



# **Advancing Equality at Work and Home:**

## **Strengthening Science and Collaboration**

Work and Family Researchers Network  
5th Biennial Conference

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# Message from the President



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)
  - 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)
  - 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)
  - 9:00am-11:45am GMT (5:00am-7:45am New York; **10:00am-12:45pm London**; 6:00pm-8:45pm Tokyo)
- December 11, 2020 WFRN Live Sessions (Asia/Oceania-friendly time)
  - 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)
  - 3:00pm to 7:15pm GMT (**10am-2:15pm New York**; 3pm-7:15pm London; 12am-4:15am Tokyo on January 9th)
- February 5th, 2021 WFRN Live Plenary (Americas-friendly time)
  - 3:00pm to 4:30pm GMT (**10am-11:30am New York**; 3pm-4:30pm London; 12:00am-1:30am Tokyo on February 6th)
- February 12, 2021 WFRN Live Sessions (Europe/Africa-friendly time)
  - 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)
  - 3:00pm to 5:45pm GMT (**10am-12:45pm New York**; 3pm-5:45pm London; 12am-2:45am Tokyo on March 13th)

## **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](mailto: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 Jench, 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)*

#### 1.1. Plenary: The Work and Family Ramifications of COVID-19: Generating Knowledge and Collaboration

- *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



- Brigid Schulte – New America Foundation
- Roselyn Miller – New America Foundation

#### **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* Atsedet 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

**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)

**3.1. Multi-paper session: Mixed Methods in Work and Family Research: New Insights into Motherhood and Career Paths –**

- *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 Nicolaisen – Fafo
- *Full Time Hours, Part Time Work: An Analysis of Incongruencies in Self-Reported Working Time and Employment Status Measures* Clare Stovell – Oxford Brookes University, Belinda Hewitt – University of Melbourne, Mara Yerkes – Universiteit Utrecht, Janna Besamusca – University of Amsterdam
- *Part-Time Jobs or Just Shorter Working Weeks? Exploring the Meaning of 'Part-Time' Work and Assessing Its Value for Future Analyses of Gender and Class Inequalities in Job Quality* Clare Lyonette – University of Warwick, Tracey Warren – University of Nottingham
- *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 Ruppner – University of Melbourne
- *The Mental Load and Gendered Conceptualisations of Care in Separated Families* Renee 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 Griesback – 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 5<sup>th</sup>, 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 11<sup>th</sup>  
London; 10:00am-11:15am on December 11th Tokyo)

**5.1. *Author Meets Readers: Creating Equality at Home: How 25 Couples around the World Share Housework and Childcare*; Francine M. Deutsch and Ruth A. Gaunt, Eds., Cambridge University Press, 2020 –**

**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 Kusujarti – 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 11<sup>th</sup>  
London; 11:30am-12:45pm on December 11th Tokyo)

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

- *In the Midst of the “Unfinished” Revolution: Marriage “Opt-Out” in Korea* Jo Eun Kim – Pennsylvania State University (Penn State)

- *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,
- *‘Longing to grow my business’: The Work-life Interface of Women Entrepreneurs* Konjit H. Gudeta – Maastricht University, Addis Ababa University, Marloes van Engen – Nyenrode Business Universiteit, Tilburg University, Pascale Peters – Nyenrode Business Universiteit & Radboud University, Kassa Woldesenbet – De Montfort University
- *Momprenueurship, 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)

**6.1. *Author Meets Readers: Parents Who Lead: The Leadership Approach You Need to Parent with Purpose, Fuel Your Career, and Create a Richer Life*, Authors Stewart D. Friedman and Alyssa F. Westring, Harvard Business Review Press, 2020 –**  
**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

#### **6.4. *Symposium: Work-Family Issues Among Refugees and Immigrants: A Social Justice Perspective* –**

**Organizer:** Kamala Ramadoss, Syracuse University

- *Work-Family Issues Among Chinese Immigrant Mothers in the United States: Work Hours, Work Schedules, Acculturation and Parenting Stress* Kai Sun – New York University, Shanghai, Rui Tian – 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)

#### **6.5. *Author Meets Readers: Opting Back In: What Really Happens when Mothers Go Back to Work*, authors Pamela Stone and Meg Lovejoy, University of California Press, 2019.**

**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

**6.7. *Symposium: Work Scheduling Conditions, Fair Workweek Policies and Their Effects on Workers' and Families' Well-Being* –**

**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
- *The Effects of Local Schedule Stability Laws on the Daily Well-Being of Working Parents and Their Families* Elizabeth Ananat – Barnard College, Anna Gassman-Pines – Duke University
- *Assessing the Initial Impacts of the First Statewide Fair Scheduling Law in Oregon* Ellen Kaye Scott – University of Oregon
- *Discussant* Liz Vladeck –Senior Labor Policy Adviser, NYC Mayor's Office of Policy & Planning

