

Preliminary Program (as of May 23, 2018)

***OpenScience:
Assumptions and Translation of
Work and Family Research***

**WFRN 2018 Conference
Work and Family Researchers Network**

**June 21-23, 2018
(Pre-conference day, June 20)
Capital Hilton
Washington, D.C.**

Pre-Conference Day Workshop Agenda
Wednesday, June 20th
(Limited Seating; Pre-registration Required)

Session 1: 9 – 10:30 AM

- **Jerry A. Jacobs, University of Pennsylvania/WFRN Executive Officer.** “Welcome”
- **Marcie Pitt-Catsouphes, Boston College. WFRN Co-President.** “Models of Translational Research”
- **Vivian Tseng, W.T. Grant Foundation.** “T2: Translational Research that Transforms”
- Table Exercise. (30 minutes)

Session 2: 10:30 – 11:30 AM

- **Kathleen Christensen, Alfred P. Sloan Foundation. WFRN Co-President.** “Lessons Learned About Working with Intermediary Associations: Best Practices”
- **Brad Harrington, Boston College Center for Work & Family.** “Working with Associations that Work with Employers”
- **Heather Boushey, Washington Center for Equitable Growth.** “Working with Associations that Work with Policy Makers/Advocate for Policy Change”
- Followed by Q&A

Session 3: 11:30 – 1:30 PM

- **Stephen Sweet, Ithaca College. WFRN Pre-Conference Co-Lead.** Introduction.
- **Shelley MacDermid Wadsworth, Purdue University.** “Lessons Learned from My Work with Public Sector Agencies”
- **Susan Lambert, University of Chicago.** “Lessons Learned from My Work on a National Campaign”
- Followed by Lunch (Provided) + Table Exercise Discussion on “First Contact”

Session 4: 1:30 – 2:30 PM

- **Kathleen Christensen, Alfred P. Sloan Foundation. WFRN Co-President.** Introduction.
- **Emma Plumb, Rupert Organizational Design.** “Leading Toward Action”
- **Scott Behson, Fairleigh Dickinson University.** “Researchers as Communicators”
- **Jerry A. Jacobs, University of Pennsylvania** and WFRN Communications Committee. “Ideas for Connecting WFRN to Intermediaries.”
- Table Discussion of Approaches in the Context of Time

Session 5: 2:30 – 3:00 PM

- **Stephen Sweet, Ithaca College. WFRN Pre-Conference Co-Lead + Marcie Pitt-Catsouphes, Boston College. WFRN Co-President.** “How to Align Potential Work with Intermediaries/End-Users with Your Career Development Plan
- Followed by Q&A (10 minutes)

Session 6: 3:00 – 4:00 PM

- **Tiziana Dearing, Boston College Center for Social Innovation.** “Collaboration for Innovation”
- Followed by Table Exercise.

The Pitch: Table Presentations about Ways to Present Research Ideas and Findings to Intermediary Organizations, Policy Makers, and Employers

4:00 – 5:30 PM Social Hour / Reception with Representatives of Intermediary Organizations

Thursday, 21 June
07:30 AM-09:00 AM

1. : Breakfast, Welcome, and WFRN General Business Meeting --Presidential Ballroom

Presiders: Marcie Pitt-Catsoupes, Boston College, WFRN Co-President; Kathleen Christensen, Alfred P. Sloan Foundation, WFRN Co-President; Jerry Jacobs, University of Pennsylvania

09:00 AM-10:30 AM

2. : Paper Session: Reduced Work Hours Options --California

- *In Defense of Downtime: Elite Professionals' Contestation of Ideal Worker Norms* [Sarah E Mosseri, University of Virginia](#)
- *Research to Policy: Creating Equitable Policies for Part-Time Faculty Could Improve Gender Equality* [Kimberly Fox, Research Associate, Harvard University](#); [Laura Ramsey, Bridgewater State University](#)
- *Living in the Workplace: Role Boundary, Effort-Recovery, and Work Stress of Resident Assistants* [Darrah Ann Tinkler, Ball State University](#)

3. : Paper Session: Race, Gender, Work and Family --Massachusetts

- *The Intersectionality of Sex, Race, and Ethnicity in the STEM Workforce* [Anthony Martinez, U.S. Census Bureau](#); [Asiah Gayfield, US Census](#)
- *Is Care Work a Last Resort? Investigating Entry into Care Work for Low and Middle Skill Workers by Gender, Race/Ethnicity, and Immigrant Status* [Melissa Hodges, Villanova University](#)
- *Do Race and Marriage Matter? The Motherhood Wage Penalty in the Military* [Eiko Hiraoka Strader, George Washington University](#)
- *When Does It Pay Off to Work? Childcare Costs and Employment after Birth, 1984-2014* [Pilar Gonalons-Pons, University of Pennsylvania](#)

4. : Paper Session: Economics, Earnings and Careers --New York

- *Work-Family Compensation, General Self-Efficacy and Satisfaction Outcomes in Originating and Receiving Domains* [Miriam Dishon-Berkovits, Ono Academic College](#)
- *Effects of Motherhood and Socio-Economic Status on Female Self-employment* [Janna Besamusca, University of Amsterdam](#)
- *Women Entrepreneurs and Their Work-Life Balance in India: A Literature Review and Future Research Directions* [Jasmine Banu, IIT Madras, Chennai, India](#); [Rupashree Baral, IIT Madras, Chennai, India](#)

5. : Paper Session: Gendered Experiences --South American A

- *Trends in Children's Gendered Housework Performance: Exploring German Time Use Data, 1991--2013* Florian Schulz, State Institute for Family Research (ifb) at the University of Bamberg, Germany
- *Digitalisation, Gender and Work-Family Interactions: A Matter of Intentions and Conditions* Ann Bergman, Karlstad university; Calle Rosengren,; Kristina Palm, Karolinska Institutet
- *Products Versus People: The Differential Activation of Gender Bias in Two Organizational Practices* Mary Christine Noonan, University of Iowa; Freda Lynn, University of Iowa; Austin Van Loon, Stanford University
- *The Education Gap in Women's Earnings: The Role of Fertility Timing* Catherine Doren, University of Wisconsin, Madison

6. : Paper Session: Caring About Child Care --South American B

- *Stalled or Making Headway?: Early Childhood Workforce Policies in the States, 2016-2018* Caitlin McLean, Center for the Study of Child Care Employment, University of California, Berkeley; Marcy Whitebook, Founding Director, Center for the Study of Child Care Employment, University of California, Berkeley; Lea J.E. Austin, Co-Director, Center for the Study of Child Care Employment, University of California, Berkeley
- *The Maryland Childcare Survey: A Non-Profit/Academic Collaboration into the Cost of Childcare Breakdowns in the State of Maryland* Elizabeth Mary Talbert, Johns Hopkins University; Alí Bustamante, Loyola University, New Orleans, Economic Policy Specialist; Margaret Williams, Maryland Family Network, Executive Director; Lindsay Thompson, Johns Hopkins Carey Business School
- *Perceptions of Child Care and Parents' Work-Family Balance* Anne Roeters, Netherlands Institute for Social Research - Sociaal en Cultureel Planbureau (SCP); Freek Bucx, Netherlands Institute for Social Research - Sociaal en Cultureel Planbureau (SCP)

7. : Paper Session: Supervisor's and Subordinate's Experiences --Statler B

- *A Closer Look at the Positive Crossover Between Supervisors and Subordinates: The Role of Organizational Culture and FSSB* Yasin Rofcanin, University of Bath; Mireia Las Heras, University of Navarra - Instituto de Estudios Superiores de la Empresa (IESE) Business School; María José Bosch, Universidad de los Andes ESE Business School; Geoffrey Wood, Essex Business School
- *The Role of Immediate Supervisors in Setting the "Working Long Hours" Tone: The Intertwined Effects of Vicarious Learning and Followers' Self-Motives in Working Hours' Pattern Contagion* Marie-Colombe Afota, HEC Montréal; Ariane Ollier-Malaterre, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG); Christian Vandenberghe, HEC Montréal
- *"Going Above and Beyond the Job": The Role of Supervisor Support, Work-to-Family Conflict and Team Work on Organizational Citizenship Behaviors Geriatric Care Workers* Claudia Andrade, College of Education, Polytechnic of Coimbra; Paula Costa Neves, College of Education, Polytechnic of Coimbra

8. WFRN Kanter Award Symposium 2018 --Federal B

- *My Family Made Me Do It: A Cross-Domain, Self-Regulatory Perspective on Antecedents to Abusive Supervision* Stephen Courtright, Texas A&M University
- *Gender Discrepancies in the Outcomes of Schedule Control on Overtime Hours and Income in Germany* Yvonne Lott, Hans-Böckler-Stiftung; Heejung Chung, University of Kent

Panelists:

- Stephen Courtright, Texas A&M University
- Heejung Chung, University of Kent
- Yvonne Lott, Hans-Böckler-Stiftung
- Shelley MacDermid Wadsworth, Purdue University
- Jennifer Sabatini Fraone, Boston College - Center for Work & Family
- Suzanne Greenlee, Sodexo
- Debbie Edwards, Northrop Grumman

9. Workshop: Technology, Work and Family SIG Research Incubator --Congressional

This workshop is envisioned as an opportunity to craft a collective research program for members of the Technology, Work and Family SIG. As a more structured alternative to the regular SIG meeting, it will enable SIG leaders to facilitate research collaborations among members by helping researchers from a range of career stages and geographical locations connect with one another and discover synergies or shared interests. The intended outcome is a program for collaborative research activities, such as data collection, journal articles, special issues, edited books, grant applications, action research, or practitioner outreach.

Questions designed to stimulate dialogue will be introduced by the workshop leaders. Broadly speaking, these will attempt to elicit answers to the query, "What don't we currently know about technology in the context of work and family that we want, or need, to know?" Ideas discussed in small groups will be collated by workshop leaders and presented to the room. Different ideas can then be allocated to different tables, and participants can assign themselves to the table of their choice to find potential collaborators and discuss ways to approach the given topic. Tables can then feed back to the overall group at the end of the workshop. Workshop leaders will ensure that the output is circulated to all attendees following the conclusion of the conference.

The SIG Leadership team will facilitate the workshop. While the workshop will be promoted via the SIG's Facebook page and mailing list, we also welcome conference attendees who are not currently SIG members.

Panelists:

- T. Alexandra Beauregard, Middlesex University - Business School
- Kaumudi Misra, California State University, East Bay

10. Workshop: Key Issues in Planning, Conducting and Publishing Qualitative and Quantitative International Research (Sponsored by: The WFRN International Committee and Cross-Cultural Research SIG) --Federal A

This workshop is designed to discuss some of the challenges involved in the process of planning, conducting and publishing international work-family research. The work-family field has been calling for more global research from regions that may have been under-represented in the past. We hope to assist international researchers by providing examples of qualitative and quantitative international and cross-cultural research projects and address how participants dealt with the complexity involved in the process. As a result, we will outline best practices in conducting international work-family research to improve the experiences of researchers and individuals worldwide.

