



The 2024 Rosabeth Moss Kanter Award for Excellence in Work-Family Research

WINNERS

- Conzon, V. M. (2023). The equality policy paradox: Gender differences in how managers implement gender equality-related policies. *Administrative Science Quarterly*, 68(3), 648-690.
<https://doi.org/10.1177/00018392231174235> conzon@bc.edu
- Wayne, J. H., Mills, M. J., Wang, Y. R., Matthews, R. A., & Whitman, M. V. (2023). Who's remembering to buy the eggs? The meaning, measurement, and implications of invisible family load. *Journal of Business and Psychology*, 38(6), 1159-1184.
<https://doi.org/10.1007/s10869-023-09887-7> waynej@wfu.edu

FINALISTS

- Chan-Serafin, S., Sanders, K., Wang, L., & Restubog, S. L. D. (2023). The adoption of human resource practices to support employees affected by intimate partner violence: Women representation in leadership matters. *Human Resource Management*, 62(5), 745-764.
<https://doi.org/10.1002/hrm.22157> s.chan-serafin@unsw.edu.au
- Engeman, C. (2023). Making parenting leave accessible to fathers: Political actors and new social rights, 1965–2016. *Social Politics: International Studies in Gender, State & Society*, 30(4), 1137-1161.
<https://doi.org/10.1093/sp/jxac038> cassandra.engeman@sofi.su.se
- Hara, Y. (2023). Gender differences in scaling back: Family formation and aspirations toward work achievement among Japanese adults. *Socius*, 9.
<https://doi.org/10.1177/23780231231157682> yhara@umd.edu
- Vaalavuo, M., Salokangas, H., & Tahvonen, O. (2023). Gender inequality reinforced: The impact of a child's health shock on parents' labor market trajectories. *Demography*, 60(4), 1005-1029.
<https://doi.org/10.1215/00703370-10828906> maria.vaalavuo@thl.fi

NOMINEES

- Beham, B., Ollier-Malaterre, A., Allen, T. D., Baierl, A., Alexandrova, M., Artiawati, Beauregard, T. A., Carvalho, V. S., Chambel, M. J., Cho, E., Coden da Silva, B., Dawkins, S., Escribano, P. I., Gudeta, K. H., Huang, T.-p., Jaga, A., Kost, D., Kurowska, A., Leon, E., . . . Waismel-Manor, R. (2023). Humane orientation, work-family conflict, and positive spillover across cultures. *Journal of Applied Psychology*. 108(10), 1573–1597.
<https://doi.org/10.1037/apl0001093> barbara.beham@hwr-berlin.de

- Chung, H., & Booker, C. (2023). Flexible working and the division of housework and childcare: Examining divisions across arrangement and occupational lines. *Work, Employment and Society*, 37(1), 236-256.
<https://doi.org/10.1177/09500170221096586> h.chung@kent.ac.uk
- de Laat, K. (2023). Remote work and post-bureaucracy: Unintended consequences of work design for gender inequality. *ILR Review*, 76(1), 135-159.
<https://doi.org/10.1177/00197939221076134> kdelaat@brocku.ca
- Gabriel, A. S., Ladge, J. J., Little, L. M., MacGowan, R. L., & Stillwell, E. E. (2023). Sensemaking through the storm: How postpartum depression shapes personal work–family narratives. *Journal of Applied Psychology*, 108(12), 1903–1923.
<https://doi.org/10.1037/apl0001125> asgabriel@purdue.edu
- Hook, J. L., Li, M., Paek, E., & Cotter, B. (2023). National work–family policies and the occupational segregation of women and mothers in European countries, 1999–2016. *European Sociological Review*, 39(2), 280-300.
<https://doi.org/10.1093/esr/jcac046> hook@usc.edu
- Little, L. M., & Masterson, C. R. (2023). Mother’s reentry: A relative contribution perspective of dual-earner parents’ roles, resources, and outcomes. *Academy of Management Journal*, 66(6), 1741-1767.
<https://doi.org/10.5465/amj.2019.1344> lmittle@uga.edu
- Patterson, S. E., Freedman, V. A., Cornman, J. C., & Wolff, J. L. (2023). Work as overload or enhancement for family caregivers of older adults: Assessment of experienced well-being over the day. *Journal of Marriage and Family*, 85(3), 760-781.
<https://doi.org/10.1111/jomf.12909> sapatter@umich.edu

The Kanter Award raises awareness of excellent work-family research, fosters debate about standards of excellence, identifies the “best of the best” studies on which to base future research, and outlines specific implications of the research for work-life and human resource professionals.

Named in honor of Rosabeth Moss Kanter, who has been identified as the most influential contributor to modern literature on work and family, the Kanter Award is given for the best research paper(s) published during the year. The rigorous award process involves a minimum of 60 scholarly reviewers from all over the world who decide on the Kanter winners from over 2500 articles published in over 64 scholarly journals. No applications or nominations are accepted.

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