**KAREN KRAMER**

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| Department of Human Development and Family StudiesSchool of Labor and Employment Relations (0% appointment)239 Bevier Hall, MC-180905 South GoodwinUniversity of Illinois at Urbana-ChampaignUrbana, IL 61801217-244-3974kramr@illinois.edu |  |

**ACADEMIC POSITIONS**

**Associate Professor**

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| Human Development and Family Studies University of Illinois at Urbana-Champaign School of Labor and Employment Relations (0%) | 2021 – Present  |
| Assistant ProfessorHuman Development and Family Studies University of Illinois at Urbana-Champaign  | 2014 – 2021  |
| Visiting Assistant Professor Human Development and Family Studies University of Illinois at Urbana-Champaign  | 2011 – 2014  |

**EDUCATION**

University of Minnesota, Twin Cities, MN 2005-2011

 **Ph.D.**, Family Social Science

University of Haifa, Haifa, Israel

**M.A.** Organizational Sociology 2002

**B.A.** Sociology and Anthropology 1998

**B.A.** Political Science 1998

**PUBLICATIONS, WORKING PAPERS, AND PRESENTATIONS**

*Publications*

1. Greenlee, A. J., Kramer, K. Z., Andrade, F. C. D., Bellisle, D., Blanks, R., & Mendenhall, R. (2021). Financial instability in the earned income tax credit program: Can advanced periodic payments ameliorate systemic stressors? *Urban Affairs Review, 57*, 1626-1655.
2. **Kramer, K. Z.,** Sahin, E., Gong, Q. (2021). Parental involvement among first- and second-generation Latin immigrants to the United States. *Journal of Family Issues, 42,* 1466-1494.
3. Kramer, A., & **Kramer, K. Z.** (2021). Putting the family back into work and family research. Journal of Vocational Behavior, 126, 103564.
4. Kramer, A., & **Kramer, K. Z.** (2020). The Potential Impact of the Covid-19 Pandemic on Occupational Status, Work from Home, and Occupational Mobility. Journal of Vocational Behavior.
5. **Kramer, K. Z.**, Bae, H., Huh, C., & Pak, S. (2019). The positive spillover and crossover of paternity leave use: A dyadic longitudinal analysis. *Journal of Vocational Behavior, 115,* 325-343. <https://doi.org/10.1016/j.jvb.2019.05.007>
6. Andrade, F. C. D., **Kramer, K. Z.,** Mendenhall, R. A., & Greenlee, A. J. (2019). Impact of the Chicago earned income tax periodic payment intervention on food security. *Preventive Medical Reports*, *16.* <https://doi.org/10.1016/j.pmedr.2019.100993>
7. **Kramer, K. Z.**, Andrade, F. C. D., Greenlee, A. J., Bellisle, D., Mendenhall, R, & Lemons, R. (2019). Periodic earned income tax credit (EITC) payment, financial stress and wellbeing: A longitudinal study. *Journal of Family and Economic Issues, 40,* 511-523. <https://doi.org/10.1007/s10834-019-09618-2>
8. Mendenhall, R., **Kramer, K. Z**., & Bellisle, D. (2018). Low- and moderate-income families’ avenues to mobility: Overcoming threats to asset accumulation and remaining in undesirable neighborhoods. *Research in Social Stratification and Mobility, 53*, 26-39. <https://doi.org/10.1016/j.rssm.2017.12.001>
9. **Kramer, K. Z.,** & Pak, S.(2018). Relative earnings and depressive symptoms among working parents: Gender differences in the effect of relative income on depressive symptoms. *Sex Roles, 78,* 744-759. <https://doi.org/10.1007/s11199-017-0848-6>
10. Andrade, F. C. D., **Kramer, K. Z.**, Monk, J. K., Greenlee, A. J., & Mendenhall, R (2017). Financial stress and depressive symptoms: The impact of an intervention of the Chicago earned income tax periodic payment. *Public Health, 153,* 99-102. <https://doi.org/10.1016/j.puhe.2017.08.017>
11. **Kramer, K. Z., &** Kramer, A. (2016). At-home father families in the U.S.: Gender ideology, human capital, and unemployment. *Journal of Marriage and Family, 78*, 1315-1331.<https://doi.org/10.1111/jomf.12327>
* Recipient of NCFR 2017 Men in Families Focus Group’s “Diversity and Inclusion of Men in Family Research Award”.
* *Journal of Marriage and Family t*op-ten downloaded papers in 2016-2017.
* Media coverage: Harvard Kennedy School, Shorenstein Center of Media, Politics, and Public Policy.
1. Kramer, K. Z., Olsen, L., Zuiker, V. S., & Bauer, J. (2016). Comparison of poverty and income disparity of single mothers and single fathers across three decades: 1990 to 2010. *Gender Issues*,33, 22-41. <https://doi.org/10.1007/s1214>
Media coverage: Milwaukee Journal Sentinel, Medical News Today; The Pump Handle Science Blog.
2. Lazarevic, V., Holman, E. G., Oswald, R. F., & **Kramer, K. Z**. (2016). Relations between economic well-being, family support, community attachment, and life satisfaction among LGBQ adults. *Journal of Family and Economic Issues*, *37*, 594-606.<https://doi.org/10.1007/s10834-015-9464-1>
3. Kramer, K. Z., Kelly, E., & McCulloch, B. J. (2015). Stay-at-home fathers: Definition and characteristics based on 34 years of CPS data. *Journal of Family Issues. 36,* 1651-1673. <https://doi.org/10.1177/0192513X13502479>
4. Mendenhall, R., **Kramer, K. Z.**, & Akresh, I. (2014). Asset accumulation and housing cost burden: Pathways to (not) saving. *Housing Policy Debate. 24*, 387-414. <https://doi.org/10.1080/10511482.2013.838981>
5. Kramer, K. Z. (2012). Parental behavioural control and academic achievement: Striking the balance between control and involvement. *Research in Education, 88*, 85-98. <https://doi.org/10.7227/RIE.88.1.8>