Panelists:

- Marcello Russo, University of Bologna
- Anna Bardeel, Monash University
- Clarice Santos, The Federal University of Rio de Janeiro
- Bianca Stumbitz, Middlesex University - Business School

11. Workshop: Early Career Fellowship Meeting --Ohio

Organizer: Stephen Sweet, Ithaca College

- Participation is limited to Early Career Fellow recipients.
- **Early Career Fellows:** *Alice Brawley* - Gettysburg College; *Caitlyn Collins* - Washington University St. Louis; *Tori Crain* - Colorado State University; *Nicole DePasquale* - Duke University; *Wen Fan* - Boston College; *Julia Goodman* - Oregon Health and Science University & Portland State University; *Marc Grau-Grau* - Harvard University; *Yang Hu* - Lancaster University; *Laurie Maldonado* - Graduate Center CUNY; *Kristie McAlpine* - Michigan State University; *Sarah Patterson* - University of Western Ontario; *Lea Pessin* - The Pennsylvania State University; *Alejandra Ros Pilarz* - University of Wisconsin Madison; *Katherine Weisshaar* - University of North Carolina Chapel Hill

12. Symposium: Conducting Work-Family Interventions: An Examination of Challenges and Recommendations --Pan American

- *Looking for Many Needles in Many Haystacks: Challenges with Recruiting Participants and Implementing a Workplace Intervention Across Multiple Organizations* Krista Brockwood, Senior Research Associate, Oregon Health and Science University; Leslie Hammer, Portland State University
- *The Oregon Military Employee Sleep and Health (MESH) Study: A Total Worker Health Intervention* Rebecca Brossoit, Colorado State University; Leslie Hammer, Portland State University; Krista Brockwood, Senior Research Associate, Oregon Health and Science University; Tori Laurrelle Crain, Colorado State University
- *Intervention Challenges Faced by Student Researchers* Kelly Cave, Colorado State University; Kurt Kraiger, Colorado State University; Gwenith Fisher, Colorado State University
- *Mindfulness Interventions for Employee Health and Wellbeing* Tammy Allen, University of South Florida

13. Symposium: Workplace Context and Policies in a Comparative Perspective --Senate

- *Insecure Employment Entry, Self-Rated Health and Life Satisfaction* Katharina Klug, University of Bremen, Germany; Hilke Brockmann, Jacobs University, Germany; Sonja Drobnic, University of Bremen, Germany
- *Work Place Context and the Use of Work-Family Policies in a Comparative Perspective* Leonie Van Breeschoten, Utrecht University; Laura den Dulk, Erasmus University Rotterdam; Anne-Rigt Poortman, Utrecht University; Katia Begall, Utrecht University
- *Do Cell Phones Contribute to Work Stress? A Cross-National Comparison* Judith Treas, University of California, Irvine; Tsui-o Tai, National Taipei University
- *The Work Place Context and Time Pressure in 9 European Countries* Tanja van der Lippe, Utrecht University; Belinda Hewitt, University of Melbourne; Leah Ruppner, University of Melbourne

14. Symposium: Making Decisions Together?: Relationality in Parental Leave and Work-Family Practices --Statler A

- *Parental Leave and Gender Equality: How/What Are We Measuring?* Andrea Doucet, Brock University; Lindsey McKay, Brock University
- *First-Time Mothers' and Fathers' Work-Care-Arrangements After Birth: Relations and Entanglements in Parents' Practices and Constructions* Eva-Maria Schmidt, University of Vienna
- *Access to and Rights Related to Time Among Dual-Earning Couples: Yours, Mine or Our Time?* Mia Tammelin, Academy of Finland
- *Silence and Deliberation in Couples' Negotiations of Parental Leave Take-Up: A Mixed Methods Longitudinal Study with First-Time Parents* Katherine Twamley, University College London

10:45 AM-12:15 PM

15. : Paper Session: Disability Work/Life Issues --California

- *Employees Caring for Dependents with Disabilities: Decision-Making Strategies to Obtain Workplace Support* Lisa Maureen Stewart, California State University, Monterey Bay; Christina Connery, California State University, Monterey Bay; Guillermo Rodriguez, California State University, Monterey Bay
- *Long-Term Financial Impacts of Rearing a Child With a Significant Health Condition or Disability* Elizabeth Johns, University of Massachusetts, Boston; Kimberly Johnson, Indiana University
- *Permanent, Casual, or Self-Employed? How Employment Type Shapes the Experiences of Workers with Non-Work Unpaid Care Responsibilities for People with Disabilities and the Elderly* Freya Saich, Carers NSW; Sarah Judd-Lam, Carers NSW; Hugh T.J. Bainbridge, University of New South Wales
- *Bullying Disability in the Workplace* LaWanda H. Cook, Cornell University

16. : Paper Session: Managers' Work/Life Perspectives --Massachusetts

- *Managers' Perceptions of Male Employees' Need for Work-Life Balance* Rachael Noelle Pettigrew, Mount Royal University
- *Women Managers' Mobile Technology Use to Find Work-Life Balance* Beata Nagy, Corvinus University of Budapest
- *In the Eyes of the Beholder: Employee Sexual Orientation, Perceived Supervisory Support for WLB and Well-Being* Eleni Stavrou, University of Cyprus; Eftychia Solea, University of Cyprus

17. : Paper Session: Lives at Work and Identity --Ohio

- *Family Leave and Lower Income Families: Linkages Between Mothers' Return to Work and Paid Family Leave* Pamela Winston, U.S. Department of Health and Human Services; Lauren Antelo, U.S. Department of Health and Human Services; Rashaun Bennett, U.S. Department of Health and Human Services; Elizabeth Coombs, Mission Analytics Group
- *Gender Differences in Paid Family Leave Use and Attitudes* Miriam Rose Barcus, University of Wisconsin, Madison; Leann Tigges, University of Wisconsin, Madison; Jungmyung Kim, University of Wisconsin, Madison
- *The Season of My Success: Time Bending Identity Affirmation Strategies of Early Achievers* Patricia Dahm, California Polytechnic State University; Yeonka (Sophia) Kim, University of Wisconsin; Theresa Glomb, University of Minnesota; Spencer Harrison, Insead
- *Learning the Ropes: How Professionals Learn to Do Boundary Work* Spela Trefalt, Simmons School of Management; Emily Heaphy, University of Rhode Island

18. : Paper Session: The Elusive Goals of Integration and Balance --Pan American

- *Work-Life Integration: Overcoming Immunities to Change* Maike Philipsen, Virginia Commonwealth University
- *The Conflict That Wasn't: A Qualitative Exploration of Routine and Daily Work-Family Decisions Among Dual-Earner Parents* Heather Cluley, Concordia University; Tracy Hecht, Concordia University
- *When Do Work-Family Conflicts Happen?* Kimberly French, University of South Florida; Tammy Allen, University of South Florida
- *Flexible Working Times and Work-Life Balance: The Role of Segmentation Preference* Anne Marit Wöhrmann, Federal Institute for Occupational Safety and Health Germany (BAuA); Nicola Dilchert, Ruprecht-Karls-Universität Heidelberg, Germany; Alexandra Michel, Federal Institute for Occupational Safety and Health Germany (BAuA)

19. : Paper Session: Gendered Work and Family Lives --Senate

- *The Gendered Division of Cognitive Labor* Allison Daminger, Harvard University
- *Social Psychological Resources and Women's Employment After Children: An Analysis of Cognitive and Noncognitive Attributes* Karen Patricia Wirth, North Carolina State University; Anna Manzoni, North Carolina State University; Toby Parcel, North Carolina State University
- *Addressing the Hour-Glass Ceiling: How Health and Time Lock Gender Inequality into Our Labour Market* Lyndall Strazdins, Australian National University - National Centre for Epidemiology and Population Health; Huong Dinh, Australian National University - National Centre for Epidemiology and Population Health; Jennifer Welsh, Australian National University - National Centre for Epidemiology and Population Health
- *The Effect of Paternity Leave Use on Father's Life Satisfaction and Mother's Relationship Satisfaction: A Longitudinal Study of South Korea* Karen Z. Kramer, University of Illinois, Urbana-Champaign; Sunjin Pak, University of Illinois, Urbana-Champaign; Cheong-ah Huh, Seoul National University; Hanjin Bae, Seoul National University

20. : Paper Session: Economics and Relationships at Home --South American A

- *Pushed Together or Pulled Apart?: The Role of Economic Stressors in Romantic Relationship Quality* Jessica H. Hardie, Hunter College; Amy Lucas, University of Houston, Clear Lake; Sejung Sage Yim, CUNY - Graduate Center
- *Household Engagement with Finance and Wealth, 1980s-2000s* Angelina Grigoryeva, Princeton University
- *What About Money?: A Dyadic Analysis of Individual Earnings, Relative Earnings, Financial Control, and Housework* Yang Hu, Lancaster University

21. : Paper Session: Emerging Perspectives of Fatherhood --South American B

- *Looking Beyond the Male Breadwinner Discourse: Perceptions of Masculinity and Fathers' Involvement in Childcare* Shira Offer, Bar-Ilan University; Danny Kaplan, Bar-Ilan University
- *Selection, Motivation, or Discrimination?: Establishment Sorting and the Finnish Fatherhood Wage Premium* Lynn Prince Cooke, University of Bath; Anna Hagglund, Research Associate, University of Bath
- *Flexible Fatherhood: How Men Are Redefining Their Roles at Work and at Home* Christine D. Bataille, Ithaca College; Melinda McGill-Carlison, Cornell University Pre-Award Specialist
- *The Overworked Father?: Recent Developments in Paternal Working Hours in the EU* Sara Connolly, University of East Anglia; Matthew Aldrich, University of East Anglia; Margaret O'Brien, University College London; Svetlana Speight, NAT CEN

22. Author-Meets-Readers: Phyllis Moen's Encore Adulthood --New York

Panelists:

- Marcie Pitt-Catsouphes, Boston College, WFRN Co-President
- Lisa Berkman, Harvard University
- Stephen Sweet, Ithaca College
- Phyllis Moen, University of Minnesota, 2015-2016 WFRN President
- Sarah E. Patterson, University of Western Ontario

23. *Workshop: Set Up for Success: Research-Based Policy Interventions for Parents in Low-Wage Jobs and Their Children --Congressional*

Organizers: Emily J. Martin, National Women's Law Center; Julie Vogtman, National Women's Law Center

The National Women's Law Center (NWLC) has undertaken a multi-year project examining how parents' work conditions—particularly low wages and volatile work schedules—can undermine children's well-being and access to high-quality child care. NWLC's reports, "Set Up to Fail: When Low-Wage Work Jeopardizes Parents' and Children's Success" and "Set Up for Success: Supporting Parents in Low-Wage Jobs and Their Children," are representative of our efforts to synthesize academic research and use that research to advance policies that can make a difference for working families—and we are currently working with state and federal partners to employ this strategy in active campaigns.

This workshop will grant participants an understanding of the state of research—including gaps and opportunities—around how parents' work schedules can affect child well-being and child care, as well as a generalizable model for translating research into action. Attendees will hear from, and engage in discussion with, the following experts:

Panelists:

- Elizabeth Albertine, Office of Rep. Rosa DeLauro (D-CT)
- Anna Haley, Rutgers School of Social Work Stephen Sweet, Ithaca College
- Emily Martin, National Women's Law Center
- Carlos Moreno, Connecticut Working Families

24. *Symposium: Translating Work and Family Research into Practice, Programs, and Policies --Federal A*

- *Enhancing and Field-Testing Family Supportive Supervisor Training with Potential Organizational Adopters* Ellen Ernst Kossek, Purdue University, 2013-2014 WFRN President; Leslie Hammer, Portland State University; Kyunghye Lee, Purdue University; Kristi Manseth, Pacific Research & Evaluation
- *Parental Leave Support in the Workplace: Translating the Retain Parental Leave Transition Coaching Program for Technology Enabled Scalability* Amy Beacom, Center for Parental Leave Leadership
- *Supporting Workplaces by Mobilizing Communities* Shelley MacDermid Wadsworth, Purdue University
- *Evaluating the San Francisco Paid Parental Leave Ordinance: Lessons From Implementation* Julia M. Goodman, Oregon Health & Science University and Portland State University; William Dow, University of California, Berkeley; Holly Stewart, University of California, Berkeley

Discussant:

- Leslie Hammer, Portland State University

25. Symposium: Designing Inclusive Paid Leave Policies --Federal B

- *Paid Parental Leave Policies in OECD Countries: Same-Sex Couples' Access to Benefits* Elizabeth Wong, University of California, Los Angeles; Judy Jou, University of California, Los Angeles; Amy Raub, University of California, Los Angeles; Jody Heymann, University of California, Los Angeles
- *Paid Parental Leave Policies for Single-Parent Households: An Examination of Legislative Approaches in OECD Countries* Judy Jou, University of California, Los Angeles; Elizabeth Wong, University of California, Los Angeles; Daniel Franken, University of California, Los Angeles; Amy Raub, University of California, Los Angeles; Jody Heymann, University of California, Los Angeles
- *Eligibility for Paid Leave Benefits in OECD Countries: An Analysis of the Demographic Impact of Tenure Requirements* Nicolas De Guzman, University of California, Los Angeles; Amy Raub, University of California, Los Angeles; Alison Earle, University of California, Los Angeles; Jody Heymann, University of California, Los Angeles
- *The Affordability of Paid Leave Benefits in OECD Countries: To What Extent Do Paid Leave Benefits Keep Families Out of Poverty?* Bijetri Bose, University of California, Los Angeles; Amy Raub, University of California, Los Angeles; Alison Earle, University of California, Los Angeles; Jody Heymann, University of California, Los Angeles
- *Impact of Paid Leave Policies on Employment and Poverty in Single vs. Two-Parent Households* Laurie Chisholm Maldonado, Stone Center, CUNY Graduate; Rense Nieuwenhuis, Stockholm University - Swedish Institute for Social Research (SOFI); Jody Heymann, University of California, Los Angeles

