Work and Family Researchers Network

Inaugural Conference

June 14-16, 2012

Millennium Broadway Hotel

New York City
Conference Program (final as of 6/25/12)

Thursday, 9-9:40 AM

WFRN Welcome Reception and Business Meeting, Continental Breakfast

Thursday, 10-11:40 AM

Session 1. Symposium.
Family Interactions and Gender Dynamics in the Household: Analyses Using Time Diary Data
- Organizer, Chair: Rachelle Hill, University of Minnesota
- Housework Revisited: A Cross-National Comparison of Cohabitating and Married Households: Christina Wolfe, Pennsylvania State University
- Housework Time and Gender Empowerment: An Investigation of Metropolitan Area Measures: Leah Ruppanner, University of Hawaii, Hilo; Carrie L. Alexandrowicz Shandra, Hofstra University
- Time for Each Other: Work and Family Constraints Among Couples: Sarah Flood and Katie Genadek, University of Minnesota
- It Takes a Village: The Role of Extended Family in the Provision of Childcare: Rachelle Hill, University of Minnesota

Session 2. Symposium.
How the Communication Discipline Offers Key Insights to Public and Private Work-Life Negotiations
- Organizer, Chair: Amy K. Way, Arizona State University
- Articulating the Challenges and Opportunities for Work-Family Research: A Communication Perspective: Amy K. Way, Arizona State University
- Dirt, Dishes, and Discourse: Communication Contributions to the Division of Domestic Labor: Kendra Knight, Arizona State University; Sarah E. Riforgiate, Kansas State University; Jess K. Alberts, Arizona State University
- How Male Voices on Work-Life Reveal Aversive Sexism and Flickers of Transformation: Cassandra Leier and Sarah J. Tracy, Arizona State University
- House Helps and Work-Life Balance in Sub Saharan Africa: Gladys Muasya, Arizona State University

Adult and Elder Care in the Western World: Advancing Workplace Initiatives in the U.S., Canada, the UK and Europe
- Organizer, Chair: Donna S. Lero, University of Guelph
- Moderator: Nora Spinks, The Vanier Institute of the Family
- Panelist: Janet Fast, University of Alberta
- Panelist: Kenneth Matos, Families and Work Institute
- Panelist: Sue Yeandle, University of Leeds
- Panelist: Anna Ludwenik, European Foundation for the Improvement of Living and Working Conditions
- Panelist: Robert Anderson, European Foundation for the Improvement of Living and Working Conditions
Thursday 10-11:40 AM Continued

Session 4. Symposium.  
The "Flexibility Stigma" and the “Caretaker Penalty:” Legal and Sociological Perspectives
- Discussant: Michelle Travis, University of San Francisco Law School
- Law, Normative Discrimination, and the Caretaker Penalty: Catherine Albiston, University of California, Berkeley; Shelley Correll, Stanford University
- Ask and Ye Shall Receive? Employer Provided Flexible Work Options and the Need for Public Policy: Victoria Brescoll, Yale School of Management; Jennifer Glass, University of Texas
- The Flexibility Stigma: Joan C. Williams, University of California, Hastings College of the Law

Session 5. Regular Session.  
The Impact of the Recession on Families and Firms
- Chair: Roberta Iversen, University of Pennsylvania
- Parent Reports of the Recession's Effect on Young Children and Their Families in Rural Communities: Maureen Ittig, Jennifer Frank, and Mark Greenberg, Pennsylvania State University
- Work-life Balance in Times of Economic Crisis: A Longitudinal Study in a Dutch Consultancy Firm: Bram Peper and Laura den Dulk, Erasmus University, Rotterdam
- How do Families React to the Economic Crisis? Families' Expenses on Early Childhood Education in Spain over the Period 2006-2009: Maria Jose Gonzalez and Marta Dominguez, Universitat Pompeu Fabra, Barcelona
- Middle-Income Families and Economic Downturn: Changes and Continuities Over Time: Roberta Iversen, University of Pennsylvania; Laura Napolitano, University of Chicago; Frank Furstenberg, University of Pennsylvania

Session 6. Regular Session.  
Gender, Multinational Corporations and Globalization
- Chair, Discussant: Krista M. Brumley, Wayne State University
- The Cross-National Transfer of Organizational Work-Family Policies Within the MNC: A Multilayered Approach: Michal Frenkel, The Hebrew University of Jerusalem
- Successful Employee Assignments: A Comparative Study of the Intersection of Parental Status and Global Versus Domestic Assignments: Tanja Rothrauff-Laschober, Lillian de Tormes Eby and Katie Kinkade, University of Georgia
- Integrating Perspectives on Globalization, Work, Family and Gender Issues: Bahira Trask, University of Delaware
- “It’s Not Possible Anywhere in the World!” An International Comparison of the Conditions for Parenthood in Organisations: Alena Křížková, Academy of Science of the Czech Republic
Thursday 10-11:40 AM Continued

Session 7. Regular Session.
Unpaid Care Work
- Chair: Saskia Keuzenkamp, Netherlands Institute for Social Research, SCP
- Informal Care As a Growing Burden for Workers: Saskia Keuzenkamp, Netherlands Institute for Social Research, SCP; Edith De Meester, UPC
- “Caring is Not a Free Resource:” The Literature of Care and the Invention of a New Politics of the Working Family: Kirsten Swinth, Fordham University
- Non-Resident Fathers’ Involvement and Single Mothers’ Child Care Problems: Yeongmin Kim, University of Wisconsin, Madison

Session 8. Regular Session.
Nontraditional Gender Roles and Family Dynamics
- Chair: Kimberly Fox, University of Minnesota
- Undoing Gender in an Unlikely Place: Gendered Effects of Rotating Shiftwork for Household Leisure and Labor in the American West: Jessica Rolston, University of Colorado
- Do Live Alones “Do” Gendered Housework? Resources, Ideology and Time: Kimberly Fox, University of Minnesota
- Interrupting the Gender Dance: Women and Men Writing New Scripts: Lisa Levey, Libra Consulting
- The Way to a Woman’s Heart: Perceptions of Male Family Cooking: Medora Barnes, John Carroll University

Session 9. Regular Session.
Relationship Dynamics
- Chair, Discussant: Tomika Greer, University of Houston
- Men’s Hours of Work: Do Female Partners Make a Difference?: Shireen Kanji, and Robin Samuel, University of Basel
- Work Status Similarity, Experiential Similarity and Spousal Support: Jean Wallace, University of Calgary; Marisa Young, University of Toronto; Scott Schieman, University of Toronto
- Relationship Dissolution and Self-Rated Health: A Longitudinal Analysis of Transitions from Cohabitation and Marriage in Australia: Belinda Hewitt, University of Queensland; Marieke Voorpostel, Swiss Foundation for Research in the Social Sciences; Gavin Turrell, Queensland University of Technology
- Work-Family Conflict and Enrichment to Mental Health: Evidence of Partner Crossover Interactions: Jarrod Haar and David Brougham, University of Waikato
- Change in Gender Division of Unpaid Labor in the Home in Female Breadwinner Families: Christina Klenner, WSI Institute for Economic and Social Research

Session 10. Symposium.
A Different Beast? Flexibility in Professional Positions vs. Hourly Jobs
- Panelist: Susan Lambert, University of Chicago
- Panelist: Anna Haley-Lock, University of Wisconsin
- Panelist: Jennifer Swanberg, University of Kentucky
- Panelist: Elizabeth Watson, Georgetown Law
- Panelist: Erin Kelly, University of Minnesota
Thursday 10-11:40 AM Continued

Session 11. Roundtable.
Roundtable 1: Single Parents
- Chair: Sally Bould, University of Delaware
  - Gender Regimes and the Economic Situation of Men and Women After Separation: Sally Bould, University of Delaware; Gunther Schmaus, Centre d'Etudes de Populations de Pauvreté et de Politiques Socio-Economiques; Claire Gavray, University of Liège, Belgium
  - Managing the Unmanageable? Work Life Balance Among Lone Parents and Non-Resident Parents: Deirdre Anderson, Cranfield School of Management; Deborah Kerfoot, Keele Management School
  - Understanding Livelihood Avenues of Low-Income Mothers: Between Material Survival and Care Obligations: Einat Lavee, Bar Ilan University

Session 11. Roundtable.
Roundtable 2. Alternatives to the Male Breadwinner Model: Key Research Questions and Issues
- Chair: Disraelly Cruz, University of South Dakota
  - Discussant: Robyn Remke, Copenhagen Business School
  - Panelist: Andrea Doucet, Brock University
  - Panelist: Jane Jorgenson, University of South Florida
  - Panelist: Caryn E. Medved, Baruch College, City University of New York
  - Panelist: Rebecca J. Mesienbach, University of Missouri

Session 11. Roundtable.
Roundtable 3: Methods
- Chair: Taru Feldt, University of Jyväskylä
  - The Factorial Validity of the Work-Family Coping Strategies Scale: Taru Feldt, Saija Mauno, and Johanna Rantanen, University of Jyväskylä
  - Getting Personal in Work-Family Research: Positionality and Reflexivity: Gemma Yarwood, Manchester Metropolitan University
  - The Role of Attrition in Evaluating the Strengthening Families Program: Bidisha Mandal, Washington State University

Session 11. Roundtable.
Roundtable 4: Unions and the Negotiation of Policy Reforms
- Chair: Karen Markel, Oakland University
  - Family Provisions and Equality Bargaining in Australia: Symbolic or Emerging?: Sue Williamson, University of Sydney
  - Local 925 and SEIU District 925: The Early Organizing Roots for Better Working Conditions for Traditionally Female Occupations: Karen Markel, Oakland University
  - Taking it to the Next Level: Data-Driven Strategies to Promote Change in a Public, Unionized University: Barbara Silver and Helen Mederer, University of Rhode Island
  - The Emergence of a Political Discourse on Family Policies in Italy: The Focus on Reconciliation and the Risk of New Inequalities: Egidio Riva, Catholic University of Sacred Heart, Milan
Thursday 10-11:40 AM Continued

Session 11. Roundtable.
Roundtable 5: An Interdisciplinary Discussion on Envisioning “Smarter” Work-Life Research and Initiatives
- Discussant: Whitney Botsford Morgan, University of Houston, Downtown
- Panelist: Uracha Chatrakul Na Ayudhya, Middlesex University Business School
- Panelist: Gwen Daverth, Manchester Business School
- Panelist: Lisa M. Stewart, California State University, Monterey Bay
- Panelist: Margo Hilbrecht, University of Guelph

Session 11. Roundtable.
Roundtable 6: Work-Family Issues in Developing Countries
- Organizer: Erynn Casanova, University of Cincinnati
- Panelist: Bhavani Arabandi, Ithaca College
- Panelist: Tamara Mose Brown, Brooklyn College
- Panelist: Joanna Dreby, University at Albany, State University of New York

Thursday, Noon-1:40 PM

Session 12. Symposium.
Fathers and Parental Leave - International Perspectives
- Co-Organizer, Chair: Andrea Doucet, Brock University
- Co-Organizer: Linda Haas, Indiana University, Indianapolis
- Discussant: Sheila Kamerman, Columbia University
- Panelist-Australia: Marian Baird, University of Sydney
- Panelist-Australia: Deborah Brennan, University of New South Wales
- Panelist-Belgium: Bernard Fusulier, Université Catholique de Louvain
- Panelist-Belgium: Laura Merla, Université Catholique de Louvain
- Panelist-Canada: Andrea Doucet, Brock University
- Panelist-Canada: Donna Lero, University of Guelph
- Panelist-Canada: Diane-Gabrielle Tremblay, Université du Québec à Montréal
- Panelist-Finland: Johanna Lammi-Taskula, National Institute for Health and Welfare
- Panelist-Ireland: Eileen Drew, Trinity College, Dublin
- Panelist-Italy: Tindara Addabbo, University of Modena and Reggio Emilia
- Panelist-Italy: Dino Giovannini, University of Modena and Reggio Emilia
- Panelist-Netherlands: Saskia Keuzenkamp, Netherlands Institute for Social Research
- Panelist-Sweden: Linda Haas, Indiana University, Indianapolis
- Panelist-UK: Margaret O’Brien, University of East Anglia

Voices on Work-Life Balance from Faculty in Educational Leadership
- Organizer, Chair: Joanne M. Marshall, Iowa State University
- Panelist: Kathrine Gutierrez, University of Oklahoma
- Panelist: Douglas Wieczorek, State University of New York, Cortland
- Panelist: Carlos McCray, Fordham University
Thursday Noon-1:40 PM Continued

Insecurity Culture: Families, Work and the New Economy
- Organizer, Chair: Allison J. Pugh, University of Virginia
- Blurring Gender Boundaries and Moral Dilemmas of Work and Care in the New Economy: Kathleen Gerson, New York University
- The Predominance of the Family Past: Narratives of Suffering and Redemption Among the Postindustrial Working Class: Jennifer Silva, Harvard University
- The Tumbleweed Society: Reworking Honor and Betrayal in Work and Intimacy: Allison J. Pugh, University of Virginia

Session 15. Workshop.
Depositing Papers to the Work and Family Commons
- Instructor: Judi Casey, Boston College