***Under Review and Revise & Resubmit***

**Kramer, K. Z.**, Pak, S., & Park, S. The effect of weeks of parental leave and gap between the birth of first and second child on income growth: A longitudinal Analysis. 3rd Revise & Resubmit, *Human Resource Management Journal.*

*Papers in Process*

**Kramer, K. Z.**, Cardador, T., Mun, E., Pak, S., Lee, S., & Bae, H. The effect of paternal leave on parents’ life satisfaction and mothers’ labor force participation: Evidence from Australia, Germany, and Korea.

Greenlee, A. J., **Kramer, K. Z.**, Andrade, F. C. D., & Mendenhall, R. A. EITC periodic payment and housing instability*.*

**Kramer, K. Z.**, Sahin, E., & Gong, Q. Patterns of singular and dyadic parental involvement: Evidence from the US and Korea.

**Kramer, K. Z.**, Gong, Q., & Sahin, E. Do fathers change their work behaviors after having a child? Comparison of two cohorts of fathers.

Underlined names are of students coauthors.

***Selected Conference Presentations***

Gong, Q., Sahin, E., & **Kramer, K. Z.**, (2020, June). Do Fathers Change their Work Behaviors after Having a Child? A Comparison of Two Cohorts of Fathers. To be presented at the Work and Family Researchers Network Conference, Ney York City, NY.

**Kramer, K. Z.**, Cardador, T., Mun, E., Pak, S., Lee, S., & Bae, H. (2020, June). The Effect of Paternal Leave on Parents’ Life Satisfaction and Mothers’ Labor Force Participation: Evidence from Australia, Germany, and Korea. To be presented at the Work and Family Researchers Network Conference, Ney York City, NY.

Sahin, E., Gong, Q., & **Kramer, K. Z.** (2020, June). Patterns of Singular and Dyadic Parental Involvement: Evidence from the US and Korea. To be presented at the Work and Family Researchers Network Conference, Ney York City, NY.

**Kramer, K. Z.**, Cardador, T., Mun, E., Pak, S., & Lee, S. (2020, June). The Effect of Paternal Leave on Parent's Life Satisfaction and Mother's Labor Force Participation: Evidence from Australia, Germany, and Korea. To be presented at the Labor & Employment Relations Association Meeting, Portland, OR.

