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Welcome to the Work and Family Researchers Network 2018 Conference!

We are delighted, as the 2017-18 Co-Presidents of the Work and Family Researchers Network (WFRN), to welcome you to our fourth biennial conference, the second to be held in Washington, D.C. The overarching theme we have selected for our conference is "OpenScience: Assumptions and Translation of Work and Family Research". With this theme, our aim is to build a conference focused on the need for open, transparent science that can provide a strong evidentiary base for policy and business practices that will enhance the lives of today’s working families.

Washington in 2018 is a propitious place and time for a conference of this theme. Earlier this year, the second annual March for Science was celebrated here with a series of rallies and events. But this was not a parochial celebration. More than 200 other cities around the world joined together to uphold the norms of independent science. All of these events constitute a non-partisan movement to celebrate science, the role it plays in everyday lives, and the need for science to support evidence-based policy and practice that promote the public good. What better charge than that for us as we embark on three days of sharing scientific research.

We are in a period like no other in recent history where we need the independent rigor of science to understand the complexities of work and family lives, and we need to know how to translate this research to stakeholders who can make a difference in the lives of working families and their workplaces. Our aim with this conference theme is to examine the changing lives of working families and the policies and business practices that can strengthen families, improve business, and build societies in which the laws, policies, and practices will support families. As you will see in the conference agenda, many of you have taken up these themes.

Nearly 400 participants from over 30 countries and nearly every continent are represented at this conference. There will 118 sessions in which we can all learn from one another about exciting new research on work and family and how it is being translated into practices and policies that will support working families at all stages of their lives and in all parts of the world.

We could not have built such an exciting program without the help of so many. Our gratitude first goes to all of you who have submitted and will be presenting your research at these 118 sessions, including symposia, paper sessions, workshops, discussion forums, as well as author-meets-readers and roundtables. Our efforts would not have been possible without the extraordinary efforts of so many others, including our founding President and current Executive Officer, Jerry A. Jacobs, and the 22 members of our stellar Program Committee (please see listing on page 61) who represent 7 countries and generously gave their time in reviewing all conference submissions. We have been supported in more than ways than we can count from the incredible contributions of Megan Wisniewski at the University of Pennsylvania and Yoosun Chu and Manuel Cano, Ph.D. students in Boston College’s School of Social Work.

We now turn to you. You will make this conference the spectacular success that we know it can be. Please take advantage of all the riches represented in these interdisciplinary sessions. Ask questions, challenge assumptions, and generously share your insights. Take advantage of all the opportunities to
gather and meet colleagues at the Thursday evening reception and to run into old friends and meet new ones on your way to all of the conference events. Please share papers you find interesting with the hashtag #WFRN2018 on Twitter and Facebook.

We hope you will all come away inspired in your research, motivated to make connections with key stakeholders who can make change, and ready to continue to build this amazingly vibrant global work-family community.

Our warmest wishes for an exciting next few days!

Kathleen Christensen (christensen@sloan.org)

Marcie Pitt-Catsouphes (pittcats@bc.edu)
WFRN Co-Presidents

SAVE THE DATES!
PLEASE PLAN ON JOINING US FOR OUR RETURN TO NEW YORK CITY
JUNE 25-27 2020 AT THE NEW YORK HILTON MIDTOWN
FOR THE NEXT WFRN CONFERENCE
Conference at a Glance

Plenary Sessions

- Presidential Plenary: "Work and Family: The Future is Now" by Kathleen Christensen, Alfred P. Sloan Foundation, WFRN Co-President and Marcie Pitt-Catsouphes, Boston College, WFRN Co-President, Thursday, 12:30-1:30 PM --Presidential Ballroom
- Plenary Session: “2018 WFRN Leaders and Legacies Awards”, Friday, 9-10 AM --Presidential Ballroom
- Plenary Address: "Policy Informed by Research: A View from Advocacy and the Government" by Chai Feldblum, Commissioner, Equal Employment Opportunity Commission, Thursday, 5:15-6:30 PM --Presidential Ballroom
- Plenary Address: “Research for the Revolution: On Women, Work, and What’s Next for #MeToo” by Fatima Goss Graves, President and CEO of the National Women's Law Center and co-founder of the TIME'S UP Legal Defense Fund, Friday, 5:30-6:30 PM --Presidential Ballroom

Author-Meets-Readers

- Phyllis Moen's Encore Adulthood, Thursday, 10:45-12:15 PM --New York
- Liana Christin Landivar’s Mothers at Work: Who Opt's Out?, Thursday, 3:30-5:00 PM --Pan American
- Rense Nieuwenhuis and Laurie C. Maldonado (Editors), The Triple Bind of Single-Parent Families, Thursday, 3:30-5:00 PM --Senate

Workshops

- Technology, Work and Family SIG Research Incubator, Thursday, 9-10:30 AM --Congressional
- Key Issues in Planning, Conducting and Publishing Qualitative and Quantitative International Research (Sponsored by: The WFRN International Committee and Cross-Cultural Research SIG), Thursday, 9-10:30 AM --Federal A
- Set Up for Success: Research-Based Policy Interventions for Parents in Low-Wage Jobs and Their Children, Thursday, 10:45-12:15 PM --Congressional
- Family and Work Conflict: How You Can Be the Solution and Not the Problem, Thursday, 1:45-3:15 PM --Ohio
- Teaching Work-Family: Best Practices from Experienced Work-Family (Sponsored by: The Yunus Center, University of Bologna), Thursday, 1:45-3:15 PM --Senate
- IPUMS Time Use: Using Time Diary Data to Study Work and Family Time & Well-Being, Thursday, 1:45-3:15 PM --South American A
- Private Sector and Policy Opportunities for Paid Leave, Friday, 10:15-11:45 AM --Ohio
- Family Friendly Business Policies in Action, Friday, 1:45-3:15 PM --Senate
- How to Pitch and Publish Research in Mainstream Media Outlets, Friday, 3:45-5:15 PM --Senate
- Professional Workshop: People's Capabilities to Combine Work and Care, Saturday, 9:00-10:30 AM --Statler A
- Publishing in Work, Employment & Society, Saturday, 10:45-12:15 PM --Congressional
**Discussion Forums**

- Work & Wellbeing: A Work-Family Dialogue, Thursday, 1:45-3:15 PM --Congressional
- Disability, Work and Family Care: State of Knowledge, Policy and Change Efforts to Enhance Work-Family-Community Support, Thursday, 1:45-3:15 PM --Federal B
- Early Lesson from the International Study of Work-Family Experiences (Sponsored by the Cross-Country SIG), Thursday, 3:30-5 PM --Federal A
- The Changing Face of Today’s Fathers, Thursday, 3:30-5:00 PM --Ohio
- Broadening Work Sharing: When Less is More, Thursday, 3:30-5:00 PM --Statler A
- Navigating the Early Career Stage: Insights from the Early Career Network SIG, Thursday, 3:30-5:00 PM --Statler B
- Male Allies Supporting Gender Equality at the Workplace and Beyond, Friday, 10:15-11:45 AM --Senate
- Work-Life Research & Practice-What Do We Know About the Experiences of Lesbian, Gay, Bisexual, and Transsexuals?, Friday, 1:45 PM-3:15 PM --Federal B
- How Work-First Careers Reinforce Gender Norms and Contribute to Work Ineffectiveness, and How Integrated Leaders Are Changing This, Friday, 3:45-5:15 PM --Congressional
- New Discussions in Gender and Work-Family Roundtable (Sponsored by: The Gender and Work-Family SIG), Saturday, 9-10:30 AM --Congressional
- Work/Family in Unexpected Places - Organized by Elise Jones & Lotte Bailyn, Saturday, 9-10:30 AM --South American B

**Award Presentations**

- Presentation of WFRN Lifetime Achievement Award to Marcie Pitt-Catsouphes, Thursday, 5:15 PM --Presidential Ballroom
- 2018 WFRN Leaders and Legacies Awards, Friday, 9-10:00 AM --Presidential Ballroom
- Identifying Extraordinary Contributors to Work and Family Research: Modalities of Excellence, Friday, 1:45-3:15 PM --Congressional Room

**Networking Receptions & Refreshment Breaks**

- Breakfast, Welcome & WFRN General Business Meeting, Thursday, 7:30-9:00 AM--Presidential Ballroom
- Gala Reception (Hor D’oeuvres & Drinks), Thursday, 6:30-8:00 PM--Capital Terrace (Second Floor)
- Breakfast & Special Interest Group (SIG) Meetings, Friday, 7:30-9:00 AM--Presidential Ballroom
- Poster Session & Tea/Coffee Break, Friday, 3:15-3:45 PM--Capital Terrace (Second Floor)
- Networking Dinners, Friday, 6:45-9:00 PM--Meet at the Capital Terrace (Second Floor)
- Breakfast & Committee Meetings, Saturday, 7:30-9:00 AM--Presidential Ballroom

**Exhibit Hall**

The Exhibit Hall will be open on Friday, 9:00 AM - 4:00 PM and Saturday, 9:00 AM- 3:00 PM on the Capital Terrace on the second floor of the Capital Hilton.
General Conference Information

Registration

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

Wednesday, 8:00 AM-4:00 PM
Thursday, 7:00 AM-4:00 PM
Friday, 7:00 AM-4:00 PM
Saturday, 7:30 AM-Noon

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

Meeting Rooms

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

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

Session and Presentation Length

The 2018 WFRN Conference Program consists of 118 sessions over three days! Regular sessions are 90 minutes with the exception of a 30-minute coffee/tea and poster session on Friday afternoon from 3:15-3:45 PM. Each Symposium presenter should plan to speak for approximately 10 minutes with the expectation that about five minutes of questions will follow each presentation. There should be time available at the end of the session for additional comments and discussion. Laptop computers with projectors and screens will be provided for Symposium sessions. Each Discussion Forum presenter should also aim for 10 minutes.