26. Symposium: The Role of International Work & Family Research in Achieving Workplace Change in Practice -- Statler A

- *Project 3535: Implications and Recommendations for Policy and Practice* Barbara Beham, Berlin School of Economics and Law; Karen Korabik, University of Guelph - Centre for Families, Work & Well-Being
- *Breastfeeding Support at Work in South Africa: Putting Research to Practice* Ameeta Jaga, University of Cape Town; Bianca Stumbitz, Middlesex University - Business School
- *The Dual Agenda and Workplace Innovation: The Case of C-Hospital in South Korea* Hyosun Kim, Chung-Ang University
- *Work-Life What?: The Research-Practice Gap in Brazil* Clarice Santos, The Federal University of Rio de Janeiro; Adriana Hilal, The Federal University of Rio de Janeiro

27. Symposium: Home Sweet Work: Teleworking, Gigwork and Youth --Statler B

- *Work-Family Borders Drawn in Cyberspace* Mia Tammelin, Academy of Finland
- *Telework, Technology and Boundary Management* Kelly Anne Basile, Emmanuel College; T. Alexandra Beauregard, Middlesex University - Business School; Esther Canonico, London School of Economics
- *Latino/Hispanic Youth Using Technology at Home: New Media Skills and Outcomes of Technology Usage* Andres Lombana, Harvard University
- *The Family as a Support Structure: Can Families Replace HR Functions and Collegial Support?* Dominique Kost, BI Norwegian Business School

Discussants:

- Christian Fieseler, BI Norwegian Business School
- Dominique Kost, BI Norwegian Business School
- Gemma Newlands, BI Norwegian Business School

12:30 PM-13:30 PM

28. Plenary: Kathleen Christensen, Alfred P. Sloan Foundation, WFRN Co-President with Marcie Pitt-Catsouphes, Boston College, WFRN Co-President. "Work and Family: The Future is Now" --*Presidential Ballroom*

President: Kathleen Christensen, Alfred P. Sloan Foundation, WFRN Co-President

13:45 PM-15:15 PM

29. : Paper Session: Employer Policies --*New York*

- *The Roles of HR Professionals in Work-Life Balance* Isabelle Létourneau, Université de Sherbrooke
- *An 'Extended Empowerment Process Approach' to Employees' Proactive Workplace Behavior: The Role of Empowering HR Practices and Leadership in Psychologically Empowering Employees Towards Proactivity* Martine Coun, Open University of the Netherlands; Pascale Peters, Radboud University; Robert Blomme, Nyenrode Business University; Jaap Schaveling, Nyenrode Business University
- *How Can Organizations Support Breastfeeding for Employed Mothers?: An Interdisciplinary Literature Review* Candice Thomas, Saint Louis University; Maya Gann-Bociek, Saint Louis University; Gwenith Fisher, Colorado State University; Jing Zhang, California State University, San Bernadino; Rebecca Clancy, Colorado State University
- *Family Friendly Work Programs Versus High Performance HR Practices: Which Affects Employees' Well-Being and Productivity? An International Comparison Based on a Case Study* Imran Ahmad Jumani, University of Rennes - Institut de Gestion de Rennes IGR-IAE Graduate School of Management; Caroline Ruiller, IGR-IAE University of Rennes; Frederique Chedotel, IGR-IAE University of Rennes

30. : Paper Session: Work, Family and Health --*South American B*

- *Health Effects of Paid Family Leave: New Evidence From New Jersey* Ipshita Pal, St. John's University
- *A Longitudinal Study of Working Hours, Family Demands and Resources, Health, and Salary Growth* Sunjin Pak, University of Illinois, Urbana-Champaign; Amit Kramer, University of Illinois, Urbana-Champaign; Yun-Kyoung Kim, University of Illinois, Urbana-Champaign
- *Understanding the Effects of California's Paid Family Leave Law on Maternal Health* Ann Bartel, Columbia University; Elizabeth L. Doran, Columbia University; Christopher Ruhm, University of Virginia; Jane Waldfogel,
- *Wife Breadwinning and Implications for Husband's and Wife's Health: A Life Course and Cohort Approach* Wen Fan, Boston College

31. : Paper Session: Parents and Their Children --*Statler A*

- *'Children Talk' by Female Expert Professionals* Charlotta 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
- *When Work Isn't 9 to 5: Industry/Occupational Context and Nonstandard Work Schedules Among Parents* Brian Knop, US Census; Lynda Laughlin, US Census
- *Maternal Work-Family Conflict and Enrichment: Longitudinal Influences on Child Mental Health Through Inter-Parental Conflict* Andisheh Vahedi, University of Melbourne; Isabel Krug, University of Melbourne; Matthew Fuller-Tyszkiewicz, Deakin University; Elizabeth Westrupp, La Trobe University

32. : Paper Session: Supportive Workplaces --Statler B

- *Job Mobility vs. 'Career Break': The Work Family Interface, Role of CEO Gender Diversity Commitment, and Family Supportive Supervisor Behavior on Female Employee Turnover Behavior* Sang-Mi Kim, Chung-Ang University; Hyosun Kim, Chung-Ang University
- *Attractiveness of Life-Friendly Work Practices: Evaluation From Multiple Perspectives* Uthpala Senarathne Tennakoon, Mount Royal University
- *Differential Effects of Organizational Support Factors on Work-Family Outcomes: Are There Gender Differences, Too?* Rupashree Baral, IIT Madras, Chennai, India

33. Discussion Forum: Work & Wellbeing: A Work-Family Dialogue --Congressional

Panelists:

- Tammy Allen, University of South Florida
- Lisa Berkman, Harvard University
- Joe Grzywacz, Florida State University
- Erin L. Kelly, Massachusetts Institute of Technology
- Erika Sabbath, Boston College

Discussant:

- Kimberly Fox, Research Associate, Harvard University

34. Discussion Forum: Disability, Work and Family Care: State of Knowledge, Policy and Change Efforts to Enhance Work-Family-Community Support --Federal B

Organizer: Shirley Porterfield, University of Missouri, St. Louis

Panelists:

- Shirley Porterfield, University of Missouri, St. Louis
- Karen Duncan, University of Manitoba
- Claudia Sellmaier, University of Washington
- Lisa Maureen Stewart, California State University, Monterey Bay

35. Workshop: Family and Work Conflict: How You Can Be the Solution and Not the Problem --Ohio

Organizers: Amy Arnold, ICF; Kristin Abner, ICF

Research has established familial stressors influence employees' efforts at work and that workplace stress can spillover into family life. Employee stress costs American businesses up to \$6.8 billion each year in health care, lower productivity, absenteeism, and turnover. Conversely, adults in healthy relationships have less absenteeism and job turnover, fewer accidents, and increased productivity.

These conflicts can be alleviated when employers offer relationship skills training with training influencing staff and employers. Family-to-work conflicts can be alleviated when partners provide specific, practical supports at home. The process for effectively facilitating healthy relationships in the workplace is less clear. Our session answers the question: "What does it look like to facilitate healthy relationship skills among these systems?"

This interactive workshop highlights strategies learned through this initiative by examining stakeholders who have taken steps to strengthen families and improve workplace productivity. We'll highlight promising practices by leading American companies who recognize the importance of investing in healthy relationships. We will provide free, practical, and easy-to-use resources for researchers, practitioners, and others who want to promote healthy relationships in the workplace and at home. The workshop will conclude with a facilitated discussion regarding next steps for research, practice, and policy.

36. Workshop: Teaching Work-Family: Best Practices from Experienced Work-Family Instructors (Sponsored by The Yunus Center, University of Bologna) --Senate

This PDW is addressed to PhD students and Junior Faculty who are interested in improving their skills in designing effective courses on work-family theories and concepts. Senior work-family instructors will share their experience in teaching work-life subject at graduate and postgraduate students in different countries and challenges in adapting work-family concepts in different cultures and socio-economic context. Instructors will present the course philosophy, intended learning outcomes and in-class activities developed over the course of their career and that have helped them to become successful instructors. At the end of the session, participants will learn relevant knowledge and develop mindset that can help them to design effective work-family courses that can fit students' expectations. Sample topics discussed by participants will be how to teach students about the importance of workplace flexibility, developing awareness about personal boundary management style, teaching work-life subject in a virtual course, linking work-life concepts to United Nations' 17 Sustainable Development Goals.

- *The Flexibility Walk* Anna Bardoel, Monash University
- *Teaching Work-Life Courses: Experience from the UK* T. Alexandra Beauregard, Middlesex University - Business School
- *Teaching Work-Life Courses: Experience from South Africa* Ameeta Jaga, University of Cape Town
- *Applying Work-Life Concepts to an Online MBA Course* Jeffrey Greenhaus, Drexel University
- *Teaching on Work Life Boundary Management* Ellen Ernst Kossek, Purdue University, 2013-2014 WFRN President

Discussant:

- Marcello Russo, University of Bologna

37. Workshop: IPUMS Time Use: Using Time Diary Data to Study Work and Family Time & Well-Being --South American A

This workshop aims to promote awareness of and expertise in the IPUMS Time Use data archive. IPUMS Time Use archive consists of three integrated databases: the American Time Use Survey (ATUS-X), the American Heritage Time Use Study (AHTUS-X), and the Multinational Time Use Study (MTUS-X). The IPUMS Time Use Project facilitates user access to data from respondent, household, and time diary activity files and simplifies the production of a data file suitable for analysis. It allows researchers to select study populations; to create measures of time in user-defined activity aggregations, and broken out by time of day, by location, by whether the respondent was engaged in caring for children during the activity or was engaged in eating or drinking during the activity, and by the presence or absence of specified others; and, to request customized data files in a variety of formats. Free, downloadable datasets come with SAS, SPSS, and Stata command files, which include variable and value labels for ease of use. IPUMS Time Use also provides researchers with accessible and comprehensive online documentation. The workshop will provide an overview of the web-based data access and documentation system, a brief overview of influential Work & Family literature that uses time diary data, and a hands-on demonstration of the IPUMS Time Use data extraction system (for example, see www.atusdata.org). Workshop participants will have access to several hands-on exercises and will be provided information about online resources. The audience for the workshop includes graduate students, early career faculty, and public policy / applied researchers.

