Advancing Equality at Work and Home: Strengthening Science and Collaboration

Work and Family Researchers Network
5th Biennial Conference
Table of Contents

Message from the President 3
Program Committee 5
Virtual Conference Series Overview 6
WFRN 2020 AWARDS 8
  WFRN Lifetime Achievement Award 8
  The Kathleen Christensen Dissertation Award 10
  The Ellen Galinsky Generative Researcher Award 12
  Early Career Work and Family Fellowship Program 14
Schedule of WFRN 2020-2021 Live Plenaries and Sessions 15
  Friday July 17, 2020 15
  Friday, September 11, 2020 16
  Friday, October 9, 2020 17
  Friday November 20, 2020 19
  Friday, December 11, 2020 20
  Friday, January 8, 2021 22
  Friday, February 5, 2021 25
  Friday, February 12, 2021 26
  Friday, March 12, 2021 27
  Friday April 9, 2021 30
Pre-Recorded Showcase Presentations 31
AUTHOR INDEX: LIVE SESSIONS 36
Sponsors 39
Dear WFRN Members and Colleagues,

I am delighted to provide you with details of the WFRN’s 2020 Virtual Conference. Although the world has changed, WFRN’s commitment to furthering knowledge on pressing work-family issues, policies, and practices has not. Our guiding principle has been to design events that members will find valuable and meaningful, rather than just checking-the-box that WFRN held a conference in 2020. Our virtual events are intended to offer opportunities for WFRN members to engage with and learn from one another and to increase the impact of members’ research on work-family policy and practice.

The original theme for the 2020 conference, *Advancing Equality at Work and Home: Strengthening Science and Collaboration*, continues to serve as an organizing principle for our virtual events. WFRN is hosting three types of on-line events in 2020-2021. With the intent of fostering exchanges across the globe, times for events will vary, with some events occurring mid morning in the Americas and other events occurring mid morning in Europe/Africa and Asia/Oceania. Recordings of all three types of events will be available to members on the WFRN website and highlighted on the WFRN Research Feed.

(1) WFRN Plenaries. Plenaries are live events that focus specifically on issues central to the conference theme. Panelists will present research, as well as engage each other and attendees in virtual discussions. WFRN Plenaries are held quarterly.

(2) WFRN Sessions. Sessions are live presentations of symposia, author-meets-readers encounters and workshops that were accepted for the June NYC conference, as well as individual paper submissions that are grouped together specifically for the virtual conference format. WFRN sessions occur once a month with multiple sessions staggered over two or three-hour windows so that participants can choose to attend more than one session at a virtual event.

(3) WFRN Showcases. Showcases are pre-recorded presentations of individual submissions that were accepted for the 2020 NYC conference as papers, posters or for
roundtables. Some participants of symposia/author-meets-readers/workshops have also chosen to pre-record their contribution rather than presenting it live during a WFRN Session. As with WFRN Plenaries and Sessions, pre-recorded WFRN Showcases will be available to members on the WFRN website and highlighted on the WFRN Research Feed.

We hope that these new events will serve as models for future years. In the membership survey conducted earlier this year, WFRN members suggested that WFRN create additional venues for interacting with one another, especially during non-conference years. As a pilot initiative, rather than just a temporary fix for the conference, we will be seeking your input on how to continue the momentum we’ve begun this year of regularly coming together to exchange ideas and new research.

Thank you for your continuing commitment to WFRN and for the work you do to generate knowledge, policies, and practices that make a difference in the lives of workers and families throughout the world.

Sincerely,
Susan Lambert, President
Program Committee

Hugh Bainbridge, Ph.D. University of New South Wales, Australia
Rupashree Baral, Ph.D. Indian Institute of Technology Madras, India
Alexandria Beauregard, Ph.D. University of London, United Kingdom
Laura Den Dulk, Ph.D. Erasmus University Rotterdam, Netherlands
Jennifer Glass, Ph.D. University of Texas, United States
Lonnie Golden, Ph.D. Penn State Abington, United States
Jing Guo, Ph.D. University of Hawaii, United States
Wen-Jui Han, Ph.D. New York University, United States
Brad Harrington, Ph.D. Boston College, United States
Ameeta Jaga, Ph.D. University of Cape Town, South Africa
Erin Kelly, Ph.D. Massachusetts Institute of Technology, United States
Susan Lambert, Ph.D. (chair) University of Chicago, United States
Jean-Charles Languilare, Ph.D. Jönköping University, Sweden
Mélanie Lefrançois, Ph.D. University of Quebec, Canada
Russell Matthews, Ph.D. University of Alabama, United States
Ruby Mendenhall, Ph.D. University of Illinois, United States
Kamala Ramadoss, Ph.D. Syracuse University, United States
Jeremy Reynolds, Ph.D. Purdue University, United States
Sabrina Speights, Ph.D. Wheaton College Massachusetts, United States
Tanja van der Lippe, Ph.D. Universiteit Utrecht, Netherlands
Machiko Osawa, Ph.D. Japan Women’s University, Japan
Virtual Conference Series Overview

LIVE PLENARIES AND SESSIONS
The “live” conference Sessions include author(s)-meets-readers, workshops, symposia, and multiple-paper sessions. Just like at an in-person conference, there are multiple presentations occurring at the same time so you’ll have to choose among the rich offerings. The live Sessions will be recorded so that you can also view them later. The schedule of presentations offered at these events follows the announcement of WFRN 2020 Awards.

- July 17, 2020 WFRN Live Plenary (Americas-friendly time)
  o 2:00pm to 4:00pm GMT (10am-12:00pm New York; 3pm-5:00pm London; 11pm-1:00am Tokyo)

- September 11, 2020 WFRN Live Sessions (Americas-friendly time)
  o 2:00pm to 4:45pm GMT (10am-12:45pm New York; 3pm-5:45pm London; 11pm-1:45am Tokyo)

- October 9, 2020 WFRN Live Sessions (Europe/Africa-friendly time)
  o 9:00am-11:45am GMT (5:00am-7:45am New York; 10:00am-12:45pm London; 6:00pm-8:45pm Tokyo)

- November 20, 2020 WFRN Live Plenary (Americas-friendly time)
  o 3:00pm to 4:30pm GMT (10am-11:30am New York; 3pm-4:30pm London; 12:00am-1:30am Tokyo on November 21st)

- December 11, 2020 WFRN Live Sessions (Asia/Oceania-friendly time)
  o 1:00am-3:45am GMT (8:00pm-10:45pm on December 10th New York; 1:00am-3:45am on December 11th London; 10:00am-12:45pm Tokyo on December 11th)

- January 8, 2021 WFRN Live Sessions (Americas-friendly time)
  o 3:00pm to 7:15pm GMT (10am-2:15pm New York; 3pm-7:15pm London; 12am-4:15am Tokyo on January 9th)

- February 12, 2021 WFRN Live Sessions (Europe/Africa-friendly time)
  o 10:00am-12:45pm GMT (5:00am-7:45am New York; 10:00am-12:45pm London; 7:00pm-9:45pm Tokyo)

- March 12, 2021 WFRN Live Sessions (Americas-friendly time)
  o 3:00pm to 5:45pm GMT (10am-12:45pm New York; 3pm-5:45pm London; 12am-2:45am Tokyo on March 13th)

- April 9, 2021 WFRN Live Plenary (Europe/Africa-friendly time)
  o 9:00am-10:30 GMT (5:00am-6:30am New York; 10:00am-11:30am London; 6:00pm-7:30pm Tokyo)
PRE-RECORDED SHOWCASE PRESENTATIONS

Many members are participating in the conference by pre-recording their paper or session. Recorded presentations are available to conference registrants via URLs that are embedded in the password-protected registrant-access conference program. The conference program will be periodically updated with these links.
WFRN 2020 AWARDS

WFRN Lifetime Achievement Award

The Lifetime Achievement Award recognizes extraordinary scholars who have made enduring contributions to the work-family community. The award is selected by the Executive Board of the WFRN.

