of Management and Organization; Annamari Tuori — Hanken School of Economics, Department of Management and Organization; Jeff Hearn — Hanken School of Economics, Department of Management and Organization

33. **Practitioner Day Workshop: Our No Vacation Nation and How To Change It** –Michigan Room
America is the no-vacation nation, the only wealthy country on earth that does not require paid vacations for workers. As a result, 42 percent of Americans received or took zero paid vacations last year, many gave days back due to pressure to work, and the median length of American vacations was little more than one week. American parents and children are among the world's most stressed and lack of vacation time makes it hard to alleviate stress and prevent burnout. This panel seeks to explore our aversion to vacation time, and the impacts of lack of vacation time on health, family connection, and appreciation for nature. We will examine how vacations are connected to improved productivity - increasing teamwork, planning, and creativity - and the need for more research in these areas. We will also share ideas about how to build a movement in the United States to finally win paid vacation time as a public policy. Panel members include leading researchers and leaders of the Take Back Your Time and ThirdPath organizations.

Presider: John de Graaf, Take Back Our Time

Panelists:

- Sarah Taylor Agate – SUNY Brockport
- Jessica DeGroot – ThirdPath Institute
- Jasmine Goodnow – Western Washington University

34. Workshop: Crafting a Meaningful Academic or Post-Academic Career –Senate Room

This session is a professional development workshop in which work-family scholars can engage in facilitated career exploration with the goal of creating a greater fit between their career values and their academic lives. In particular, this PDW will emphasize creative paths for work-family scholars to make an impact either within or outside the confines of traditional academic roles.

Organizers: Alyssa Friede Westring, DePaul University; Monique Valcour, Coach and Academic Entrepreneur; Spela Trefalt, Simmons School of Management

Panelists:

- Alyssa Friede Westring – DePaul University
- Spela Trefalt – Simmons School of Management
- Scott Behson – Fairleigh Dickinson University
- Elizabeth Boyd – Kennessaw State University

35. Workshop: There's an App for That? Designing an Online or Hybrid Course Using Up-to-date Technologies –Statler A Room

Working professionals including managers, researchers, and policy makers, among others, would benefit from learning about technological innovations that could make scholarship and pertinent workplace knowledge more accessible. One way to make this knowledge accessible is through online and/or hybrid courses. This professional development workshop will allow participants to think through important considerations in the development of content-rich hybrid/online courses that feature work-life wellness as a key actor within the core objectives of the course itself. Workshop topics will include: instructions and recommendations for successful overall course design, examples of evolving face-to-face activities to online activities, time for individuals to work on transferring their own activities or exercises to online formats, and a portion of the workshop will focus on an introduction to software, programs, and resources to help professors and other working professionals create rich, immersive learning communities while also maintaining the work-life wellness needs of both the educators and scholars in the contemporary digital world. Participants will leave the workshop with step-by-step methods to develop strong, interactive online courses based in their material of choice, as well as tools for creating healthy balances between class and life to facilitate creatively intelligent work.

Organizers: Yvonne Montoya, Colorado State University - Pueblo; Nicole Grider, Colorado State University - Pueblo

36. Symposium: U.S. Paid Family Leave Policy: Two Steps Forward, One Step Back – Federal A Room

[Session sponsored by WFRN Special Interest Group on "Economic and Public Policy"]

This interdisciplinary panel will discuss the progress, setbacks, benefits, and concerns surrounding U.S. paid family leave policy. Questions will be presented to panelists with expertise in U.S. family leave law and company family leave policy.

Organizer: Angela Rita Grotto, Manhattan College

Presider: Angela Rita Grotto, Manhattan College

Panelists:

- Jeanine Andreassi – Sacred Heart University
- T. Alexandra Beauregard – Middlesex University Business School
- Megan Connolly – Sirota Consulting
- Janet Carol Gornick – CUNY - Graduate Center
- Ruth Milkman – CUNY - Graduate Center

37. Practitioner Day Symposium: Toward Effective Work-Life Programs in the U.S. Federal Government - Connecting Research with Practice –Massachusetts Room

[Session sponsored by WFRN Special Interest Group on "Connecting Research to Practice"]

Organizer: Kimberly Wells, U.S. Office of Personnel Management

- *Federal Work-Life Programs: What the Research Shows* Maria Raviele — U.S. Office of Personnel Management
- *Assessing the Federal Work-Life Landscape: Challenges and Opportunities* Shirley Adelstein — U.S. Office of Personnel Management
- *Supporting Practice: Discovering Avenues to Effective Work-Life Programs Through Evaluation* Kimberly Wells — U.S. Office of Personnel Management
- *Making the Connection: Supporting Practice Through Research-Based Action Planning* Alexis Adams — U.S. Office of Personnel Management, Judy Ikels – U.S. Department of State

38. Symposium: Practitioner Day Symposium: The Impact of a Workplace Intervention on the Health and Well-Being of Employees and Their Family Members –New York Room

Organizers: Orfeu Marcello Buxton and Soomi Lee, The Pennsylvania State University

- *Can Workplace Intervention Change Employees' Emotional and HPA Reactivity to Daily Stressors?* David M. Almeida — The Pennsylvania State University, Soomi Lee — The Pennsylvania State University, Katie Michelle Lawson — Ball State University, Kelly D. Davis — Oregon State University, Kimberly Walter — University of Connecticut School of Medicine, Orfeu Marcello Buxton — The Pennsylvania State University
- *Effects of a Randomized Workplace Intervention on Youth Affect and Reactivity to Stressors* Katie Michelle Lawson — Ball State University, Kelly D. Davis — Oregon State University, Susan M. McHale — The Pennsylvania State University, David M. Almeida — The Pennsylvania State University, Rosalind King — Eunice Kennedy Shriver National Institute of Child Health and Human Development
- *Perceived Time Adequacy, Time Use, and Daily Well-Being: Can Workplace Intervention Change the Effects of Time Resources on Daily Well-Being?* Soomi Lee — The Pennsylvania State University, Susan M. McHale — The Pennsylvania State University, Ann Caverly Crouter — The Pennsylvania State University, David M. Almeida — The Pennsylvania State University

39. Symposium: Determinants of Organizational Work-Family Policy Access and Use –

Pan American Room [Session sponsored by WFRN Special Interest Group on "Organizational Work-Life Policy: Structures & Outcomes"]

Organizer: Lindsey Trimble O'Connor, California State University, Channel Islands

Presider: Lori Wadsworth, Brigham Young University

- *Flexible Working Hours and the Skill Profile of the Workforce in European Companies: A Multilevel Analysis* Egidio Riva — Catholic University of Sacred Heart, Milan, Mario Lucchini — University of Milan Bicocca, Laura Den Dulk — Erasmus University Rotterdam, Ariane Ollier-Malaterre — University of Quebec in Montreal
- *The "Optics" of Work Hours: Appearance Management and the Perversion of the Protestant Ethic* Alison Tracy Wynn — Stanford University
- *Opting into Work-Family Policies: Comparing the Effects of Material and Cultural Concerns* Sarah Thebaud — University of California at Santa Barbara, David Pedulla — University of Texas at Austin
- *Not Just Part-Time; Not just Women; Not Just Occasionally: Challenging the Myths of Flexible Work in Military Settings* Paula Kathleen McDonald — Queensland University of Technology Business School, Abby Cathcart — Queensland University of Technology Business School, Tina Graham — Queensland University of Technology Business School

40. **Symposium: The Work-Family Interface in a Global Context: Core Constructs** –Statler B Room
Organizer: Karen Korabik, University of Guelph

- *Overview of a Multinational Work-Family Research Project* Anne Bardoel — Monash University
- *Antecedents and Outcomes of Work-Family Conflict* Karen Korabik — University of Guelph, Zeynep Aycan — Koc University, Istanbul
- *Positive Spillover of the Work and Life Domains* Barbara Beham — Berlin School of Economics and Law, Anne Bardoel — Monash University, Steven Y. Poelmans — Escuela de Alta Dirección y Administración Business School, Coaching Competency Center
- *The Impact of Societal Culture on Work-Family Guilt* Karen Korabik — University of Guelph

40A. **Symposium: An Examination of Nonstandard Work in the U.S. and Families' Child Care Options** –South American B Room

Organizer: Heather Sandstrom, Urban Institute

- *Constellations of Precarious Scheduling Practices among Individuals and Couples in a National Sample* Susan Lambert — University of Chicago, Julia R. Henly — University of Chicago
- *Nonstandard Work Hours and Child Care in the National Survey of Early Care and Education* Lisa Gennetian — National Bureau of Economic Research/NYU Institute of Human Development and Social Change, Rupa Datta — NORC
- *How Parents' Nonstandard Work and Precarious Scheduling Affect Child Care Subsidy Stability and Access to High-Quality Care* Heather Sandstrom — Urban Institute, Julia R. Henly — University of Chicago, Amy Claessens — University of Chicago

Thursday
2:30 PM - 4:00 PM

41. Thematic Session: Practitioner Day Workshop: Reshaping Work, Careers, and Life – California Room

There is a growing group of men, women, teams and organizations who are discovering new models for creating success at work while creating time and energy for their life outside the workplace. These individuals are developing diverse ways, which change over the course of the lifecycle, to successfully "integrate" work with their life responsibilities. They are also discovering that the best solutions come from an understanding of the interplay between work, careers and life. To explore this new landscape, and to allow for a rich and thought provoking conversation, WFRN and ThirdPath Institute have engaged top researchers who are experts in each of the related fields. During this workshop, practitioners alongside researchers will be invited to sit at one of four table topics and participate in small group, facilitated discussions. After 30 minutes, participants will then move to a second table topic. The workshop will conclude with a large group discussion on outcomes, questions and ideas that come from the small group conversations.

Presider: Jessica DeGroot, ThirdPath Institute

- *Doing Work Differently* Lotte Bailyn — Massachusetts Institute of Technology, Brigid Schulte — The Better Life Lab/The Good Life Initiative, Jennifer E. Swanberg — University of Maryland
- *Doing Home Differently* Jessica DeGroot — ThirdPath Institute, E. Jeffrey Hill — Brigham Young University, Lisa Levey — Libra Consulting
- *Doing Careers & Leadership Differently* Jeffrey H. Greenhaus — Drexel University, Elise Jones — Boston College
- *Men at Work* Scott Behson — Fairleigh Dickinson University, Brad Harrington — Boston College Center for Work & Family, Erin Reid — Boston University

42. Thematic Session: Women's Work Patterns and Career Attainment Over the Life Course –Federal B Room

- *Trade off? The Occupational Attainment of Mid-Career Childless Women, 1976-2014* Lindsay M. Monte — U.S. Census Bureau, Laryssa Mykyta — U.S. Census Bureau
- *Institutional Change and Women's Work Patterns Along the Life Course* Haya Stier — Tel Aviv University, Noah Lewin-Epstein — Tel Aviv University, Michael Braun — GESIS - Leibniz-Institute for the Social Sciences
- *Step Up or Step Back? The Impact of Non-Employment Duration and Reason on Job Conditions at Women's Workforce Reentry* Anne Kaduk — University of Minnesota
- *Healthy Academic Women at Work? The Implications of Health and Care for Careers over the Life-Course* Ivy Lynn Bourgeault — University of Ottawa, Merridee Bujaki — Carleton University, Stephanie Gaudet — University of Ottawa, Yvonne Emily James — University of Ottawa

43. Thematic Session: Work and Insecurity: Impacts on Families, on Health, and Across Gender and Race –South American B Room

Organizer: Sarah Damaske, The Pennsylvania State University

- *Work Transformations and the Flexible Heart: Precariousness, Emotions and Inequality* Allison Pugh — University of Virginia
- *"Stress that I Don't Need": Gender Expectations and Relationship Struggles amongst the Poor* Jennifer Sherman — Washington State University
- *Abnegation or Intemperance in the Wake of Job Loss? How Work-Family Schemas Differentially Shape Women's and Men's Health and Self-Care during Unemployment* Sarah Damaske — The Pennsylvania State University
- *Work, Family, and Health among Employed Black and White Men and Women in the United States* Chandra Jackson — Harvard University Medical School, Ichiro Kawachi — Harvard University School of Public Health
- *The Rise of Insecure Work and the Persistence and/or Abatement of Durable Inequality: Exploitation, Opportunity Hoarding, and the Continuation of Labor Market Maginality* Enobong (Anna) Hannah Branch — University of Massachusetts, Amherst, Caroline Hanley — College of William and Mary

44. Thematic Session: Work, Family and Culture in the Global South –Statler B Room

Organizers: Ameeta Jaga, University of Cape Town; Suzan Lewis, Middlesex University Business School

- *The Omnipresent Community in the Work-Life Experiences of Women Entrepreneurs in Ethiopia: Challenges and Choices* Konjit Hailu Gudeta — Tilburg University, Marloes L. van Engen — Tilburg University
- *Adding Culture to the Role Overload Mix: Food-work, Extended Family and Motherhood Amongst Hindu Working Women in South Africa* Ameeta Jaga — University of Cape Town, Jeffrey Bagraim — University of Cape Town
- *Maternity Protection at Work in Challenging Environments: A Case Study of Women Workers in the Informal Economy in Ghana* Bianca Stumbitz — Middlesex University Business School, Suzan Lewis — Middlesex University Business School, Abigail Kyei — Health and Management Consultant, Ghana, Fergus Lyon — Middlesex University
- *The Career Narratives of Indian Managerial Women: Drivers, Tensions and Agency* Manjari Prashar — Cranfield School of Management, Deirdre Anne Anderson — Cranfield School of Management

45. Workshop: Idea Incubator Workshop –Presidential Ballroom

Pre-registration was required for this workshop.

The Work-Family Research Idea Incubator Workshop will feature accomplished work-family scholars from multiple disciplines providing substantive and developmental feedback on research projects that are in their formative stages. This workshop will consist of informal, collegial roundtable settings. Each roundtable will have one or more facilitators to provide feedback and lead discussions on a small number of research papers or projects, allowing plenty of time for interactions among group members. Scholars at every stage of development - junior, mid-career, and senior - are welcome to attend. This workshop will provide an invaluable opportunity to receive detailed feedback from experienced scholars.

Presider: Maureen Perry-Jenkins, University of Massachusetts, Amherst

46. **Workshop: Mentoring Workshop –Presidential Ballroom**

Pre-registration was required for this workshop.

This workshop provides an opportunity to link junior scholars with senior advisors. Informal and confidential career advice will be offered by prominent scholars in a group discussion format. This session is ideal for assistant professors, postdoctoral scholars, and advanced graduate students.