Audiovisual Equipment

Screens and projectors will be available in all rooms hosting Symposia and regular sessions, but presenters should plan to have their own laptop available for PowerPoint presentations. If you are using a Mac, make sure you bring a VGA adapter to connect to the LCD projector. Session presiders are encouraged to compile PowerPoint presentations in advance of the session in order to save time.

Poster Session

A 32” by 24” poster mounted on an easel will be provided. Tiger clips will also be available. Presenters may clip as much material as will fit on this size presentation. Presenters are also welcome to bring handouts to distribute to attendees. No audiovisual equipment will be available for poster sessions. There will be one poster session on Friday in the Capital Terrace on the second floor of the Capital Hilton from 3:15 to 3:45 PM in conjunction with a coffee/tea break. Presenters should arrive 15 minutes prior to their session to set up materials. Posters may be left on display for the remainder of the day following each session but should be removed at the end of the day.
Call for Papers: Community, Work and Family Special Issue

Marcie Pitt-Catsouphes and Kathleen Christensen, Co-Presidents of WFRN, will be editing a special issue of the journal, Community, Work and Family. This special issue will focus on different aspects of translational approaches to research as they pertain to the study of work-life and work/family concerns.

Background Information:
Researchers often report that they are able to sustain their passion and interest in the interconnections of our roles, responsibilities and experiences at home, in the community, and at work because it is possible to re-imagine the future where balance, reconciliation, and harmony are within reach. The translational possibilities of work-family studies are compelling. Work-family researchers have rich opportunities to align their studies with the priorities of policy and practice decision makers. In some situations, researchers are able to design and implement their studies with “end-users”, including employers and community leaders. Furthermore, there are promising pathways that work-family experts can pursue to ensure that the findings of their studies are communicated effectively with policy and practice decision makers.

From its inception, the journal Community, Work and Family has had a commitment to rigorous work-family studies that reflect the journal’s founders’, Suzan Lewis and Carolyn Kagan, wise insight that scholarship can (and should) inform practice and practice knowledge can (and should) inform research. One of the stated aims of this journal is to “encourage critical examination of existing frameworks and practices to promote research which employs methods with the potential to lead to social action.” We would like this special issue to follow in this intellectual tradition.

Anticipated Contents:
We expect the journal would include 6-8 articles plus an introduction. We would like one of the articles to provide a thorough review of different models of translational research and the specific implications for the work-family field of study. We also anticipate at least one article would discuss a work-family study that was conducted in partnership either with an intermediary association (for example, an employer membership group) or with an “end-user” of the research (such as a specific firm). The other articles will present the findings of quantitative and qualitative studies with more extensive discussion about the possibilities for translation than is typical.

We will begin to accept manuscript submissions on July 1, 2018. The deadline for submissions will be November 30, 2018. The estimated date for the online publication of the special issue is May 1, 2019.

Inquiries:

Questions about the special issue can be directed to:

Marcie Pitt-Catsouphes, Ph.D.
Professor and Associate Dean, Boston College School of Social Work
pittcats@bc.edu, (1) 617-552-4033

Kathleen Christensen, Ph.D.
Program Director, Working Longer Program, Alfred P. Sloan Foundation
christensen@sloan.org, (1) 212-649-1649
Thank you to our WFRN Conference Sponsors!

Patrons
Special Thanks

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

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

Special thanks to the Boston College School of Social Work for providing in-kind support for conference planning, particularly the exceptional work performed by Manuel Cano and Yoosun Chu in organizing the conference sessions.
Announcing the WFRN Leaders & Legacies Awards

At this 2018 conference, WFRN will be announcing three new awards to recognize scholarly excellence in the field of work and family research. These three awards will complement the Rosabeth Moss Kanter Award, a collaborative initiative of the Purdue Center for Families and the Boston College Center for Work & Family. Each year, the Kanter Award reviews articles relevant to work and family issues that have been published in peer review journals during the previous year to identify the “best of the best”.

The new awards have been named after three of WFRN’s prominent leaders.

The Kathleen Christensen Dissertation Award

This award will recognize a doctoral candidate/recent graduate of a doctoral program who has already made a significant contribution to the work and family knowledge base. The Kathleen Christensen Dissertation Award has been created to encourage doctoral candidates/early career scholars to reach for/achieve high and rigorous standards of research relevant to the work and family area of study. It will provide financial support that would help a promising work-family scholar to initiate post-dissertation research.

Honoring Kathleen Christensen

Kathleen Christensen directs the Alfred P. Sloan Foundation’s Working Longer program. Dr. Christensen currently serves as co-President of WFRN. Previously, Christensen established and spearheaded the Sloan Foundation’s Workplace, Work Force and Working Families program. Under her leadership, the foundation has been credited as a driving force in creating the field of work-family research and with launching a national movement to make workplace flexibility a compelling national issue and the standard of the American workplace. Dr. Christensen planned and participated in the 2010 White House Forum on Workplace Flexibility, as well as the 2014 White House Summit on Working Families.

In 2010, Dr. Christensen was named by Working Mother magazine as one of the “Seven Wonders of the Work-Life Field”. In 2004, she was awarded the inaugural Work-Life Legacy Award by the Families and Work Institute. She is the author or editor of seven books, including some of the earliest research on contingent work and work at home.

Christensen earned her Ph.D. from Pennsylvania State University. She began her professional career as a policy analyst at the Urban Institute in Washington, D.C., and later joined the faculty of the Graduate Center, City University of New York, where she was a Professor of Psychology.
The Ellen Galinsky Generative Researcher Award

This award will recognize a researcher who has contributed “break-through” thinking to the work-family field of study with theory, measures, and/or data sets from innovative studies. The Ellen Galinsky Generative Researcher Award has been created to encourage a generative orientation toward work and family research that transcends collaboration. In the spirit of “OpenScience,” this award will foster the sharing of instruments and data sets among work and family researchers.

Honoring Ellen Galinsky

Ellen Galinsky is the Chief Science Officer/Executive Director of Mind in the Making at the Bezos Family Foundation and a senior research advisor for the Society for Human Resource Management (SHRM). She remains president of Families and Work Institute and is the author of over 100 books/reports and 300 articles.

While on the faculty of Bank Street College in the 1970s, she researched/co-authored a book about exemplary child care, founded The Family Center at Bank Street and conducted studies on interventions to improve the quality of childcare. In the 1980s, she wrote the Six Stages of Parenthood and led studies on parent-professional relationships.

Seeing how important work-life issues are, she helped establish the work-life field in the 1980s, co-founding Families and Work Institute in 1989. Since then, she has directed/co-directed the most comprehensive ongoing studies of the U.S. workforce/workplace as well as an award program, When Work Works, now in all 50 states. In December 2016, these programs became a part of SHRM, which will release nine new reports in 2018-2019.

In 2000, Ellen Galinsky became concerned that far too many young people were dropping out of learning. The resulting research journey led to her book, Mind in the Making. In March 2016, Mind in the Making became a program of the Bezos Family Foundation. It has developed many materials, including Learning Modules now in 20 states/communities and in Head Start.
2018 Inaugural Recipients of the Ellen Galinsky Generative Researcher Award

Honoring Jeffrey Greenhaus and Gary Powell

Jeffrey H. Greenhaus is Professor Emeritus in the Department of Management at Drexel University’s LeBow College of Business. He received his Ph.D. in Industrial-Organizational Psychology from New York University and has taught courses in organizational behavior at Drexel.


Jeff is a recipient of the Sage Scholarship Award from the Gender and Diversity in Organizations Division of the Academy of Management and the Everett Cherrington Hughes Award for Careers Scholarship from the Careers Division and is a Fellow of SIOP and the Association for Psychological Science.

Gary N. Powell is Professor Emeritus of Management at the University of Connecticut and Distinguished Scholar at Lancaster University Management School in Lancaster, UK. He is author of Making Work and Family Work: From Hard Choices to Smart Choices, Women and Men in Management (5th ed.), Managing a Diverse Workforce: Learning Activities (3rd ed.), and (with Jeff) Making Work and Family Work: From Hard Choices to Smart Choices (Routledge, 2017). Dr. Powell is the editor of Handbook of Gender and Work. His graduate course on women and men in management won an award on innovation in education from the American Assembly of Collegiate Schools of Business (AACSB).

