Work-Family Justice: Practices, Partnerships & Possibilities

Preliminary Program

Work and Family Researchers Network 6th Biennial Conference

JUNE 22-25, 2022

New York City
Welcome to WFRN’s 6th Biennial Conference!

The theme for our 2022 in-person conference is *Work-Family Justice: Practices, Partnerships & Possibilities*. What an incredibly important moment to be focused on work-family scholarship – and to consider social scientific research related to just work and care in these unsettling and challenging times. As our theme suggests, we intend that our scholarship make impact in practices and policy out in the world.

WFRN’s mission is “To facilitate virtual and face-to-face interaction among academic work and family researchers from a broad range of fields as well as engage the next generation of work and family scholars. The WFRN also welcomes the participation of policy makers and workplace practitioners as it seeks to promote knowledge and understanding of work and family issues among the community of global stakeholders.”

We have over 700 scholars and leaders whose work and efforts are being shared this June (see our index of participants!); more than 400 from many places across the world are registered to attend the conference, and we have created over 110 exciting sessions. We know that the conference days will be packed with vibrant and rich conversation where we exchange ideas and plans for the future. We are so excited to connect again with each other in person. This shared time together will also guide and enrich our Virtual Conference Series (VCS) for 2022-23.

We invite you to take a look at our extraordinary preliminary program in these pages, highlighting the work of our global community of scholars and leaders.

For a LIVE up-to-date web version of the program please [click here](#).

We are thrilled to build connections across our amazing network!

Sincerely,

Melissa Milkie, WFRN President
Conference and Hotel Venue

Please Book Your Stay at the Hilton Midtown

The 2022 WFRN Conference will be held at the New York Hilton Midtown 1335 Avenue of the Americas, New York, New York, 10019; Telephone (USA): 1-212-586-7000. If making reservations by phone, use group code “WFRN”.

To access the WFRN’s discount room block

CLICK HERE

The WFRN has secured a limited number of rooms at a discount rates. To secure the discount rate, click the above link or contact the Hilton and specify that you will be attending the “Work and Family Researchers Network Conference.” Rooms need to be booked prior to May 24, 2022 to receive the discounted rate. In the event that rooms are not available for the dates of your stay, please contact the WFRN’s Executive Office at wfrnet@gmail.com and inform us of the dates in concern. We will work with the Hilton Midtown to secure additional room spaces. If the hotel link appears inactive, please try accessing it through a different browser app. If that does not work, please contact the Executive Office.

The WFRN appreciates conference participants booking at least a portion of their stay at the Hilton to foster community among its membership as well as to offset any additional costs that the organization will have to pay if reserved rooms are left unoccupied. Show your support of the WFRN by reserving all or part of your stay in NYC at the Hilton Midtown.
Preparing Our Conference in a Time of Uncertainty

Our priority in organizing the 2022 conference is securing the wellbeing of participants. The WFRN will follow all local and national guidance for Covid safety protocols. We anticipate requiring proof of vaccination, which will be shown at the registration desk in order to obtain materials and will be signified on name badges. There will be a limited supply of Covid self-tests for delegates, available to those who suspect exposure. More detail regarding protocol will be sent closer to the conference dates.

Event Resources and Opportunities

Seeking a Roommate?

The WFRN provides access to an online spreadsheet that enables conference participants to locate other individuals who are interested in sharing rooms. If you are seeking a roommate for the conference, you can list your name, email address, desired hotel, and arrival/departure dates in the spreadsheet link below. You can also search for others who are seeking roommates. Once you have secured a roommate, you can delete your name from the list. **Disclaimer:** While the WFRN provides access to this list so that participants can connect with one another, it does not assume any responsibility for arrangements made through this list and does not monitor the list. This list is “open” meaning that individuals who are not conference participants can also potentially access it. Individuals posting to this list and securing roommate arrangements through this list do so at their own risk. To access the roommate list click [here](#).
Graduate Student Preconference June 22, 2022

In three highly interactive sessions, outstanding work and family scholars from diverse fields will provide insights into three topics:

- How to get your work published
- How to network at conferences
- How to engage organizations, policy makers, and the public

In a concluding session, panel members will address questions from workshop participants.

Please use this link to reserve your spot. Space is limited and participants will be selected on a first-come basis. Registration will close on May 1.

Networking Dinners

The WFRN Membership Engagement Committee is excited to be bringing back Networking Dinners for the 2022 conference. Networking dinner participants are sorted into groups of approximately six people based on their interests with each table. Groups meet up at the conference hotel Friday evening and walk to a local restaurant together. Pre-registration is required, and we ask that people avoid signing up if they are not sure they will be able to attend. Note that the cost of meals is not included, but the Committee is working hard to find affordable venue options so that all those who are interested can participate. To sign up for a Networking Dinner, follow this link before May 1, 2022.
Mentorship Matching

The WFRN Membership Engagement Committee is also excited to debut a new mentorship program. We invite all members to participate as either a mentor or mentee, or even both! The Committee will be soliciting applications to determine interests and then matching mentees and mentors at different levels. Senior faculty will be matched with either junior faculty or students while junior faculty may also be matched with students. Please consider signing up as a mentor to help the next generation of work-family scholars hit the ground running. The success of this initiative will depend on the generosity of our mentors. To sign up for a mentorship or volunteer to be a mentor, follow this link.

Child Care

Through the generous support of Bright Horizons, the WFRN is able to provide free childcare to a limited number of families during the 2022 conference. Accommodations will be available on Thursday June 23 and Friday June 24. To register your need for childcare, please submit your request no later than May 1, 2022 by following this link.
Sponsors

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The Rosabeth Moss Kanter Award for Excellence in Work-Family Research

UNIVERSITY OF TORONTO
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Sabrina Speights, Ph.D. Wheaton College Massachusetts, United States

A note of deep gratitude to the many people who made important contributions to the conference program. Great thanks go out to the 2022 Program Committee for their thoughtful feedback and counsel, and insightful planning of symposia. Amanda Deeley and Dana Wray’s creative assistance on putting together paper sessions was invaluable. Many others in the WFRN community -- from brand new members to WFRN leaders from prior years -- offered excellent ideas and contributed support in countless ways. Our Executive Boards from 2020 to 2022, Vice President Sarah Damaske, Past President Susan Lambert and past Executive Officer Jerry Jacobs offered invaluable insights for planning. We thank creative leaders of Pre-Conference sessions (Lindsey Trimble O’Connor, Wen Fan, Yvonne Lott, Liana Sayer and Sarah Flood) and astute postings by Judi Casey and our social media team. Membership engagement leader Matt Piszczek implemented wonderful ideas. And a very special shout out goes out to the small team behind the scenes each day: Conference Coordinator Amanda Deeley, WFRN Executive Assistant Marissa Oliver, and especially Executive Officer Steve Sweet. Their deep commitment to WFRN, their diligence in the countless long days of tasks, emails and communications, and their great humor and positivity in a challenging year helped to create an exceptional program. Melissa Milkie, WFRN President.
PRE-CONFERENCE Sessions

Wednesday, June 22

Wednesday | 9:00 am-12:00 pm | Midtown Suite - 4th floor

Organizers: Liana Sayer, University of Maryland, College Park; Sarah Flood, University of Minnesota

The COVID-19 pandemic upended many aspects of our lives, including how we spend our time. Demographic and population science researchers are likely eager to use the ATUS to explore changes in daily behavior and interactions. However, data collection for the American Time Use Survey (ATUS), the most appropriate data source for measuring changes in time use in the United States, was interrupted by social distancing conditions related to the pandemic. This has created several challenges regarding data analysis. This workshop will provide 1) an introduction to the ATUS; 2) demonstrations of data access tools that streamline the research process; 3) an overview of data analysis challenges related to the Covid-19 pandemic; and 4) practice analyzing the 2020 ATUS. The American Time Use Survey (ATUS) has been fielding annual time diary data since 2003. The data are nationally representative, utilize data collection and measurement approaches that are vetted, and offer a comparable pre-pandemic comparison. While the focus of the workshop is on the COVID-19 pandemic, the data and tools covered are relevant to a broad range of research questions. The workshop will provide hands-on demonstrations for two methods of accessing ATUS data via IPUMS. The first is the IPUMS ATUS data extract system, which allows researchers to create and download customized ATUS data files that are ready for analysis in a statistical software package. The IPUMS ATUS data extract system offers a tool for creating custom time use variables, where researchers specify combinations of activities and/or filters to create new variables reporting the number of minutes respondents spent on activities matching the specified criteria. The second is use of the IPUMS ATUS online analysis tool, which allows researchers to analyze time diary data through an online interface rather than downloading a data file for use in a statistical software package. The demonstrations will focus on comparisons between parental time use in 2020 and 2019, to highlight how these data and tools can be used to better understand how the COVID19 pandemic affected time use for a particular group of people. Participants will work collaboratively with organizers to answer a research question, e.g., how has parents time use changed following the onset of the Covid-19 pandemic? We will also provide an overview of the 2021 ATUS Health and Well-Being module, which is currently being collected. After the workshop, participants will be comfortable navigating IPUMS ATUS, a harmonized version of the original ATUS data, creating IPUMS customized data extracts,
including creating custom variables that summarize different types of activities, using our online data analysis tool, and understanding data analysis challenges related to 2020 data.

2. Pre-Conference Workshop: Early Career Fellows (ECF) program (by Invitation) [Workshop]
Wednesday | 9:00 am-6:00 pm | Gibson Suite - 2nd floor

Organizer: Lindsey Blair Trimble O`Connor, California State University Channel Islands
The goal of the Early Career Fellowship (ECF) program is to support the next generation of work-family scholars. The Fellowship provides Fellows with a WFRN membership, registration to the biannual WFRN conference, and a stipend to defray the costs of attending the conference. Fellows attend this pre-conference to facilitate networking and collaborations, and to engage in professional development on topics of interest to scholars in the early career stages. The specific details will be sent out to Fellows in advance of the conference. This session is by invitation to those who were selected to this year’s program.

3. Pre-Conference Workshop: Professional Development for Doctoral Students in the Work & Family Field (Pre-registration required) [Workshop]
Wednesday | 1:00 pm-5:15 pm | Midtown Suite - 4th floor

Organizers: Wen Fan, Boston College; Yvonne Lott, Hans-Böckler-Stiftung
The WFRN will host a free pre-conference workshop for graduate students on the afternoon of Wednesday, June 22. This half-day workshop will offer graduate students the opportunity to present their research, exchange ideas, and discuss questions in an open and supportive environment. In three highly interactive sessions, outstanding work and family scholars from diverse fields will provide insights into three topics: - How to get your work published - How to network at conferences - How to engage organizations, policy makers, and the public. In a concluding session, panel members will address questions from workshop participants. The aim of the workshop is to inform graduate students about important career aspects during and after graduate school, to encourage students to present and discuss their research with others, and to foster new connections and potential relationships between students. Registration is open now! Please use this link to reserve your spot: https://ithaca.qualtrics.com/jfe/form/SV_abM8UqpuEDfIUiW. Space is limited and participants will be selected on a first-come basis. Registration will close on May 1.
Work-Family Justice: Practices, Partnerships & Possibilities

Thursday, June 23 Sessions

4. Networking Communities: Coffee & Connection
Thursday | 7:30 am-8:15 am | Regent Parlour - 2nd floor

Organizer: Sabrina L. Speights, Wheaton College - MA
Kick off the WFRN conference by connecting with others and checking out our Networking Communities tables (also known as SIGs or special interest groups). Enjoy a welcoming time with coffee & conversation! Attendees will have a chance to chat with communities about their activities and plans and meet new colleagues. For those groups who wish, please email ahead for an opportunity to set up a Network meeting for your group -- a "Networking Sidebar" in the Hilton Boardroom during the conference days. This could be for your group's elections and/or other business you may have (leaders may send email to info@wfrn.org with the Networking Sidebar subject line and your preferred time slots for a 1.5 hour time in our boardroom) Each of the following groups will have a table available (with a contact person listed): Africa Network - Ameeta Jaga (ameeta.jaga@uct.ac.za); Cross-Country Comparisons - Clarice Santos (CSantos@lincoln.ac.uk) & Maggie Wan (minwan@txstate.edu); Disability, Work, and Family - Shirley Porterfield (porterfields@umsl.edu); Early Career Network (Mona Zanhour (mona.zanhour@csulb.edu) & Mélanie Trottier (trottier.melanie@uqam.ca); Economic and Public Policy - Heejung Chung (H.Chung@kent.ac.uk) & Rense Nieuwenhuis (rense.nieuwenhuis@sofi.su.se); Gender, Work, and Family - Krista Lynn Minnotte (krista.lynn.minnotte@email.und.edu), Samantha Ammons (sammons@unomaha.edu) & Katherine Lin (Katherine.y.p.lin@dartmouth.edu); Global Work and Family Issues - Shweta Singh (ssingh9@luc.edu); Parenting & Caregiving - Marc Grau-Grau (marc_grau-grau@hks.harvard.edu); Power and Inequity in Work-Life Research (NEW) Renada Goldberg (rmg@umn.edu); Technology, Work, and Family - Ariane Ollier Malaterre (ollier.ariane@uqam.ca), Angela Grotto, (angela.grotto@manhattan.edu), Alexandra Beauregard (a.beauregard@bbk.ac.uk), Kaumudi Misra (kaumudi.misra@csueastbay.edu), Dominique Kost (domkos@oslomet.no); Work-Life Issues in the Academy - Susan Case (ssc2@case.edu); Work-Life Issues Among Entrepreneurs - Kathy Kuschel (kathykuschel@gmail.com); Work-Life Research & Practice from a LGBTQ Perspective (NEW) - Jean-Charles Languilaire (jean-charles.languilaire@mau.se) & Jennifer Swanberg (jswanberg@ssw.umaryland.edu). We'll also have a few tables open to start your own conversation. If you’d like to initiate a new table/group please email Sabrina Speights at speights_sabrina@wheatoncollege.edu.
5. Family Policies at Work: Considering the Institutional Context of Maternal Employment
[Paper Session]
Thursday | 8:30 am-10:00 am | Regent Parlour – 2nd floor

Presider: Valeria Pulignano, KU Leuven

- Family Policy and ‘Grey Zones’ at the Interface of Work and Home......Valeria Pulignano, KU Leuven; Glenn Morgan, University of Bristol; Hyojin Seo, KU Leuven
- Extending the 'Flexible and Sustainable' Careers Model......Andrie Michaelides, University of Cyprus; Deirdre Anderson, Cranfield School of Management
- Mothers’ Job-Related Training Participation in East and West Germany: Higher Child-Care Rates and Lower Motherhood Training Penalties?......Gundula Zoch, University of Oldenburg
- The Dynamic Interplay between Changing Macro-level Work-Family Norms and Micro-level Gendered Parental Behaviors in Eastern and Western Germany, 1990-2019......Constance Hsiung, Johann Wolfgang Goethe University of Frankfurt am Mai; Heather Hofmeister, Johann Wolfgang Goethe University of Frankfurt am Main

5.5 Family Friendly Factors in the Workplace [Paper Session]
Thursday | 8:30 am-10:00 am | Midtown Suite - 4th floor

Presider: Giovanna Rossi, Collective Action Strategies

- From Policy to Practice: Creating a Family Friendly Workplace Culture......Giovanna Rossi, Collective Action Strategies
- Does Working from Home Hinder Career Progression? The Gender and Family Perspectives......Agnieszka Kasperska, University of Warsaw
- Quality Family Time? Measuring Work-Family Life Outcomes as a Component of Job Quality in Illinois......Alison Dickson, University of Illinois; Larissa Petrucci, University of Illinois; Lonnie Golden, Pennsylvania State University (Penn State); Peter J. Fugiel, University of Illinois, Urbana-Champaign; Dylan Bellisle, University of Illinois, Urbana-Champaign
- Working from Home and Working Mothers’ Experiences of Work-Life Balance and Boundary Management in Times of Uncertainty......Suhaila Binte Zainal Shah, Singapore University of Technology and Design; Nilanjan Raghunath, Singapore University of Technology and Design

6. Demands & Resources at Work & Worker Mental Health Across National Contexts
[Paper Session]
Thursday | 8:30 am-10:00 am | Harlem Suite - 4th floor

Presider: Eileen Peters, Bielefeld University
• The Stress and Resources of Higher Status Hypothesis in the Light of COVID-19: Longitudinal Effects on Work-to-Family Conflicts and Health Status......Eileen Peters, Bielefeld University; Mareike Reimann, Bielefeld University; Martin Diewald, Bielefeld University
• Pandemic Parenting: How Workplace Policies and Practices Alleviated PTSD Among Working Parents During the COVID-19 Crisis......Samantha Meeker, Northeastern University; Alisa Lincoln, Northeastern University; Alicia Sasser Modestino, Northeastern University; Jamie Ladge, Northeastern University
• Relational Wellbeing of Female Workers in Low-skilled Jobs in Ethiopia......Konjit Gudeta, Maastricht University & Addis Ababa University; Valentina Mazzucato, Maastricht University
• The Mediating Role of Work-Family Conflict in the Relationship between Job Resources/Demands and Well-being across 35 European Countries......Miriam Dishon-Berkovits, Ono Academic college; Mario Lucchini, Università degli Studi di Milano - Bicocca; Egidio Riva, Università degli Studi di Milano - Bicocca

7. Racial Inequities and Work: Considering Occupation and Experience [Paper Session]
Thursday | 8:30 am-10:00 am | Morgan Suite - 2nd floor

Presider: Margaret D. Whitley, University of Michigan

• Work as a Driver of Racial Inequities in Breastfeeding: A Review of Evidence and Theory......Margaret D. Whitley, University of Michigan; Ashley Banks, University of California, Irvine
• Did the Transition to Working-from-Home During Covid-19 Increase Inequality at Work? Findings from a Longitudinal Survey of US Employees......Amit Kramer, University of Illinois, Urbana-Champaign; Karen Kramer, University of Illinois, Urbana-Champaign
• “We’re Not Them and They’re Not Us”: Low-wage Healthcare Workers’ Experience Navigating Workplace Discrimination......Kess Ballentine, Wayne State University
• Working from Home and Inequality: The Cumulative Disadvantage of Working from Home During the Covid-19 Pandemic on Minorities Family Outcomes......Karen Kramer, University of Illinois, Urbana-Champaign; Amit Kramer, University of Illinois, Urbana-Champaign

8. Flex Time, Flex Place, the Ideal Worker & Gender [Paper Session]
Thursday | 8:30 am-10:00 am | Sutton Center - 2nd floor

Presider: Kristin Kelley, WZB - Social Science Research Center Berlin

• Can We Change the Overwork Culture? The Role of Workplace Policies in Challenging Conventional Definitions of “Ideal Workers”......Kristin Kelley, WZB - Social Science
Research Center Berlin; Youngjoo Cha, Indiana University; Elizabeth Hirsh, University of British Columbia
- *Bias Mitigation and Process Optimization for Prestigious Positions*......Claartje Vinkenburg, Independent
- *Does Remote Work Reinforce the “Ideal Worker Norm”? The Concept of “Digital Presence Behavior” and its Correlates*......Mareike Bünning, DZA; Lena Hipp, WZB - Social Science Research Center Berlin; Yvonne Lott, Hans-Böckler-Stiftung
- *Exploring the gender gap in regular teleworking from home. The roles of worker’s characteristics, working conditions and gender equality in societal context*......Stefanie Kley, Universität Hamburg; Thordis Reimer, Universität Hamburg

Thursday | 8:30 am-10:00 am | Beekman Parlour - 2nd floor

**Organizers:** Jennifer Fraone, Boston College - Center for Work & Family; Shelley MacDermid Wadsworth, Purdue University

**Presider:** Shelley MacDermid Wadsworth, Purdue University

The global pandemic has transformed thinking about where and when work can occur. Workers are choosing or being required to return to offices, vacate offices, and adjust their availability. The timing of work is a recurring theme in articles nominated for the Rosabeth Moss Kanter Award for Excellence in Research on Work and Family, which are featured in this session. Insights from this pre-pandemic scholarship can help to inform adaptations following the pandemic. Two articles have been selected from the 2021 competition to be included in this paper session; the other two articles will be drawn from the 2022 competition. The 2022 articles for this session are yet to be decided -- they will be selected by a panel of international reviewers from among the top 20 articles focused on work and family published in over 75 journals. All of the articles here will address issues related to work scheduling. Our intent is that this session will be timely given the workplace transformations prompted by the global pandemic, and that discussion between attendees and authors will help to yield valuable insights for guiding efforts to manage workplace flexibility in the future.

- *Work Schedule Patching in Health Care: Exploring Implementation Approaches*......Ellen Kossek, Krannert School of Management, Purdue University
- *Work Scheduling for American Mothers, 1990 and 2012*......Peter Hepburn, Rutgers University

Thursday | 8:30 am-10:00 am | Bryant Suite - 2nd floor

**Organizer:** Yang Hu, Lancaster University

**Presider:** Yang Hu, Lancaster University
With technological advancements, labor market processes—such as job advertising, candidate screening and interviewing, and performance evaluation—are increasingly digitalized. Jobs are increasing advertised online and digital tools such as artificial intelligence (AI) are increasingly used throughout the human resource pipeline. This paper symposium brings together four conceptual and empirical papers from the BIAS project (https://www.lancaster.ac.uk/lums/research/areas-of-expertise/centre-for-technological-futures/responsible-ai-for-labour-market-equality)—an interdisciplinary collaborative project between the UK and Canada that examines the (responsible) use of digital tools and AI in labor market processes. The foci of the papers range from a theoretical synthesis of conceptualizations of "bias" in the multidisciplinary literature on AI, the uneven spread of online job advertising as a crucial driver of gendered and racially segregated industry and occupational compositions, the ways in which employers signal work–family balance in job postings and their implications for gender segregation in the labor force, and methodological considerations for researching the relationship between technological use and equality, diversity, and inclusion (EDI) in organisations. Together, the papers advance our understanding of the roles played by digitalization and the development of AI in (re)shaping work–family inequalities in the early decades of the 21st century.