Presider: Orfeu Marcello Buxton, The Pennsylvania State University

47. **Symposium: Family and Medical Leave Expansion: Identifying Access and Take-up Disparities, Assessing Policy Solutions and Documenting Progress –South American B Room**

Presider: Julia R. Henly, University of Chicago

- *Reducing Disparities and Improving Access to Affordable Family and Medical Leave* Pamela Joshi — Brandeis University, Kimberly Geronimo — Brandeis University, Alison Earle — Brandeis University, Theresa Osypuk — University of Minnesota, Dolores Acevedo-Garcia — Brandeis University
- *Exploring the Relationship between the California Paid Family Leave Program and the Wellbeing of Low-Income Families: Opportunities for Data Access and New Knowledge* Pamela Winston — U.S. Department of Health and Human Services, Colin Campbell — U.S. Department of Health and Human Services, Elizabeth Coombs — Mission Analytics Group, Christina Yancey — U.S. Department of Labor
- *Safety Net Programs and Maternity-Leave Job Quitting by Less-Educated Mothers* Marci Ybarra — University of Chicago, Heather D. Hill — University of Washington
- *Are We There Yet? Global Progress on Work-Family Policies that Enhance Gender Equality* Alison Earle — Brandeis University, Amy Raub — World Policy Analysis Center, Gonzalo Moreno — McGill University, Arijit Nandi — McGill University, Gabriella Kranz — McGill University, Ilona Vincent — McGill University, Nicholas Perry — University of California at Los Angeles, Kristen Savage, Jessica Louise Looze — World Policy Analysis Center, Jody Heymann — World Policy Analysis Center

Discussant: Jeffrey Hayes, Institute for Women's Policy Research

48. **Symposium: The Economic and Public Policy of Work and Family –Federal A Room** [Session sponsored by WFRN Special Interest Group on "Economic and Public Policy"]
Organizers: Heejung Chung, University of Kent; Rense Nieuwenhuis, Stockholm University - Swedish Institute for Social Research

- *The UK Shared Parental Leave Is A Nice Idea - But Will It Work?* Jana Javornik — University of Leeds, Elizabeth Oliver — Leeds University Business School
- *Schedule Flexibility and Work-Family Conflict: The Importance of Country Contexts* Heejung Chung — University of Kent
- *No Activation Without Reconciliation?* Rense Nieuwenhuis — Stockholm University - Swedish Institute for Social Research
- *Persistent Underemployment in the U.S.: Patterns, Consequences for Employees and Organizations, and Implications for Public Policy* Lonnie Golden — The Pennsylvania State University - Abington College, Stuart Glosser — University of Wisconsin, Whitewater

49. **Symposium: New Parenthood: A Work as well as a Family Transition –Massachusetts Room**

- *Antenatal Maternity Leave and Childbirth Using the First Baby Study: A Propensity Score Analysis* Julia Marie Goodman — Portland State University, Sylvia Guendelman — University of California at Berkeley, Kristen H. Kjerulff — The Pennsylvania State University
- *Pumping Breast Milk at Work: New Rights, Old Discrimination* Elizabeth A. Hoffmann — Purdue University
- *Do New Moms Really "Leave"? Work-Family Border Blurring During Maternity Leave* Jennifer Lynn Dengate — University of British Columbia
- *The Dynamics of Household Economic Circumstances around a Birth* Alexandra Boyle Stanczyk — University of Chicago
- *Trends in Couples' Work Patterns after Childbirth and Implications for Inequality: Evidence from the SIPP and Administrative Earnings* Kelly Musick — Cornell University, Pilar Gonalons-Pons — Johann Wolfgang Goethe University of Frankfurt am Main, Christine Schwartz — University of Wisconsin, Madison

50. **Symposium: Paid Childcare Arrangements in Comparative Perspective –Ohio Room**

- *Child-Care Arrangements and Child Well-Being: A Comparative Perspective* Melissa Verhoef — Utrecht University - Interuniversity Center for Social Science Theory and Methodology (ICS), Vanessa May — University of Manchester, Anke Plagnol — City University London, Helen Norman — University of Manchester
- *The European Union Childcare Strategy Following the Post-Financial Crisis* Annick Martine Masselot — University of Canterbury, New Zealand
- *Contrasting Care Work: The Limitations of Occupational Closure and Human Capital in Reducing the Care Work Earnings Penalty* Michelle Budig — University of Massachusetts, Amherst, Melissa Hodges — Villanova University
- *Strapped for Time, Stressed Out, or Both? Unmet Needs and Work Interruption Among Informal Elder Caregivers* Brian Kaskie — University of Iowa, Matthew Andersson — Yale University, Mark Walker — Louisiana State University

51. Symposium: Access to Paid Sick leave, Family Leave, Flex Time, and Schedule Control –Pan American Room

- *Paid Sick Leave: Balancing Work, Health and Caregiving* LeaAnne DeRigne — Florida Atlantic University, Patricia Stoddard-Dare — Cleveland State University, Linda Quinn — Cleveland State University
- *Policy Victories, Implementation Shortfalls: Gender, Race, and Nationality Differences in Low Wage Worker's Access to Sick Leave* Rachel Breslin — George Washington University, Cindy Deitch — George Washington University
- *Unequal Benefits: Parents' Access to Paid Leave and Flex Time* Miriam Rose Barcus — University of Wisconsin, Madison, Leann Tigges — University of Wisconsin, Madison
- *The State-Level Institutional Environment and Employee Schedule Control* Beth A. Rubin — University of North Carolina at Charlotte, Sabrina Speights — University of North Carolina at Charlotte, Jianhua Ge — Renmin University of China, Tonya Frevert — University of North Carolina at Charlotte, Charles J. Brody — Misericordia University

52. Symposium: Consequences of Job Strain and Overwork –Senate Room

- *How Does Workload Affect Marital Satisfaction Over Time? Understanding Bidirectional Effects* Justin A. Lavner — University of Georgia, Malissa Clark — University of Georgia
- *Equality in Misery: The Shared Emotional Consequences of Everwork Among Women and Men* Alison Tracy Wynn — Stanford University
- *Job Strain, Time Strain and Well-being: A Dynamic Holistic Approach* Wen Fan — Boston College, Phyllis Moen — University of Minnesota, Lisa F. Berkman — Harvard University School of Public Health, Leslie Hammer — Portland State University
- *The Long-Term Mortality Impact of Combined Job Strain and Family Circumstances: A Life Course Analysis of Working American Mothers* Erika L. Sabbath — Boston College, Ivan Mejia Guevara — Harvard University School of Public Health, Clemens Noelke — Brandeis University, Lisa F. Berkman — Harvard University School of Public Health

53. Symposium: Working Conditions and Work-Family Conflict Predicting Wellbeing – South American A Room

- *Work-Life Balance and Subjective Wellbeing in 34 European Countries* Egidio Riva — Catholic University of Sacred Heart, Milan, Mario Lucchini — University of Milan Bicocca, Marcello Russo — Kedge Business School
- *Work-Family Conflict and Happiness in Context. A Cross-National Comparison of Wellbeing across 35 Countries* Patrick Präg — University of Oxford, Barbara Beham — Berlin School of Economics and Law, Sonja Drobnic — University of Bremen, Bremen International Graduate School of Social Sciences
- *Changes in Work Hours and Life Satisfaction in Switzerland: The Role of Children* Anne Roeters — Utrecht University, Interuniversity Center for Social Science Theory and Methodology (ICS), Sara Zella — University of Lausanne, Swiss Foundation for Research in the Social Sciences (FORS)
- *Part-Time Employment in Europe: A Comparative Analysis of Satisfaction with Work-Life Balance in 24 European Countries* Barbara Beham — Berlin School of Economics and Law, Janin Eckner — Berlin School of Economics and Law, Andreas Baierl — University of Vienna

54. Symposium: State of America's Fathers –Statler A Room

This panel will introduce the first report on the State of America's Fathers (SOAF) written by Promundo. From an evidence-based approach, the SOAF report builds on reliable data to propose ways in which involved fatherhood can effectively contribute to break the cycle of violence in the family. SOAF addresses inequitable laws and policies and negative cultural norms that lag behind when compared to other developed countries, and launches a gender transformative advocacy platform.

Organizer: Magaly Marques, Promundo

Panelists:

- Ruti Levtoy – Promundo-US
- Kenneth Matos – Life Meets Work
- Vicki Shabo – National Partnership for Women & Families

**Thursday
4:00 PM - 5:00 PM**

55. Poster Session: Coffee/Tea Break and Work-Related Posters –Upper Lobby

- *Work and Family Developments in Ten Countries, 2014-16* Suzan Lewis — Middlesex University Business School, Deirdre Anne Anderson — Cranfield School of Management, Claudia Andrade — College of Education, Polytechnic of Coimbra, Boris Baltas — Wayne State University, Anna Borg — University of Malta, Mariam Gbajumo-Sheriff — University of Warwick, Grace James — University of Reading, Hyosun Kim — Chung-Ang University, Marisa Matias — University of Porto, Rea Prouska — Middlesex University, Clarice Santos — Coppead Graduate School of Business/UFRJ, Diane-Gabrielle Tremblay — Télé-université of the University of Québec, Bianca Stumbitz — Middlesex University Business School, Tanja van der Lippe — University of Utrecht, Gemma Yarwood — Manchester Metropolitan University, Xinyuan Zhao — Sun Yat-Sen University Business School
- *Different Types of Informal Care and its Effects on Employment Patterns -- An Analysis Based on German Socio-Economic Panel Data* Ulrike Ehrlich — Bremen International Graduate School of Social Sciences
- *Care and Work: How Do Women Balance Unpaid Caregiving and Paid Employment Over the Life Course?* Nadiya Kelle — WZB Berlin Social Science Center, Lena Hipp — WZB Berlin Social Science Center
- *Work-Family Conflict and the Gender Role Attitudes and Striving for Achievement of Spouses in Croatia* Ana Simunic — University of Zadar, Ana Prorokovic — University of Zadar, Ljiljana Gregov — University of Zadar
- *Life-Course Informal Care and Retirement Preparation: Is There a Care Penalty?* Elizabeth Johns — University of Massachusetts Boston
- *The Relationship Between Work-Family Conflict and Employees' Well-Being Across Countries: The Moderating Role of Cultural Values* Aline D. Masuda — Escuela de Alta Dirección y Administración (EADA) Business School, Coaching Competency Center, Florencia Sortheix — University of Helsinki, Barbara Beham — Berlin School of Economics and Law
- *A Practitioner Approach to Improving Employee Well-Being* Rachel Hill — Bright Horizons, Ingrid Shelton — Bright Horizons
- *An Exploratory Investigation of Anticipated Work-Family Conflict Among STEM and Non-STEM Majors* Kate M. Conley — University of Georgia, Olivia H. Vande Griek — University of Georgia
- *Colleagues, Research, and Rank: The Career Intentions of Senior Faculty in American Schools of Medicine* Jean M. McLaughlin — American Council on Education

- *Consequences of Work-Family Conflict: A Case of Hotel Employees in the Sekondi-Takoradi Metropolis* Emmanuel Gamor — Koforidua Polytechnic, Agnes Amisshah — Koforidua Polytechnic
- *Career Stages - Focal Area Fit: Coaching Women Executives* Lalitha Urs — University of Minnesota, Evelyn Orr — Korn Ferry, Susanne Blazek — Korn Ferry
- *Parental Involvement in School-to-Work Transition Activities* Kevin James McElrath — Stony Brook University
- *Reach for the Top: Women's Individualization & Employment in Canada* Rhonda Breitkreuz — University of Alberta
- *Speaking from Experience: A Qualitative Review of Managers' and Employees' Perceptions of the Career Impacts of Parental Leave Use* Rachael Noelle Pettigrew — Mount Royal University, Uthpala Senarathne Tennakoon — Mount Royal University
- *California's Paid Family Leave and Fertility Decisions* Johanna A. Thunell — University of Southern California
- *Work-Life or Work-Work Benefits: How Employee Attributions Affect the Outcomes of Work-Life Benefits* Rebecca M. Paluch — Cornell University, Lisa Nishii — Cornell
- *Gender Differences in American Commuting Behavior* Gray Kimbrough — ADP
- *Psychological Detachment from Home: Workplace as Respite* Kahlil King — Hofstra University, Maura J. Mills — Hofstra University
- *Work-Family Conflict Among Turkish Community Pharmacists: A Hybrid Study Combining In-Depth Interview, Survey and Multi-Criteria Decision Making* Zeynep Çalgan — Hacettepe University, Selen Yegenoglu — Hacettepe University, Atilla Karaman — Turkish Military Academy
- *Gender Inequality in Leisure Time for Korean Employees on Days Off* Oi-Sook Kim — Korea National Open University
- *Unemployment and Job Seeking During Recessions* Gustavo Leyva — University of Minnesota
- *Inflated Self-Perception? Managers' Self-Report and Male Employees' Perception of Supervisor Family Support* Rachael Noelle Pettigrew — Mount Royal University
- *Availability of Caregiver-Friendly Workplace Policies (CFWPs) in International Workplaces: A Scoping Review* Rachelle Ireson — A Better Balance, Bharati Sethi — McMaster University, Allison Marie Williams — McMaster University
- *Burnout in German Breastcare-Nurses: Is There a Positive Influence of Organizational Capital and Work-Life Balance?* Elke Driller — Applied University of the Federal Public Administration, Anika Nitzsche — University of Cologne
- *Work-Life Boundary Making in Cities* Jean-Charles Languilaire — Malmö University
- *"I Feel Happy and Sad at Work": A Mix of Emotions in the Work-Life Interface* Mark D. Promislo — Rider University
- *A Pilot Study on Entrepreneurial Networks and Institutions in Tucson* Jacqueline Joslyn — University of Arizona
- *Industrial Relations and Gender Labour Market Inequalities* Eva Kleinert — University of Kent
- *How Integration Strategies Affect Workers' Well-Being: The Moderating Role of Boundary Control* Caroline Leduc — Université du Québec à Montréal (UQAM), Nathalie Houlfort — Université du Québec à Montréal, Sarah Bourdeau — Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG)
- *Gender and Tenure-Track Faculty Assessment of Tenure Expectations Reasonableness* Rodica Lisnic — University of Arkansas, Anna Zajicek — University of Arkansas, Brinck Kerr — University of Arkansas
- *Gender and National Security: Do Female Legislators Engage Less in National Security and Why?* Reut Itzkovitch-Malka — Open University of Israel, Chen Friedberg — Israel Democracy Institute

- *The Work-Family Interface in a Gendered Cultural Context: Cross-National Analysis of Work Stress* Shannon N. Davis — George Mason University
- *Midcareer Disappointment or Satisfaction: The Roles of Individual, Family, and Organizational Factors* Kathyne Dupre — Carleton University, Bernadette Campbell — Carleton University, Janet Mantler — Carleton University

**Thursday
5:00 PM - 6:30 PM**

56. Plenary: Presidential Plenary with Practitioner Day Wrap-up & Special Multimedia Exhibit: "Showing (work x family)" –Presidential Ballroom

- *Careers, Care and Life-Course "Fit:" Implications for Health, Equality, and Policy* Phyllis Moen — University of Minnesota (introduced by grandson William Frickstad)
- *Greatest Challenges for the Next Five Years.* A panel of leading work-life practitioners will discuss what organizations need today from research that will help them develop an engaged and healthy workforce. The objective of the panel is to engage audience members in the real world concerns of leading work-life practitioners and provide new ideas for research and partnerships.
Panelists: Jennifer Allyn – Diversity Strategy Leader, PwC; Carol Evans – CEO of Carol Evans Enterprise, and Founder and President Emeritus, Working Mother Media; Judy Ikels – Chief, Work Life Division, U.S. Department of State
- Special Multimedia Exhibit: *Showing (work x family)*

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

Welcome Reception –Upper Lobby

**Friday
June 24, 2016**

**Friday
7:30 AM - 9:00 AM**

57. Breakfast and Special Interest Group (SIG) Meetings –Presidential Ballroom

- Table 1. Connecting Research to Practice – Kim Wells (U.S. Office of Personnel Management), Deirdre Anderson (Cranfield School of Management)
- Table 2. Cross-Country Comparisons – Jennifer Hook (University of Southern California), Karen Korabik (University of Guelph)
- Table 3. Disability, Employment, and Care – Lisa Stewart (California State University, Monterey Bay), Eileen Brennan (Portland State University)
Disability, Work, and Parenting – Lisa Stewart (California State University, Monterey Bay), Eileen Brennan (Portland State University)
- Table 4. Early Career Network – Caitlin Demsky (Oakland University), Ipshita Pal (Columbia University)
- Table 5. Economic and Public Policy – Heejung Chung (University of Kent), Rense Nieuwenhuis (Stockholm University – Swedish Institute for Social Research, SOFI)
- Table 6. Gender and Work-Family – Maura Mills (Hofstra University), Krista Minnotte (University of North Dakota)
- Table 7. Organizational Work-Life Policy; Structures & Outcomes – Lori Wadsworth (Brigham Young University), Susan Case (Case Western Reserve University)
- Table 8. Parenting & Caregiving – Katie Lawson (Ball State University)
- Table 9. Reorganizing Work – Erin L. Kelly (Massachusetts Institute of Technology), Lena Hipp (WZB Berlin Social Science Center), Caitlyn Collins (Washington University at St. Louis)
- Table 10. Technology, Work and Family – Angela Rita Grotto (Manhattan College), Ariane Ollier-Malaterre (University of Quebec in Montreal), Kaumudi Misra (California State University East Bay), Alexandra Beauregard (Middlesex University Business School)
- Table 11. Work-Life Issues Among Entrepreneurs – Kathy Kuschel (University of Seigen, Germany)
- Table 12. Youth (Un)Employment – Carrie Shandra (State University of New York at Stony Brook)
- Table 13. Aging, Work and Family
- [Note: Work-Life Issues in the Academy will meet with Table 7, Organizational Work-Life Policy]

**Friday
9:00 AM - 10:30 AM**

58. Thematic Session: Labor Market Policies in Comparative Perspective –Federal A Room

- *Trajectories of Public Policy Support for Caregivers: An International Perspective on the Influence of Advocacy Organisations* Sue Yeandle — University of Sheffield
- *Promoting Gender Equality and Protecting Vulnerable Workers through Pension Programs around the Globe: Evidence from 193 Countries* Willetta Waisath — World Policy Analysis Center, Jessica Louise Looze — World Policy Analysis Center, Amy Raub — World Policy Analysis Center, Jody Heymann — World Policy Analysis Center
- *Women's Employment and Poverty Rates in OECD Countries: Trends in the Past and Prospects for the Future* Rense Nieuwenhuis — Stockholm University - Swedish Institute for Social Research (SOFI), Wim Van Lancker — University of Antwerp, Diego Collado — University of Antwerp, Bea Cantillon — University of Antwerp

59. Thematic Session: Academic Womanhood: A Life Course - Career Perspective –Federal B Room

Using a narrative identity frame, panelists examine the multiple interdependent spheres academic woman occupy across careers from Ph.D. student to nearing retirement. Narratives involve the impact of caregiving throughout faculty careers: consideration of whether or not to mother, unexpected motherhood, single parenting, chronically ill or disabled children, blended families, caring for parents, re-mothering grandchildren and adult infirm children late in one's career. Narratives turn barriers and constraints talk to ways academic jobs and care giving can mesh. Naming and framing shifts essential to advancing scholarship and altering policy around equality and work and family are discussed: *work-in-life integration over balance*; *life course* for complicated identities, rather than *pipeline*; and *life friendly*, rather than *family friendly*.