**Kramer, K. Z.**, Pak, S., Park, S. (2018, August). Paid Parental Leave Duration, Number of Children, and Income Growth: A Longitudinal Analysis. Paper presented at the American Sociological Association Meeting, Philadelphia, PA.

**Kramer, K. Z.**, Huh, C., Bae, H., & Pak, S. (2018, August). The Positive Spillover and Crossover of Paternity Leave Use: A Dyadic Longitudinal Analysis. Paper presented at the American Sociological Association Meeting, Philadelphia, PA.

**Kramer, K. Z.**, Pak, Z., Huh, C., \* Bae, H. (2018, June). The Effect of Paternity Leave Use on Father's Life Satisfaction and Mother's Relationship Satisfaction: A Longitudinal Study of South Korea. Paper presented at the Work and Family Researchers Network Conference, Washington DC.

**Kramer, K. Z.**, Pak, S., Park, S. (2018, June). Parental Leave Duration and Gap Between First and Second Child as Predictors of Wage Growth Over Time. Paper presented at the Work and Family Researchers Network Conference, Washington DC.

**Kramer, K. Z.**, Andrade, F., Mendenhall, R., Bellisle, D., & Lemons, R. (2017, November). Chicago Periodic EITC, Financial Stress and Wellbeing: A Longitudinal Study. Paper presented at the National Conference on Family Relations, Orlando, FL.

**Kramer, K. Z.**, & Pak, S. (2017, November). Women’s Share of Family Income and Wellbeing: A Longitudinal SEM Model. Paper presented at the National Conference on Family Relations, Orlando, FL.

**Kramer, K. Z.**, Akresh, I., & Williams, A. (2017, November). Parental Involvement of First and Second-Generation Immigrants to the U.S. Paper presented at the National Conference on Family Relations, Orlando, FL.

**Kramer, K. Z.**, & Pak, S. (2017, August). Relative Earnings in Families and Depression. Paper presented at the American Sociological Association Meeting, Montreal, Canada.

**Kramer, K. Z.**, & Pak, S. (2017, July). Spouses´ Share of Household Income and their Well-being: A Longitudinal Analysis. Paper presented at the VII International Conference of Work and Family, Barcelona, Spain.

Kramer, K. Z. (2016, December). Periodic Earned Income Tax Credit (EITC) payment and financial stress and wellbeing: A longitudinal mixed-methods study. Poverty, Welfare, and Religion Symposium, Hebrew Union College, Ohio.

Kramer, K. Z., & Kramer, A. (2016, June). Human capital, gender ideology, unemployment and the prevalence of stay‐at‐home fathers. Presented at the Work and Family Researchers Network Conference, Washington DC.

Kramer, K. Z., Andrade, F., Mendenhall, R., & Lemons, R. (2016, June). The outcomes of periodic payment of the Earned Income Tax Credit (EITC). Presented at the Work and Family Researchers Network Conference, Washington DC.

Lazarevic, V., Holman, E. G., Oswald, R. F., & Kramer, K. Z. (2015, August). Economic well-being and family support as predictors of life satisfaction among LGBQ adults. Presented at the American Sociological Association Meeting, Chicago, IL.

Kramer, K. Z., Olsen, L., Zuiker, V. S., and Bauer, J. (2015, August). Comparison of poverty and income disparity of single mothers and single fathers across three decades: 1990 to 2010. Presented at the American Sociological Association Meeting, Chicago, IL.

**Kramer, K. Z.**, & Kramer, A. (2014, August). At-home-father families in the U.S.: The role of gender role attitudes, human capital, and unemployment. Presented at the American Sociological Association Meeting, San-Francisco, CA.

Mendenhall, R., **Kramer, K. Z**., & Akresh, I. (2014, August). Pathways and barriers to social mobility among low-wage workers. Presented at the American Sociological Association Meeting, San-Francisco, CA.

**Kramer, K. Z.**, & Kramer, A. (2014, June). The rise of stay-at-home father families in the U.S.: The role of gendered expectations, human capital, and economic downturns. Presented at the Work and Family Researchers Network Conference, New-York.

**Kramer, K. Z.**,Kramer, A., & Chung, W. (2012, August). Work demands, family demands, and BMI: A gendered experience. Presented at the American Sociological Association Meeting, Denver, CO.