He has served as Chair of the Women in Management Division of the Academy of Management and received both the Janet Chusmir Service Award for his contributions to the division and the Sage Scholarship Award for his research on gender in organizations. He has published over 120 articles in journals, contributed 30 chapters to edited volumes, and presented over 160 papers at professional conferences. He is a Fellow of the British Academy of Management and Eastern Academy of Management and has served on the Board of Governors of the Academy of Management. He is co-editor of an upcoming special issue of Academy of Management Review on work-life theory.
Suzan Lewis Best Conference Paper Award

This award will recognize the author(s) of an original paper identified as the “best conference paper”. The **Suzan Lewis Best Conference Paper Award** will help to create (and recreate) excitement at each conference about papers that are innovative and have the potential to “move the field” forward.

Honoring Suzan Lewis

Suzan Lewis is Professor of Organizational Psychology at Middlesex University, London. In 1998, while in her previous post at Manchester Metropolitan University, she became founding co-editor with Carolyn Kagan of the journal *Community, Work and Family*. This journal is now available as part of WFRN membership. A special issue of the journal was published in 2016, celebrating Suzan’s contribution to work-family research. She also co-organised the first biannual Community, Work and Family Conference in 2005. Dr. Lewis has led many national and international research projects on gender, work and family issues, workplace practice, culture and change in diverse national contexts. She has worked with employers and policy makers internationally, for example providing evidence to the UK Parliament, the European Commission and the (former) Japanese Ministry of Labour. Among her many publications, co-authored and edited books include: *Dual Earner Families: International Perspectives* (1992); *The Work Family Challenge* (with her son, Jeremy Lewis) (1996); *The Myth of Work-Life Balance* (2006); and *Work-Life Balance in Times of Recession, Austerity and Beyond* (2017). Her current research interests include fertility treatment and work and work-family issues in developing countries. She is co-editor of *Work, Employment and Society* and Chair of the grant-giving Richard Benjamin Trust.
The Rosabeth Moss Kanter Award

The Rosabeth Moss Kanter Award is given to the authors who publish the best work-family research article during a calendar year (note that “family” is broadly defined). No external nominations are accepted for the award. Instead, every article published in a large number of scientific journals is scrutinized by a large committee of esteemed scholars who generate a list of award candidates. Dr. Shelley MacDermid Wadsworth founded and provides extraordinary leadership for the Rosabeth Moss Kanter Awards Process.

Honoring Shelley MacDermid Wadsworth

Shelley M. MacDermid Wadsworth is a professor in the Department of Human Development and Family Studies at Purdue University, where she also directs the Military Family Research Institute and the Center for Families. Dr. MacDermid Wadsworth holds an M.B.A. in Management and M.S. and Ph.D. degrees in Human Development and Family Studies from The Pennsylvania State University. Her research focuses on relationships between job conditions and family life, with special focus on military families. Her research has been published in scientific outlets including the Journal of Marriage and Family and the Academy of Management Journal, and has been funded by a variety of federal, state, and philanthropic organizations. Dr. MacDermid Wadsworth is a fellow of the National Council on Family Relations, and a recipient of the Work Life Legacy Award from the Families and Work Institute and the Violet Haas Award for Leadership on behalf of women at Purdue University. Dr. MacDermid Wadsworth has served on federal advisory committees for the Department of Defense and the National Academy of Medicine and has testified in Congress regarding military and veteran families. In 2012, Dr. MacDermid Wadsworth received the Morrill Award from Purdue University in recognition of outstanding career achievements that have had an impact on society, and in 2016, Purdue University received the Kellogg Award from the Association of Public and Land Grant Universities and the Higher Education Civic Engagement Award from the Washington Center in recognition of the work of the Military Family Research Institute.

Rosabeth Moss Kanter Awards

The 2018 Rosabeth Moss Kanter Award will be announced during the plenary session #57, “2018 WFRN Leaders and Legacies Awards”, on Friday at 9:00 AM in the Presidential Ballroom.


WFRN Lifetime Achievement Award

Honoring Marcie Pitt-Catsouphes

Please join us in honoring Marcie Pitt-Catsouphes who will be receiving the WFRN Lifetime Achievement Award presented by Gautam N. Yadama, Ph.D., Dean and Professor at Boston College School of Social Work. The award ceremony will take place on Thursday at 5:15 PM prior to Chai Feldblum’s plenary address.

Marcie Pitt-Catsouphes, Ph.D. is a Professor and Associate Dean at the Boston College School of Social Work. She has an appointment at the Carroll School of Management at Boston College. Marcie founded the Sloan Work and Family Research Network in 1997 which has, over the years, evolved into the Work and Family Researchers Network (WFRN). She is currently the co-President of WFRN. She was honored to be a recipient of the Families and Work Institute’s Legacy Award in 2007.

From 2005 – 2015, she co-founded and served as Director of the Sloan Center on Aging & Work at Boston College which conducts research and promotes the quality of employment for older adults. She has been the Principal Investigator/Co-Principal Investigator of numerous studies, including the international Generations of Talent Study. Marcie co-founded the Center for Social Innovation at Boston College, and established the Social Innovation Lab at Boston College which works with non-profits and supports their social innovation initiatives. From 2014-1017, Dr. Pitt-Catsouphes directed Social Work Doctoral Program at Boston College. Her articles have been published in a number of scholarly and practitioner journals. She received her B.A. from Tufts University, M.S.P. from Boston College, and Ph.D. from Boston University.
Thank you to our Leaders & Legacies Awards Sponsors!

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- Phyllis Moen

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- E. Jeffrey Hill
- Jacquelyn Boone James
- Patricia Kempthorne
- Adam Galinsky
- Ellen Marram
- Jennifer Olayton
- Shelley MacDermid
- Wadsworth

### Silver Level
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Identifying Extraordinary Contributors to Work and Family Research:
Modalities of Excellence

Who are the top extraordinary contributors to work and family research? What does it take to be an extraordinary contributor? To answer these questions, E. Jeffrey Hill and colleagues at Brigham Young University conducted extensive research involving analyses of academic metrics, focus groups with top work and family scholars, and a survey of WFRN members. They identified eight modalities of excellence. We present this list to celebrate the extraordinary contributions of these scholars during session #70, “Identifying Extraordinary Contributors to Work and Family Research: Modalities of Excellence”, on Friday from 1:45-3:15 PM in the Congressional Room.

Tammy Allen         Jerry A. Jacobs
Eileen Appelbaum     Rosabeth Moss Kanter
Lotte Bailyn         Erin Kelly
Rosalind Barnett     Ellen Ernst Kossek
Mary Blair-Loy       Susan Lambert
Heather Boushey       Laurent Lapierre
Paula Brough         Jane Lewis
Michelle Budig       Suzan Lewis
Dawn Carlson         Tanja van der Lippe
Wendy Casper         Shelley MacDermid Wadsworth
Kathleen Christensen Melissa Milkie
Stephanie Coontz     Ruth Milkman
Shelley Correll      Tina Miller
Ann Crouter          Phyllis Moen
Evanelia Demerouti   Kei Nomaguchi
Laura den Dulk       Ariane Ollier-Malaterre
Lillian Eby          Leslie Perlow
Stewart Friedman     Maureen Perry-Jenkins
Michael Frone        Marcie Pitt-Catsouphes
Ellen Galinsky       Steven Poelmans
Kathleen Gerson      Gary Powell
Naomi Gerstel        Rena Repetti
Jennifer Glass       Nancy Rothbard
Janet Gornick        Oi Ling Siu
Jeffrey Greenhaus    Scott Schieman
Joe Grzywacz         Jennifer Swanberg
Leslie Hammer        Stephen Sweet
Brad Harrington      Jane Waldfogel
Julia Henly          Julie Wayne
Jody Heymann         Joan Williams
E. Jeffrey Hill
Arlie Hochschild
**PRE-CONFERENCE DAY WORKSHOP**
Federal Room at the Capital Hilton, 1001 16th St NW, Washington, DC 20036
June 20, 2018  9:00 am – 4:00 pm

**Agenda**

**Session 1: Translational Research: More Than a Trend**  
9:00 – 10:30 am

- Welcome. *Jerry A. Jacobs*, University of Pennsylvania. WFRN Executive Officer.
- **Key Note**: Improving the Use of Research Evidence in Policy and Practice. *Vivian Tseng*, W.T. Grant Foundation.
- Question & Answer.
- Table Discussion.

**Session 2: Voices of Experience. Leaders of Intermediary Organizations**  
10:30 – 11:30 am

- Question & Answer.

**Session 3: Engaging in Translation. Lessons Learned**  
11:30 – 1:30 pm

- Putting the Fair Work Week into Law and Practice. *Susan Lambert*, University of Chicago.
- **Lunch Provided by WFRN.**
- Table Exercise/Discussion of “First Contact.”
Session 4: How Will They Know?