Panelists:

- Susan S. Case – Case Western Reserve University
- Angela Oetama-Paul – Case Western Reserve University
- Maike Philipsen – Virginia Commonwealth University
- Keimei Sugiyama – Case Western Reserve University

60. Thematic Session: The Costs of Family Care Work –Massachusetts Room

- *Women Giving Care to Their Elderly Parents: Dealing with the Contradictory Expectations* Radka Dudova — Academy of the Czech Republic, Institute of Sociology
- *Sibling Caregivers of People with Intellectual and Developmental Disabilities: Social Characteristics and Material Hardship Prevalence* Rajan Sonik — Brandeis University, Susan Parish — Brandeis University, Eliana Rosenthal — Brandeis
- *Women's Time Spent Providing Care: A Comparison of Native- and Foreign-born Women in the U.S.* Brit Celeste Henderson — University of Minnesota
- *The Health and Pension Costs of Caregiving* Shirley Porterfield — University of Missouri, St. Louis, Hwei-Wern Shen — University of Missouri, St. Louis

61. Thematic Session: Family, Work and Time Together across the Life Course through Time Diaries: Youth, Adulthood and the Encore Years –Ohio Room

Organizer: Sandra Hofferth, University of Maryland

Presider: Sandra Hofferth, University of Maryland

- *Gender Convergence in Socialization for the Households of the Future* Sandra Hofferth — University of Maryland
- *Parents Work Schedules and Time Spent with Children and Teenagers* Katie Genadek — University of Minnesota, Rachelle Hill — University of Minnesota
- *Let's Grow Old Together: Time Spent with a Spouse in Encore Adulthood* Katie Genadek — University of Minnesota, Sarah Flood — University of Minnesota

Discussant: Frances Goldscheider, University of Maryland

62. Workshop: Researchers as Change-Makers? Work-Family Scholarship at the Cutting Edge of OpenWork –Pan American Room

This session will introduce the new concepts associated with OpenWork to work-family scholars, encourage researchers to begin sharing ideas about the theoretical underpinnings, operational definitions, and measurement of OpenWork (such as the measurement of an OpenWork culture) through opensource platforms, and test out the feasibility of establishing an OpenWork WFRN Interest Group.

Organizer: Kathleen Christensen, Alfred P. Sloan Foundation

- *Why OpenWork?* Kathleen Christensen — Alfred P. Sloan Foundation
- *OpenWork as a Game Changer* Maia Germain — State Street
- *Closing the Gap Between Scholarship and Practice: A Structural Lag?* Marcie Pitt-Catsoupes — Boston College

63. *Book Dialogue Session: Scott Behson and Armin Brott: Modern Fatherhood, Work-Family Balance, and Other Challenges* –California Room

Presider: Jessica DeGroot, ThirdPath Institute

- *The Working Dad's Survival Guide: How to Succeed at Work and at Home* Scott Behson — Fairleigh Dickinson University
- *The Expectant and First Year Father (The New Father Series), Positive Parenting Podcast & MrDad.com* Armin Brott — MrDad.com

64. *Book Dialogue Session: Allison Pugh, Tumbleweed Society and Marianne Cooper, Cut Adrift* – South American B Room

Presider: Carrie Lane, California State University Fullerton

Panelists:

- Allison Pugh – University of Virginia
- Marianne Cooper – Stanford University

65. *Symposium: Implications of the Child Care and Development Block Grant Act of 2014 for Low Income Parents' Employment and Early Care and Education Needs* –Michigan Room

Each panelist will present briefly on one key provision of the law that has implications for low-income working parents' employment and/or the stability and quality of children's care arrangements. With that overview, the presider will ask questions of panelists to launch a deeper and more nuanced discussion of the law and its implications for states, program participants and the providers who accept subsidized families. The discussion will bring research findings to bear on particular aspects of the law and also provide insight into state interpretation of the law, implementation challenges, and potential unintended consequences.

Organizer: Julia R. Henly, University of Chicago

Presider: Alejandra Ros Pilarz, University of Wisconsin, Madison

Panelists:

- Gina Adams – Urban Institute
- Julia R. Henly – University of Chicago
- Pamela Joshi – Brandeis University
- Hannah Matthews – CLASP
- Heather Sandstrom – Urban Institute

66. *Symposium: Showcasing Rosabeth Moss Kanter Award 2015 Finalists* –New York

Organizer: Jennifer Fraone, Boston College Center for Work & Family

- *Earnings Equality and Relationship Stability for Same-Sex and Heterosexual Couples* Kate Weisshaar — Stanford University
- *The Costs of Thinking about Work and Family: Mental Labor, Work-Family Spillover, and Gender Inequality Among Parents in Dual-Earner Families* Shira Offer — Bar-Ilan University
- *Class Advantage and the Gender Divide: Flexibility on the Job and at Home* Naomi Gerstel — University of Massachusetts Amherst, Dan Clawson — University of Massachusetts Amherst
- *Job Displacement Among Single Mothers: Effects on Children's Outcomes in Young Adulthood* Jennie Brand — University of California at Los Angeles, Juli Simon Thomas — Harvard University
- *Changing Work and Work-Family Conflict: Evidence from the Work, Family, and Health Network* Erin L. Kelly — MIT, Phyllis Moen — University of Minnesota, J. Michael Oakes — University of Minnesota, Wen Fan — Boston College, Cassandra Okechukwu — Harvard University, Kelly D. Davis — Oregon State University, Leslie Hammer — Portland State University, Ellen Ernst Kossek — Purdue University, Rosalind King —

Eunice Kennedy Shriver National Institute of Child Health and Human Development, Ginger Hanson – Kaiser Permanente Center for Health Research, Frank Mierzwa – RTI International, Lynn Casperi – University of Southern California

Discussant: Shelley MacDermid Wadsworth, Purdue University

67. Symposium: Boundary Management and Role-Blurring at the Work-Family Interface – Senate Room

- *A Comparison of Outcomes of Role Boundary Management Among Family and Non-Family Employees* Matthew M. Piszczek — University of Wisconsin Oshkosh, Sarah DeArmond — University of Wisconsin Oshkosh, Dale Feinauer — University of Wisconsin Oshkosh
- *Organizational and Individual Antecedents of Boundary Management Behavior and Life Domain Conflict* Esther Palm — University of Innsbruck, Christian Seubert — University of Innsbruck, Juergen Glaser — University of Innsbruck
- *Cross-Domain Communication and Work-Family Interface: The Mediating Role of Resource Loss and Gain* Min (Maggie) Wan — University of Wisconsin, Milwaukee, Margaret Shaffer — University of Wisconsin, Milwaukee
- *The Distracted Family Dinner: When Multitasking Undermines the Benefits of Eating Together* Scott Schieman — University of Toronto, Marisa Young — McMaster University, Melissa Milkie — University of Toronto

68. Symposium: Work and Family in Relation to Health and Wellbeing –South American A Room

Organizer: Mara Aileen Yerkes, Utrecht University

- *Mothers' Perceptions of Time Pressure, Mental and Physical Wellbeing During the Preschool Years* Belinda Hewitt — University of Melbourne, Mara Aileen Yerkes — Utrecht University, Lyndall Strazdins — Australian National University
- *What Matters for Working Fathers? Job Characteristics, Work-Family Conflict and Enrichment, and Fathers' Postpartum Mental Health in an Australian Cohort* Amanda Cooklin — La Trobe University, Rebecca Giallo — Murdoch Children's Research Institute, Lyndall Strazdins — Australian National University, Angela Martin — University of Tasmania, Liana Leach — Australian National University, Jan Nicholson — La Trobe University
- *How Do Women in Low-Wage Jobs Manage a Cancer Diagnosis? Examining Workplace Supports, Employee Benefits, Receipt of Cancer Care, and Mental Health and Employment Outcomes* Jennifer E. Swanberg — University of Maryland, Helen Marie Nichols — University of Maryland, Robin C. Vanderpool — University of Kentucky
- *The Effect of Flexible Work Arrangements on Employee Health: A Longitudinal Case Study* Bram Peper — Tilburg University, Laura Den Dulk — Erasmus University Rotterdam, Claartje ter Hoeven — University of Amsterdam

69. *Symposium: Gender Inequality at Work and at Home –Statler A Room*

- *Europe's Mixed Progress to a Gender Egalitarian Equilibrium - Recent Trends in European Parental Working Practices* Sara Connolly — University of East Anglia, Matthew Aldrich — University of East Anglia, Margaret O'Brien — Institute of Education, Svetlana Speight — NatCen Social Research, Eloise Poole — Policy and Research Officer, Arts Council England
- *The Transition to Parenthood as a Critical Juncture for Gender Inequality in the Home and in the Labor Market - Comparing Heterosexual Couples to Female Same-Sex Couples* Marie Evertsson — Stockholm University, Katarina Boye — Stockholm University - Swedish Institute for Social Research (SOFI)
- *Comparative Analysis of the Impact of Parenthood on the Labor Market Performance of Men and Women: Do Family Policies Matter?* Ewa Cukrowska Torzewska — University of Warsaw

70. *Symposium: New Directions in Gender and Work-Family Scholarship –Statler B Room*
[Session sponsored by WFRN Special Interest Group on "Gender and Work-Family"]

The goal of this session is to encourage dialogue about moving gender and work-family scholarship forward in new and interesting directions. This symposium session will be a panel discussion in which the panelists will offer insights into cutting-edge gender and work-family scholarship, with an eye towards identifying areas of research that stand to break new ground. Specifically, we hope to explore ideas that will move us beyond mere examinations of gender differences between men and women, towards more innovative approaches that offer greater promise for bringing about social change. The panelists represent a range of backgrounds from management to policy research.

Organizer: Krista Lynn Minnotte, University of North Dakota

Presider: Maura J. Mills, Hofstra University

Panelists:

- Lotte Bailyn – Massachusetts Institute of Technology
- Nicholas James Beutell – Iona College, Hagan School of Business
- Noelle A. Chesley – University of Wisconsin, Milwaukee
- Heidi Hartmann – Institute for Women's Policy Research

Discussant: Krista Lynn Minnotte, University of North Dakota

Friday
10:30 AM - 12:00 PM

71. *Plenary: The Paid Leave and Sick Leave Policy Agenda –Presidential Ballroom*

Presider: Brigid Schulte, The Better Life Lab/The Good Life Initiative

Panelists:

- Heather M Boushey – The Washington Center for Equitable Growth
- Vicki Shabo – National Partnership for Women & Families
- Benjamin C. Olinsky – Special Assistant to the President for Labor and Workforce Policy

Friday
12:00 PM - 1:00 PM

Lunch Break (on your own)

Friday
1:00 PM - 2:30 PM

72. Author-Meets-Critics: Riché J. Daniel Barnes, Raising the Race: Black Career Women Redefine Marriage, Motherhood, and Community – Massachusetts Room

Panelists:

- Dawn M. Dow – Syracuse University
- Tamara Mose Brown – Brooklyn College
- Allison Elias – Cornell University
- Riché J. Daniel Barnes – Smith College

73. Workshop: Professional Development Workshop - Designing Interventions for Combining Career and Care in Academia: Exploring the Paradox between "Time to Care" Allowances and the "Ideal Academic" –Pan American Room

Despite several decades of programs and interventions to promote gender equity in research institutions, inequalities continue to exist between men and women in various measures of academic career success including tenure, promotion, and research funding. This professional development workshop is intended to assist both researchers and policymakers in discussing and designing evidence-based interventions to promote gender equity in research institutions.

Organizer: Claartje Vinkenburg, VU University Amsterdam

Panelists:

- Amit Kramer – University of Illinois, Urbana-Champaign
- Jennifer Sheridan – University of Wisconsin
- Claartje Vinkenburg – VU University Amsterdam
- Catherine Didion – Formerly at National Academies USA
- Jessie DeAro – National Science Foundation
- Dana Britton – National Science Foundation
- Priyamvada Natarajan – Yale University
- Jennifer Lundquist – University of Massachusetts

74. Symposium: Promoting the Voice of Men as Leaders in the Work-Family Conversation –California Room

It is clear men are becoming more involved than ever in the conversation on work-family. However, men are not always front and center in the public discourse on work and family issues. As a result, some of the nuances of work and family that relate specifically to men may not get sufficient attention, and the intersection of work and family can be seen as an issue that primarily affects working mothers. Because of these concerns, researchers and advocates, as well as leaders in media and the corporate world are actively promoting the voice of men as leaders in the work-family conversation.

Organizer: Scott Behson, Fairleigh Dickinson University

Presider: Scott Behson, Fairleigh Dickinson University

Panelists:

- Brad Harrington – Boston College, Center for Work & Family
- Maryella Gockel – America's Flexibility Strategy Leader, Ernst & Young
- Simon Isaacs – Co-Founder and Publisher, Fatherly.com
- Russell W. Clayton – Saint Leo University

Discussant: Scott Behson, Fairleigh Dickinson University

75. **Symposium: Family Leave Policy in the United States –Federal A Room**

- *Paid and Unpaid Maternity Leave: Implications for Work-Family Conflict and Family Relationships* Nancy L. Marshall — Wellesley College, Wellesley Centers for Women, Wendy Wagner Robeson — Wellesley College, Wellesley Centers for Women
- *Building an Effective and Inclusive Family Leave Insurance Program in New Jersey: A Qualitative Study of Low-Income Parents* Curtis Skinner — Center for Children in Poverty, Columbia University, Suma Setty — National Center for Children in Poverty, Columbia University, Seth Hartig — National Center for Children in Poverty, Columbia University
- *Assessing the Employment Effects of California's 2002 Paid Family Leave Law* Samantha Marie Schenck — University of Massachusetts, Amherst
- *Effect of State Parental Leave Policies on Parents' Subjective Well Being in the US* Ipshita Pal — Columbia University

76. **Symposium: Gender and Race in Academia –Federal B Room**

- *Misconceiving Merit: How Academic Science Devalues Mothers' Scholarly Production* Mary Blair-Loy — University of California at San Diego, Erin A. Cech — Rice University
- *Work-Family Conflict, Organizational Support, and Well-Being Outcomes for Early Career Women in STEM* Samantha Chalupa January — Texas A&M University, Kathi N. Miner — Texas A&M University
- *More Than One Can Bear: Perceptions of Work-Life Balance Among Women of Color Faculty Within a Striving Institutional Context* DeLois Kijana Crawford — Rochester Institute of Technology

77. **Symposium: Communicating Work/Life Challenges within the Family –Michigan Room**
Organizer: Katherine Jane Hampsten, St. Mary's University

- *Uncovering Pathways to Support for Family Relocations: The Gendered Influence of the Divisions of Housework and Perceptions of Fairness* Shannon N. Davis — George Mason University, Julia Anderson — Institute for Women's Policy Research, Shannon Jacobsen — Rutgers University
- *Paternity Leave, Identity, and Fatherhood at Work* Scott Sellnow-Richmond — Columbus State University
- *It's About Priorities: Adaptation Strategies of Dual Military Couples* David Smith — U.S. Naval Academy

Discussant: Elizabeth Fish Hatfield, University of Houston-Downtown

78. **Symposium: Who Takes Leave and Why: Leave Use Patterns and Overcoming Barriers to Use –New York Room**

Organizer: Julia Marie Goodman, Portland State University

- *Paid Family Leave: Child- versus Elder-Care, and Women versus Men* Helen Mederer — University of Rhode Island, Barbara Silver — University of Rhode Island
- *Laboring Until Labor: The Prevalence and Correlates of Antenatal Maternity Leave in the United States* Julia Marie Goodman — Portland State University
- *Practice Makes Policy: How Effective Parental Leave Support Practice Influences Policy Adoption, Utilization, and Success - A Review of the RETAIN Parental Leave Coaching Pilot Program* Amy Maureen Beacom — Center for Parental Leave Leadership