2020 Award Recipient: Phyllis Moen

Phyllis Moen holds a McKnight Presidential Endowed Chair and is Professor of Sociology, University of Minnesota. Prior to this, Dr. Moen was the Ferris Family Professor of Life Course Studies at Cornell University. She earned her doctorate at the University of Minnesota. She is the recipient of numerous awards and has generated over $20 million of research funding for her studies of working families and organizations.

Her nominators (Erin Kelly, Wen Fan and Shelley MacDermid Wadsworth) provided a rich summary of Dr. Moen’s research, far too lengthy to publish here. A few highlights (quoted from her nomination) help illuminate the impact she has had on understandings of family dynamics, organizational practices, and social policy.

*Phyllis excels - and indeed is downright amazing - with regard to the volume of her contributions, the impact of her contributions to work-family scholarship and beyond, and her enduring commitment to the work-family community.... She has published over 200 articles or chapters, has been cited over 23,000 times, and has an h-index of 75 and an i10-index of 197. Furthermore, she published 10 books covering the topics of workplace policies and practices to address overload and the work-life interface, retirement and working for pay and in the community in later life, couples’ negotiations of their work and family responsibilities over the life course, the institutional and historical contexts that affect work-family strategies and decisions, and more. All of
these figures and numerical rankings are impressive but those who have interacted with Phyllis Moen know she is not only concerned with getting more publications or citations; her primary goal is fostering a vigorous and welcoming intellectual community of work-family scholars. She is a habitual “institution builder.” She has repeatedly created fun and fulfilling projects and centers that involve junior scholars (from undergraduate students through junior faculty) and train future generations of work-family scholars and practitioners. She's also a master of pulling seasoned scholars into the field, helping them see that whether they identify as scholars of unemployment, social policy, demography, stress and health, or aging, there are exciting ways that they can both learn from and contribute to the work-family community.
The Kathleen Christensen Dissertation Award

This award recognizes a 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 and early career scholars to reach for/achieve high and rigorous standards of research relevant to the work and family area of study. It provides financial support to help a promising work-family scholar to initiate post-dissertation research. This award is co-sponsored and co-selected by the Work and Family Researchers Network and the Society for Human Resource Management. This award is made possible by generous support from the Northrop Grumman Corporation, the Families and Work Institute, the SHRM Foundation, SHRM’s National Study of the Changing Workforce, and the Work and Family Researchers Network members. The award recipient was selected by the review committee Alexander Alonso, Clare Kelliher, Gary Latham, and Christina Matz (chair).

2020 Award Recipient: Hak Yoon Kim

Dr. Hak Yoon Kim is currently an Assistant Professor of Organizational Behavior/Human Resource Management at the University of Nottingham Ningbo China. She received her PhD at Case Western Reserve University (USA) in 2019 in Organizational Behavior. Her dissertation is "The Working Mom’s Tug of War: Trajectories of Work-Family Conflict and the Buffering Roles of Job and Family Satisfaction."

Dr. Kim’s research focuses on the dynamic nature of work-family conflict among working mothers by exploring trajectories of work-family and family-work interference and the buffering roles of personal resources such as job and family satisfaction. Her ambitious research project investigated the experiences of South Korean women over a six year period. Important findings of the study are the buffering role of job satisfaction and how linkages between interference and satisfaction can be explained by conservation of resources theory. Dr. Kim’s dissertation suggests that organizations can benefit by attending to the long-term effects of work-family conflict among employees, particularly for working mothers. She concludes that unless organizations (and societies) find ways to buffer against the negative effects of work-family conflict, birth rates among dual-earner couples may continue to decline. Her research directly relates to organizational
practice, demonstrating how the creation of satisfying work can mitigate the adverse effects of work-family conflict. Dr. Kim plans to extend this research by focusing on working fathers’ experiences and on social class dynamics.
The Ellen Galinsky Generative Researcher Award

This award recognizes a work-family researcher or research team who have/has contributed break-through thinking to the work-family field via theory, measures, and/or data sets that led to expansive application, innovation, and diffusion, including the sharing of research opportunity in the spirit of open science. The award recipients were selected by the review committee Aixa Cintron-Velez, Ryan Johnson, Ujvala Rajadhyaksha, and Amy Wharton (Chair).

2020 Award Recipients: Leslie Hammer and Ellen Ernst Kossek

Leslie Hammer is Professor at the Oregon Institute of Occupational Health Sciences at the Oregon Health & Science University, where she is Co-Director of the Oregon Healthy Workforce Center. She is also a Professor at Portland State University in the Department of Psychology where she is Associate Director of the Occupational Health Psychology Program. She is an Elected Fellow in SIOP, the European Academy of Occupational Health Psychology, and APA. She received her doctorate from Bowling Green State University.

Ellen Ernst Kossek is Basil S. Turner Professor of Management (Chaired Professor in OB/HR) and Research Director of the Butler Center for Leadership Excellence at Purdue University Krannert School of Management. She is an Elected Fellow in the Academy of Management, SIOP and APA. She received her doctorate from Yale University.

Their nominators (Nicholas Smith and Shaun Pichler) focused on Professor Hammer’s and Professor Kossek’s combined efforts as related to the NIH funded Work, Family and Health Network and the impact of identifying and measuring family supportive supervisor behaviors (FSSB). In summarizing the contributions of this incredibly productive research team, they write:
Leslie and Ellen’s work in the area of work-family research is theoretically and practically far-reaching and impactful. Their areas of research are expansive and include work-family, work-life, flexibility, supervisor supportiveness, diversity and inclusion, among others. In the work-family space, Leslie and Ellen’s work is great in magnitude and has enhanced theoretical and practical understandings of how organizations can improve positive work and family outcomes by facilitating formal and informal supports. In particular, their expertise and interdisciplinary efforts led to the NIH funding the Work, Family, and Health Network in which the measurement of specific family-supportive supervisory behaviors (FSSB) was developed (Phase I) which led to multiple experimental field intervention studies in which supervisors were trained on how to engage in FSSBs (Phase II). They have also shown that family supportive supervision is related to many other positive outcomes such as improved performance, sleep quality, safety performance, health outcomes, and mental health. This work has positively impacted thousands of employees and shows the importance of drawing upon interdisciplinary research teams, engaging with organizational partners and practitioners, and utilizing multi-method multisource longitudinal designs, along with the important role that supervisors play in the well-being of employees’ work and family lives.
Early Career Work and Family Fellowship Program

The Work and Family Researchers Network is committed to mentoring the next generation of work and family scholars. Our 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.

