



Connecting Researchers, Advancing Scholarship

# **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 Cohabiting and Married Households:* Christina Wolfe, Pennsylvania State University
- *Housework Time and Gender Empowerment: An Investigation of Metropolitan Area Measures:* Leah Ruppner, 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
- *Bring Your Child to Work Day is Any Day I Choose: Achieving Work-Life Balance Through Entrepreneurialism:* Yvonne J. Montoya, Arizona State University
- [\*House Helps and Work-Life Balance in Sub Saharan Africa: Gladys Muasya, Arizona State University\*](#)

### Session 3. Symposium.

#### 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

### **Session 13. Symposium.**

#### **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

### **Session 14. Symposium.**

#### **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
- *Doing Security in Insecure Times: Families, Security Projects, and New Inequalities:* Marianne Cooper, Stanford 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 Ruppner, 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
- *The Family-Relatedness of Work Decisions: A Model and Agenda for Theory and Research:* Gary N. Powell, University of Connecticut; Jeffrey H. Greenhaus, Drexel University
- [\*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
- *Who Opt's Out? Labor Force Participation Among Asian, Black, Hispanic, and White Mothers in 20 Occupations:* Liana Landivar, U.S. Census Bureau
- *"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 Missouri
- *The Opt-Out Continuation: Education, Work and Motherhood from 1984-2008:* Tanya Byker, 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, Kyunghye 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
- *Working Towards Balance: Emirati Men and Women Negotiating New Roles and Identities:* Katty Marmenout, EMLYON Business School
- [\*"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
- *Incorporating African Cultural Practices in Work Family Policies:* Irene Kinuthia, Strathmore Business School

## **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:* Stacye 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 Daverth, 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 Ruppner, 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-Catsoupes, 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

### Session 24. Symposium.

#### 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 Schieman, 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

### Session 26. Symposium.

#### [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; Hyunji Kwon, 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
- *More Money, More Flex...More Happy? Less Work-Family Conflict?:* Lonnie Golden, Pennsylvania State 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 Cropley, 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 Steenberg, 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 Equality and Reconciliation (of Work and Private Life) Policies in the European Union: A Review of Recent Developments*: Jennifer Tomlinson, University of Leeds
- *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
- [\*Learning to Cope: Perspectives on Work-life Conflict in Professional Women: Expectations, Realities, and Suggestions to Mitigate Associated Stressors\*: Haidy H. Brown and Sue R. Faerman, University at Albany, State University of New York](#)
- *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:* Charlotta 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 Baltés, 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
- *Advancing Work-Family Program Utilization:* Kimberly Wells, U.S. Office of Personnel Management
- *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
- *Building a Citizenship Argument on Top of the Business Case Argument: A Systemic Perspective on Work-Family Articulation:* Ariane Ollier-Malaterre, Rouen Business School

### **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 Sassler, 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
- *Employment, Race and Single Mothers: Is Employment Equally Beneficial Across Race?*: Sarah Damaske, Pennsylvania State University; Jenifer Bratter, Rice University
- *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

### **Session 61. Regular Session.**

#### **New Workplace Trends: Temporary Work, Self Employment and Career Coaching**

- *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 VanRhijn, 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 Firfiray, 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-Catsoupes, 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 Cropley, 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 Estryng-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 Präg, 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
- *Internalized Homophobia and Gay Parenting – Gay Parenthood in a Changing Society: The Israeli Current State of Affairs*: Dan Friedlander, Haifa University
- *The Work/Non-Work Experience: What About Gay Homosexuals? An Explorative Study of Gay Men in Sweden*: Jean-Charles Languilaire, Malmö University
- ["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



## **Friday 2-3:40 PM Continued**

### **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
- *Work Life Policies and Benefits in a Post-Liberalized Indian Society:* Soumya Ghosh, Pankaj Kumar and Pushpendra Priyadarshi, Indian Institute of Management, Lucknow
- *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 Breitreuz, 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
- *Remote Workers' Management of the Work-Family Interface: How Work-Family Integration Spurs Conflict*: Jay Mulki and Kimberly Eddleston, Northeastern University
- *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**

# Saturday, 8-9:40 AM

## 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.

### Parents of Children with Special Needs: New Knowledge, New Strategies

- *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**

- *Review of “Work-Family” Arrangements Introduced in Japanese Companies– From the Perspective of Perceived Fairness:* Shizuka Takamura, Gender Equality Bureau, Cabinet Office; Yoko Yajima, Mitsubishi UFJ Research and Consulting Co., Ltd.

### **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 Jyväskylä; Ulla Kinnunen, University of Tampere; Lea Pulkkinen, University of Jyväskylä
- *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

## **Saturday 8-9:40 AM Continued**

### **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
- *The Changing American Labor Market: The Growth of Polarized and Precarious Employment Systems:* Arne Kalleberg, University of North Carolina

## Session 102. Symposium

### Intervention Research in the Workplace

- *Chair,* Susan Lambert, University of Chicago
- *Panelist:* Julia Henly, University of Chicago
- *Panelist:* Marcie Pitt-Catsoupes, 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
- *Why Do So Few Men Work Part-Time? Empirical Findings on Part-Time Work and Occupational Segregation in Germany:* Agnieszka Althaber, 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
- *Family Stage Migration and the Development of Obesity Among Mexican-Origin Children:* Jennifer Van Hook, Pennsylvania State University
- *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:* Loreleigh 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

## **Saturday 10-11:40 AM Continued**

### **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; Charlotta 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

## **Saturday 10-11:40 AM Continued**

### **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 Valcour, 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 Singlehood 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 Breitreuz, 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 Marriageable 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