**Kramer, K. Z.**,Kramer, A., & Chung, W. (2012, August). Work demands, family demands, and BMI: A gendered experience. Presented at the Academy of Management Meeting, Boston, MA.

**Kramer, K. Z.**,& Kramer, A. (2011, August). The relationship between economic downturns and the proportion of stay-at-home father households. Presented at the American Sociological Association Meeting, Las-Vegas, NV.

**Kramer, K. Z.**,Kelly, L. E., & McCulloch, B. J. (2011, August). Who are stay-at-home father households? An analysis using the CPS, 1976-2008. Presented at the American Sociological Association Meeting, Las-Vegas, NV.

**Kramer, K. Z.**,& Kramer, A.(2011, April). Economic downturn cycles and the rise in the proportion of stay-at-home father households. Presented at the Population Association of America Meeting, Washington DC.

**Kramer, K. Z.** (2011, April). Stay-at-home fathers: Definition and characteristics based on 40 years of CPS data. Presented at the Population Association of America Meeting, Dallas, TX.

Kramer, K. Z., & McCulloch, B. J. (2009, November). Changing family structure: The case of stay-at-home fathers. Presented at the National Council on Family Relations Meeting, San-Francisco, CA.

Kramer, K. Z., & McCulloch, B. J. (2009, August). Differences in income between single fathers and single mothers. Presented at the American Sociological Association Meeting, San-Francisco, CA.

Kramer, K. Z. (2009, May). Stay-at-home fathers and their wives. Presented at the Minnesota Population Center Workshop Series, University of Minnesota, Minneapolis, MN.

Kramer, K. Z. (2006, June). Autonomy and educational performance. Presented at Add Health conference at the National Institute of Health, Washington DC.

*Invited Presentations*

Kramer, K. Z. (2019, May). *The positive spillover and crossover of paternity leave use: A dyadic longitudinal analysis.* Presented at the Fatherhood Workshop and Symposium, Bar-Ilan University, Israel.

Kramer, K. Z. (2018, October). *The work family interface and social policy.* Presented at the Personality and I/O Division Brown Bag, University of Illinois Urbana-Champaign, Urbana, IL.

Kramer, K. Z. (2018, July). *Research seminar on work, family, and policy.* Department of Child Development and Family Studies, Seoul National University, Seoul, Korea.

Kramer, K. Z. (2018, June). *Relationship development across time.* Invited Discussant at the work Family research Network Meeting, Washington DC.

Kramer, K. Z. (2016, December). *Periodic earned income tax credit (EITC) payment and financial stress and wellbeing: A longitudinal mixed-methods study*. Poverty, Welfare, and Religion Symposium, Hebrew Union College, Cincinnati, Ohio.

Kramer, K. Z. (2016, December). *Periodic earned income tax credit (EITC) payment and financial stress and wellbeing: A longitudinal mixed-methods study*. Center for the Study of Poverty and Social Exclusion, Haifa University, Haifa, Israel.

REPORTS

Kramer, K. Z., Annes, J., Chamello, M., & Park, S Y. (2019). *Is Illinois ready for paid parental leave? Potential benefits for individual, families, employers, and the state.* Project for Middle Class Renewal. <http://publish.illinois.edu/projectformiddleclassrenewal/files/2019/10/PPL-report.pdf>

Kramer, K. Z., Willims, A., & Akresh-Redstone, I. (2018). *Parental involvement of among first- and second-generation immigrants to the United States.* National Council on Family Relations. NCFR Report: Families and Cultural Intersections.

<https://www.ncfr.org/ncfr-report/fall-2018>.

Mendenahall, R., Kramer, K. Z., & Bellisle, D. (2018). *How can we improve low- and moderate-income families’ social mobility?* American Sociological Association, Work in Progress: Sociology on the economy, work and inequality.
<http://www.wipsociology.org/2018/09/05/how-can-we-improve-low-and-moderate-income-families-social-mobility/#more-650>.

Mendenhall, R., Lemons, R., Andrade, F. C., Greenlee, A. J., Kramer, K. Z., Henderson, L., DeStefano, L., Larrison, C. T., Akresh, I. A., & Franklin K. (2015). *Chicago Earned Income Tax Credit Periodic Payment Pilot Final Evaluation*. Champaign, IL: University of Illinois at Urbana-Champaign.