The goal of the program is to help promising young scholars establish career successes, integrate them within the WFRN research community, and guide translation of their research to inform the work of decision-makers. Fellows receive membership in the WFRN, conference registration, and $500 to attend an Early Career Fellowship Preconference and the WFRN Conference. To be eligible, candidates must have received their doctorate in 2016 or later and have yet to progress into tenured or secure senior level positions. Questions about the Early Career Fellowships can be directed to the program director, Lindsey Trimble O’Connor at lindsey.oconnor@csuci.edu.

Early Career Fellowship Recipients 2020-2021

Abigail Opoku Mensah, University of Cape Coast
Woosang Hwang, Syracuse University
Xi Wen (Carys) Chan, Griffith University
Tomás Cano Lopez, Goethe University of Frankfurt
Mahima Raina, Birla Institute of Technology & Sciences, Pilani-Dubai Campus
A K M Mominul Haque Talukder, University of Victoria
Clarice Santos, University of Lincoln
Rachel Smith, Louisiana State University
Aliya Hamid Rao, Singapore Management University
Sarah Mosseri, University of Sydney
Ipshita Pal, St. John's University
Jamie Gloor, University of Zurich
Alexis Swendener, University of Nebraska-Lincoln
Ja’Nya Jenoch, Valencia College
Patrick Ishizuka, Washington University in St. Louis
Schedule of WFRN 2020-2021 Live Plenaries and Sessions

Live Plenaries and Sessions are scheduled for different time slots across the year, with the goal of recognizing and accommodating the diversity of WFRN’s membership. Three Sessions are scheduled at an Americas-friendly time, two Sessions at a Europe/Africa-friendly time, and one Session at an Asia/Oceania-friendly time. The number of each was driven by the preferences we received from symposia organizers and authors.

Each live event will have its own Zoom links. You can receive links either by (1) signing up for a particular Friday(s) through the Eventbrite URLs embedded in the program or (2) logging into the WFRN members page and then navigating to the conference webpage, where you will find the conference program with all links included (as well as links to recorded presentations).

We would appreciate registrants signing-up for the Friday(s) that they think they will attend (even if for only one of the presentations) via the embedded links in the program below. As a benefit of signing up, you’ll be able to easily add the event to your calendar (in your time zone) and you’ll receive a reminder email two days before the event that contains the Zoom links (and won’t have to navigate the WFRN website).

Friday July 17, 2020
WFRN Live Plenary
Americas-friendly timing
2:00pm to 4:00pm GMT
(10:00am-12:00pm New York; 3:00pm-5:00pm London; 11:00pm-1:00am Tokyo)

- Steven Brown, Urban Institute
- Anna Gassman-Pines, Associate Professor of Public Policy and Psychology and Neuroscience, Sanford School of Public Policy, Duke University
- Katherine Twamley, Associate Professor of Sociology, Department of Social Sciences, University College London
- Susan Lambert (Moderator). University of Chicago, WFRN President
Friday, September 11, 2020  
WFRN Live Sessions  
Americas-friendly timing  

Part A Simultaneous Sessions  
2:00pm to 3:15pm GMT  
(10:00am-11:15am New York; 3:00pm-4:15pm London; 11:00pm-12:15am Tokyo))

2.1. **Author Meets Readers**: Overload: How Good Jobs Went Bad and What We Can Do About It; Authors Erin Kelly and Phyllis Moen, Princeton University Press, 2020 –  
**Organizer**: Lonnie Golden, Penn State University  
- **Views From Labor Economics**: Lonnie Golden – Penn State University  
- **Views From Sociology**: Jeremy Reynolds – Purdue University  
- **Views From Hr Work-Life**: T. Alexandra Beauregard – Middlesex University - Business School  
- **Views From Occupational Health/Stress**: Amit Kramer – University of Illinois, Urbana-Champaign  
- **Views From Journalism**: Brigid Schulte – New America

2.2. **Multi-paper session**: The Role of Social Policy in Supporting Caregiving and Employment –  
- **Impacts of State Paid Family Leave Policies for Family Caregivers of Older Adults**: H. Elizabeth Peters – Urban Institute, Breno Braga – Urban Institute, Barbara Butrica – Urban Institute, Stipica Mudrazija – Urban Institute, Amelia Coffey – Urban Institute  
- **“If She Wasn’t Doing This I Would Have to Pay for Childcare Any Way.” How the Earned Income Tax Credit Sustains Childcare Arrangements Necessary for Work**: Dylan Bellisle – University of Chicago  
- **Identifying and Measuring Work-Family Imbalances as a Barrier to Employability**: Brian Holland – American University  
- **Insecurity After a Job Loss? How Gender, Class, and Family Responsibilities Exacerbate Existing Inequalities**: Sarah Damaske – The Pennsylvania State University

Part B Simultaneous Sessions  
3:30 to 4:45pm GMT  
(11:30am-12:45pm New York; 4:30pm-5:45pm London; 12:30-1:45am Tokyo, September 12, 2020)

2.3. **Workshop**: Telling the Work-Life Story: Pitching Your Findings to News and Media Outlets –  
**Organizer**: Haley Swenson, Better Life Lab, New America
2.4 Multi-paper session: Work Hour Arrangements: New Realities and Preferences

- **Unusual, Unexpected, and Undesirable: New Details about Weekly Work Schedules in the Modern Economy**  
  Jeremy Reynolds – Purdue University, Reilly Kate Kincaid – Purdue University
- **Careless Choices: When Work Flexibility Improves or Impairs Work-Family Balance**  
  Brandon Smit – Bentley University, Scott Boyar – University of Alabama Birmingham, Carl Maertz – University of Louisville
- **Computerization and the stratification of schedule flexibility in the United States**  
  Eunjeong Paek – University of Southern California
- **Dual-Earner Couples’ Work Hour Arrangements and Preferences for Reduced Work Hours across 20 Countries**  
  Ronit Waismel-Manor – The Open University

2.5. Symposium: Alternatives to Dominant Perspectives in Work-Family Research
Organizers: Ameeta Jaga, University of Cape Town; Bianca Stumbitz (presenter), Middlesex University - Business School

- **Integrating Family Science and Work-Family Research: A Cross-Cultural Project on Support**  
  Ujvalal Rajadhyaksha – Saint Mary's College, Notre Dame, Clarice Santos – The Federal University of Rio de Janeiro
- **Women in Ethiopia - Creating Value Through Entrepreneurship**  
  Atsede T. Hailemariam – Addis Ababa University, Konjit Hailu Gudeta – Maastricht University, the Netherlands & Addis Ababa University, Ethiopia, Brigitte Kroon – Tilburg University, Marloes van Engen – Nyenrode Business Universiteit
- **A Southern Encounter: Maternal Body Work Practices Among Low Income Mothers in South Africa**  
  Bianca Stumbitz – Middlesex University - Business School, Ameeta Jaga – University of Cape Town