**6.8. *Multi-paper session: Paternal Leave: Gender, Caring, and Working* –**

- *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* Maïke 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)

(10:00am-11:30am New York; 3:00pm-4:30pm London; 12:00am-1:30am on February 6th Tokyo)

#### 4.1. **Plenary:** What's Next for Work-Family Policy and the Economic Recovery following the 2020 U.S. Elections & WFRN Award Ceremony

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

**Friday, February 12, 2021**  
**WFRN Live Sessions**  
**Europe/Africa-friendly timing**

**Part A Simultaneous Sessions:**  
**10:00am-11:15am GMT**

(5:00am-6:15am New York; 10:00am-11:15am London; 7:00pm-8:15pm Tokyo))

**7.1. *Multi-paper session:* Marginalized Women and the New Realities of Work and Family –**

- *Women's Self Employment in the UK: What Part do Mumpreneurship, Precarious and Low-Paid Work, and Partners Play?* Shireen Kanji – Brunel University London
- *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 –**

- *Rethinking Work Time: Gender, Parenthood, and the Temporal Constellations of Work Schedules in a Cross-National Context* Yang Hu – Lancaster University, Wen Fan – Boston College, Deniz Yucel – William Paterson University of New Jersey
- *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 **\*CANCELLED\***
- *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

## 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 Drobic – 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~~  
\*CANCELLED\*

#### 8.4. Multi-paper session: New Perspectives on Smoothing Transitions across Work, Family, and Community –

- *Creating Harmony across work, family and community: Exploration from an immigrants' perspective* Uthpala 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 Kubzansky – 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
- Sharon Hart – 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 – Women's Bureau, U.S. Department of Labor, Rose Woods – Bureau of Labor Statistics, Gretchen M. Livingston – Women's Bureau, U.S. Department of Labor

- *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

#### **8.8. Multi-paper session: Couples: Work and Family Challenges and Possibilities for Improvement –**

- *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](#)

# 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.
- 10.2. *Context Matters: How Participatory Research Reveals Work and Family Insights to Inform Contextually-Relevant Interventions and Advance Knowledge About Work and Family Dynamics That Influence Well-Being* Alicia Dugan (Organizer) - University of Connecticut (UCONN), Brittany Gaines - UCONN, Jennifer Cavallari - UCONN, Sara Namazi - UCONN, Martin Cherniack - UCONN, Jennifer Garza - UCONN, Richard H. Fortinsky - UCONN, Janet Barnes-Farrell - UCONN, Mazen El Ghaziri - UCONN, Jonathan Noel - UCONN, Caitlin McPherran Lombardi - UCONN.
- 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
- 10.4. *Work, Family, and Inequalities. Insights from Familialist and Liberal Welfare Regimes* Mauro Migliavacca - University of Genoa, Manuela Naldini - University of Turin, Kathleen Gerson - New York University, Margarita Estévez-Abe - Syracuse University, Jerry Jacobs - University of Pennsylvania, Brad Harrington - Boston College

## Pre-recorded Workshops

- 11.1. *Technological Change in the Combination of Work and Care: A Mixed-Methods Study* Anne Roeters - Netherlands Institute for Social Research, Alice de Boer - Netherlands Institute for Social Research, Wil Portegijs - Netherlands Institute for Social Research.

## Pre-recorded Author Meets Readers Sessions

### Pre-recorded Papers

- 13.1. *The Bright Side of Commuting: Effects of Psychological Detachment on Negative Work-Family Spillover* Matt Piszczek - Wayne State University, Kristie McAlpine Rutgers University, Camden.
- 13.2. *The Shoemakers go Barefoot: Work - Family Challenges among Human Resource Business Partners* Ronit Nadiv - Sapir Academic College, Shani Kuna - Sapir Academic College
- 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
- 13.4. *Gendered Employer Policies in the United States* Gayle Kaufman - Davidson College, Richard J. Petts - Ball State University
- 13.5. *Work, Non-Work and Cultural Roles: The Challenge of Balancing Multiple Roles for Indigenous Scientists* Jarrod Haar - Auckland University of Technology, Willy John Martin - Callaghan Innovation.
- 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.
- 13.7. *Work-Life Balance: The Fit of Actual and Preferred Working Time Arrangements* Anne Wöhrmann - Federal Institute for Occupational Safety and Health (BAuA)
- 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.
- 13.9. *The Pursuit of Balance: Differential Effects of Policy Availability and Use on Work Family Balance and Work Outcomes* Drake Van Egdome - University of Houston, Christine Spitzmueller - University of Houston
- 13.10. *Unhappy When My Partner Is Always On? Intra-Individual and Crossover Effects of Working Time Demands on Work-Life Balance Satisfaction in Couples* Anne Wöhrmann - Federal Institute for Occupational Safety and Health (BAuA), Yvonne Lott - Hans Böckler Stiftung