- **Artificial Intelligence, Bias, and Inequalities—A Literature Synthesis and Implications for Work–family Inequalities.** Alla Konnikov, University of Alberta; Karen D. Hughes, University of Alberta
- **Online Job Advertising and Labor Market Gender and Ethno-racial Segregations: A Comparative Analysis of the UK and Canada.** Yang Hu, Lancaster University; Nicole Denier, University of Alberta
- **Offering Work–family Balance: A Study of Employer Commitments to Family and Care Policies in Job Postings.** Nicole Denier, University of Alberta; Yang Hu, Lancaster University
- **How to Investigate the Role of Digital Technologies in Enabling Equity, Diversity, and Inclusion (EDI) in Organizations? Insights from an In-depth Case Study.** Irina Rets, Lancaster University; Monideepa Tarafdar, University of Massachusetts, Amherst

11. **Author Meets Readers: Tolls of Uncertainty: How Privilege and the Guilt Gap Shape Unemployment in America by Sarah Damaske [Author Meets Readers]**

**Thursday | 8:30 am-10:00 am | Sutton South - 2nd floor**

**Organizer:** Kathleen Gerson, New York University  
**Presider:** Kathleen Gerson, New York University  
The Tolls of Uncertainty is an indispensable investigation into the unemployment institution and how it affects the work and family lives of those who have lost a job. Through qualitative interviews with 100 unemployed people, Sarah Damaske uncovers unemployment’s own unique processes—severances, length of notice, state determined unemployment benefits, loss of health insurance, family obligations, increased time for second shift chores (or a lack of second shift increase), and state mandated job search requirements—that generate and
exacerbate inequality. The book convincingly argues that the unemployment period is a time when people face cascading and cumulating disadvantages or advantages that, in some ways, mirror other institutional processes of resource accumulation over the life course. Additionally, the book identifies a clear “guilt gap” between men and women. The women interviewed felt they owed their families an apology for their job loss, while most men did not. Women (unlike most men) gave this apology in two primary ways: by sacrificing their health to prioritize family obligations and by doing more of the daily household and childcare chores. The Tolls of Uncertainty makes the case that people’s gender, class, and race shape the circumstances that lead to their job loss, the ways they experience that loss, how that loss affects them economically, and how it impacts their health, their family life, their job search, and the likelihood that search will be successful. In doing so, it reveals the profound inequality in the American unemployment system and how that inequality comes home. Three panelists -- Marianne Cooper, Pilar Gonalons-Pons, and Jaclyn S Wong -- will engage with Sarah Damaske in a lively conversation.

Panelists:

- Sarah Damaske, Pennsylvania State University (Penn State)
- Marianne Cooper, Stanford University
- Pilar Gonalons-Pons, University of Pennsylvania
- Jaclyn S Wong, University of South Carolina

12. Perspectives on the Future: Combining Work and Family Care in 2030 [Discussion Roundtable]

Thursday | 8:30 am-10:00 am | Sutton North - 2nd floor

Organizers: Tanja van der Lippe, Utrecht University; Anne Roeters, Netherlands Institute for Social Research - Sociaal en Cultureel Planbureau (SCP)

Presider: Tanja van der Lippe, Utrecht University

In this panel discussion we invite a panel of experts, including Judith Treas (UC Irvine, USA), Belinda Hewitt (University of Melbourne, Australia), Liana Sayer (University of Maryland, USA), Mara Yerkes (Utrecht University, the Netherlands), Katya Hertog (University of Oxford, UK), Anne Roeters (Netherlands Institute of Social Research, The Netherlands), and those in the audience to share and discuss ideas about future developments with regard to the combination of work and family care. The discussion will be chaired by Tanja van der Lippe (Utrecht University, the Netherlands). There is an abundant number of studies that explore the future of work. The ILO, OECD and World Economic Forum are only a few examples of institutions that investigate the future challenges for “the world of work”. Very few of these efforts look beyond the boundaries of the work domain however. In this panel discussion we want to develop a shared perspective on the work-family interface in 2030. How will societal developments such as the ageing of society, increasing diversity in family types, domestic automation, digitization and flexibilization affect the ways in which future workers can balance work and family care? Which new challenges emerge? And which solutions? Although the future is always unknown, our academic knowledge allows us to draw on a large body of
information. By inviting speakers from different backgrounds (i.e. family sociology, time use research and organizational sociology), the panel discussion brings together a wide range of perspectives. This thought experiment may also generate ideas for the research agenda for the upcoming decade.

Panelists:

- Liana Sayer, University of Maryland, College Park
- Anne Roeters, Netherlands Institute for Social Research - Sociaal en Cultureel Planbureau (SCP)
- Belinda Hewitt, University of Melbourne
- Mara Yerkes, Utrecht University
- Tanja van der Lippe, Utrecht University
- Ekaterina Hertog, University of Oxford

Thursday | 8:30 am-10:00 am | Gibson Suite – 2nd floor

Organizers: Mona Zanhour, California State University, Long Beach; Sabrina L. Speights, Wheaton College - MA
Presider: Sabrina L. Speights, Wheaton College - MA

Prior to the Covid-19 pandemic, our SIG- Early Career Network organized two panel sessions to support our colleagues to navigate the early stages of their careers. Building on the success of those sessions, this panel discussion includes researchers from multiple career stages and fields sharing their lessons learned and insights. These pertain to research, managing the tenure track stress, balancing teaching and research, venturing into non-academic jobs, and navigating the many other early career challenges. Research has shown that informal mentoring is particularly important for career success (Greenhaus, 2011), something this panel seeks to provide. Moreover, the pandemic context made early career issues even more salient. For example, e-working has made networking more difficult and careers have been stalled with postponed data collection being postponed and longer publication timelines. Such constraints adds additional strain to the already stressful journey of early career scholarship.

The panel discussion will begin with short talks from each of the panelists, providing a brief overview of their career path to date. The moderators will then guide panelists in a discussion of several common topics relevant to early career scholars. For example, potential topics to be discussed will include: issues and challenges related to obtaining research grants; building a network of mentors; planning for writing and research during the semester’s ebbs and flows, decisions related to publishing research; developing new collaborations; balancing teaching and research; and the process of obtaining tenure. The facilitators will generate a list of questions prior to the conference which will be shared with panelists prior to the event and used to guide discussion. Sufficient time will also be allotted during the scheduled panel discussion to allow for questions from the audience. Our panelists include scholars from different disciplines, career stages, and countries.
Panelists:

- Erin A. Cech, University of Michigan
- Marisa Young, McMaster University
- Mélanie Trottier, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG)
- Mireia Las Heras, University of Navarra - Instituto de Estudios Superiores de la Empresa (IESE) Business School

14. Workaholism, Work Hours and Motivation to Work [Paper Session]
Thursday | 10:15 am-11:45 am | Bryant Suite - 2nd floor

Presider: Renee Dawn Wiatt, Purdue University

- Love of Work or Love and Work? Predicting Workaholism among Small Business Owners in the United States.....Renee Dawn Wiatt, Purdue University; Maria Marshall, Purdue University; Yoon Lee, Utah State University
- Leader Workaholism, After-Hours Work-Related Information Communication Technologies (ICT) Use, and Work Withdrawal: A Moral Licensing Perspective......Yaqing He, University of Illinois, Urbana-Champaign; Sang-Hoon Lee, University of Illinois, Urbana-Champaign; Sunjin Pak, Slippery Rock University of Pennsylvania; Amit Kramer, University of Illinois, Urbana-Champaign
- Unraveling the Process Between COVID-19 and Motivation at Work Across the Lifespan......Karen Pak, Radboud University; Marloes van Engen, Radboud University
- Work To Win or Work Not to Lose? Promotion and Prevention Focus in Workaholism......Sunjin Pak, Slippery Rock University of Pennsylvania; Sang-Hoon Lee, University of Illinois, Urbana-Champaign; Amit Kramer, University of Illinois, Urbana-Champaign

15. Women's Work and Relationships at Home [Paper Session]
Thursday | 10:15 am-11:45 am | Gibson Suite - 2nd floor

Presider: Melissa LaGraff, University of Tennessee, Knoxville

- Workplace Flexibility, Work-Family Guilt, and Working Mothers’ Negative Parenting Behavior......Melissa LaGraff, University of Tennessee, Knoxville; Heidi Stolz, University of Tennessee, Knoxville
- Maternal Employment in Urban Eastern Ethiopia: Characteristics, Determinants and Implication to Welfare of Families and Children......Habtamu Girma Demiessie, Jigjiga University; Moges Sintayehu, Jigjiga University
- No Room of Her Own: Married Couples' Negotiation of Workspaces at Home during COVID-19......Ronit Waismel-Manor, The Open University of Israel; Varda Wasserman,
[Paper Session]
Thursday | 10:15 am-11:45 am | Harlem Suite - 4th floor

**Presider:** Heidi Baumann, Bradley University

- *Investigating Work-Home Autonomy Need Satisfaction Congruence and Work-Family Enrichment.* Heidi Baumann, Bradley University; Kelly Wilson, Purdue University
- *Is Work or Family Important to You? Examination of the Moderating Role of Domain Importance on the Relationship Between Affect and Performance.* Sasha Elbaz, Université du Québec à Montréal; Justine Blaise Richards, Université du Québec à Montréal; Yanick Provost Savard, Université du Québec à Montréal
- *Operating at Surge Capacity: Absorbing and Attending to Infrastructure Shocks and Shifting Work-Family Perspectives During COVID-19 Pandemic.* Jamie Ladge, Northeastern University; Keimei Sugiyama, University of Wisconsin, Milwaukee; Courtney Masterson, University of San Francisco; Alicia Sasser Modestino, Northeastern University; Alisa Lincoln, Northeastern University
- *The Carryover of Social Evaluations at Home to Self-Evaluations at Work: Distinct Mechanisms for Men and Women.* Lindsay Rosokha, Purdue University; Kelly Wilson, Purdue University; Heidi Baumann, Bradley University; Catherine Kleshinski, Indiana University

17. Young Adults & their Parents: Education, Work, and the Role of Family Support [Paper Session]
Thursday | 10:15 am-11:45 am | Morgan Suite – 2nd floor

**Presider:** Jessica Hardie, CUNY - Hunter College

- *The Ties that Bind: Adult Child-Parent Relationships and Support.* Jessica Hardie, CUNY - Hunter College; Talya Wolf, CUNY - Graduate Center
- *Downward Educational Mobility and the Life Satisfaction of Adolescents and Parents.* Matthias Pollmann-Schult, Siegen University
- *Family Support, Student Debt, and Work Experiences in College.* Arielle Kuperberg, University of North Carolina, Greensboro; Anurag Pant, University of North Carolina, Greensboro; Joan Maya Mazelis, Rutgers University - Camden
• *Learning to Work and Working to Learn: College Students’ Experiences Navigating School and Work*......Sophia Angeles, UCLA - Institute for Research on Labor & Employment; Janna Shadduck-Hernández, University of California, Los Angeles

18. The Role of Culture and Attitudes for Family Policies [Paper Session]
Thursday | 10:15 am-11:45 am | Midtown Suite – 4th floor

**Presider:** Erica Mildner, University of British Columbia

• *Blame the Government? Family Welfare Attitudes and Parent Well-Being*......Erica Mildner, University of British Columbia

• *Good Mother Can’t - But Good Father Should? Cross- and Within-Country Differences in Attitudes towards Parents’ Fulltime Work in 26 European Countries*......Henna Johanna Isoniemi, University of Turku; Milla Heleena Salin, University of Turku; Mia Tammelin, University of Tampere; Katri Otonkorpi-Lehtoranta, Humak University of Applied Sciences

• *Local Cultural Context as a Moderator of the Impact of Childcare on Maternal Employment. Evidence from a Natural Experiment*......Lukas Fervers, University of Cologne - Institute of Sociology and Social Psychology; Anna Kurowska, University of Warsaw

• *Theorizing the Role of Culture and Family Policy for Women’s Work-Childcare Behaviour*......Birgit Pfau-Effinger, University of Hamburg

Thursday | 10:15 am-11:45 am | Regent Parlour - 2nd floor

**Presider:** Richard J. Petts, Ball State University

• *Parental Leave-Taking and Perceptions of Workers as Good Parents*......Richard J. Petts, Ball State University; Gayle Kaufman, Davidson College; Trenton Mize, Purdue University

• *Alternative Ways to Conceptualize the Stubborn Gender/sex Gaps in Parental Leave Usage: A Theoretical Discussion with Examples from Sweden and South Korea*......Jin Young Seo, University of Hawaii

• *Measuring Global Progress Towards Gender Equality in Parental Leave, 1995 to 2019*......Alison Earle, University of California, Los Angeles; Aleta Sprague, University of California, Los Angeles; Amy Raub, University of California, Los Angeles; Jody Heymann, University of California, Los Angeles

• *Parental Leave and Childcare Benefit Claims: Empirical Evidence from Austria*......Gerlinde Mauerer, University of Vienna
20. Paid and Unpaid Caregiving for Older Adults [Paper Session]
Thursday | 10:15 am-11:45 am | Sutton South - 2nd floor

Presider: Emily Ellis, University of Chicago

- Caregiving Arrangements for Older Adults: The Role of Family Characteristics. ......Emily Ellis, University of Chicago
- Life Course Trajectories of Informal Caregiving in the Netherlands ......Ellen Verbakel, Radboud University; Mark Visser, Radboud University; Klara Raiber, Radboud University
- Regular and Undeclared Work in the Home Care Sector for Older People in Brussels: Two Sides of the Same Coin? ......Chiara Giordano, Université Libre de Bruxelles
- Workers who Care: Unpaid Care for Parents and Psychological Well-being among Men and Women across Europe ......Maria Stanfors, Lund University; Elisa Labbas, Lund University

21. Work-Family for the Greater Good [Paper Symposium]
Thursday | 10:15 am-11:45 am | Beekman Parlour - 2nd floor

Organizers: Ameeta Jaga, University of Cape Town; Recia Gomez, Executive Director at Leverage Assessments Inc
Presider: Ameeta Jaga, University of Cape Town
This symposium aims to encourage discussion on the value of work-family scholars as active knowledge producers for both organisational and social justice. It is based on the premise that persisting structural inequalities across the world demand that we shift the kind of work-family knowledge we produce. That is, a shift from knowledge that is limited to informing organisational change towards knowledge which addresses concrete world problems and drives meaningful societal goals such as those identified in the United Nations’ Sustainable Development Agenda to end poverty, reduce inequalities, and create decent work. The symposium’s purpose is to engage with the question of how work-family knowledge can improve lives and wellbeing for a more humane world by taking advantage of a deep understanding of our local contexts. The range of topics include: 1) studies with vulnerable populations and marginalized identities, 2) research conducted in neglected spaces such as the informal sector, low-income groups, and communities, and 3) knowledge production through co-creation partnerships between academia and local non-academic social actors. The interactions and sharing of cross-national knowledge in the symposium are intended to develop a new work-family research agenda and potential future research collaborations.

- The Call for Public intellectualism: Critical Reflections of a Mother and Scholar ......Talia Esnard, University of the West Indies
- Uber Dads, Flexible Work and Gender Roles ......Lisa Gulessarian, University of Sydney; Marian Baird, University of Sydney; Alex Veen, University of Sydney
- Comparing the Effectiveness of Interventions for Front-line Supervisors of Essential Workers in Low-income Customer-facing Jobs: A Randomized Control Field
Experiment......Ellen Kossek, Krannert School of Management, Purdue University; Emily Stiehl, University of Illinois- Chicago; Todd Bodner, Portland State University; Doug Giddings, University of Minnesota

- Workplace Flexibility and Children’s Development......Matías Braun, ESE Business School-Universidad de los Andes; Maria Jose Bosch, ESE Business School-Universidad de los Andes; Carmen Cifuentes, Investigadora en Departamento de Políticas Públicas, Subsecretaría de Prevención del Delito, Ministerio del Interior y Seguridad Pública

- “I’m their Mother, I’m their Social Worker, I’m their Everything”: Supervisors, Breastfeeding Support at Work and Kinship Care in Low-income Settings in South Africa......Ameeta Jaga, University of Cape Town; Bianca Stumbitz, École de Management de Lyon (EMLYON) Business School

Thursday | 10:15 am-11:45 am | Sutton North - 2nd floor

Organizer: Yue Qian, University of British Columbia
Presider: Yue Qian, University of British Columbia
The COVID-19 pandemic has upended the way we work and live. This session brings together scholars to discuss the implications of the COVID-19 pandemic for inequalities in time use, subjective well-being, and career outcomes. The research presented at this session will illuminate the differential impacts of the pandemic on diverse population groups at the nexus of interlocking social locations.

- COVID-19 and the Uneven Stress of Social Change: Remote Work and Subjective Well-Being......Wen Fan, Boston College; Phyllis Moen, University of Minnesota
- Parenting and Work During COVID-19: Alleviating and Exacerbating the Time Binds......Abigail Ocobock, University of Notre Dame
- Gender, Racial, and Class Disparities in COVID-19 Impacts on Parent’s Work & Family Time......Liana Sayer, University of Maryland, College Park; Sarah Flood, University of Minnesota; Kelsey J. Drotning, University of Maryland, College Park
- Gender, Parenthood, and the Broad Career Consequences of the COVID-19 Pandemic......Rebecca Glauber, University of New Hampshire; Jill Yavorsky, University of North Carolina, Charlotte; Yue Qian, University of British Columbia

23. Writing for Impact: Share your Research to Generate Positive Change in Business, Public Policy, and Society [Discussion Roundtable]
Thursday | 10:15 am-11:45 am | Sutton Center - 2nd floor

Organizers: Scott Behson, Fairleigh Dickinson University; Alyssa Westring, DePaul University
Presider: Scott Behson, Fairleigh Dickinson University
Writing for Impact: Share your Research to Generate Positive Change in Business, Public Policy, and Society Most work-life scholars focus on this research topic because they are deeply passionate about creating positive change -- whether it’s more supportive workplaces,
greater gender equality in the home, or national policies that recognize the importance of caregiving. Yet, even the most interesting and important research often fails to reach audiences outside of academia. This session is designed for scholars who want to gain confidence and competence in pitching, writing and disseminating their work to non-academic audiences. In this panel presentation, we bring together panelists from a varying backgrounds share their experiences and insights throughout all stages of this process. The panel will address important questions, such as: How do I pitch my research findings to a non-academic audience? How do I adapt my writing style to be compelling to readers? How do I advocate for the contributions of popular press writing in the tenure and promotion process? We will then help attendees think through how they can translate their academic work to have impact with these important audiences through Question and Answer and collaborative conversation.

Panelists: Haley Swenson, PhD, is the deputy director of New America’s Better Life Lab, where she directs major research projects and leads the team’s editorial and impact strategy. She led Better Life Lab’s partnership with Slate, has helped pitch, place, and publish over 250 non-academic pieces in dozens of outlets, and run workshops for academics and activists on how to translate research insights into stories accessible to the public. Alyssa Westring, PhD, is Vincent de Paul Professor of Management at the Driehaus College of Business, DePaul University. She is co-author of “Parents Who Lead: The Leadership Approach You Need to Parent with Purpose, Fuel Your Career, and Create a Richer Life” (HBR Press, 2020). She writes about leadership, work/life integration, working parents, and women’s careers in leading academic and popular outlets and is a frequent speaker at Fortune 500 companies. Scott Behson, PhD, is a professor of management and Silberman Global faculty Fellow at Fairleigh Dickinson University. He writes for many business and popular press outlets, frequently appears on national media, provides speaking and consulting services, and is the author of three books, most recently, “The Whole-Person Workplace: Building Better Workplaces Through Work-Life, Wellness and Employee Support” (2021). Mark McGraw is the managing editor of WorldatWork’s Workspan and #evolve publications, providing coverage of all aspects of the work experience, including compensation, benefits and employee well-being, for WorldatWork’s membership and beyond. A former writer and editor with Human Resource Executive magazine, Mark has 20 years experience covering the HR space, and has written extensively on the topic of work/life balance.