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**Friday, October 9, 2020**

**WFRN Live Sessions**

Europe/Africa-friendly timing

**Part A Simultaneous Sessions**

9:00am-10:15am GMT
(5:00am-6:15am New York; 10:00am-11:15am London; 6:00pm-7:15pm Tokyo)

• The value of mixed methods work-family research for human resource management: A review and agenda  Ameeta Jaga – University of Cape Town, Timothy C. Guetterman – University of Michigan

• Motherhood and Women’s Attainment of Workplace Authority  Dragana Stojmenovska – University of Amsterdam, Paula England – New York University

• Maybe baby? When and why potential parenthood harms women’s employment  Jamie Lee Gloor – University of Zurich, Tyler Okimoto – University of Queensland, Eden King – Rice University

• Women in physics: Bound by the ropes of motherhood expectations and the gendered labor market  Meytal Eran Jona – Weizmann Institute of Science, Yossi Nir – Weizmann Institute

3.2. Symposium: Researching Part-Time Work(ers): Looking to the Future –
Organizers: Janna Besamusca, University of Amsterdam; Mara Yerkes, Universiteit Utrecht; Tracey Warren, University of Nottingham; Clare Lyonette, University of Warwick; Clare Stovell, Oxford Brookes University

• Varieties of Part-Time Work – a Typology of Labour Market Insiders and Outsiders  Hanne Kavli – Fafo, Heidi Nikolaisen – Fafo


• Part Time Women Workers and the (Very Bad) Future of Work  Rae Cooper – University of Sydney - Business School, Sarah Mosseri – University of Sydney - Business School

• Discussion: Researching Part-Time Work(ers): Looking to the Future  Lonnie Golden – Penn State University

Part B Simultaneous Sessions:
10:30am-11:45am GMT
(6:30am-7:45am New York; 11:30am-12:45pm London; 7:30pm-8:45pm Tokyo))

3.3. Symposium: Mental Load, What Is It, How Do We Measure It, and What Are Its Outcomes? –
Organizers: Heejung Chung, University of Kent; Anke C Plagnol, City, University of London; Shireen Kanji, Brunel University London

• A Quantitative Measure of the Division of Domestic Mental Load Between Couples: Development, Validation and its Relationship to Couple’s Division of Paid Work  Anke C. Plagnol – University of London, Heejung Chung – University of Kent, Shireen Kanji – Brunel University
• The Mental Load: Theorizing an Enduring, Boundary-Less Form of Working for "Love". Liz Dean – University of Melbourne, Leah Ruppanner – University of Melbourne
• The Mental Load and Gendered Conceptualisations of Care in Separated Families Renée Luthra – University of Essex, Tina Haux – University of Kent
• An Experimental Approach to Rebalancing the Mental Load – Haley Swenson – Better Life Lab, Brigid Schulte – Better Life Lab

3.4 Symposium: Risks and Realities of Work Schedules Today – Organizer: Erin L. Kelly, Massachusetts Institute of Technology
• Undead Time and Overwork: Time Struggles of Contingent Work and Family Life Impacts Kathleen Griesbach – Columbia University
• Sleepless in the Service Sector? The Association Between Work Schedules and Sleep Kristen Harknett – University of California San Francisco. Daniel Schneider (presenter) – Harvard University, Rebecca Wolfe – University of California San Francisco
• Do Flexible Working Time Arrangements Reduce Worker Turnover? Evidence from German Linked Employer-Employee Data Duanyi Yang - Cornell University

Friday November 20, 2020
WFRN Live Plenary
Americas-friendly timing

3:00pm to 4:30pm GMT
(10:00am-11:30am New York; 3:00pm-4:30pm London; 12:00am-1:30am Tokyo on November 21st)

4.1. Plenary

This plenary has been rescheduled for February 5th, 2020. Please click here and see below for more details.
Friday, December 11, 2020
Asia/Oceania-friendly timing
(Thursday, December 10th in Americas)

Part A Simultaneous Sessions
1:00am-2:15am GMT
(8:00pm-9:15pm on December 10th New York; 1:00am-2:15am on December 11th London; 10:00am-11:15am on December 11th Tokyo)

  Organizer: Francine Meryl Deutsch – Mount Holyoke College

Views from contributors to this book:

- Živa Humer – The Peace Institute, Institute for Contemporary Social and Political Studies, Slovenia
- Siti Kusuijarti – Department of Sociology and Anthropology, Warren Wilson College, USA
- Karen Mui-Teng Quek – Marriage and Family Therapy Program, Biola University, USA
- Madison Richards – The University of Pennsylvania School of Dental Medicine, USA
- Judit Takács – Centre for Social Sciences, Hungarian Academy of Sciences

5.2. **Symposium:** Older Adults and Elder-Care Policies -
  Organizer: Jerry Jacobs, University of Pennsylvania

- **Panelist** Deborah Carr – Boston University
- **Panelist** Phyllis Moen – University of Minnesota, 2015-2016 WFRN President
- **Panelist** Kezia Scales – Public Health Institute
- **Panelist** Tina Wu – New York University

Part B Simultaneous Sessions
2:30am-3:45am GMT
(9:30pm-10:45pm on December 10th New York; 2:30am-3:45am on December 11th London; 11:30am-12:45pm on December 11th Tokyo)

5.3. **Multi-paper session:** The Social Costs of Caregiving -

The Effects of Parenthood on Earnings: Do Care Workers Experience Parenthood Penalties and Premiums? Alyssa Jane Alexander – North Carolina State University

5.4. Multi-paper session: Metaphors and Attitudes: How We “See” Inequality at Work and Home –

- Using Metaphors to Understand Inequality at the Work-Family Interface Sabrina L. Speights – Wheaton College - MA, Jacqueline Tilton – Appalachian State University, Jaime Bochantin – UNC Charlotte
- Discrimination or Not?: Workers’ Gender, Race, and Class and the Likelihood of Seeing Them as Victims of Family Responsibilities Discrimination Lindsey Blair Trimble O’Connor – California State University Channel Islands, Julie Kmec – Washington State University
- Work-Family Integration and Segmentation in the Gig Economy: A Look at Work-Family Strategies of Airbnb Hosts Sowon Kim – Ecole Hoteliere de Lausanne, Suzanne de Janasz – George Mason University, Joy Schneer – Rider University, Carol Wong – George Mason University, Nicholas Beutell – Iona College - Hagan School of Business
- Parental Attitudes Towards Gendered Division of Labor in the Context of Parental Leave Policy and Welfare State Regime: A Latent Class Analysis of Germany, Austria and Sweden Tjorven Sievers – Oregon State University