79. **Symposium: Family Effects of Job Insecurity and Labor Market Flexibilization –Ohio Room**

- *Fragile Employment, Liquid Love: Employment Instability and Divorce in Israel* Amit Kaplan — Tel Aviv Yaffo Academic College, Anat Herbst — Bar-Ilan University
- *Linking Job Insecurity with Work-Family Conflict: Do Gender and Breadwinning Status Matter?* Jack Lam — University of Queensland, Wen Fan — Boston College, Phyllis Moen — University of Minnesota
- *The Private Consequences of Labour Market Flexibilization: Effects of Non-Standard Employment on the Risk of Union Dissolution in Germany* Inga Lass — Bielefeld
- *The \$15 Minimum Wage: Effect on Family Work Hours and Poverty Rates* Christine Donofrio — NYC Center for Economic Opportunity

80. **Symposium: Beyond the Individual: Crossover Processes in Work and Family Domains –Senate Room**

Organizers: Marisa Matias, University of Porto; Sara Tement, University of Maribor

- *Work, Family and Couples Wellbeing: The Role of Partner Responsiveness and Crossover Process* Marisa Matias — University of Porto, Tiago Ferreira — University of Porto, Joana Vieira — University of Porto, Anne Marie Fontaine — University of Porto, Paula Mena Matos — University of Porto
- *What Happens at Work Does Not Stay at Work: An Examination of Event Disclosure and Partner Responsiveness on State Affect* Malissa Clark — University of Georgia, Melissa Mitchell — University of Georgia
- *Flexible Work Arrangements and Work-Family Conflict among Dual Earner Couples: Looking at Spillover and Crossover Effects via Psychological Detachment* Bettina Kubicek — University of Vienna, Sara Tement — University of Maribor, Katarina Katja Mihelic — University of Ljubljana
- *Misery Loves Company: An Investigation of Employee and Significant Other Similarity in Family-to-Work Conflict* Kelly Wilson — Purdue University, Heidi Marie Baumann — Bradley University, Remus Ilies — National University of Singapore, Ellen Ernst Kossek — Purdue University, Fadel Matta — Michigan State University
- *Upward Career Goals, Work-Life Conflict and Well-being: Examining Longitudinal Crossover Effects in Dual-Earner Couples* Joni Delanoëije — KU Leuven, Marijke Verbruggen — KU Leuven
- *The Intra- and Interpersonal Outcomes of Positive and Negative Home Event Disclosure at Work: Should You Really Keep Your Personal Life Private?* Sara Tement — University of Maribor

81. **Symposium: Workplaces and Workers' Health –South American A Room**

- *Comparing Occupational Health Interventions Across Disciplines: A Meta-Analysis* Rebecca Jean Thompson — University of Baltimore, Shareese A. Williams — University of Baltimore, Symone Alexis Duarte — University of Baltimore, Fresia B. Jackson — University of Baltimore
- *Work-Family Concerns and Total Worker Health* Jeannie A. Nigam — National Institute for Occupational Safety and Health
- *Work and Mental Health: Introducing a Measure of Mental Health Literacy in the Workplace* Mona Zanhour — California State University, Long Beach, Sandra Moll — McMaster, Scott Patten — University of Calgary, Heather Stuart — Queen's University
- *Racial Differences in Obesity Trends by Industry of Employment, 2004 to 2011* Chandra Jackson — Harvard University Medical School, Christina C. Wee — Harvard University Medical School, David Hurtado — Oregon Health & Science University, Frank B. Hu — Harvard University School of Public Health, Ichiro Kawachi — Harvard University School of Public Health

82. Symposium: Capturing Employment and Work Hours Instability in New, National Polling Efforts: Insights and Implications –South American B Room

- *Worker Voice and New Forms of Organizing* Peter Berg — Michigan State University
- *Quantity Control: The Struggle to Manage the Amount of Time Devoted to Paid Work* Lonnie Golden — The Pennsylvania State University - Abington College, Elaine McCrate — University of Vermont, Jeremy Edward Reynolds — University of Georgia
- *Measuring Precarious Work Schedules* Susan Lambert — University of Chicago, Julia R. Henly — University of Chicago
- *Estimating the Prevalence of Workplace Violations* Ruth Milkman — The Graduate Center, City University of New York (CUNY)

83. Symposium: Lessons Learned: the Potential and Pitfalls of Cross-Country Comparison –Statler B Room

[Session sponsored by WFRN Special Interest Group on "Cross-Country Comparisons"]

This session includes panelists using a variety of methods, i.e., those using innovative approaches to analyzing secondary data across countries as well as panelists who are involved in pioneering cross-national data collection efforts. The panelists will speak to the considerations, problems, solutions, and promise of different approaches to cross-national research. We envision this as a first step towards creating a vibrant WFRN Special Interest Group on cross-country comparisons.

Organizers: Jennifer Hook, University of Southern California; Karen Korabik, University of Guelph

Presiders: Jennifer Hook, University of Southern California; Karen Korabik, University of Guelph

Panelists:

- Marie Evertsson – Stockholm University
- Donna S. Lero – University of Guelph
- Rense Nieuwenhuis – Stockholm University, Swedish Institute for Social Research
- Ariane Ollier-Malaterre – University of Quebec in Montreal

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

84. Author-Meets-Critics: Jeffrey H. Greenhaus and Gary Powell, Making Work and Family Work: From Hard Choices to Smart Choices –Senate Room

Organizer: E. Jeffrey Hill, Brigham Young University

Panelists:

- Tammy Allen – University of South Florida
- Caroline Gatrell – Lancaster University Management School
- Jeffrey H. Greenhaus – Drexel University
- Ariane Ollier-Malaterre – University of Quebec in Montreal
- Gary Powell – University of Connecticut and Lancaster University Management School
- Marcello Russo – Kedge Business School
- Stephen Sweet – Ithaca College

85. Thematic Session: Consequences of Flexible Working –Pan American Room

[Session sponsored by WFRN Special Interest Group on "Organizational Work-Life Policy: Structures & Outcomes"]

Organizer: Heejung Chung, University of Kent

Presider: Heejung Chung, University of Kent

- *Flexible Working and Consequence for Work-Life Balance: Importance of Gender Occupation and Family Context* Heejung Chung — University of Kent
- *Wages and Job Flexibility in Care Occupations: Perquisites or Tradeoffs?* Nancy Folbre — University of Massachusetts, Amherst, Kristin Smith — University of New Hampshire
- *The Impact of Nurses' Professional Subculture on the Adoption of Flexible Scheduling: A Balanced Fit Perspective* Lizette Engelen — Radboud University, Pascale Peters — Radboud University, Beatrice Van Der Heijden — Radboud University, Ria Nijhuis-van der Sanden — Radboud Medical Center
- *Organisational Agility: Achieving Flexibility for Employers and for Employees?* Clare Kelliher — Cranfield University

86. Thematic Session: Later Life Course Transitions –South American B Room

- *Taking Up Retirement: Does Family Matter?* Hanna van Solinge — Netherlands Interdisciplinary Demographic Institute (NIDI)
- *The Relationship between Working Conditions and Health among Middle-Aged German Working Women* Silke Tophoven — Institute for Employment Research
- *Disability and the Differential Impact by Age and Sex on Work: A Portrait of Older Persons Working with a Disability* Samantha Sterns Cole — U.S. Census Bureau

87. Discussion Forums – Presidential Ballroom

Table 1. [Thematic Session] Couples and Careers

- *Home Blurred Boundaries and Work-Family Conflict in Dual-Earner Couples: The Moderator Role of Career Orientation* Marisa Matias — University of Porto, Tiago Ferreira — University of Porto, Joana Vieira — University of Porto, Paula Mena Matos — University of Porto
- *Equal Opportunities at the Workplace, Equal Responsibilities at Home? How the Workplace Matters for Couples' Role Arrangements* Janine Bernhardt — WZB Berlin Social Science Center, Lena Hipp — WZB Berlin Social Science Center
- *The Relationship between Spouse Family Resources and Expatriates' Work-Role Adjustment: The Mediating Role of Family-Role Adjustment* Mina Westman — Tel Aviv University, Mihaela Dimitrova — Oakland University, Shoshi Chen — Tel Aviv University, B. Sebastian Reiche — IESE Business School, Mila Lazarova — Simon Fraser University, Olivier Wurtz — University of Vaasa

Table 2. Fathers Caregiving/Identity

- *Fathers At Work: How Do Men Combine Child Care With Paid Employment?* Natasha Lesia-Ann Stecy-Hildebrandt — University of British Columbia
- *Construction of Caring Fathers in the Nordic Countries: Policies and Practices* Guðný Björk Eydal — University of Iceland, Tine Rostgaard — University of Aalborg
- *The Transition to Fatherhood: Men's Narrative Identity Work on the Path to Working Father* Christine D. Bataille — Ithaca College, Melinda M. Carlison — Ithaca College
- *Child Care by Nonresident Fathers: Does It have Positive Impacts on Reducing Child Care Problems for Employed Mothers?* Yeongmin Kim — University of Wisconsin-Whitewater

Table 3. Impact of Supervisors and Co-workers on Employees' Work-Family Interface

- *Sharing More Than A Printer and a Parking Lot: How Team Culture and Coworkers Influence Work-Family Boundaries* Samantha K. Ammons — University of Nebraska, Omaha
- *The Spillover-Crossover Model: The Impact of Managers' Work to Family Interface on Followers - A Research Agenda* Mina Westman — Tel Aviv University, Shoshi Chen — Tel Aviv University
- *Family Supportive Supervisors: Simply Effective Managers? A Correlational Study of the FSSB-4 with Hamlin's Taxonomy of Effective Managerial Behaviors* Barbara A.W. Eversole — Indiana State University
- *Domestic Employer-Employee Work-Family Crossover: An Empirical Examination* Courtney Masterson — University of Illinois, Chicago; Jenny Hoobler — University of Pretoria, South Africa

Table 4. Work-Family Conflict/Balance/Roles in Various Contexts

- *Work/Life Balance among Medical Residents in a Family Medicine Program* Ellen E. Hampsten — Texas Tech University Health Sciences Center School of Medicine, Katherine Jane Hampsten — St. Mary's University
- *Work-Family Research Progress in Tourism and Hospitality* Xinyuan Zhao — Sun Yat-Sen University Business School, Richard Ghiselli — Purdue University
- *Change in Chinese Female Employees' Work-Family Conflict Experience in the Past Twenty Years* Lai-Kuen Shirley Law — Hong Kong Shue Yan University
- *Individual Work-Family Role Construction in Family Firms: Integrating Organizational and Family Theories* Matthew M. Piszczek — University of Wisconsin Oshkosh, Sarah DeArmond — University of Wisconsin Oshkosh, Barbara Rau — University of Wisconsin Oshkosh

Table 5. Gendered Perspectives on Work and Family

- *"Gender Equality" as an Empty Signifier? Understanding the Majority Support for Gender Equality in a Country with the Largest Gender Pay Gap in Europe* Triin Roosalu — Tallinn University
- *Work-Life Supports and Gender Diversity in the Federal Government* Shirley Adelstein — U.S. Office of Personnel Management
- *Profiles of Work-Family Attitudes in Sweden: Differences Between Mothers and Fathers* Eva M. Bernhardt — Stockholm University

Table 6. Determinants of Job Satisfaction

- *Do Atypical Individuals Make Atypical Choices? Examining Gender, Personality, Occupational Choice and Job Satisfaction in Five Professions in Sweden* Anne Grönlund — Umea University, Charlotta Magnusson — Swedish institute for Social Research (SOFI)
- *The Health Behavior Predictors of Job Satisfaction, Marital Satisfaction, Family Satisfaction, and Happiness* Leslie Ramos Salazar — West Texas A&M University
- *Social Comparisons and Satisfaction with Work* Jessica Halliday Hardie — Hunter College, City University of New York
- *Examining Work-Family Conflict and Family-Work Conflict as Mediators to the Work-Life Predictors of Job Satisfaction in Health Care Workers* Leslie Ramos Salazar — West Texas A&M University

Table 7. Women's Experiences of Work in Various Contexts

- *Whatever Happens To Women's Employment in Southern Europe? Work-Family Trajectories Through Historical Time* Christiana Ierodiakonou — University of Cyprus
- *Career Pathways into Retirement: Linking Older Women's Pasts to the Present* Joanne Duberley — University of Birmingham, Fiona Carmichael — University of Birmingham
- *The Transformation of the Work Family System and the Reshaping of the Gender Relationships: The Dynamics of the Change and the Role of the Policies. A Comparison Across Europe and the U.S.* Mauro Migliavacca — University of Genoa (Italy)

Table 8. Work-Family Conflict and Fit Among Faculty and University Staff

- *Higher Education Work-Life "Fit" Policies for Faculty: Where Is it? Why Create It? What are the Details of a Policy?* Kathrine Gutierrez — University of Oklahoma
- *Does Exercise Help Reduce Work-Family Conflict for Academics?* Mark Julien — Brock University, Russell W. Clayton — Saint Leo University, Micheal Stratton — University of North Carolina at Asheville
- *Work-Life Balance Perception, Health and Spousal Support of University Staff in North Western Nigeria (A Sociological Perspective)* Ismail Kayode Olaoye — Federal University, Dutsin-Ma, Katsina State, Nigeria, Anifat Abdurraheem — Federal University, Dutsin-Ma, Katsina State, Nigeria, Dorcas B. Ajiboye — Federal University, Dutsin-Ma, Katsina State, Nigeria
- *Organizational Commitment, Gender-Role Ideology and Personality Type as Predictors of Work-Family Conflict in Plateau State Tertiary Institutions* Ikpechukwu Eugene Ibenekwu — University of Nigeria, Nsukka, Enugu State, Nigeria

88. Workshop: Attaining Paid Family and Sick Leaves in U.S. States and Cities: Obstacles and Ingredients of Success –Statler A Room

What are the barriers - and conversely - facilitating factors involved in campaigns for paid leaves in U.S. states and cities? This interactive panel will delineate and discuss "obstacles and ingredients of success" in relation to a variety of state and municipal policy advocacy efforts.

Organizer: Phyllis Hutton Raabe, Tulane University

Panelists:

- Ruth Milkman – The Graduate Center, City University of New York (CUNY)
- Molly Weston Williamson – A Better Balance
- Vicki Shabo – National Partnership for Women & Families
- Sarah Jane Glynn – Center for American Progress

Discussant: Phyllis Hutton Raabe, Tulane University

89. Book Dialogue Session: Father Involvement in the Context of International Policy and Practice –California Room

Organizers: Marina Adler, University of Maryland; Karl Lenz, Dresden University of Technology, Germany

- *The Overworked Father: Father Involvement in the UK* Margaret O'Brien — Institute of Education, Sara Connolly — University of East Anglia, Svetlana Speight — NatCen Social Research, Matthew Aldrich — University of East Anglia, Eloise Poole — Policy and Research Officer, Arts Council England
- *The Weekend Father: Father Involvement in Contemporary Germany* Marina Adler — University of Maryland, Karl Lenz — Dresden University of Technology
- *Fathers as Mothers' Assistants: Father Involvement in Slovenia* Nada Stropnik — Institute for Economic Research, Živa Humer — Institute for Contemporary Social and Political Studies
- *The Hesitant New Father: Father Involvement in Italy* Maria Letizia Tanturri — University of Padua, Elisabetta Ruspini — University of Milano-Bicocca

90. Symposium: Bringing IWPR Research on Work-Life Policy to Cities and States and to Education and Career Training –Federal A Room

Organizer: Heidi Hartmann, Institute for Women's Policy Research

- *Paid Family Leave and Sick Day Policies (part of panel discussion)* Heidi Hartmann — Institute for Women's Policy Research
- *How the States Differ on Work-Family Supports (part of panel discussion)* Ariane Hegewisch — Institute for Women's Policy Research
- *Work-Family Supports on College Campuses (part of panel discussion)* Barbara Gault — Institute for Women's Policy Research
- *Work-Family Supports and other Wraparound Supports for Parents in Job Training Settings (part of panel discussion)* Cynthia Hess — Institute for Women's Policy Research

91. Symposium: Policy and Other Factors Affecting Employment of Mothers –Federal B Room

- *Cultural and Structural Factors Concerning Women's Return to Work* Daniela Grunow — Johann Wolfgang Goethe University of Frankfurt am Main, Dana Müller — Research Data Centre (FDZ) of the Federal Employment Agency at the Institute for Employment Research
- *The New Parental Leave Policy in Germany and Women's Chances to Realize Their Employment and Working Time Preferences* Birgit Pfau-Effinger — University of Hamburg, Thordis Reimer — University of Hamburg
- *Universal Preschool and Mothers' Employment* Elia De la Cruz Toledo — Columbia University
- *The Relationship Between Work-Family Policies and Mother's Work-Family Conflict in South Korea* Eun Jung Kim — Brandeis University, Susan Parish — Brandeis University