Session 16. Regular Session.
Work-Life Policies in Academia
- Chair: Lisa Wolf-Wendel, University of Kansas
- Academic Motherhood: How Faculty Manage Work and Family in Early and Mid Career: Lisa Wolf-Wendel, University of Kansas; Kelly Ward, Washington State University
- Is the Clock Still Ticking? The Effect of Stopping the Tenure Clock on Career Outcomes: Colleen Manchester, University of Minnesota; Lisa Leslie, University of Minnesota; Amit Kramer, University of Illinois
- Faculty Parental Policies: Review of Utilization and Career Outcomes at One Ivy League University 1990-2008: Carol Hoffman, Columbia University
- Context and Case for Faculty Career Flexibility in Academic Medicine: Hannah Valantine and Christine Sandborg and Caroline Simard, Stanford University School of Medicine
- Family-Friendly University Policies and Practices: Germany and the United States in Comparison: Heather Hofmeister, Goethe University, Frankfurt

Session 17. Symposium.
How the National Policy Context Matters for Employer Practices and Gender Equity
- Organizer, Chair: Susan Lambert, University of Chicago
- Panelist: Anna Haley-Lock, University of Wisconsin
- Panelist: Chris Tilly, Institute for Labor Research, University of California, Los Angeles
- Panelist: Jennifer Tomlinson, University of Leeds
- Panelist: Daniel Zuberi, University of British Columbia

Session 18. Regular Session.
Cross National Studies: Policies and Context
- Chair, Discussant: Lynn Prince Cooke, University of Kent
- Policy on Carers and Employment During the UK Labour Administrations 1997-2010: Origins and Outcomes: Sue Yeandle, Centre for International Research on Care, Labour and Equalities
- Does Context Matter? Work-life Balance Policy and Practice: Eleni Stavrou and Christiana Ierodiakonou, University of Cyprus
- Blurred Boundaries: Gender and Nonwork-Work Interference in Cross National Context: Leah Ruppanner, University of Hawaii, Hilo; Matt Huffman, University of California, Irvine
- The Relationship Between Work and Family Demands and Resources and Quality of Life of Employees in 8 European Countries: Tanja van der Lippe, Utrecht University; Laura den Dulk, Erasmus University
Thursday Noon-1:40 PM Continued

Session 19. Regular Session.
Theory
- Chair: Gary N. Powell, University of Connecticut
- Towards Gender Equity: A Dual Model of Working: Mary Sue Richardson and Charles Schaeffer, New York University
- Cross-Cultural Work-Family Research: Where are We and Where Do We Go From Here?: Kristen Shockley, Jill Douek, and Tiwi Marira, Baruch College, City University of New York
- Re-Thinking Work-Family Conflict: Balancing Role Conflict and Role Expansion in Different Contexts: Anne Grönlund and Jana Javornik, Umeå University

Session 20. Regular Session.
Opting Out and Returning to Work
- Chair: Jamie Ladge, Northeastern University
- Why Mothers Stay at Work: Is Self-Efficacy the Missing Link?: Jamie Ladge, Northeastern University; Tomika Greer, University of Houston
- “It’s Not Working, But I’m Making it Work”: How Working Moms Manage the Transition Back Into Paid Work After a Maternity Leave: Amy O’Connor, North Dakota State University; Rebecca J. Meisenbach, University of Michigan
- Changing Composition or Behavior? Parsing Out the Change in Women’s Employment: Decomposition Effects from 1980-2010: Kristin Smith, Carsey Institute

Session 21. Regular Session.
Health Outcomes (1)
- Chair: Anne Roeters, Utrecht University
- Solitary Time in a Harried Society: The Association Between Solitary Time and Mental Health in the Netherlands: Anne Roeters, Utrecht University
- Good to be Back Home: Work Travelers and Spouses’ Daily Reports of Physical and Psychological Well-Being: Anisa Zvonkovic, Kyunghee Lee, and Andrea Swenson, Virginia Polytechnic Institute
- Work-Family Conflict and Health: A Diary Study on the Moderating Role of Negative Affectivity: Christoph Nohe, Karlheinz Sonntag and Anna Peters, Heidelberg University
- The Effect of Leaders’ Work-Family Conflict on Followers’ Depression: An Examination of Crossover Processes: Jarrod Haar, University of Waikato; Jeffrey Greenhaus, Drexel University; Maree Roche, Waikato Institute of Technology; Jonathan Ziegert, Drexel University

Session 22. Roundtable.
Roundtable 1: Child Care Crisis? Framing the Problem
- Organizer, Chair: Karen Hansen, Brandeis University
- Panelist: Debra Osnowitz, Clark University
- Panelist: Mignon Duffy, University of Massachusetts, Lowell
- Panelist: Clare Hammonds, Brandeis University
Thursday Noon-1:40 PM Continued

Session 22. Roundtable.
Roundtable 2: Family, Work and Identity
- Chair: Marian Crowley-Henry, National University of Ireland, Maynooth
- Family Experiences, Intergenerational Trajectories and Difficult Working Careers: Marco Alberio, University of Milano, Bicocca
- Prioritizing Care: The Importance of Family in Youth Constructions of Worker Identity: Amy Way, Arizona State University
- From Work/Non-Work Preferences to Work/Non-Work Self-Identity or the Importance of Knowing Yourself Between Work and Non-Work: Jean-Charles Languilaire, Malmö University
- "Balls in the Air": Exploring Women’s Careers Internationally: Marian Crowley-Henry, National University of Ireland, Maynooth

Session 22. Roundtable.
Roundtable 3: Couples: Negotiation, Communication and Decisionmaking
- Chair: E. Jeffrey Hill, Brigham Young University
- The Relationship Among Couple Communication, Work-Family Conflict, and Marital Satisfaction: Sarah June Carroll and E. Jeffrey Hill, Brigham Young University
- Dyadic Influences on Work-Family Conflict and Enrichment: The Role of Conciliation Strategies: Marisa Matias and Anne Marie Fontaine, Porto University
- Decision Making in Situations of Work Family Conflict: A Longitudinal Qualitative Investigation of Working Couples: Laura Radcliffe, Manchester Business School
- Assessment of Marital Satisfaction and Change During Early Parenting Years: Rhonda Nordin, Family Issues Research & Education

Session 22. Roundtable.
Roundtable 4: Couples, Time and Career Trajectories
- Chair: Silke Aisenbrey, Yeshiva University
- What’s My Line? Factors in Determining a Spouses’ Labor Role after an Employee Relocation: Elizabeth Whitaker, Central Michigan University
- The Effects of Family-Related Employer Changes and Exits on Women’s Careers: Jessica Looze, University of Massachusetts
- How Men and Women Synchronize Work and Family in Germany and the U.S.: Silke Aisenbrey, Yeshiva University; Anette Fasang, Humboldt University; Daniela Grunow, University of Amsterdam
- Time with Children, Time at Work: Changes in Germany Between 1991/92 and 2001/02 and in Austria Between 1992 and 2008/09: Caroline Berghammer, University of Vienna

Session 22. Roundtable.
Roundtable 5: Gendered Policies and Institutions
- The End of the Mommy Wars: The Sears Case, Second-Wave Feminism, and Why Work-Family Issues Were Not Resolved: Emily Zuckerman
Thursday Noon-1:40 PM Continued

Session 22. Roundtable.  
Roundtable 6: Overwork and Burnout
- **Chair:** Anika Nitzsche, University of Cologne
- **Emotional Exhaustion and its Relationship to Employees’ Work-Home Interaction and Perceived Work-Life Balance Culture:** Anika Nitzsche, University of Cologne; Elke Driller and Holger Pfaff, University of Cologne
- **Work Overload and Work-Family Interface: A Review of the Literature and Some Conceptual and Methodological Considerations:** Katherina Kuschel, Universidad del Desarrollo
- **Producing Innovation: Generation Y, Autonomy, and Commitment in Internet Startups:** Benjamin Shestakofsky, University of California
- **Relationship Between Work-Family Conflict and Burnout Among Lecturers:** Ejaz Khan, International Islamic University

Thursday, 1-5:30 PM

Session 23. Workshop (By Invitation Only).  
Early Career Scholars Program
- **Organizer, Chair:** Stephen Sweet, Ithaca College
- **Participant:** Carrie Alexandrowicz Shandra, Hofstra University
- **Participant:** Deirdre Anderson, Cranfield University
- **Participant:** Bhavani Arabandi, Ithaca College
- **Participant:** Medora Barnes, John Carroll University
- **Participant:** Stacey Blount, Fayetteville State University
- **Participant:** Erynn Casanova, University of Cincinnati
- **Participant:** Uracha Chatrakul Na Ayudhya, Middlesex University Business School
- **Participant:** Sarah Damaske, Pennsylvania State University
- **Participant:** Gwen Davenport, Manchester Business School
- **Participant:** Jessica Hardie, Pennsylvania State University
- **Participant:** Margo Hilbrecht, University of Guelph
- **Participant:** Arielle Kuperberg, University of North Carolina, Greensboro
- **Participant:** Pamela Lirio, EDHEC Business School, Lille Campus
- **Participant:** Whitney Morgan, University of Houston, Downtown
- **Participant:** Elizabeth Poposki, Indiana University-Purdue University Indianapolis
- **Participant:** Jessica Rolston, University of Colorado, Boulder & Pikes Peak Community College
- **Participant:** Leah Ruppanner, University of Hawaii, Hilo
- **Participant:** Lisa Stewart, California State University, Monterey Bay
- **Participant:** Ana Villalobos, Brandeis University
- **Participant:** Marci Ybarra, University of Chicago
- **Editorial Advisers:** Fran Benson, Cornell University Press
- **Editorial Advisers:** Laura den Dulk, Editor, Community, Work & Family
- **Senior Scholar:** Joseph Grzywacz, Wake Forest University
- **Senior Scholar:** Kathleen Gerson, New York University
- **Senior Scholar:** Mary Blair-Loy, University of California, San Diego
- **Senior Scholar:** Naomi Gerstel, University of Massachusetts
- **Senior Scholar:** Marci Pitt-Catsouphes, Boston College
- **Senior Scholar:** Leslie Hammer, Portland State University
- **Research Advisor:** Christina Matz-Costa, Boston College
- **Early Career Program Alumnus:** Rebecca Glauber, University of New Hampshire
- **Early Career Program Alumnus:** Monique Valcour, EDHEC Business School
- **Early Career Program Alumnus:** Lori Muse, California State University, Fullerton
- **Early Career Program Alumnus:** Margaret Usdansky, Syracuse University
Thursday, 2-3:40 PM

Power, Conflict and Mismatch in Partners’ Work-Family Time
- Chair: Noelle Chesley, University of Wisconsin, Milwaukee
- Risk, Uncertainty and the Division of Labor?: Carrie Yodanis, University of British Columbia
- Marital Power in Stay-at-Home Father/Breadwinner Mother Families: Noelle Chesley, University of Wisconsin, Milwaukee
- Gender, Beliefs about Spouse’s Work-Family Conflict, and Relationship Quality: Kei Nomaguchi, Bowling Green State University; Melissa Milkie, University of Maryland
- Spouse’s Work Spillover, Family Stressors, and Mental Health Among Dual-Earner Mothers and Fathers: Marisa Young, University of Toronto; Melissa Milkie, University of Maryland; Scott Schiemann, University of Toronto

Session 25. Symposium.
Explorations of the Meaning and Antecedents of Work-Family Balance
- Co-Organizer, Chair: Jeffrey Greenhaus, Drexel University
- Co-Organizer, Chair: Thomas Kalliath, Australian National University
- Discussant: Sara De Hauw, Vlerick Leuven Gent Business School
- Work-Family Balance: A Qualitative Investigation: Tammy Allen, University of South Florida; Juli Holliday Wayne, Wake Forest University; Wendy Casper, University of Texas, Arlington; Brianna Caza, Wake Forest University
- Development and Validation of Diverse Profiles of Balancing of Work-Family Boundaries: Ellen Kossek, Michigan State University; Marian Ruderman, Phillip Braddy and Kelly Hannum, Center for Creative Leadership
- Is Work-Life Balance a Distinct Construct from Work-Family Conflict and Enrichment? A Longitudinal Evaluation: Thomas Kalliath, Australian National University; Jeffrey Greenhaus, Drexel University; Paula Brough, Griffith University; Oi-Ling Siu, Lingnan University; Michael O’Driscoll, University of Waikato; Jerry Marmen, Australian National University
- Gender Differences in the Use/Efficacy of Coping Strategies to Achieve Work Family Balance: Boris Baltes and Kevin Wynne, Wayne State University

The Business Case for Flexibility for Lower Wage Workers: Research, Practice, and Policy
- Organizer, Chair: Amy L. Richman, WFD Consulting
- Panelist: Jennifer E. Swanberg, University of Kentucky
- Panelist: Veronica Fadke, Marriott International
- Panelist: Elizabeth Watson, Georgetown Law School

Session 27. Symposium.
Work, Family and Organizational Leaders
- Organizer, Chair: Nancy Rothbard, Wharton School, University of Pennsylvania
- Panelist: Mike Useem, Wharton School, University of Pennsylvania
- Panelist: Leslie Perlow, Harvard Business School
- Panelist: Stew Friedman, Wharton School, University of Pennsylvania

Session 28. Symposium.
Family, Gender, and Work in East Asia
- Discussant: Mary Brinton, Harvard University
- Effects of Women’s Economic Prospects on Marriage in East Asia: Hyunjoon Park, University of Pennsylvania; Jae Kyung Lee and Inkyung Jo, Ewha Womans University
- Does Mom Make a Difference in Child’s Economic Well-being?: Women’s Work and Household Income in Contemporary Japan: Sawako Shirahase, University of Tokyo
Thursday 2-3:40 PM Continued