Panelists:

- Liana C. Sayer, University of Maryland
- Sarah Flood, University of Minnesota

38. Symposium: Motherhood and Employment: Challenges and Solutions --California

- *Experiences of Pregnancy Discrimination at Work: A Qualitative Study* Elizabeth Palley, Adelphi University
- *Who Needs Paid Leave? Perspectives From Immigrants and Women of Color in Oregon* Alice Gates, University of Portland
- *Relationships Between Paid Maternity Leave, State Policy, and Maternal Health: Evidence from Eleven States in the U.S.* Linda Houser, Widener University
- *Workplace Breastfeeding Policies: Strategies for Policy Enforcement* Jing Guo, University of Hawaii

Discussant:

- Corey Shdaimah, University of Maryland

39. Symposium: Re-Conceiving Parental Leave as a Developmental Opportunity for New Parents, Work Teams, Managers and Organizations --Federal A

Panelists:

- Amy Beacom, Center for Parental Leave Leadership
- Scott Behson, Fairleigh Dickinson University
- Leslie Hammer, Portland State University
- Teresa McDade, Microsoft, Director of Work Life Benefits

40. Symposium: Technology's Role in Building and Breaking Work, Family and Social Role Boundaries (Sponsored by: The Technology, Work and Family SIG) --Pan American

- *ICT Use During Off-Job Time: The Role of Organizational Expectations, Segmentation Preference and Negative Smartphone Use on Technology to Family Conflict* Claudia Andrade, College of Education, Polytechnic of Coimbra; Marisa Matias, Universidad de Porto
- *Connecting with Coworkers on Social Network Sites: Strategies, Social Norms and Outcomes on Work Relationships* Ariane Ollier-Malaterre, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG); Kassandra Luneau-de Serre, Complexe Évasion
- *The Impact of Technology-Mediated Communication on Global Teamwork* Kaumudi Misra, California State University, East Bay
- *Technology's Role in the Management of Student, Work and Pre-Professional Role Boundaries* Kelly Anne Basile, Emmanuel College

15:30 PM-17:00 PM

41. : Paper Session: The Life Course: Taking the Long View --California

- *The Importance of Work-Family Balance by Age and Relationship Status* Lauren Harris, University of Pennsylvania
- *Opening Alternatives to the "Ideal Worker" Norm: The Impact of Age, Job Position & Family Status* Marc Grau-Grau, Universitat Internacional de Catalunya; Sabrina Tanquerel, Ecole Management Normandie
- *Living Longer with Student Loans: How Workers and Families Experience the Intersection of Student Debt and Retirement-Planning* Julie Miller, Massachusetts Institute of Technology (MIT); Samantha Brady, Massachusetts Institute of Technology (MIT); Lisa D'Ambrosio, Massachusetts Institute of Technology (MIT); Joseph Coughlin, Massachusetts Institute of Technology (MIT)

42. : Roundtable: Work-life Research and Organizational Change --Congressional

- *Round Table on Work-Life Research and Organizational Change* Laura den Dulk, Erasmus University Rotterdam; Jean-Charles Languilaire,; Tanja van der Lippe, Utrecht University; Bram Peper,; Lotte Bailyn, Massachusetts Institute of Technology (MIT)

Panelists:

- Laura den Dulk, Erasmus University Rotterdam
- Jean-Charles Languilaire, Malmö University
- Tanja van der Lippe, Utrecht University
- Bram Peper,
- Lotte Bailyn, Massachusetts Institute of Technology (MIT)

43. : Paper Session: Emotional Stress and Well-being --New York

- *Dealing with Emotions During Work-Life Episodes - The Experiences of White Collar Women* Fatima Malik, University of Bradford; Catherine Cassell, University of Birmingham; Laura Suzanne Radcliffe, University of Liverpool
- *The Effect of the Work-Life Interface on Subjective Well-Being: Evidence From a Longitudinal Sample of Swiss Employees* Egidio Riva,; Mario Lucchini, Università degli Studi di Milano Bicocca
- *Work-Home Emotion Permeability* Sung Doo Kim, Northeastern Illinois University; Elaine Hollensbe, University of Cincinnati
- *Relationship Satisfaction Across Time in Dual-Earner Couples: Does Being Part of a Couple with Low Work-Family Conflict Matter?* Marisa Matias, Porto University; Tiago Ferreira, University of Porto; Paula Mena Matos, Porto University

44. Author-Meets-Readers: Liana Christin Landivar's Mothers at Work: Who Opts Out? --Pan American

- Liana Christin Landivar, Maryland Population Research Center

Panelists:

- Sarah Damaske, The Pennsylvania State University
- Mary Christine Noonan, University of Iowa

Discussant:

- Gretchen Livingston, Pew Research Center

45. Author-Meets-Readers: The Triple Bind of Single-Parent Families --Senate

- *Single Parents' Use of Parental Leave and Childcare* Wim van Lancker, University of Leuven
- *The Socioeconomics of Single Parenthood: Reflections on the Triple Bind* Janet C. Gornick, CUNY - Graduate Center
- *Comments and Debate on the Book* Heather Boushey, The Washington Center for Equitable Growth
- *Comments and Debate on the Book* Philip N. Cohen, Maryland Population Research Center
- *Editors' Introduction to the Book, Authors and Readers/Critics* Rense Nieuwenhuis, Stockholm University - Swedish Institute for Social Research (SOFI); Laurie Chisholm Maldonado, Stone Center, CUNY Graduate

46. Discussion Forum: Early Lessons from the International Study of Work-Family Experiences (Sponsored by: The Cross-Country SIG) --Federal A

Organizers: Barbara Beham, Berlin School of Economics and Law; Tammy Allen, University of South Florida; Ariane Ollier-Malaterre, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG)

Panelists:

- Barbara Beham, Berlin School of Economics and Law
- Ameeta Jaga, University of Cape Town
- Artiawati Mawardi, University of Surabaya
- Ariane Ollier-Malaterre, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG)
- Suzan Lewis, Middlesex University
- Andreas Baierl, University of Vienna

Discussant:

- Tammy Allen, University of South Florida

47. Discussion Forum: The Changing Face of Today's Fathers --Ohio

- *The Evolving Role of Fathers* Brad Harrington, Boston College Center for Work & Family

Discussants:

- Brad Harrington, Boston College Center for Work & Family
- Karen Z. Kramer, University of Illinois, Urbana-Champaign
- Sarah Thebaud, University of California
- Andrea Doucet, Brock University
- Jegoo Lee, Stonehill College
- Ken Matos, Self Employed

48. Discussion Forum: Broadening Work Sharing: When Less is More --Statler A

Discussants:

- Susan Nancy Labin, Social Dynamics, LLC
- Dean Baker, Center for Economic and Policy Research
- Jon Messenger, International Labor Organization
- Hyosun Kim, Chung-Ang University
- Melanie Kaye, 1 Million for Work Flexibility

49. Discussion Forum: Navigating the Early Career Stage: Insights from the Early Career Network SIG --Statler B

Panelists:

- Spela Trefalt, Simmons School of Management
- Erin A. Cech, University of Michigan
- Marisa Young, McMaster University
- Mireia Las Heras, University of Navarra - Instituto de Estudios Superiores de la Empresa (IESE) Business School
- Kristen Shockley, University of Georgia

Discussants:

- Caitlin Demsky, Oakland University
- Mona Zanhour, California State University, Long Beach

50. Symposium: Work-Family Reconciliation Policies, Processes, and Gender (In)equalities - I (Sponsored by: The Economic and Public Policy SIG) --Federal B

- *Gendered Effects of Home-Based Work on Mothers' and Fathers' Total Burden of Responsibilities Due to Paid and Unpaid Work at Home: Poland and Sweden Compared* Anna Kurowska, University of Warsaw
- *Creating Capabilities: Childcare Policies in Comparative Perspective* Jana Javornik, University of East London; Mara Yerkes, Universiteit Utrecht
- *Gender, Flexible Working and Work to Family Spill-Over Across 28 European Countries* Heejung Chung, University of Kent
- *Occupational Work-Family Reconciliation Policies in the UK and US* Rosa Daiger von Gleichen, University of Oxford

51. Symposium: Mixed-Methods Evaluation of Paid Parental Leave in Multnomah County, OR --Massachusetts

- *Analysis of Leave-Taking Patterns* Dawn Richardson, Portland State University
- *Analysis of Workplace Support for Paid Parental Leave* David Hurtado, Oregon Health & Science University
- *Analysis of Parental and Child Health Effects of Paid Parental Leave* Julia M. Goodman, Oregon Health & Science University and Portland State University
- *Racial/Ethnic and Class Disparities in Paid Parental Leave* Dawn Richardson, Portland State University

52. Symposium: Precarious Employment, Atypical Schedules and Work-Family Balance: An Interdisciplinary Analysis on Individual and Collective Strategies --South American A

- *Canadian Perspectives on the Legal Regulation of Work-family Balance* Stephanie Bernstein, Université du Québec à Montréal; Mathilde Gregoire-Valentini, Université du Québec à Montréal
- *Work-family Balance: When Support is Built on a Sense of Community* Anne-Renée Gravel, Télé-Université (Teluq); Vanessa Blanchette-Luong, Université du Québec en Outaouais
- *The Role of Psychological Needs Satisfaction and the Sense of Community in Facilitating Work-family Balance Strategies Among Workers with Atypical Schedules* Nathalie Houlfort, Université du Québec à Montréal; Sarah Bourdeau, Université du Québec à Montréal

Discussant:

- Karen Messing, Université du Québec à Montréal

53. Symposium: Sociocultural Contexts of the Work-Family Interface: A Call to Identify Resiliency Factors --South American B

- *An Explanatory Model of Work-Family Balance Among Qatari Adults* Joe Grzywacz, Florida State University; Azza Abdelmoneium, Doha International Family Institute; Abdullah Badahdah, Doha International Family Institute; Peipei Hong, Florida State University; Sierra Maguire, Florida State University
- *Parents' Workplace Discrimination and Health: The Role of Family Values and Conflict in Mexican-Origin Two-Parent Families* Lorey Wheeler, University of Nebraska, Lincoln; Ann Crouter, Pennsylvania State University (Penn State); Kimberly Updegraff, Arizona State University; Adriana Umaña-Taylor, Harvard Graduate School of Education
- *Gender Role Attitudes, Wives' Employment, and Marriage Among Mexican Immigrant Couples* Natalie Hengstebeck, Scholars Strategy Network & Duke University; Heather Helms, University of North Carolina, Greensboro; Andrew Supple, University of North Carolina, Greensboro; Claire Wood, University of Missouri, St. Louis; Yuliana Rodriguez, East Carolina University
- *Perceived Underemployment Among African American Spouses: Implications for Couple Relationships* Xiaoran Sun, Pennsylvania State University (Penn State); Susan McHale, Pennsylvania State University (Penn State); Ann Crouter, Pennsylvania State University (Penn State)

Discussant:

- Ellen Ernst Kossek, Purdue University, 2013-2014 WFRN President

17:15 PM-18:15 PM

54. Plenary: Chai Feldblum, Commissioner, Equal Employment Opportunity Commission. "Policy Informed by Research: A View from Advocacy and the Government" --Presidential Ballroom

18:30 PM-20:00 PM

55. : Opening Reception --Upper Lobby

Friday, 22 June
07:30 AM-09:00 AM

56. : Breakfast and SIG Meetings --Presidential Ballroom

09:00 AM-10:00 AM

57. : 2018 WFRN Leaders and Legacies Awards --Presidential Ballroom

Presiders: Marcie Pitt-Catsouphes, Boston College, WFRN Co-President; Kathleen Christensen, Alfred P. Sloan Foundation, WFRN Co-President; Ellen Galinsky, Families and Work Institute; Suzan Lewis, Middlesex University; Shelley MacDermid Wadsworth, Purdue University

10:15 AM-11:45 AM

58. : Paper Session: Cell Phones and Telecommuting: Source of Stress or Relief? --California

- *The Longitudinal Effects of Telecommuting on Individual and Team Outcomes* Kristie Lynne McAlpine, Michigan State University; Bradford Bell, Cornell University; Emmanuelle Leon, ESCP Europe
- *Examining Mechanisms of Workplace Telepressure: Blurring Boundaries Through Technology* Rebecca Thompson, University of Baltimore; Kyle Page, Roosevelt University
- *Information and Communication Technologies and the Process of Boundary Management: A Review* Tyler Gordon Henderson, University of South Florida; Victor Mancini, University of South Florida; Joseph Regina, University of South Florida; Tammy Allen, University of South Florida; Kimberly French, University of South Florida

59. : Paper Session: Technology, Work and Family --Congressional

- *Technology, Work and Family: Conceptualizing Multiple Boundaries* Jerry Jacobs, University of Pennsylvania; Ariane Ollier-Malaterre, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG); Nancy Rothbard, University of Pennsylvania
- *Investigating Work-Life Balance, Technologies and the Production Process in the Creative Industries (Film and TV)* Susan Elizabeth Milner, University of Bath UK; Abigail Gregory, Manchester Metropolitan University
- *Work/Family Conflict and Integration in the Shared Economy: The Case of (For) Airbnb Hosting* Suzanne C de Janasz, George Mason University; Sowon Kim, Ecole Hoteliere de Lausanne; Joy Schneer, Rider University

60. : Paper Session: Reconceptualizing Balance and Conflict --Massachusetts

- *Conceptualizing Work-Life Dynamics as Paradoxes: Developing a New Approach* Sue A Epstein, SUNY - Empire State College; Sue Faerman, SUNY - University at Albany
- *Re-Conceptualizing Work-Life Balance: A Relational Perspective* Marcello Russo, University of Bologna
- *Meaningful and Greedy? How High Work Centrality Increases Work-Life Conflict and the Moderating Role of Occupational Value Alignment with Close Others* Carrie Robson Oelberger, University of Minnesota
- *How Well Countries Do in Addressing Work-Family Conflict and Promoting Gender Equality: Ranking Work-Family Policies Across OECD Countries* I-Hsuan Lin, Indiana University