1:30 – 2:30 pm

- Introduction. Kathleen Christensen, Alfred P. Sloan Foundation. WFRN Co-President.
- Researchers as Communicators. Scott Behson, Fairleigh Dickinson University.
- Ideas for Connecting WFRN to Intermediaries. Jerry A. Jacobs, University of Pennsylvania, WFRN Executive Officer and WFRN Communications Committee Members (Mary Hunt, Ave Maria University and Kendra Knight, DePaul University).
- Table Discussion of Approaches to Communications.

Session 5: Becoming an Advocate for an Impact Orientation at Your University

2:30 – 3:00 pm

- Question & Answer.

Session 6: The Pitch for First Contact

3:00 – 4:00

- Table Exercise. The Pitch for First Contact.
- Workshop Evaluations.

Please join us for a social hour with representatives of intermediary organizations in the Lobby Bar of the Capital Hilton Hotel immediately following our last session!

Reception organized in collaboration with Friends and Colleagues from The Center for Equitable Growth.

http://equitablegrowth.org/
Work and Family Researchers Network (WFRN) 2018 Conference Program

OpenScience:
Assumptions and Translation of
Work and Family Research

June 21-23, 2018

Conference Program

Thursday, June 21, 2018

Thursday 07:30 AM-09:00 AM

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

Business Meeting will commence at 8:15 AM.

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

Thursday 09:00 AM-10:30 AM

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

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

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

- The Intersectionality of Sex, Race, and Ethnicity in the STEM Workforce Anthony Martinez, U.S. Census Bureau; Asiah Gayfield, U.S. Census Bureau
- Is Care Work a Last Resort? Investigating Entry into Care Work for Low and Middle Skill Workers by Gender, Race/Ethnicity, and Immigrant Status Melissa Hodges, Villanova University
4. **Paper Session: Economics, Earnings and Careers -- New York**

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

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

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

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

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

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

- **A Closer Look at the Positive Crossover Between Supervisors and Subordinates: The Role of Organizational Culture and FSSB** Yasin Rofcanin, University of Bath; Mireia Las Heras, University of Navarra - Instituto de Estudios Superiores de la Empresa (IESE) Business School; María José Bosch, Universidad de los Andes ESE Business School; Geoffrey Wood, Essex Business School
- **The Role of Immediate Supervisors in Setting the "Working Long Hours" Tone: The Intertwined Effects of Vicarious Learning and Followers' Self-Motives in Working Hours' Pattern Contagion** Marie-Colombe Afota, HEC Montréal; Ariane Ollier-Malaterre, Université du Québec à Montréal - École des Sciences de la Gestion; Christian Vandenberghe, HEC Montréal
- **"Going Above and Beyond the Job": The Role of Supervisor Support, Work-to-Family Conflict and Team Work on Organizational Citizenship Behaviors Geriatric Care Workers** Claudia Andrade, College of Education, Polytechnic of Coimbra; Paula Costa Neves, College of Education, Polytechnic of Coimbra
8. WFRN Kanter Award Symposium 2018 --Federal B

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

Panelists:

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


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

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

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

Panelists:

- T. Alexandra Beauregard, Middlesex University - Business School
- Kaumudi Misra, California State University, East Bay
10. **Workshop**: Key Issues in Planning, Conducting and Publishing Qualitative and Quantitative International Research  
(Sponsored by: The WFRN International Committee and Cross-Cultural Research SIG) --Federal A

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

**Panelists:**

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

11. **Early Career Fellowship Meeting** --Ohio

**Organizer:** Stephen Sweet, Ithaca College

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

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

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

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


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

**Thursday 10:45 AM-12:15 PM**

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

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

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

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

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

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

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

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

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

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

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

- **Looking Beyond the Male Breadwinner Discourse: Perceptions of Masculinity and Fathers' Involvement in Childcare**  
  Shira Offer, Bar-Ilan University; Danny Kaplan, Bar-Ilan University

- **Selection, Motivation, or Discrimination?: Establishment Sorting and the Finnish Fatherhood Wage Premium**  
  Lynn Prince Cooke, University of Bath; Anna Hagglund, Research Associate, University of Bath

- **Flexible Fatherhood: How Men Are Redefining Their Roles at Work and at Home**  
  Christine D. Bataille, Ithaca College; Melinda McGill-Carlson, Cornell University

- **The Overworked Father?: Recent Developments in Paternal Working Hours in the EU**  
  Sara Connolly, University of East Anglia; Matthew Aldrich, University of East Anglia; Margaret O'Brien, University College London; Svetlana Speight, NAT CEN

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

**Panelists:**

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

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

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

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

This workshop will grant participants an understanding of the state of research—including gaps and opportunities—around how parents’ work schedules can affect child well-being and child care, as well as a generalizable model for translating research into action. Attendees will hear from, and engage in discussion with, a panel of experts who will speak to effective policies as well as research and advocacy strategies.

**Panelists:**

- Elizabeth Albertine, Office of Rep. Rosa DeLauro (D-CT)
- Anna Haley, Rutgers School of Social Work
- Emily Martin, National Women’s Law Center
- Carlos Moreno, Connecticut Working Families
24. Symposium: Translating Work and Family Research into Practice, Programs, and Policies --Federal A

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

Discussant:
- Leslie Hammer, Portland State University


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

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

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

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

Discussants:
- Christian Fieseler, BI Norwegian Business School
- Dominique Kost, BI Norwegian Business School
- Gemma Newlands, BI Norwegian Business School
Thursday 12:30 PM - 1:30 PM
Luncheon will be served on the Capital Terrace

28. Presidential Plenary Session – Presidential Ballroom

- **Plenary Address**: Kathleen Christensen, Alfred P. Sloan Foundation, WFRN Co-President and Marcie Pitt-Catsouphe, Boston College, WFRN Co-President. "Work and Family: The Future is Now" introduced by Anne Bardoel, Monash University
- **Presider**: Anne Bardoel, Monash University

Marcie Pitt-Catsouphe is a Professor at the Boston College School of Social Work. In 2017, she became the School’s Associate Dean for Faculty Development and Academic Affairs. She founded the Work and Family Research Network in 1997 which has evolved into the WFRN. From 2005-2015, she co-founded and served as Director of the Center on Aging & Work at Boston College which conducts research and promotes the quality of employment for older adults. She received her BA from Tufts University, her MSP from Boston College, and her Ph.D. from Boston University.

Kathleen Christensen directs the Alfred P. Sloan Foundation’s Working Longer program. Dr. Christensen previously established and spearheaded the Sloan Foundation’s Workplace, Work Force and Working Families program. Under her leadership, the foundation has been credited as a driving force in the creation of the field of work-family research and with launching the national movement to advance workplace flexibility. In 2010, Dr. Christensen was named by Working Mother magazine as one of the “Seven Wonders of the Work-Life Field”, which identified her as the “foremost strategic supporter of work-life research and practices.” Prior to the Sloan Foundation, she was a Professor of Psychology Graduate Center, City University of New York.
Thursday 1:45 PM-3:15 PM


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

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

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

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

- ‘Children Talk’ by Female Expert Professionals  Charlotta Niemistö, Hanken School of Economics - Department of Management and Organization; Annamari Tuori, Hanken School of Economics - Department of Management and Organization; Jeff Hearn, Hanken School of Economics - Department of Management and Organization
- When Work Isn’t 9 to 5: Industry/Occupational Context and Nonstandard Work Schedules Among Parents  Brian Knop, U.S. Census Bureau; Lynda Laughlin, U.S. Census Bureau
- From Rural to Urban: Work-Family Conflict Across Localities  Krista Lynn Minnotte, University of North Dakota
- Maternal Work-Family Conflict and Enrichment: Longitudinal Influences on Child Mental Health Through Inter-Parental Conflict  Andisheh Vahedi, University of Melbourne; Isabel Krug, University of Melbourne; Matthew Fuller-Tyszkiewicz, Deakin University; Elizabeth Westrupp, La Trobe University
32. **Paper Session: Supportive Workplaces --Statler B**

- *Job Mobility vs. 'Career Break': The Work Family Interface, Role of CEO Gender Diversity Commitment, and Family Supportive Supervisor Behavior on Female Employee Turnover Behavior* Sang-Mi Kim, Chung-Ang University; Hyosun Kim, Chung-Ang University
- *Attractiveness of Life-Friendly Work Practices: Evaluation from Multiple Perspectives* Uthpala Senaratne Tennakoon, Mount Royal University
- *Summer Jobs Programming, Young Workers, and Their Family Responsibilities and Support* Erin Rapoport, Chapin Hall; Jiffy Lansing, Senior Researcher, Chapin Hall at the University of Chicago; Colleen Schlecht, Researcher, Chapin Hall at the University of Chicago

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

Panelists:

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

Discussant:
- Kimberly Fox, Research Associate, Harvard University

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

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

Panelists:

- Shirley Porterfield, University of Missouri, St. Louis
- Karen Duncan, University of Manitoba
- Claudia Sellmaier, University of Washington
- Lisa Maureen Stewart, California State University, Monterey Bay
35. **Workshop: Family and Work Conflict: How You Can Be the Solution and Not the Problem** --Ohio