- Gender, Class and Work-Life Conflicts in Strong-Family Countries: A Comparative Study of Korea, Japan, and Taiwan: Young-Mi Kim and Ee-Hwan Jung, Seoul National University of Science and Technology; Hyunj Kiwon, King's College London
- Parental Involvement and Its Longitudinal Effect on Parent-Child Relations: Comparing Dual-Earner Families and Single-Earner Families in Taiwan: Chin-chun Yi, Academia Sinica; Yi-Ping Shih, Academia Sinica

Session 29. Symposium.
Family, Work, and Well-being in Fragile Families
- Organizer, Chair: Kristen Harknett, University of Pennsylvania
- The Consequences of Welfare and Employment for Relationships Between Unmarried Parents: Laura Tach, University of Pennsylvania
- Child Care Subsidies to Child Care Quality: What Role Do Family Structure and Maternal Employment Play?: Rebecca Ryan and Anna D. Johnson, Georgetown University
- Family Structure, Non-Standard Work, and Health: Christine Percheski, Northwestern University

Session 30. Workshop.
Making Headlines In the Digital Age: How Scholars Can Grab the Media Spotlight and Retain Their Dignity
- Organizer, Chair: Monique Valcour, EDHEC Business School
- Panelist: Stephanie Coontz, Council on Contemporary Families
- Panelist: Maggie Jackson, Author, Former Boston Globe Columnist
- Panelist: Morra Aarons Mele, Women Online

Session 31. Regular Session.
Nonstandard Hours of Paid Work
- Chair: Deniz Yucel, William Paterson University of New Jersey
- Does It Matter When Parents Work: The Effect Of Shift Hours on Child's Mental Development: Deniz Yucel, William Paterson University
- Relationships Between Mother’s Nonstandard Employment and Children’s Health: So-Jung Lim, University of Wisconsin, Madison
- Who Works Nonstandard Schedules and Why? Is it a Family-Friendly Option?: Minseop Kim, University of Wisconsin, Madison
- Controlling Time: Contract Professionals in External Labor Markets: Debra Osnowitz, Clark University; Kevin Henson, College of San Mateo

Session 32. Regular Session.
Flexible Benefits: Utilization and Consequences
- Chair: Lonnie Golden, Pennsylvania State University
- Benefit Availability and Benefit Usage: An Examination of Their Independent and Interactive Effects on Job Satisfaction and Work: Alysa Lambert, Indiana University Southeast; Camela Steinke, University at Albany, State University of New York; Kenneth Harris, Indiana University Southeast
- The Division of Temporary Parental Leave – A Question of Resources or Gender?: Katarina Boye, Stockholm University
- When Flexible Work Arrangements are Not Enough: The Interaction of Work Demands and Flexibility and Their Effects on Worker Outcomes: Claire Hutchinson, University of South Australia
Thursday 2-3:40 PM Continued

Session 33. Regular Session.
Gender Barriers in Science and Academia
- Chair: Sue Faerman, University at Albany, State University of New York
- Filling the Gender Gap in Academic STEM Careers: A Comparative Analysis of U.S. and EU Family-Friendly Policies: Sue Faerman and Dina Refki, University at Albany, State University of New York
- Work-Linked Academic Couples and Work-Life Balance – A Resource or a Liability?: Gail Kinman, University of Bedfordshire
- Barriers to Women in Science: Examining the Interplay Between Individual and Gendered Institutional Cultures on Women Scientists: Susan S. Case, Bonnie Ann Richley and Tony Lingham, Case Western Reserve University
- Leveling the Playing Field: An Examination of Family Friendly Policies in Academe: Heather Wyatt-Nichol, University of Baltimore
- Overcoming the Dissonance between Academic Career Expectations and Family Guilt: Roberta Spalter-Roth and Nicole Van Vooren, American Sociological Association

Thursday, 4-5:40 PM

Session 34. Featured Session.
Interdisciplinary and International Perspectives on Care Work
- Chair: Nancy Folbre, University of Massachusetts
- For Love and Money: The Care Sector: Nancy Folbre, University of Massachusetts
- Making Care Count: A Century of Gender, Race, and Paid Care Work: Mignon Duffy, University of Massachusetts
- Can Public Policies Catch up with the "Silent Revolution"? Latin America's 'Best Case' Scenarios: Juliana Martinez-Franzoni, Universidad de Costa Rica; Merike Blofield, University of Miami
- Redesigning Care Work: Carrie Leana, University of Pittsburgh

Session 35. Symposium.
The Home Care Workforce: Balancing the Interests of Home Care Workers and Care Consumers
- Organizer, Chair: Deborah Chalfie, AARP
- Panelist: Dorie Seavey, Paraprofessional Healthcare Institute
- Panelist: Cathy Ruckelshaus, National Employment Law Project
- Panelist: Barbara Young, National Domestic Workers Alliance

Session 36. Author Meets Critics.
Leslie Perlow: Sleeping with Your Smartphone
- Critic: Gary Powell, University of Connecticut
- Critic: Paula McDonald, Queensland University of Technology Business School
- Critic: Pamela Stone, Hunter College, City University of New York
- Critic: Nancy Rothbard, Wharton School, University of Pennsylvania
- Author: Leslie Perlow, Harvard Business School

Session 37. Symposium.
Interdisciplinary Research on Workplace Intervention (1)
- Chair: Ellen Kossek, Michigan State University
- Why Interdisciplinary Work-Family Research Is Needed: Lynn Casper, University of Southern California; Roz King, National Institute of Health
- Crafting Organizational Interventions to Improve Work-Family and Health: Customization Content and Process Across Contexts: Ellen Kossek, Michigan State University; Leslie Hammer, Portland State University; Erin Kelly, University of Minnesota
- Evaluation Design for a Work Family Health Intervention: Jeremy Bray and Georgia Karuntzos, RTI
Thursday 4-5:40 PM Continued

- Translating Work-Family Health Research to Industry and Management: Mary Durham, Jim Dearing and Ginger Hanson, Kaiser Permanente Center for Health Research

Session 38. Symposium. Child Care in Work and Family Research

- Organizer, Chair: Nancy Marshall, Wellesley Centers for Women
- The Impact of Quality Early Childhood Care and Education on Child Development: Designing Effective Policy and Practice: W. Steven Barnett, Rutgers University
- The Ultimate Irony of Child Care Supports for Low-Income Families: No Job, No Support, No Child Care, No Job: Marsha Weinraub, Temple University
- Child Care and Women's Employment: Jennifer Glass, University of Texas
- Child Care as a Work-Family Support: Learning from other Countries: Jane Waldfogel, Columbia University

Session 39. Regular Session. Role Boundaries and Boundary Management

- Chair, Discussant: Boris Baltes, Wayne State University
- The Role of Institutions in Work-Family Boundary Management: Peter Berg, Michigan State University; Matthew Piszczek, Michigan State University
- Blessing or Curse? Why Role Integration is a Double-Edged Sword. Miriam Rexroth, Heidelberg University; Alexandra Michel and Karlheinz Sonntag, Heidelberg University
- Navigating Boundary Dynamics: An Exploration of Boundary Development Processes: Kelly Basile, London School of Economics
- Bounding Work and Family Life: Discrepancies Between Preferred and Enacted Boundaries: Samantha K. Ammons, University of Nebraska-Omaha

Session 40. Regular Session. Work Family Engagement, Interference, and Satisfaction

- The Impact of Family Function and Family Salience on Family to Work Conflict and Life Satisfaction: Lois Shelton, California State University, Northridge; Sharon M. Danes, University of Minnesota; Ramona K. Zachary, Baruch College, City College of New York
- Work-Life Conflict and Wellbeing in UK Police Officers: The Role of Recovery Strategies: Gail Kinman, University of Bedfordshire; Almuth McDowall, University of Surrey; Mark Croompl, University of Surrey
- Home Characteristics, Nonwork-Work Interference and Wellbeing of Dual-Earner Parents: J. Alewyn Nel, Jolene Nel, and Eileen Koekemoer, North-West University
- Part-time Professional or Part-time Mother: Work-Family Balance Strategies Among Mothers in Dual-Earner Families: Sarah Mosseri, University of Virginia

Session 41. Regular Session. Earnings and Careers

- Chair: Michelle Budig, University of Massachusetts
- The Motherhood Penalty in Cross-National Perspective: The Importance of Work-Family Policies and Cultural Attitudes: Michelle Budig, Joya Misra, and Irene S. Budig, University of Massachusetts
- Work Conditions and the Fatherhood Premium: Examining the Moderating Effects of Occupational Sector and Job Tenure: Kathleen Denny, University of Maryland
- Constrained Choices, Occupational Attributes and Sex-Type Mobility in the Labor Market: Margarita Torre Fernández, Universidad Carlos III de Madrid
- Are Work Interruptions Related to Women’s Career Prospects in Germany, Sweden and the U.S.? Marie Evertsson, Swedish Institute for Social Research; Daniela Grunow, University of Amsterdam; Silke Aisenbrey, Yeshiva University
Thursday 4-5:40 PM Continued

Session 42. Regular Session.
Work Family Dynamics: Enrichment and Expansionist Theory
  • Chair: Theresa J. Brown, Georgian Court University
  • The Utility of Expansionist Theory in Predicting Work Family Conflict: Theresa J. Brown, Georgian Court University; Kenneth E. Sumner, Montclair State University
  • Exploring Moderating Influence of Community Resources and Individual Strategies on Work-Family Interface: Pavitra Mishra, Rajen K. Gupta, and Jyotsna Bhatnagar, Management Development Institute
  • Do Resources Acquired Outside of Work Enhance Employees’ Job Performance?: Christy H. Weer, Salisbury University; Jeffrey H. Greenhaus, Drexel University
  • Honey, Please Take your Work (Engagement) Home: Work Engagement, Relationship Maintenance, and Relationship Satisfaction: Elianne F. Van Steenbergen, Utrecht University; Esther S. Kluwer, Utrecht University; Benjamin R. Karney, University of California, Los Angeles

Thursday, 6-7 PM

Session 43. Plenary.
Presidential Session
  • The Work and Family Researchers Network as a Virtual Community: Judi Casey, Boston College
  • The Work and Family Researchers Network: An Organizational and Intellectual Agenda: Jerry A. Jacobs, University of Pennsylvania

Thursday, 7-9 PM

Session 44. Welcome Reception.
Hors D’oeuvres and Drinks
Friday, 8-9:40 AM

Session 45. Symposium.
Interdisciplinary Research on Workplace Intervention (2)

- The Work, Family, and Health Study: Baseline Findings on the Relationship Between Work, Family and Biomarkers of Sleep and Health: Orfeu Buxton and Lisa Berkman, Harvard University
- The Effects of the Intervention on Work Family Conflict Among IT Employees: Erin Kelly, University of Minnesota; Phyllis Moen, University of Minnesota
- The Effects of the Intervention on Work Family Conflict in Nursing Home Employees: Leslie Hammer, Portland State University; Ellen Kossek, Michigan State University
- The Effects of the Work-Family Intervention on Couple and Parent Child Relationships: Susan McHale and Kelly Davis, Pennsylvania State University

Session 46. Symposium.
Maternity, Work and Health in the Twentieth Century in Chile

- Organizer, Chair: Maria Elisa Ansoleaga, Universidad Diego Portales
- Panelist: Lidia Casas, Universidad Diego Portales
- Panelist: Lorena Godoy, Universidad Diego Portales
- Panelist: Tania Herrera, Universidad Diego Portales
- Panelist: Maria Ester Valenzuela, Universidad Diego Portales
- Panelist: Maria Soledad Zárate, Universidad Alberto Hurtado

Session 47. Symposium.
Cross-Culture Work-Family Research: Does the Dominance of Westernized Methods and Measures Occlude Cultural Realities?