Panelists:

- Haley Swenson, New America
- Alyssa Westring, DePaul University
- Scott Behson, Fairleigh Dickinson University
- Mark McGraw, WorldatWork

11:45 am – 1 pm LUNCH BREAK on your own

24. The Causes and Consequences of Burnout [Paper Session]
Thursday | 1:00 pm-2:30 pm | Midtown Suite - 4th floor
Presider: Marta Redaelli, Tilburg University

- Parental Burnout as a Consequence of the Pandemic: The Role of Organizational Support in Mitigating Work-Family-Conflict during Covid-19 Lockdowns. Marta Redaelli, Tilburg University; Marloes van Engen, Radboud University
- Self-Regulatory Resource Depletion During Work and Family Role Transitions. Kate Kidwell, Georgia Institute of Technology; Shania Ramnarine, Georgia Institute of Technology; Caroline Shewmaker, Georgia Institute of Technology; Kimberly French, Georgia Institute of Technology; Christopher Wiese, Georgia Institute of Technology

Thursday | 1:00 pm-2:30 pm | Regent Parlour - 2nd floor

Presider: Maike Philipsen, Virginia Commonwealth University

- Immunities to Change: What COVID Taught us about Work-life Integration. Maike Philipsen, Virginia Commonwealth University
- Attempting (and Failing) to Live up to the Ideal Worker Norm: Faculty Parents at Two Universities during COVID-19. Samantha Ammons, University of Nebraska, Omaha; Krista Lynn Minnotte, École de Management de Lyon (EMLYON) Business School
- Exacerbating Inequalities: Pandemic impacts on the Work-Life Experiences of Faculty at a Hispanic-serving, Public Research University. Mary Blair-Loy, University of California San Diego; Avesta Baraki, École de Management de Lyon (EMLYON) Business School; Beth Mitchneck, University of Arizona; Christy Dykstra, École de Management de Lyon (EMLYON) Business School; Jennifer Mackinnon, École de Management de Lyon (EMLYON) Business School; Carlene Burton, University of California, San Diego; John Crockett, California State University, San Diego; Rebecca Lewison, École de Management de Lyon (EMLYON) Business School
- The Impact of the Pandemic Has Been Uneven: An Analysis of COVID-19 Policies and Practices at Top-Ranked Higher Education Institutions in the United States. Dawn Culpepper, University of Maryland, College Park; Sarah Kilmer, University of Maryland, College Park; DeAndra Morris, University of Maryland, College Park

26. Gender Segregation in Occupations, Workplaces, and Industries [Paper Session]
Thursday | 1:00 pm-2:30 pm | Bryant Suite - 2nd floor
Presider: Tanja van der Lippe, Utrecht University

- Female Managers and Gender Equality in the Organization......Tanja van der Lippe, Utrecht University; Jelle Lössbroek, Utrecht University
- Overcoming Gender Stereotypes AND Balancing Work and Family in Male-dominated Workplaces: A Reconcilable Challenge for Working Parents?......Maude Viger-Meilleur, Université du Québec en Outaouais; Jessica Riel, Université du Québec en Outaouais; Mélanie Trottier, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG); Mélanie Lefrançois, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG); Marianne Lapointe, Centre d'intervention pour l'accès des femmes au travail (CIAFT)
- Engineering Inequality: Informal Coaching, Glass Walls, and Social Closure in Silicon Valley......Sigrid Willa Luhr, University of Illinois, Chicago
- Time Still Binds: Parenthood and Gender Inequality in Business careers - Experimental Evidence from the Frontier of Equality......Sigtona Halrynjo, Institute for Social Research; Øyvind Skorge, Oslo New University College

27. Re-examining the Landscape of Care Policies [Paper Session]
Thursday | 1:00 pm-2:30 pm | Morgan Suite - 2nd floor

Presider: Jennifer L Glass, University of Texas, Austin

- Child Allowances or Work-Family Reconciliation Policies: Which Ones Reduce Gender Inequality and Child Poverty (and Are They the Same)?......Jennifer L Glass, University of Texas, Austin; Carolyn Waldrep, University of Texas, Austin
- Chosen Family, Care, and the Workplace......Deborah Widiss, Indiana University - Maurer School of Law
- Social Protection and the Self-Employed: Assessing Legal Coverage of Paid Leave for Caregiving and Personal Illness in 193 Countries......Willetta May Waisath, University of California, Los Angeles; Jody Heymann, University of California, Los Angeles
- Supporting the Working Parents: What to Do and How to Do It? An International Scoping Review......Marie-Pier Boivin, Université de Sherbrooke; France St-Hilaire, Université de Sherbrooke; Patrice Daneau, Université de Sherbrooke; Isabelle Létourneau, Université de Sherbrooke; Michel Pérusse, Université de Sherbrooke

Thursday | 1:00 pm-2:30 pm | Gibson Suite - 2nd floor

Organizer: Maria Charles, University of California - Santa Barbara
Presider: Maria Charles, University of California - Santa Barbara
This session explores contextual variability in gendered divisions of paid and unpaid labor. Participants explore how household work arrangements differ across place, time, and
household type, with particular attention to social circumstances defined by country, sexuality, economic status, and COVID-19 pandemic restrictions.

- Temporal Ordering of Daily Activities Before and During COVID-19.....Joanna Pepin, SUNY - University at Buffalo; Liana Sayer, University of Maryland, College Park; Sarah Flood, University of Minnesota
- The Child Penalty in Same-sex and Different-sex Couples in Denmark, Finland, Norway and Sweden.....Marie Evertsson, Stockholm University - Swedish Institute for Social Research (SOFI); Ylva Moberg, Stockholm University - Swedish Institute for Social Research (SOFI); Maaike van der Vleuten, Stockholm University - Swedish Institute for Social Research (SOFI)
- Parenthood and the Gender Division of Labor across the Income Distribution: The Relative Importance of Relative Earnings......Allison Dunatchik, University of Pennsylvania
- Separate Spheres: Mapping the Gender Division of Labor of the Financial Elite......Jill Yavorsky, University of North Carolina, Charlotte; Lisa A. Keister, Duke University; Yue Qian, University of British Columbia; Sarah Thebaud, University of California at Santa Barbara

Thursday | 1:00 pm-2:30 pm | Beekman Parlour - 2nd floor

Organizer: Susan Lambert, University of Chicago
Presider: Susan Lambert, University of Chicago

This symposium focuses on the work-family experiences of workers in ‘essential’ jobs during the COVID-19 pandemic. Around the world, the majority of workers perform work that cannot be completed from a home office, not because their employer denies this opportunity, but because the work requires either being on-site – in stores, hospitals, others’ homes, warehouses, factories, restaurants, on the road – or it requires face-to-face interaction – with children, patients, or coworkers. During the pandemic, these workers either lost their jobs or they continued working under difficult, often unsafe conditions. Drawing on in-depth interviews and surveys, the papers in this symposium give voice to the experiences of four groups of workers who continued to work with the public or in public for most or all of the pandemic: child care providers in Illinois, immigrant women working as personal support workers in long-term care homes in Canada, hourly retail workers in Oregon, and frontline retail and foodservice managers in Seattle. The papers reveal the disjuncture between the rhetoric of performing ‘essential’ work and the reality of working in an undervalued job. Each paper provides nuanced insight into the unique circumstances workers in these different occupations faced during the pandemic. Although there is substantial variation in workers’ experiences, the papers also identify common themes of stress, hopelessness, rage, and ingenuity. Together, the papers provide a cautionary tale of the risks societies incur when they
mistreat those performing work essential to the health and well-being of individuals, families, and communities.

- *Home-Based Child Care Providers Respond to the COVID-19 Pandemic*......Julia Henly, University of Chicago; David Alexander, Illinois Action for Children; Karlyn Gehring, University of Chicago; Viridiana Luna, Illinois Action for Children
- *Care Work and Conflict During the COVID-19 Crisis: Tensions at Work and Home for Immigrant Women Employed in Canadian Long-Term Care*......Naomi Lightman, University of Calgary
- *Negotiating Care Work as an Essential Worker during COVID-19*......Lola Loustaunau, University of Oregon; Larissa Petrucci, University of Illinois; Ellen Scott, University of Oregon
- *Managing in the Context of COVID-19: The Experiences of Frontline Retail and Food Service Managers*......Susan Lambert, University of Chicago; Anna Haley, Rutgers University; Melanie Nadon, University of Chicago; Hyojin Cho, University of Chicago; Resha Swanson, University of Chicago; Erin Carreon, University of Chicago

30. The Future of Work and Family: Creating Inclusive Hybrid Workplaces [Discussion Roundtable]
Thursday | 1:00 pm-2:30 pm | Sutton Center - 2nd floor

**Organizer:** Marianne Cooper, Stanford University  
**Presider:** Marianne Cooper, Stanford University  
The massive and global shift to remote work because of the pandemic has created the opportunity to permanently transform how we work. Gone are the days when all employees are in the office every day. But what comes next? What opportunities and challenges does hybrid work present for employees, especially those with caregiving responsibilities? And what are the implications of hybrid work for diversity, equity, and inclusion more broadly? This session will bring together academics and industry practitioners to discuss best practices for creating hybrid workplaces that are inclusive, equitable, and fair.  
**Discussants:**  
- Erin L. Kelly, MIT - Sloan School of Management  
- Heejung Chung, University of Kent  
- Marianne Cooper, Stanford University

31. Evaluating the Whole Family Approach in Southern New Jersey [Discussion Roundtable]  
Thursday | 1:00 pm-2:30 pm | Harlem Suite - 4th floor

**Organizers:** Richelle Todd-Yamoah, Pascale Sykes Foundation; Ross Whiting, Rutgers University  
**Presider:** Richelle Todd-Yamoah, Pascale Sykes Foundation
The Senator Walter Rand Institute for Public Affairs at Rutgers University-Camden (WRI) has been evaluating the Whole Family Approach’s implementation across 11 different nonprofits collaboratives in Southern New Jersey from 2013 to March, 2020. The evaluation includes comprehensive surveys using individual questions as well as valid and reliable scales on caregiver relationships, financial well-being and child well-being for both families receiving supports from a nonprofit collaborative implementing the Whole Family Approach and from families recruited from the community. WRI analyzed this data in multiple ways to understand the ways in which the Whole Family Approach was affecting those focus areas. WRI completed an analysis of composite variables including relationships and support between adult one and adult two in both families involved with the Whole Family Approach and a comparison group. Analysis revealed a significant increase in support from the secondary caregiver to the first, with the strength of support increasing as both caregivers spent more time working with nonprofit collaboratives for families involved with collaboratives implementing the Whole Family Approach.

32. Disability, Family Care, and Inclusive Workplaces [Discussion Roundtable]
Thursday | 1:00 pm-2:30 pm | Sutton North - 2nd floor

Organizers: Lisa Maureen Stewart, California State University, Monterey Bay; Claudia Sellmaier, University of Washington; Eileen M Brennan, Portland State University

Recent research has examined the complex situation of workers affected by their disabilities, by providing care for family members having disabilities or health problems, and by seeking full inclusion in their workplaces. As we learn more about both the challenges and opportunities faced by these diverse workers, care responsibilities that affect their engagement in the workplace, and organizational practices that promote full inclusion, new questions arise that are crucial to discuss. Members of WFRN’s Networking Community on Disability, Work, and Family have identified compelling and current questions that need to be considered to better improve about those workers with disabilities or with exceptional care responsibilities, and the response of the organizations that employ them. We are proposing to conduct a roundtable discussion that will consider major questions being explored in current research studies which address the key areas of disability, family care, and workplace inclusion. Each member of our team of 10 discussants from Canada, Croatia, United Kingdom, and United States will identify questions based on their recent research findings. Our roundtable discussion also aims to influence future investigations, shape their emerging questions, and reveal policy issues that flow from current studies and need to be informed by new research. Areas to be discussed include: • What are the criteria for disclosure at work of information regarding the worker’s disability or a family member’s need for disability or special health care? • What community resources and adjustments are effective in assisting workers with disabilities or exceptional care responsibilities to maintain employment and their well-being? • How have COVID-19 and the associated shut-downs affected families with exceptional care responsibilities? • How can immigrant workers with disability concerns be supported as they simultaneously deal with work demands and family responsibilities? • Are there generational differences in the experiences of caregivers who have provided disability care to family
members? • What cultural and identity differences affect the full inclusion of workers with disabilities, or who provide disability care, within their communities and workplaces? • What are the sources of inequity in the allocation of care work by gender, income, living arrangements, and generational cohort? • As employees strive for full inclusion within their workplaces, how can organizations better develop policies and practices that make it possible for those with disabilities or exceptional care responsibilities to reach full inclusion and more positive work-family spillover? • Which policy levers can be used to more fully integrate people with disabilities and/or exceptional care responsibilities into the workforce and deal with equity issues for those providing unpaid care? • What are the most pressing research issues needing further exploration to help workers with disabilities or exceptional care responsibilities achieve the work and family outcomes they most value?

Discussants:

- Eileen M Brennan, Portland State University
- Alison Earle, University of California, Los Angeles
- Janet Fast, University of Alberta
- Ellen Galinsky, Families and Work Institute
- Frances Lynch, Kaiser Permanente - Center for Health Research
- Shirley Porterfield, University of Missouri, St. Louis
- Claudia Sellmaier, University of Washington
- Tina Skinner, University of Bath
- Ana Slišković, University of Zadar
- Lisa Maureen Stewart, California State University, Monterey Bay

33. Work & Fertility, Birth & Women’s Health [Paper Session]
Thursday | 2:45 pm-4:15 pm | Morgan Suite - 2nd floor

Presider: Elizabeth Coombs, Mission Analytics Group, Inc.

- The Relationship between Paid Family Leave and Women’s Health......Elizabeth Coombs, Mission Analytics Group, Inc.; Pamela Winston, U.S. Department of Health and Human Services
- Complex Fertility Journeys and Employment: Developing ‘Family-Friendly’ Flexible Working Policies to Protect Workers before Pregnancy and Childbirth......Krystal Wilkinson, Manchester Metropolitan University; Clare Mumford, Manchester Metropolitan University
- The Impact of Infertility on Women’s Careers......Mary Noonan, University of Iowa
- Work as a Social Risk Factor in Pregnancy: Focus Groups examining Screening Practices Related to Working Conditions and Family Leave......Julia Goodman, OHSU-PSU School of Public Health; Annette Crawford, Oregon Health & Science University
34. The Work-Family Interface: Psychosocial Factors [Paper Session]
Thursday | 2:45 pm-4:15 pm | Harlem Suite - 4th floor

**Presider:** Joseph Grzywacz, Florida State University

- *Heritability in Work-Family Experiences: Evidence from a National Twin Study.* Joseph Grzywacz, Florida State University; Jeanette Taylor, Florida State University
- *Predictive Value of Life and Work Antecedents on Work-Life Balance among Indian Professionals.* Reena Amal Shah, Shreyarth University; Dr. Tanuj Negi, FLAME School of Business, FLAME University; Dr Rajwinder Kaur, Institute of Management, Nirma University
- *Relationship between Work-Family Climate and Work-Family Conflict in Medical Representatives in Indonesia: The Role of Meaningfulness of Work as a Mediator.* Rusmalia Dewi, University of Surabaya; Joniarto Parung, University of Surabaya; Artiawati Artiawati, University of Surabaya
- *The Procrastination Penalty: Self-Regulatory Mechanisms Linking Flexibility and Work-Family Conflict.* Brandon Smit, Bentley University; Scott Boyar, University of Alabama Birmingham; Carl Maertz, University of Louisville

35. Vital Issues in Childcare Accessibility and Affordability [Paper Session]
Thursday | 2:45 pm-4:15 pm | Regent Parlour - 2nd floor

**Presider:** Kate Bezanson, Brock University

- *Building Consensus for Childcare as Pandemic Economic Recovery: Lessons from Canada.* Kate Bezanson, Brock University
- *Functional Literacy and Childcare Accessibility in the Dutch Childcare Market.* Mehri Zamanbin, Utrecht University; Mara Yerkes, Utrecht University; Verena Seibel, Utrecht University
- *Income Volatility and Childcare Costs.* Peter J. Fugiel, University of Illinois, Urbana-Champaign
- *The Squeezed Middle: Effects of Universal Pre-Kindergarten on the Use of Center-based Care and Child Care Payments.* Sarah Jiyoon Kwon, Columbia University

Thursday | 2:45 pm-4:15 pm | Sutton Center - 2nd floor

**Presider:** Daniel L Carlson, University of Utah

- *Fear and Lack of Options: The Effects of School/care Availability, Remote Work Access, and Worry about Virus Transmission on Mothers' Employment during the COVID-19*
As of May 2020, around a third of the world’s population was under some type of lockdown due to the Covid-19 pandemic (Lancet, 2020). However, countries experienced the lockdown and the pandemic quite differently as they were subject to several factors that influenced how they dealt with, and responded to, the global health crisis. The Covid-19 pandemic instigated a series of overdue debates. Some authors suggested that the pandemic may be a future accelerator, bringing changes and innovation in technology and the world of work, alongside a new perspective of life. Others defended that the pandemic could unveil and accentuate inequalities, particularly in the context of the Global South. Hosted by the WFRN International Committee, our symposium brings together the Covid experiences of individuals, families, small businesses and communities in Latin America, namely Peru, Chile, Colombia and Brazil. By examining a variety of contexts and perspectives, we aim to explore the richness and diversity that exists within the Latin American context during a period of crisis and uncertainty. The four papers reveal challenges and changes triggered by the pandemic. The first paper by Ererdi, Rofcanin, Las Heras and Bosch explores how a supervisor’s general level of support for telecommuting is likely to reduce employees’ COVID-19-related stress. The second paper by Idrovo Carlier and Debeljuh examines gender differences in the experience of remote working in Colombia. The third paper by Kuschel, Powosino, Araya and Alsua discusses the entrepreneurial ecosystems models of Chile and Peru, women’s resilience and implications for the labor market and informality. The fourth paper by Freitas, Santos and Freitas de Paula addresses the challenges faced by a family business in Brazil and the roles of creativity and resilience in dealing with the crisis. Together, these papers illustrate various complex work and family dynamics and experiences embedded in a diverse context.

- What Happens at Home Stays at Home: Dynamics of Work-Family Processes During the COVID-19 Crisis.....Can Ererdi, Henley Business School; Yasin Rofcanin, Bath
• Work and (Family-)Life in Colombia during Pandemic Times. Sandra Idrovo Carlier, INALDE Business School - Universidad de La Sabana - Colombia; Patricia Debeljuh, École de Management de Lyon (EMLYON) Business School
• COVID-19 and Coping Strategies from Women Entrepreneurs: Perspectives from Peru and Chile. Katherina Kuschel, CENTRUM PUCP - Pontificia Universidad Católica del Perú; Ruth Powosino, CENTRUM Catolica Graduate Business School - Pontificial Universidad Catolica del Perú; Francisca Araya, Departamento de Ingeniería Industrial, Facultad de Ingeniería Universidad de Concepción; Carlos Alsua, Eller College of Management The University of Arizona
• The Impact of Covid-19 and the Acceleration of Change: The Experiences of a Small Family Business in Rio de Janeiro. Vérica Freitas, Universidade Federal de Uberlândia - Brazil; Clarice Santos, Middlesex University - Business School; Verônica Freitas de Paula, Universidade Federal de Uberlândia - Brazil

38. Parenthood and Inequality [Paper Symposium]
Thursday | 2:45 pm-4:15 pm | Beekman Parlour – 2nd floor

Organizer: Patrick Steven Ishizuka, Washington University in St. Louis
Presider: Patrick Steven Ishizuka, Washington University in St. Louis
This paper symposium considers the mechanisms through which parenthood generates social inequalities within and between families.

• How Inequalities in Cognitive Labor Contributions Emerge and Why they Persist? Allison Daminger, Harvard University
• Social Class, Gender, and Parental Self-Evaluations: Evidence of Different Standards? Patrick Steven Ishizuka, Washington University in St. Louis
• Why Are So Many U.S. Mothers Becoming Their Family’s Primary Economic Support? Joanna Pepin, SUNY - University at Buffalo; Kimberly McErlean, University of Texas, Austin; Jennifer L Glass, University of Texas, Austin; Kelly Raley, University of Texas, Austin
• Does Having Children Make You Poor? Trends in Family Poverty Following First Births, 1984-2014? Pilar Gonalons-Pons, University of Pennsylvania; Kelly Musick, Cornell University; Jennifer L Glass, University of Texas, Austin

Thursday | 2:45 pm-4:15 pm | Sutton North - 2nd floor

Organizer: Dominique Kost, Oslo Metropolitan University
Presider: Dominique Kost, Oslo Metropolitan University
This symposium is sponsored by the WFRN special interest group for ‘Work, family, and technology’ With technological, economic developments, and fueled by the recent COVID-19 pandemic, employees increasingly work from home. Working from home (WFH) is now hailed as the future of work, and the end of the physical office. Before the pandemic, WFH was a positive antecedent of wellbeing, for example lower stress levels (e.g., Gajendran & Harrison, 2007). Employees report higher productivity levels when working from home, at the same time previous research indicated that employees tend to work more and practice “virtual presenteeism”, i.e., working remotely even when one is sick (e.g., Eurofound, 2020; Mazmanian et al., 2013). During the pandemic, research reports that WFH both has positive and negative implications for performance (Narayananurthy & Tortorella, 2021; Wakaizumi et al., 2021). These findings may suggest tensions between maintaining adequate performance while WFH and maintaining personal well-being. The question arises how employees navigate this tension while WFH: When do the costs of maintaining wellbeing outweigh the benefits of potentially higher performance? This is a timely and important question to ask considering that many companies want to increase the use of WFH measures. In this symposium, we aim to highlight and discuss the tension between well-being and performance. We explore antecedents of both well-being and performance in the WFH setting. Specifically, we discuss interruptions of work, emotions and interpersonal relationships in the digital workplace, and participating in online training programs as antecedents of well-being. We discuss performance regarding virtual collaboration and flexible work practices both pre and during COVID-19 pandemic.