5.5. Symposium: Work-Life Among Entrepreneurs –

- What Does it Take to be a Woman Entrepreneur? Examining the Link between Entrepreneurship and Work-life Balance Rupashree Baral – Indian Institute of Technology, Jasmine Banuu – Indian Institute of Technology, Katherina Kuschel – CENTRUM PUCP, Peru,
- Mompreneurship, Equality and Work/Life Regimes: Toward a Critical Typology of Innovation, Business, Family and Caregiving Relations Sheree Katherine – Gregory, Western Sydney University, Banu Ozkazanc-Pan – Brown University
Friday, January 8, 2021
WFRN Live Sessions
Americas-friendly timing

Part A simultaneous sessions:
3:00pm to 4:15pm GMT
(10am-11:15am New York; 3:00pm-4:15pm London; 12:00am-1:15am on January 8th Tokyo)


**Organizers**: Alyssa Westring, DePaul University; Stewart Friedman, University of Pennsylvania - Wharton Business School

- Stewart Friedman – University of Pennsylvania, Wharton Business School
- Alyssa Westring – DePaul University
- Ellen Ernst Kossek – Purdue University, 2013-2014 WFRN President
- Scott Joseph Behson – Fairleigh Dickinson University

6.2. **Workshop**: Work Life Integration and Disability: Research Gains and Supportive Initiatives – Panelists

- Eileen M. Brennan – Portland State University
- Claudia Sellmaier – University of Washington
- Lisa Maureen Stewart – California State University, Monterey Bay
- Alison Earle – University of California, Los Angeles
- Janet Fast – University of Alberta
- Almuth McDowell – Birkbeck University of London
- Tina Skinner – University of Bath
- Ellen Galinsky – Families and Work Institute

6.3. **Multi-paper session**: The Ramifications of Employer Work/Life Policies and Practices

- **Family-Friendly Workplace Policies in Action: the Impact of Paid Leave, Flexible Work Schedules, Higher Than Average Wages, Childcare Assistance and Health/Wellness Benefits for Employees at 230 Companies in New Mexico** Giovanna Rossi – Collective Action Strategies, Julianna Silva (presenter)
- **Points of Departure: Family Leave and Women’s Representation in Management in U.S. Organizations** Eunmi Mun – University of Illinois, Urbana-Champaign, Shawna Vican – University of Delaware, Erin L. Kelly – Massachusetts Institute of Technology
Letting Lady Luck Get All the Credit: How U.S. Mothers Construct Their Lives as "Lucky" and How to Encourage Analysis of Systemic Issues  Katie B. Garner – IAMAS

Do they stay or do they go? Reactions to unmet expectations concerning flexibility in the context of work-family reconciliation. Mareike Reimann – Bielefeld University, Charlotte Marx – Bielefeld University, Martin Diewald – Bielefeld University

Department of Labor Proposed Organizational Benefits: Is there a Business Case? Jeanine Andreassi – Sacred Heart University, Angela Grotto – Manhattan College, Leanna Lawter – Wheaton College, Tuvana Rua – Quinnipiac University, Cynthia Thompson – CUNY - Baruch College

Organizer: Kamala Ramadoss, Syracuse University


The Role of Gardening in Promoting Food Sovereignty, Economic Well-Being and Mental Health in Resettled Refugees  Rashmi Gangamma – Syracuse University, Laura Minkoff-Zern – Syracuse University, Bhavneet Walia – Syracuse University, Shaelise Tor – Syracuse University

Paid Work, Housework and Child Care: Search for the Elusive Balance Among Asian-Indian Immigrants  Kamala Ramadoss – Syracuse University, Rui Tian – Syracuse University

Becoming a Culturally Responsive Professional  Chandice Haste-Jackson – Syracuse University

Part B Simultaneous Sessions
4:30 to 5:45pm GMT
(11:30am-12:45pm New York; 4:30pm-5:45pm London; 1:30am-2:45am on January 8th Tokyo)

Organizer: Erin L. Kelly, Massachusetts Institute of Technology

Katherine Weisshaar – University of North Carolina, Chapel Hill
Kathleen McGinn – Harvard University - Business School
Anja-Kristin Abendroth – Bielefeld University

6.6. Workshop: Spirit-Centered Social Dialogue for Employee Manager Relations

Shweta Singh – Loyola University, Chicago
**Organizer:** Lonnie Golden, Pennsylvania State University (Penn State)

- Evaluating Seattle's Secure Scheduling Ordinance: Impacts on Work Schedules for Service Sector Workers  Kristen Harknett – University of California San Francisco, Daniel Schneider – University of California Berkeley, Véronique Irwin – University of California, Berkeley
- Implementing Work Scheduling Laws: Unpacking Frontline Policymaking by Retail and Food Service Managers  Anna Haley – Rutgers University, Susan Lambert – University of Chicago
- Assessing the Initial Impacts of the First Statewide Fair Scheduling Law in Oregon  Ellen Kaye Scott – University of Oregon


- The Effect of Paternal Leave on Parent's Life Satisfaction and Mother's Labor Force Participation: Evidence from Australia, Germany, and Korea  Karen Z. Kramer – University of Illinois, Urbana-Champaign, Teresa Cardador – University of Illinois, Urbana-Champaign, Eunmi Mun – University of Illinois, Urbana-Champaign, Sunjin Pak – University of Illinois, Urbana-Champaign, Sanghoon Lee – University of Illinois, Urbana-Champaign, Hanjin Bae – Seoul National University
- Men and Time to Care: Lifting the Barriers to Paid Family and Medical Leave for American Men  Haley Swenson – Better Life Lab, New America, Brigid Schulte – New America, Amanda Lenhart – New America
- Paid family leave in academe: Overcoming immunities to change  Maike Philipsen – Virginia Commonwealth University, Mary Hermann (presenter) – Virginia Commonwealth University
- Retirement from What? Caring and Working Life Expectancy at 50: A Comparative Analysis of Gender Differences in Europe  Ariane Ophir – University of Wisconsin, Madison

**Part C Sessions**

6:00pm to 7:15pm GMT  
(1:00pm-2:15pm New York; 6:00pm-7:15pm London; 2:00am-3:15am on January 8th Tokyo)

6.9. *Symposium:* Mental Load, What Is It, How Do We Measure It, and What Are Its Outcomes? (part 2) —  
**Organizers:** Heejung Chung, University of Kent; Anke C Plagnol, City, University of London; Shireen Kanji, Brunel University London
• Decision-Making Authority: Cognitive Labor or Self-Determination? Joanna Pepin – University of Texas, Austin
• Beyond Drop-Off and Pick-Up: The Gendered Consequences of the Calendar Keeper Krista M. Brumley – Wayne State University, Megan St. George – Wayne State University
• Mental Load’ of Unpaid Work at Home for Mothers and Fathers and Its Relation to Well-Being Outcomes for Parents. Anna Kurowska – University of Warsaw
• “I Just Like Things to Go My Way”: Competing Conceptions of Cognitive Tasks as Burdensome and as Powerful Allison Daminger – Harvard University