GRANTS

*Awarded*

USDA and the College of Agricultural and Consumer Sciences Hatch Fund (2019-2022). “Career Outcomes of Parental Leave: Analysis Using American and South Korean Data”. ($60,000). Role: PI.

Social and Behavioral Sciences Research Initiative, University of Illinois (2018-2019). “A Cross-Cultural Comparison of the Impact of Parental Leave Decisions on Parents’ Career and Family Outcomes: Examining Panel Data from Four Countries” ($18,464). Role: PI

College of ACES, Office of Intentional program (2018). “A Social Capital Perspective on the Fertility Crisis in South Korea” ($4,000). Role: PI.

USDA and the College of Agricultural and Consumer Sciences Hatch Fund (2017-2019). “The Impact of Taking Parental Leave on Couples and Family Outcomes: A US & South Korean Comparison”. ($60,000). Role: PI.

Campus Research Board, University of Illinois (2015). “Testing the Benefits of Earned-Income Tax Credit Periodic Payments.” Role: PI ($19,229).

City of Chicago and the Center for Economic Progress (2014). “Evaluation of Chicago EITC (Earned Income Tax Payment) Periodic Payment Pilot.” Role: Internal Consultant ($169,862).

USDA and the College of Agricultural and Consumer Sciences Hatch Fund, 2013-2015. “Stay-at-Home Parents and Well-being”. ($40,000). Role: PI.

AWARDS AND HONORS

**Arnold O. Beckman Award** 2016

Given to projects of special distinction or promise
University of Illinois

**List of Teachers Ranked as Excellent by their Students** Fall 2016

Award given for teaching HDFS 225 (Close Relationships)

University of Illinois

**List of Teachers Ranked as Excellent by their Students** Spring 2013

Award given for teaching HDFS 225 (Close Relationships)

University of Illinois

**Purdue Pre-Tenure Women Conference Fellowship** Fall 2013

Purdue University

**Research Travel Award** 2011
Minnesota Population Center April 2011 ($1,000)

**Research Travel Award** 2010
Minnesota Population Center April 2010 ($700)

**David H. Olson Doctoral Dissertation Fellowship** 2009-2010
Department of Family Social Science, University of Minnesota
(Awarded $12,000 plus tuition and health insurance benefits)

**Ruth E. Hall Graduate Professional Development Award** 2010
Department of Family Social Science, University of Minnesota ($400)

 **Waller Summer Fellowships for Research Activities** 2009 Department of Family Social Science, University of Minnesota ($5,000)

**Interdisciplinary Doctoral Fellowship** 2008-2009Graduate School, University of Minnesota
(Awarded $22,000 plus tuition and health insurance benefits)

**Waller Summer Fellowships for Research Activities** 2007, 2008

Department of Family Social Science, University of Minnesota
($5,000, each summer)

**Janice M. Hogan Fellowship for Doctoral Student** 2006

Department of Family Social Science, University of Minnesota ($5,000)

**Shirley Zimmerman Fellowship** 2006, 2007

Department of Family Social Science, University of Minnesota ($1,000)

**Doctoral Student Travel Grant** 2006 National Institute of Health ($700)

**Graduate Scholarships** 1998, 1999, 2000, 2001

University of Haifa (40% tuition waver)

# TEACHING EXPERIENCE

**University of Illinois**

*Global Families (HDFS 220)*

Spring 2020

*Introduction to Family Online Course (HDFS 120)*

Spring 2013, Spring 2014, Spring 2015, Fall 2017, Fall 2018, Fall 2019

*Close Relationships (HDFS 225)*

Spring 2012, Spring 2013, Fall 2014, Spring 2015, Fall 2015, Fall 2016, Spring 2018, Spring 2020