61. : Paper Session: Contemporary Experiences of Mothers --Pan American

- *How Family and Relationship Status Impact a Mother's Labor Supply Decision After the Birth of a Child* Samantha Marie Schenck, Central Connecticut State University
- *Privatized Motherhood: Changes in the State's Support for Mothers as Shaping Maternal Ideals* Einat Lavee, University of Haifa; Sylvie Fogel-Bijaoui, The College of Management Academic Studies (COMAS); Orly Benjamin, Bar Ilan University
- *Providing, Performing and Protecting: Work-Family Identities of Employed Single Mothers* Laura Suzanne Radcliffe, University of Liverpool; Catherine Cassell, University of Birmingham; Fatima Malik, University of Bradford
- *Parental Leave Duration and Gap Between First and Second Child as Predictors of Wage Growth Over Time* Karen Z. Kramer, University of Illinois, Urbana-Champaign; Sunjin Pak, University of Illinois, Urbana-Champaign; So Young Park, University of Illinois

62. : Paper Session: Different Facets of Parenting --Statler A

- *Parenthood and Gender in the 21st Century? Everyday Time Use and Stress in Sweden, 1990/91--2010/11* Maria Stanfors, Lund University
- *Is Fathers and Mothers' Parenting Stress Ameliorated or Exacerbated by Non-Parental Childcare?* Brendan Leigh Churchill, University of Melbourne; Lyn Craig, University of Melbourne
- *Is Daddy Daycare All It Is Cracked Up to Be? Caregiving Fathers and the 'Fatherhood Forfeit'* Jasmine Kelland, Plymouth University
- *The Diminishing Power of One?: Welfare State Retrenchment and Risk of Poverty in Different Types of Households in Sweden in 1989-2011* Rense Nieuwenhuis, Stockholm University - Swedish Institute for Social Research (SOFI); Susanne Alm, Stockholm University-Swedish Institute for Social Research (SOFI); Kenneth Nelson, Stockholm University - Swedish Institute for Social Research (SOFI)

63. Discussion Forum: Male Allies Supporting Gender Equality at the Workplace and Beyond --Senate

- *Male Allies Supporting Gender Equality at the Workplace and Beyond* Lisa Levey, Libra Consulting

Panelists:

- Steve Worthy, J.P. Morgan
- Laszlo Syrop, HomeRiver Group
- Sebastian Rodriguez, Accenture Development Partnerships

64. Workshop: Private Sector and Policy Opportunities for Paid Leave --Ohio

The US is one of just eight countries--and the only member of the Organisation for Economic Co-operation and Development--with no national policy mandating paid maternity leave for workers. To date, only three US states (California, New York, and Rhode Island) have implemented paid family leave programs, and five states (California, Hawaii, New Jersey, New York, and Rhode Island) guarantee workers` access to paid temporary disability leave. In the rest of the country, the only related benefit is provided by the Family and Medical Leave Act, which ensures 12 weeks of job protection--but not pay--for some employees of companies with a workforce of more than 50. Meanwhile, there is widespread consensus on the benefits of the policy for workers and their families, including improved health for children and higher wages for working mothers.

Absent a federal paid family leave policy, it is primarily employers that determine whether employees have access to paid time off to care for a new child or an ill family member. The result: only 14% of the US workforce has access to employer-sponsored paid family leave. This panel includes researchers, advocates and business leaders who will talk about the business case for paid leave and the tools that are available to help companies implement policies.

Panelists:

- Julia Goodman, Oregon Health & Science University and Portland State University
- Aparna Mathur, American Enterprise Institute
- Angela Romei, Panorama
- Wendy Johnson, Nestle

Discussant:

- Mona Shah, Robert Wood Johnson Foundation

65. Symposium: The Consequences of Flexible Working for Work-Life Balance and Work Capacity -- What Works for Whom and Where? (Sponsored by: The Economic and Public Policy SIG) --Federal A

- *Gender, Flexible Working and Work-Family Conflict Across 28 European Countries* Heejung Chung, University of Kent
- *Irregular Shifts, Work-Family Conflict and the Role of Schedule Control Across Countries* Lonnie Golden, Penn State University; JaeSeung Kim, University of Chicago
- *German Mothers' Labor Market Re-Entry After Parental Leave: Do Couples' Flexible Working Time Arrangements Help?* Yvonne Lott, Hans-Böckler-Stiftung
- *Reconsidering Work-Life Balance in the New World of Work* Clare Kelliher, Cranfield University; Julia Richardson, Curtin University

66. Symposium: Situational, Individual, and Interpersonal Factors Relating to Engagement in or Disengagement from Work and Non-work Roles --Federal B

- *Work-Life Leadership Training as a Resource to Compensate for or Enhance Job Control Forms: Beneficial for Engagement and Exhaustion* Ellen Ernst Kossek, Purdue University, 2013-2014 WFRN President; Caitlin Porter, University of Houston; Deborah Rupp, Purdue University; Jared Law-Penrose, Purdue University
- *Absent While Present: Examining Antecedents and Outcomes of Employees' Preoccupation With Non-work Thoughts While at Work* Heidi Marie Baumann, Bradley University; Matthew Perrigino, Purdue University; Kelly Wilson, Purdue University; Malissa Clark, University of Georgia; Melissa Robertson, University of Georgia
- *Work-Family Resources and Employee Psychological Capital: A Person-Organization Fit Perspective* Heather Odle-Dusseau, Gettysburg College; Tiffany Greene-Shortridge, Willis Towers Watson; Thomas Britt, Clemson University
- *You Feel Me?: Examining the Implications of Couples' Burnout Agreement on Employee Outcomes at Work and Home* Catherine Kleshinski, Purdue University; Kelly Wilson, Purdue University; Fadel Matta, University of Georgia

67. Symposium: The Work-Family Interface Across the Life Course --New York

Organizers: Matthew Michael Piszczek, Wayne State University; Gregory Thrasher, Oakland University

- *A Resource-Based Perspective of Work-Family Conflict Through the Life Course* Matthew Michael Piszczek, Wayne State University; Avani S. Pimputkar, Wayne State University
- *Family Centrality Across the Lifespan: A Comparison of Male and Female Leaders* Gregory Thrasher, Oakland University
- *Perceived Inequality at Work Impairs Sleep Over Time Through Negative Spillover* Soomi Lee, Pennsylvania State University (Penn State); Jacqueline Mogle, Pennsylvania State University (Penn State); Chandra Jackson, National Institute of Environmental Health Sciences; Orfeu Buxton, Pennsylvania State University (Penn State)
- *Daily Experiences of Civilian-Employed Service Members and Their Spouse Partners Related to Work, Family, and Mood Experiences* Sarah Haverly, Portland State University; Wylie Wan, Oregon Health and Sciences University; Jacqueline Brady, Portland State University; Todd Bodner, Portland State University; Cynthia Mohr, Portland State University; Leslie Hammer, Portland State University

68. Symposium: International Perspectives on Childcare: Parents, Employers, and Government --South American A

- *The High Costs of the U.S. Childcare Patchwork System* Alieza Durana, Senior Policy Analyst, New America Foundation, Better Life Lab
- *Childcare Subsidies, Fertility Decisions, and the Gendered Division of Paid and Unpaid Work: The Case of South Korea* Joo Yeoun Suh, Institute for Women's Policy Research
- *The Business Case for Employer Supported Childcare: New International Evidence* Ariane Hegewisch, Institute for Women's Policy Research

Discussant:

- Sara Watson, ReadyNation/ReadyNation International

69. Symposium: Reproduction and Work: Contemporary Trends and Issues (Suzan Lewis and Nicola Payne, Middlesex University) --South American B

Organizers: Suzan Lewis, Middlesex University; Nicola Payne, Middlesex University London

- *Combining Work and Fertility Treatment: Conflicts and Identity Dilemmas* Nicola Payne, Middlesex University Psychology Department; Suzan Lewis, Middlesex University
- *When Lesbians Become Mothers : Identity Validation and the Role of Diversity Climate* Sophie Hennekam, ESC La Rochelle School of Business; Jamie Ladge, Northeastern University
- *Pregnancy, Transgression and 'Appropriate' Comportment at Work: Exploring the Marginalizing of Pregnant Employees* Caroline Gatrell, University of Liverpool
- *Advancing the Sexual and Reproductive Health Rights of Women Migrant Workers in Malaysia* Lilian Miles, Middlesex University - Business School

Discussant:

- Gary Powell, University of Connecticut and Lancaster University

12:00 PM-13:30 PM

Lunch (on your own).

13:45 PM-15:15 PM

70. : Symposium: Identifying Extraordinary Contributors to Work and Family Research Modalities of Excellence -- *Congressional*

- *Identifying Extraordinary Contributors to Work and Family Research: Modalities of Excellence* E. Jeffrey Hill, Brigham Young University; Ashley Mork, Brigham Young University; Christoffer Loderup, Brigham Young University; Ashley LeBaron, Brigham Young University

This symposium recognizes the Top 50 extraordinary contributors to Work and Family research based on several modalities of excellence:

- traditional academic metrics (e.g., citation counts, articles published, books, indices, etc.)
- landmark contributions that shaped the frameworks of the field (e.g., landmark articles, books, reports, etc.)
- promoting the funding of work and family researchers
- disseminating work and family research to policy makers and the public
- service to the field (reviews, professional organizations, etc.)
- mentoring future work and family scholars (e.g., graduate students, new scholars, etc.)
- reputation among the peers of extraordinary work and family scholars

Some exemplary contributors representing each of these modalities of excellence will share brief remarks and wisdom about their contributions to work and family research.

Panelists:

- Tammy Allen, University of South Florida
- Kathleen Christensen, Alfred P. Sloan Foundation, WFRN Co-President
- Ellen Galinsky, Families and Work Institute
- Jeffrey Greenhaus, Drexel University
- Joe Grzywacz, Florida State University
- Leslie Hammer, Portland State University
- Jerry Jacobs, University of Pennsylvania
- Ellen Ernst Kossek, Purdue University, 2013-2014 WFRN President
- Suzan Lewis, Middlesex University
- Shelley MacDermid Wadsworth, Purdue University
- Marcie Pitt-Catsouphes, Boston College, WFRN Co-President
- Gary Powell, University of Connecticut and Lancaster University

71. : Discussion Forum: Work-Life Research & Practice-What Do We Know About the Experiences of Lesbian, Gay, Bisexual, and Transsexuals? --Federal B

- *Work-Life Research & Practice: What Do We Know About the Experiences of Lesbian, Gay, Bisexual, and Transsexuals?* Jean-Charles Languilaire, Malmö University
- *Utilizing the Popular Press to Aid in Translating Research to Practice: Strategies for Generating Media Attention for Work and Family Research* Patricia Ann Stoddard Dare, Cleveland State University; LeaAnne DeRigne, Florida Atlantic University; Cyleste Collins, Cleveland State University; Linda Quinn, Cleveland State University
- *Conflicts Are Not Limited to Time Alone: Empirically Defining and Measuring Stigma-Based Work-Family Conflict in LGB Couples* Katina Sawyer, Villanova University; Christian Thoroughgood, Villanova University; Craig Russell, University of Oklahoma

Discussant:

- Jennifer Swanberg, University of Maryland Baltimore

72. : Paper Session: Work and Family in the Military Context --Massachusetts

- *The Effects of Global and Target Specific Attachment Style on Performance in an Army Sample* Timothy Casey Burgoyne, George Mason University; Erin O'Brien, Research Psychologist for the U.S. Army Research Institute
- *Career-Oriented Military Spouses' Suggestions for Employer and Government Policy Change* Jenna-Lyn Rounsaville Roman, CUNY - Baruch College; Elizabeth Minei, CUNY - Baruch College; Erin Eatough, CUNY - Baruch College
- *The Work-Family Interface in the Armed Forces in Colombia* Sandra M. Idrovo Carlier, INALDE - Universidad de La Sabana; Pamela Leyva, Universidad de La Sabana; Ximena Campos, Universidad de La Sabana