92. *Symposium: Parents' Work Conditions, Parenting and Child Development*

– *Massachusetts Room*

Organizers: Maureen Perry-Jenkins, University of Massachusetts, Amherst; Amanda Cooklin, La Trobe University

Discussant: Maureen Perry-Jenkins, University of Massachusetts, Amherst

- *How Parents' Income, Time and Job Quality Affect Children's Health and Development* Jan Nicholson — La Trobe University, Lyndall Strazdins — Australian National University, Judith Brown — University of New England, Michael Bittman — University of New England
- *Low-Income Parents' Work Conditions and the Quality of Parent-Infant Interactions* Rachel Herman — University of Massachusetts, Amherst, Maureen Perry-Jenkins — University of Massachusetts, Amherst
- *The Impact of Change and Stability in Work-Family Conflict on Children's Mental Health: Findings from an Australian Longitudinal Study* Liana Leach — Australian National University, Huong Dinh — Australian National University, Elizabeth Westrupp — La Trobe University, Lyndall Strazdins — Australian National University, Amanda Cooklin — La Trobe University, Jan Nicholson — La Trobe University
- *Cumulative Work-Family Conflict, Family Environment and Children's Socio-Emotional Well-Being* Huong Dinh — Australian National University, Lyndall Strazdins — Australian National University, Amanda Cooklin — La Trobe University, Elizabeth Westrupp — La Trobe University, Liana Leach — Australian National University, Jan Nicholson — La Trobe University

93. *Symposium: The Importance of Time as a Resource for Working Parents and Caregivers* –*Michigan Room*

Organizer: David M. Almeida, The Pennsylvania State University

- *Longitudinal Latent Profiles of Time Use and Perceived Time Adequacy for Work and Parenting Roles* Soomi Lee — The Pennsylvania State University, Susan M. McHale — The Pennsylvania State University, Ann Caverly Crouter — The Pennsylvania State University, Leslie Hammer — Portland State University, David M. Almeida — The Pennsylvania State University
- *Double- and Triple-Duty Caregiving Certified Nursing Assistants: The Work-Family Interface and Perceived Time Adequacy* Nicole DePasquale — The Pennsylvania State University, Jacqueline Mogle — The Pennsylvania State University, Steven Zarit — The Pennsylvania State University, Cassandra Okechukwu — Harvard University, Ellen Ernst Kossek — Purdue University, David M. Almeida — The Pennsylvania State University
- *Stability and Change in Mothers' Work Schedules and Adolescent Adjustment Over Time* Kelly D. Davis — Oregon State University, Yin Liu — The Pennsylvania State University, Soomi Lee — The Pennsylvania State University, Susan M. McHale — The Pennsylvania State University

94. **Symposium: Happy Workers and Productive Organizations** –New York Room

Organizers: Tanja van der Lippe, University of Utrecht; Laura Den Dulk, Erasmus University Rotterdam

- *Support for Whom? Work-life Support across German Workplaces* Anja-Kristin Abendroth-Sohl — Bielefeld University, Laura Den Dulk — Erasmus University Rotterdam, Mareike Reimann — Bielefeld University, Stephanie Pausch — Bielefeld University
- *Working on the Frontlines in U.S. Hospitals: Scheduling Challenges and Turnover Intent among Housekeepers and Dietary Service Workers* Jennifer E. Swanberg — University of Maryland, Helen Marie Nichols — University of Maryland
- *Changing Work and Well-Being among U.S High-Tech Professionals: Findings from the Work, Family and Health Study* Phyllis Moen — University of Minnesota, Erin L. Kelly — Massachusetts Institute of Technology, Wen Fan — Boston College
- *Happy and Productive Employees Working At Home across European Workplaces: The Influence of Colleagues and Managers* Tanja van der Lippe — University of Utrecht

95. **Symposium: Childcare Policies and Problems** –Ohio Room

- *Childcare Problems and Childcare Packages: Who Do Employed Mothers of Infants Turn To When They Experience Childcare Problems?* Michelle Anne Brady — University of Queensland, Belinda Hewitt — University of Melbourne
- *Voices of Child Care Providers: An Exploratory Study on the Impact of Policy Changes* Corey Shdaimah — University of Maryland, Elizabeth Palley — Adelphi University
- *States Divided: Mothers' Housework, Childcare and Employment Time across U.S. State Childcare Clusters* Leah Ruppanner — University of Melbourne, Liana Sayer — University of Maryland, College Park

96. **Symposium: The Work-Family Interface in a Global Context: Socio-Cultural and Moderating Variables** –Statler B Room

Organizer: Karen Korabik, University of Guelph

- *Examining the Interaction of Gender, Gender-Role Ideology, and National Gender Equity Culture on Work-Family Conflict and Work-Family Positive Spillover* Ujvala Rajadhyaksha — Governors State University
- *A Multilevel Investigation of Received Social Support, Vertical Collectivism, and the Work-Family Interface Across Ten Countries* Chenxuan Zhou — Illinois Institute of Technology, Shujaat Ahmed — Illinois Institute of Technology, Roya Ayman — Illinois Institute of Technology
- *Examining the Interaction of Societal Culture and Contextual Variables on Work-Family Conflict and Work-Family Positive Spillover* Ujvala Rajadhyaksha — Governors State University
- *The Impact of National Context on Employees' Use of and Satisfaction with Organizational Policies and Programs* Donna S. Lero — University of Guelph, Anne Bardoel — Monash University

Friday
4:00 PM - 5:00 PM

97. *Poster Session: Coffee/Tea Break and Family-Related Posters –Upper Lobby*

- *Sandwich Generation Caregivers Bridging Generations Through Family Care* Sharon Marts — University of San Francisco
- *Families in Crisis: The Impact of Substance Abuse in the Cape Metropol, South Africa* Xena Cupido — Cape Peninsula University of Technology
- *Careers and Coupledrom* Heather Cluley — Concordia University, Tracy Doreen Hecht — Concordia University
- *At the Nexus of Work and Family: Small Family Farms in Upstate New York* Joanna Dreby — University at Albany, Gowoon Jung — University at Albany, Rachel Sullivan — University at Albany
- *Does Love Hurt? The Effects of Occupational Injuries on Romantic Partners* Amanda Sadie McEvoy — Carleton University, Kathryne Dupre — Carleton University, Julian Barling — Queen's University
- *The Effects of Workplace Injuries on the Parents of Injured Adults: Once a Parent, Always a Parent* Anika E. Cloutier — Queen's University School of Buisness, Kathryne Dupre — Carleton University, Julian Barling — Queen's University
- *Understanding Gender Differences in Job Seeker Preferences for Family-Supportive Policies and Culture: The Roles of Work-Family Conflict, Values, and Self-Interest* Julie Holliday Wayne — Wake Forest University, Wendy Jean Casper — University of Texas, Arlington
- *Home to Work Spillover: Relations with Turnover Intention and Development Opportunities* Robert Blomme — Nyenrode Business Universiteit, Jenny Sok — Hotelschool The Hague
- *The Role of Spirituality in Work-Life Conflict Management: An Investigation into the Lives of Working Mothers in Nigeria* Mariam Gbajumo-Sheriff — University of Warwick
- *Cohousing and Work-Family Balance* Heidi Marguerite Berggren — University of Massachusetts, Dartmouth
- *Contextualising the Day-to-Day Work-Life Conflict Emotions of Working Women Using Photo Elicitation* Fatima Malik — The University of Bradford, Laura S. Radcliffe — The University of Liverpool, Catherine Cassell — The University of Leeds
- *Balancing Work and Private Life in a Digital World* Helmut Kasper — Wirtschaftsuniversität Wien, Melina Seferlis — Wirtschaftsuniversität Wien, Angelika Schmidt — Wirtschaftsuniversität Wien
- *A Daily Examination of Communication Technology Boundary Violations: The Moderating Role of Spouse Violation Frustration* Dawn S. Carlson — Baylor University, Emily M. Hunter — Baylor University, Malissa Clark — University of Georgia
- *Work-Family Interface and Health over the Life-Course in India: The Role of Yoga and Mindfulness Meditation* Gurjeet Sidhu — Guru Nanak National College, Kamala Ramadoss — Syracuse University
- *Gendered Consequences of Clean: An Experimental Design* Leah Ruppanner — University of Melbourne, Sabino Kornrich — Emory University, Sarah Thebaud — University of California at Santa Barbara
- *Work-Family Conflict: A Study of Working Women in Public and Private Sector Banks* Daljeet Kaur — Khalsa College, Mohali
- *Reconciliation of Work, Study and Family, E-technologies and Recovery Experiences: A Qualitative Study* Claudia Andrade — College of Education, Polytechnic of Coimbra
- *Re-conceptualizing Housework: Based on Actors' Perceived Meanings and Values in Doing Housework* Eun Jung Koo — Erasmus University Rotterdam

- *Impact of Job Demand-Resource Model on Employee's Job Satisfaction, Turnover Intentions and Health: The Mediation Role of Work Family Conflict* Woosang Hwang — Syracuse University, Heather Barber — Syracuse University, Kamala Ramadoss — Syracuse University
- *Conflicted and Emotional: A Qualitative Content Analysis of Work-Family Conflict Events* Jaime Bochantin — University of North Carolina at Charlotte, Renee Cowan — University of Texas at San Antonio, Sabrina Speights — University of North Carolina at Charlotte
- *Connecting Transformational Leadership to Employee Well-Being Through Work Engagement* Kate Martynova — Carleton University, Janet Mantler — Carleton University
- *Women's Employment and Attitudes About Eldercare* Sarah Elizabeth Patterson — The Pennsylvania State University
- *The Roles of Work-Family Integration and Psychological Detachment in the Emotional Labor and Work-Family Conflict Relationship* Lauren Zimmerman — University of Georgia, Malissa Clark — University of Georgia
- *Polyamorous Passion: The Impact on Work-Life Conflict and Enrichment* Sarah Bourdeau — Université du Québec à Montréal, Nathalie Houlfort — Université du Québec à Montréal, Caroline Leduc — Université du Québec à Montréal
- *The Effects of Workplace Norms on Late Parenting and Female Labor Evidence from Japan and India* Eriko Teramura — Meikai University, Maitreyee Bardhan Roy — Basanti Devi College
- *What Can Be Learned from Evaluations of Fatherhood Programs?* Lauren Harris
- *The Partner's Boundary Management Scale: Development and Validation of a New Instrument* Marisa Matias — University of Porto, Tiago Ferreira — University of Porto, Paula Mena Matos — University of Porto
- *Assessment of Marital Satisfaction & Change During Early Parenting Years: Its Impact on Work & Family Relationships* Rhonda Nordin — Family Issues Research & Education
- *"I've Had to Adjust...Dinner is a Little Bit Later:" Examining Work and Family Disruptions on Mothers' Ways of Caring for Children* Tara Agrawal — Cornell University, Tracy J. Farrell — Cornell University, Elaine Wethington — Cornell University, Carol M. Devine — Cornell University
- *Personal Support Network for Chilean Women in the Balance between Work, Family and Life* María Paz Lagos — Concilia Consulting, Paula Correa — Concilia Consulting
- *Negotiating Multiple Identities: A Study of Working Mormon Mothers* Elise Jones — Boston College

Friday
5:00 PM - 6:00 PM

98. *Plenary: International Plenary and Awards Ceremony –Presidential Ballroom*

Work-Family Policies Internationally: Strategies and Challenges in Diverse National Contexts

Public policy makers from regions around the world are developing work and family policies but they have diverse priorities and face different sets of issues. Following a brief overview of approaches to work-family policy cross nationally, speakers will discuss policy strategies and challenges in their national contexts and any issues in the current context that could affect developments in the future.

Organizers: Suzan Lewis, Middlesex University Business School; Tanja van der Lippe, University of Utrecht; Hanna van Solinge, Netherlands Interdisciplinary Demographic Institute

Panelists:

- Marian Pam Baird – University of Sydney
- Colette Fagan – University of Manchester
- Hyosun Kim – Chung-Ang University
- Ameeta Jaga – University of Cape Town
- Birgit Pfau-Effinger – University of Hamburg

Announcement of the Finalists and Winner of the 2016 Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Presenters: Shelley M. MacDermid Wadsworth, Purdue University, and Brad Harrington, Boston College

Award for Distinguished Contributions to WFRN

Presented to Judi Casey by Marcie Pitt-Catsoupes, Boston College

Friday
6:30 PM - 9:00 PM

99. **Networking Dinners** – *Groups will meet in the Upper Lobby, Second Floor of Capital Hilton*
Organizer: Krista Lynn Minnotte, University of North Dakota
Sponsored by WFRN Membership Committee

**Saturday
June 25, 2016**

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

100. **Breakfast and WFRN Committee Meetings** –*Presidential Ballroom*

**Saturday
8:30 AM - 10:00 AM**

101. **Thematic Session: Career and Wage Consequences of Motherhood** –*Federal B Room*

- *Do Mothers Work in Crappy Firms? Exploring the Role of Firm-Level Segregation for Motherhood Career Penalties* Sylvia Anne Fuller — University of British Columbia
- *Two for the Price of One? Economic Consequences of Motherhood in Contemporary Sweden* Maria Stanfors — Lund University, Paul Nystedt — Jönköping International Business School
- *“Tell Me About Yourself”: Understanding the Role of the Employer Interview and Motherhood Penalties* Elizabeth Kiester — Albright College
- *Reversing Roles Post-Recession: Is There Ever a Motherhood Premium?* Paige Gabriel — University of Texas at Austin, Jennifer L. Glass — University of Texas at Austin

102. **Discussion Forums** –*Presidential Ballroom*

Table 1. [Thematic Session] "Flexibility" In Women's Careers

- *Path Dependency in Full-Time Working Mothers' Labor Force Pathways* Chardie L. Baird — Kansas State University, Stephanie W. Burge — University of Oklahoma, Ashley Wunder — Kansas State University
- *Opting into Self-Employment: Trap or Solution* Marielies Schwarz-Lux — University of Innsbruck
- *Does a Family-Friendly Welfare State Help Shatter the Corporate Glass Ceiling? Comparing Norway and the U.S.* Sigtona Halrynjo — Institute for Social Research, Oslo, Mary Blair-Loy — University of California at San Diego

Table 2. Vulnerable Families at Risk

- *Temporary Assistance for Needy Families Two-Parent Study* Eleanor Elizabeth Pratt — Urban Institute, Heather Hahn — Urban Institute
- *The Outcomes of Periodic Payment of the Earned Income Tax Credit (EITC)* Karen Z. Kramer — University of Illinois, Urbana-Champaign, Flavia Andrade — University of Illinois, Urbana-Champaign, Ruby Mendenhall — University of Illinois, Urbana-Champaign, Renee Lemons — University of Illinois, Urbana-Champaign
- *The Effects of Underemployment on Iraqi Refugees' Adaptation to the U.S. and Life Satisfaction* Lindsey Disney — University of Georgia, Ziad Jamal — Positive Growth Inc., Jane McPherson — University of Georgia

Table 3. Work and Family in the Public Sector

- *Balancing Work-Family Life: Challenges for Retaining Public Child Welfare Workers* Amy C. Levin — California State University, Northridge, Jodi Constantine Brown — California State University, Northridge
- *Challenges of Implementing the Work-Life Balance Practices (WLBP) in the Context of Malaysian Public Sector* Noorhasyimah Ismail — Brunel University, Md. Mushfiqur Rahman — Brunel University
- *Organizational Support, Supervisor Support and Work-to-Family Conflict in the Public Sector: The Mediating Effects of Communication of Family-Friendly Benefits and Interpersonal Justice* Claudia Andrade — College of Education, Polytechnic of Coimbra, Fernanda Simoes — College of Education, Polytechnic of Coimbra
- *Experiences and Expectations of Work-Life Balance within the UK Armed Forces* Clare Lyonette — University of Warwick, Sally-Anne Barnes — University of Warwick, Natalie Fisher — QinetiQ, Karen Newell — QinetiQ

Table 4. Gender and Household Labor

- *Can Interventions Change Household Division of Labor? Evidence from a Randomized Control Trial of a Couples' Intervention in Rwanda* Ruti Levitov — Promundo-US, Kate Doyle — Promundo-US
- *Work and the Domestic: Identity Struggle in Executive Men and Women in Colombia* Sandra M. Idrovo Carlier — INALDE Business School, University of La Sabana, Milagrosa Hernaez — INALDE Business School, University of La Sabana
- *Transition To Modern Men: Exploring Men's Involvement in Unpaid Work* Humbert Bimpeh Asiedu — University of Auckland
- *Who Will Do What? The Role of Gender Norms in Young Adults' Work-Family Balance and Task-Divisions* Loes Meeussen — University of Leuven, Jenny Veldman — University of Leuven, Colette Van Laar — University of Leuven

Table 5. Is Self-Employment a Solution?: Contexts and Work-Family Consequences of Entrepreneurship and Self-Employment

- *Precarious Entrepreneurship and Entrepreneurship Context in U.S. and Czech Republic in Intersectional Perspective* Alena Krizkova — Academy of the Czech Republic, Institute of Sociology, Marie Dlouha — Academy of the Czech Republic, Institute of Sociology, Nancy Jurik — Arizona State University
- *Entrepreneurs' Tactics for Segmentation and Integration of Work, Family, Social Life and Private Life* Jean-Charles Languilaire — Malmö University, Carole Gustavsson — Malmö University
- *Individual Adaptations to Work/Life Issues: Communication Identity and Boundary Work of Independent Home Party Consultants* Sarah Riforgiate — Kansas State University, Erika Kirby — Creighton University, Emily Ruder — Kansas State University
- *Self-Employment in Relation to Work and Family: Business Type, Gender, Health, and Satisfaction* Nicholas James Beutell — Iona College, Hagan School of Business, Joy Alice Schmeer — Rider University, Jeffrey W. Alstete — Iona College, Hagan School of Business

103. **Workshop: Navigating the Early Career Stage: Insights from the Early Career Network SIG** –*Massachusetts Room*

[Session sponsored by WFRN Special Interest Group on "Early Career Network"]

This session is a panel of researchers and practitioners at various career stages who have come together for the purposes of providing insights and guidance to early career scholars (e.g., graduate students, post-doctoral researchers, junior faculty, and new practitioners) in the field of work and family. The panel discussion will begin with short presentations from each of the panelists, providing a brief overview of their career path to date (e.g., educational background, current occupation, career trajectory, and milestones). The moderators will then guide panelists in a discussion of several common topics relevant to early career scholars.