- Virtual Work Before and After the Onset of Covid-19: Employee Productivity and Work-life Outcomes......Kaumudi Misra, California State University East Bay
- Spillover effects of Work and Family Interruptions During Remote Work......Kristie McAlpine, Rutgers University; Matthew Piszczek, Wayne State University; Sumita Raghuram, San Jose State University
- Sweet and Sour? Relationship Quality in the Digital Workplace......Dominique Kost, Oslo Metropolitan University; Karoline Kopperud, Oslo Metropolitan University; Christina Nerstad, BI Norwegian Business School
- Communicating and Collaborating During the Pandemic: Employee Experiences of the Virtual World......Deirdre Anderson, Cranfield School of Management; Clare Kelliher, Cranfield School of Management

40. Diversity Equity Inclusion Justice (DEIJ) in Work-Life Education [Discussion Roundtable]
Thursday | 2:45 pm-4:15 pm | Gibson Suite - 2nd floor

Organizers: Caryn E. Medved, CUNY - The City College of New York; Julie Wellmann, University of Minnesota; Krista Lynn Minnotte, École de Management de Lyon (EMLYON) Business School
Presider: Caryn E. Medved, CUNY - The City College of New York
This roundtable will engage work-life educators across disciplines in a conversation about DEIJ in work-life education. Discussion will focus on mapping best practices, gaps and opportunities
for expanding diversity, equity and inclusion in work-life education. Questions for discussion will include: 1. What pedagogical frameworks/theories open up DEIJ approaches to work-life education? 2. How do work-life educators embrace diverse, equitable and inclusive definitions of work and family in their course design? 3. What does a DEIJ-driven syllabus include in terms of readings, assignments, exercises, guest lectures, and evaluation? 4. What are the student outcomes we hope to achieve through fully embracing DEIJ in our approaches as work-life educators? Participants will be asked to share teaching materials, resources and ideas both in the discussion as well as contributing to the WFRN database of teaching resources.

Discussants:

- Caryn E. Medved, CUNY - The City College of New York
- Krista Lynn Minnotte, École de Management de Lyon (EMLYON) Business School
- Julie Wellmann, University of Minnesota

41. Translating Research into Spreadable Good Ideas: Reaching Wider and Diverse Audiences in a Noisy World where Data are Too Often Silenced [Workshop]
Thursday | 2:45 pm-4:15 pm | Sutton South - 2nd floor

Organizers: Ellen Galinsky, Families and Work Institute; Stacy Kim, Life Junctions LLC
Presider: Stacy Kim, Life Junctions LLC
Sharing research findings with wider audiences has always been challenging. With more attacks on science, narrower media channels, policymaking that relies too often on ideology rather than facts, and scattered attention, it has become even more difficult. This workshop aims to help work-family researchers come up with concrete ideas on how to "package," promote and share their ideas. The workshop will begin with brief introductions of our diverse panel of researchers and writers who regularly share their work outside of academia. The panel will then take questions from the audience, offering suggestions on how to create interest in their research. Whether you are trying to reach business, government, or different communities, participants will walk away with new insights on how to be an advocate for their own work.

- How to Craft YOUR Spreadable Idea......Alan Henry, WIRED
- How to Spread YOUR Research Ideas to Decision Makers in Business and Government......Ellen Galinsky, Families and Work Institute
- How to Translate YOUR Research into Practical Action Steps......Stacy Kim, Life Junctions LLC
- How to Advocate for YOUR Ideas......Vicki Shabo, New America

Panelists:

- Alan Henry, WIRED
- Ellen Galinsky, Families and Work Institute
- Stacy Kim, Life Junctions LLC
42. Break/Tea time
Thursday | 4:15 pm-5:00 pm | Sutton Center - 2nd floor
Take a Break! Come by the Sutton Complex before the Plenary to connect with old and new friends.

43. Presidential Plenary: The Meanings of Work-Family Justice [Plenary]
Thursday | 5:00 pm-6:15 pm | Sutton Full Complex - 2nd floor

Organizer: Melissa Milkie, University of Toronto
Presider: Melissa Milkie, University of Toronto
The theme of WFRN's 2022 conference is "Work-Family Justice." This plenary will interrogate the idea of "work-family justice" and generate rich discussion on its meanings. The panelists will consider the different ways we can conceptualize and expand this idea as labor markets, workplaces, and many aspects of people's work and family lives are in flux, with the possibilities for new forms and organization of work to create "work-family justice" a distinct possibility in this moment.

Panelists:

- Caitlyn Collins, Washington University St. Louis
- Ameeta Jaga, University of Cape Town
- Rhacel Parreñas, University of Southern California
- Nancy Folbre, University of Massachusetts, Amherst
- Melissa Milkie, University of Toronto

44. WFRN Gala Reception: Welcome to all Attendees!
Thursday | 6:30 pm-8:00 pm | Trianon Ballroom - 3rd floor
Immediately following the Plenary I session - "The Meanings of Work-Family Justice" - we welcome all attendees upstairs to the third floor to enjoy hor d'oeuvres and drinks in the beautiful setting of the Trianon Ballroom, Hilton Midtown. We look forward to connecting with you at the Gala Reception!

Friday, June 24 Sessions

45. Fun Run in NYC's Central Park
Friday | 6:30 am-7:30 am | Lobby - front desk

Organizer: Matthew Piszczek, Wayne State University
Matt Piszczek will lead WFRN members who'd like to gather for an early morning group "fun run" through Central Park's 1.71 mile lower loop. New York's Central Park is just a few blocks from the hotel. Meet in the lobby at the front desk, ready to go, by 6.30 a.m. sharp.

46. Teleworking in the Pandemic: Lessons for Work-Life Balance [Paper Session]
Friday | 8:30 am-10:00 am | Harlem Suite - 4th floor

Presider: Melika Shirmohammadi, University of Houston

- Remote Work and Work-Life Balance: What Have We Learned From the COVID-19 Pandemic?......Melika Shirmohammadi, University of Houston; Wee Chan Au, Monash University; Mina Beigi, University of Southampton
- The Adoption of Telework in post-COVID Times in Portugal: A Qualitative study......Vânia Sofia Carvalho, universidade de lisboa; Maria José Chambel, École de Management de Lyon (EMLYON) Business School; Alda Santos, University of Lisbon; Joana Trovão, University of Lisbon; Joana Galego, University of Lisbon
- The Adoption of Working from Home in Nigeria due to COVID-19 Pandemic: Understanding Employee Work Experiences in Nigeria......Mariam Gbajumo-Sheriff, University of Lagos
- Working from Home during the Covid-19 Pandemic: Who Achieved Better and Worse Work-Life Balance?......Ha Young Choi, University of Illinois, Urbana-Champaign; Karen Kramer, University of Illinois, Urbana-Champaign

47. The Work-Family Interface in Cross-Cultural Perspective [Paper Session]
Friday | 8:30 am-10:00 am | Sutton South – 2nd floor

Presider: Ariane Ollier-Malaterre, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG)

- Humane Orientation, Work-family Conflict, and Positive Spillover across Cultures......Ariane Ollier-Malaterre, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG); Tammy Allen, University of South Florida; Andreas Baierl, University of Vienna; Matilda Alexandrova, University of National and World Economy Bulgaria; Arti Artiwati, University of Surabaya Indonesia; T. Alexandra Beauregard, Birkbeck College, University of London; Vânia Sofia Carvalho, universidade de lisboa; Maria José Chambel, École de Management de Lyon (EMLYON) Business School; Eunae Cho, Taipei Medical University Taiwan; Bruna Coden de Silva, Norton Brazil; Sarah Dawkins, University of Tasmania; Pablo Escribano, Universidad Adolfo Ibáñez; Konjit Hailu Gudeta, Addis Ababa University; Ting-pang Huang, Soochow University; Ameeta Jaga, University of Cape Town; Dominique Kost, Oslo Metropolitan University; Anna Kurowska, University of Warsaw; Emmanuelle Leon, ESCP Business School; Suzan Lewis, Middlesex University - Business School; Chang-qin Lu, Peking University; Angela Martin, University of Tasmania; Gabriele Morandin, University of
Bologna; Fabrizio Noboa, Universidad San Francisco de Quito; Shira Offer, Bar-Ilan University; Eugene Ohu, Lagos Business School; Pascale Peters, Nyenrode Business Universiteit; Ujvala Rajadhyaksha, Saint Mary’s College, Notre Dame; Marcello Russo, University of Bologna; Young Woo Sohn, Yonsei University; Caroline Straub, Bern University of Applied Sciences; Mia Tammelin, University of Tampere; Leila Triki, Mediterranean School of Business; Marloes van Engen, Radboud University; Ronit Waismel-Manor, The Open University of Israel

• **Antecedents and Effects of Work-Life Balance among Indian Professionals.** Reena Amal Shah, Shreya University

• **Implications of Work-Life Interferences on Women Entrepreneurs' Work-Life Balance Perception in South-Western Nigeria.** Ismail Kayode Olaoye, Federal University, Dutsin-Ma, Katsina State; Aliyu Mamman, École de Management de Lyon (EMLYON) Business School; Islamiyah Olaoye, Usmanu Dan Fodiyo University Sokoto State Nigeria

• **Toward an Understanding of Work-Family Balance Among Arabs: Similarities and Differences Among Omani and Qatari Working Adults.** Peipei Hong, Zhejiang University; Azz O Abdelmoneium, Doha International Family Institute, Qatar; Aosai Liu, Florida State University, USA; Aisha J. Sultan, Doha International Family Institute, Qatar; Ahmed Aref, Doha International Family Institute, Qatar; Joseph G. Grzywacz, Florida State University, USA

• **Work-Family Conflict in the Scandinavian Countries.** Lakshita Bhagat, Jawaharlal Nehru University

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48. **Envisioning Work-Family Justice: Continuing the Work of Dr. Sinikka Elliott [Special Symposium]**

*Friday | 8:30 am-10:00 am | Sutton North - 2nd floor*

**Organizers:** Sarah Bowen, North Carolina State University; Joslyn Brenton, Ithaca College

**Presider:** Joslyn Brenton, Ithaca College

This panel is inspired by the work of Dr. Sinikka Elliott, a sociologist and family scholar at the University of British Columbia who died in May 2021. Sinikka was a fierce advocate for using sociological research to promote collective support for families. Her work underscored how families have long acted as both societal stabilizers and shock absorbers. In the midst of a global pandemic, families have once again been asked to bear the burden of organizing paid and unpaid labor to address inadequate safety nets. In an unpublished piece that she wrote in May 2020, Sinikka stated, “The pandemic has laid bare how vulnerable we all are; and it also offers an opportunity to address inequities. Now is the time to vote for social policies that support the work of raising a family and caring for others.” As we consider how to enact real and meaningful social change, we must be bold in envisioning a world that centers work and family justice. In this panel, we ask work and family scholars to consider the implications of their respective research for (re)solving work-family tensions and inequalities. Panelists may analyze existing policies, propose innovative ideas, or raise new questions around advancing work-family justice in policy and practice.
Panelists:

- Kate Averett, SUNY - University at Albany
- Kate Cairns, Rutgers University
- Dawn Dow, University of Maryland, College Park
- Pilar Gonalons-Pons, University of Pennsylvania

49. Technology at the Work-Life Interface: Boundaries and Well-Being [Paper Session]
Friday | 8:30 am-10:00 am | Midtown Suite – 4th floor

Presider: Amit Anshumali, University of Chicago

- Digital Work Communication: Opportunities and Risks for the Integration of Work and Private Life from an Organizational Comparative Perspective......Anja-Kristin Abendroth, Bielefeld University; Laura Luekemann, Bielefeld University
- Managing ICT-related work–nonwork boundaries: a narrative synthesis of empirical research and research agenda......Ronit Waismel-Manor, The Open University of Israel
- Digital Work Control and Work-life Conflict......Anja-Kristin Abendroth, Bielefeld University; Charlotte Katharina Marx, Bielefeld University; Sophie-Charlotte Meyer, Federal Institute for Occupational Safety and Health Germany
- The Effects of Social Support and Technology on the Well-being of Employees in Bangladesh and Vietnam During the Pandemic......Padmavadee Rani Thanacoody, University of Nottingham; Elizabeth Linh Nguyen, Eurowindow Holding (Vietnam); Nabila Kamal Promy, EnviSArc Consultancy & Management, Bangladesh

Friday | 8:30 am-10:00 am | Bryant Suite - 2nd floor

Organizer: Marian Crowley-Henry, Maynooth University
Presider: Marian Crowley-Henry, Maynooth University
This symposium involves academic researchers from different disciplines (media studies, languages, business/management, and social policy) from Ireland (Western Europe) and Lithuania (Eastern Europe). Each of the presenters will share their empirical research concerning subjectivities of mothers and motherhood in relation to their respective work and careers. Sharing research from different disciplinary lenses will allow for broader reflections on diverse conceptualizations of the work-family nexus. Using the position of ‘subjectivities’ to connect all papers will allow for deeper reflections on intersectional factors (gender, parental status, marital status, age, country of residence, nationality, etc.) and the multiple identities and roles that working mothers strive to satisfy. By ‘subjectivities’, we mean the individual experiences and subjective understandings of different women in relation to work (work roles and work places). Sharing narratives of different women in different jobs and with different career motivations and ambitions, the symposium aims to give voice to diverse mothers in their
work, family and/or national country contexts, and to set out common themes across disciplines. We welcome questions, comments, informed opinions and discussion from participants during the symposium. In particular, we welcome constructive discussions on the potential for cross-national multidisciplinary research in this space of mothers, motherhood, work and careers. Note: This symposium shares the research of members of the EU Horizon 2020 Twinning consortium, MotherNet https://www.mothernet.eu/

- **The Liminality of Motherhood & Work in the Film and Television Industry**......Anne O'Brien, Maynooth University
- **Motherhood, Gender Stereotypes, Migration and Coping: Intersectional Subjectivities of Educated Expatriate Mothers in Switzerland**......Egle Kackute-Hagan, Vilnius University, Lithuania
- **Does Country Matter? Skilled Migrant Mothers' Careers in Ireland, the USA and Australia**......Marian Crowley-Henry, Maynooth University
- **"I Want to Work to have My Children Back": Experiences of Working Mothers with Disabilities in Lithuania**......Eglė Šumskienė, Vilnius University; Violeta Gevorgianiene, Vilnius University, Lithuania; Ciara Bradley, Maynooth University, Ireland
- **The Role of the State and Market in Family and Work Balance: Subjective Experiences of Working Mothers in Lithuania**......Daiva Skuciene, Vilnius University

51. **Gender and Technology in the Domestic Sphere [Paper Symposium]**
Friday | 8:30 am-10:00 am | Gibson Suite - 2nd floor

**Organizer:** Ekaterina Hertog, University of Oxford  
**Presider:** Ekaterina Hertog, University of Oxford

Workplace digitalisation and automation has attracted substantial academic and policy attention in recent years. Significant efforts have been directed towards understanding the implications of new technologies for future employment patterns on the formal labour market. In contrast, the digitalisation of our households and the rising automation of housework and care work has received limited attention. The value of unpaid domestic labour is not included in gross domestic product (GDP) or national income accounting indicators, which makes it largely invisible. Yet unpaid work is equally important for the economy: unpaid housework and care work add considerable value to total welfare and economic output. Moreover, societies could not function if no meals were cooked, no houses were cleaned, children and dependent adults were not cared for. While domestic digitalisation and automation have so far largely evaded scholarly attention, it has not evaded developers or consumers. Without much fanfare, “service robots for domestic household tasks”, largely comprised of robot vacuum cleaners and floor cleaners, have become the most widely produced and sold robots in the world. The appetite for domestic automation is high and is growing rapidly. In 2019, 18.6 million service robots for domestic household tasks were sold, a 40% increase on the previous year (International Federation of Robotics, 2020). This is just one dimension of domestic automation, which includes many other smart appliances as well as apps helping with domestic tasks such as shopping and teaching children. With the rise of digitalisation and predictive automation our
homes are currently undergoing a major transformation. In this panel we will explore the implications of the rise of domestic technologies for individuals and households across the globe. We will cover topics such as the gender and educational differences in the willingness to use domestic technology across Europe; how individuals deal with anxieties about surveillance by Amazon’s Alexa; how technology could meet future childcare and eldercare demands in Europe and Japan; and current childcare practices in the digital home. This session is sponsored by the WFRN’s Technology, Work and Family research community.

- **Caring Practices in the Digital Home**......Esther Dermott, University of Bristol
- "**Who Wants a Smart Wife? Gender and Educational differences in Willingness to Use Technology for Domestic work across Europe**"......Ekaterina Hertog, University of Oxford; Leah Ruppanner, University of Melbourne; Brendan Leigh Churchill, University of Melbourne
- **It’s Not Her Fault: Anthropomorphizing Amazon’s Alexa on the Commodity Frontier**......Elizabeth Fetterolf, Microsoft Research New England; Ekaterina Hertog, University of Oxford
- **Smart Technologies, Domestic Work and Family Dynamics in Contemporary Japan**......Nobuko Nagase, Ochanomizu University; Emiko Usui, Hitotsubashi University; Yoshiko Shimada, Ochanomizu University
- **Intergenerational Transfer of Care Work: How Technology would Meet with Future Care Demand in Japan and the UK?**......Setsuya Fukuda, École de Management de Lyon (EMLYON) Business School; Rikiya Matsukura, Nihon University

**52. Remote Work During the COVID-19 Pandemic [Paper Symposium]**

**Friday | 8:30 am-10:00 am | Morgan Suite - 2nd floor**

**Organizer:** Daniel L Carlson, University of Utah  
**Presider:** Daniel L Carlson, University of Utah

Lockdowns, closures of schools and childcare centers, and social distancing measures to curtail the spread of the novel coronavirus SARS-CoV-2 fundamentally transformed work and family life for people around the world. One of the most fundamental changes was the shift to remote work for millions of workers. The papers in this symposium detail changes in remote work in the United States, Canada, and the UK. Authors' findings detail issues of inequality in access to remote work, how remote work affected the boundaries between work and family, the consequences of remote work for parents' time use, and the potential landscape of remote work in a post-pandemic world.

- **Unequal Flexibilities: Exploring the Access and Use of Flexible Working Arrangements of UK Workers across the COVID-19 Pandemic**......Heejung Chung, University of Kent; Jules Allen, University of Kent
- **Boundaries Redefined: Work-Home Role Integration and Segmentation During the COVID-19 Pandemic**......Scott Schieman, University of Toronto
Organizational Models and Strategies for Remote and Hybrid Work Post-COVID......Tina Lawler, Boston College - Center for Work & Family; Jennifer Fraone, Boston College - Center for Work & Family

Changes in Mothers’ and Fathers’ Time at Home and Work During the Pandemic......Thomas Lyttelton, Yale University; Emma Zang, Yale University

Friday | 8:30 am-10:00 am | Sutton Center - 2nd floor

Organizers: Anna Kurowska, University of Warsaw; Sylvia Fuller, University of British Columbia
This session aims at presenting the first results from the Familydemic – a unique international survey on the impact of Covid-19 pandemic on work and family among parents with children, carried out between June and September 2021 in six countries representing different welfare regimes: Canada, Germany, Italy, Poland, Sweden and the US. The Familydemic dataset consists of a wide variety of variables from questions covering topics such as work and care arrangements, homeschooling, fertility intentions, gender ideologies and well-being from about 25,000 respondents in total. The survey did not only gather information on the situation of respondents at the moment of the interview, but also included several retrospective questions about their situation before the outburst of the pandemic and during the pandemic, including monthly data on employment arrangements of the respondents and their partners between March 2020 and June 2021. This enables us to uncover the trajectories and long term changes to broad aspects of work and family in pandemic times in a broad variety of institutional and cultural contexts. This session aims at briefly presenting the Familydemic dataset to the public and showing the first results of analyses carried out using single country data, as well as a large, comparative study using data from all six countries. The single country papers focus on previously un(der)explored issues, such as individual experiences of informal pressure to work at the office premises during the pandemic (Sweden); the role of union representation for safeguarding workers from undesirable outcomes of confinement measures and lockdowns (US); role of Covid-19 induced home based work experiences for fertility intentions (Poland); the factors explaining use of home office under different policy regulations (Germany) and mixed relationships between parental leave, flexible work, and fathering responsibilities during pandemic times (Canada). The comparative study focuses on the role of changes to functioning of childcare and schooling institutions, related to the first and subsequent waves of the Covid-19 pandemic, on employment trajectories and long-term employment outcomes of men and women, as well as division of labour in families in different cultural and institutional contexts.