6.10 Workshop: The Role of Parental Leave in Achieving Gender Equity
Organizer: Brad Harrington, Boston College

Panelists:
• Andrea Doucet – Brock University
• Brad Harrington – Boston College
• Karen Kramer – University of Illinois
• Tina Lawler-McHugh – Boston College
• Richard Petts – Ball State University
• Sarah Thebaud - University of California

Friday, February 5, 2021
WFRN Live Sessions
Americas-friendly timing
3:00pm-4:30pm GMT
(10:00am-11:30am New York; 3:00pm-4:30pm London; 12:00am-1:30am on February 6th Tokyo)


• Speaker: Nicole Mason, President and CEO of the Institute for Women’s Policy Research
• Award Ceremony for WFRN 2020 awardees:
  o Phyllis Moen, WFRN Lifetime Achievement Award
  o Hak Yoon Kim, The Kathleen Christensen Dissertation Award
  o Leslie Hammer and Ellen Ernst Kossek, The Ellen Galinsky Generative Researcher Award
  o Recipient of the Rosabeth Moss Kanter Award for best work and family article (recipient still a secret...)
7.1. **Multi-paper session**: Marginalized Women and the New Realities of Work and Family –

- *As Women are Changing to be More like Men in the Transportation Industry in Nigeria, are Their Men Changing to be More like Women at Home?*  Mariam Gbajumo-Sheriff – University of Lagos
- *Consequences of Divorce on Women’s Employment Activity in Non-Egalitarian Societies: The Case of Palestinian Women in Israel*  Maha Sabbah – University of Haifa & Truman Institute, The Hebrew University
- *The Paradox of the Czech Gender Regime and its Implications for Gender Inequalities in the Old Age*  Alena Krížková – Institute of Sociology, Czech Academy of Sciences

7.2. **Multi-paper session**: Gender, Work Hours, and Work-Family Commitments –

- *Men’s Reduction of Working Hours for Family Reasons: Workplace Facilitators and Constraints to Working Time Adjustments*  Laura Luekemann – Bielefeld University, Anja-Kristin Abendroth – Bielefeld University
- *Fatherhood forfeits and the fu** it fathers*  Jasmine Kelland – Plymouth University
- *Highly Skilled Professionals’ Work Mobility in Relation to Family Concerns: Strategies and Endeavours for Work-Family Balance.*  Katarzyna Wolanik Boström – Umea University, Gert-Olof Boström – Umea University
Part B Session
11:30am-12:45pm GMT
(6:30am-7:45am New York; 11:30am-12:45pm London; 8:30pm-9:45pm Tokyo)

7.3. **Multi-paper session**: Humanity, Work, and Family: How What We Think and Do Matters for Ourselves and Others –
- **Visions of Good Work and Family Life in a City of the Cold Swedish North. Storytelling of a real estate company.** Gert-Olof Boström – Umea University, Katarzyna Wolanik Boström – Umea University
- **Work-Family Cognitive Schemas, Religiosity and Satisfaction** Miriam Dishon-Berkovits – Ono Academic College
- **Does it Matter Who You are Working With? The Composition of the Direct Working Group as a Moderator in Parents’ Experience of Work-Family Conflict** Florian Schulz – State Institute for Family Research (ifb) at the University of Bamberg, Germany, Mareike Reimann – Bielefeld University

*Click here to sign up for sessions on February 12th*

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Friday, March 12, 2021
WFRN Live Sessions
Americas-friendly timing

Part A Simultaneous Sessions
3:00pm to 4:15pm GMT
(10:00am-11:15am New York; 3:00pm-4:15pm London; 12:00am-1:15am Tokyo)

8.2. **Workshop**: Ipums Time Use: Using the Leave Module to Study Work-Family Balance –
**Organizers**: Liana C. Sayer, University of Maryland; Sarah Flood, University of Minnesota

- **Overview of Ipums Time Use Archives** Sarah Flood – University of Minnesota
- **Using the Leave and Job Flexibilities Module in Ipums Time Use** Liana C. Sayer – University of Maryland

8.3. **Multi-paper session**: Parental Employment and Child Wellbeing –

- **Mothers’ Work Schedules and Children’s Time with Parents** Alejandra Ros Pilarz – University of Wisconsin, Madison, Leah Awkward-Rich – University of Wisconsin, Madison
- **The Effects of Parental Employment Instability on American Children, 1996-2013** Yixia Cai – University of Wisconsin, Madison
- Commuting Parents and their Children: Are there Negative Effects on Child Well-Being? Sonja Drobnic – University of Bremen, Germany, Christine Borowsky – University of Bremen, Michael Feldhaus – University of Oldenburg
- Which Dads are Involved? Exploring Paternal Involvement in Childcare from Nine Months to Seven Years Post-Birth Helen Norman – University of Leeds


- Creating Harmony across work, family and community: Exploration from an immigrants’ perspective Uthpal Senarathne Tennakoon – Mount Royal University, Rukshan Tennakoon – Zone R&U Inc.
- Exploring the intersection of transitions to managerial and parenting roles Tracy Hecht – Concordia University, Elizabeth Eley – Concordia University, Kathleen Boies – Concordia University
- Working from Home and Worker Wellbeing: New Evidence from Germany Duanyi Yang – Cornell University, Erin L. Kelly – Massachusetts Institute of Technology, Laura Kuzbansky – Harvard University, Lisa Berkman – Harvard University
- Flexibility Fatigue: What is it and How to Avoid it Zoe Young – Half the Sky

Part B Simultaneous Sessions
4:30 to 5:45pm GMT
(11:30am-12:45pm New York; 4:30pm-5:45pm London; 1:30am-2:45am on March 13th Tokyo)

8.5. Workshop: Coaching Working Parents through Parental Leave and Beyond –

Panelists:
- Spela Trefalt – Simmons School of Business
- Amy Beacom – Center for Parental Leave Leadership
- Scott Joseph Behson – Fairleigh Dickinson University
- Jessica DeGroot – ThirdPath Institute
- Teresa Hopke – Talking Talent
- Deanna Siegel Senior – DSS Advisor
- Alyssa Westring – DePaul University

8.6. Symposium: Interconnections of Workplace Leave and Flexibility with Daily Time Use & Well-Being –
- Organizers: Liana C. Sayer, University of Maryland; Sarah Flood, University of Minnesota

- Does Part-Time Work Offer Flexibility to Employed Mothers? Liana Christin Landivar – Maryland Population Research Center, Rose Woods – U.S. Census Bureau
• Does Working at Home Lead to Longer Work Hours? Influence of Workplace Flexibility on Daily Time Use. Sarah Flood – University of Minnesota, Phyllis Moen – University of Minnesota, 2015-2016 WFRN President

• Disability, Flexible Work Policies, and Daily Time Use. Carrie Shandra, Stonybrook University  Carrie Shandra – State University of New York at Stony Brook

• Influence of Workplace Temporal Conditions on Gendered Parental Care Time Yue Qian – University of British Columbia, Liana C. Sayer – University of Maryland

8.7. Symposium: Intersectional Approaches to Work-Life Issues: Gender, Race, Ethnicity, and Class in Comparative Perspective –