Organizers: Caitlin Ann Demsky, Oakland University; Ipshita Pal, Columbia University

Panelists:

- Marian Pam Baird – University of Sydney
- Michelle Budig – University of Massachusetts, Amherst
- Ariane Hegewisch – Institute for Women's Policy Research
- Eden King – George Mason University
- Lauren Murphy – Washington State Department of Labor & Industries
- Anne Weisberg – Paul, Weiss, Rifkind, Wharton & Garrison LLP

104. **Workshop: Work-Family Policy in the Academy: Promises and Pitfalls to Organizational Change** —*New York Room*

[Session sponsored by WFRN Special Interest Group on "Organizational Work-Life Policy: Structures & Outcomes"]

The panelists in this session will draw on multiple perspectives, including appreciative inquiry, feminist theory, organizational development, and communication studies, to discuss work-family change initiatives in the academy. The panelists will share where their work on this topic has been and where it is going, with a special emphasis on barriers to institutional change, unintended consequences of change, tested strategies, the importance of policy maintenance after institutionalization, and remaining institutional goals.

Organizers: Lindsey Trimble O'Connor, California State University, Channel Islands; Lori Wadsworth, Brigham Young University

Presider: Lori Wadsworth, Brigham Young University

Panelists:

- Susan S. Case – Case Western Reserve University
- Phyllis Hutton Raabe – Tulane University
- Lisa Maureen Stewart – California State University, Monterey Bay

105. **Workshop: Research and Practice: Engaging Productive Connections** —*Pan American Room*

[Session sponsored by WFRN Special Interest Group on "Connecting Research to Practice"]

The purpose of this workshop is to facilitate dialogue among expert panelists about the possibilities discovered and discoverable through researcher-practitioner connections. An international group of panelists will draw upon their own experiences to explore how researchers can and have approached scholarship in a way that supports connections with practice. Key questions to be addressed incorporate topics from the literature and key objectives outlined by members of the SIG on Connecting Research to Practice. Audience participation will be engaged during allotted periods throughout the session.

Organizers: Deirdre Anne Anderson, Cranfield School of Management; Kimberly Wells, U.S. Office of Personnel Management

Presider: Deirdre Anne Anderson – Cranfield School of Management

Panelists:

- Clare Kelliher – Cranfield School of Management
- Claartje Vinkenburg – VU University Amsterdam
- Kimberly Wells – U.S. Office of Personnel Management

Concluding Commentator: Lotte Bailyn, Massachusetts Institute of Technology (MIT)

106. **Symposium: Fathers' Involvement with Children** —*California Room*

- *Factors of Fathers' Involvement: Interpreting Fathers' Contemporary Practices in Childcare by Contrasting Different Measures* Thordis Reimer — University of Hamburg
- *Which Fathers Are Involved in Looking After Their Children? Investigating the Relationship Between Paid Work, Attitudes and Childcare* Colette Fagan — University of Manchester, Helen Norman — University of Manchester
- *New Masculinity and Fathers' Involvement in Childcare* Shira Offer — Bar-Ilan University, Or Anabi — Bar-Ilan University, Danny Kaplan — Bar-Ilan University
- *The Role of Father Engagement in Promoting the Cognitive Development of Children of Shift Workers* Matthew Weinshenker — Fordham University

107. **Symposium: Workplace Protections for Pregnant and Breastfeeding Workers: Mapping Out a Research Agenda for Action** — *Federal A Room*

There have been dramatic advances in the United States at both the federal and state level over the past few years in the legal support available for pregnant and breastfeeding employees.

This panel discussion brings together legal experts and leading policy advocates to explain and discuss these important developments. Panelists will also identify areas where research by social scientists could be particularly helpful in advancing policy proposals and will discuss what pregnancy and breastfeeding accommodations are available to students and post doctorates in the higher education context under Title IX.

Organizer: Deborah Widiss, Indiana University Maurer School of Law

Panelists:

- Jessica Lee – University of California, Hastings College of the Law
- Emily Martin – National Women's Law Center
- Liz Morris – University of California, Hastings College of the Law
- Deborah Widiss – Indiana University Maurer School of Law

108. **Symposium: The Impact of Jobs and Joblessness on Families** —Ohio Room

- *Underemployment Across Europe: Families' Response to the Great Recession* Matthew Aldrich — University of East Anglia, Sara Connolly — University of East Anglia, Margaret O'Brien — Institute of Education, Svetlana Speight — NatGen Social Research, Eloise Poole — Policy and Research Officer, Arts Council England
- *Families and the Workplace: Draft Chapter for the APA Handbook of Contemporary Family Psychology (2018)* E. Jeffrey Hill — Brigham Young University
- *How do Families' Technology Practices Shape the Quality of Family Life?* Noelle A. Chesley — University of Wisconsin, Milwaukee, Julia Ticona — University of Virginia
- *Motivating the Family Migration and Early Life Outcomes Project* Jennifer Glick — Arizona State University

109. **Symposium: Managing Work-Life Balance: Examining the What, Why and How of Successful Strategies** —Senate Room

Organizer: Nathalie Houlfort, Université du Québec à Montréal

- *The Influence of Social Support on Work-Life Balance: A Self-Determination Theory Perspective* Nathalie Houlfort — Université du Québec à Montréal, Sarah Bourdeau — Université du Québec à Montréal, Caroline Leduc — Université du Québec à Montréal
- *The Contribution of Social Network Analysis and Work Analysis to Understanding the Work-Family Strategies of Workers with Low-Paid, Low-Job Control* Johanne Saint-Charles — Université du Québec à Montréal, Melanie Lefrancois — Université du Québec à Montréal, Karen Messing — Université du Québec à Montréal
- *The Influence of Relational Dynamics on Operational Leeway to Manage the Work-Life Interface in a 24/7 Transport Cleaning Department* Melanie Lefrancois — Université du Québec à Montréal, Karen Messing — Université du Québec à Montréal, Johanne Saint-Charles — Université du Québec à Montréal
- *Diversity, Effectiveness and Success Factors of Work-Life Balance Interventions* Isabelle Létourneau — Sherbrooke University, Danael Lambert — Sherbrooke University

110. **Symposium: Determinants of Child Health and Wellbeing** —South American A Room

- *Parents' Joint Non-Standard Work Schedules and Children's Wellbeing in Germany - The Mediating Role of Parenting* Till Kaiser — WZB Berlin Social Science Center, Jianghong Li — WZB Berlin Social Science Center, Matthias Pollmann-Schult — WZB Berlin Social Science Center
- *Mother's Work, Social Capital and Child's BMI* Elissa Oh — Northwestern University
- *Parent-Child Time and Child Well-Being: The Moderating Role of Disturbance by Paid Work* Anne Roeters — Utrecht University, Interuniversity Center for Social Science Theory and Methodology (ICS), Kirsten van Houdt — Utrecht University, Interuniversity Center for Social Science Theory and Methodology (ICS)
- *Child Support and Chronic Malnutrition among Young Children in Urban Colombia* Laura Cuesta — Rutgers University

111. Symposium: Interrogating Work Practices, Hours, and Schedules: Qualitative and Multi-Method Analyses —*South American B Room*

Organizer: Erin L. Kelly, Massachusetts Institute of Technology

- *Men, Work and Family in Changing Times: How Married Men Interpret Wives' Work Arrangements and Craft Spousal Professional Identities* Erin Reid — Boston University
- *Just The Nature of the Job?: Management Strategies and Employee Overload among IT Professionals* Erin L. Kelly — Massachusetts Institute of Technology, Phyllis Moen — University of Minnesota
- *The Prospects of Shifting Manager Attention to the Stability and Predictability of Labor: A Process Evaluation* Susan Lambert — University of Chicago, Julia R. Henly — University of Chicago, Meghan Jarpe — University of Chicago, Alexandra Boyle Stanczyk — University of Chicago
- *Supporting Employees' Work-life Needs Improves Job Performance: Longitudinal Evidence from Health Care* Cassandra Okechukwu — Harvard University, Erin L. Kelly — Massachusetts Institute of Technology, Janine Bacic — Harvard School of Public Health, Nicole DePasquale — The Pennsylvania State University, David Hurtado — Oregon Health & Science University, Ellen Ernst Kossek — Purdue University, Grace Sembajwe — City University of New York (CUNY)

112. Symposium: Paid Family Leave: Perspectives from New Jersey and New York —*Statler A Room*

This panel discussion brings together work and family researchers from New Jersey and New York to discuss paid family leave in these two states. The majority of the discussion will focus on the lived experiences of low-income parents, particularly mothers, from a state with paid family leave (New Jersey) with those from a state which up until recently was without a paid family leave program (New York). Along with presenting the findings of two qualitative studies with low-income parents in each state, panelists will also discuss New York's new paid leave law, the challenges of implementing paid family leave in New Jersey, and what other states seeking to introduce paid family leave programs can learn from these experiences. The discussion will touch upon the relationships between research, advocacy, and policymaking and how these relationships have played out in both states.

Organizer: Suma Setty, National Center for Children in Poverty, Columbia University

Co-Presiders: Seth Hartig, National Center for Children in Poverty, Columbia University; Suma Setty, National Center for Children in Poverty, Columbia University

Panelists:

- Nancy Rankin – Community Service Society
- Curtis Skinner – National Center for Children in Poverty, Columbia University
- Karen White – The Center for Women and Work, Rutgers University

Saturday
10:00 AM - 11:30 AM

113. Thematic Session: Family-Friendly and Meaningful Careers —California Room

- *In Search of Family-Friendly Careers? Gendered Strategies, Work Conditions and Work-Family Conflict among Professionals in Sweden* Anne Grönlund — Umea University, Ida Öun — Umea University
- *The Second Shift and Other Gender Differences among Professionally Successful Parents* Arielle Kuperberg — University of North Carolina, Greensboro, Anastasia Shymanovich — University of North Carolina, Greensboro
- *Technology Entrepreneurship as Career Option for Mothers [paper sponsored by WFRN Special Interest Group on Work-Life Issues among Entrepreneurs]* Katherina Kuschel — University of Siegen, Germany
- *Negotiating a Meaningful Life: Personal Lives and Career Paths in International Aid* Carrie Robson Oelberger — University of Minnesota

114. Thematic Session: Work Redesign and Flexible Organizations —Pan American Room

- *The Business Benefits of Being a Dream Company* Rachel Hill — Bright Horizons, Ingrid Shelton — Bright Horizons
- *It's Not about What They Do, It's Why They Do It: Including Employee Motivations in the Study of Work-Life Practices* Joni Delanoetje — KU Leuven, Marijke Verbruggen — KU Leuven
- *Assessing the Competitive Advantage of Life-Friendly Work Practices: An Exploratory Study* Uthpala Senarathne Tennakoon — Mount Royal University
- *The Working-Hours-Neutral Organization: Redesigning Working Practices to Overcome the Flexibility Stigma for Part-time Professionals* Charlotte Gascoigne — Cranfield School of Management, Clare Kelliher — Cranfield University

115. Symposium: Impacts of a National Paid Parental Scheme: The Australian Experience — Federal A Room

Organizers: William Craig Martin, University of Queensland; Belinda Hewitt, University of Melbourne

Presider: Gillian Whitehouse, University of Queensland

- *The Impact of Paid Parental Leave on Labour Supply and Employment Outcomes* Barbara Broadway — University of Melbourne, Guyonne Kalb — University of Melbourne, Duncan McVicar — Queen's University, Belfast, William Craig Martin — University of Queensland
- *Mothers, Babies, Time and Money: The Health Benefits of Paid Parental Leave* Belinda Hewitt — University of Melbourne, Lyndall Strazdins — Australian National University, Maria Zadoroznyj — University of Queensland
- *The Impact of Paid Leave on Gender Equity in Working Families: Lived Experience and Gender Relations* William Craig Martin — University of Queensland, Maria Zadoroznyj — University of Queensland, Gillian Whitehouse — University of Queensland
- *Employer-Paid Maternity Leave After Parental Leave Legislation: Influences on Private Sector Provisions* Mara Aileen Yerkes — Utrecht University, Marian Pam Baird — University of Sydney, Gillian Whitehouse — University of Queensland

Discussant: Janet Carol Gornick, The Graduate Center, City University of New York

116. **Symposium: Couples' Decision Making at the Work-Family Interface** —Federal B Room

- *Decision-Making at the Work-Family Interface: A Couple Level Framework* Heather Cluley — Concordia University, Tracy Doreen Hecht — Concordia University
- *Pulling Back the Curtain on Career Negotiation and Caregiving: How Couples Make Decisions About Work and Family* Beth Ann Livingston — Cornell University, Kristie Lynne McAlpine — Cornell University, Chelsea Vanderpool — Governors State University, Krassimira Hernandez — Cornell University
- *Competing Desires: How Young Adult Couples Negotiate Moving for Career Opportunities* Jaclyn S. Wong — University of Chicago
- *Achieving Desired Family Size in Dual-Working Households: Work and Family Influences Among Singaporean Couples* E. Jeffrey Hill — Brigham Young University, Adam M. Galovan — University of Alberta, Richard E. Feistman — New Hampshire Department of Education, James D. Stowe — Clinical Research Specialist at Washington University

117. **Symposium: Cross-National Work-Family Research** —Massachusetts Room
Organizer: Tanja van der Lippe, University of Utrecht

- *National Context in Work-Family Research: Methodological Challenges* Andreas Baierl — University of Vienna, Barbara Beham — Berlin School of Economics and Law, Sonja Drobnic — University of Bremen, Bremen International Graduate School of Social Sciences, Patrick Präg — University of Oxford
- *Provided by Whom? The Role of State in Organizational Work-Family Policies and Their Effect on Employee and Organizational Performance* Leonie van Breeschoten — Utrecht University, Interuniversity Center for Social Science Theory and Methodology (ICS), Anne Roeters — Utrecht University, Interuniversity Center for Social Science Theory and Methodology (ICS), Tanja van der Lippe — University of Utrecht
- *Worker Preferences for Work and Family Time: Women and Men in Cross-National Perspective* Tsui-o Tai — National Taipei University, Judith Treas — University of California at Irvine
- *Is Gender Display Appreciated? Housewives, Employment and Appreciation in Cross-National Perspective* Leah Ruppanner — University of Melbourne