- Chair: Janice Joplin, Southern Illinois University
- The Identification and Use of Etic and Emic Constructs in Cross-Cultural Work-Family Research: Janice Joplin, Southern Illinois University; Anne Marie Francesco, Hong Kong Baptist University; Theresa Lau, Hong Kong Polytechnic University
- Work-Family Measures Critique: Yu-Shan Hsu, University of Wisconsin, Milwaukee
- Family Task and Contextual Performance: Similarities and Differences Between United States and Israeli Employees: Yu-Ping Chen, University of Wisconsin, Milwaukee; Mila Lazarova, Simon Fraser University; Shoshi Chen, Tel Aviv University; Margaret Shaffer, University of Wisconsin, Milwaukee; Mina Westman, Tel Aviv University

Session 48. Regular Session.
Parenting Strategies

- Chair: Toby Parcel, North Carolina State University
- Working Parents' Struggles with Children's Home Media: Elisa Pigeron, Borough of Manhattan Community College, City University of New York
- Who Manages Where Children Go to School? The Gender, Work and Family Dynamics Surrounding School Assignment Policies in Wake County, NC: Toby Parcel, Andrew Taylor, and Joshua Hendrix, North Carolina State University
- The Well-Being of Finnish Families with Children in their Everyday Lives: Maritta Torronen, University of Helsinki, Finland

Session 49. Regular Session.
Immigrant and Minority Families

- Chair: Alison Earle, Brandeis University
- Work-family Conflict, Synergy, and Negative Spillover from Work to Family Among Latinos: Predictors and Outcomes: Nicholas Beutell, Iona College, Hagan School of Business; Joy Schneer, Rider University
Friday 8-9:40 AM Continued

- Evolving Perceptions of Work/Family/Life and the Impact of Hispanics and Millennials: George Marron, School of Management, Marist College; Donna Maria Blancero, Bentley University
- Good Jobs for Working Parents: A Closer Look at Minority and Immigrant Workers: Alison Earle, Brandeis University; Pamela Joshi, and Dolores Acevedo-Garcia, Northeastern University

Session 50. Regular Session.
Gender Policies: International Comparisons
- Chair: Jennifer Tomlinson, University of Leeds
- Chair, Discussant: Janeen Baxter, University of Queensland
- Gender and Work/Family Policy Reform in Australia: Progress and Prospects: Barbara Pocock, Sara Charlesworth, and Natalie Skinner, Centre for Work+Life, University of South Australia
- Is Leisure Working? The State and the Gendered Regulation of Work-Life Balance in Canada: Sandra Ignagni, York University
- The Analysis of Frame-Reflective Discourse on Work-Life Balance Policies in South Korea: Ji Sung Kim and Sue Faerman, University at Albany, State University of New York

Session 51. Regular Session.
Motherhood in the Workplace
- Chair: Krista Lynn Minnotte, University of North Dakota
- Perceiving and Responding to Maternal Workplace Discrimination: Jocelyn Elise Crowley, Rutgers University
- Social Stratification and Access to Workplace Social Supports: Do Race, Gender, Income, and Education Matter?: Krista Lynn Minnotte, University of North Dakota
- Mothers - The New Hidden Reserve? Germany and the U.S., a Comparison: Daniela Grunow, University of Amsterdam; Silke Aisenbrey, Yeshiva University

Session 52. Roundtable.
Roundtable 1. Vulnerable Populations
- Chair: Ria Smit, University of Johannesburg
- New World, Old Frontiers: The Complex World of Child Protection Workforce Challenges in Remote Australia in the 21st Century: Maree Collins, Australian National University; Daniela Stehlik, Charles Darwin University; Rosslyn Aitchison, Griffith University
- Balancing Work-Family from an Aboriginal Perspective: Mark Julien, Brock University; Karen Somerville, Hamline University
- Forced Migration, Precarious Work and Family Wellbeing: The Perceptions and Experiences of Refugees in South Africa: Ria Smit, University of Johannesburg
Friday 8-9:40 AM Continued

Session 52. Roundtable.  
Roundtable 2. International Perspectives: Italy  
- Chair: Tindara Addabbo, University of Modena and Reggio Emilia  
  - Care and the Capability of Living a Healthy Life in a Gender Perspective: Tindara Addabbo, University of Modena and Reggio Emilia  
  - Towards a Dual-Earner Family Model? Italy and Spain in Comparison: Teresa Jurado-Guerrero, UNED; Manuela Naldini, University of Turin

Session 52. Roundtable.  
Roundtable 3. Family Friendly Policies in Academia  
- Chair: Sara-Jane Finley, University of Toronto  
  - ‘They Were Crucial’: The Role of University Family-Friendly Policies in Professors’ Work/Family Management: Catherine Solomon, Quinnipiac University  
  - Implementing Family Friendly Policies in the University Context: A Qualitative Study of Faculty Members Who Took a Maternity/Parental Leave and Delayed Tenure at One Canadian University: Mia Quint-Rapoport, Sara-Jane Finley, and Edith Hillan, University of Toronto  
  - The Effect of Work and Family Conflict on Ghanaian Female Lecturers Career Development and Quality of Work Life: Abigail Opoku Mensah, University of Cape Coast  
  - The Mediating Role of Self-Discrepancy in Predicting Work-Family Conflict Outcomes: Why Being Untrue to Yourself Doesn’t Pay: Patricia Dahm, Colleen Manchester, and Theresa Glomb, University of Minnesota

Session 52. Roundtable.  
Roundtable 4. Elder Care  
- Chair: Kerstin Aumann, Families and Work Institute  
  - Parent Care and the Work-Role Conflict: The Impact of Caregiver Burden on Adult Daughters and Sons: Meghan Amato, City College of New York  
  - The Elder Care Study: Everyday Realities and Wishes for Change: Kerstin Aumann, Ellen Galinsky, and Kelly Sakai, Families and Work Institute  
  - Elder Care Work and Sociological Ambivalence in Japan: Kristen Schultz Lee, State University of New York  
  - Aging and the Care Crisis: Francesca Degiuli, City College of New York, Staten Island

Session 52. Roundtable.  
Roundtable 5. Workplace Strategies  
- Co-Chair: Lucy English, Bright Horizons Family Solutions;  
- Co-Chair: Dan Henry, Bright Horizons Family Solutions  
  - Linking the Lattice To Advancement: Joanne Cleaver, Wilson-Taylor Associates  
  - The Customized Well-Being Index: Developing an Understanding of Your Employee Population and Tracking Change Over Time: Lucy English, Bright Horizons  
    - Antecedents and Organizational Consequences of Family Supportive Supervisor Behavior: An Empirical Investigation: Caroline Straub, Grenoble Ecole de Management; Barbara Beham, Humbolt University  
  - Work/Family Reconciliation: Corporate Management, Family Policies, and Gender Equality in the Finnish Context: Charlotte Niemisto, Hanken School of Economics  
  - Is Work-Life Balance Training Effective? An Evaluation of a Self-Learning Kit for Employees: Isabelle Létourneau, CGSST de l'Université Laval; Lise Chrétien and Marie-Ève Lécine, CGSST de l'Université Laval
Friday 8-9:40 AM Continued

Session 52. Roundtable.
Roundtable 6: Work and Family from Mothers’ Perspective
- Chair: Tovah Klein, Barnard Center for Toddler Development
- Mothers’ Reflections on Work and Family: Compromises, Losses and Tradeoffs: Tovah Klein, Maria Evans, and Meredith Leeman, Barnard Center for Toddler Development
- The Case of Three Working Mothers: Tomika Greer, University of Houston
- Lost Souls and Unhurried Professionals: Identity, Job Design and the Fragile Process of Transition from Full-Time to Part-Time Working: Charlotte Gascoigne, Cranfield University
- Toward a Mother-Friendly Workplace: Stigma and Work/Life Program Effectiveness: Elise Jones, Connecticut College; Joan Chrisler, Connecticut College

Session 52. Roundtable.
Roundtable 7: The Formation of Career Goals and Plans
- Chair: Rachel Lucas-Thompson, Macalester College
- The Importance of Gender Ideology for College Students’ Current Gendered Behavior and Expected Work-Family Roles: Rachel Lucas-Thompson, Macalester College; Wendy Goldberg, University of California, Irvine
- Opting In: Adolescent Girls’ Work and Family Plans: Jessica Hardie, Pennsylvania State University; Sarah Hayford, Arizona State University
- What College Students Value and Prefer in Their Future Jobs: Variations by Gender and Acculturation Status: Erin Kelly and Weilin Li, University of California, Irvine; Rachel Lucas-Thompson, Macalester College; Wendy Goldberg, University of California, Irvine
- Entitled to a ‘Life’? New Labour Market Entrants’ Sense of Entitlement to Work-Life Balance Support: Uracha Chatrakul Na Ayudhya, Ian Roper and Suzan Lewis, Middlesex University Business School
- The Career Ladder and the Baby Cradle: College Seniors, Gender, and Work-Family Issues: Betsie Garner, University of Pennsylvania

Friday, 9-9:40 AM

Session 53. Committee Meeting.
International Committee
- Convener: Boris Baltes, Wayne State University

Friday, 10-11:40 AM

Session 54. Plenary Session.
International Comparisons
- Chair: Jerry A. Jacobs, University of Pennsylvania
- Gender, Employment, and Work-Family Policy: Lessons from Europe: Janet Gornick, Graduate Center, City University of New York; Ariane Hegewisch, Institute for Women’s Policy Research
- Global Leaders, Laggards, and Lessons: Jody Heymann, McGill University

Friday Noon-1:40 PM

Session 55. Workshop.
Idea Incubators (Pre-registration required.)
Friday Noon-1:40 PM Continued

Session 56. Symposium.
Reflections on Institutional Change Emanating from Two Decades of Professional Part-Time and Reduced-Load Work in Organizations

- Organizer, Chair: Mary Dean Lee, McGill University
- Discussant: Shelley MacDermid Wadsworth, Purdue University
- Panelist: Lotte Bailyn, Massachusetts Institute of Technology
- Panelist: Douglas T. Hall, Boston University
- Panelist: Ellen Kossek, Michigan State University
- Panelist: E. Jeffrey Hill, Brigham Young University
- Panelist: Anne Weisberg, BlackRock
- Panelist: Norma Tombari, Royal Bank of Canada
- Panelist: Maryella Gockel, Ernst and Young

Session 57. Symposium.
New Research Approaches for Greater Impact: Responses to a Recent Work-Family Focal Article and Commentaries

- Chair: Teresa Rothausen, University of St. Thomas
- Discussant: Monique Valcour, EDHEC Business School
- Closing the Work-Family Research Practice Cross-Disciplinary Gap: Boris Baltes, Wayne State University
- Having a Greater Impact: Christopher Cunningham, University of Tennessee, Chattanooga
- What if Work and Family Research Actually Considered Workers and Their Families: Mark Agars and Kimberly French, California State University, San Bernadino
- Overarching but Under-Identified Issues: Teresa Rothausen, University of St. Thomas
- Work-Family Research: A Broader View of Impact: Ryan Johnson, University of South Florida
- Creating a High-Impact Work-Family Research Agenda: Kerstin Aumann, Families and Work Institute; Ellen Galinsky, Families and Work Institute
- Applying Industrial-Organizational Psychology to Help Organizations and Individuals Balance Work and Family: Debra Major and Valere Morganson, Old Dominion University
- Work-Nonwork Research: Moving Toward a Scientist-Practitioner Collaboration: Jacqueline Deuling, Roosevelt University
- Work-Family Research Has a Public Relations Problem: Moving Organizational Nicety to Necessity: Ann Hergatt Huffman, Northern Arizona University; Adriane Sanders, University of Memphis; Satoris Culbertson, Kansas State University
- Work-Family Conflict is a Social Issue, Not a Women’s Issue: Colleen Manchester, University of Minnesota

Session 58. Symposium.
The Complexity of the Child Care Problem in a Context of Constraint: Qualitative Insights from Child Care Research on Low-Income Families

- Organizer, Chair: Julia Henly, University of Chicago
- Discussant: Laura Lein, University of Michigan
- The Child Care Problem in the Welfare Reform Era: Access or Trust?: Judith Levine, Temple University
- Parental Child Care Decision-Making In Economically Disadvantaged Contexts: Diverse Pathways Into Care: Julia Henly, Alejanda Ros, and Sara Rolen, University of Chicago
- Understanding Changes in Subsidized Child Care Arrangements in the Context of Low-Wage Work During the Great Recession: Ellen Scott, University of Oregon
Friday Noon-1:40 PM Continued

- The Role of Social Networks and Home Language in Immigrant and ELL Parents’ Child Care Choices: Ajay Chaudry and Heather Sandstrom, Urban Institute

Session 59. Symposium. Women, Work and Life in the STEM Fields

- Organizer, Chair: Alyssa Westring, DePaul University
- Culture and Conflict: Exploring the Protective Effects of a Supportive Work Culture on Women’s Experiences in Academic Medicine: Alyssa Westring, DePaul University; Mary Sammel, Rebecca Speck, Patricia Scott, Lucy Tuton, Jeane Ann Grisso, and Stephanie Abbuhl, University of Pennsylvania School of Medicine
- Retention of Women in the STEM Labor Force: A Comparison of STEM and Non-STEM Occupation Trajectories: Jennifer Glass, University of Texas, Austin; and Yael Levitte, Sharon Sasser, and Kathy Michelmore, Cornell University
- The Impact of Work and Family Balance on Success and Satisfaction in Academic Medicine: The Longitudinal National Survey: Phyllis Carr, Christine Gunn, Anita Raj, Samantha Kaplan, and Karen Freund, Boston University Medical Campus
- The Consequences of Career Choice: Family and Income Disparities Among Women in Science and the Other Elite Professions: Anne McDaniel, Columbia University; Claudia Buchmann, Ohio State University
- Women and Inclusion in Academic Medicine: Joan Reede and Emorcia Hill, Harvard Medical School
- Family-Flexible Career Policies as a Strategic Tool to Enhance Academic Careers for Women in Biomedical Sciences: Amparo Villablanca, Lydia P. Howell, Laura Beckett, and Jasmine Nettiksimmons, University of California, Davis

Session 60. Regular Session. Low Wage Workers

- Chair/Discussant: Krista Lynn Minnotte, University of North Dakota
- Social Network Development in Low Income Neighborhoods: Amanda Freeman, Boston College; Lisa Dodson, Boston College
- Low-Income Women’s Employment Experiences and Their Health, Financial, and Family Well-Being: Rebekah Coley, Boston College; Caitlin Lombardi, Boston College
- Beyond the Duality of Work and Family: The Case of Low Wage Workers: Brandy Farrar, Kendra Jason, Peter Stein, and Jennifer Craft Morgan, University of North Carolina Institute on Aging


- Chair, Discussant: Stephen Sweet, Ithaca College
- ‘At Your Service’: An Analysis of Temporary Work Agency Employment at the ‘Top End’: Angela Knox, University of Sydney
- Type of Self-Employment and Work-life Balance in Europe: Anne Annink, Erasmus University, Rotterdam; Laura den Dulk, Erasmus University, Rotterdam
- Self-employment and Family Life: Negotiating Work-Life Balance When You’re “Always On”: Margo Hilbrecht, University of Guelph; Donna Lero, University of Guelph
- "Left on Their Own" No More? Coaching Services, Work-Family Balance and Emotion Work: Susan Hinze, Case Western Reserve University
Friday Noon-1:40 PM Continued