- 13.11. *More money? More problems?: Good jobs do not prevent workers' stress from spilling over to their health* Jihee Woo - University of Pittsburgh, Kess L. Ballentine - University of Pittsburgh.
- 13.12. *Exploring the family identity of Generation Y fathers in the context of dual earner relationships* Eileen Koekemoer - University of Pretoria, Anne Crafford, University of Pretoria.
- 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.
- 13.17. *Digital parenting: An investigation of the impact of technology use in the non-work domain on the work-family interface* Kelly Basile - Emmanuel College, T. Alexandra Beauregard - University of London, Esther Canonico - London School of Economics and Political Science, Kylee Gause - Emmanuel College.
- 13.18. *The ideal worker norm among professionals, executives, and managers: Do workplace resources buffer its negative impacts on job outcomes* Krista Lynn Minnotte - University of North Dakota, Michael C. Minnotte - University of North Dakota.
- 13.19. *Family stress and coping amid employment precarity: A theoretical framework* Renada Goldberg - Simmons University, Catherine A. Solheim - University of Minnesota.
- 13.20. *Parenting, Work and Family Obligations Within the Ghanaian Context: Testing the Family Stress Model* Odetta Odartey Addo - Syracuse University, Ambika Krishnakumar - Syracuse University.

## Pre-recorded Roundtables



- 14.1. *SHE SPENDS, THEY CONSUME? The construction of inequalities in parental care and of appropriating domestic goods and spaces* Angèle Jannot - INED
- 14.2. *The Work-Family Advantages, Challenges and Coping Strategies of US Business School Professors: An Exploratory Investigation* Scott Behson - Farleigh Dickinson University
- 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
- 14.5. *Identity Reinvention: How Identity-Implicating Epiphanies Impact Women's Careers and Family Lives* Christine Bataille - Ithaca College, Melissa Symanski - Simpson Gumpertz & Heger Inc.
- 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.
- 14.7. *Suicide Prevention and Postvention: The Employer Role* Maggie G. Mortali - American Foundation for Suicide Prevention, Sally Spencer-Thomas - United Suicide Survivors International, Jodi J. Frey - University of Maryland.
- 14.8. *Should I Stay or Should I Go?: Retirement Considerations of Older Healthcare Workers* LaWanda Cook - Cornell University, Hsiao-Ying (Vicki) Chang - Cornell University.
- 14.9. *Turnover intention and affective commitment of employed married women: The influence of specific work-nonwork interference dimensions* Eileen Koekemoer - University of Pretoria, Pieter Schaap - University of Pretoria.
- 14.10. *Consistent compromisers; Achieving Egalitarianism in Work and Family?* Jaclyn S. Wong - University of South Carolina.
- 14.11. *Parents' and educators' discourses on flexibly scheduled ECEC* Kaisu Peltoperä - University of Jyväskylä.
- 14.12. *Work-family interface among Indonesian female breadwinner* Sofia Ramdhaniar - University of Surabaya, Artiawati - University of Surabaya.

- 14.13. *Work hesitancy among mothers with preschool children: The influence of attachment parenting* Anna Davidson Abella - University of South Florida.
- 14.14. *Who can refuse? Gender and fertility decisions* Jamie Oslawski-Lopez - Indiana University Kokomo.
- 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.
- 14.17. *A closer look at the influence of quality of leadership on psychosocial risk among Chilean workers: Are there unique dynamics within the educational sector?* Alejandra Pallamar - Boston College School of Social Work, Christina Matz - Boston College School of Social Work.
- 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.
- 14.19. *When Family work conflict arises even before the relationship: Gender role attitudes and Socio-economic expectations of young people's relationships* Libby Bear - Bar-Ilan University.
- 14.20. *Work-to-Family Conflict, Stress, and Parenting Behaviors of Fathers of Infants* Melissa Rector LaGraff - University of Tennessee Knoxville, Heidi E. Stolz - University of Tennessee Knoxville
- 14.21. *Strengthening Parents at Work: Parents' Experiences at Work and (Global) Future Perspectives* Gerlinde Mauerer - University of Vienna.

## 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.
- 15.5. *Military Spouse Employment Outcomes* Sabrina Yu - Baruch College CUNY, Jenna-Lyn Roman - Talent Metrics Consulting, Nicholas P. Salter - Hofstra University.

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