Organizer: Peter Fugiel, University of Chicago
Moderator: Renada Goldberg, University of Minnesota, Twin Cities

• The Work-Family Interface: How Gender, Race/Ethnicity, and Social Class Matter Pamela Braboy Jackson – Indiana University

• The Work-Life Experiences of an Invisible Workforce – the Case of Live-In Women Migrant Domestic Workers in Malaysia Uracha Chatrakul Na Ayudhya – School of Business, Economics, and Informatics at Birkbeck, University of London


• Work-family decision making at the transition to parenthood: why aren’t couples discussing one of the most important decisions of their lives? Clare Stovell – Oxford Brookes University, David Collision – Lancaster University, Caroline Gatrell – University of Liverpool, Laura Suzanne Radcliffe – University of Liverpool

• Frequency of Change in Employment Status Among Partners of National Guard Members Throughout the Cycle of Deployment: An Exploratory Analysis Kenona Southwell – Eagle Technologies Inc., Haslyn Hunte – Eagle Technologies, Inc., David Topp – Purdue University, Shelley MacDermid Wadsworth – Purdue University

• Effects of a Workplace Intervention on Couple Health and Well-Being Outcomes Leslie Hammer – Portland State University, Krista Brockwood – Senior Research Associate, Oregon Health and Science University, Jacqueline Brady – Portland State University, Cynthia Mohr – Portland State University

Click here to sign up for sessions on March 12th
Friday April 9, 2021
WFRN Live Plenary
Europe/Africa-friendly timing

9:00am-10:30am GMT
(5:00am-6:30am New York; 10:00am-11:30am London; 6:00pm-7:30pm Tokyo)

9.1. Plenary:

More information to come.
Pre-Recorded Showcase Presentations

This page provides links to submissions that were not presented live, but were created by authors as pre-recordings. Conference registrants can obtain URLs by accessing the password-protected registrant-restricted conference program. We will update this page as authors submit their recordings. All pre-recorded Showcase Presentations can be accessed at the following URL: https://wfrn.org/2020-virtual-conference-series-recordings/

Pre-recorded Symposia

10.1. *Bringing New Perspectives to the Understanding of Work Hour Interferences With Family Life* Julia Henly (Organizer) - University of Chicago, Lonnie Golden - Penn State University, Jaeseung Kim - University of South Carolina, Hyojin Cho University of Chicago, Susan Lambert - University of Chicago, Emily Ellis University of Chicago, Kess L. Ballentine - University of Pittsburgh, Jihee Woo University of Pittsburgh.


10.3. *Employers’ and Employees’ Distinct Roles in Fostering Effective Work-Life Balance Practices* Yanick Provost Savard - Université du Québec à Montréal (Organizer), Annabelle Beauvais-St-Pierre - Université de Montréal, Laurie Galardo - Université de Montréal, Jessica Riel - University of Québec, Outaouais, Uthpala Senarathne Tennakoon - Mount Royal University.

Pre-recorded Workshops


Pre-recorded Author Meets Readers Sessions

Pre-recorded Papers
| 13.3. | *The toll of the sexual harassment commissioner role on work-family concerns of female practitioners* | Shani Kuna - Sapir Academic College, Ronit Nadiv - Sapir Academic College |
| 13.6. | *Family Demands and Workplace Supports of Employed Parents of Children with Typical and Exceptional Care Responsibilities and Their Effects on Conflict and Stress* | Lisa Stewart - California State University, Monterey Bay, Claudia Sellmaier - University of Washington, Tacoma, Eileen Brennan - Portland State University, Ana-Maria Brannan - Indiana University. |
| 13.8. | *The Competing Influence of Psychological Job Control on Family-to-work Conflict* | Dominique Kost - Oslo Metropolitan University, Karoline Kopperud - Oslo Metropolitan University, Robert Buch - Oslo Metropolitan University, Bård Kuvaas - BI Norwegian Business School. |

13.13. *The mediating impact of workplace supports on personal resources and positive and negative spillover* Sarah Burcher - University of Minnesota, Renada Goldberg - Simmons University.

13.14. *A Meta-analysis of workplace time and space supports in breastfeeding outcomes* Lauren Murphy - St. Louis University, Candice L. Thomas - Saint Louis University, Ian Katz - Old Dominion University.

13.15. *Aging, work, and caregiving: Current knowledge and directions for future research* Andrew Arche - University of Michigan ISR PSC, Sarah E. Patterson - University of Michigan ISR PSC.

13.16. *Demand-withdraw marital communication goes beyond family: The cross-domain impacts on performance and well-being through irritation* Victoria L. Daniel - Wilfrid Laurier University, Jiasheng Huang - Sun Yat-sen University, Yujie (Jessie) Zhan - Wilfrid Laurier University, Su Kyung - Wilfrid Laurier University, Yuyin Wang - Sun Yat-sen University.


**Pre-recorded Roundtables**


14.3. *Investigating the Potential for Shared Parental Leave in The UK To Act as a Catalyst for Culture Change in the Context of Shared Parenting Expectations and Couple Decision-Making Dynamics* Clare Matysova - University of Leeds
14.4. Promotions, Pay, and Parenthood: Examining the Motherhood Penalty  Quinn Galbraith - Brigham Young University, Alexandra Carlile - Brigham Young University


14.6. Family Leave and Lower Income Families: Paid Family Leave and Mothers` Childcare Arrangements  Pamela Winston - Office of the Assistant Secretary for Planning and Evaluation, Department of Health and Human Services (ASPE, DHHS), Elizabeth Coombs - Mission Analytics Group, Rashaun Bennett - ASPE, DHHS, Lauren Antelo - ASPE, DHHS.


14.8. Should I Stay or Should I Go?: Retirement Considerations of Older Healthcare Workers  LaWanda Cook - CRC, Hsiao-Ying (Vicki) Chang - CRC.


14.11. Parents` and educators` discourses on flexibly scheduled ECEC  Kaisu Peltoperä - University of Jyväskylä.


14.15. Informal childcare vs. formal childcare and its impact on maternal employment in Germany and Poland  Anna Kurowska - University of Warsaw, Jasmin Joecks Eberhard Karls Universität Tübingen
14.16. What are HR consultants doing to support clients facing work-life balance issues? Isabelle Létourneau - Université de Sherbrooke, Danaël Lambert Université de Sherbrooke.


14.18. Gender matters: The effects of gender and segmentation preferences on work-to family conflict in family sacrifice climates Viva Nsair - Wayne State University, Matt Piszczek - Wayne State University.

Pre-recorded Posters

15.1. Empirical analysis of the gender difference of the influence that Robotic Process Automation on employment in Japan Eriko Teramura - Meikai University

15.2. Is remote employment a sustainable practice? Mary Streit - Northcentral University

15.3. A qualitative examination of: Father’s experiences, constructions and negotiations of flexible working Alina Ewald - Western Sydney University

15.4. Mothers who perceive autonomy support report less negative affect following a parental leave Anne-Sophie Huppé - Université de Montréal, Julie C. Laurin Université de Montréal, Sophie Laniel - Université de Montréal, Alexandra Cournoy - Université de Montréal.