Session 62. Regular Session.
Legal Dimensions of Work and Family
• Chair: Marcy Karin, Arizona State University
• Learning From Experience: When is it an Undue Hardship for an Employer to Provide Break Time For Nursing Mothers?: Marcy Karin, Arizona State University; Robin Runge, University of North Dakota
• Child Welfare and Work-Family Reconciliation: Pitfalls and Potential: Grace James, University of Reading
• Building a Social Identity for Working Carers: Nicole Busby, University of Stirling
• Embracing Caregiving and Respecting Choice: An Essay on the Debate over Changing Gender Norms: Nicole Porter, University of Toledo College of Law
• Career Flexibility: The Third Prong of Workplace Flexibility: Alexa P. Freeman, Georgetown University Law Center

Session 63. Symposium.
Physical and Mental Health
• Discussant: Maureen Perry-Jenkins, University of Massachusetts, Amherst
• Trends in Early Childhood Obesity: Bidisha Mandal, Washington State University
• Polychronicity and the Work-Family Interface: Is Multi-tasking Beneficial?: Karen Korabik and Tricia VanRhiijn, University of Guelph; Roya Ayman, Illinois Institute of Technology, Donna Lero, University of Guelph
• Work-Family Spillover and Psychological Distress in Women: A Person-Centered Approach: Christina Marini, Adelphi University; Katherine Fiori, Adelphi University

Session 64. Committee Meeting.
Outreach Committee
• Convener: Jennifer Swanberg, University of Kentucky

Session 65. Committee Meeting.
Repository Committee
• Convener: Lori Muse, California State University, Fullerton

Friday, 2-3:40 PM

Session 66. Featured Session.
Trends and Diversity in American Families
• Chair: Jerry A. Jacobs, University of Pennsylvania
• How Americans Think and Feel About Families: Brian Powell, Indiana University
• Changing American Families: Judith Treas, University of California, Irvine

Session 67. Symposium.
Multi-Level Comparative Work-Life Research
• Co-Chair: Ariane Ollier-Malaterre, Rouen Business School
• Co-Chair: Laura den Dulk, Erasmus University, Rotterdam
• Workplace Support for Work-Life Integration in Europe: Institutional and Economic Determinants in Public and Private Sector Organizations: Laura den Dulk and Sandra Groeneveld, Erasmus University, Rotterdam; Ariane Ollier-Malaterre, Rouen Business School; Monique Valcour, EDHEC Business School
• Cross Cultural Variance in the Adoption of Flexible Work Arrangements: Anne Bardoel, Monash University; Pascal Peters, Radboud University; Erik Poutsma, Radboud University
• Cultural Values and Workplace Perspectives on Work-Life Balance: A Cross-National Examination: Karen Lyness, Baruch College; Michael Judiesch, Manhattan College
Friday 2-3:40 PM Continued

• Work-Life Responsiveness and Leader Support: A Multi-Level Comparative Investigation from Spain, Middle East and Denmark: Margarita Mayo, IE Business School; Shainaz Fiftiray, Rouen Business School; Maria Kakarika, Euromed School of Management
• The Effects of Work Commitment and Marital Status on Help to Parents: A Cross-National Perspective: Natasha Sarkisian, Boston College; Marcie Pitt-Catsouphes, Boston College

Session 68. Author Meets Critics.
Sarah Damaske: For the Family?
• Critic: Melissa Milkie, University of Maryland
• Critic: Demie Kurz, University of Pennsylvania
• Critic: Sarah Winslow, Clemson University
• Author: Sarah Damaske, Pennsylvania State University

Session 69. Symposium.
Making Research Useful for Public Policy
• Moderator: Heidi Hartmann, Institute for Women’s Policy Research
• Discussant: Ellen Bravo, Family Values@Work
• Panelist: Supriya Kumar, University of Pittsburgh
• Panelist: Linda Houser, Rutgers University; Vicki Shabo, National Partnership for Women and Families
• Panelist: Randy Albelda, University of Massachusetts
• Panelist: Jeffrey Hayes, Institute for Women’s Policy Research

Session 70. Regular Session.
Women in Medicine
• Discussant: Ann Boulis, University of Pennsylvania
• The Gender Wage Gap in High Prestigious Occupations: A Case Study of Medical Doctors: Charlotta Magnusson, Swedish Institute for Social Research, Stockholm University
• The Negative Effect of the “Physician In Chief System” On Work-And-Life Balances of Japanese Female Doctors: Mayumi Nakamura, University of Toyama
• If I Can’t Change the System, How Can I Save Myself? Experiments Designed by Women in Academic Medicine to Improve Performance in All Parts of Their Lives: Stewart Friedman, University of Pennsylvania
• Are Healthcare Organisations Healthy? Quality of Work and Private Life in Northern and Southern Europe: Margareta Back-Wiklund, University of Gotheborg; Maria das Dores Guerreiro, CIES, ISCTE-Instituto Universitário de Lisboa; Stefan Szucs, University of Gotheborg

Session 71. Symposium.
Legal Perspectives on Gender Norms, Men, and Work-Family Conflict
• Organizer, Chair: Stephanie Bornstein, University of California, Hastings College of the Law
• The Law of Gender Stereotyping and Work-Family Conflict for Men: Stephanie Bornstein, University of California, Hastings College of the Law
• ‘Trophy Husbands’ & ‘Opt-Out’ Moms: Beth Burkstrand-Reid, University of Nebraska College of Law
• Fathers at Home, Men at Work: The Function of Masculine Norms in Caregiving Discrimination Cases: Keith Cunningham-Parmeter, Willamette University College of Law

Session 72. Symposium.
Operationalizing "Health" in Work, Family and Health Research
• Organizer, Chair: Joseph Grzywacz, Wake Forest Baptists Medical Center
• Clinical Assessments in Work and Family Research: Joseph Grzywacz, Wake Forest Baptists Medical Center
Friday 2-3:40 PM Continued

- **Blood in Work and Family Research**: Teresa Seeman, University of California, Los Angeles
- **Saliva in Work and Family Research**: David Almeida, Pennsylvania State University
- **Equipment/Devices in Work and Family Research**: Orfeu Buxton, Harvard University

**Session 73. Regular Session.**

**Occupation-Specific Studies**

- **Chair**: Diane-Gabrielle Tremblay, University of Québec
- **Organizational Support To Work-Family Balance: A Gender Analysis In Three Demanding Occupational Groups**: Diane-Gabrielle Tremblay, University of Québec
- **An Integrated Approach to Understanding Work-Life Balance in the Police**: Almuth McDowall, University of Surrey; Gail Kinman, University of Bedfordshire; Mark Cropsley, University of Surrey
- **Task Requirements Uncertainty and Nurse’s Work Sensemaking: A Comparison Between European and U.S.**: Christine Mahoney, Cleveland State University; Laurent Dehouk, ENS Cachan; Madeleine Estryn-Behar, Department of Occupational Health, Hôtel Dieu; Caroline Ruiller, University Rennes ; Beatrice I.J.M. van der Heijden, University of Twente
- **Professional Status and the Work-Family Interface in Five Western European Countries**: Barbara Beham, Humboldt-Universität zu Berlin; Sonja Drobnič, University of Hamburg; Patrick Pråg, Rijksuniversiteit Groningen

**Session 74. Debate.**

**Debate Over Terminology: Work/Family versus Work/Life**

- The Case for “Work and Family”: Shelley MacDermid Wadsworth, Purdue University
- The Case for “Work Life”: Barbara Pocock, Centre for Work+Life, University of South Australia

**Session 75. Roundtable.**

**Roundtable 1: Same Sex Partners and Their Families**

- **Chair**: Deborah Widiss, Indiana University, Maurer School of Law
- **Mothers Negotiating Work-Family Conflict: Similarities and Differences for Women in Same and Opposite Sex Partnerships**: Karen Horning, MiraCosta College
- **“You Try to be Superman and You Don't Have to Be”**: Gay Adoptive Dads' Challenges With Work/Family Balance: April Moyer, Hannah Richardson, and Abbie Goldberg, Clark University
- **Disaggregating Sex, Gender, and the Law of Marriage: Using the Variable Legal Rights of Same-Sex Couples as a Natural Experiment**: Deborah Widiss, Indiana University, Maurer School of Law

**Session 75. Roundtable.**

**Roundtable 2: Management, Organizational Support and Gender**

- **Chair**: Shaun Pichler, California State University, Fullerton
- **Necessary Sacrifices? The Interconnectivity of Managerial Perspectives of Work-Life Balance and Workplace Supports**: Gwen Daverth, Manchester Business School; Eileen Drew, Trinity College, Dublin
- **A Leadership Approach to the Theoretical Antecedents of Managers’ Work-Life Supportive Behaviors**: Sue Epstein, Empire State College, State University of New York; Janet Marler and Thomas Taber, University at Albany, State University of New York
- **Managerial Interpersonal Skills and Work and Family Outcomes**: Shaun Pichler, California State University, Fullerton; Lori Muse and Gerard Beenen, California State University, Fullerton
Session 75. Roundtable.
Roundtable 3: International Perspectives: India
- Chair: Bhavani Arabandi, Ithaca College
- Family Solidarity on the Market in India, from Ways of Ageing to the Meaning of Death: Impact of the Experiences of Transnational Families and Aging Parents Living in Chennai on the Organization and Shaping of Intergenerational Solidarity: Mathilde Plard, ESO-CNRS
- Love in the Time of Liberalization: Gender, Power, and Marriage Among White-Collar Workers in India: Bhavani Arabandi, Ithaca College
- Job Stress, Quality of Work Life, Support Systems and Work-Life Imbalance of Business Process Outsourcing Employees: John Samuel Gunavathy, Madras School of Social Work, India
- The Concept of Health and Well Being for Indian Working Women in the Contemporary Scenario: Mala Bhandari, IGNOU

Session 75. Roundtable.
Roundtable 4. Special Needs and Family Strategies
- Chair: Lisa Morris, University of Southern Maine
- The Relationship Between Work and Stress Among Parents of Children with Special Needs: Lisa Morris, University of Southern Maine
- Work and Caregiving in Families with Children with Special Health Care Needs: Shirley Porterfield, University of Missouri, St. Louis; LeaAnne DeRigne, Florida Atlantic University
- Disability Matters: Exploring Factors Contributing to Family and Life Satisfaction for Employees with Exceptional Care Responsibilities: Lisa Stewart, California State University, Monterey Bay

Session 75. Roundtable.
Roundtable 5: Families and the Economic Recession
- Discussant: Amy Lucas, University of North Carolina, Chapel Hill
- Chair: Jessica Halliday Hardie, Pennsylvania State University
- Chair: Marci Ybarra, University of Chicago
- Panelist: Philip Cohen, University of Maryland, College Park
- Panelist: Daphne Hernandez, Pennsylvania State University
- Panelist: Pamela Morris, New York University
- Panelist: Patrick Wightman, University of Michigan

Session 75. Roundtable.
Roundtable 6: Can Qualitative Research Help Fill Gaps in the Current Work-Life Literature?
- Chair: Elizabeth M. Poposki, Indiana University-Purdue University, Indianapolis
- Panelist: Ellen Ernst Kossek, Michigan State University
- Panelist: Pamela Lirio, EDHEC Business School
- Panelist: Deirdre Anderson, Cranfield School of Management

Session 76. Poster Session.
Work-Place Focused Posters
- Gender Differences in the Relationship between Organizational Support Factors and Work-Family Outcomes: Malissa Clark, Auburn University; Cort Rudolph, Florida International University; Ludmila Zhdanova, Carleton University; Boris Baltes, Wayne State University
- Clusters of Workers: Work-Life Processes, Role Identification, and Satisfaction: Matthew Grawitch, Saint Louis University; Larissa Barber, Northern Illinois University; Patrick Maloney, Saint Louis University
Friday 2-3:40 PM Continued

- **Differences Between Male and Female Staff in Services for People with Disabilities - A SEM with Work-Life Conflict, Social Support and Emotional Exhaustion**: Elke Driller, Holger Pfaff, and Anika Nitzsche, IMVR, University of Cologne
- **Investigating Telework’s Intervening Effects: What are the Mechanisms Through Which Telework Operates?**: Timothy Golden, Lally School of Management and Technology, Rensselaer Polytechnic Institute
- **Attraction to Flexible Work Arrangements: The Role of Work-Life Boundaries**: Rebecca Thompson, Texas A&M University; Stephanie Payne, Texas A&M University
- “I’ll finish this at home”: How Boundary Flexibility and Permeability Influence Work-family Outcomes: Julia Howell, Marianna Horn and Malissa Clark, Auburn University
- **Does Isolation Matter if Everyone is Isolated? The Role of Isolation in an Entirely Remote Company**: Meridith Selden, Wilkes University
- **Child Care Policy, Ideology, and Family Child Care and Paid Work Decisions**: Laurel Sakaluk-Moody, Rhonda Breitkreuz, Kaysi Kushner, and Nicole Pitre, University of Alberta
- **Expanding Work-Life Perspectives: Perceptions of Work and Family Among Future Leaders in Asia**: Laura Sabattini and Jennifer Kohler, Catalyst
- **Work and Family Conditions as Predictors of Work-Family Spillover Among Hotel Managers**: Katie Lawson, Kelly Davis, Ann Crouter, and John W. O’Neill, Pennsylvania State University
- **Institutional and Interpersonal Workplace Discrimination as Predictors of Work-Family Conflict Among Racioethnic Minorities**: Benjamin Liberman, Columbia University