**Organizers:** Amy Laura Arnold, ICF; Kristin Abner, ICF

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

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

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

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

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

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

**Discussant:**

- Marcello Russo, University of Bologna
**37. Workshop: IPUMS Time Use: Using Time Diary Data to Study Work and Family Time & Well-Being --South American A**

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

**Panelists:**

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

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

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

**Discussant:**

- Corey Shdaimah, University of Maryland


**Panelists:**

- Amy Beacom, Center for Parental Leave Leadership
- Scott Behson, Fairleigh Dickinson University
- Leslie Hammer, Portland State University
- Teresa McDade, Microsoft, Director of Work Life Benefits
40. **Symposium: Technology's Role in Building and Breaking Work, Family and Social Role Boundaries** (Sponsored by: The Technology, Work and Family SIG) --Pan American

- *ICT Use During Off-Job Time: The Role of Organizational Expectations, Segmentation Preference and Negative Smartphone Use on Technology to Family Conflict*  
  Claudia Andrade, College of Education, Polytechnic of Coimbra; Marisa Matias, Universidad de Porto

- *Connecting with Coworkers on Social Network Sites: Strategies, Social Norms and Outcomes on Work Relationships*  
  Ariane Ollier-Malaterre, Université du Québec à Montréal - École des Sciences de la Gestion; Kassandra Luneau-de Serre, Complexé Évasion

- *The Impact of Technology-Mediated Communication on Global Teamwork*  
  Kaumudi Misra, California State University, East Bay

- *Technology's Role in the Management of Student, Work and Pre-Professional Role Boundaries*  
  Kelly Anne Basile, Emmanuel College

**Thursday 3:30 PM-5:00 PM**

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

- *The Importance of Work-Family Balance by Age and Relationship Status*  
  Lauren Harris, University of Pennsylvania

- *Opening Alternatives to the "Ideal Worker" Norm: The Impact of Age, Job Position & Family Status*  
  Marc Grau-Grau, Universitat Internacional de Catalunya; Sabrina Tanquerel, Ecole Management Normandie

- *Living Longer with Student Loans: How Workers and Families Experience the Intersection of Student Debt and Retirement-Planning*  
  Julie Miller, Massachusetts Institute of Technology (MIT); Samantha Brady, Massachusetts Institute of Technology (MIT); Lisa D ’Ambrosio, Massachusetts Institute of Technology (MIT); Joseph Coughlin, Massachusetts Institute of Technology (MIT)

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

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

Panelists:

- Laura den Dulk, Erasmus University Rotterdam
- Jean-Charles Languilaire, Malmö University
- Tanja van der Lippe, Utrecht University
- Bram Peper, Tilburg University
- Lotte Bailyn, Massachusetts Institute of Technology (MIT)
43. **Paper Session: Emotional Stress and Well-being --New York**

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

44. **Author-Meets-Readers: Liana Christin Landivar’s Mothers at Work: Who Opted Out? --Pan American**

- Liana Christin Landivar, Maryland Population Research Center

  **Panelists:**

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

  **Discussant:**

  - Gretchen Livingston, Pew Research Center

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

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

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

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

**Discussant:**
- Tammy Allen, University of South Florida

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

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

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

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

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

Panelists:

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

Discussants:

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

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

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

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

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


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

Discussant:

- Karen Messing, Université du Québec à Montréal
53. Symposium: Sociocultural Contexts of the Work-Family Interface: A Call to Identify Resiliency Factors – South American B

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

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

Thursday 5:15 PM-6:30 PM

54. Plenary Address and Award Presentation – Presidential Ballroom

- Award Presentation: Presentation of WFRN Lifetime Achievement Award to Marcie Pitt-Catsouphes, Ph.D., Professor and Associate Dean, Faculty Development and Academic Affairs, Boston College School of Social Work
- Presider: Gautam N. Yadama, Ph.D., Dean and Professor, Boston College School of Social Work
- Presider: Phyllis Moen, University of Minnesota, 2015-2016 WFRN President

Chai Feldblum has served as a Commissioner of the Equal Employment Opportunity Commission since April 2010. Throughout her career, Feldblum has focused on social justice issues at the federal level. She played a leading role in drafting and negotiating the Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2008, as well as bills to protect LGBT people from discrimination. From 2002 to 2010, Feldblum headed Workplace Flexibility 2010, an enterprise designed to apply research findings to public policy recommendations. Feldblum clerked for Judge Frank Coffin of the First Circuit Court of Appeals and for Supreme Court Justice Harry A. Blackmun after receiving her J.D. from Harvard Law School.

Thursday 6:30 PM-8:00 PM

55. Gala Reception – Capital Terrace (Second Floor)
Friday, June 22, 2018

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

56. Breakfast and SIG Meetings -- Presidential Ballroom

Friday 09:00 AM-10:00 AM

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

Presiders: Marcie Pitt-Catsouphes, Boston College, WFRN Co-President; Jerry A. Jacobs, University of Pennsylvania, WFRN Executive Officer

Panelists:
- Kathleen Christensen: The Kathleen Christensen Dissertation Award
- Ellen Galinsky: The Ellen Galinsky Generative Researcher Award
- Suzan Lewis: The Suzan Lewis Best WFRN Best Conference Paper Award
- Shelley MacDermid Wadsworth: The Rosabeth Moss Kanter Award

Honorees:
- Jeffrey Greenhaus and Gary Powell: 2018 Recipients of The Ellen Galinsky Generative Researcher Award

Friday 10:15 AM-11:45 AM

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

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

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

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

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

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

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

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

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

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

**Organizers:** Lisa Levey, Libra Consulting

**Panelists:**

- Steve Worthy, J.P. Morgan
- Laszlo Syrop, HomeRiver Group
- Sebastian Rodriguez, Accenture Development Partnerships
64. Workshop: Private Sector and Policy Opportunities for Paid Leave --Ohio

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

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

Panelists:

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

Discussant:

- Mona Shah, Robert Wood Johnson Foundation


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

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

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

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

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

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

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

**Discussant:**
- Sara Watson, ReadyNation/ReadyNation International

69. **Symposium: Reproduction and Work: Contemporary Trends and Issues -- South American B**

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

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

**Discussant:**
- Gary Powell, University of Connecticut and Lancaster University

**Friday 12:00 PM-1:30 PM**

Lunch (on your own).
Friday 1:45 PM-3:15 PM

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

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

This symposium recognizes the Top 50 (or so) extraordinary contributors to work and family research based on several modalities of excellence:

- Publishing work and family scholarship (based on academic metrics: citation counts, articles, books, indices, etc.)
- Publishing work and family scholarship (based on reputation among work and family scholars)
- Funding of work and family research
- Disseminating work and family research to policy makers and the public
- Providing service to the field (reviews, professional organizations, etc.)
- Mentoring future work and family scholars (e.g., graduate students, new scholars, etc.)
- Making landmark contributions that have shaped the field (e.g., landmark articles, books, reports, etc.)
- Overall contribution (based on reputation among work and family scholars)

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

Panelists:

- Tammy Allen, University of South Florida
- Kathleen Christensen, Alfred P. Sloan Foundation, WFRN Co-President
- Ellen Galinsky, Families and Work Institute
- Jeffrey Greenhaus, Drexel University
- Joe Grzywacz, Florida State University
- Leslie Hammer, Portland State University
- Jerry A. Jacobs, University of Pennsylvania, WFRN Executive Officer
- Ellen Ernst Kossek, Purdue University, 2013-2014 WFRN President
- Suzan Lewis, Middlesex University
- Shelley MacDermid Wadsworth, Purdue University
- Phyllis Moen, University of Minnesota, 2015-2016 WFRN President
- Marcie Pitt-Catsouphes, Boston College, WFRN Co-President
- Gary Powell, University of Connecticut and Lancaster University
71. Discussion Forum: Work-Life Research & Practice-What Do We Know About the Experiences of Lesbian, Gay, Bisexual, and Transsexuals? --Federal B

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

Discussant:
- Jennifer Swanberg, University of Maryland Baltimore

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

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

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

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

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

- Paternity Leave and Relationship Quality: Variations by Gender and Mothers’ Work Status Richard J. Petts, Ball State University; Chris Knoester, The Ohio State University
- Fatherhood Premiums Across the Wage Distribution in Britain, Finland and Germany Lynn Prince Cooke, University of Bath; Anna Hagglund, Research Associate, University of Bath; Rossella Icardi, University of Bath
- Involved Fathers’ Caregiving Dilemma: Multiple Institutional Logics, Organization Culture, and Satisfaction Jegoo Lee, Stonehill College; Brad Harrington, Boston College Center for Work & Family
75. Paper Session: The Context of Industry & Occupations --South American A