73. : Paper Session: Health Outcomes of Work-Family Conflict --Massachusetts

- *Health Consequences of Work-Family Conflict Among German Employees: Longitudinal Evidence from a Two-Wave Panel Study* Mareike Reimann, Bielefeld University
- *A Systematic Review on Shift Work and Work-Family Conflict* Anne Marit Wöhrmann, Federal Institute for Occupational Safety and Health Germany (BAuA); Grit Müller, Federal Institute for Occupational Safety and Health Germany (BAuA)
- *The Effect of Job Insecurity on Sleep and the Role of Spillover, Family, and Gender: A Perseverative Cognition Model* Yun-Kyoung Kim, University of Illinois, Urbana-Champaign; Amit Kramer, University of Illinois, Urbana-Champaign; Sunjin Pak, University of Illinois, Urbana-Champaign

74. : Paper Session: Fathers at Home and Work --Pan American

- *Paternity Leave and Relationship Quality: Variations by Gender and Mothers' Work Status* Richard J. Petts, Ball State University; Chris Knoester, The Ohio State University
- *Fatherhood Premiums Across the Wage Distribution in Britain, Finland and Germany* Lynn Prince Cooke, University of Bath; Anna Hagglund, Research Associate, University of Bath; Rossella Icardi, university of Bath
- *Generations of Working Fathers: A Comparison of Gen X and Millennial Dads on a Variety of Work-Family Relationships* Scott Joseph Behson, Fairleigh Dickinson University; Nicholas Beutell, Iona College - Hagan School of Business
- *Involved Fathers' Caregiving Dilemma: Multiple Institutional Logics, Organization Culture, and Satisfaction* Jegoo Lee, Stonehill College; Brad Harrington, Boston College Center for Work & Family

75. : Paper Session: The Context of Industry & Occupations --South American A

- *Occupational Sex Composition and Men's and Women's Affective Well-Being at Work* Yue Qian, University of British Columbia; Wen Fan, Boston College
- *Can Entrepreneurs Have a Life and a Venture: A Model of the Entrepreneurial Process from an Enrichment Perspective* Danna Greenberg, Babson College; Lakshmi Balachandra, Babson College
- *A Meta-Analytic Review of Work-Family Conflict Among Hospitality and Tourism Employees* Xinyuan Zhao, Sun Yat-Sen University - Business School; Richard Ghiselli, Purdue University

76. : Paper Session: Public Policy and Comparative Discourse --South American B

- *A Right or a Privilege? Women's Perceptions of Work-Family Policy Support Across Western Welfare States* Caitlyn Collins, Washington University in St. Louis
- *Family Policy Reform and the Role of Political Parties in Norway* Anne Lise Ellingsæter, University of Oslo - Dept of Sociology
- *Managing Elder Care in China and the United Kingdom: Aging Workforce from the East and West* Yihan Wang, Boston College

77. *Author-Meets-Readers: Looking Forward with the Editors of The Cambridge Handbook of the Global Work-Family Interface* --Statler A

- Ryan C. Johnson, Ohio University; Kristen Shockley, University of Georgia; Winny Shen, University of Waterloo

78. *Workshop: Family Friendly Business Policies in Action* --Senate

This session will provide practical steps for translating research on family friendly business policies into practice. Participants will learn about the development of a business awards program that recognizes family-friendly businesses and supports them to adopt and implement family friendly policies. This includes selecting recognized policies, setting up an easy application/awards process, recruiting early adopters, using media to promote the awards program, holding and participating in networking events, and offering support to businesses in the form of research and toolkits to increase family friendly policy access.

Panelists:

- Giovanna Rossi, Collective Action Strategies
- Susan Wilson, Collective Action Strategies

79. *Symposium: Improving Work Schedules in Hourly Retail Jobs: Business and Employee Outcomes from a Randomized Experiment* --Federal A

- *The Stable Schedules Study (SSS) and Intervention: A Brief Overview* Susan Lambert, University of Chicago
- *Millennials in Retail: They're Not Working for Beer Money* Erin Rapoport, Chapin Hall
- *Schedule Adjustments on the Fly: Who Gains and Loses in an Electronic Marketplace of Hours?* Meghan Jarpe, University of Chicago
- *Effects of the SSS Intervention on the Stability, Predictability, and Adequacy of Sales Associates' Scheduled Hours* Peter Fugiel, University of Chicago
- *Improving Business Outcomes by Improving Employee Work Schedules* Saravanan Kesavan, University of North Carolina

15:15 PM-15:45 PM

80. : Poster Session --Mezzanine

- *Adolescent Employment and Postsecondary Education in Latino Children of Immigrants* Manuel Cano, Boston College; Yoosun Chu, Boston College; Rocio Calvo, Boston College
- *Parents' Occupations and Women's Pursuit of Gender Atypical Occupations: The Role of Women's Perceptions* Katie Michelle Lawson, Ball State University; Olyvia Kuchta, Ball State University
- *Psychological Detachment from Home at Work* Kahlil King, Fashion Institute of Technology; Josh Brenner, Hofstra University
- *A Diary Study of Relationships Between Interpersonal Conflict and Support at Work, Role Engagement, and Role Burnout* Min (Maggie) Wan, Texas State University; Mingze Li, Wuhan University of Technology; Guanglei Zhang, Wuhan University of Technology
- *The Importance of Social Support to the Work-Family Conflict and Well-Being Relationship for Physicians* Leanne Marie Torte, William James College; Maura Mills, University of Alabama
- *Work-to-Family Conflict, Sleep, and Physical Health Symptoms Among Double-and-Triple-Duty Caregiving Women: A Daily Diary Study* Nicole DePasquale, Duke University; Steven Zarit, Pennsylvania State University (Penn State); Orfeu Buxton, Pennsylvania State University (Penn State); David Almeida, The Pennsylvania State University
- *Linking Supervisor and Organization Support for Work-Family* Rachel Elizabeth Parsons, Bowling Green State University; Debra Major, Old Dominion University; Michael Litano, Old Dominion University; Xiaoxiao Hu, Old Dominion University
- *The Prominence of Conflict in the Interface Between Work and Family* Ravit Hezkiau-Ludwig, The University of Toronto; Julie McCarthy, University of Toronto
- *Can Public Health Insurance Act as a Buffer for Caregiver Financial Strain?* Jennifer C. Greenfield, University of Denver; Leslie Hasche, University of Denver; Lauren Bell,; Heidi Johnson, University of Denver; Jessica King, University of Denver
- *Acculturation, Gender Role Ideology and Work-Family Interface Among Sri Lankan Immigrants: Implications for Practice* Kamala Ramadoss, Syracuse University; Susima Weerakoon, Syracuse University; Danielle Lippman, Syracuse University
- *Multiple Job Holders: Examining How Work-Family Resources from Two Jobs Combine* Rachel Elizabeth Parsons, Bowling Green State University; Russell Matthews, University of Alabama
- *AM versus PM: The Impact of Shift Work Hours on an Individual's Satisfaction with Parenting, a Preliminary Analysis* Allison McMillan Chandler, University of North Carolina, Charlotte
- *Job Crafting and Work-Family Balance Across Family Stages* Victor Mancini, University of South Florida; Kimberly French, University of South Florida; Tammy Allen, University of South Florida; Michelle Hughes Miller, University of South Florida; Eun Sook Kim, University of South Florida; Grisselle Centeno, University of South Florida

15:45 PM-17:15 PM

81. : Discussion Forum: How Work-First Careers Reinforce Gender Norms and Contribute to Work Ineffectiveness, and How Integrated Leaders Are Changing This --*Congressional*

This event is designed to create a rich discussion lead by top researchers and practitioners who are experts in the related fields. Participants will begin by joining a small facilitated group to discuss either (a) work opportunities and constraints or (b) family opportunities and constraints. After 30 minutes, participants will switch to reflect on the other topic. The workshop will conclude with a large group discussion on outcomes, questions and ideas that are generated from the small group conversations.

Work - What can organizational leaders do to promote integrated careers at work? What can individuals striving to pursue an integrated career do to enlist the support of organizational leaders?

Small group facilitators:

- Jodi Detjen - Co-author *The Orange Line: A Woman's Guide to Integrating Career, Family and Life*. Professor of Management, Suffolk University
- Jeff Greenhaus - Professor Emeritus, Department of Management, LeBow College of Business, Drexel University
- Brad Harrington - Executive Director, Boston College Center on Work and Family
- Ellen Ernst Kossek - Basil S. Turner Professor of Management, Purdue University Krannert School of Management
- Gary Powell - Professor Emeritus, University of Connecticut and Distinguished Scholar, Lancaster University
- Jennifer Swanberg - University of Maryland School of Social Work

Family - What can partners do to support each other's integrated careers? What can individuals striving to pursue an integrated career do to enlist the support of their partner?

Small group facilitators:

- Scott Behson - Author of *The Working Dads Survival Guide*, Professor of Management, Fairleigh Dickinson University
- Jessica DeGroot - Founder and President, ThirdPath Institute
- Jeff Hill - Associate Professor in the School of Family Life, Brigham Young University
- Elise Jones - Doctoral Student, Boston College
- Lisa Levey - Libra Consulting LLC
- Pyhllis Moen - McKnight Presidential Chair, Professor of Sociology, University of Minnesota

82. : Paper Session: Spillover and Resilience --*Federal A*

- *Explaining Long and Short-Term Processes of Psychological Well-Being Spillover from Non-Work to Work: The Contribution of Performance at Work* Yanick Provost Savard, Université de Montréal; Véronique Dagenais-Desmarais, Université de Montréal
- *The Associations Between Wives' and Husbands' Work-Family Environment and Work-Family Spillover: Actor-Partner Interdependence Models* Katie Michelle Lawson, Ball State University; Xiaoran Sun, Pennsylvania State University (Penn State); Susan McHale, Pennsylvania State University (Penn State)
- *Balancing Work and Life: Is There an Optimal Number for Hours of Work?* Uthpala Senarathne Tennakoon, Mount Royal University
- *A Review of the Impact of Emotional Labor and Resiliency on Healthcare Employees' Work-Life Balance* Candice Thomas, Saint Louis University; Andrea Cornelius, Saint Louis University; Kennedy Mazara Jr., Saint Louis University; Isabelle Boyle, Saint Louis University, Undergraduate Student

83. : Paper Session: The Job of Parenting --Federal B

- *Parenting Styles, Work-Life Demands and Parents' and Children's Health: New Realities* Marit Hopman, Utrecht University; Marijn Stok, Utrecht University; Mara Yerkes, Universiteit Utrecht
- *Burnout by Whom or What? Antecedents of Occupational and Parental Burnout* Marloes L van Engen, Tilburg University; Pascale Peters, Radboud University; Hedwig van Bakel, Tilburg University
- *School Leadership Work and Work-Life Context: Call for More Communication of Research to Practice* Kathrine Gutierrez, University of Oklahoma

84. : Paper Session: Father Engagement --Massachusetts

- *Fathers' Work, Family, and Community Strategies to Address Work-Family Fit and Exceptional Care* Claudia Sellmaier, University of Washington
- *Perceived Work-Family Balance and Engagement Behaviors of Fathers of Infants* Melissa Rector LaGraff, University of Tennessee, Knoxville; Heidi Stolz, University of Tennessee, Knoxville
- *Men's Smoking Behavior Across the Transition to Fatherhood* Matthias Pollmann-Schult, Magdeburg University

85. : Paper Session: Science, STEM and Academia --Ohio

- *Impacts of Sexist Workplace Climate on Work and Family Experiences for Japanese Women in Science and Engineering* Tetsushi Fujimoto, Doshisha University
- *Will the Next Generation of Elite Life Scientists Challenge the Ideal Worker Norm for Their Field?* Heather Hofmeister, Johann Wolfgang Goethe University of Frankfurt am Main; Anne-Kathrin Kronberg, Johann Wolfgang Goethe University of Frankfurt am Main; Matthias Revers, Johann Wolfgang Goethe University of Frankfurt am Main
- *Women Scientists as Expatriates in the Pharmaceutical Sector in Switzerland: Possibilities for Leadership?* Shireen Kanji, University of Birmingham
- *The Persistence of New Parents in STEM* Erin A. Cech, University of Michigan; Mary Blair-Loy, University of California, San Diego