Friday, 4-5:40 PM

**Session 77. Featured Session.**
**Paid Leave Policies in Australia, UK and California**
- **Chair**: Ruth Milkman, Graduate Center, City University of New York
- **Class Matters: Learning from California’s Experience with Paid Family Leave**: Ruth Milkman, Graduate Center, City University of New York
- **Did California’s Paid Family Leave Law Affect Mothers’ Time Spent on Work and Childcare?**: Julia Goodman, University of California, Berkeley
- **The Introduction of Paid Parental Leave in Australia: Gender Equity and Work-Family Policy**: Mara Yerkes, Institute for Social Science Research, University of Queensland; Janeen Baxter and Bill Martin, University of Queensland
- **Employer Response to the New Paid Parental Leave Scheme in Australia: A Catalyst for New Employer Policies?**: Marian Baird, and Alexandra Heron, University of Sydney Business School; Mara Yerkes, University of Queensland

**Session 78. Author Meets Critics.**
**Kathleen Gerson. The Unfinished Revolution**
- **Critic**: Sharon Sassler, Cornell University
- **Critic**: Margaret Nelson, Middlebury College
- **Critic**: Ariane Ollier-Malaterre, Rouen Business School
- **Critic**: Dan Clawson, University of Massachusetts
- **Author**: Kathleen Gerson, New York University

**Session 79. Symposium.**
**Work and Family Research in the Context of Academic Science and Engineering: NSF ADVANCE Institutional Transformation Programs**
- **Organizer, Chair**: Sharon Bird, Iowa State University
Friday 4-5:40 PM Continued

- **Organizational Change in the Academy: Multi-Level Efforts for Creating Work Contexts that Support Faculty Members’ Family Lives**: Sharon Bird, Iowa State University
- **Work-Family Conflict Among Women and Men in Academic Science**: Mary Frank Fox, Georgia Institute of Technology
- **Career Trajectories in Academia: ADVANCEing Women’s Promotion Prospects**: Patricia Roos, Rutgers University
- **Culture and Context in the Academy: The Department’s Role in Shaping Faculty Work and Family**: Amy Wharton, Washington State University

**Session 80. Symposium. Work and Family Issues Confronting Low Wage Workers**
- **Organizer, Chair**: Naomi Gerstel, University of Massachusetts
- **Parents’ Low Wage Work and Children’s Development: A Longitudinal Exploration**: Maureen Perry-Jenkins, University of Massachusetts
- **Linking Youth Status with Parents’ Work**: Lisa Dodson, Boston College
- **Low Wage Work and Extended Kinship: A Strategy for Survival**: Naomi Gerstel, University of Massachusetts
- **Work Schedules in Hourly Retail Jobs: How Scarce and Fluctuating Hours Matter for Worker Retention, Engagement, and Well-Being**: Susan Lambert, University of Chicago

**Session 81. Regular Session. Working Remotely**
- **Chair**: Eric Tranby, University of Delaware
- **Changing Workplaces, Changing Work Behaviors: Does a Workplace Initiative Change When and Where People Work?**: Eric Tranby, University of Delaware; Erin Kelly and Phyllis Moen, University of Minnesota
- **Workplace Flexibility Within Selected Industrial Sectors, Organizational Sizes, and Employee Populations**: Kenneth Matos and Ellen Galinsky, Families and Work Institute
- **Implementing Flexible Working: Examining the Wider Organisational Context**: Clare Kelliher, Cranfield University; Deirdre Anderson, Cranfield University

**Session 82. Symposium. Why Men Don’t Talk about Work-Life: Findings from Three Studies and Workplace Solutions**
- **Organizer, Chair**: Peter Linkow, WFD Consulting
- **Panelist**: Ellen Galinsky, Families and Work Institute
- **Panelist**: Brad Harrington, Boston College Center for Work & Family

**Session 83. Regular Session. Childcare Subsidies**
- **Chair**: Yoonsook Ha, Boston University
- **Who Gains the Most Benefit From Child Care Subsidies?**: Yoonsook Ha, Boston University
- **Parental Perceptions of Child Care Subsidies and Differences by Subsidy Receipt Status**: Amber Moodie-Dyer, Ohio State University; Colleen Galambos, University of Missouri
- **The Association Between Maternal Work Quality and Child Care Subsidy Use in a Rural Sample**: Allison De Marco, University of North Carolina, Chapel Hill
- **Employer-Supported Child Care: Who Participates, and Who Benefits?**: Lena Hipp, Social Science Research Center, Berlin; Mildred Warner, Cornell University; Taryn Morrissey, American University
Friday 4-5:40 PM Continued

Session 84. Regular Session.
Cohabitation

- Chair: Sara Raley, McDaniel College
- **Shacking Up and Settling Down: Reassessing Work in Cohabitation and Marriage:** Arielle Kuperberg, University of North Carolina, Greensboro
- **Time that Matters: Cohabiting and Married Individuals’ Investment in Family Relationships:** Sara Raley, McDaniel College; Suzanne Bianchi and Yelizavetta Kofman, University of California, Los Angeles
- **Disagreements Among Cohabiting and Married Couples in 23 European Countries:** Belinda Hewitt, University of Queensland; Tanja van der Lippe, Utrecht University
- **Can Couples Survive When the Mother is the Main or an Equal Earner? Relationship Dissolution in Married and Cohabiting First Time Parents:** Shireen Kanji, University of Basel; Pia Schober, University of Cambridge

Session 85. New Book Reception. 4-5 PM

Session 86. Committee Meeting.
Membership Committee
- Convener: Sarah Winslow, Clemson University

Session 87. Committee Meeting.
Communications Committee
- Convener: Marcy Karin, Arizona State University

Friday, 6-7 PM

Session 88. Plenary Session.
Awards Ceremony and Keynote Addresses
- Chair: Jerry A. Jacobs, University of Pennsylvania
- Rosabeth Moss Kanter Award Presentation: Shelley MacDermid Wadsworth, Purdue University; Brad Harrington, Boston College Center for Work & Family
- The Work and Family Public Policy Agenda in the U.S: Heather Boushey, Center for American Progress
- Work and Family in the Context of a Feminist Policy Agenda: Heidi Hartmann, Institute for Women’s Policy Research

Friday, 7-9 PM

Session 89. Sponsored Reception. Hors D’oeuvres and Drinks
Session 90. Symposium.
Work-Family Policies in Academia: Causes for Concern and Pathways to Change
• Organizer, Chair: Ana Villalobos, Brandeis University
• Organizer: Medora Barnes, John Carroll University
• Panelist: Joan Williams, University of California, Hastings College of the Law
• Panelist: Kate Quinn, Educational Policy Institute

Session 91. Symposium.
The Effects of Deployment and Reintegration on Military Families
• Chair: Leslie Hammer, Portland State University
• NG/RC Reintegration into the Civilian Workforce: Effects on Veterans and their Families: Leslie Hammer, Portland State University; Gil Brady, Portland State University
• Transitions to Re-employment for Wounded Veterans and their Families: Shelley MacDermid Wadsworth, Purdue University
• The Effects of Family-Supportive Work Environments on Soldiers’ Depression and Anxiety During Reintegration: Heather Odle-Dusseau, Gettysburg University; Thomas Britt, Clemson University; Hailey Herleman, Kenexa; DeWayne Moore, Clemson University; Carl Castro, Charles Hoge, and Dennis McGurk, Walter Reed Army Institute of Research

Session 92. Symposium.
• Organizer, Chair: Donna Lero, University of Guelph
• Improving Work-Life Integration for Families of Children and Youth with Mental Health Disorders: Julie M. Rosenzweig and Eileen M. Brennan, Portland State University
• Factors Predicting Difficulty Combining Work and Family Responsibilities for Mothers Raising Children with ADHD: Eileen M. Brennan and Judy Kendall, Portland State University; Gail M. Houck, Oregon Health & Science University; Michael C. Leo, Center for Health Research Northwest; Claudia Sellmaier, Portland State University
• Moving Mountains and Moving On: Innovative Programs to Support Employees with Children with Special Needs: Donna Lero, University of Guelph; Jamie Kass, Canadian Union of Postal Workers

Session 93. Symposium.
Father Involvement with Children
• Organizer, Chair: Laura Sosinsky, Fordham University
• Discussant: Rebecca Glauber, University of New Hampshire
• Panelist: Margaret L. Usdansky, Syracuse University
• Panelist: Anna Colaner, University of Illinois, Chicago
• Panelist: Rachel A. Gordon, University of Illinois, Chicago
• Panelist: Se-Kang Kim, Fordham University
• Panelist: Matthew Weinshenker, Fordham University

Session 94. Symposium.
Work Styles and Work-life Balance in Japan
• Organizer, Chair: Hiroki Sato, University of Tokyo
• Overview of Work Styles and the Research and Workplace-Based Intervention Project in Japan: Hiroki Sato, University of Tokyo
• The Impact of Government Initiatives in Promoting Work-Life Balance: Yukiko Asai, University of California Berkeley; Hiroki Sato, University of Tokyo
• Current Situation and Challenges for Promotion of Work-Life Balance Policies in Japanese Companies: Matsubara Mitsuyo, University of Tokyo; Emiko Takeishi, Hosei University
Saturday 8-9:40 AM Continued


Session 95. Regular Session.
Work and Family in Hospitality, Service and Retail Work
- **Chair:** David Almedia, Pennsylvania State University
- **The Influence of Overtime, Work-Home Arrangements and Organizational Culture on Negative Work-Home Interference Among Highly Educated Employees Inside and Outside the Hospitality Industry:** Robert Blomme, Nyenrode Business Universiteit; Jenny Sok and Debbie Tromp, Hotelschool The Hague
- **Organizational and Individual Effects of Work-Family Spillover on Hotel Managers’ Work Exhaustion and Satisfaction:** David Almeida, Soomi Lee, and Claudia Neuendorf, Pennsylvania State University
- **Service Employees’ Work-Family Conflict, Job Attitudes and Customer Satisfaction:** Xinyuan Zhao, Business School, Sun Yat-Sen University; Anna Mattila, Pennsylvania State University
- **Work-Family Balance – The Influence of Field Dynamics on Worker Experience Among Employees in Fashion Retail:** Allyson Stokes, McMaster University

Session 96. Regular Session.
Work and Family Issues Across the Lifespan
- **Chair:** Daniela Grunow, University of Amsterdam
- **Torn Between Structure and Culture: Gender, Work and Family Across the Lifecourse:** Daniela Grunow, University of Amsterdam; Silke Aisenbrey, Yeshiva University
- **Developmental Paths of Work–Family Conflict in Midlife:** Johanna Rantanen, University of Jyvaskyla; Ulla Kinnunen, University of Tampere; Lea Pulkkinen, University of Jyvaskyla
- **Your Money or Your Life? Pay Satisfaction and Work-Family Conflict Across Time:** Devasheesh Bhave, Concordia University; Amit Kramer, University of Illinois at Urbana, Champaign

Session 97. Workshop.
Researcher 2.0: How to Use Blogging and Social Media to Increase Your Impact, Nourish Your Scholarship, and Become a Thought Leader
- **Chair:** Judi Casey, Boston College
- **Why Intellectuals Should Blog (and How):** Nanette Fondas, MomsRising.org and author of The Custom-Fit Workplace
- **Building a Platform as a Thought Leader: 6 Steps, 3 Tools, and 1 Transformation:** CV Harquail, Authentic Organizations

Session 98. Regular Session.
Unemployment and the Great Recession
- **Organizer, Chair:** Susan Lambert, University of Chicago
- **Does Redundancy Impact Differently on Men and Women’s Future Career Prospects?:** Sarah Johnston and Yvonne Ellis, University of Gloucestershire
- **Share the Pains, Share the Gains? A Multi-Level Analysis of Job Security during a Merger:** Jack Lam, Kimberly Fox, Wen Fan, Phyllis Moen, and Erin Kelly, University of Minnesota; Leslie Hammer, Portland State University; Ellen Kossek, Michigan State University
- **The Effects of the Great Recession on the Employment and Material Hardship of Single Mothers and their Families:** Luke Shaefer, University of Michigan
Session 99. Roundtable.

Roundtable 1: Organizational Culture
- **Chair:** Laura Graves, Clark University
- **Work-Family Culture and Work Performance: Does a Supportive Culture Enhance Performance?:** Laura Graves, Clark University; Marian Ruderman, and William Gentry, Center for Creative Leadership
- **Understanding the Dynamic Among Organizational Culture, Employee Characteristics and Employee Use of Work-Life Initiatives:** Sunny Munn, Ohio State University
- **Work-life as an Embedded Aspect of Organizational Culture: The Workplace Community Concept:** Neal Chalofsky, George Washington University
- **Deteriorated External Work Environment and Work-Family Conflict: The Mediating Role of Workload and the Moderating Role of Support:** Mona Zanhour, McMaster University

Session 99. Roundtable.

Roundtable 2: Positive and Negative Spillover
- **Chair:** Charlotte Fritz, Portland State University
- **The Mediating Effect of Leader-Member Exchange on the Relationship Between Negative Affectivity and Work-Family Conflict:** Stefanie Pugliese, Roya Ayman, and Marguerite Kunze, Illinois Institute of Technology
- **Strain-Based Family Interference With Work:** Anthony Okonkwo, Enugu State University of Science and Technology
- **Uplifts Over the Weekend and Work Performance: The Mediating Role of Positive Mood:** Charlotte Fritz, Allison Ellis, and Caitlin Demsky, Portland State University
- **Antecedents of Work-Life Interference: A Two-Domain Exchange Approach:** Sebastian Böhm, Braunschweig Institute of Technology; Martin Diewald, Bielefeld University

Session 99. Roundtable.