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

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

- A Right or a Privilege? Women’s Perceptions of Work-Family Policy Support Across Western Welfare States  Caitlyn Collins, Washington University in St. Louis
- Family Policy Reform and the Role of Political Parties in Norway  Anne Lise Ellingsæter, University of Oslo -Dept of Sociology
- "I Have Barely Seen My Parents When I Was Small": Reflection on Care Arrangements of Non-EU Migrants Living in the Czech Republic by Their Children  Lenka Formankova, Academy of Sciences of the Czech Republic
- Managing Elder Care in China and the United Kingdom: Aging Workforce from the East and West  Yihan Wang, Boston College

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

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

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

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

Panelists:

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

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

- The Stable Schedules Study (SSS) and Intervention: A Brief Overview  Susan Lambert, University of Chicago
- Millennials in Retail: They're Not Working for Beer Money  Erin Rapoport, Chapin Hall
- Which Dimensions of Work Schedules Matter Most for Parents?  Dylan Bellisle, University of Chicago
- Effects of the SSS Intervention on the Stability, Predictability, and Adequacy of Sales Associates' Scheduled Hours  Peter Fugiel, University of Chicago
- Improving Business Outcomes by Improving Employee Work Schedules  Saravanan Kesavan, University of North Carolina
Friday 3:15 PM-3:45 PM

80. Poster Session & Coffee/Tea Break -- Capital Terrace (Second Floor)

- Adolescent Employment and Postsecondary Education in Latino Children of Immigrants  
  Manuel Cano, Boston College; Yoosun Chu, Boston College; Rocio Calvo, Boston College

- Parents' Occupations and Women's Pursuit of Gender Atypical Occupations: The Role of Women's Perceptions  
  Katie Michelle Lawson, Ball State University; Olyvia Kuchta, Ball State University

- Psychological Detachment from Home at Work  
  Kahlil King, Fashion Institute of Technology; Josh Brenner, Hofstra University

- A Diary Study of Relationships Between Interpersonal Conflict and Support at Work, Role Engagement, and Role Burnout  
  Min (Maggie) Wan, Texas State University; Mingze Li, Wuhan University of Technology; Guanglei Zhang, Wuhan University of Technology

- The Importance of Social Support to the Work-Family Conflict and Well-Being Relationship for Physicians  
  Leanne Marie Tortez, William James College; Maura Mills, University of Alabama

- Work-to-Family Conflict, Sleep, and Physical Health Symptoms Among Double- and Triple-Duty Caregiving Women: A Daily Diary Study  
  Nicole DePasquale, Duke University; Steven Zarit, The Pennsylvania State University; Orfeu Buxton, The Pennsylvania State University; David Almeida, The Pennsylvania State University

- Linking Supervisor and Organization Support for Work-Family  
  Rachel Elizabeth Parsons, Bowling Green State University; Debra Major, Old Dominion University; Michael Litano, Old Dominion University; Xiaoxiao Hu, Old Dominion University

- The Prominence of Conflict in the Interface Between Work and Family  
  Ravit Hezkiau-Ludwig, The University of Toronto; Julie McCarthy, University of Toronto

- Can Public Health Insurance Act as a Buffer for Caregiver Financial Strain?  
  Jennifer C. Greenfield, University of Denver; Leslie Hasche, University of Denver; Lauren Bell; Heidi Johnson, University of Denver; Jessica King, University of Denver

- Acculturation, Gender Role Ideology and Work-Family Interface Among Sri Lankan Immigrants: Implications for Practice  
  Kamala Ramadoss, Syracuse University; Susima Weerakoon, Syracuse University; Danielle Lippman, Syracuse University

- Multiple Job Holders: Examining How Work-Family Resources from Two Jobs Combine  
  Rachel Elizabeth Parsons, Bowling Green State University; Russell Matthews, University of Alabama

- AM versus PM: The Impact of Shift Work Hours on an Individual's Satisfaction with Parenting, a Preliminary Analysis  
  Allison McMillan Chandler, University of North Carolina, Charlotte; Jaime Bochantin, University of North Carolina, Charlotte

- Job Crafting and Work-Family Balance Across Family Stages  
  Victor Mancini, University of South Florida; Kimberly French, University of South Florida; Tammy Allen, University of South Florida; Michelle Hughes Miller, University of South Florida; Eun Sook Kim, University of South Florida; Grisselle Centeno, University of South Florida
Friday 3:45 PM-5:15 PM

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

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

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

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

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

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

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

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

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

84. Paper Session: Father Engagement --Massachusetts

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

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

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

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

- *Complexity in Leadership Narratives of Men and Women Working as Nonprofit CEOs*  Shweta Singh, Loyola University, Chicago
- *Double Jeopardy? Experimental Evidence on Employers’ Unequal Treatment of Mothers and Fathers With Short vs. Long Family Leave*  Lena Hipp, WZB - Social Science Research Center Berlin

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

- *Future Work and Family Selves: What Impact on Work-Life Balance?*  Marcello Russo, University of Bologna; Gabriele Morandin, University of Bologna; Donato Cutolo, University of Bologna
- *When Should I Have a Baby?*  Mary Christine Noonan, University of Iowa; Mary Corcoran, University of Michigan
- *Mental Labor in Career and Family Plans Among Young Professionals*  Jaclyn S. Wong, University of Chicago

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

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

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

- Amanda Lynne Freeman, University of Hartford

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

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


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

Discussant:
- Tiffany Boiman, DOL Women’s Bureau

Panelists:

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


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

Discussant:

- Rense Nieuwenhuis, Stockholm University - Swedish Institute for Social Research (SOFI)
Friday 5:30 PM-6:30 PM

94. Plenary Session – Presidential Ballroom

- **Plenary Address:** Fatima Goss Graves, President and CEO of the National Women’s Law Center and co-founder of the TIME’S UP Legal Defense Fund, “Research for the Revolution: On Women, Work, and What’s Next for #MeToo”
- **Presider:** Erin L. Kelly, Massachusetts Institute of Technology

Fatima Goss Graves is the President and CEO of the National Women’s Law Center. Ms. Goss Graves has a distinguished track record working across a broad set of issues central to women’s lives—including income security, health and reproductive rights, education access, and workplace justice. Ms. Goss Graves currently oversees the Center’s administration of the Time’s Up Legal Defense Fund, which connects those who experience sexual misconduct including assault, harassment, abuse and related retaliation in the workplace or in trying to advance their careers with legal and public relations assistance. She is widely recognized for her effectiveness in the complex public policy arena at state and federal levels and regularly testifies before Congress and federal agencies.

Friday 6:45 PM-9:00 PM

95. 2018 Networking Dinners – Convene on Capitol Terrace

Networking Dinners provide an opportunity for WFRN members to network with one another in an informal context. Participants will be organized into dining groups around shared interests. We will then have dinner at a restaurant within walking distance of the Capital Hilton, with each participant paying for their own dinner. Scholars and practitioners at any point in their careers are welcome to attend. To participate, please pre-register for the networking dinner by sending a request to Megan at workandfamily@sas.upenn.edu. Please include a brief overview of your work-family interests. Pre-registration is required to attend the Networking Dinner. Thanks to the Membership Committee chaired by Dr. Krista Lynn Minnotte for organizing the event!
Saturday, June 23, 2018

Saturday 07:30 AM-09:00 AM

96. Breakfast and Committee Meetings --Presidential Ballroom

Committee Chairs:

- **Communications Committee**: Mary Hunt, Ave Maria University
- **International Committee**: Clarice Santos, The Federal University of Rio de Janeiro & Bianca Stumbitz, Middlesex University - Business School
- **Membership Committee**: Krista Lynn Minnotte, University of North Dakota
- **Committee to Connect Research, Policy, and Practice**: Esther Canónico, London School of Economics

Saturday 09:00 AM-10:30 AM

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

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

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

- *Work-Life Balance in Media Newsrooms* Irene Anastasia Snyder, Elizabethtown College; Michele Lee Kozimor-King, Elizabethtown College

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

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

- *How Romantic Attachment Shapes Preferences for Partner’s Work-Family Boundary Management?: A Dyadic Longitudinal Study*  
  Marisa Matias, Universidad de Porto; Tiago Ferreira, University of Porto; Paula Mena Matos, Porto University
- *Does Marital Quality Predict Togetherness? Couples’ Shared Time During Encore Adulthood*  
  Sarah Flood, University of Minnesota; Katie Genadek, University of Colorado, Boulder; Phyllis Moen, University of Minnesota, 2015-2016 WFRN President
- *Military Spouse Experiences of Career-Related Barriers and Support*  
  Jenna-Lyn Rounsaville Roman, CUNY - Baruch College; Erin Eatough, CUNY - Baruch College; Elizabeth Minei, CUNY - Baruch College

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

- *Gender and Work-Family Balance in Familialist and Liberal Welfare Regimes: Differences and Communality Between the US, Australia, Japan and Italy*  
  Manuela Naldini, University of Turin; Mauro Migliavacca, University of Genoa (Italy)
- *What Kind of Housework?: Attitudes Towards Female-Typed, Male-Typed, and Housework in General in Comparison*  
  Florian Schulz, State Institute for Family Research at the University of Bamberg, Germany
- *Questioning Common Assumptions from Survey Data About Gender, Work and Family*  
  Clare Alexandra Stovell, Lancaster University