118. **Symposium: Workplace Influences on Health and Sleep** —Michigan Room

- *Challenge-Hindrances Stressors and Sleep among Aging Workers* Kimberly French — University of South Florida, Tyler Henderson — University of South Florida, Tammy Allen — University of South Florida
- *Daily Analysis of Work Travel and Sleep* Andrea Swenson — Virginia Tech, Shelby Borowski — Virginia Tech, Jill Naar — Virginia Tech, Anisa Mary Zvonkovic — Virginia Tech
- *Differential Effects of Schedule Flexibility on Risk of Pain for Office and Manufacture Workers* David Hurtado — Oregon Health & Science University, Eileen McNeely — Harvard University School of Public Health
- *Family Demands, Work Demands, and Work Injuries: A Longitudinal Study* Amit Kramer — University of Illinois, Urbana-Champaign, Seong Hee Cho — University of Illinois, Urbana-Champaign

119. **Symposium: Flexible Work Arrangements and Flexibility Bias** —New York Room

- *"Like Second-Hand Smoke": The Toxic Effect of Workplace Flexibility Bias for Workers' Health* Erin A. Cech — Rice University, Lindsey Trimble O'Connor — California State University, Channel Islands
- *Work-Family Conflict of Fathers and Mothers in Different Workplace Contexts in Germany: Do Part-Time Working Mothers Solve the Problem?* Stephanie Pausch — Bielefeld University, Mareike Reimann — Bielefeld University, Martin Diewald — Bielefeld University
- *The Privilege of Flexibility: The Invisibility of Family Life* Andrea L. Robles — Corporation for National and Community Service

120. **Symposium: Work-Family Supports for Parents with Young Children: Implications for Children and Families** —Ohio Room

Organizer: Alejandra Ros Pilarz, University of Wisconsin, Madison

Presider: Julia R. Henly, University of Chicago

- *Paid Family Leave and Household Economic Wellbeing Following a Birth: Evidence from California* Alexandra Boyle Stanczyk — University of Chicago
- *The Effect of Expanding Access to Maternity Leave on Women's Employment and Wages: Evidence from the U.K.* Elia De la Cruz Toledo — Columbia University, Anita Gundanna — Columbia University, Ipshita Pal — Columbia University
- *Workplace Flexibility, Family Relationships, and Family Resources for Single- and Two-Parent Households* Jaeseung Kim — University of Chicago
- *Mothers' Work Inflexibility and Children's Behavior Problems* Alejandra Ros Pilarz — University of Wisconsin, Madison

Discussant: Jeffrey Hayes, Institute for Women's Policy Research

121. **Symposium: Perspectives on Work-Nonwork Interference and Enrichment** —Senate Room

- *Work-Family Enrichment or Conflict? An Examination of the Impact of Role Accumulation in Student Mothers* Clare Lyonette — University of Warwick, Gaby Atfield — University of Warwick, Heike Behle — University of Warwick, Lynn Gambin — University of Warwick
- *Is Creating Work-Home Balance a Shared Responsibility? A Longitudinal Investigation into the Effects of Work Conditions and Personal Strategies* Sara De Hauw — Vlerick Business School, Leuven Gent Business School, Ans De Vos — Antwerp Management School, Jeffrey H. Greenhaus — Drexel University, Luc Sels — Katholieke Universiteit Leuven, Dirk Buyens — Vlerick Business School, Leuven Gent Business School, Josje Dijkers — Hogeschool Utrecht
- *A New Perspective on Work-Nonwork Interference: The Role of Addictive Behaviors* Rachel Williamson — University of Georgia, Lillian T. Eby — University of Georgia, Melissa Mitchell — University of Georgia
- *Building Work-Family Enrichment on a Daily Basis* Mélanie Trottier — Université du Québec à Montréal, Kathleen Bentein — Université du Québec à Montréal

122. **Symposium: Innovative Methods: Identifying Antecedents of Behavior Change** — South American A Room

Organizer: Orfeu Marcello Buxton, The Pennsylvania State University

- *The NIH Common Fund Science of Behavior Change Program: Progress and Prospects* Jonathan King — National Institute on Aging, National Institutes of Health
- *Ecological Within Person Assessments of Everyday Stress* David M. Almeida — The Pennsylvania State University
- *Using Ambulatory Methods and Measurement-Burst Approaches to Study Aging-Related Changes in Health, Emotion and Cognition* Martin J. Sliwinski — The Pennsylvania State University

123. **Symposium: Disabilities and the Workplace** — Statler A Room

- *Life On and Off the Job for Employees with Disabilities* Carol Boyer — U.S. Department of Labor/Office of Disability Employment Policy; Nanette Goodman – LEAD Center
- *Disabled Working Mothers: Barriers to and Enablers of Paid Employment* Tina Skinner — University of Bath, Susan Parish — Brandeis University, Eun Jung Kim — Brandeis University, Fiona MacGill — University of Bristol
- *Care Takers and Care Givers? Disability and Care to Others in the United States* Carrie Shandra — State University of New York at Stony Brook, Anna Penner — University of California at Irvine
- *Financial Wellbeing of UK Mothers with Impairments* Eun Jung Kim — Brandeis University, Susan Parish — Brandeis University, Tina Skinner — University of Bath

124. **Symposium: The Intersection of Work and Family Issues among the Growing Hispanic Population: Highlights from the National Research Center on Hispanic Children & Families** — Statler B Room

Organizer: Michelle Blocklin, Abt Associates

- *Changing Population Demographics and Work and Family Issues: Insights from the National Research Center on Hispanic Children & Families* Michelle Blocklin — Abt Associates
- *Nonstandard Work Schedules and Hispanic Families' Utilization of Early Care and Education* Danielle Crosby — University of North Carolina, Greensboro
- *Family Time Use in the Context of Income Instability among Hispanic Families* Lisa Gennetian — National Bureau of Economic Research/NYU Institute of Human Development and Social Change, Marta Alvira-Hammond – National Research Center on Hispanic Children & Families

Saturday
11:30 AM - 1:00 PM

125. Thematic Session: Careers and Care: Implications for Employment and Well-being of Older Adults —*California Room*

Organizer: Hanna van Solinge, Netherlands Interdisciplinary Demographic Institute (NIDI)

- *Caregiving Intensity and Retirement Status in Canada* Josephine Jacobs — University of Toronto
- *Work Restrictions Experienced by Family Carers in Europe* Andrea Principi — National Institute of Health and Science on Aging
- *Working Carers' Decisions and Wishes to Retire or Continue at Work* Outi Jolanki — University of Tampere
- *Informal Caregiving and Work-Retirement Choices of Older Workers in the Netherlands* Hanna van Solinge — Netherlands Interdisciplinary Demographic Institute

126. Thematic Session: Career Decisions and Constraints Intertwined with Gender Ideology and Gendered Expectations —*Federal B Room*

- *When Can You Have It All? The Role of Institutional Constraints, Gender, and Life Course Stage in Shaping How Medical Trainees Make Career Decisions* Katherine Y. Lin — University of Wisconsin, Madison
- *Girls and Boys Who Work: Effects of Gendered Adolescent Work Experiences on Career, Education, Family, and Work-Life Balance Aspirations and Expectations* Emma Justine Williams-Baron — Institute for Women's Policy Research
- *The Impact of Student Loans on Work/Leisure Time, Parenthood, and Childcare Arrangements of Young Adults in Their 20s and 30s* Arielle Kuperberg — University of North Carolina, Greensboro, Allison McMillan — University of North Carolina, Greensboro, Joan Maya Mazelis — Rutgers University
- *Institutional and Individual Determinants of Gender Ideology Typologies* Katia Hildegard Begall — Johann Wolfgang Goethe University of Frankfurt am Main, Sandra Buchler — Johann Wolfgang Goethe University of Frankfurt am Main, Daniela Grunow — Johann Wolfgang Goethe University of Frankfurt am Main

127. Thematic Session: The Unique Ecological Niches of Men and Women in Relation to U.S. Military Service —*Statler B Room*

Presider: Christina L. Collins, Purdue University

- *Emotional Abuse and its Unique Ecological Correlates among Military Personnel and Spouses* Heather Foran — University of Braunschweig, Richard E. Heyman — New York University, Amy M. Smith Slep — New York University
- *Family Adjustment of Deployed and Nondeployed Mothers in Families with a Parent Deployed to Iraq or Afghanistan* Abigail Gewirtz — University of Minnesota, Barbara J. McMorris — University of Minnesota, Sheila Hanson — University of Minnesota, Laurel Davis — University of Minnesota
- *Gender Differences in the Associations of PTSD Symptom Clusters with Relationship Distress in U.S. Vietnam Veterans and Their Partners* Keith D. Renshaw — George Mason University, Sarah B. Campbell — George Mason University, Laura Meis — University of Minnesota, Christopher Erbes — University of Minnesota
- *Military Spouses and Their Experiences Transitioning Out of the Military* Meredith A. Kleykamp — University of Maryland, Sidra J. Montgomery — University of Maryland

Discussant: Shelley MacDermid Wadsworth, Purdue University

128. Symposium: Contesting Time: State and Local Battles over Paid Parental Leave, Paid Sick Time, and Schedules that Work —*Federal A Room*

The ability to control work time is one of the most crucial work-family issues. Although policy is largely paralyzed at the federal level, at state and local levels activist coalitions, usually with labor unions as central players, have won paid sick days, paid parental leave, and have put on the table laws to control abusive scheduling practices. Panelists have been involved as researchers and activists in these struggles, and will discuss lessons to be learned from them.

Organizer: Dan Clawson, University of Massachusetts, Amherst

Panelists:

- Wendy Chun-Hoon – Family Values at Work
- Carol Joyner – Labor Project for Working Families
- Ruth Milkman – The Graduate Center, City University of New York
- Peggy Shorey – AFL-CIO

129. Symposium: Co-Worker Supports and Organizational Culture —*New York Room*

- *The Relationship between Organizational Social Capital and Employee Work-Home Conflict* Anika Nitzsche — University of Cologne, Felix Miedaner — University of Cologne, Ludwig Kuntz — University of Cologne
- *Does Culture Make a Difference? A Study of Work Family Conflict Experienced by Banking Employees in Sri Lanka* Christine Edwards — Kingston University, Kengatharan Navaneethakrishan — University of Jaffna
- *Employees' Perceptions of WLB Initiatives: The Effects of Cultural Dimensions* Sabrina Tanquerel — Ecole de Management de Normandie
- *Framing the Global Context for Work-Family Initiatives: The Influence of National Culture on Work-Family Role Orientations* Kelly Anne Basile, T. Alexandra Beauregard — Middlesex University Business School

130. Symposium: Time with Children and What to Do with It —*Ohio Room*

- *Differences in Mothers' and Fathers' Subjective Assessments of Time Spent with Children* Cadhla McDonnell — The Pennsylvania State University, Nancy K. Luke — The Pennsylvania State University, Susan E. Short — Brown University
- *Dual-Earning Parents' Work-Family Balance and Time with Children: The Moderating Effects of Gender and Age* Karen Duncan — University of Manitoba
- *Building Community Capacity Between Grandparents, Parents and Health Practitioners to Improve Children's School Readiness: A UK Case Study* Gemma Yarwood — Manchester Metropolitan University, Martin King — Manchester Metropolitan University, Jo-Pei Tan — Manchester Metropolitan University
- *Teaching Finances in the Home: Retrospective Perceptions of Millennials and Their Parents and Grandparents* Ashley Brooks LeBaron — Brigham Young University, E. Jeffrey Hill — Brigham Young University, Christina Michelle Rosa — Brigham Young University, Carly Schmutz — Brigham Young University, Travis James Spencer — Brigham Young University

131. Symposium: Combining Work and Family —*Senate Room*

- *Work-Life Balance, Its Antecedents and Outcomes: A Meta-Analysis* Faezeh Amirkamali — University of Texas, Arlington, Hoda Vaziri — University of Texas, Arlington, Wendy Jean Casper — University of Texas, Arlington, Sara De Hauw — Vlerick Business School, Leuven Gent Business School, Julie Holliday Wayne — Wake Forest University, Jeffrey H. Greenhaus — Drexel University

- *Conditional Representation: Gendered Experiences of Combining Work and Family among Local Politicians* Ingemar Johansson Sevä — Umea University, Ida Öun — Umea University
- *Identifying Synergistic Relationships between Work and Family* Nicholas James Beutell — Iona College, Hagan School of Business, Neena Gopalan — Lewis University, Ronald Downey — Kansas State University

132. Symposium: The Work-Family Interface and Psychophysiological and Sleep Outcomes in Employees — *South American A Room*

Organizers: Orfeu Marcello Buxton, The Pennsylvania State University; Soomi Lee, The Pennsylvania State University

- *Work-Family Conflict, Rumination, and Health: Family Support as a Protective Factor?* Kelly D. Davis — Oregon State University, Judith Gere — Kent State University, Martin J. Sliwinski — The Pennsylvania State University
- *Supervisor Support Buffers Daily Psychological and Physiological Reactivity to Work-to-Family Conflict* David M. Almeida — The Pennsylvania State University, Kelly D. Davis — Oregon State University, Soomi Lee — The Pennsylvania State University, Katie Michelle Lawson — Ball State University, Kimberly Walter — University of Connecticut School of Medicine, Phyllis Moen — University of Minnesota
- *Certified Nursing Assistants Balancing Family Caregiving Roles: Health Care Utilization Among Double- and Triple-Duty Caregivers* Nicole DePasquale — The Pennsylvania State University, Lauren Bangerter — The Pennsylvania State University, Jessica Williams — Harvard Center for Population & Development Studies, David M. Almeida — The Pennsylvania State University
- *Work-Family Conflict and Employee Sleep: Evidence from IT Workers in the Work, Family and Health Study* Orfeu Marcello Buxton — The Pennsylvania State University, Soomi Lee — The Pennsylvania State University, Chloe Beverly — The Pennsylvania State University, Lisa F. Berkman — Harvard University School of Public Health, Erin L. Kelly — Massachusetts Institute of Technology, Leslie Hammer — Portland State University, David M. Almeida — The Pennsylvania State University

133. Symposium: Fundamental Theoretical Perspectives of Work and Family Issues — *South American B Room*

- *A Narrative Perspective and Approach in Work-Life Research* Jean-Charles Languilaire — Malmö University
- *Balancing a "Shared" Life?: The Critical Implications of "Work-Life Balance" for the Rising Sharing Economy* Peter Bloom — Open University
- *Person-Environment Fit in the Work-Family Domain: A Roadmap to Conceptual Clarity* Matthew M. Piszczek — University of Wisconsin Oshkosh, Peter Berg — Michigan State University
- *A Neuroscience Perspective of the Work-Family-Life Interface* Steven Y. Poelmans — Escuela de Alta Dirección y Administración Business School, Coaching Competency Center, Elena Stepanova — Work-It-Out
- *The Poverty of the Neuroscience of Poverty* Amy Wax — University of Pennsylvania Law School

**Saturday
1:15 PM - 2:45 PM**

134. WFRN Executive Committee Meeting

About the Work and Family Researchers Network

What is the WFRN?

The Work and Family Researchers Network (formerly the Sloan Work and Family Research Network) is an international membership organization of interdisciplinary work and family researchers. The WFRN also welcomes the participation of policy makers and practitioners as it seeks to promote knowledge and understanding of work and family issues among the community of global stakeholders.

The WFRN was formed in response to the need for a membership association of interdisciplinary work and family scholars. Unique among professional societies, the WFRN provides an online peer community with tools to strengthen connections among the global audiences interested in work and family. The WFRN facilitates virtual and face-to-face interaction among work and family researchers from a broad range of fields and engages the next generation of work and family scholars. As a global hub, we provide opportunities for information sharing and networking via our website, which includes the only open access work and family subject matter repository, the Work and Family Commons (WFC).

We Need YOUR HELP To Be Successful

- Members are the driving force of the organization.
- Members lead and run the organization as officers and committee members.
- Members take leadership roles in providing content of interest to the interdisciplinary work and family research community.
- Members create the program as well as attend and present their research at the conference.

Your involvement contributes to the vitality of academic work and family scholarship and ensures that high-quality work and family content continues to be available and accessible.

What We Offer You

Connect: You can connect with your work and family colleagues from around the world online and in person at our conference.

Learn: You can search our subject matter repository, the Work and Family Commons, stay current with the latest news via our News Feed, and learn about upcoming events on our Calendar.

Contribute: You can share your research via our subject matter repository, the Work and Family Commons, keep us updated on the latest news (e.g., blogs, news articles, newsletters) via our News Feed, and post your events on our Calendar. You can take a leadership role in the work and family community by joining a committee, serving as an elected officer, or leading/participating in a Special Interest Group.