Who Went to Work during Covid-19 Pandemic in Sweden?......Cassandra Engeman, Stockholm University - Swedish Institute for Social Research (SOFI); Ann-Zofie Duvander, Department of Humanities and Social Sciences, Mid Sweden University
• A Safeguard in Times of Crisis? Union Membership and Changes to Employment and Working Conditions during COVID-19 Pandemic......Shirley Gatenio Gabel, Fordham University; Cassandra Engeman, Stockholm University - Swedish Institute for Social Research (SOFI); Gayle Kaufman, Davidson College; Richard J. Petts, Ball State University

• The Access to Home-based Work Gained During Covid-19 Pandemic and Changes in Fertility Intentions among Men and Women......Anna Kurowska, University of Warsaw; Anna Matysiak, University of Warsaw; Beata Osiewalska, University of Warsaw

• Fathering, Parenting Leaves, Flexible Work, and Care/work Responsibilities: A Mixed-Methods Canadian Study......Kim de Laat, Department of Sociology at Brock University and The Vanier Institute of the Family; Andrea Doucet, Brock University

• How Can the Differences in Home Office Use Before and During the Covid-19 Pandemic in Germany be Explained?......Thordis Reimer, Universität Hamburg

• Rearrangements to childcare and school functioning due to Covid-19 pandemic and their impact on employment outcomes and division of labor between mothers and fathers in different cultural and institutional contexts......Anna Kurowska, University of Warsaw; Anna Matysiak, University of Warsaw; Sylvia Fuller, University of British Columbia; Andrea Doucet, Brock University; Gayle Kaufman, Davidson College; Richard J. Petts, Ball State University

54. Author Meets Readers: The Trouble with Passion: How Searching for Fulfillment at Work Fosters Inequality by Erin Cech [Author Meets Readers]
Friday | 8:30 am-10:00 am | Regent Parlour - 2nd floor

Organizers: Sarah Damaske, Pennsylvania State University (Penn State); Aliya Rao, LSE; Lindsey Blair Trimble O’Connor, California State University Channel Islands

Presider: Sarah Damaske, Pennsylvania State University (Penn State)
This author-meets-reader session will engage three scholars in a discussion of Erin Cech's new book, The Trouble with Passion (University of California Press, 2021). Panel: Sarah Damaske, Aliya Rao, and Lindsey Trimble O’Connor. Description of the book: "Follow your passion" is a popular mantra for career decision-making in the United States. Passion-seeking seems like a promising path for avoiding the potential drudgery of a life of paid work, but this "passion principle"—seductive as it is—does not universally translate. The Trouble with Passion reveals the significant downside of the passion principle: the concept helps culturally legitimize and reproduce an exploited, overworked white-collar labor force and broadly serves to reinforce class, race, and gender segregation and inequality. Grounding the investigation in the paradoxical tensions between capitalism's demand for ideal workers and our cultural expectations for self-expression, sociologist Erin A. Cech draws on interviews that follow students from college into the workforce, surveys of US workers, and experimental data to explain why the passion principle is such an attractive, if deceptive, career decision-making mantra, particularly for the college educated. Passion-seeking presumes middle-class safety nets and springboards and penalizes first-generation and working-class young adults who seek passion without them. The ripple effects of this mantra undermine the promise of college
as a tool for social and economic mobility. The passion principle also feeds into a culture of overwork, encouraging white-collar workers to tolerate precarious employment and gladly sacrifice time, money, and leisure for work they are passionate about. And potential employers covet, but won't compensate, passion among job applicants. This book asks, What does it take to center passion in career decisions? Who gets ahead and who gets left behind by passion-seeking? The Trouble with Passion calls for citizens, educators, college administrators, and industry leaders to reconsider how we think about good jobs and, by extension, good lives.

Panelists:

- Erin A. Cech, University of Michigan
- Sarah Damaske, Pennsylvania State University (Penn State)
- Aliya Rao, LSE
- Lindsey Blair Trimble O’Connor, California State University Channel Islands

55. Caregivers: The Importance of Using Inclusive Language in the Work-Family Context [Discussion Roundtable]
Friday | 8:30 am-10:00 am | Beekman Parlour - 2nd floor

Organizer: Jenna-Lyn Roman, Aquila People Solutions, LLC
Presider: Jenna-Lyn Roman, Aquila People Solutions, LLC

This session will focus on how work-family researchers and practitioners can apply lessons learned from diversity, equity, and inclusion to the work-family context, specifically by using inclusive language to describe and understand the variety of people with caregiving roles. While the current level of interest in work-family topics and research is no doubt welcomed by scholars and practitioners, workers and families today differ from the stereotypical 1950s nuclear family and many of those different types of families are not included in the conversation. In the U.S., policies and practices vary from organization to organization and often leave out families that may differ from what is perceived to be the ‘norm,’ such as families with LGBT parents, military families, families with elder care responsibilities, non-biological parents raising children, or those with adopted or foster children (Murphy, et al., 2021; Roman, 2018). Those same policies still sometimes fail to provide adequate support for working families (Van Egdom, & Spitzmueller 2021). These issues would likely see improvements if research and practice recognized the diversity in those who are caregivers as well as the variability in what those caregiving responsibilities might entail. Both researchers and practitioners should make a genuine effort to ensure this diversity is represented in their study samples and work-family policies, as well as identifying how to create an inclusive environment for all workers no matter what their family responsibilities may be. The small group discussions in this session will unpack topics such as: 1.) How can work-family research better represent the diversity of caregivers that exist within families? 2.) In what ways can researchers be rewarded for undertaking research projects that examine understudied caregivers? 3.) What is your vision for how organizations can incentivize leaders to embrace diversity and foster inclusiveness among workers with different types of caregiving responsibilities? 4.) How can these complex caregiving situations be better advanced by those
who engage in work-family consulting/practice? 5.) In what ways do work-family researchers need to explore the continued impact of Covid-19 on caregiving responsibilities? 6.) How can researchers better acknowledge caregivers across low-income families to better include all socio-economic statuses? After a brief introduction to the session and its contributors, attendees will participate in small group discussions with each small group will be led by a session contributor derived from the submitter’s network of colleagues who plan to attend WFRN 2022. This session is designed to serve as incubators for future contributions to work-family research and practice. A debrief will conclude the session.

56. Gender, Income and Equality at Home [Paper Session]
Friday | 10:15 am-11:45 am | Gibson Suite - 2nd floor

Presider: Allison Dunatchik, University of Pennsylvania

- His and Hers Earnings Trajectories: Analyzing Links Between Wives’ and Husbands’ Earnings During First Marriage. Allison Dunatchik, University of Pennsylvania
- Their Money, Whose Labor? The Effect of a Positive Income Shock on Gender Equality in the Home. Elena Maria Pojman, Pennsylvania State University (Penn State)
- When She Earns More: An Examination of Relative Income, Gender, and Work-Family Conflict. Sabrina L. Speights, Wheaton College - MA; Andrew Loignon, Louisiana State University
- Who Brings Home the Bacon? The Rise of Female-Breadwinner Households in the U.S. Anita Li, University of Wisconsin, Madison

57. How Organizations Shape Diversity, Equity, and Inclusion [Paper Session]
Friday | 10:15 am-11:45 am | Morgan Suite - 2nd floor

Presider: Marcie Pitt-Catsoughes, Boston College

- Workplace Equity and Flexible Job Structures. Marcie Pitt-Catsoughes, Boston College; Kathleen Christensen, Boston College; Samuel Bradley, Jr, Boston College
- Cognitive Diversity in Workplace: Leveraging the Hidden Potential of Neurodivergent Talents – “Making the Invisible, Visible”. Mirudhuneka Varadarajan Senthil, Pace University; Dr. Katherine Richardson, Pace University
- How Can We Succeed in Working from Home? Analysing Different Implementation and Utilization Scenarios Based on an Employer-Employee Study. Mareike Reimann, Bielefeld University; Martin Diewald, Bielefeld University
- HR Professionals Supporting Work-Life Balance: A Qualitative Study. Isabelle Létourneau, Université de Sherbrooke; Danaël Lambert, Université de Sherbrooke; Jessica Levasseur, Université de Sherbrooke; Étienne Fouquet, Université de Sherbrooke

58. Gender Wage Gaps: Work-Based Explanations [Paper Session]
Friday | 10:15 am-11:45 am | Regent Parlour - 2nd floor
The Hybrid Office: Opportunities and Perils [Special Symposium]
Friday | 10:15 am-11:45 am | Sutton North - 2nd floor

Organizer: Jerry A. Jacobs, University of Pennsylvania
Presider: Jerry A. Jacobs, University of Pennsylvania
The Hybrid Office: Opportunities and Risks
We are rapidly entering a rebuilding period when many established social patterns associated with gender inequality are in flux, perhaps more than at any other time in recent memory. The opportunity to work remotely for a significant portion of the work week holds out the possibility of greatly enhancing flexibility in family arrangements for a significant fraction of office-based workers. Greater workplace flexibility has been a major theme of work-family reformers, and the ability to work remotely multiple days per week offers a dramatic opportunity to make flexible work a reality for millions of office-based employees. Yet this very change also embodies certain important risks as well. Will physically isolated workers be exploited, expected to be available for work at all times – days, nights and weekends? Rephrasing this question in terms of boundary management, who will set the boundaries on remote work, and who will manage these boundaries? Will those who advantage of the opportunity to work remotely be stigmatized, in a way that parallels concerns about the stigmatization of those who avail themselves of family leaves? Will the hybrid office reproduce or even reinforce existing gender inequalities? This session will focus on the opportunities and risks posed by the return to the hybrid office. It will bring together researchers who have been at the forefront of studying remote work before and during the pandemic and especially those who are following the current developments in terms of the emerging hybrid office.

• The Way We (Already) Were: Working at Home and the Realities of Role Blurring......Scott Schieman, University of Toronto
• Changing Work Locations, Changing Working Conditions, and Changing Well-being: Examining Intersectional Disparities at Different Life Course Stages. Wen Fan, Boston College; Phyllis Moen, University of Minnesota

60. Shocks and Policy Responses for Low-Income Families [Paper Session]
Friday | 10:15 am-11:45 am | Sutton South - 2nd floor

Presider: MinJee Keh, University of California, Berkeley

• Reconciling Work and Family Responsibilities: TANF Program’s Responses to the COVID-19 Crisis in California. MinJee Keh, University of California, Berkeley; Kimberly Salazar, University of California, Berkeley; Yu-Ling Chang, University of California, Berkeley
• Emerging Needs - the Impact of COVID-19 on Service Delivery of Employability Services. Claire Paterson-Young, University of Northampton; Toa Giroletti, University of Northampton
• Low-income Post-partum Families and the Great Recession: Income and Safety Net Patterns. Dylan Bellisle, University of Illinois, Urbana-Champaign
• Use of Federal Relief Funds to Address Low Compensation in Early Education and Care: A State-Level Analysis. Caitlin McLean, University of California, Berkeley; Krista Leigh Olson, University of California, Berkeley; Annie Dade, University of California, Berkeley

61. Gender Expectations and Boundaries: Has Working from Home During the Pandemic Changed Gender Roles and Boundaries? [Paper Symposium]
Friday | 10:15 am-11:45 am | Sutton Center - 2nd floor

Organizer: Dominique Kost, Oslo Metropolitan University
Presider: T. Alexandra Beauregard, Birkbeck College, University of London
This symposium is sponsored by the WFRN special interest group for ‘Work, family, and technology.’ With technological, economic developments, and fueled by the recent COVID-19 pandemic, employees increasingly work from home. Working from home (WFH) is now hailed as the future of work, and the end of the physical office. The question however arises whether this conclusion is reasonable given that WFH during the pandemic was not a measure implemented to increase flexibility, but rather mandated by many governments. Predominantly working from home may not only have consequences for the work-family dynamics but may also reshape boundaries between work and non-work. On the family level questions arise as to whether gender expectations, roles, and norms have altered after men as well as women were increasingly confronted with home chores and childcare while working from home. Pre-pandemic research indicated that WFH predominantly had positive implications for women in terms of stress and that mainly women use WFH on a regular basis (e.g., Eurofound, 2020; Hwang & Ramadoss, 2017). When two family members work from home it is also important to ask how to negotiate boundaries between work and non-work and how employees can
reshape these boundaries in the future. First, we aim to discuss how and whether working from home during COVID-19 changed gender dynamics in families, and flexibility expectations for men and women. Furthermore, this symposium will discuss how and to what extent technology impacts the gender gap. Second, we discuss how employees manage temporal, spatial, and relational boundaries and use technology to regain agency control.

- **Degendering Flexible Work Arrangements? Fathers’ Changing Expectations for Work and Family Lives Post-Pandemic.** T. Alexandra Beauregard, Birkbeck College, University of London; Suzan Lewis, Middlesex University - Business School; Maria Adamson, Queen Mary, University of London
- **Gender Disparity in Workers’ Well-Being with Teleworking in Japan.** Eriko Teramura, Meikai University; Ryusuke Oishi, Faculty of Economics, Meikai University, Japan
- **Academic Fathers as Innovators? Managing Productive, Reproductive and Social Life during the Pandemic and Beyond.** Anna Carreri, Department of Human Sciences, University of Verona Italy; Agnese Vitali, University of Trento, Italy
- **COVID-19, Forced Work-Life Integration and the Reinvention of Organizational Control.** Ariane Ollier-Malaterre, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG)
- **The Role of Technology in Shaping the Gender Gap: Paid Work and Care Work of Men and Women Working from Home During the Pandemic.** Beata Nagy, Corvinus University of Budapest; Geambașu Rêka, Babeș-Bolyai University, Romania; Gergely Orsolya, Sapientia Hungarian University of Transylvania, Romania; Nikolett Somogyi, University of Antwerp

**62. Recession-Proofing Your Business and Life: Renegotiating to Enhance Wellbeing [Paper Symposium]**

**Friday | 10:15 am-11:45 am | Midtown Suite - 4th floor**

**Organizers:** Katherina Kuschel, CENTRUM PUCP - Pontificia Universidad Católica del Perú; Nicholas Beutell, Iona College - LaPenta School of Business  
**Presider:** Katherina Kuschel, CENTRUM PUCP - Pontificia Universidad Católica del Perú  

Starting, developing, and growing a business has been a tremendous challenge during this new pandemic scenario. Moreover, this VUCA environment created multi-dimensional challenges for entrepreneurs. Lockdowns and the "low-touch economy", new arrangements for working from home, home-schooling of children, modifying the work-family setting (time and space renegotiated), uncertainty, debt, low income, and many other struggles have challenged entrepreneurs' and business owners' health and wellbeing. This symposium presents different approaches to these "renegotiations" of not only time, space, and roles (caring activities, main household), but also internal beliefs (success definitions, the value of diversity) that were reshaped by the COVID-19 pandemic.

- **Entrepreneurship, Care and the Covid-19 Pandemic in Czechia and the US.** Alena Křížková, Institute of Sociology, Czech Academy of Sciences; Marie Pospíšilová,
63. Who Benefits from Parental Leave and Who Doesn’t? Cross-National Comparisons of Leave Policies [Discussion Roundtable]
Friday | 10:15 am-11:45 am | Beekman Parlour - 2nd floor

Organizers: Cassandra Engeman, Stockholm University - Swedish Institute for Social Research (SOFI); Shirley Gatenio Gabel, Fordham University; Gayle Kaufman, Davidson College; Richard J. Petts, Ball State University

Presider: Shirley Gatenio Gabel, Fordham University


Many countries have expanded parental leave provisions in recent decades. While provisions are growing overall, governments have taken different approaches, for example, designing policies to encourage fathers’ leave use or targeting benefits to lower earners. Researchers have additionally noted the need to be attentive to eligibility and benefit caps when considering how generous leave provisions really are. This panel brings together several experts from the International Network on Leave Policies and Research to share the latest developments in their respective countries, what works and what doesn’t work in leave policy, and considerations for future policy development. In this panel, we start with Iceland, a country with high gender equality in parental leave. Then we turn to other countries in Europe that offer generous parental leave but have large differences in maternity and paternity leave provisions and leave use. Lithuania, in an attempt to address father’s low involvement in leave, has had recent governmental reforms that aim to encourage fathers to use the parental leave. Luxembourg offers 20 weeks of fully paid maternity leave, 10 days of paternity leave, and 4-20 months of parental leave. The Netherlands offers 16 weeks of maternity leave and has just extended leave for fathers and partners in recent years though initial analyses suggest it is not being taken up equally (particularly in relation to class). Poland offers 20 weeks of maternity leave and 2 weeks of paternity leave with additional parental leave as a family entitlement. We then shift to Canada, where there are stark differences between Quebec and the rest of Canada. Finally, we introduce a new historical database that illustrates how parental leave provisions have emerged through the Global South. We will discuss how these policies developed and their implications for families, gender equality, and work-life reconciliation. Panelists: Ruta Braziene and Sonata
Vysniauskiene Lithuanian Centre for Social Sciences (LCSS), Lithuania ruta.braziene@dsti.lt, sonata.vysniauskiene@lsc.lt Guðný Björk Eydal and Ásdís A. Arnalds University of Iceland, Iceland ge@hi.is, aaa1@hi.is Anna Kurowska University of Warsaw, Poland a.kurowska@uw.edu.pl Sophie Mathieu and Andrea Doucet Téléq University and Brock University, Canada sophiemathieu@hotmail.com, adoucet@brocku.ca Keonhi Son University of Bremen, Germany son@uni-bremen.de Marie Valentova Luxembourg Institute of Socio-Economic Research (LISER), Luxembourg marie.valentova@liser.lu Mara Yerkes and Laura den Dulk Utrecht University and Erasmus University Rotterdam, Netherlands M.A.Yerkes@uu.nl, dendulk@essb.eur.nl

- **Leave policies in Iceland.** Guðný Björk Eydal, Faculty of Social Work, University of Iceland; Ásdís A. Arnalds, University of Iceland
- **Leave policies in Lithuania.** Ruta Braziene, Lithuanian Centre for Social Sciences; Sonata Vysniauskiene, Lithuanian Centre for Social Sciences
- **Leave policies in Poland.** Anna Kurowska, University of Warsaw
- **Leave policies in the Global South.** Keonhi Son, University of Bremen
- **Leave policies in Canada.** Sophie Mathieu, Téléq University; Andrea Doucet, Brock University
- **Leave policies in Luxembourg.** Marie Valentova, Luxembourg Institute of Socio-Economic Research
- **Leave policies in the Netherlands.** Mara Yerkes, Utrecht University; Laura den Dulk, Erasmus University Rotterdam

**11:45 am – 1 pm LUNCH BREAK on your own**

64. Costs of Coupledom? Barriers to and Consequences of Marriage and Divorce [Paper Session]
Friday | 1:00 pm-2:30 pm | Bryant Suite - 2nd floor

**Presider:** Maria Stanfors, Lund University

- **Female Independence and the Risk of Divorce. Evidence from Sweden, 1947-2015.** Maria Stanfors, Lund University; Martin Bergvall, Lund University
- **Single Parents Competing in a Dual-earner Society: Leveling the Playing Field.** René Nieuwenhuis, Stockholm University - Swedish Institute for Social Research (SOFI)
- **The Gender Difference in Educational Gradients in Divorce in China.** Kai Feng, University of Pennsylvania
- **Who Can Afford to Marry? The Economic Barrier to Marriage among Couples with Children in the UK.** Susan Harkness, university of bristol; Andrea Tartakowsky, University of Bristol
65. Who Takes Care of the Baby? Negotiating Shared Parental Leave [Paper Session]  
Friday | 1:00 pm-2:30 pm | Gibson Suite - 2nd floor

**Presider:** Tjorven Sievers, Portland State University

- *Dual-earner Couples’ Parental Leave Decisions: A Longitudinal Study on the Impact of Domain- and Gender-specific Role Attitudes.* Anna M. Stertz, RWTH Aachen University; Bettina S. Wiese, RWTH Aachen University
- *Parental Justice: Analysis of Equal Partnerships on the Basis of Interviews with Austrian Couples.* Izabela Wnorowska, University of Vienna
- *Shared Parental Leave - A Catalyst for Progressing Gender Equality or a Reinforcement of the Status Quo? Using Stories to Explore Parental Leave Decision-making Dynamics in the UK.* Clare Matysova, University of Leeds

66. Precarity, Inequality, and the Work-Family Interface [Paper Session]  
Friday | 1:00 pm-2:30 pm | Sutton Center – 2nd floor

**Presider:** Wen Fan, Boston College

- *Job Insecurity and Mental Well-being in the Time of COVID-19: A Stress Proliferation Process.* Wen Fan, Boston College; Yue Qian, University of British Columbia
- *Perceptions of Work, Identity and the Work Family Interface for Low-Wage Workers.* Angela Bruns, Gonzaga University; Hilary C Wething, Pennsylvania State University (Penn State); Heather Hill, University of Washington
- *Underemployment and its Health and Well-being Consequences in the US: Inter-year panel data.* Lonnie Golden, Pennsylvania State University (Penn State); Jaeseung Kim, University of South Carolina

67. Leaders’ Influences on Workers & Workplaces [Paper Session]  
Friday | 1:00 pm-2:30 pm | Midtown Suite - 4th floor

**Presider:** Robin Edelbroek, Nyenrode Business Universiteit

- *Empowering Leadership Fostering Work-Related Flow: A Win-Win for Work-life Balance and Innovation in Flexible Workplaces.* Robin Edelbroek, Nyenrode Business Universiteit; Martine Coun, Open University of the Netherlands; Pascale
• Executive Compensation and Diversity and Inclusion: Holding Senior Leaders Accountable for Effecting Gender and Racial Equity in Organizations......Kelly A Basile, Emmanuel College

• The Effects of Pre-COVID FSSB and Sleep Leadership Training on COVID Leadership......Leslie Hammer, Oregon Health & Science University; Rebecca Brossoit, Louisiana State University; Todd Bodner, Portland State University; Cynthia Mohr, Portland State University; Tori Crain, Portland State University; Jackie Brady, San Jose State University; Krista Brockwood, Oregon Health & Science University; Amy Adler, Walter Reed Army Institute of Research

• Work-Life Balance Through the Lens of Chronobiology......Camilla Kring, Super Navigators

68. Gendered Experiences of Parenthood in the Academy [Paper Session]
Friday | 1:00 pm-2:30 pm | Morgan Suite - 2nd floor

Presider: Marisa Young, McMaster University

• The Emotional Labor of Woman Faculty During COVID-19......Loa Gordon, McMaster University; Diana Singh, McMaster University; Marisa Young, McMaster University; Gabriella Christopher, University of Toronto; Nicole McNair, McMaster University

• Forced Separation of Family from Academic Life: Understanding the Dual Responsibilities of Latina Ph.D. Student-Parents......Edgar Lopez, University of Southern California

• Gender Inequality in Academia: (Not) Obvious Effect of Children......Olga Gorodetskaya, University of Trento; Agnese Vitali, University of Trento, Italy

• Parenting in the Pandemic: Lack of Balance and Plenty of Guilt......Amy Lucas, University of Houston Clear-Lake; Lory Santiago-Vazquez, University of Houston-Clear Lake; Christine Walther, University of Houston-Clear Lake; Angela Kelling, University of Houston-Clear Lake; Robert Bartsch, University of Houston-Clear Lake

69. Essential but Marginalized: Challenges Facing Paid Care Workers [Paper Session]
Friday | 1:00 pm-2:30 pm | Sutton North - 2nd floor

Presider: Rachael N. Pettigrew, Mount Royal University

• The Ripple Effect: Heavy Emotional Labour, Work Demands and the Role of Perceived Individual, Family, and Community Impact......Rachael N. Pettigrew, Mount Royal University

• Work-Family and Time Issues: Challenges for Attraction and Retention of Nurses - the Case of Québec......Diane-Gabrielle Tremblay, University of Quebec

• Technology and Care Work......Jerry A. Jacobs, University of Pennsylvania
• Caregivers' Burden When Working in the Health Care Industry Amid the COVID-19 Pandemic......Jihee Woo, University of Pittsburgh; Kess Ballentine, Wayne State University
• Critical and Overlooked: The Role of Home-based Care in the Lives of Marginalized Workers with Nonstandard and Unpredictable Schedules......Ellen Scott, University of Oregon; Lola Loustaunau, University of Oregon; Larissa Petrucci, University of Illinois

70. Author Meets Readers: The "Forfeits" of Working Fathers -- A Conversation with Dr. Jasmine Kelland [Author Meets Readers]
Friday | 1:00 pm-2:30 pm | Regent Parlour - 2nd floor

Organizer: Casey Scheibling, University of Toronto
Presider: Casey Scheibling, University of Toronto
Dr. Jasmine Kelland's forthcoming book entitled, "Caregiving Fathers in the Workplace: Organisational Experiences and the Fatherhood Forfeit," explores the experiences of caregiving fathers in the UK. It demonstrates that caregiving fathers in this context face significant challenges and discrimination when they attempt to combine work and caregiving, which is suggested to have a key part to play in the continuation of the gender pay gap. In this Author Meets Readers session, we will discuss the key questions and "fatherhood forfeits" highlighted in Dr. Kelland's book. This conversation will provide novel insight into: how working fathers experience stigma, mistreatment, and/or negative peer relations in workplace environments; how the cultural breadwinning ideal structures worker norms and perpetuates gender inequalities at work and at home; why caregiving fathers may be viewed with distrust or suspicion by employers; and, what actions can be taken to better support caregiving fathers and reduce their work–family conflicts. The readers in this session will be Casey Scheibling (University of Toronto) and Kevin Shafer (Brigham Young University).