AUTHOR INDEX: LIVE SESSIONS

A
Abendroth, Anja-Kristin 24, 27
Alexander, Alyssa Jane 22
Alexandrova, Matildas 28
Allen, Tammy 28
Ananat, Elizabeth 25
Andreassi, Jeanine 24
Artiawati, Artiawati 28
Awkward-Rich, Leah 29
Ayudhya, Uracha
Carrakul Na 31
B
Bae, Hanjin 25
Baierl, Andreas 28
Beacom, Amy 30
Beauregard, T.
   Alexandra 17, 28
Beham, Barbara 28
Behson, Scott Joseph 23, 30
Bellisle, Dylan 17
Berkman, Lisa 30
Besamusca, Janna 19
Beutell, Nicholas 22
Bochantin, Jaime 22
Boies, Kathleen 30
Borowsky, Christine 29
Boström, Gert-Olof 27, 28
Boström, Katarzyna
Wolanik 27, 28
Boyar, Scott 18
Braga, Breno 17
Brennan, Eileen M. 23
Brady, Jacqueline 31
Brockwood, Krista 31
Brown, Steven 16
Brumley, Krista M. 26
Butrica, Barbara 17
C
Cai, Yixia 29
Cardador, Teresa 25
Carr, Deborah 21
Carvalho, Vânia Sofia 28
Chambel, Maria Jose 28
Cho, Eunae 28
Chung, Heejung 20, 26
Coffey, Amelia 17, 22
Collision, David 31
Cooper, Rae 19
D
Damaske, Sarah 17
Daminger, Allison 26
Dawkins, Sarah, 28
Dean, Liz 20
DeGroot, Jessica 30
Deutsch, Francine Meryl 21
Dishon-Berkovits, Miriam 28
Doucet, Andrea 26
Drobnic, Sojna 29
E
Earle, Alison 23
Eley, Elizabeth 30
van Engen, Marloes 18, 28
England, Paula 19
Escribano, Pablo 28
F
Fan, Wen 27
Fast, Janet 23
Feldhaus, Michael 29
Flood, Sarah 29, 30
Freidman, Stewart D. 23
Fugiel, Peter 31
G
Gallinsky, Ellen 23
Gangamma, Rashmi 24
Garner, Katie B. 24
Gassman-Pines, Anna 16, 25
Gatrell, Caroline 31
Gbajumo-Sheriff, Mariam, 27
St. George, Megan 26
Gloor, Jamie Lee 19
Goldberg, Renada 31
Golden, Lonnie 17, 20, 25
Grant, Ruth A. 21
Grotto, Angela 24
Greisback, Kathleen 20
Guentera, Konjit Hailu 18, 28
Guettnerman, Timothy C. 19
H
Hailemariam, Atsede T. 18
Haley, Anna 25
Hammer, Leslie 31
Harknett, Kristin 20, 25
Harrington, Brad 26
Haste-Jackson,
Chandice 24
Haux, Tina 20
Hecht, Tracy 30
Hermann, Mary 25
Hewitt, Belinda 19
Holland, Brian 17
Hopke, Teresa 30
Hu, Yang 27
Huang, Ting-pang 28
Hunte, Haslyn 31
I
Irwin, Véronique 25
J
Jackson, Pamela
Braboy 31
Jacobs, Jerry 21
Jaga, Ameeta 18, 19, 28
de Janasz, Suzanne 22
Jona, Meytal Eran 19
K
Kanji, Shireen 20, 26, 27
Kayli, Hanne 19
Kelland, Jasmine 27
Kelly, Erin L. 17, 20, 24, 24, 30
Kim, Joeun 22
<table>
<thead>
<tr>
<th>Name</th>
<th>Age</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kim, Sowon</td>
<td>22</td>
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<tr>
<td>Kincaid, Reilly Kate</td>
<td>18</td>
<td></td>
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<tr>
<td>King, Eden</td>
<td>19</td>
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<tr>
<td>Kmec, Julie</td>
<td>22</td>
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<tr>
<td>Kossek, Ellen Ernst</td>
<td>23</td>
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<tr>
<td>Kost, Dominique</td>
<td>28</td>
<td></td>
</tr>
<tr>
<td>Kramer, Amit</td>
<td>17</td>
<td></td>
</tr>
<tr>
<td>Kramer, Karen Z.</td>
<td>25, 26</td>
<td></td>
</tr>
<tr>
<td>Križková, Alena</td>
<td>27</td>
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<tr>
<td>Kroon, Brigitte</td>
<td>18</td>
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<td>Kubzansky, Laura</td>
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<tr>
<td>Kurowska, Anna</td>
<td>26, 28</td>
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<tr>
<td>Lambert, Susan</td>
<td>16, 25</td>
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<tr>
<td>Landivar, Liana</td>
<td>30</td>
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<td>Lawler-McHugh, Tina</td>
<td>26</td>
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<td>Lawter, Leanna</td>
<td>23</td>
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<td>Lee, Sanghoon</td>
<td>25</td>
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<td>Lenhart, Amanda</td>
<td>25</td>
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</tr>
<tr>
<td>Leon, Emmanuelle</td>
<td>28</td>
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<tr>
<td>Lovejoy, Meg</td>
<td>24</td>
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<td>Lu, Chang-qin</td>
<td>28</td>
<td></td>
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<tr>
<td>Luëkermann, Laura</td>
<td>27</td>
<td></td>
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<td>Luthra, Renee</td>
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<td>Lyonette, Clare</td>
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<td>Marotta, John Jr.</td>
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<td>Marthin, Angela</td>
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<td>McGinn, Kathleen</td>
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<td>Miller, Roselyn</td>
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<td>Minkoff-Zern, Laura</td>
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<td>Moen, Phyllis</td>
<td>17, 21, 30</td>
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<td>Mohr, Cynthia</td>
<td>31</td>
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<td>Morandin, Gabriele</td>
<td>28</td>
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<td>Mosseri, Sarah</td>
<td>19</td>
<td></td>
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<td>Mudrazija, Stipica</td>
<td>17</td>
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<td>Mun, Eunmi</td>
<td>23, 25</td>
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<td>Nicolaisen, Heidi</td>
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<td>Noboa, Fabrizio</td>
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<td>Norman, Helen</td>
<td>29</td>
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<td>O'Connor, Lindsey Blair</td>
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<td>Paek, Eunjeong</td>
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<td>Pepin, Joanna</td>
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<td>Pilarz, Alejandra Ros</td>
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<td>Qian, Yue</td>
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<td>Radcliffe, Laura</td>
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<td>Rajadhyaksha, Ujyalal</td>
<td>18, 28</td>
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<td>Ramadoss, Kamala</td>
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Wolfe, Rebecca 20
Wong, Carol 22
Woods, Rose 30
Wu, Tina 21
X
Y
Yang, Duanyi 30
Yerkes, Mara 19
Young, Zoe 29, 30
Yucel, Deniz 27
Z
Sponsors