

# CONTRIBUTORS



## **María José Bosch**

*ESE Business School, Universidad de los Andes, Chile*

María José Bosch is Full Professor and Director of the Centro Trabajo y Familia (Work and Family Center) at ESE Business School, Universidad de los Andes, Chile.

She holds a Ph.D. in General Management and a Master of Research in Management from IESE Business School, University of Navarra. She is a member of the International Center for Work and Family (ICWF) at IESE and of the International Committee of the Work and Family Researchers Network (WFRN).

She also serves as a Councilor of SOFOFA, Chile's main industrial business federation. Her research addresses work–family integration, leadership and female leadership, cross-cultural differences, and organizational behavior, and has appeared in journals such as *Community, Work & Family*, *Applied Psychology* and the *Journal of Vocational Behavior*, as well as in edited volumes published by Routledge and Springer.



## **Edward Davies**

*Centre for Social Justice*

Edward is the Director of Research at Westminster think tank the Centre for Social Justice (CSJ) and leads their “Lost Boys” and family programs of work. Before joining the CSJ in 2016 he spent 15 years in health policy as a journalist, editor, and policy work, including seven years as a senior editor at the British Medical Journal based in London and New York.

In 2021 he went into government as an expert advisor to several cabinet ministers, before returning to the CSJ in 2023.

Outside his professional life he has run community initiatives for men and boys for almost 20 years, including courses for new fathers, rugby coaching and men’s book groups.



## **Carolina Garraio**

*University of Porto*

PhD Candidate in Psychology at the University of Porto and licensed psychologist with expertise in fatherhood, co-parenting, and the transition to parenthood.

Experienced in qualitative and longitudinal research, psychological intervention, and gender equality initiatives, with participation in international research projects and collaborations across Europe and beyond. Author of peer-reviewed publications and presenter at international conferences, with a strong background in teaching, training, and developing evidence-based interventions that support families, parental wellbeing, and work-life balance.



## **Caroline Gatrell**

*University of Liverpool. UK*

Professor Caroline Gatrell is based at University of Liverpool Management School.

Caroline's research centres on employment, health and personal lives, drawing upon the lenses of gender and embodiment to explore and envisage business and management futures in which employees' work-family lives are improved.

Caroline's research is published in world-leading management journals including: *Journal of Management Studies*, *Organization Studies*; *Academy of Management Perspectives*; *Human Relations*; *Organizational Research Methods*, *Journal of Business Ethics*, *British Journal of Management* and *International Journal of Management Reviews*.

Caroline is Chair of the Chartered ABS Management Committee. Formerly she was General Editor for the *Journal of Management Studies* and was also, previously, Editor in Chief, *International Journal of Management Reviews*. She is Fellow of the British Academy of Management; Fellow of the Academy of Social Sciences and Fellow of the Royal Society of Arts.

Caroline holds the British Academy of Management research medal 2020 and was awarded in 2024 (with Dermot Breslin) AoM Best Qualitative Paper award (Research Methods Division).



## Marc Grau-Grau

*Universitat Internacional de Catalunya (UIC)*

Marc Grau-Grau is the Director of the Institute for Advanced Family Studies (IESF) and Associate Professor of Social and Family Policies at the Universitat Internacional de Catalunya (UIC Barcelona), where he served as Vice Dean of the Faculty of Education Sciences (2022–2025). He was a Research Fellow at the Women and Public Policy Program at Harvard Kennedy School (2016–2022).

He has taught at Universitat Pompeu Fabra and Universitat Oberta de Catalunya, and has held visiting positions at the College of Business and Law in Israel (2019), the University of Bologna in Italy (2022, 2025), and Universidad Austral in Argentina (2023).

His research focuses on four main areas: (1) work–family balance and fatherhood, (2) childhood and childcare, (3) family policies, and (4) education and family relationships. He is co-editor of four books: *The Work-Family Balance in Light of Globalization and Technology* (Cambridge Scholars Publishing, 2017), *The New Ideal Worker* (Springer, 2019), *Engaged Fatherhood* (Springer, 2022), and *Human Flourishing* (Springer, 2023). His work has appeared in journals such as *Organization*, *Gender, Work & Organization*, *Journal of Family Issues*, *Journal of Business Research*, *Children & Society*, and *Revista Española de Sociología*, among others.

Marc holds a PhD in Social Policy from the University of Edinburgh, a Master’s in Political and Social Sciences from Universitat Pompeu Fabra, and a Bachelor’s Degree in Business Administration from ESADE Business School.



## Waldo Johnson

*University of Chicago*

Waldo E. Johnson, Jr., Ph.D. is Professor at the Crown Family School of Social Work, Policy, and Practice and serves as Vice Provost for Diversity + Inclusion of the University of Chicago.

He examines life course social roles of urban Black males focused on masculinity and health status effects on father involvement among urban nonresident Black fathers. His current research examines the relationship between food insecurity among Chicago nonresident Black fathers and their involvement with their children. He edited *Social Work with African American Males: Health, Mental Health and Social Policy* (Oxford, 2010).

His research affiliations include the Institute for Social Research and the Scholars Network on Masculinity among Black Males, both at the University of Michigan. He is a research consultant to the U.S. Department of Health and Human Services Administration for Children and Families Framing Responsible Fatherhood group, the Urban Institute and Mathematica Policy Research. Johnson served as a research advisor to Temple University's Fatherhood Research Network. Johnson is an elected Fellow of the American Academy of Social Work and Social Welfare.