Roundtable 3: Family Dynamics
- **Burden or Opportunity? Identifying Perceived Employability Skills Derived from Parenting:** David Miyar-Cruz and Eva Rimbau-Gilabert, Open University of Catalonia
- **Fathers and Parental Leave: Workplace Support and Income as Predictors of Leave Use:** Natasha Stecy-Hildebrandt, University of British Columbia
- **The Effects of Motherhood and Education on Young Women’s Job Changes and Wage Growth:** Jessica Looze, University of Massachusetts, Amherst
- **Middle-Class Immigrant Housewives: An Exploratory Study of Self-Concepts in Life Transitions:** Chien-Juh Gu, Western Michigan University

Session 99. Roundtable.

Roundtable 4: Parenting
- **To Be a Good Parent or Not to Be: Parental Moral Dilemmas and Their Effect on Parental Well-Being and Work-Family Relationships:** Dana Rosen, Tel Aviv University
- **Helicopter Parenting: A New Measure of Intensive Parenting Beliefs and Actions:** Judith Locke, Queensland University of Technology
- **Work-family Coping Strategies: Relationships with Parenting Status, Gender, Work-Family Conflict and Enrichment:** Saija Mauno, University of Jyväskylä
- **Personality Conceptions of Parents as Described By their Adult Children: The South African Perspective:** J. Alewyn Nel, North-West University; Crizelle Els, North-West University
Saturday, 10-11:40 AM

Session 100. Author Meets Critics.
Joan Williams: Reshaping the Work-Family Debate
- Critic: Cynthia Fuchs Epstein, Graduate Center, City University of New York
- Critic: Melissa Hart, University of Colorado Law School
- Critic: Ruth Milkman, Graduate Center, City University of New York
- Critic: Marian Baird, University of Sydney School of Business
- Author: Joan Williams, University of California, Hastings College of the Law

Session 101. Featured Session.
Trends in the American Workplace
- Chair: Jerry A. Jacobs, University of Pennsylvania
- The Evolving Modern Career and Its Implications: Peter Cappelli, Wharton School, University of Pennsylvania

Session 102. Symposium
Intervention Research in the Workplace
- Chair, Susan Lambert, University of Chicago
- Panelist: Julia Henly, University of Chicago
- Panelist: Marcie Pitt-Catsouphes, Boston College
- Panelist: Leslie Hammer, Portland State University
- Panelist: Erin Kelly, University of Minnesota
- Panelist: Ellen Kossek, Michigan State University

Session 103. Symposium.
Determinants and Consequences of Gender-Specific Working Time Arrangements
- Organizer, Chair: Lena Hipp, Wissenschaftszentrum, Berlin
- Overwork, Underwork, and Mental Health of Men and Women in the United States: Youngjoo Cha, Indiana University
- It’s Not Only Who You Marry but also Where You Live! Determinants of Working Time Differences Within Couples in 21 European Countries. Lena Hipp and Kathrin Leuze, Wissenschaftszentrum, Berlin,
- Does Returning to Work Quickly and Full-Time Protect Against Increasing Gender Inequality in Housework? A Comparison of Parent Couples in West-Germany and Britain: Pia S. Schober, Cambridge University

Session 104. Symposium.
Immigrant Families and Communities
- Organizer, Chair: Emilio A. Parrado, University of Pennsylvania
- Discussant: Helen Marrow, Tufts University
- Balancing in the Shadows: The Intersection of Work and Family Among Immigrant Hispanic Women in Durham, NC: Chenoa A. Flippen, University of Pennsylvania
- A Comparative Study of Work-Family Conflict: Immigrant and Native Workers in the United States: Mamta Ojha, Bowling Green State University
- Immigrants in Low-Skilled Jobs: Their Access to Family-friendly Work Practices And Strategies to Balance Work and Family: Magali Girard, University of California, Berkeley
Saturday 10-11:40 AM Continued

Session 105. Symposium. Trends in Couple and Family Time
Organizer, Chair: Melissa Milkie, University of Maryland
Work-Family Time and Parental Shares of Childcare in Five Countries: Lyn Craig and Killian Mullan, University of New South Wales
Shared Housework and Leisure Time Among Partnered Women and Men Cross-Nationally: Liana Sayer, Ohio State University
Gender-Class Balance of Paid and Unpaid Work in Australia, the U.S. and the UK: Lynn Prince Cooke, University of Kent
Something's Gotta Give: Comparing the Impact of Work Time on Other Time Use for Singles, Same-Sex and Opposite Sex Couples: Claudia Geist, University of Utah; Leah Ruppanner, University of Hawaii, Hilo

Session 106. Symposium. Gender and the Dysfunctional Organization
Co-Chair: Terry Lituchy, Concordia University
Co-Chair: Suzy Fox, Loyola University Chicago
Panelist: Eric Patton, Saint Joseph's University
Panelist: Joel Neuman, State University of New York, New Paltz
Panelist: Priscilla Glidden, University of the West Indies
Panelist: Loraleigh Keashly, Wayne State University
Panelist: Shaun Pichler, California State University, Fullerton
Panelist: Vishwanath V. Baba, McMaster University

Session 107. Workshop. Advice on Publishing Interdisciplinary Work Family Research
Organizer, Chair: Rosanna Hertz, Wellesley College
Panelist: Anita Garey, University of Connecticut
Panelist: Karen Hansen, Brandeis University
Panelist: Naomi Gerstel, University of Massachusetts
Panelist: Margaret Nelson, Middlebury College
Panelist: Marlie Wasserman, Rutgers University Press

Session 108. Workshop. Teaching Work and Family to Diverse Audiences
Chair: Stephen Sweet, Ithaca College
Teaching Work and Family to Undergraduate Students: Stephen Sweet, Ithaca College
Teaching Work and Family to MBA students: Nuria Chinchilla, IESE Business School, Barcelona
Preparing Executive MBA Students to Achieve and Promote Work-Life Balance: Monique Valcour, EDHEC Business School
Total Leadership: A Model for Learning How to Improve Performance in Four Domains of Life: Stewart Friedman, University of Pennsylvania
Teaching Work and Family to Diverse Audiences Outside of Academia: Heather Hofmeister, Goethe University
Session 109. Regular Session.
Wage Inequalities
  • Chair: Janice Madden, University of Pennsylvania
  • Are Gender Differences in the Gay Pay Gap Due to Unmeasured Gender-linked Characteristics and the Household Division of Labor?: Janice Madden, University of Pennsylvania; Pearly Kyei, Population Council
  • Work, Family, and Gender Equality: Comparative Historical Evidence: Joya Misra, and Eiko Strader, University of Massachusetts
  • Low Expectations, High Returns: Gender Differences in Salary Expectations and Offers: Uri Shwed, Ben Gurion University; Alexandra Kalev, Tel Aviv University
  • Devaluation, Crowding or Skill Specificity? Exploring the Mechanisms Behind the Lower Wages in Female Professions: Anne Grönlund, Umeå University; Charlotte Magnusson, University of Stockholm

Session 110. Regular Session.
Well Being in Dual Earners
  • Chair: Judith Treas, University of California, Irvine
  • Whose Happy Husband? Wife’s Work Status and Husband’s Subjective Well-Being: Judith Treas, University of California, Irvine; Tanja van der Lippe, Utrecht University; Tsui-o Tai, University of Queensland
  • The Wellbeing of Dual-Earner Parents: Differences Between Demographic Groups: Wihan de Wet, Petrie van Zittert, Elaine Treurnich, and Eileen Koekemoer, North-West University
  • Revisiting the Gender Gap in Time-Use Patterns: Multitasking and Well-Being Among Mothers and Fathers in Dual-Earner Families: Shira Offer, Bar-Ilan University; Barbara Schneider, Michigan State University
  • The Impact of Relative Earnings on Career Satisfaction and Family Satisfaction: Ronit Waismel-Manor, Netanya Academic College; Pamela Tolbert, Cornell University

Session 111. Roundtable.
Roundtable 1. Challenging Normative Beliefs About Combining Career and Care
  • Organizer, Chair: Claartje Vinkenburg, University of Amsterdam
  • Panelist: Ellen Galinsky, Families and Work Institute
  • Panelist: Wendy A. Goldberg, University of California, Irvine
  • Panelist: Marloes van Engen, Tilburg University
  • Panelist: Amanda B. Diekman, Miami University

Session 111. Roundtable.
Roundtable 2. Challenges Facing Graduate Students
  • Chair: Cláudia Andrade, College of Education, Coimbra
  • Gender Differences in Work-to-Family and School-to-Family Conflicts in Portuguese MBA Students: Cláudia Andrade, College of Education, Coimbra
  • Family-Friendliness for Parenting Students at a Mid-Atlantic State University: Tracy Nichols, Donna Biederman, and Meredith Gringle, University of North Carolina, Greensboro
  • Contextualizing the Role of Graduate Mentoring in the Use of Family Policies in Academe: A Comparison of Canada & the US: Anita Harker Armstrong, Utah State University
  • The Limits of Observation: Fostering Work-Life Balance in a Greedy Institution: Jessica Collett and Jade Avelis, University of Notre Dame
Session 111. Roundtable.
Roundtable 3. The Gendered Division of Household Labor
  • Chair: Kendra Knight, Arizona State University
  • The Perceived Costs/Benefits of Domestic Labor Disagreements and the Avoidance of Work-Family Conflict: Kendra Knight, Arizona State University
  • Perceived Justice in the Division of Domestic Labor: Actor and Partner Effects: Bernhard Riederer, University of Vienna; Gerold Mikula and Otto Bodi, University of Graz
  • Outsourcing Domestic Work and Gender Equality: Evidence from France: François-Xavier Devetter, USTL - CLERSE
  • Labours of Love – Could Women Doing More than their Fair Share Have Implications for the Workplace?: Almuth McDowall, Debbie Crossman, and Timmy Cheung, University of Surrey
  • Life Course Perspective on the Changing Negotiations of Breadwinning and Care in Couples in the Period of Economic Crisis: Alena Křížková, Academy of Science of the Czech Republic

Session 111. Roundtable.
Roundtable 4. Probing Work Family Psychological Dynamics
  • Individuals’ Work/Non-Work Experiences As An Emotional Process: Jean-Charles Languilaire, Malmö University; Ethel Brundin, Jönköping International Business School, ESOL
  • Attributed Causes of Work-Family Conflict: Emotional and Behavioral Outcomes: Remus Ilies, National University of Singapore; Carmen Binnewies, University of Mainz; Sandy Lim, National University of Singapore
  • Work-Family Interference and Satisfaction: A Closer Look at the Six-Dimensional Typology of Conflict Between Work and Family: Katarina Mihelic, University of Ljubljana
  • Interactive Effects of Job Characteristics and Trait-Based Affect on Work-to-Family Conflict and Enrichment: Sara Tement, University of Maribor; Christian Korunka, University of Vienna

Session 111. Roundtable.
Roundtable 5: Child and Adolescent Outcomes
  • Chair: Lyndall Strazdins, National Centre for Epidemiology and Population Health, The Australian National University
  • Work and Family Strain: A New Risk for Children’s Mental Health?: Lyndall Strazdins, National Centre for Epidemiology and Population Health, The Australian National University
  • Does Maternal Employment Following Childbirth Support or Inhibit Low-Income Children’s Readiness for School?: Caitlin Lombardi and Rebekah Coley, Boston College
  • Effect of Early Maternal Employment on Child Cognitive and Behavioral Outcomes: Weilin Li, University of California, Irvine
  • The Relationship of Work-to-Family Conflict, Parenting Styles, and Adolescent Outcomes: Kaylene Fellows, Jerevie Canlas, Holly Coutts, Joseph Rascon, E. Jeffrey Hill and Roy A. Bean, Brigham Young University
  • Parenting Stress Mediates the Effects of Work Conditions on Youth Well-Being: Susan McHale, Penn State University; Michelle Blocklin, Penn State University; Kelly Davis, Penn State University

Session 111. Roundtable.
Roundtable 6: Fatherhood (1)
  • Chair: Tuula Piensoho, Lahti University of Applied Sciences
  • The Family Man: State-Level Policy, Work-Family Balance and Fatherhood in a Cross National Context: Erin Rehel, Vanderbilt University
  • Breaking with Tradition: Fathers Achieving Work-Family Balance: Sunny Munn, Ohio State University; Joshua Collins, Florida International University
  • As a Father in Working Life: Tuula Piensoho, Lahti University of Applied Sciences
  • A Video Diary Analysis of Work-Family Balance: Jim Dye, Focus on the Family; Clint Jenkin, Research and Insights
Saturday 10-11:40 AM Continued

Session 112. Poster Session.
Family-Focused Posters

• Does Facilitation Counterbalance Conflict? Non-Linear Predictions for Global Work-life Balance Perceptions: Patrick Maloney and Matthew Grawitch, Saint Louis University; Larissa Barber, Northern Illinois University

• Parental Work Schedules, Parent-Child Communication, and Risk Behaviors of Adolescents: Minseop Kim, Hyun Suk Kim, and Samira Ali, University of Pennsylvania

• Occupational Differences in Work-Nonwork Role Blurring: Jessica Keeney, Michigan State University; Elizabeth Poposki, Indiana University-Purdue University Indianapolis; Ruchi Sinha, Indian School of Business