*Adult Development (HDFS 310)*

Spring 2017, Spring 2018

*Gender Perspectives on Family and Work (HDFS 595)*

Spring 2016

*Research Methods (HDFS 290)*

Fall 2012, Fall 2013

*Introduction to Family (HDFS 120)*

Fall 2011

**SERVICE**

**A. Professional Service**

*Editorial Boards*

Journal of Marriage and Family, 2017 – Present

*Ad-Hoc Reviewer*

Ad-Hoc Reviewer for *American Sociological Review*

Ad-Hoc Reviewer for *Journal of Marriage and Family*

Ad-Hoc Reviewer for *Journal of Vocational Behavior*

Ad-Hoc Reviewer for *Social Forces*Ad-Hoc Reviewer for *Social Problems*

Ad-Hoc Reviewer for *Men and Masculinities*

Ad-Hoc Reviewer for *Gender and Society*

Ad-Hoc Reviewer for *Qualitative Sociology*

Ad-Hoc Reviewer for *Journal of Men’s Studies*

Ad-Hoc Reviewer for *Journal of Health and Social Behavior*

Ad-Hoc Reviewer for *Antipode*

Panelist on a panel on “*The Role of Parental Leave in Achieving Gender Equality*” at the Work and Family Research Network Meeting, June 2020, New York City, NY.

Session Presider at the *American Sociological Association* Meeting, August 2014, San Francisco, CA.

Panelist on a panel on At-Home Fathers/Breadwinner Mothers at the Work and Family Research Network Meeting, June 2014, New York City, NY.

Session Presider at the *American Sociological Association* Meeting, August 2011, Las Vegas, NV.

Member of the “Executive Steering Committee for the Upper Midwest Workshop in
Population Studies”, 2008-2010

**B. University Service**

Undergraduate Recruitment/Retention Task Force Committee, 2014 – Present

Joseph H. Pleck Outstanding Graduate Student Award Committee 2013 – Present

Reviewer for the Campus Research Board, Spring 2015

Qualification Exam Committee – Liz Holman, 2013-present

Member of the “Executive Steering Committee for the Upper Midwest Workshop in
Population Studies”, University of Minnesota, 2008-2010

**C. Community Service**

Faculty supervisor for Outreach Activities in Champaign, October 29, 2012.

Facilitator and Group Leader at the Wayne Caron Family Caregiving Center, University of Minnesota, 2005-2008

**SAMPLE MEDIA COVERAGE**

# Illinois Public Media, The 21st, October 2019. Paternity Leave and Life Satisfaction. <https://will.illinois.edu/21stshow/program/paternity-leave-and-life-satisfaction-the-price-we-pay-and-the-increasing-cost-of-health-care>

# Harvard Kennedy School, Shorenstein Center of Media, Politics, and Public Policy. September 2016. Stay-at-home dads: How unemployment, mother’s education impact family decisions about child care. <http://journalistsresource.org/studies/economics/jobs/stay-at-home-dad-child-care>

# Huffington Post. May 2015. Only 6 American Men Identified As Stay-At-Home Dads In The 1970s. Today, It’s A Different Story

<http://www.huffingtonpost.com/2015/05/08/stay-at-home-dads_n_7234214.html>

# The Pump Handle Science Blog. September 2015. [Study: Poverty affects single moms at dramatically higher rates than single dads](http://scienceblogs.com/thepumphandle/2015/09/02/study-poverty-affects-single-moms-at-dramatically-higher-rates-than-single-dads/).

<http://scienceblogs.com/thepumphandle/2015/09/02/study-poverty-affects-single-moms-at-dramatically-higher-rates-than-single-dads/>

# Science Daily, August 2015. Single mothers much more likely to live in poverty than single fathers, study finds. <https://www.sciencedaily.com/releases/2015/08/150831163743.htm>

#  EurekAlert Science News. August 2015. Single mothers much more likely to live in poverty than single fathers, study finds

<http://www.eurekalert.org/pub_releases/2015-08/uoic-smm083115.php>

* Time Magazine, September 2013. Study: ‘House Husbands’ more Common than Ever. <https://nation.time.com/2013/09/18/study-house-husbands-more-common-than-ever/>
* Psychology Today, 2012. Stay-at-Home Dads and Changing Notions of Gender. <https://www.psychologytoday.com/blog/the-love-wisdom/201210/stay-home-dads-and-changing-notions-gender>

**PROFESSIONAL AFFILIATIONS**

* American Sociological Association
* National Council on Family Relations
* Work Family Researchers Network
* Minnesota Population Center Research Fellow

*Served as a member of the “Executive Steering Committee for the Upper Midwest Workshop in Population Studies*