Panelists:

• Jasmine Kelland, University of Plymouth
• Casey Scheibling, University of Toronto
• Kevin Shafer, Brigham Young University

71. Work-Family Scholarship in the News: Prof. Stephanie Coontz on Lessons Learned in the Media Spotlight [Discussion Roundtable]
Friday | 1:00 pm-2:30 pm | Sutton South - 2nd floor

Organizers: Sarah Damaske, Pennsylvania State University (Penn State); Melissa Milkie, University of Toronto
Presider: Sarah Damaske, Pennsylvania State University (Penn State)
It's vital that excellent research reach the public, but how do we make this happen in a clear and simple way? This open session will be a rich conversation about the process of taking our scholarship public. Professor Stephanie Coontz will cover the nuts and bolts of working with journalists across a variety of formats and outlets. For work-family scholars, there are many
unknowns when discussing work with journalists. Often media will reach out with a great question and a VERY short time window, and even experienced scholars with important research to share and a clear message can run into difficulties. This will be an interactive session featuring your questions! Please send questions you’d love to have Professor Coontz address via email to info@wfrn.org or via tweet to @WFRN with hashtags #WFRN2022 #QuestionstoCoontz

Discussant:

- Stephanie Coontz, Evergreen State College

72. Technology, Work and Family Networking Community Research Incubator [Workshop]
Friday | 1:00 pm-2:30 pm | Beekman Parlour – 2nd floor

Organizers: T. Alexandra Beauregard, Birkbeck College, University of London; Kaumudi Misra, California State University East Bay; Ariane Ollier-Malaterre, Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG)

This workshop provides an opportunity to continue to craft a collective research program for members of the Technology, Work and Family Networking Community. As a more structured alternative to the regular Networking Community meeting, it enables the Networking Community leaders to facilitate research collaborations among members by helping researchers from a range of career stages, disciplines and geographical locations connect with one another and discover synergies or shared interests. The intended outcome is a program for collaborative research activities, such as data collection, journal articles, special issues, edited books, grant applications, action research, or practitioner outreach. This would be the third Research Incubator; the first ran in 2018 and was well attended, resulting in many connections made, and the second will run as a virtual event in October 2021. An additional goal for this third incubator is to evaluate the first two by surveying repeat attendees about projects initiated during the 2018 and 2021 workshops. Questions designed to stimulate dialogue will be introduced by the workshop leaders. Broadly speaking, these will attempt to elicit answers to the query, “What do we need to know about technology in the context of work and family that we don’t currently know?” Ideas discussed in small groups will be collated by workshop leaders and presented to the room. Different ideas will be allocated to different tables, with participants assigning themselves to their chosen table(s) to find potential collaborators and discuss approaches to the given topic. Tables can then feed back to the overall group. Workshop leaders will circulate the output to attendees following the conclusion of the conference. Workshop participants: The Technology, Work and Family Networking Community Leadership team will participate in the workshop. While the workshop will be promoted via the Networking Community’s social media accounts and mailing list, we also welcome conference attendees who are not currently Networking Community members but who have an interest in technology, work and family.
73. Presidential Plenary and Awards Ceremony: "Work-Family Justice on the Ground" (Light Refreshments) [Plenary]
Friday | 3:00 pm-5:00 pm | Sutton Full Complex - 2nd floor

Organizer: Melissa Milkie, University of Toronto
Presiders: Melissa Milkie, University of Toronto; Susan Lambert, University of Chicago; Stephen Sweet, Ithaca College
The theme of the 2022 WFRN Program will also be highlighted in this Presidential Plenary II, "Work-Family Justice on the Ground." Panelists from leading non-profit organizations will discuss how they've met challenges and succeeded in implementing and building policies across city, state and nation that create a more just world of work. They'll discuss barriers and their best ideas for overcoming them.
Moderator: Janet Gornick, CUNY - Graduate Center

Panelists:
- Dina Bakst, A Better Balance
- Rosario Castro, Oxfam America
- Sherry Leiwant, A Better Balance
- Vicki Shabo, New America

Our WFRN Awards Ceremony will follow immediately with refreshments! Key WFRN leaders will present several awards recognizing exceptional contributions to the Work and Family field. Awards will be presented for the:
Rosabeth Moss Kanter Award honoring Shelley MacDermid Wadsworth
Kathleen Christensen Dissertation Award
The WFRN Conference Award honoring Suzan Lewis
The Galinsky Generative Researcher Award
The WFRN Lifetime Achievement award

**Refreshments will be served.

74. Networking Dinners - Pre Registration by May 1 required
Friday | 6:00 pm-8:00 pm | Lobby - front desk

Organizer: Matthew Piszczek, Wayne State University
The WFRN Membership Engagement Committee is excited to be bringing back Networking Dinners for the 2022 conference. Those who are interested in getting to know others in a setting that allows for food and conversation will enjoy this opportunity. Networking dinner participants are sorted into groups of approximately six people based on their interests with each table. Groups meet up at the conference hotel Friday evening and walk to a local restaurant together. The WFRN Membership Engagement Committee handles reservations and coordination of each group. All you have to do is show up at the lobby and enjoy dinner
with new colleagues. This has traditionally been a popular event with very positive feedback, so pre-registration is required, and we ask that people avoid signing up if they are not sure they will be able to attend. Note that the cost of meals is not included. The Membership Committee is working hard to find affordable venue options so that all those who are interested can participate. Sign up for a Networking Dinner by May 1, by following this link. Meet in the lobby at the Front Desk by 6:00 p.m.

Saturday, June 25 Sessions

75. WFRN General Business Meeting
Saturday | 7:30 am-8:15 am | Beekman Parlour - 2nd floor

Organizer: Melissa Milkie, University of Toronto
Presiders: Stephen Sweet, Ithaca College; Melissa Milkie, University of Toronto
Join us for the WFRN General Business Meeting! We'll have a brief presentation, share ideas, and enjoy coffee and tea together.

76. Collective Approaches to Work and Family: The Role of Unions and Associations [Paper Session]
Saturday | 8:30 am-10:00 am | Beekman Parlour - 2nd floor

Presider: Amy Pytlovany, Center for Parental Leave Leadership (CPLL)

- Beyond Parental Leave Policy, What Actually Makes Things Better? Employee Insights From Unions, Faith-Based Organizations, and Parents Impacted by Perinatal Mental Health Challenges......Amy Pytlovany, Center for Parental Leave Leadership (CPLL); Amy Beacom, Center for Parental Leave Leadership
- Changing Gender Regimes and the Positioning of Interest Organizations on Family and Gender Equality Policies in Western European Welfare States......Maximiliane Reifenscheid, University of Mannheim
- What Will it Take to Achieve Paid Family Leave in the U.S.? Lessons from the 1980s Fight for the FMLA......Kirsten Swinth, Fordham University
- Work-Life Balance Arrangements in Collective Agreements: Evidence from Spain and the Netherlands......Carla Brega Baytelman, Utrecht University; Janna Besamusca, Utrecht University; Mara Yerkes, Utrecht University
77. Novel Perspectives on Inequality in the Division of Labor [Paper Session]
Saturday | 8:30 am-10:00 am | Bryant Suite - 2nd floor

Presider: Eva Jaspers, Utrecht University - Interuniversity Center for Social Science Theory and Methodology (ICS)

- **Gender Composition and the Division of Labor: Experimental Evidence**......Eva Jaspers, Utrecht University - Interuniversity Center for Social Science Theory and Methodology (ICS)
- **Gender, Family Demands, and Job Search: Exploring A Model of Time-Based Family-to-Job-Search Conflict**......Tracy Doreen Hecht, Concordia University; Alexandru Lefter, Concordia University
- **Taking a Fresh Look at the Relation between Family Time and Work Time: An Exploration of Curvilinear Effects**......Tracy Doreen Hecht, Concordia University; Alexandru Lefter, Concordia University; Ridah Zargham, Concordia University
- **Who Benefits from The Village? Parents’ Time Use in Doubling-Up Households**......Ariane Ophir, Centre d’Estudis Demogràfics (CED)

78. Work across the Life Course: Emerging Adults and Aging Workers [Paper Session]
Saturday | 8:30 am-10:00 am | Midtown Suite - 4th floor

Presider: Maha Sabbah, Ben-Gurion University of the Negev

- **Ethnicity, Gender Marginality, and Early Retirement: Why are Arab women in Israel leaving the Labor Market Early?**......Maha Sabbah, Ben-Gurion University of the Negev; Sami Miaari, Tel Aviv University
- **Increasing Employability Skills through Third Sector Programmes: A UK Case Study**......Claire Paterson-Young, University of Northampton; Ecem Karlidag-Dennis, University of Northampton
- **Older Workers’ Experience of Digitalization in Three Professions**......Alena Křížková, Institute of Sociology, Czech Academy of Sciences; Radka Dudová, Academy of the Czech Republic - Institute of Sociology; Marie Pospíšilová, Academy of the Czech Republic - Institute of Sociology
- **U.S. Emerging Adults’ Work/life Communication Efficacy: The Role of Clarity, Politeness, and Interpersonal Power**......Kendra Knight, DePaul University; Katherine Denker, Ball State University

79. Family Supportive Supervisor Behaviours [Paper Session]
Saturday | 8:30 am-10:00 am | Regent Parlour - 2nd floor

Presider: Prudence Bongekile Mabaso, University of Cape Town
• A Contextual Model of Family Supportive Supervisor Behaviours on Breastfeeding at Work: A Low-Middle Income Country Perspective......Prudence Bongekile Mabaso, University of Cape Town; Ameeta Jaga, University of Cape Town; Tanya Doherty, South African Medical Research Council

• Family Supportive Supervisor Behaviours: The Role of Relational Resources in Work and Home Domains......Maria Jose Bosch, ESE Business School-Universidad de los Andes; Can Ererdi, Henley Business School; Mireia Las Heras, University of Navarra - Instituto de Estudios Superiores de la Empresa (IESE) Business School; Yasin Rofcanin, Bath University

• Family Motivation of Supervisors: Exploring the Impact on Subordinates' Work Performance via FSSBs and Work-Family Balance Satisfaction......Maria Jose Bosch, ESE Business School-Universidad de los Andes; Mireia Las Heras, University of Navarra - Instituto de Estudios Superiores de la Empresa (IESE) Business School; Yasin Rofcanin, Bath University; Michael Mayer, Bath University; Didem Taser, Brunel University; Jakob Stollberger, Vrije Universiteit (VU University); Jas Kalra, Bath University

• Perceived Lockdown Intensity, Work-Family Conflict and Work Engagement: The Importance of Family Supportive Supervisor Behavior during the Covid-19 Crisis......Marloes van Engen, Radboud University; Pascale Peters, Nyenrode Business Universiteit; Frederike Van de Water, Nyenrode Business Universiteit

Saturday | 8:30 am-10:00 am | Sutton Center - 2nd floor

Presider: Brad Harrington, Boston College - Center for Work & Family

• Ideals, Meet Reality: Unpacking the Mechanisms that Enable Gender Egalitarian Workers to Achieve Dual Caregiving Arrangements......Brad Harrington, Boston College - Center for Work & Family; Sarah Thebaud, University of California at Santa Barbara; Tina Lawler, Boston College - Center for Work & Family

• Blueprints for Fatherhood: The Impact of Paid Parental Leave Policies on Fathers’ Leaves......Miriam Barcus, Kenyon College

• Childcare by Fathers in the Context of Active Father-Oriented Policies......Tine Rostgaard, Roskilde University; Guðný Björk Eydal, Faculty of Social Work, University of Iceland

• Competing Powers: What Matters for the Timing and Duration of Fathers’ Parental Leave......Merve Uzunalioglu, University College London; Marie Valentova, Luxembourg Institute of Socio-Economic Research; Margaret O’Brien, UCL; Katherine Twamley, UCL

• Fathers’ Use of Leave at the Birth of a Child: An Analysis of Workplace and State-level Policy Factors that Influence Leave-taking......Rebecca Logue-Conroy, Rutgers, The State University of New Jersey School of Social Work
81. Using Qualitative Methodologies to Build Work-Family Insights and Theories [Special Symposium]
Saturday | 8:30 am-10:00 am | Sutton North - 2nd floor

Organizer: Sarah Damaske, Pennsylvania State University (Penn State)
Presider: Sarah Damaske, Pennsylvania State University (Penn State)

Leading scholars will discuss how the vitality of qualitative research in building insights at the nexus of Work-Family theory and research. They will offer specific examples from their own work that illustrate the power of these methods for the work-family field. Panelists have each written cutting-edge books crossing the intersection of family with work structures and demands. Panelists include: Jessica Calarco, Kathleen Gerson, Allison Pugh, and Aliya Rao. Sarah Damaske will moderate.

Panelists:

- Jessica Calarco, Indiana University
- Kathleen Gerson, New York University
- Allison Pugh, University of Virginia
- Aliya Rao, LSE

82. Flexibility in Work Hours: The Disparate Factors of Schedule Control and Part-Time Work [Paper Session]
Saturday | 8:30 am-10:00 am | Sutton South - 2nd floor

Presider: Peter J. Fugiel, University of Illinois, Urbana-Champaign

- Measuring the Coverage of the Coronavirus Job Retention Scheme across Industries and Occupations: An Overview, Pierre Walthéry, Cranfield School of Management; Charlotte Gascoigne, Cranfield School of Management; Clare Kelliher, Cranfield School of Management
- Part-time Working and the UK's Flexible (Part-time) Furlough Scheme, Clare Kelliher, Cranfield School of Management
- The Effects of a 9/80 Work Schedule on Workers’ Job Attitudes, Work-Life Balance, and Well-Being, and the Mediating Roles of Schedule Control, Flexibility, and Satisfaction, Lindsey Blair Trimble O’Connor, California State University Channel Islands
- Trends in Schedule Control in Europe, 2005-2015, Eunjeong Paek, University of Southern California

83. What is the Role of Fathers and Leaders in Work-Life Justice? [Discussion Roundtable]
Saturday | 8:30 am-10:00 am | Morgan Suite - 2nd floor

Organizers: Rachael N. Pettigrew, Mount Royal University; Jessica DeGroot, École de
Management de Lyon (EMLYON) Business School

President: Rachael N. Pettigrew, Mount Royal University

The 2022 WFRN conference theme is “Work-Family Justice: Practices, Partnerships & Possibilities.” With this theme in mind, this discussion roundtable will explore the role fathers and leaders must play in order to make progress towards work-family justice. The panel includes both researchers and the ThirdPath Institute. ThirdPath Institute has, for 2 decades, been building a community of leaders who have been willing to roll up their sleeves and design workplaces that truly support people to be successful at work while also creating time for their lives outside of work. Following brief (3-4 minute) comments by the panel of practitioner and researchers, the roundtable will engage the audience in the discussion for an interactive, forward-looking session. Work-family justice will need to include action both at home and in the workplace. In the workplace, this will include public support, advocacy, sponsorship, inclusive policies, and leadership modeling, which will, in turn, create workplaces that have strong, supportive cultures that recognize employees have lives and responsibilities outside work. Action toward gender fairness and equity is just as crucial at home and fathers play an integral part in these necessary steps toward work-family justice. Moving toward work-family justice benefits fathers, leaders, and children, not just women. Panelists * Jessica DeGroot, President and Founder of ThirdPath Institute, an organization acknowledging that employees at all stages in their lives could follow a “third path” – one that allows success at work while creating time and energy for their lives outside of work. * Rachael Pettigrew, P.h.D, Associate Professor of General Management and Human Resources in Bissett School of Business at Mount Royal University in Calgary, Alberta, Canada. Her research explores fathers’ use of parental, employers’ family-friendly policies, and the impact of their use. * Scott Behson, P.h.D. Professor of Management, Fairleigh Dickinson University, author of The Whole Person Workbook and the Working Dad’s Survival Guide * Richard Petts, P.h.D. – Professor of Sociology, Ball State University. His research focuses on the role of fathers within families and as well as the impact of parenthood on men’s lives. * David Smith, P.h.D., Associate Professor, Johns Hopkins Carey Business School in Annapolis MD, and author of Good Guys

Discussants:

- David Smith, John Hopkins University
- Rachael N. Pettigrew, Mount Royal University
- Richard J. Petts, Ball State University
- Jessica DeGroot, École de Management de Lyon (EMLYON) Business School
- Scott Behson, Fairleigh Dickinson University

84. Women and Work in the Wake of the COVID-19 Pandemic [Workshop]
Saturday | 8:30 am-10:00 am | Gibson Suite - 2nd floor

Organizer: Julie Vogtman, National Women’s Law Center
President: Emily Martin, National Women’s Law Center

Throughout the COVID-19 pandemic, the National Women’s Law Center (NWLC) has been closely tracking and analyzing women’s elevated rates of unemployment and labor force exit,
highlighting how Black women, Latinas, women with disabilities, and young women have been especially likely to lose their jobs. We have called out—as women across the country have experienced firsthand—how women’s unpaid caregiving responsibilities have pushed them out of the labor market at historic rates, and how women of color in particular have faced unsafe working conditions for low pay. But over 18 months into a life-changing, landscape-shifting pandemic, there is still much we don’t know about what different groups of women have experienced; what they feel has changed permanently; and what they are now seeking from their workplaces and their lives. While a number of public opinion polls have sought to capture changing expectations around work, particularly with regard to remote work/telework and other markers of white-collar “workplace flexibility,” many such questions center higher-income workers who have been working from home since March 2020—not women working in restaurants for $2.13 an hour, or home care workers who risked their own health for $12 an hour, or women who left the labor force when their already-precarious child care arrangements fell apart. In partnership with Sprout Insight and GQR, NWLC is now undertaking new qualitative and quantitative research that is launching in December 2021 and will be completed in March 2022. This research will center the women who have been most directly impacted by the pandemic—including those who are working, are currently unemployed, or have exited the labor force—and develop a deeper understanding of 1) their experiences since March 2020 and how they view them, and 2) how they think the challenges they have faced could best be addressed. Given the many issues NWLC’s work reaches, we intend to explore how a wide range of factors shaped and interacted with women’s work-related experiences and decisions during the pandemic—with a particular focus on work-family interactions and caregiving responsibilities. We expect that the findings from this research—and from NWLC’s additional research on women and the economy—will be of interest to a wide range of advocates and academics in the work-family space, and propose conducting a workshop at the 2022 WFRN conference that can help facilitate the connection between research and policy interventions. Emily Martin, Vice President for Education & Workplace Justice at NWLC, and Jasmine Tucker, NWLC’s Director of Research, will lead the workshop, potentially in conjunction with one or more representatives from Sprout Insight and/or GQR. Our goal is to grant workshop participants an overview of our qualitative and quantitative findings and their implications for public policy.