86. : Paper Session: Complex Gender Narratives --South American B

- *Complexity in Leadership Narratives of Men and Women Working as Nonprofit CEOs* Shweta Singh, Loyola University, Chicago
- *Critical Realist View of Work-Family Conflict Through a Gender Lens: An Integrated Theoretical Framework* I-Hsuan Lin, Indiana University
- *Double Jeopardy? Experimental Evidence on Employers' Unequal Treatment of Mothers and Fathers With Short vs. Long Family Leave* Lena Hipp, WZB - Social Science Research Center Berlin

87. : Paper Session: The Past and Future Selves --Statler A

- *Changing Work-Family Arrangements Among American Couples from 1968 to 2015* Lea Pessin, Pennsylvania State University (Penn State)
- *Future Work and Family Selves: What Impact on Work-Life Balance?* Marcello Russo, University of Bologna; Gabriele Morandin, University of Bologna; Donato Cutolo, University of Bologna
- *When Should I Have a Baby?* Mary Christine Noonan, University of Iowa; Mary Corcoran, University of Michigan
- *Mental Labor in Career and Family Plans Among Young Professionals* Jaclyn S Wong, University of Chicago

88. Author-Meets-Readers: Karen Korabik, Zeynep Aycan, and Roya Ayman (Eds.), *The Work-Family Interface in Global Context*, Routledge, 2017 --Pan American

- *Overview of Project 3535 and Its Methodology* Karen Korabik, University of Guelph - Centre for Families, Work & Well-Being
- *Qualitative Findings from Individualistic Countries* Ariane Ollier-Malaterre, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG)
- *Qualitative Findings from Collectivist Countries* Clarice Santos, The Federal University of Rio de Janeiro
- *Quantitative Findings on Core Work-Family Constructs* Tammy Allen, University of South Florida
- *Quantitative Findings on Moderating Variables* Laura den Dulk, Erasmus University Rotterdam

89. *Workshop: How to Pitch and Publish Research in Mainstream Media Outlets --Senate*

A hands-on workshop outlining the basics of how to boil down your research, target a news outlet, assemble a pitch, and eventually write articles about your research for various media outlets. Sample news pitches paired with academic journal articles about the same research will be presented as well as step-by-step instructions about the brainstorming, pitching, writing, and editing processes. Participants should bring their own ideas as an interactive format will be employed with the goal of leaving the workshop with an outline for a media pitch and an outlet in mind for your story.

- Amanda Lynne Freeman, University of Hartford

90. *Symposium: Determinants and Consequences of Informal Care --California*

- *The Time-Squeeze on Elder Caregivers: Influences on Daily Time Use, Physical Health, and Well-Being* Liana C. Sayer, University of Maryland; Rose Malinowski Weingartner,; Joan Kahn, University of Maryland
- *Unpaid Caregiving and Stress in Sweden, Canada, and the UK* Jeffrey Neilson, Lund University; Maria Stanfors, Lund University
- *Grandparent Care: A Longitudinal Perspective* Jennifer Baxter, Australian Institute of Family Studies; Lyn Craig, University of Melbourne
- *The Association Between Family Care and Employment Among Working-Age Women in Germany: The Role of Care Intensity, Type of Care and Household Situation* Ulrike Ehrlich, WZB - Social Science Research Center Berlin
- *Sharing Informal Care: A Transaction Cost Approach* Anne Roeters, Netherlands Institute for Social Research - Sociaal en Cultureel Planbureau (SCP); Tanja van der Lippe, Utrecht University; Esther de Ruijter, AO Consult

91. Symposium: New Research on Paid Family and Medical Leave Costs and Benefits in the U.S. --New York

- *Racial and Ethnic Disparities in Paid Family and Medical Leave Access and Use: Evidence from Four Nationally Representative Datasets* Soohyun Kim, Columbia University
- *Costs and Benefits of Paid Family and Medical Leave in the U.S.* Jeffrey A Hayes, Institute for Women's Policy Research
- *The Effect of California's Paid Family Leave Law on Breastfeeding, Immunizations, and Well Child Visits* Jessica Pac, Columbia University
- *Paid Leave Availability and Public Health and Nutrition Program Participation Following a Birth* Alexandra Stanczyk, Urban Institute

Discussant:

- Tiffany Boiman, DOL Women's Bureau

92. Symposium: The National Study of the Changing Workforce: A Work-Life Treasure and Its Impact --South American A

Panelists:

- Ellen Galinsky, Families and Work Institute
- Marcie Pitt-Catsoupes, Boston College, WFRN Co-President
- Shelley MacDermid Wadsworth, Purdue University
- Ipshita Pal, St. John's University
- Stacy S Kim, Life Junctions LLC

93. Symposium: Studying and Improving Work-Family Dynamics in Low-Income Organizational Systems --Statler B

- *Precarious Work Schedules and Perceived Financial Insecurity* Susan Lambert, University of Chicago; Julia Henly, University of Chicago
- *Flexible Workplace Policies and Implications for Marital Quality and Parent-Child Interactions: Focusing on Low-Income Families* JaeSeung Kim, University of Chicago
- *Relational Energy, Networking Exhaustion, and Knowledge-Based Disengagement: Frontline Workforce Development Staff, Their Strategies, and Their Work-Life Experience* Carrie Robson Oelberger, University of Minnesota; Jodi Sandfort, University of Minnesota; Robin Phinney, University of Minnesota
- *Methodological Challenges in Organizational Intervention Field Research in Low-Income Front-Line Workers: A Review and Directions for Future Research* Kyunghye Lee, Purdue University; Ellen Ernst Kossek, Purdue University, 2013-2014 WFRN President

Discussant:

- Rense Nieuwenhuis, Stockholm University - Swedish Institute for Social Research (SOFI)

17:30 PM-18:30 PM

94. Plenary: Fatima Graves, President and CEO of the National Women's Law Center, co-founder of the TIME'S UP Legal Defense Fund, and Ford Foundation Public Voices Fellow --Presidential Ballroom

18:45 PM-21:00 PM

95. 2018 Networking Dinners --*Presidential Ballroom*

Networking Dinners provide an opportunity for WFRN members to network with one another in an informal context. Participants will be organized into dining groups around shared interests. We will then have dinner at a restaurant within walking distance of the Capital Hilton, with each participant paying for their own dinner. Scholars and practitioners at any point in their careers are welcome to attend. To participate, please pre-register for the networking dinner by sending a request to Megan at workandfamily@sas.upenn.edu. Please include a brief overview of your work-family interests. Pre-registration is required to attend the Networking Dinner. Thanks to the Membership Committee chaired by Dr. Krista Lynn Minnotte for organizing the event!

Saturday, 23 June
07:30 AM-09:00 AM

96. : Breakfast and Committee Meetings --Presidential Ballroom

Committee Chairs:

- Communications Committee: Mary Hunt, Illinois Institute of Technology
- International Committee: Clarice Santos, The Federal University of Rio de Janeiro & Bianca Stumbitz, Middlesex University - Business School
- Membership Committee: Krista Lynn Minnotte, University of North Dakota

09:00 AM-10:30 AM

97. : Paper Session: Poverty and Under-/Un-employment --New York

- *Job Loss and Attempts to Return to Work: Exacerbating Inequalities Across Gender and Class* Sarah Damaske, The Pennsylvania State University
- *Diagnosing Turnover with Event-Based Employment Shocks: Integrating Work-Family Conflict as a Moderator* Kathleen Elizabeth Hall, Ohio University; Ryan C. Johnson, Ohio University; Rodger W. Griffeth, Ohio University; Mohsin Sultan, Ohio University
- *Poverty Prevention: Targeting Low-Wage Workers in Paid Family and Medical Leave Programs* Pamela Joshi, Brandeis University; Maura Elizabeth Baldiga, Brandeis University; Alison Earle, University of California, Los Angeles; Theresa Osypuk, University of Minnesota; Dolores Acevedo-Garcia, Brandeis University
- *Poverty, Unpaid Work, and the Role of Place* Linsey N. Edwards, Princeton University

98. : Paper Session: The Context of Specific Professions and Industries --Ohio

- *2017 Federal Government Work-Life Survey Key Findings* Corey Adams, U.S. Office of Personnel Management; Jeanessa Gantt, U.S. Office of Personnel Management
- *Work-Family Conflict: A Study of Women in Public and Private Sector Banks* Daljeet Kaur, Khalsa College Mohali
- *Work-Life Balance in Media Newsrooms* Irene Anastasia Snyder, Elizabethtown College; Michele Lee Kozimor-King, Elizabethtown College
- *Why Employers Help Families: Structural Determinants of Occupational Family Policy in the United Kingdom and the United States* Rosa Daiger von Gleichen, University of Oxford

99. : Paper Session: Time for Work-Family --Pan American

- *Family Vacation or Committed Employee: Taking Time for Vacation in a Society that Values Work* Sarah Taylor Agate, SUNY, Brockport; Joel Agate, SUNY, Brockport
- *What Happens at Work Stays at Work?: The Relationship Between Occupational Characteristics and the Fathers' Type and Timing of Care for Young Children* Irene Boeckmann, University of Toronto
- *The Relationship Between Childbearing and Life-Cycle Wages* Katie Genadek, University of Colorado, Boulder; Kristine West, St. Catherine University

100. : Paper Session: Relationships + Partners --Senate

- *How Romantic Attachment Shapes Preferences for Partner's Work-Family Boundary Management?: A Dyadic Longitudinal Study* Marisa Matias, Porto University; Tiago Ferreira, University of Porto; Paula Mena Matos, Porto University
- *Hypergamy or Homogamy?: Status Differential and Marital Satisfaction Among Marriage Migrants in Korea* Paul Y. Chang, Harvard University
- *Does Marital Quality Predict Togetherness? Couples' Shared Time During Encore Adulthood* Sarah Flood, University of Minnesota; Katie Genadek, University of Colorado, Boulder; Phyllis Moen, University of Minnesota, 2015-2016 WFRN President
- *Military Spouse Experiences of Career-Related Barriers and Support* Jenna-Lyn Rounsaville Roman, CUNY - Baruch College; Erin Eatough, CUNY - Baruch College; Elizabeth Minei, CUNY - Baruch College

101. : Paper Session: Gender and the Household Division of Labor --South American A

- *Gender and Work-Family Balance in Familialist and Liberal Welfare Regimes: Differences and Communitality Between the US, Australia, Japan and Italy* Manuela Naldini, University of Turin; Mauro Migliavacca, University of Genoa (Italy)
- *Changes in Perceptions of Housework Division: A Comparative Study* Tsui-o Tai, National Taipei University; Wan-Chun Hsieh, National Taipei University
- *What Kind of Housework?: Attitudes Towards Female-Typed, Male-Typed, and Housework in General in Comparison* Florian Schulz, State Institute for Family Research (ifb) at the University of Bamberg, Germany

102. Discussion Forum: New Discussions in Gender and Work-Family Roundtable (Sponsored by: The Gender and Work-Family SIG) --Congressional

Panelists:

- Krista Lynn Minnotte, University of North Dakota
- Samantha K Ammons, University of Nebraska, Omaha
- Katherine Lin, Dartmouth College

103. Discussion Forum: Work/Family in Unexpected Places - Organized by Elise Jones & Lotte Bailyn --South American B

Organizers: Elise Jones, Boston College; Lotte Bailyn, Massachusetts Institute of Technology (MIT)

- *Work/Family in Retirement (Reflecting Research Conducted With Teresa Amabile, Marcy Crary, Tim Hall, Kathy Kram, Jeff Steiner, and Alex Rohe)* Lotte Bailyn, Massachusetts Institute of Technology (MIT)
- *Work/Family Among Mormon Working Mothers* Elise Jones, Boston College
- *Work/Family for Same-Sex Couples (Reflecting Research Conducted With Sophie Hennekam, Katina Sawyer, and Christian Thoroughgood)* Jamie Ladge, Northeastern University
- *Work/Family for Women Leaders in the Middle East* Bobbi Thomason, University of Pennsylvania - Wharton Business School

Discussant:

- Lotte Bailyn, Massachusetts Institute of Technology (MIT)

104. Workshop: Professional Workshop: People's Capabilities to Combine Work and Care --Statler A

- Please RSVP to workandfamily@sas.upenn.edu if interested in attending.