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

Panelists:

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

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

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

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

Discussant:

- Lotte Bailyn, Massachusetts Institute of Technology (MIT)
104. **Workshop: Professional Workshop: People's Capabilities to Combine Work and Care --Statler A**

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

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

**Panelists:**

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

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

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


- Hired Domestic Helps as Home Resources Predicting Business Satisfaction of Men and Women Entrepreneurs in Ethiopia: The Role of Work-Family Conflict  Konjit Hailu Gudeta, Tilburg University; Marloes L. van Engen, Tilburg University; Pascale Peters, Radboud University; Marc van Veldhoven, Tilburg University; Guy B.D. Moors, Tilburg University
- A Paradox or a Paradigm? Women Entrepreneurs Can Benefit From Failure and Attain Wellbeing  Katherina Kuschel, Wilfrid Laurier University; Maria-Teresa Lepeley, Global Institute for Quality Education; Constanza Quiroz, Universidad Nacional Andrés Bello; Juan-Pablo Labra, Universidad Nacional Andrés Bello
- Entrepreneurial Work-Life Management for Sustainable Well-Being  Jean-Charles Languillaume, Malmö University; Carole Caulier Gustavsson, Malmö University
- The Role of Social Support for Self-Employed: The Key of Work-Family Synergy  Mary Hunt, Ave Maria University
Saturday 10:45 AM-12:15 PM

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

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

108. **Paper Session: Education and Time Use in Diverse Contexts --Massachusetts**

- *Cross-Spouse Influence of Education on Men's and Women's Time Use in Spain*  
  Marco Antonio Faytong Haro, The Pennsylvania State University
- *Experiencing Work-Family Conflict: An Episodic Dive*  
  Kimberly French, University of South Florida; Tammy Allen, University of South Florida
- *Work/Life Boundaries and the Student Intern: The Development of Boundary Preferences and Practices Through Pre-Professional Work Experience*  
  Kelly Anne Basile, Emmanuel College


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

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

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

- *Irregular Scheduling Practices in Oregon: From Research to The First State to Pass Comprehensive Fair Scheduling Law*  
  Ellen Kaye Scott, University of Oregon

- *Schedule Instability and Transitions Between Work and Nonwork Domains*  
  Sabrina Speights, University of North Carolina at Charlotte

- *Gender and Work Schedule Instability in Western Europe*  
  Elaine McCrate, University of Vermont

- *Constructing Nonstandard Work: Theoretical Processes, Methodological Illustrations, and Empirical Implications*  
  Jeffrey Carl Dixon, College of the Holy Cross; Andrew Fullerton, Oklahoma State University; Destinee McCollum, Oklahoma State University

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

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

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

**Panelists:**

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

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

- *Should I Stay or Should I Go?: An Exploration of the Factors Associated with Senior Women’s Intention to Leave Work*  
  Anke C. Plagnol, City, University of London; Ruth Sealy, University of Exeter; Jennifer Gerson, City, University of London

- *The Quality of Early Childhood Education and Care Institutions: Does It Matter for Maternal Working Hours and Wages?*  
  Pia Schober, Eberhard Karls Universität Tübingen; Juliane Stahl, Deutsches Institut für Wirtschaftsforschung

  Angela Grotto, Manhattan College; Jeanine Andreassi, Sacred Heart University; Megan Connolly, Mercer

- *Money and Relationships Online: Distribution, Communication and Norm Formation in Household Resource Allocation Practices*  
  Shireen Kanji, University of Birmingham; Liz Moor, Goldsmiths University of London
114. Symposium: Studying Work and Family: Research Challenges and Dilemmas from Qualitative and Quantitative Perspectives --Ohio

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

Discussant:
- Jeffrey Greenhaus, Drexel University

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

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

Discussant:
- Jamie Ladge, Northeastern University


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

Saturday 12:30 PM-2:00 PM

117. Program Committee Lunch Meeting

- Participation is limited to Program Committee members.

Saturday 2:00 PM-4:00 PM

118. Executive Committee Business Meeting --Statler A

- Participation is limited to Executive Committee members.
About the Work and Family Researchers Network

What is the WFRN?

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

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

We Need YOUR HELP To Be Successful!

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

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

What We Offer You

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

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

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

Member Benefits

• An interdisciplinary work and family home base
• Access to the WFRN online resources and community
• Electronic subscription to Community, Work & Family journal
• Discounted registration
• Member Directory
• A weekly and/or monthly News & Events update
• The chance to assume leadership roles as elected officers
• The option to serve as committee members
• Participation in a Special Interest Group
• Voting privileges
WFRN Officers, January 2017-December 2018

Co-Presidents
Kathleen Christensen, Alfred P. Sloan Foundation
Marcie Pitt-Catsouphes, Boston College

Vice President
Anne Bardoel, Monash University

Secretary-Treasurer
Sarah Damaske, The Pennsylvania State University

Executive Officer
Jerry A. Jacobs, University of Pennsylvania

This summer, we will be seeking nominees for President, Vice President, and Secretary-Treasurer to serve from January 2019-December 2020. Consider nominating a colleague or running for a leadership role!

WFRN Committees

Executive Committee, 2017-2018
• Wendy Casper, University of Texas at Arlington
• Naomi Gerstel, University of Massachusetts, Amherst
• E. Jeffrey Hill, Brigham Young University
• Erin Kelly, Massachusetts Institute of Technology
• Shelley MacDermid Wadsworth, Purdue University
• Tanja van der Lippe, Utrecht University

2018 WFRN Conference Program Committee

Members:
• Lotte Bailyn, Massachusetts Institute of Technology (MIT)
• Manuel Cano, Boston College
• Yoosun Chu, Boston College
• Stephanie Creary, University of Pennsylvania - Wharton Business School
• Laura den Dulk, Erasmus University Rotterdam
• Ruth Finkelstein, Columbia University
• Marc Grau-Grau, Universitat Internacional de Catalunya
• Brad Harrington, Boston College Center for Work & Family
• Nathalie Houfert, Université du Québec à Montréal
• Arne Kalleberg, University of North Carolina Chapel Hill
• Mireia Las Heras, University of Navarra-Instituto de Estudios Superiores de la Empresa Business School
• Suzan Lewis, Middlesex University
• Ruth Milkman, The Graduate Center CUNY
• Ariane Ollier-Malaterre, Université du Québec à Montréal - École des Sciences de la Gestion
• Edigio Riva, Università Cattolica del Sacro Cuore
• Marcello Russo, University of Bologna
• Jennifer Swanberg, University of Maryland Baltimore
• Stephen Sweet, Ithaca College
• Mélanie Trottier, Université du Québec à Montréal
• Jane Waldfogel, Columbia University
Communications Committee

Mission: The Communications Committee will foster connections among members of the global work and family research community by developing and implementing a strategic communication plan across a variety of platforms, including the use of social media. The committee will ensure high-quality, comprehensive and timely communication with and among the membership, accomplished in conjunction with the Committee to Connect Research, Policy, and Practice.

Members:
- Mary Hunt, Ave Maria University, Chair (mary.hunt@avemaria.edu)
- Michelle Artibee, Cornell University, US
- Annis Golden, University of Albany, State University of New York, US
- Kathryn Fonner, Oregon Health & Science University, US
- Kendra Knight, DePaul University, US
- Caryn Medved, Baruch College, US
- Claartje ter Hoeven, University of Amsterdam, Netherlands
- Cathleen Swody, Thrive Leadership, US
- Agnes Uhereczky, Work-Life HUB, Belgium
- Zoltan Vadkerti, Work-Life HUB, Belgium

International Committee

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

Members:
- Clarice Santos, Universidade Federal do Rio de Janeiro, Co-Chair (clarice.santos@coppead.ufrj.br)
- Bianca Stumbitz, b.stumbitz@mdx.ac.uk, Middlesex University, UK, Co-Chair (b.stumbitz@mdx.ac.uk)
- Deirdre Anderson, Cranfield School of Management, UK
- Cláudia Andrade, Politecnich of Coimbra, Portugal
- Boris Baltes, Wayne State University, US
- Anna Borg, Centre for Labour Studies - University of Malta, Malta
- Mariam Gbajumo-Sheriff, University of Warwick, UK
- Ameeta Jaga, University of Cape Town, South Africa
- Grace James, University of Reading, UK
- Hyosun Kim, Chung Ang University, South Korea
- Marisa Matias, University of Porto, Portugal
- Áine Ní Léime, Case Western Reserve University, US; and National University of Ireland, Galway
- Rea Prouska, Middlesex University, UK
- Shweta Singh, Loyola University Chicago, US
- Diane-Gabrielle Tremblay, Université du Québec, Canada
- Tanja van der Lippe, Utrecht University, The Netherlands
- Gemma Anne Yarwood, Manchester Metropolitan University, UK
- Xinyuan (Roy) Zhao, Sun Yat-Sen University, China
Membership Committee