Discussants:

- Jasmine Tucker, National Women’s Law Center
- Emily Martin, National Women’s Law Center

Saturday | 10:15 am-11:45 am | Bryant Suite - 2nd floor

Presider: Lyn Craig, University of Melbourne
• Parenting Stress and Mothers and Fathers’ Perceptions of Fairness in the Division of Childcare: a couple-level cross-spousal analysis. Lyn Craig, University of Melbourne; Brendan Leigh Churchill, University of Melbourne

• Single Fathers in High- and Low-Skill Jobs: How Does Work Penalize Men for Caregiving? Aimzhan Iztayeva, University of Minnesota

• Cooperative, Specialized, and Homesteaded Parenting: Gendered and Classed Care Routines in the Pre-Pandemic American Family. Elizabeth Talbert, Drake University

• For Whom Maternal Gatekeeping Constitutes a Barrier? Testing the Links Between Maternal Gatekeeping, Attitudes about the Paternal Role, and Fathers’ Involvement in Childcare. Shira Offer, Bar-Ilan University; Danny Kaplan, Bar-Ilan University

• Time for Change: The Cultural Schemas and Temporal (Un)Knowns of Fatherhood. Boroka Bo, University of California, Berkeley

86. Gender Inequality in the Transition to Parenthood [Paper Session]
Saturday | 10:15 am-11:45 am | Gibson Suite - 2nd floor

Presider: Eva Jaspers, Utrecht University - Interuniversity Center for Social Science Theory and Methodology (ICS)

• Couple Inequality Following Parenthood: Comparing the Effects of Birth and Adoption in Different-sex and Same-sex couples in the Netherlands. Weverthon Barbosa Machado, Utrecht University; Eva Jaspers, Utrecht University - Interuniversity Center for Social Science Theory and Methodology (ICS)

• Fixing the Broken Rung: Coaching Women through the Transition to Working Motherhood. Spela Trefalt, Simmons University; Angela Passarelli, College of Charleston

• How do First-Time Parents Think about and Approach Constraints to Sharing? Clare Stovell, Oxford Brookes University

• Work Family Balance of First-time Urban Chinese Mothers and Fathers in Shanghai. Kai Sun, New York University Shanghai; Xuan Li, New York University - Shanghai

Saturday | 10:15 am-11:45 am | Harlem Suite - 4th floor

Presider: Sarah Deming, Washington State University

• “My Hands are Really Tied in so Many Ways”: How Children Both Constrain and Motivate the Labor Force Participation of Mothers with Disabilities. Sarah Deming, Washington State University

• Community Supports Strengthening Resilience for Immigrant Families of Children with Mental Health Concerns. Claudia Sellmaier, University of Washington; Lisa Maureen
Stewart, California State University, Monterey Bay; Lisha Shrestha, Portland State University; Eileen M Brennan, Portland State University

- Impact of Workplace Flexibility and Supportive Work Environments on Employment Outcomes for Parents of Children with Autism Spectrum Disorders......Frances Lynch, Kaiser Permanente - Center for Health Research; John Dickerson, Kaiser Permanente - Center for Health Research; Claudia Sellmaier, University of Washington; Eileen M Brennan, Portland State University; Joanna Bulkley, Kaiser Permanente - Center for Health Research; Eric Fombonne, Oregon Health & Science University; Lisa Croen, Kaiser Permanente Division of Research; Yihe Daida, Kaiser Permanente Center for Integrated Health Care Research; Brigit Hatch, Oregon Health & Science University; Alexandra Varga, Kaiser Permanente - Center for Health Research

- Period Effects in the Work-Family Correlates of Well-being among Parents of Children with Special Needs......Amy Robertson, Florida State University; Amit Kramer, University of Illinois, Urbana-Champaign; Jooyeon Son, University of Melbourne; Joseph Grzywacz, Florida State University

Saturday | 10:15 am-11:45 am | Midtown Suite - 4th floor

Presider: Ito Peng, University of Toronto

- Changes and Continuities in the Division of Labour between Parents of Young Children - COVID-19 Pandemic as a Critical Moment?......Johanna Närvi, Finnish Institute for Health and Welfare; Petteri Eerola, University of Jyväskylä; Johanna Lammi-Taskula, Finnish Institute for Health and Welfare; Johanna Terävä, University of Jyväskylä
- The Impacts of COVID-19 on Unpaid Caregivers in Canada: Preliminary Results from the 2022 Canadian Survey......Ito Peng, University of Toronto
- To Provide or To Parent? Conflicted Work–Family Roles, Expectations, and Stressors for Fathers in Uncertain Times......Casey Scheibling, University of Toronto

89. Work, Family & Child-Wellbeing [Paper Session]
Saturday | 10:15 am-11:45 am | Morgan Suite - 2nd floor

Presider: Deniz Yucel, William Paterson University of New Jersey

- Work-Family Boundary Permeability and Parent-Child Relationship......Deniz Yucel, William Paterson University of New Jersey
- A Longitudinal Study of the Bidirectional Association Between Children’s Mental Ability and Parents’ Literacy Involvement and Working Hours: Consequences for Socioemotional Skills......Qiujie Gong, University of Illinois, Urbana-Champaign; Sehyun
Flexible work policies support employees by helping them to manage work-family conflict (Kelly, Moen & Tranby, 2011) and fulfill their caregiving ambitions (Bear, 2019). Despite this, many people do not use flexible work arrangements. Access to flexible work policies is often left to the discretion of managers (Kelly & Kalev, 2006), with the impetus to negotiate falling on individuals. Given a masculine ideal worker archetype, women have been more likely to negotiate and champion flexible work (Bowles, Thomason & Bear, 2019; Reid, 2015), though both women and men often hesitate, accurately fearing negative career consequences for using flexible work (Glass, 2004). Thus, extant research sparks several questions: Under what conditions do individuals seek and use flexible work arrangements? And, under what conditions can individuals take advantage of flexible work without suffering career penalties? In response to these questions, the symposium explores the catalysts and consequences of flexible work. Our first papers leverage the extreme case (Eisenhardt & Graebner, 2007) of the COVID-19 pandemic to understand why and how individuals seek out flexible work in a period where remote work is common – but not necessarily chosen – and a time of high stress for many. Feldberg & McGinn employ a mixed methods longitudinal research design to explore how families respond to new employment arrangements that simultaneously impact domestic arrangements during the COVID-19 pandemic, specifically considering the interface of individuals’ changing work arrangements, decision-making about household tasks and childcare responsibilities, and maintenance of personal and professional relationships. Thomason, Bowles & Grau-Grau focus on working fathers’ experiences of the “two-level” game (Bowles & McGinn, 2008) – the bidirectional influence of negotiations at home and work – and contend that both chronic and shock situations push them to negotiate flexible work arrangements. The final papers in our symposium explore the consequences of flexible work. Kelly, Conzon, Yang, and Park use longitudinal administrative data from one professional organization to explore how enrolling in a new flexibility policy is associated with promotions, changes in earnings, and performance evaluations. They find differences in career consequences by gender and rank, with null effects for many employees but negative effects for junior women. Finally, Chung & Seo explore how national contexts condition whether
flexible work arrangements are or are not stigmatized. While work culture, gender norms, national policies, unions, and unemployment all help explain cross-national variation in flexibility stigma, they contend that one of the most important factors was the prevalence of flexible working practices, with greater use reducing the flexibility stigma. The papers have a shared focus on the dynamics of negotiating and navigating flexible work but vary in design and type of data, a focus on pandemic or pre-pandemic times, and national context.

- **New Employment Arrangements: Changes at Work and at Home.**.......Alexandra Feldberg, Harvard University - Business School; Kathleen McGinn McGinn, Harvard Business School
- **When Do Men Ask? Fathers Negotiating Work-Family in Chronic and Shock Situations.**.......Bobbi Janelle Thomason, Pepperdine University; Marc Grau-Grau, Harvard University; Hannah Riley Bowles, Harvard Kennedy School
- **The Consequences of Flexible Work Policies: Considering Gender and Rank in Professional Advancement.**.......Erin L. Kelly, MIT - Sloan School of Management; Vanessa Conzon, Boston College; Duanyi Yang, Cornell University; Dongwoo Park, Cornell University
- **Flexibility Stigma: How National Contexts Can Shift The Extent to Which Flexible Workers are Stigmatized.**.......Heejung Chung, University of Kent; Hyojin Seo, KU Leuven

91. Author Meets Readers: Unfree: Migrant Domestic Work in Arab States by Rhacel Salazar Parreñas [Author Meets Readers]
Saturday | 10:15 am-11:45 am | Regent Parlour - 2nd floor

**Organizer:** Sarah Damaske, Pennsylvania State University (Penn State)
**Presider:** Sarah Damaske, Pennsylvania State University (Penn State)

Book description: A stirring account of the experiences of migrant domestic workers, and what freedom, abuse, and power mean within a vast contract labor system. In the United Arab Emirates, there is an employment sponsorship system known as the kafala. Migrant domestic workers within it must solely work for their employer, secure their approval to leave the country, and obtain their consent to terminate a job. In Unfree, Rhacel Salazar Parreñas examines the labor of women from the Philippines, who represent the largest domestic workforce in the country. She challenges presiding ideas about the kafala, arguing that its reduction to human trafficking is, at best, unproductive, and at worst damaging to genuine efforts to regulate this system that impacts tens of millions of domestic workers across the globe. The kafala system technically renders migrant workers unfree as they are made subject to the arbitrary authority of their employer. Not surprisingly, it has been the focus of intense scrutiny and criticism from human rights advocates and scholars. Yet, contrary to their claims, Parreñas argues that most employers do not abuse domestic workers or maximize the extraction of their labor. Still, the outrage elicited by this possibility dominates much of public discourse and overshadows the more mundane reality of domestic work in the region. Drawing on unparalleled data collected over 4 years, this book diverges from previous studies as it establishes that the kafala system does not necessarily result in abuse, but instead leads to
the absence of labor standards. This absence is reflected in the diversity of work conditions across households, ranging from dehumanizing treatment, infantilization, to respect and recognition of domestic workers. Unfree shows how various stakeholders, including sending and receiving states, NGOs, inter-governmental organizations, employers and domestic workers, project moral standards to guide the unregulated labor of domestic work. They can mitigate or aggravate the arbitrary authority of employers. Parreñas offers a deft and rich portrait of how morals mediate work on the ground, warning against the dangers of reducing unfreedom to structural violence. In this session, Panelists Adelle Blackett, Janet Dill, Katherine Maich and Solange Muñoz will have a rich conversation with Book Author Rhacel Salazar Parreñas.

Panelists:

- Rhacel Parreñas, University of Southern California
- Adelle Blackett, McGill University
- Janette Dill, University of Minnesota
- Katherine Maich, Pennsylvania State University (Penn State)
- Solange Muñoz, University of Tennessee, Knoxville

Saturday | 10:15 am-11:45 am | Sutton Center - 2nd floor

Organizer: Lonnie Golden, Pennsylvania State University (Penn State)
Presider: Lonnie Golden, Pennsylvania State University (Penn State)
The Four Day Workweek for Work-Life? How Research Informs its Potential Effects on Individual, Family, Organizational and National Well Being This roundtable discussion will have authors present the implications of their own recent research regarding work scheduling on the adoption, efficacy and consequences of a 4-Day Standard Workweek. This will include a reconfiguration of hours across days and reduction in workweek length below current standards, such as 32 hours per week. This is prompted by the actions of countries, such as Iceland and New Zealand, and many organizations in the US and elsewhere that have adopted or are considering the shift to 4-days. As countries and companies emerged out of the pandemic shutdown, recession and remote working, and then moved rapidly into labor shortage situations, workers reconsidered their return to work and organizations the structure of work, not only by location but by a newfound focus on productivity rather than duration of hours and facetime presence. Remote working also forced a discussion on maintaining boundaries for nonwork time, thus, a reconsideration of both the appropriate length of daily and weekly work hours respecting employees' need for nonwork time daily for caregiving, schooling children and recuperative and leisure time. For the first time in decades, workers, employers and public policy makers are considering the "future of work time" as part of the future of work. This session explores the promise and limits of a wholesale re-imagination of how we structure and organize our time at work, re-conceive "productivity," and re-prioritize
time outside of work, and the role of organizational and public policies in facilitating a new workweek standard.

- “Time Smart”: Implementing a 4-Day Workweek......Ashley Whillans, Harvard University - Business School; Lonnie Golden, Pennsylvania State University (Penn State); Matthew Piszczek, Wayne State University
- The Economics of Four Day Workweeks: Work Hours, Work Schedules and Well Being Indicators--Evidence from Surveys of Workers in IL and PA......Lonnie Golden, Pennsylvania State University (Penn State)
- 4-day Work Week: Well-being Beyond Extra Time......Matthew Piszczek, Wayne State University
- Quality Time? Work-Family Outcomes and the Components of a Job Quality Index in Illinois......Larissa Petrucci, University of Illinois; Lonnie Golden, Pennsylvania State University (Penn State); Peter J. Fugiel, University of Illinois, Urbana-Champaign; Alison Dickson, University of Illinois

93. Getting Your Point Across! A limited enrollment workshop with Prof. Stephanie Coontz [Workshop]
Saturday | 10:15 am-11:45 am | Beekman Parlour - 2nd floor

Organizers: Melissa Milkie, University of Toronto; Sarah Damaske, Pennsylvania State University (Penn State)
Presider: Stephanie Coontz, Evergreen State College
What is worthy about our research is not always “newsworthy.” This limited enrollment session -- “Getting Your Point Across!” with Professor Stephanie Coontz -- will be a hands-on workshop to support you in finding your “newsworthy” takeaway. A disconnect between what scholars want to convey and what ends up in print is common when researchers are not well-prepared to share their main point with the media. For this special session, the first 15 scholars who send their information to info@wfrn.org will be enrolled and a waitlist will be maintained. Send the following: 1) a brief paragraph about your current research; 2) 1-2 sentences about the main point that you want to get out to the public and legislators, and 3) your outlet goals (Op-eds, pitch piece for an interview, etc.). “Getting your point across” means positive impact for you and the public!

Discussant:
- Stephanie Coontz, Evergreen State College

11:45 am – 1 pm LUNCH BREAK on your own
94. Blurring the Lines: Work-Family Boundary Management [Paper Session]
Saturday | 1:00 pm-2:30 pm | Bryant Suite - 2nd floor

**Presider:** Kelly A Basile, Emmanuel College

- **An Exploration of the Gendered Experience of the Dissolution of Traditional Work and Family Borders during the Covid 19 Lockdown-‘Segmentation Silos’ and ‘Third Shifts’**…..Jasmine Kelland, University of Plymouth; Laura Radcliffe, University of Liverpool; Joanna Gregory-Chialton, University of Liverpool; Grace Williams, University of Liverpool
- **Classifying Work-Family Boundary Management Strategies: A Systematic Review of Qualitative Studies**......Yanick Provost Savard, Université du Québec à Montréal; Justine Blaise Richards, Université de du Québec à Montréal; Sasha Elbaz, Université of du Québec à Montréal; Élise Pilon, Université du Québec à Montréal; Sarah Milette, Université du Québec à Montréal; Annabelle Beauvais-St-Pierre, Université de Montréal
- **Self-Regulating Among Boundary Management Styles: A Typology of Integration and Segmentation Combinations**......Shelia Hyde, Texas Woman`s University; Ariane Froidevaux, University of Texas, Arlingto; Wendy Casper, University of Texas, Arlingto
- **Two Timing Work and Home: The Relationship of Individual Values With Boundary Permeability Preference**......Faezeh Amirkamali, Marist College - School of Management; Wendy Casper, University of Texas, Arlingto

95. COVID-19, the Gender Gap in Wages, and the Gender Segregation of Occupations [Special Symposium]
Saturday | 1:00 pm-2:30 pm | Gibson Suite - 2nd floor

**Organizer:** Jerry A. Jacobs, University of Pennsylvania

**Presider:** Jerry A. Jacobs, University of Pennsylvania

This session will present the new (March 2022) report from the Women's Bureau of the US Department of Labor. This report examines the gender gap in wages, the extra burden that has fallen on women and especially women of color during the pandemic, the gender segregation of occupations and steps that may be taken to address these issues. Highlights of the report will be presented by its author, Sarah Jane Glynn and three commentators will discuss various aspects of the report and the issues it raises.

- **Bearing the Cost: How Overrepresentation in Undervalued Jobs Disadvantaged Women During the Pandemic**......Sarah Jane Glynn, US Department of Labour - Women's Bureau

**Commentators:**

- Sarah Jane Glynn, US Department of Labour - Women's Bureau
96. Roundtable A: Family Patterns and the Division of Unpaid Work [Roundtable Presentations]
Saturday | 1:00 pm-2:30 pm | Hilton Boardroom - 4th floor

Presider: Jan Van Bavel, University of Leuven

- Racial and Ethnic Disparities in the Association between Women’s Employment and First Union Formation.…..Constanza Hurtado-Acuna, University of Maryland
- The Great Recession and the Work-Parenting Balance: A Time Use Study among Italian Couples…..Annalisa Donno, University of Padova; Maria-Letizia Tanturri, University of Padova
- When Marriage Ends: Differences in Affluence and Poverty among Older Adults in Israel…..Alisa C. Lewin, University of Hafia; Haya Stier, Tel Aviv University
- A Shock is Not Enough: The Persistence of Gender Inequality in Unpaid Work among Italian Couples during the Great Recession…..Annalisa Donno, University of Padova; Maria-Letizia Tanturri, University of Padova
- Rethinking Work and Family between traditionalism and modernity: Perceptions of Jewish men and women in Israel and Canada…..Libby Bear, Bar-Ilan University

97. How Does Work Matter for Health? Evidence on Impacts and Inequities [Paper Session]
Saturday | 1:00 pm-2:30 pm | Midtown Suite - 4th floor

Presider: Margaret D. Whitley, University of Michigan

- Dimensions of Working Conditions as Predictors of Population-level Health Inequities…..Margaret D. Whitley, University of Michigan
- How the Work-Family Interface Affects Increased Risk for Alcohol and Prescription Drug Misuse Among Working Diverse Parents in STEM Industry…..Lizette Ojeda, Texas A&M University; Cristal Lopez, Texas A&M University; Matthew Sanchez, Texas A&M University; Luis Ponte Rodriguez, Texas A&M University
- Working Hours, Sleep Disturbance and Self-Reported Health in Men and Women: A Multilevel Analysis of 30 Countries in Europe…..Aziz Mensah, Bielefeld University; Susanna Toivanen, Mälardalen University; Martin Diewald, Bielefeld University
- Worksite Health Promotion and Work Outcomes: Disentangling Availability and Use…..Anne van der Put, Utrecht University - Interuniversity Center for Social Science Theory and Methodology (ICS); Tanja van der Lippe, Utrecht University; Jornt Mandemakers, Atlas Research; John de Wit, Utrecht University
98. The Work-Family Interface: Considering Couple-Level Dynamics [Paper Session]
Saturday | 1:00 pm-2:30 pm | Regent Parlour - 2nd floor

Presider: Ujvala Rajadhyaksha, Saint Mary's College, Notre Dame

- “Trying to Give Support and Get Supported:” Decision-Making, Marital Power, and the Persistence of Gender Inequality......Jaclyn S Wong, University of South Carolina; Allison Daminger, Harvard University
- What is Good for You, Me, and Us?: A Theoretical Framework of Dual-earner Couple Work-family Decision Making......Courtney Masterson, University of San Francisco; Jeffrey H. Greenhaus, Drexel University
- Racial-Ethnic Differences in The Division of Care Work, Housework, and Employment Among Black, Hispanic, and White Couples in the United States......Léa Pessin, Pennsylvania State University (Penn State); Elena Maria Pojman, Pennsylvania State University (Penn State)
- Thriving at Work and Home during COVID: How Workplace Factors Contribute to Work and Home Thriving for Dual-career Parents......Alyssa Westring, DePaul University; Jaclyn Jensen, DePaul University; Jung Hyun Lee, University of Michigan - Dearborn
- When Living under One Roof, is COVID-19 Not the Only Thing that’s Contagious? Crossover of Work-family Conflict in Dual-earning Couples......Krista M Brumley, Wayne State University; Laura Pineault, Wayne State University; Boris Baltes, Wayne State University; Katheryn Maguire, Wayne State University; Shirin Montazer, Wayne State University

Saturday | 1:00 pm-2:30 pm | Sutton Center - 2nd floor

Presider: Mara Yerkes, Utrecht University

- Living Valued Lives during the Covid-19 Pandemic: Inequalities of Gender and Class......Mara Yerkes, Utrecht University; Tracey Warren, University of Nottingham
- Work, Family, and Gender during the COVID 19 Pandemic: Policy Change and Informal Coping Strategies in Italy and South Korea......Mauro Migliavacca, University of Genova; Ijin Hong, Sun Yat-Sen University - Business School
- Work-family Balance and Measures in the Context of COVID: The Situation in Québec (Canada)......Sophie Mathieu, Teluq University; Diane-Gabrielle Tremblay, University of Quebec
- Work-Family Conflict Among Working Parents in India and the United States: Resilience, Stress, and Wellbeing......Tejinder Billing, Rowan University; Rupashree Baral, IIT Madras; Nicholas Beutell, Iona College - LaPenta School of Business
100. Inequality and Injustice in Family Work [Paper Symposium]
Saturday | 1:00 pm-2:30 pm | Harlem Suite - 4th floor

Organizer: Tracey L. Freiberg, St. John's University
Presider: Tracey L. Freiberg, St. John's University

- What If Mom Went Back to School? Exploring Cross-Generational Long-Term Impacts on the Labor Market and Beyond......
- Care Workers Working: An Industry Study of Paid Care Leave Programs in the COVID-19 Pandemic......
- Gender Differences in Labor Force Participation: An Application of The Triple Day Thesis......
- The Triple Day Thesis: Theorizing Motherhood as a Capability and a Capability Suppressor within Martha Nussbaum’s Feminist Philosophical Capability Theory......