Academics, policy-makers and employers alike are attuned to how work-family policies and interventions translate into real opportunities for individuals with paid work and care responsibilities. While businesses and organisations increasingly develop policies or interventions to help parents and careers combine work and care, these policies and interventions may not have the desired effect or reach target groups. Why do some individuals make use of available policies and interventions while others do not? Which factors need to be considered for individuals with complex care and family situations? How can my company or organisation ensure the intended groups benefit from policies and interventions targeted at helping them? Work-family policies and interventions, while designed with the best intentions, may not have the desired effect because individuals differ in their real choices, their capabilities, to engage with these policies. Applying key insights from academic research on the capabilities approach, this interactive workshop focuses on helping policymakers and professionals identify barriers to effective work-family policies and develop tailor-made solutions. Following a brief introduction to the capabilities approach and its usefulness for policymakers and professionals, participants will be split up into smaller groups to work on a concrete case, which participants can submit prior to the workshop. Both workshop organizers have significant experience working with multiple stakeholder groups on this topic in an interactive format.

Panelists:

- Mara Yerkes, Universiteit Utrecht
- Jana Javornik, University of East London

105. Symposium: Do All Roads Lead to Rome? Research Methods in Work-Family Research --California

- *"What Are You Looking For?" Direct and Participant Observation as a Method to Study Work-Family Individual and Collective Strategies* Jessica Riel, University of Quebec in Montreal; Mélanie Lefrançois, University of Quebec in Montreal; Karen Messing, Université du Québec à Montréal
- *Is Action-Research a Reliable Knowledge-Building Method to Study Work-Family Issues? The Case of an Intervention Research on Work-Family Conflict in the Construction Industry* Mélanie Lefrançois, University of Quebec in Montreal
- *What Happened Today?: Diary Study as a Method to Capture Events of Daily Life and Their Effect on Work-Family Interface* Mélanie Trottier, Ecole des sciences de la gestion UQAM
- *Facilitation, Enrichment, Enhancement, and Spillover: A Systematic Literature Review to Investigate Construct Proliferation* Mona Zanhour, California State University, Long Beach; Mélanie Trottier, Ecole des sciences de la gestion UQAM
- *Evaluating the Regulation of Work-Family Balance: The Limits of Traditional Legal Methodology* Mathilde Gregoire-Valentini, Université du Québec à Montréal; Stephanie Bernstein, Université du Québec à Montréal

106. Symposium: Entrepreneurs' Strategies for Achieving Work-Life Satisfaction and Wellbeing --Federal B

- *Hired Domestic Helps as Home Resources Predicting Business Satisfaction of Men and Women Entrepreneurs in Ethiopia: The Role of Work-Family Conflict* Konjit Hailu Gudeta, Tilburg University; Marloes L van Engen, Tilburg University; Pascale Peters, Radboud University; Marc van Veldhoven, Tilburg University; Guy B.D. Moors, Tilburg University
- *A Paradox or a Paradigm? Women Entrepreneurs Can Benefit From Failure and Attain Wellbeing* Katherina Kuschel, Wilfrid Laurier University; Maria-Teresa Lepeley, Global Institute for Quality Education; Constanza Quiroz, Universidad Nacional Andrés Bello; Juan-Pablo Labra, Universidad Nacional Andrés Bello
- *Entrepreneurial Work-Life Management for Sustainable Well-Being* Jean-Charles Languilaire, Malmö University; Carole Caulier Gustavsson, Malmö University
- *The Role of Social Support for Self-Employed: The Key of Work-Family Synergy* Mary Hunt, Illinois Institute of Technology

10:45 AM-12:15 PM

107. : Paper Session: Couples as the Unit of Analysis --California

- *Stability and Change in the Division of Housework: A Latent Class and Latent Transition Analysis of Couple Housework Time* Shannon N. Davis, George Mason University; Theodore N. Greenstein, North Carolina State University
- *Crafting and Managing Work-Family Boundaries Under the Same Roof: Preliminary Results from a Couple-Level Study* Samantha K Ammons, University of Nebraska, Omaha
- *The Price of Privilege?: Investigating Family Wage Gaps Within Married Couples by Professional Status* Melissa Hodges, Villanova University

108. : Paper Session: Global Considerations --Massachusetts

- *Cross-Spouse Influence of Education on Men's and Women's Time Use in Spain* Marco Antonio Faytong Haro, Pennsylvania State University (Penn State)
- *"I Have Barely Seen My Parents When I Was Small": Reflection on Care Arrangements of Non-EU Migrants Living in the Czech Republic by Their Children* Lenka Formankova, Academy of Science of the Czech Republic
- *Work-Family Balance Practices in Malaysia Context: Perceptions of Wfbps Notions Amongst Oil and Gas Managers* Noorhasyimah Ismail, Brunel University; Raffaella Valsecchi, Brunel University

109. : Paper Session: Next Generation Ideas About Paid Leave Policies --New York

- *"Ideal" Leave Policies Across 32 Middle and High-Income Countries* Sarah Kostecki, CUNY - Graduate Center
- *Who Is Parental Leave Poor? Global Challenges for Inclusive Leave Policies* Margaret O'Brien, University College London; Sara Connolly, University of East Anglia; Matthew Aldrich, University of East Anglia; Rose Cook, UCL; Svetlana Speight, NAT CEN
- *The Effects of Paid Parental Leave Length and Gendered Occupations on Women's Career Outcomes* Olivia Vande Griek, University of Georgia; Malissa Clark, University of Georgia; Lillian Eby, University of Georgia

110. : Paper Session: Young Adults and Early Careers --Pan American

- *Family Values: An Important Link for the Career Success of First Generation College Students* [Lee Scott Walker, California State University, Chico](#)
- *Work/Life Boundaries and the Student Intern: The Development of Boundary Preferences and Practices Through Pre-Professional Work Experience* [Kelly Anne Basile, Emmanuel College](#)
- *Summer Jobs Programming, Young Workers, and Their Family Responsibilities and Support* [Erin Rapoport, Chapin Hall](#); Jiffy Lansing, Senior Researcher, Chapin Hall at the University of Chicago; Colleen Schlecht, Researcher, Chapin Hall at the University of Chicago

111. : Paper Session: Inclusive Work and Family Discussions: Low Income Employment --Senate

- *Support, Family-to-Work Conflict, and Physical Symptoms Among Low Income Workers* [Faezeh Amirkamali, University of Texas, Arlington](#); Wendy J. Casper, University of Texas, Arlington; Tracy Griggs, Winthrop University
- *Set Up to Fail: Work-Family Conflict Among Low-Income Single Mothers* [Amanda Lynne Freeman, University of Hartford](#)
- *Mexican Domestic Workers, Family and Kinning Practices* [Maria de la Luz Ibarra, San Diego State University](#)
- *Community Perception of Paid Sick Leave Policy: Combining Community-Based Participatory Research and Policy Analysis* [Renada Goldberg, University of Minnesota, Twin Cities](#); Debra Fitzpatrick, University of Minnesota, Twin Cities

112. : Paper Session: Work Schedules --Statler A

- *Irregular Scheduling Practices in Oregon: From Research to The First State to Pass Comprehensive Fair Scheduling Law* [Ellen Kaye Scott, University of Oregon](#)
- *Schedule Instability and Transitions Between Work and Nonwork Domains* [Sabrina Speights, University of North Carolina at Charlotte](#)
- *Gender and Work Schedule Instability in Western Europe* [Elaine McCrate, University of Vermont](#)
- *Constructing Nonstandard Work: Theoretical Processes, Methodological Illustrations, and Empirical Implications* [Jeffrey Carl Dixon, College of the Holy Cross](#); Andrew Fullerton, Oklahoma State University; Destinee McCollum, Oklahoma State University

113. : Paper Session: Family Experiences at Home and in the Community --Statler B

- *Experiencing Work-Family Conflict: An Episodic Dive* [Kimberly French, University of South Florida](#); Tammy Allen, University of South Florida
- *From Rural to Urban: Work-Family Conflict Across Localities* [Krista Lynn Minnotte, University of North Dakota](#)
- *Questioning Common Assumptions from Survey Data About Gender, Work and Family* [Clare Alexandra Stovell, Lancaster University](#)

114. Workshop: Publishing in Work, Employment & Society --Congressional

Work, Employment & Society is a leading international peer reviewed journal published in association with the British Sociological Association. It publishes theoretically informed and original research on work, employment and unemployment and their connections with wider social processes and social structures, including papers on work and family and related topics.

This workshop will be an informal round-table session where editors discuss their insights, experiences, and recommendations about manuscripts submitted to Work, Employment & Society. Topics for discussion may include how work and family research fits the scope and aims of the journal, how and why papers are desk rejected, and opportunities for junior faculty to review for the journal. This will also serve as a basis for a more general discussion about opportunities and challenges to publish research on work and family in top journals.

Panelists:

- T. Alexandra Beauregard, Middlesex University - Business School
- Suzan Lewis, Middlesex University

115. Symposium: Work-Family Reconciliation Policies, Processes, and Gender (In)equalities - II (Sponsored by: The Economic and Public Policy SIG) --Federal B

- *Should I Stay or Should I Go?: An Exploration of the Factors Associated with Senior Women's Intention to Leave Work* Anke C Plagnol, City, University of London; Ruth Sealy, University of Exeter; Jennifer Gerson, City, University of London
- *The Quality of Early Childhood Education and Care Institutions: Does It Matter for Maternal Working Hours and Wages?* Pia Schober, Eberhard Karls Universität Tübingen; Juliane Stahl, Deutsches Institut für Wirtschaftsforschung
- *A Pre/Post Analysis of Paid Parental Leave in the U.S.: Who Is More Committed -- Men or Women?* Angela Grotto, Manhattan College; Jeanine Andreassi, Sacred Heart University; Megan Connolly, Mercer
- *Money and Relationships Online: Distribution, Communication and Norm Formation in Household Resource Allocation Practices* Shireen Kanji, University of Birmingham; Liz Moor, Goldsmiths University of London

116. Symposium: Studying Work and Family: Research Challenges and Dilemmas From Qualitative and Quantitative Perspectives --Ohio

- *Cry Me a River: When Research Designs Produce Emotional Responses in the Researcher and the Researched* Caroline Gatrell, University of Liverpool
- *Opportunities and Challenges of Using the 'Sociometric Badge' in Quantitative Data Collection* Zheng Chen, University of South Florida
- *Dear Diary, Exploring Challenges and Innovations in the Use of Qualitative Diary Methods* Laura Suzanne Radcliffe, University of Liverpool
- *Feel Like a Number: Studying Work and Family Using Alternative Quantitative Methods* Gary Powell, University of Connecticut and Lancaster University

Discussant:

- Jeffrey Greenhaus, Drexel University

117. Symposium: The Interplay of Work/Family Dynamics with Individuals' Identity Work --South American A

- *Work that Supports Life and a Life that Works: Integrating Identities of Motherhood and Entrepreneurship* Danna Greenberg, Babson College; Wendy Murphy, Babson College; Elizabeth Volpe, Roger Williams University
- *Checkpoints and Weigh Stations: How Managing Work Role Transitions and Non-Work Identities Shapes Individuals' Sense of Momentum at Work* Stephanie Creary, University of Pennsylvania - Wharton Business School; Eliana Crosina, Boston College; Judith Gordon, Boston College
- *The Influence of Identity Partner Husbands on Women's Work Identity Development in a Conservative Faith Community* Elise Jones, Boston College
- *Negotiating Work Life Boundaries in Identity-Based Inclusion Work* Keimei Sugiyama, Case Western Reserve University

Discussant:

- Jamie Ladge, Northeastern University

118. Symposium: Eldercare, Work, and Families --South American B

- *Caregiving Received by Older Adults in Puerto Rico* Alexis Santos, Pennsylvania State University (Penn State); Sarah E. Patterson, University of Western Ontario
- *Work and Caregiving for Older Family Members Across Europe* Sarah E. Patterson, University of Western Ontario
- *Unpaid Caregiving Roles and Sleep Among Women Working in Nursing Homes* Nicole DePasquale, Duke University; Martin Sliwinski, Pennsylvania State University (Penn State); Steven Zarit, Pennsylvania State University (Penn State); Orfeu Buxton, Pennsylvania State University (Penn State); David Almeida, The Pennsylvania State University

12:30 PM-14:00 PM

119. : Program Committee Lunch Meeting

- Participation is limited to Program Committee members.