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

Members:
- Krista Lynn Minnotte, University of North Dakota, US, Chair (krista.minnotte@und.edu)
- Samantha K. Ammons, University of Nebraska-Omaha, US
- Medora Barnes, Carroll University, US
- Elizabeth Corrigan, IAHD Director of Adult Day Services, US
- Katharine Gutierrez, Educational Leadership and Policy Studies, University of Oklahoma, US
- Margo Hilbrecht, University of Waterloo, Canadian Index of Wellbeing, CN
- Lena Hipp, WZB Social Science Research Center Berlin, Germany
- Katherine Y. Linn, Center for Demography of Health and Aging, University of Wisconsin-Madison, US
- Jera L. Oliver, The Ohio State University Moritz College of Law, US
- Kamala Ramadoss, Syracuse University, US
- Marcello Russo, University of Bologna, Italy
- Carrie Shandra, State University of New York at Stony Brook, US
- Andrea Swenson, Virginia Tech, US
- Gretchen Webber, Middle Tennessee State University, US
- Julie Wellman, University of Minnesota, US
- Deniz Yucel, William Paterson University of New Jersey, US

Repository Committee

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

Members:
- Noelle Chesley, University of Milwaukee-Wisconsin, US, Chair (chesley@uwm.edu)
- Pablo Ignacio Escribano, IESE Business School, Spain
- Yelizavetta Kofman, UCLA, US
- Marla H. Kohlman, Kenyon College, US
- Christina Matz-Costa, Boston College, US
- Rense Nieuwenhuis, Stockholm University, Sweden
- Shirley Porterfield, University of Missouri-St. Louis, US
- Ronit Waismel-Manor, Netanya Academic College, Israel
- Matthew Weinshenker, Fordham University, US
- Lorey Wheeler, University of Nebraska, Lincoln, US
- Deniz Yucel, William Paterson University of New Jersey, US
Committee to Connect Research, Policy, and Practice

Mission: The mission of the Work and Family Researchers Network’s Committee to Connect Research, Policy, and Practice is to facilitate dialogue and information exchange among academic researchers and broader audiences, all of whom benefit from having access to the most recent and relevant work and family research, policy and practice. One of the initiatives taken by the committee in 2013 was the creation of the Research Spotlight Series.

Members:

• Esther Canonico, London School of Economics, UK, Chair (e.canonico@lse.ac.uk)
• Jeanine Andreassi, Sacred Heart University, US
• Heather Boushey, Center for American Progress, US
• Erin L. Kelly, Massachusetts Institute of Technology (MIT), US
• Ellen Kossek, Purdue University, US
• Lisa Levey, Libra Consulting, US
• Kathie Lingle Serrapede, Architect of Change, US
• Karen Murphy, Working Parent Café, US
• Vicki Shabo, National Partnership for Women and Families, US
• Lisa Maureen Stewart, California State University, Monterey Bay, US
• Pamela Stone, Hunter College/CUNY, US
• Jennifer Swanberg, University of Maryland, US
• Lindsey Trimble O’Connor, California State University-Channel Islands, US
• Emily Zuckerman, Catalyst, US

Research Spotlight Series include:

• “Professional Women’s Identity Work Across Career and Family Transitions An Interview with Christine Bataille” by Carrie Oelberger (November 2017)
• “Community Resources and Work-Family Conflict: Is the Gender Gap Really Closing? An Interview with Marisa Young” by Christine D. Bataille (June 2017)
• “Gender Bias Against Women of Color in Science: An Interview with Joan Williams” by Lisa Levey (May 2015)
• “Creating the Sustainable Workplace: An interview with Ellen Kossek” by Emily Zuckerman and Lisa Maureen Stewart (November 2014)
• “Perceived Family Responsibility Discrimination: A Growing Concern; An Interview with Lindsey Trimble O’Connor” by Lisa Maureen Stewart and Emily Zuckerman (May 2014)
• “Modern Day Communication Technology: Empowerment or Enslavement? An Interview with Uthpala Senarathne Tennakoon” by Lisa Levey and Karen Murphy (February 2014)
• “Why Spousal Attitudes Matter: An Interview with Julie Wayne and Russell Matthews” by Lisa Levey and Karen Murphy (November 2013)

Get involved with WFRN by joining a committee!
Contact the committee chair to indicate your interest.
Early Career Work & Family Fellowship Program

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

This program builds on two successful cohorts supported by the former Sloan Work and Family Research Network, and three cohorts supported by the Work and Family Researchers Network. We have created a diverse cohort of scholars from various disciplines with a wide range of work and family interests. A special thanks to the sponsors and organizational partners of the 2018 WFRN Conference, whose generosity has made the sixth cohort of Early Career Fellows possible. Below is a list of the participants of the 2018 Early Career Fellowship Program.

Alice Brawley, Gettysburg College

Caitlyn Collins, Washington University St. Louis

Tori Crain, Colorado State University

Nicole DePasquale, Duke University

Wen Fan, Boston College

Julia Goodman, Oregon Health and Science University & Portland State University

Marc Grau-Grau, Universitat Internacional de Catalunya

Yang Hu, Lancaster University

Laurie Maldonado, Graduate Center CUNY

Kristie McAlpine, Michigan State University

Sarah Patterson, University of Western Ontario

Lea Pessin, The Pennsylvania State University

Kate Prickett, University of Chicago

Alejandra Ros Pilarz, University of Wisconsin Madison

Kate Weisshaar, University of North Carolina Chapel Hill
WFRN Supporters (as of June 2018)

**Founding Members**

- Deirdre Anderson
- Lotte Bailyn
- Marian Baird
- Anne Bardoeil
- Janet Barnes-Farrell
- Roberta Blomme
- Michelle Budig
- Orfeu Buxton
- Judi Casey
- Noelle Chesley
- Shelley Correll
- Jocelyn Crowley
- Chuck Darrah
- Laura den Dulk
- Stewart Friedman
- Jennifer Glass
- Joseph Grzywacz
- Linda Haas
- Leslie Hammer
- Brad Harrington
- Heidi Hartmann
- Tracy Hecht
- E. Jeffrey Hill
- Jerry A. Jacobs
- Roberta Iversen
- Erin L. Kelly
- Ellen Kossek
- Susan Lambert
- Jean-Charles Languilaire
- Pamela Lirio
- Beth Livingston
- Shelley MacDermid-Wadsworth
- Russell Matthews
- Melissa Milkie
- Ruth Milkman
- Phyllis Moen
- Kelly Musick
- Ariane Ollier-Malaterre
- Kamala Ramadoss
- Joy Schneer
- Margaret Shaffer
- Lisa Stewart
- Jennifer Swanberg
- Steve Sweet

**Sustaining Members**

- Michelle Travis
- Spela Trefalt
- Monique Valcour
- Julie Wayne

- Lotte Bailyn
- Judi C. Casey
- Amanda R. Cooklin
- Shelley J. Correll
- Stewart David Friedman
- Jennifer Lynn Glass
- Janet Carol Gornick
- E. Jeffrey Hill
- Alison M. Konrad
- Karen Z. Kramer
- Jean-Charles Languilaire
- Beth Ann Livingston
- Phyllis Moen
- Pascale Peters
- Grace Cosachov Protos
- Nancy P. Rothbard
- Lori Wadsworth
- Amy Wharton
- Gillian Whitehouse

**Other Contributions**

- Scott Joseph Behson
- Sarah Damaske
- Tracy L. Dumas
- E. Jeffrey Hill
- Heather Hofmeister
- Helen Mederer
- Lauren Ann Murphy
- Ariane Hegewisch
- Susan Lambert
- Birgit Pfau-Effinger
- Avani S. Pimputkar
- Shirley Porterfield
- Becky Thompson
- Sandra Erica Webster
- Yoko Yajima
What to Do When You Return Home

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

1. Deposit your conference presentation to the Work and Family Commons (WFC). Instructions are available on the WFRN Website under the heading: “Contribute Content”. Your presentation will be featured in the Monthly Update with information from the WFC sent to all WFRN members.

2. Join a committee if you haven’t done so already. See the list of committees and committee chairs on pages 61-63. Contact the committee chair.

3. Post work and family news to the News Feed and events to the Calendar on the WFRN website. Your post will be automatically shared with our Twitter Feed and Facebook Page. It will also be included in the member-only Weekly News & Events e-mail.

4. Participate in a Special Interest Group (SIG) to share information, network, and collaborate with other WFRN members interested in your area of interest/expertise. The SIGs are intended to promote regular connections among WFRN members in-between conferences. For a complete list of currently active WFRN SIGs, visit https://workfamily.sas.upenn.edu/content/wfrn-special-interest-groups

5. Like us on Facebook, follow us on Twitter (@wfrn), and join our Linkedin Group

6. Complete the online evaluation form that we will send you in a few weeks

Thank you so much for participating in the WFRN 2018 Conference. We look forward to your continued support and involvement!

SAVE THE DATES!
PLEASE PLAN ON JOINING US FOR OUR RETURN TO NEW YORK CITY
JUNE 25-27 2020 AT THE NEW YORK HILTON MIDTOWN
FOR THE NEXT WFRN CONFERENCE
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