Discussants:

- Theresa Anderson, Urban Institute
- Tracey L. Freiberg, St. John's University
- Deon Gibson, St. John's University
- Elaine Tontoh, St. John's University

101. Author Meets Readers: A Conversation with Aliya Rao about "Crunch Time" [Author Meets Readers]
Saturday | 1:00 pm-2:30 pm | Morgan Suite - 2nd floor

Organizer: Megan Tobias Neely, Copenhagen Business School
Presider: Melissa Milkie, University of Toronto

In Crunch Time: How Married Couples Confront Unemployment (University of California Press, June 2020), Aliya Rao gets up close and personal with college-educated, unemployed men, women, and spouses to explain how comparable men and women have starkly different experiences of unemployment. Traditionally gendered understandings of work—that it’s a requirement for men and optional for women—loom large in this process, even for marriages that had been not organized in gender-traditional ways. Thus, Rao reveals how gender inequality is actively maintained by spouses at a time when it could be dismantled. Crunch Time is a timely book that explores how unemployment impacts the family and has much to inform our understanding of the reverberating impacts of the coronavirus pandemic. Crunch Time also speaks to family policies, parental supports, and economic policies that are at the forefront of current policy issues, including the response to the pandemic. The book’s broad relevance has led to it being featured in both a range of venues, from academic blogs to the Harvard Business Review to news media outlets, such as the Atlantic Monthly. Panelists include Melissa Milkie, Joanna Pepin and Kevin Shafer who will explore the book’s ideas with Ailya Rao in a lively session.
Panelists:

- Aliya Rao, LSE
- Melissa Milkie, University of Toronto
- Joanna Pepin, University of Buffalo
- Kevin Shafer, Brigham Young University

102. Scott Behson and Amy Beacom discuss applications from new books The Whole-Person Workplace/Parental Leave Playbook [Discussion Roundtable]
Saturday | 1:00 pm-2:30 pm | Beekman Parlour - 2nd floor

Organizers: Scott Behson, Fairleigh Dickinson University; Amy Beacom, Center for Parental Leave Leadership
Presider: Scott Behson, Fairleigh Dickinson University

Scott Behson, Professor of management at Fairleigh Dickinson University, recently published the practitioner-oriented book, The Whole-Person Workplace: Building Better Workplaces Through Work-Life, Wellness, and Employee Support (Authors Place Press, 2021). Amy Beacom, Ed.D., founder and President of the Center for Parental Leave Leadership, recently co-authored the book, The Parental Leave Playbook: 10 Touchpoints to Transition Smoothly, Strengthen Your Family, and Continue Building your Career (Wiley, 2021). In this session, they will briefly discuss their books, the research they conducted with a wide array of employers and employees, the practical and academic implications of their work, and will take questions from the audience. Here are short descriptions of the books:

**Whole-Person Workplace**
Supporting employees as whole people is the key to long-term, sustainable business success. Creating a Whole-Person Workplace helps you attract the best talent, who then want to stay, become increasingly engaged, and then treat your customers as whole people as well. Whether you are a leader, supervisor, team leader or HR professional, The Whole-Person Workplace will help you develop ways to support your employees with the full range of their work-life challenges. This book will help you think about flexibility, work-from home, parental leave, child-care, elder-care, wellness programs, educational benefits, vacation time, support for volunteerism, compensation & benefits, employee orientation, and workplace culture in new ways - and provide actionable advice for getting started custom-fit solutions for your business and employees. Informed by research and practice, and the voices of over four dozen business leaders interviewed during the height of the Covid pandemic, best-selling author Scott Behson will help you build a better workplace that works for everyone.

**Parental Leave Playbook**
The Parental Leave Playbook helps parents take control of their leave and make the most of what's considered a career timeout, but is actually a vital "time-in" for your life. If you're an expecting or new parent concerned about how your leave and return plans will affect your visibility, candidacy for promotion, work relationships, and performance (not to mention your identity and home life), this book will guide you into the smoothest transition possible. Most importantly, this book will help you as you grow and strengthen yourself and your family while remaining a professional. In The Parental Leave Playbook, you'll learn Dr. Amy Beacom's innovative R.E.T.A.I.N. framework and the three-phase, ten-touchpoint model, to coach
yourself through the leave process. Beacom identifies the critical points before, during, and after leave where parents and managers must work together, and explains how parents can facilitate success by finessing the way they approach their manager and colleagues. These models are supported by case studies from the author’s work in the field with leading organizations like Microsoft, and supplemented by resources such as the evidence-based Parental Leave Transition Assessment (PLTA) sample report, leave action plan templates, reflection prompts, and development exercises to enhance self-awareness and skills. You’ll learn how to: *Communicate your parental leave plans effectively and at the right time *Set expectations with managers and colleagues to ensure a smooth transition *Learn how to maintain visibility, avoid being replaced, and continue your upward career trajectory during your parental leave and beyond *Grow and strengthen your family without sacrificing your professional gains All working parents-to-be can benefit from the ideas and proven tools in this direct and practical book.

103. Poster Session & Light Refreshments [Poster Session]
Saturday | 2:30 pm-3:30 pm | Sutton North - 2nd floor

- **Learning about Sex-based Harassment: Parents as an Informational Source among Youth**.....Angela Mae Dionisi, Carleton University; Chelsie Smith, Carleton University; Kathryn Dupre, Carleton University
- **Organizational Commitment and Work-Family Enrichment: The Mediating Role of Job Satisfaction and Intrinsic Motivation**.....Florence Legris, Université du Québec à Montréal; Yanick Provost Savard, Université du Québec à Montréal
- **Sleeping to Support: An Examination of the Relationship Between Leader Sleep and Positive Support Behaviors**.....Jordyn Leslie, Portland State University; Tori Crain, Portland State University; Leslie Hammer, Oregon Health & Science University; Cynthia Mohr, Portland State University
- **The Relationship of Parental Job and Financial Satisfaction and Children’s School Readiness in Dual-Earner Families: The Moderating Role of Shared Family Mealtimes**.....Sehyun Ju, University of Illinois, Urbana-Champaign; Qiujie Gong, University of Illinois, Urbana-Champaign; Karen Kramer, University of Illinois, Urbana-Champaign
- **Intersection of Disability, Career Path and Education Structure**.....Alise Paillard, University of Massachusetts Global
- **COVID-19 Fear Among Working Parents Relates to Children’s Depressive Symptoms Through Behavioural and Relational Pathways**.....Chelsie Smith, Carleton University; Kathryn Dupre, Carleton University; Angela Mae Dionisi, Carleton University
- **What Does the Modern Day Workplace Look Like Post-Pandemic?**.....Mary Streit, Northcentral University
- **The Widespread Effects of Parents’ Workplace Cyberbullying: An Examination of the Impact on Children’s Behaviour**.....Kathryne Dupre, Carleton University; Angela Mae Dionisi, Carleton University; Chelsie Smith, Carleton University
Comparison between Japan and the US: Work-family Spillover and Marital Quality, and the Effect of Spousal Support and Strain. Chengfei Jiao, Florida State University; Joseph G. Grzywacz, Florida State University, USA

A Qualitative Look Into COVID 19 & Its Impact on Working Families: Learning More about How Families Coped During the COVID-19 Pandemic. Cartee Denholtz, Montclair State University; Nadine Verna, Montclair State University; Kathryn Herr, Montclair State University; Csilla Greiner, Montclair State University


Daily Work, Nonwork, and Stress Experiences of Students. Erika Ann Schemmel, Portland State University; Tori Crain, Portland State University; Rachel G. Lucas-Thompson, Colorado State University

Family Ecology and Recovery: The Moderating Role of Digital Device Use. Xian Zhao, University of Toronto - Rotman School; Soo TOH, University of Toronto

Not Just Family or Work, but Everything in the Betwixt and Between: Research Agenda for Investigating the Daily Transitions and Experiences of Working Mothers with Intersectional and Disenfranchise Identities. Jacquana Smith, University of Cincinnati


Introduction to the International Employee Assistance Digital Archive: A Knowledge Hub. Patricia Herlihy Ph.D., RN, University of Maryland

Informality is the Double-Edged Sword in Work-Life Balance Management: Evidence from Chinese State-owned Enterprise Employees. Mengyi Xu, Cranfield School of Management

Women's Relative Resources and Couples' Gender Balance in Financial Decision-Making. Jan Van Bavel, University of Leuven

Work-Family Justice: Untangling Characteristics of Men who Dare to Break the “Ideal Worker” Norm. Sabrina Tanquerel, Ecole de Management de Normandie

Investigating the Spillover-Crossover Mechanism between Obsessive Work Passion and Work Burnout for Dual-earner Couples. Min (Maggie) Wan, Texas State University; Yejun Zhang, University of Texas Rio Grande Valley; Margaret A. Shaffer, University of Oklahoma

Racial and Ethnic Disparities in Access to Paid Leave: A Re-Examination of the American Time Use Survey Leave Module. Emily Ellis, University of Chicago; Meredith Slopen, Columbia University

• Review of the Impact of International Business Traveling on Travelers’ and Spouses’ Work-Family Conflict. Mina Westman, Tel Aviv University; Shoshi Chen, Tel Aviv University

• Work-Family Enrichment among Working Mothers in Ghana: A Mixed Method Study. Kwaku Abrefa Busia, Lingnan University

• Finding Meaning in Caregiving: Caregiving Ambition, Silver Linings, and Effects on Life Satisfaction, Work-Family Balance, and Enrichment among Parents during the COVID-19 Pandemic. Julia B. Bear, Stony Brook University

• Caregivers Knowledge and Use of Employer Benefits for Caregiving. Alexa Balmuth, Massachusetts Institute of Technology (MIT); Lisa D’Ambrosio, Massachusetts Institute of Technology (MIT); Adam Felts, Massachusetts Institute of Technology (MIT); Chaiwoo Lee, Massachusetts Institute of Technology (MIT); Joseph F. Coughlin, Massachusetts Institute of Technology (MIT)

• RESISTIRÉ: Reducing the Impact of COVID-19 Policies on Gendered Inequalities. Clare Stovell, Oxford Brookes University

Come By to see great POSTERS and have some delicious refreshments!

104. Does Flexibility Mean Equality? The Gendered Consequences of Flexibility [Paper Session]
Saturday | 3:30 pm-5:00 pm | Beekman Parlour - 2nd floor
Presider: Christine Bataille, Ithaca College

• Reframing Work-Life Balance as Social Sustainability: How Organizations Increase Gender Equity. Christine Bataille, Ithaca College; Margaret Shackell, Ithaca College

• The Adaptability of Parents’ Working Hours during the COVID-19 Pandemic. Janna Besamusca, Utrecht University; Chantal Remery, Utrecht University; Mara Yerkes, Utrecht University

• Who Enjoys and What Does Teleworking Involve For Gender Equality and Work-Life Balance? An Empirical Study of the Spanish Case. M. José González, Universitat Pompeu Fabra; Marta Domínguez-Folgueras, Sciences Po; Irene Lapuerta, Public University of Navarre

• Workplace Flexibility and Couple’s Relationship among Working Parents. Jaeseung Kim, University of South Carolina

105. Roundtable B: Work-Family Intersections and Integration [Roundtable Presentations]
Saturday | 3:30 pm-5:00 pm | Bryant Suite - 2nd floor
Presider: Krystal Wilkinson, Manchester Metropolitan University

• Work-Family Intersection and the Mobilities Turn: The intervening role of automobility and its associated vehicular traffic on working women’s work-family conflict in Ghana. Kwaku Abrefa Busia, Lingnan University
- Happy Wife, Healthy Life: Crossover Effect of Wife’s Positive Work and Parenting Mood on Husband’s Health and Vigor. Jensine Paoletti, Rice University; Jaye L. Derrick, University of Houston; Christopher Fagundes, Rice University; Kenneth E. Leonard, University at Buffalo

- Organized Change: Career-life Integration in Higher Education. Maike Philipsen, Virginia Commonwealth University

- The Relationship between Perceived Work Demands and Work-Family Conflict: The Moderating Role of Type of Employment. Kwaku Abrefa Busia, Lingnan University

- Coaching, Goals, and Motivations of Leaders in Nonprofits. Shweta Singh, Loyola University, Chicago

106. Father Involvement: Causes and Consequences [Paper Session]
Saturday | 3:30 pm-5:00 pm | Gibson Suite - 2nd floor

Presider: Helen Norman, University of Leeds

- Does Fathers’ Childcare Involvement Affect Children’s Educational Attainment at ages 7 and 11 in England (in the UK)? Helen Norman, University of Leeds; Rose Smith, University of Leeds

- Macro-Level Policy Supports for Families and Father Involvement: Evidence from Five Nations. Kevin Shafer, Brigham Young University


107. Considering Singlehood in the Work-Family Nexus [Paper Session]
Saturday | 3:30 pm-5:00 pm | Harlem Suite - 4th floor

Presider: Kimberly Fox, Bridgewater State University

- Living Alone and Working Remotely through the Pandemic: A Cross-Cultural Examination of Work-Life in the United States and Sweden. Kimberly Fox, Bridgewater State University; Rebecca Thompson, Independent Researcher; Stephanie Payne, Texas A&M University

- Relations of Well-being and Job Performance with Work-life Balance and a Single-Friendly Work Culture during the COVID-19 Pandemic. Ana Simunic, University of Zadar; Carolina Garraio, university of porto; Kathrine Marie Jørgensen, Aarhus University - Department of Psychology and Behavioural Sciences; Audrey Antonio, Department of Psychology, University of Bologna; Maja Fartek, Spyrosoft Solutions

- Single in Young Adulthood, more Resilient Later in Life? The Link between Singlehood after Leaving Home and the Effects of Relationship Dissolution. Lonneke van den Berg, Radboud University; Ellen Verbakel, Radboud University
• The Hidden Costs of Gender-Atypical Occupational Choices. Lena Hipp, WZB - Social Science Research Center Berlin; Sandra Leumann, Wissenschaftszentrum Berlin (WZB); Pia Schober, École de Management de Lyon (EMLYON) Business School.

108. Roundtable C: Gender Roles at the Work-Family Interface [Roundtable Presentations]
Saturday | 3:30 pm-5:00 pm | Hilton Boardroom - 4th floor

Presider: Kelly Wilson, Purdue University

• Gender Roles and Fertility Intentions in Italy. Letizia Mencarini, University L. Bocconi; Raffaella Patimo, Università degli studi di Bari "A. Moro"; Thaís Garcia-Pereiro, University of Bari "Aldo Moro"; Maria-Letizia Tanturri, University of Padova
• The Jewish Ultra-Orthodox Gender Contract "On the Ground". Nitza Berkovitch, Ben-Gurion University of the Negev
• Learning to Be a Christian Homemaker at a Pentecostal Church in Orange County, California. Spencer Paine, University of California, Irvine
• How do Classically Trained Ballet Dancers Experience Parenthood? Almuth McDowall, Birbeck University of London
• Doing their Homework: Gender, Schooling, and Advice to Parents regarding ADHD. Linda Quirke, Wilfrid Laurier University; Rachel Meiorin, University of Toronto; Amanda Deeley, University of Toronto

109. Work and Family Trajectories across the Life Course [Paper Session]
Saturday | 3:30 pm-5:00 pm | Midtown Suite - 4th floor

Presider: Yang Hu, Lancaster University

• Life-course-Sensitive Analysis of Group Inequalities in Old age: Combining Multichannel Sequence Analysis with the Kitagawa-Oaxaca-Blinder Decomposition. Carla Rowold, University of Oxford; Emanuela Struffolino, University of Milan; Anna Hammerschmid, German Institute for Economic Research (DIW Berlin); Anette Fasang, Humboldt-University Berlin, WZB Berlin Social Science Center
• Work and Family Life Transitions and Trajectories for Young Australians: Insights from the Children of HILDA. Sergi Vidal, CED; Ann Evans, Australian National University; Belinda Hewitt, University of Melbourne

Saturday | 3:30 pm-5:00 pm | Morgan Suite - 2nd floor
Presider: Asaf Levanon, University of Haifa

- **Employment, Earnings, and the Motherhood Penalty among Israeli Ethno-Religious Groups.** Asaf Levanon, University of Haifa; Michelle J. Budig, University of Massachusetts, Amherst; Vered Kraus, University of Haifa
- **Paid Parental Leave and the Motherhood Wage Penalty: the case of Australia.** Dongju Lee, University of Melbourne; Lyn Craig, University of Melbourne
- **To what Extent does Giving Birth Affect the Motherhood Penalty? Evidence from Same-sex Couples in Norway.** Ylva Moberg, Stockholm University - Swedish Institute for Social Research (SOFI); Maaike van der Vleuten, Stockholm University - Swedish Institute for Social Research (SOFI); Marie Evertsson, Stockholm University - Swedish Institute for Social Research (SOFI)

111. New Insights on Conceptualizing the Work-Family Nexus [Paper Session]
Saturday | 3:30 pm-5:00 pm | Regent Parlour - 2nd floor

Presider: Matthew Piszczek, Wayne State University

- **A Punctuated Equilibrium Model of Work-family Role Reconstruction.** Matthew Piszczek, Wayne State University
- **Opening Up the Black Box: A “Think-Aloud” Approach to Unpacking How People Interpret Work-Family Conflict Measures.** Victoria Daniel, Wilfrid Laurier University; Winny Shen, York University
- **The Borderlands Between Resilience and Epistemic Injustice: Examining Attitudes of Resilience in Social Work Practice.** Renada Goldberg, Simmons University School of Social Work
- **We are Family? An Exploration of the Role of Family in the Work-Family Nexus.** Ujvala Rajadhyaksha, Saint Mary's College, Notre Dame; Clarice Santos, Middlesex University - Business School

112. COVID-19 Influences on Daily Behaviors, Social Interactions, and Well-Being [Paper Symposium]
Saturday | 3:30 pm-5:00 pm | Sutton Center - 2nd floor

Organizer: Liana Sayer, University of Maryland, College Park
Presider: Liana Sayer, University of Maryland, College Park

COVID-19 caused sharp and substantial disruption in the rhythms of daily life. Social distancing requirements, school and child care closures, workplaces shifting to remote work, and unprecedented job loss have increased the demand for household and care work, blurred
the temporal and spatial boundaries between work and home, and, for those who have lost jobs, increased time available for other activities. Knowledge about COVID-19 impacts on daily behaviors, interactions, and well-being of U.S. adults from data collected during the early and later stages of the pandemic is limited because most COVID-19 studies are limited to select samples (e.g., married parents) and do not collect data on all daily activities and interactions. The aim of this symposium is to provide new insight into the consequences of the pandemic for time use, interactions, and well-being. The four papers use novel longitudinal and cross-sectional data from the Assessing the Social Consequences of COVID-19 (ASCC) study, a project that investigates Americans’ behaviors, well-being, and attitudes before and during the pandemic. There are currently four waves of data, with respondents recruited from Prolific Academic, a crowdsourcing platform that produces high quality data using traditional metrics to assess quality. In all waves of ASCC, respondents completed an online questionnaire with questions on mental and physical health, employment status and work hours, living arrangements, knowledge of and attitudes toward COVID-19, and demographic profiles. Respondents also completed a 24-hour retrospective time diary about all activities, their location, who they were with, and experienced well-being during each activity.

- Uneven Benefits of Working from Home? Work Location and Emotional Well-being Among LGBQ+ Adults During the COVID-19 Pandemic. Layne Amerikaner, University of Maryland, College Park; Xu Yan, University of Maryland, College Park; Liana Sayer, University of Maryland, College Park; Long Doan, University of Maryland, College Park; Jessica Fish, University of Maryland, College Park; Kelsey J. Drotning, University of Maryland, College Park; R. Gordon Rinderknecht, Max Planck Institute for Demographic Research
- Gender and Employment Disparities in COVID-19 Impacts on Experienced Well-being. Liana Sayer, University of Maryland, College Park; Xu Yan, University of Maryland, College Park; Long Doan, University of Maryland, College Park; R. Gordon Rinderknecht, Max Planck Institute for Demographic Research
- Increased Control over Social Engagement and the Avoidance of Loneliness during the COVID-19 Pandemic. R. Gordon Rinderknecht, Max Planck Institute for Demographic Research; Kelsey J. Drotning, University of Maryland, College Park; Long Doan, University of Maryland, College Park; Liana Sayer, University of Maryland, College Park; Jessica Fish, University of Maryland, College Park
- Sexuality Differences in Time Use and Its Effects on Well-Being. Long Doan, University of Maryland, College Park; R. Gordon Rinderknecht, Max Planck Institute for Demographic Research; Kelsey J. Drotning, University of Maryland, College Park; Liana Sayer, University of Maryland, College Park; Jessica Fish, University of Maryland, College Park
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