



WFRN Practitioner Day

Thursday, June 23, 2016

TIME: 8:00 AM - 6:30 PM (reception to follow)

LOCATION: Capital Hilton in Washington, D.C.

This year the *Work and Family Researchers Network (WFRN)* is carving out a special day during this year's conference for leaders from organizations and leaders in research to come together to share knowledge, ask questions, and create a vision for the future of work and family. The WFRN Practitioner Day on June 23 will provide a front row seat to the most recent workplace research related to work and family issues.

Practitioner Day will be a part of the WFRN Conference on June 23-25 that draws work and family stakeholders from across the globe. Practitioners are encouraged to attend the full conference, but Practitioner Day can be a stand-alone experience. And while sessions will be focused on issues of particular interest to practitioners, they will be open and of interest to all conference attendees. Indeed, one of our goals is to promote interaction between researchers and practitioners.

This one-day event offers specially selected sessions with leading researchers who will share new research on issues that impact the workplace, such as: Flexibility, Work-Life Integration, Generations, Employee Engagement, Global Work-Life, and Overwork. One of the highlights will be the workshop on *Reshaping Work, Careers and Life*, where researchers and practitioners will participate in small group-facilitated discussions on *Doing Work Differently, Doing Home Differently, Doing Careers and Leadership Differently, and Men at Work*.

Who Should Attend: Work-Life Leaders, Diversity & Inclusion, HR, Wellness and Health Promotion, Talent Management, Organizational Development and Benefits Professionals

Presenting Speakers Include • Phyllis Moen, University of Minnesota • Lotte Bailyn, MIT • Brad Harrington, Boston College • Jeffrey Hill, Brigham Young University • Ellen Kossek, Purdue University; AND MANY MORE!

Registration includes access to the event (with breakfast & reception) and SHRM & HRCI CREDITS. More information about the Practitioner Day is available [here](#), and if you have any questions, email Kathy Kacher at KKacher@clalliance.com.

REGISTRATION INFORMATION
AVAILABLE [here!](#)

Practitioner Day Overview

Thursday, June 23

7:30 AM Breakfast

8:00 AM-9:00 AM Practitioner Day Welcome

9:00 AM-10:30 AM

Workshop: Intervention Dilemmas: How Gendered Assumptions Can Undermine Even Well-Intentioned Change Initiatives

Symposium: To Have and to Hold, for Better or Worse: Mobile Technologies, Work Norms and Individuals' Boundary Management between Work and Family

Symposium: The Telework Manifesto

10:30 AM-12:00 PM

Symposium: Sustainability in Combining Career and Care through the Flexibilization or Customization of Organizational Careers: Critical Reflections

Symposium: The Role of Federal Agencies' Policies and Practices to Promote and Support Work-Life Balance in STEM

Symposium: Connecting the Three Ps of Parenthood Research: Publishing, Policy and Practice

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

1:00 PM-2:30PM

Symposium: Linking Work-Life, and Gender Perspectives on Career Experiences and Well-being

Symposium: Toward Effective Work-Life Programs in the U.S. Federal Government: Connecting Research with Practice

Symposium: The Impact of a Workplace Intervention on the Health and Well-Being of Employees and Their Family Members

Workshop: Our No Vacation Nation and How to Change it

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

4:00 PM-5:00 PM **Poster Session:** Coffee/Tea Break and Work-Related Posters

5:00 PM-6:30 PM **Plenary:** Presidential Plenary and Practitioner Day Wrap-up

6:30 PM-8:00 PM Reception

Practitioner Day, Detailed Schedule

8:00 AM-9:00 AM

Practitioner Day Welcome --

Organizer and President: Kathy Kacher, Career/Life Alliance Services

- **Panelists:** **Jennifer Allyn** – Diversity Strategy Leader, PwC; **Carol Evans** – CEO of Carol Evans Enterprise, and Founder and President Emeritus, Working Mother Media; **Judy Ikels** – Chief, Work Life Division, U.S. Department of State

9:00 AM-10:30 AM

Breakout Sessions:

Practitioner Day Workshop: Intervention Dilemmas: How Gendered Assumptions Can Undermine Even Well-Intentioned Change Initiatives --

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

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

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

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

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

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

Practitioner Day Symposium: The Telework Manifesto --

- *Who Moved My Desk?: Telework, Hoteling, Open Offices and Employee Attitudes* Kenneth Matos — Families and Work Institute
- *"Telecommuting In Real Time: Gender, Cohort and Period Differences in Substitution and Overtime Telecommuting Among American Workers"* Jennifer Lynn Glass — University of Texas, Austin, Samantha Simon — University of Texas, Austin

- *Unpacking the Context of Telework: The Role of Team Teleworking Density* Kristie Lynne McAlpine — Cornell University, Bradford Bell — Cornell University, Emmanuelle Leon — ESCP Europe
- *LMX and Employee Performance in Teleworking Leader-Member Dyads* Ravi S. Gajendran — University of Illinois, Urbana-Champaign, Sumita Raghuram — Pennsylvania State University (Penn State)