Member Benefits

- An interdisciplinary work and family home base
- Access to the WFRN online resources and community
- Electronic subscription to *Community, Work & Family* journal
- Discounted conference registration
- Member Directory
- A weekly News & Events update
- A monthly update with information from the Work and Family Commons
- The chance to assume leadership roles as elected officers
- The option to serve as committee members
- Participation in a Special Interest Group
- Voting privileges

WFRN Officers January 2015-December 2016

President

Phyllis Moen, University of Minnesota, US

Vice-President

Suzan Lewis, Middlesex University Business School, UK

Secretary-Treasurer

Jennifer E. Swanberg, University of Maryland, US

Executive Officer

Jerry A. Jacobs, University of Pennsylvania, US

This summer, we'll be seeking nominees for President, Vice-President, and Secretary-Treasurer to serve from January 2017-December 2018. Consider nominating a colleague or running for a leadership role.

WFRN Committees

Executive Committee 2015-2016

- Wendy Casper, University of Texas at Arlington, US
- Kathleen Christensen, Alfred P. Sloan Foundation, US
- E. Jeffrey Hill, Brigham Young University, US
- Erin L. Kelly, MIT Sloan School of Management, US
- Shelley MacDermid Wadsworth, Purdue University, US
- Stephen Sweet, Ithaca College, US
- Tanja van der Lippe, Utrecht University, the Netherlands

2016 WFRN Conference Program Committee

- Phyllis Moen, University of Minnesota, **Co-chair**
- Anne Kaduk, University of Minnesota, **Co-chair**
- Suzan Lewis, Middlesex University London, **Co-chair**
- Hanna van Solinge, Netherlands Interdisciplinary Demographic Institute, **Co-chair**
- Orfeu Marcello Buxton, The Pennsylvania State University, Brigham & Women's Hospital, Harvard Medical School and School of Public Health
- Dan Clawson, University of Massachusetts Amherst
- Sarah Damaske, The Pennsylvania State University
- Anna Haley-Lock, University of Wisconsin-Madison
- Jerry A. Jacobs, University of Pennsylvania
- Kathy Kacher, Career/Life Alliance Services Inc.
- Lisa Leslie, New York University
- David Maume, University of Cincinnati
- Maureen Perry-Jenkins, University of Massachusetts Amherst
- Marcie Pitt-Catsoupes, Boston College
- Tanja van der Lippe, Utrecht University, The Netherlands

Communications Committee

Mission: The Communications Committee will foster connections among members of the global work and family research community by developing and implementing a strategic communication plan across a variety of platforms, including the use of social media. The committee will ensure high-quality, comprehensive and timely communication with and among the membership, accomplished in conjunction with the Committee to Connect Research, Policy, and Practice. In 2014-2015, Kathryn Fonner and members of the Communications Committee were instrumental in setting up the new WFRN Special Interest Groups (see <https://workfamily.sas.upenn.edu/content/wfrn-special-interest-groups>).

Members

- Kathryn Fonner, University of Wisconsin-Milwaukee, US, **Chair** (fonner@uwm.edu)
- Michelle Artibee, Cornell University, US
- Annis Golden, University of Albany, State University of New York, US
- Mary Hunt, Ave Maria University, US
- Kendra Knight, DePaul University, US
- Caryn Medved, Baruch College, US
- Claartje ter Hoeven, University of Amsterdam, the Netherlands
- Cathleen Swody, Leadership Research Institute, US
- Agnes Uhereczky, Work-Life HUB, Belgium
- Zoltan Vadkerti, Work-Life HUB, Belgium

International Committee

Mission: The WFRN International Committee's core mission is to encourage, support and promote the advancement of international contributions to global work and family research. Representing a wide range of countries, the Committee aims to provide a platform for facilitating knowledge exchange and comparative research.

Members

- Suzan Lewis, Middlesex University, UK, **Chair** (s.lewis@mdx.ac.uk)
- Deirdre Anderson, Cranfield School of Management, UK
- Cláudia Andrade, University of Porto, Portugal
- Boris Baltes, Wayne State University, US
- Anna Borg, Centre for Labour Studies, University of Malta, Malta
- Mariam Gbajuma-Sheriff, University of Warwick, UK
- Grace James, University of Reading, UK
- Hyosun Kim, Chung Ang University, South Korea
- Marisa Matias, University of Porto, Portugal
- Rea Prouska, Middlesex University, UK
- Bianca Stumbitz, Middlesex University, UK
- Diane-Gabrielle Tremblay, Université du Québec, Canada
- Tanja van der Lippe, Utrecht University, The Netherlands
- Gemma Anne Yarwood, Manchester Metropolitan University, UK
- Xinyuan (Roy) Zhao, Sun Yat-Sen University, China

Membership Committee

Mission: The mission of the WFRN membership committee is to maintain a strong membership base for the Work and Family Researchers Network. To this end, our efforts are focused on recruiting new members, welcoming new members, and retaining existing members.

Members

- Krista Lynn Minnotte, University of North Dakota, US, **Chair** (krista.minnotte@und.edu)
- Sam Ammons, University of Nebraska-Omaha, US
- Medora Barnes, John Carroll University, US
- Elizabeth Corrigan, IAHD Director of Adult Day Services, US
- Kathrine Gutierrez, Educational Leadership and Policy Studies, University of Oklahoma, US
- Margo Hilbrecht, University of Waterloo, Canadian Index of Wellbeing, Canada
- Lena Hipp, WZB Berlin Social Science Center, Germany
- Jera L. Oliver, The Ohio State University Moritz College of Law, US
- Kamala Ramadoss, Syracuse University, US
- Marcello Russo, KEDGE Business School, France
- Carrie Shandra, State University of New York at Stony Brook, US
- Andrea Swenson, Virginia Tech, US
- Gretchen Webber, Middle Tennessee State University, US
- Deniz Yucel, William Paterson University of New Jersey, US

Repository Committee

Mission: The central mission of the WFRN Repository committee is to encourage the membership to contribute scholarly writings (e.g., working, conference, and published research papers) to the Work and Family Commons (WFC), and to facilitate the dissemination of the WFC content within and outside the WFRN.

Members

- Noelle Chesley, University of Milwaukee-Wisconsin, US, **Chair** (chesley@uwm.edu)
- Pablo Ignacio Escribano, IESE Business School, Spain
- Yelizavetta Kofman, UCLA, US
- Marla H. Kohlman, Kenyon College, US
- Donna Lero, University of Guelph, Canada
- Christina Matz-Costa, Boston College, US
- Rense Nieuwenhuis, Swedish Institute for Social Research (SOFI) of the Stockholm University, Sweden
- Shirley Porterfield, University of Missouri-St. Louis, US
- Ronit Waismel-Manor, Netanya Academic College, Israel
- Matthew Weinschenker, Fordham University, US
- Lorey Wheeler, Arizona State University, US
- Deniz Yucel, William Paterson University of New Jersey, US

Committee to Connect Research, Policy, and Practice

Mission: The mission of the Work and Family Researchers Network's Committee to Connect Research, Policy, and Practice is to facilitate dialogue and information exchange among academic researchers and broader audiences, all of whom benefit from having access to the most recent and relevant work and family research, policy, and practice.

Members

- Heidi Hartmann, Institute for Women's Policy Research, US, **Co-chair** (heidi@iwpr.org)
- Jennifer Kohler, Google, US, **Co-chair** (jkohler@google.com)
- Jeanine Andreassi, Sacred Heart University, US
- Heather Boushey, Center for American Progress, US
- Esther Cononico, LSE Department of Management, UK
- Erin L. Kelly, Massachusetts Institute of Technology (MIT), US
- Ellen Kossek, Purdue University, US
- Lisa Levey, The Libra Solution, US
- Kathie Lingle, Architect of Change, US
- Karen Murphy, Working Parent Café, US
- Vicki Shabo, National Partnership for Women & Families, US
- Lisa Stewart, California State University-Monterey Bay, US
- Pamela Stone, Hunter College, City University of New York, US
- Jennifer Swanberg, University of Maryland, US
- Lindsey Trimble O'Connor, California State University-Channel Islands, US
- Emily Zuckerman, Catalyst, US

The Committee to Connect Research, Policy, and Practice has created **the Research Spotlight Series**, which is envisioned to be highly practitioner-oriented with a focus on the implications of the research. The goal is for the spotlights to be concise, provocative, and targeted at *how the findings can be applied*. The Committee has recently undertaken a review of the process of developing spotlights, and details about this approach and interview questions that may be helpful in thinking about how to package your research in a highly applied fashion will soon be posted on the WFRN website.

Research Spotlight Series to date include:

- *Gender Bias against Women of Color in Science*. An interview with Joan Williams by Lisa Levey (May 2015)
- *Creating the Sustainable Workplace*. An Interview with Ellen Kossek by Emily Zuckerman and Lisa Stewart (November 2014)
- *Perceived Family Responsibility Discrimination: A Growing Concern*. An interview with Lindsey Trimble O'Connor by Lisa Stewart and Emily Zuckerman (May 2014)
- *Modern Day Communication Technology: Empowerment or Enslavement?* An interview with Uthpala Senarathne Tennakoon by Lisa Levey and Karen Murphy (February 2014)
- *Why Spousal Attitudes Matter*. An interview with Julie Wayne and Russell Matthews by Lisa Levey and Karen Murphy (November 2013)

To read the Research Spotlight series, go to the WFRN website, click on Resources, and then on the Research Spotlight Series: <https://workfamily.sas.upenn.edu/content/research-spotlight-series>

**Get involved with WFRN by joining a committee.
Contact the committee chair to indicate your interest.**

Early Career Work & Family Fellowship Program

The Work and Family Researchers Network is committed to mentoring the next generation of work and family scholars. The Early Career Work & Family Fellowship Program provides support for recent doctoral recipients to advance their research, teaching, and long-term career prospects. By offering networked resources and consultation, we help promising new scholars move into tenured appointments and secure senior-level positions, as well as engage them with the work and family community of scholars.

This program builds on two successful cohorts supported by the former Sloan Work and Family Research Network, and two cohorts supported by the Work and Family Researchers Network. We have created a diverse cohort of scholars from various disciplines with a wide range of work and family interests. A special thanks to the sponsors and organizational partners of the 2016 WFRN Conference, whose generosity has made the fifth cohort of Early Career Fellows possible. Below is a list of the participants of the 2016 Early Career Fellowship Program.

Christine Bataille, Ithaca College

Siwei Cheng, UCLA

Patricia Dahm, California State Polytechnic University

Caitlin Demsky, Oakland University

Erin Eatough, Baruch College

Jennifer Greenfield, University of Denver

Hsinyi Hsiao, University of Southern California

Ryan Johnson, Ohio University

Zarrina Juraqulova, Denison University

Jack Lam, University of Queensland

Soomi Lee, Pennsylvania State University

Carrie Oelberger, University of Minnesota

David Pedulla, University of Texas at Austin

Matthew Piszczek, University of Wisconsin Oshkosh

Marisa Young, McMaster University

WFRN Supporters (as of June 2016)

Organizational Partners

Boston College
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Center for Equitable Growth
INALDE Business School, Universidad de La Sabana (Colombia)
The Institute of Women's Policy Research
Johns Hopkins University
Michigan State University
National Partnership for Women & Families
Sugar Law Center for Economic & Social Justice
Universität Bielefeld (Germany)
University of Birmingham (UK)
University of Guelph, Center for Families, Work and Well-Being (Canada)

Russell Matthews
Melissa Milkie
Ruth Milkman
Phyllis Moen
Kelly Musick
Ariane Ollier-Malaterre
Kamala Ramadoss
Joy Schnee
Margaret Shaffer
Lisa Stewart
Jennifer Swanberg
Steve Sweet
Michelle Travis
Spela Trefalt
Monique Valcour
Julie Wayne

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Lotte Bailyn
Marian Baird
Anne Bardoel
Janet Barnes-Farrell
Roberta Blomme
Michelle Budig
Orfeu Buxton
Judi Casey
Noelle Chesley
Shelley Correll
Jocelyn Crowley
Chuck Darrah
Laura den Dulk
Stewart Friedman
Jennifer Glass
Joseph Grzywacz
Linda Haas
Leslie Hammer
Brad Harrington
Heidi Hartmann
Tracy Hecht
Jeff Hill
Jerry A. Jacobs
Roberta Iversen
Erin L. Kelly
Ellen Kossek
Susan Lambert
Jean-Charles Languilaire
Pamela Lirio
Beth Livingston
Shelley MacDermid-Wadsworth

Sustaining Members

Samantha Ammons
Lotte Bailyn
Marian Pam Baird
T. Alexandra Beauregard
Orfeu Marcello Buxton
Judi C. Casey
Shelley J. Correll
Janet Fast
Steward David Friedman
Kathleen Gerson
Janet Carol Gornick
Tracy Doreen Hecht
Carol Hoffman
Erin L. Kelly
Alison M. Konrad
Ellen Ernst Kossek
Susan Lambert
Jean-Charles Languilaire
Laura Lein
Beth Ann Livingston
Phyllis Moen
Ariane Ollier-Malaterre
Nancy P. Rothbard
Margaret Shaffer
Stephen Sweet
Judith Treas
Diane-Gabrielle Tremblay
Lori L. Wadsworth
Amy S. Wharton
Gillian Whitehouse

Sponsoring Members

Medora Barnes
Lexandra Beauregard
Nick Beutell
Stephanie Bornstein
Krista Brockwood
Krista Brumley
Stephanie Byrd
Lyn Craig
Ann Crouter
Allison DeMarco
Sarah Damaske
Jessica Degroot
Jodi Detjen
Carol Devine
Elizabeth Dodson
Sonja Drobnic
Linda Duxbury
Pearl Dykstra
Kimberly Eddleston
Kathryn Fonner
Kimberly Fox
Annis Golden
Tomika Greer
Ariane Hegewisch
Belinda Hewitt
Margo Hilbrecht
Heather Hofmeister
Jenny Hoobler
Jen Hook
Carolyn Hough
Marla Kohlman
Karen Kramer
Alyssa Lambert
Mila Lazarova
Lisa Levey
Chandra Mason
Christine Matz-Costa
Caryn Medved
Rebecca Meisenbach
Karen Murphy
Rhonda Nordin
Roberta North
Heather Odle-Dusseau
Toby Parcel
Susan Parish
Shirley Porterfield
Allison Pugh
Phyllis Raabe
Sara Raley
Jeremy Reynolds

Kate Rowbotham
Hiroki Sato
Uthpala Senarathne Tennakoon
Carrie Shandra
Lois Shelton
Kristen Shockley
Roberta Spalter-Roth
Pamela Stone
Agnes Uhereczky
Zoltan Vadkerti
Tricia van Rhijn
Ronit Waismel-Manor
Jane Waldfogel
Matthew Weinshenker
Kimberly Wells
Mara Yerkes
Deniz Yucel

Other Contributions

Heidi Marguerite Berggren
Eileen Brennan
Johnna Capitano
Zeynep Calgan
Susan Schick Case
Wendy Casper
Youngjoo Cha
Marianne Cooper
Sarah Damaske
Laura den Dulk
Pablo Ignacio Escribano
Bosede Dorcas Fabbemi
April Griffin
Erin Kramer Holmes
Ryan Johnson
Eden King
Lisa Levey
Sharon Marts
Helen Mederer
Krista Lynn Minnotte
Joya Misra
Maureen Perry-Jenkins
Shirley Porterfile
Johanne Saint-Charles
Corey Shdaimah
Sandra Erica Webster
Julie Holliday Wellmann
Mara Aileen Yerkes

What to Do When You Return Home

Members are the driving force of the Work and Family Researchers Network. We need your involvement to succeed!

1. Deposit your conference presentation to the Work and Family Commons (WFC). Instructions are available on the WFRN Website under the heading: "Contribute Content." Your presentation will be featured in the Monthly Update with information from the WFC sent to all WFRN members.
2. Join a committee if you haven't done so already. See the list of committees and committee chairs on pages 68-71. Contact the committee chair.
3. Post work and family news to the News Feed and events to the Calendar on the WFRN website. Your post will be auto shared with our Twitter Feed and Facebook Page. It will also be included in the member-only Weekly News & Events email.
4. Participate in a Special Interest Group to share information, network, and collaborate with other WFRN members interested in your area of interest/expertise. The SIGs are intended to promote regular connections among WFRN members in-between conferences. For a complete list of currently active WFRN SIGs, visit <https://workfamily.sas.upenn.edu/content/wfrn-special-interest-groups>
5. Like us on Facebook, follow us on Twitter (@wfrn), and join our LinkedIn Group
6. Complete the online evaluation form that we send you in a few weeks

Thank you so much for participating in the WFRN 2016 Conference. We look forward to your continued support and involvement!

**Please plan to join us for the next WFRN Conference in June 2018!
More details will be posted on the WFRN website and distributed to
WFRN members and affiliates when they are available.**

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