• Civilian Spouses Also Serve: Kenona Southwell, Purdue University

• Financial Caregiving vs. Physical Caregiving: Comparison of Family Caregivers Between the U.S. and Korea: Yeonjung Lee, University of Pittsburgh

• Leisure Time Among Cohabiting and Married Couples in Four Countries: Christina Wolfe, Pennsylvania State University

• The Association Between Maternal Feelings Towards Employment and Maternal Mental Health and Well-Being: Audrey Reichman, Laura DeRose, and MaryAnne Hyland, Adelphi University

• Anticipated Work-Family Conflict in Undergraduates: An Experimental Approach: Chandra Mason, Mary Baldwin College; Dave Cotting, Virginia Military Institute

• Work and Motherhood in Southern Brazil: Silvana Oliveira, Jorge Sarriera, and Clarissa Trentini, Universidade Federal do Rio Grande do Sul

• Child Care and Work Challenges of Parents of Children with Special Needs: Helen Ward, University of Southern Maine

Saturday, Noon-1:40 PM

Session 113. Symposium.
An International Perspective on Work and ‘Families’: Addressing Needs and Solutions in Diverse Societies

• Organizer, Chair: Gail Kinman, University of Bedfordshire

• Panelist: Almuth McDowall, University of Surrey

• Panelist: Anne Bardoel, Monash University

• Panelist: Ron Burke, York University

• Panelist: Tripti Desai, New Delhi Institute of Management

• Panelist: Joseph Grzywacz, Wake Forest University

• Panelist: Leslie Hammer, Portland State University

• Panelist: Ellen Kossek, Michigan State University

• Panelist: Anna Meller, Meller Allan Ltd

• Panelist: Ida Öun, Umea University

• Panelist: Sweta Rajan-Rankin, Brunel University

• Panelist: Triin Roosalu, Tallinn University

• Panelist: Monique Valcourt, EDHEC Business School

Session 114. Symposium.
Integrating Perspectives on the Work-Life Interface

• Moderator: Judy Martin, WorkLifeNation.com

• Panelist: David Ballard, American Psychological Association

• Panelist: Matthew Grawitch, St. Louis University

• Panelist: Christine Pfeiffer, Pearson, WorkLife Integration

• Panelist: Cali Yost, Flex+Strategy Group
Saturday Noon-1:40 PM Continued

Session 115. Symposium.
Schedule Control: Conceptual Questions and Empirical Research on Access and Consequences (2)
- Organizer: Erin Kelly, University of Minnesota
- Chair: Melissa Milkie, University of Maryland
- Flexibility as Contested and Unequal Terrain: Naomi Gerstel and Dan Clawson, University of Massachusetts, Amherst
- The Social Context of Schedule Control: Anne Kaduk, Erin Kelly, and Phyllis Moen, University of Minnesota
- Schedule Predictability, Stability and Flexibility: National Data on Jobs in Canada: Elaine McCrate, University of Vermont; Susan Lambert and Julia Henly, University of Chicago

Session 116. Author Meets Critics.
Cecilia Ridgeway: Framed by Gender
- Critic: Mary Blair-Loy, University of California, San Diego
- Critic: Tanja van der Lippe, Utrecht University
- Critic: Toby Parcel, North Carolina State University
- Critic: Mary Brinton, Harvard University
- Author: Cecilia Ridgeway, Stanford University

Session 117. Workshop.
Professional Development/Mentoring (Pre-registration required.)

Session 118. Symposium.
Technology and the Work-Family Interface
- Organizer, Chair: C. Melissa Fender, Holy Family University
- The Role of ICT in Individual Work-Life Balance: Uthpala Tennakoon, University of Calgary; Daphne Taras, University of Saskatchewan
- Relationships Among ICT-based Work Practices and Employee Productivity and Distress: Britta Johnson, University of Wisconsin, Milwaukee; Noelle Chesley, University of Wisconsin, Milwaukee
- Moderators of the Relationship Between Electronic Tethering and Work-to-Family Conflict: Melissa Fender, Holy Family University; Jeffrey H. Greenhaus, Drexel University
- Understanding the Domestic and Work Intrusions of a Smartphone Enabled Workforce: Sam Ladner, Catherine Middleton, and Ozgur Turetken, Ryerson University
- The Impact of Internet and Mobile Communication Technologies on Work and Family Life: Barry Wellman, University of Toronto; Tracy Kennedy, Brock University

Session 119. Regular Session.
Fertility and Family Formation
- Chair: Hans-Peter Kohler, University of Pennsylvania
- High Development and Fertility: Fertility at Older Reproductive Ages and Gender Equality Explain the Positive Link: Mikko Myrskylä, Max Planck Institute for Demographic Research; Hans-Peter Kohler, University of Pennsylvania; Francesco Billari, Bocconi University
- Understanding High Levels of Singleness In Singapore: Gavin Jones, National University of Singapore; Zhang Yanxia, East Asian Institute; Pamela Chia Pei Zhi, National University of Singapore
- Work Characteristics and Delays in Family Formation: Michelle Blocklin, Pennsylvania State University; Kelly Davis, Pennsylvania State University; Erin Kelly, University of Minnesota; Rosalind King, NIH/NICHD
- Do Gender and Work-Family Conflict Contribute to Low Fertility in Brazil: Helena Castanheira, University of Pennsylvania
**Saturday Noon-1:40 PM Continued**

**Session 120. Regular Session.**

**Fatherhood (2)**

- **Chair:** Andrea Doucet, Brock University
- **SAHD, WAHD, or Working Dad: What Does it Really Mean to be a Stay-at-Home Father?:** Andrea Doucet, Brock University
- **The New Male Mystique: How Male Professionals Integrate Work and Family During Transition to Parenthood:** E. Jeffrey Hill, Brigham Young University; Kerstin Aumann and Ellen Galinsky, Families and Work Institute; Kaylene Fellows and Sarah June Carroll, Brigham Young University; Jackie O’Sullivan, IBM
- **"Daddy's Coming Home Early Today!": The Changing Role of the Father in Germany Puts Pressure on Businesses to Design New Work-Life Arrangements:** Eberhard Schaefer, Fathers’ Centre, Berlin
- **How Companies Accommodate Fathers’ Taking Parental Leave – Perspectives of HR Managers in Sweden:** Therese Sällberg, Göteborg University; Linda Haas – Indiana University, Indianapolis; Philip Hwang, Göteborg University
- **The Emergence of Reverse Traditional Work and Family Arrangements: A Qualitative Analysis of Explanations and Pathways:** Caryn Medved, Baruch College, City University of New York

**Session 121. Regular Session.**

**Military Families**

- **Chair:** David Smith, U. S. Naval Academy
- **“I’m Proud of What We’ve Achieved”: Military Husbands’ Perspectives On Being Married to Military Women:** David Smith, U. S. Naval Academy
- **Fatherhood and Marital Relationships in Families of Combat Officers in the IDF:** Meytal Eran-Jona, IDF BSA-Behavioral Sciences Center, Israel
- **Overseas Military Service and Family Support: An Underexplored Factor in Assignment Success:** Graham Heaslip and Marian Crowley-Henry, National University of Ireland, Maynooth
- **Women in the Military Negotiating the Conflicting Devotions of Work and Family:** Plummer Chelli, North Carolina State University

**Session 122. Regular Session.**

**Children With Special Needs**

- **Chair:** Susan Parish, Brandeis University
- **Work-Family-Care Integration for Mothers of Children with Disabilities:** Rhonda Breitkreuz, University of Alberta; David McConnell, University of Alberta
- **Financial Well-Being of Single, Working-Age Mothers of Children with Developmental Disabilities:** Susan Parish, Brandeis University
- **Achieving Balance: Experiences of Families with Atypically Developing Children:** Theresa Brown, Georgian Court University
- **A University-Corporate Partnership: Improving Workplace Supports for Employed Parents of Children with Disabilities:** Julie Rosenzweig, Portland State University; Lisa Stewart, California State University, Monterey Bay; Eileen Brennan, Pathways to Positive Futures Research & Training Center

**Session 123. Symposium.**

**War at Work from the Veteran, Business, Researcher, and Policy Perspectives**

- **Organizer, Chair:** Kathleen Beauchesne, University of Pennsylvania
- **Panelist:** Marcy Karin, Arizona State University
- **Panelist:** James R. O’Hair, Northrop Grumman
- **Panelist:** William R. Woodson, Veteran and Northrop Grumman Employee
Saturday, 2-3:40 PM

Session 124. Plenary Session.
Workplace Flexibility in the United States: Recent Developments and Future Prospects
- **Chair:** Jerry A. Jacobs, University of Pennsylvania
- **The New Feminist Agenda: Defining the Next Revolution for Women, Work and Family:** Former Vermont Governor Madeleine Kunin.
- **Making the Case for Workplace Flexibility:** Kathleen Christensen, Senior Program Officer, Alfred P. Sloan Foundation
- **Workplace Flexibility: Recent Trends, Future Prospects:** Ellen Galinsky, President, Families and Work Institute

Saturday, 4-5:40 PM

Session 125. Symposium.
Managing the Work-Family Boundary: Boundary Work, Spillovers and Crossovers
- **Organizer, Chair:** Nancy Rothbard, University of Pennsylvania
- **When to Blur the Line: Effects of Role Boundary Management and Relative Role Identification on Role Conflict and Work Engagement:** Tracy Dumas, Ohio State University
- **Creativity and At-Home Relationships:** Spencer Harrison, Boston College
- **Managers’ Boundary Management: How Leaders’ Family-to-Work Interference Affect Their Followers’ Outcomes:** Lieke Ten Brummelhuis, University of Pennsylvania; Jarrod Haar and Maree Roche, Waikato Institute of Technology

Session 126. Regular Session.
Breastfeeding Policies and Outcomes
- **Chair:** Mary Noonan, University of Iowa
- **Do State Worksite Breastfeeding Statutes Influence Post-Birth Work Behavior of Mothers?** Mary Noonan, University of Iowa; Kimberlee Shauman, University of California, Davis
- **The Lactating Worker:** Elizabeth Hoffmann, Purdue University
- **Breastfeeding and Discrimination at Work: A Case of ‘The More Things Change, the More they Stay the Same’ ?** Angela Knox, University of Sydney; Susan Ainsworth, University of Melbourne

Session 127. Regular Session.
Health Outcomes (2)
- **Chair:** Lyndall Strazdins, The Australian National University
- **Time Scarcity in Australian Families: Another Health Inequality?** Lyndall Strazdins, The Australian National University
- **Examining How Daily Care-Giving Affects Health Practices Among Urban Mothers:** Tracy Nichols and Meredith Gringle, University of North Carolina, Greensboro
- **Manager Support for Work/Family Issues and Its Impact of Employee-Reported Pain in the Extended Care Setting:** Emily O’Donnell, Lisa Berkman, and S.V. Subramanian, Harvard School of Public Health

Session 128. Regular Session.
Care in Diverse Family Arrangements
- **Chair:** Heather Jacobson, University of Texas, Arlington
- **The Effect of Au Pair Employment on Family Roles and Family Dynamics:** Lenka Pelechova, University of Nottingham
- **Conceptualizing “Work” and “Family” in Surrogacy:** Heather Jacobson, University of Texas, Arlington
Saturday 4-5:40 PM Continued

- **Cohousing and Work-Family Balance in Massachusetts**: Heidi Berggren, University of Massachusetts, Dartmouth
- **Children’s Narratives of Care: New Perspectives on Care Work**: Sara Eldén, Lund University, Sweden

**Session 129. Symposium.**
**Supporting Fatherhood and Paid Work: International Perspectives on the Effects of Policy and Ideology**
- **Co-Chair**: Paula McDonald, Queensland University of Technology, Australia
- **Co-Chair**: Emma Jeanes, Exeter University
- **Time Greedy Workplaces and Marryable Men: The Paradox in Men’s Fathering Beliefs and Strategies**: Kathleen Gerson, New York University
- **Salarymen as Family Men in Contemporary Japan**: Scott North, Osaka University
- **Men’s Work-Life Choices: Supporting Fathers at Work in France and Britain**: Abigail Gregory, Salford University; Susan Milner, Bath University
- **Changing Objectives in the Political Discourses on Parental Leave for Fathers**: Berit Brandth, Norwegian University; Elin Kvande, Science and Technology.

**Session 130. Regular Session.**
**Gender in the Professions**
- **Chair, Discussant**: Lynn Chancer, City Graduate Center, University New York
- **Intensive Work Commitment Among Executive Men: Cultural Inheritance and Contemporary Meanings**: Mary Blair-Loy and Stacy Williams, University of California, San Diego
- **Gender Differences in Specialization Choices, and Career Advancements of Japanese Lawyers**: Mayumi Nakamura, University of Toyama
- **How High-Performing Women Sustain Strong Job Performance While Raising Families**: Insights from Field Research: Cathleen Swody and Catherine Flavin-McDonald, Leadership Research Institute

**Session 131. Regular Session.**
**Food, Health and Sustainability**
- **Chair**: Elaine Wethington, Cornell University
- **Family Meals and the Reproduction of Relations of Gender and Class in Sweden**: Terese Anving, Lund University, Sweden
- **Work, Families, and Practices of Sustainability**: Charles Darrah, San Jose State University; Nathalie Ortar, Ecole Nationale des Travaux Publics de l’Etat, France
- **Work-Family Demands and Adults’ Food Choice Coping Strategies in the U.S.**: Elaine Wethington and Carol Devine, Cornell University