10:30 AM-12:00 PM Breakout Sessions

Practitioner Day Symposium: Connecting the Three Ps of Parenthood Research: Publishing, Policy, & Practice --

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

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

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

Practitioner Day Symposium: Sustainability in Combining Career and Care through the Flexibilization or Customization of Organizational Careers: Critical Reflections --

Organizer: Caroline Straub, Grenoble Ecole de Management

- *Panelist* Mary Blair-Loy — University of California, San Diego
- *Panelist* Erin A. Cech — Rice University
- *Panelist* Paula Kathleen McDonald — Queensland University of Technology - Business School
- *Panelist* Anne Weisberg — Families and Work Institute
- *Panelist* Patricia Caulfield Dahm — California Polytechnic State University
- *Panelist* Claartje Vinkenburgh — VU University Amsterdam

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

Organizers: Dana Britton, National Science Foundation; Jessie DeAro, National Science Foundation

Panelists: Dana Britton, National Science Foundation; Jessie DeAro, National Science Foundation

12:00 PM–1:00 PM LUNCH BREAK (On Your Own)

1:00 PM-2:30 PM Breakout Sessions

Practitioner Day Symposium: Linking Work-Life, and Gender Perspectives on Career Experiences and Well-being -
Organizers: Ellen Ernst Kossek, Purdue University; Kyung-Hee Lee, Purdue University

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

Practitioner Day Discussion Forum: Our No Vacation Nation and How To Change It --

President: John de Graaf, Take Back Our Time

Panelists: Sarah Taylor Agate, SUNY Brockport; Jessica DeGroot, ThirdPath Institute; Jasmine Goodnow, Western Washington University

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

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

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

Practitioner Day Symposium: The Impact of a Workplace Intervention on the Health and Well-Being of Employees and Their Family Members --

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

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

2:30 PM-4:00 PM

Practitioner Day Workshop: Reshaping Work, Careers, and Life --

There is a growing group of men, women, teams and organizations who are discovering new models for creating success at work while also supporting time and energy for their life outside the workplace. These individuals are developing diverse ways that change over the course of the lifecycle to successfully “integrate” work with their life responsibilities. They are also discovering that the best solutions come from an understanding of the interplay between work, careers and life.

To explore this new landscape, and to allow for a rich and thought provoking conversation, WFRN and ThirdPath Institute have engaged top researchers who are experts in each of the related fields.

During this workshop, practitioners alongside researchers will be invited to sit at one of four table topics and participate in small group facilitated discussions. After 30 minutes, participants will then move to a second table topic. The workshop will conclude with a large group discussion on outcomes, questions and ideas that come from the small group conversations.

Doing Work Differently –

What can we learn from employees and work teams who have succeeded in “redesigning” work so they have time - and energy! - for their families and other life priorities? How have these changes created work efficiencies and other positive work outcomes? What are the biggest road blocks that prevent others from doing this?

* Lotte Bailyn - Professor emerita, MIT Sloan School of Management

* Brigid Schulte - Author of *Overwhelmed: Work, Love and Play When No One Has the Time*; Director, The Better Life Lab/ The Good Life Initiative

* Jennifer Swanberg - Professor, University of Maryland School of Social Work

Doing Home Differently –

What can we learn from families where men and women have learned to work as a team at home – both skilled at meeting the needs of children and aging parents, and both skilled at setting limits at work so they have the time and energy for family? How does this approach impact gender equity at the workplace? What are the biggest road blocks that prevent more people from doing this?

* Jessica DeGroot – Founder and President, ThirdPath Institute

* E. Jeffrey Hill - Professor in the School of Family Life, Brigham Young University

* Lisa Levey - Author of *The Libra Solution: Shedding Excess and Redefining Success at Work and at Home*, Libra Consulting LLC

Doing Careers & Leadership Differently –

To become a leader, professionals are often expected to put work first their entire careers. What can we learn from leaders who were able to follow an “integrated” career path – moving ahead at work while also creating time for their lives outside of work? How has this approach created work efficiencies and other positive work outcomes? What are the biggest road blocks that prevent more people from doing this?

* Jeff Greenhaus - Professor and William A. Mackie Chair, Department of Management, LeBow College of Business, Drexel University

* Elise Jones - Doctoral student, Boston College

Men at Work –

Men face rigid assumptions about what's expected from them at work. Often this translates into patterns of blaming men for working too many hours, being absent at home, and being overly focused on their careers. What will it take to create workplaces that also support men to be caregivers? How do issues around money and family finances contribute to this problem? What are the biggest road blocks that prevent more men from doing this?

* Scott Behson - Author of *The Working Dad's Survival Guide*, Professor of Management, Fairleigh Dickinson University

* Brad Harrington - Executive Director, Boston College Center on Work and Family

* Erin Reid - Assistant Professor of Organizational Behavior at Boston University

4:00 PM-5:00 PM

Poster Session: Coffee/Tea Break and Work-Related Posters --

5:00 PM-6:30 PM

Plenary: Presidential Plenary with Practitioner Day Wrap-up --

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

6:30 PM-8:00 PM - RECEPTION