## Milton Kotelchuck

*Harvard Medical School*

Milton Kotelchuck PhD MPH is currently Professor of Pediatrics at Harvard Medical School, and Senior Scientist in Maternal and Child Health in the Division of General Academic Pediatrics, MassGeneral Hospital for Children, and the Research Director of the Fatherhood Project at Massachusetts General Hospital. He was formerly Chairman of the Maternal and Child Health (MCH) Depts. at the UNC-Chapel Hill and Boston University Schools of Public Health; and had previously served as the Director of the Division of Health Statistics and Research and then as the Assistant Commissioner for Community Health Services in the Massachusetts Department of Public Health. He received his PhD in Personality and Developmental Psychology and an MPH in Maternal and Child Health (MCH) and Epidemiology from Harvard University.

Dr. Kotelchuck began his own fatherhood research career with his 1972 doctoral thesis, “The Nature of the Child’s Tie to his Father” and has most recently been focused on men’s preconception and perinatal health; on paternal inclusive programs to reduce infant obesity and to encourage father’s participation in NICUs, and on paternal utilization of the MA Paid Family and Medical Leave Act.

Dr. Kotelchuck has extensive experience evaluating public health programs and policies to improve reproductive and child health outcomes and health equity, and serves on numerous MCH state, national and professional committees. He has published over 200 peer-reviewed articles and is the Senior and founding Editor of the Maternal and Child Health Journal.

In 2000, Dr. Kotelchuck was awarded the first National MCH Epidemiology Award for “Advancing Knowledge” from the Coalition for Excellence in MCH Epidemiology, and in 2010, he received the American Public Health Association’s (APHA’s) Martha May Eliot Award, its highest MCH Award, for “exceptional health services for mothers and children”.



## **Alison Koslowski**

*University College London*

Alison Koslowski is Pro Provost (Equity & Inclusion), Co-Director of the Thomas Coram Research Unit (TCRU) and Professor of Social Policy at University College London.

She is an academic with a track record of leading international research collaboration on parenting leave policies and advising on their implementation within organisations.

Her research focuses on policies and practices that can reduce gender inequalities, promote greater work-family balance, and improve family well-being. She is an editor of the open access Annual Review of the International Network on Leave Policies and Research and an elected Fellow of the Academy of Social Sciences (FACSS).



## **Mireia Las Heras**

*IESE Business School*

Mireia Las Heras (<https://mireialasheras.com/>) is a Professor in the Managing People in Organizations Department at IESE Business School. She serves as the Director of the International Center for Work and Family (ICWF) and holds the Chair of the “Business Leadership and the Future of Work Chair – Joaquim Molins Figueras Foundation”. She is an Industrial Engineer by training, holds an MBA from IESE Business School, and a Doctorate in Business Administration from Boston University.

She has widely published in high impact journals such as Journal of Applied Psychology, Human Relations, Journal of Vocational Behavior, Journal of Organizational Behavior, Human Resource Management Journal and Journal of Business Research among others. She has coedited seven research books.

She currently serves as the MBA Academic Director of IESE, ranked among the Top five in the world for the years 2023 to 2025.



## **Professor Margaret O'Brien**

*University College London (UCL)*

Margaret O'Brien is Emeritus Professor of Child and Family Policy at UCL's Social Research Institute. She is Co-Chair of the EU-funded COST research project Parental Leave Policies and Social Sustainability (2022-2026) and was Director of UCL's Thomas Coram Research Unit between 2013-2021. She holds a PhD in Social Psychology from the LSE and is a trained Clinical Psychologist.

Professor O'Brien has published widely on fatherhood and child well-being was part of the first wave of fatherhood research in the 1980s (*The Father Figure*, 1982; *Reassessing Fatherhood*, 1987).

Professor O'Brien has served as a UK member of the International Network on Parental Leave Policy and Research since 2004, as well as participating in many other national and international advisory boards including the UN experts group preparing for International Year of the Family where she contributed to the first UN report *Men in Families and Family Policy in a Changing World Report*. She currently serves on the UK Government's Academic Advisory Group on its national Parental Leave & Pay Review.



## **Richard Petts**

*Ball State University*

Richard J. Petts is Associate Dean of the College of Sciences and Humanities and Professor of Sociology, Ball State University. His research focuses on the intersection of family, work, gender, and policy, with a specific emphasis on parental leave, father involvement, and workplace flexibility as policies and practices that can reduce gender inequality, promote greater work-family balance, and improve family well-being.

He serves on the Board of Directors of the Council on Contemporary Families, has published extensively in academic journals, is the author of *Father Involvement and Gender Equality in the United States: Contemporary Norms and Barriers*, and his work has been featured in numerous media outlets including *The New York Times*, *CNN*, *USA Today*, *Forbes*, *The Atlantic*, and *The Wall Street Journal*.



## **Richard Reeves**

*American Institute for Boys and Men*

Richard V. Reeves is the founder and president of the American Institute for Boys and Men (AIBM). Before founding AIBM in 2023, Richard was a senior fellow at the Brookings Institution. While at Brookings, he focused on policies related to economic inequality, racial justice, social mobility, and boys and men.

Richard is the author of several books, including “Of Boys and Men: Why the Modern Male is Struggling, Why it Matters, and What to do About It” and “Dream Hoarders: How the American Upper Class Is Leaving Everyone Else in the Dust, Why That is a Problem, and What to do About It.”

Inspired by his own experiences as a father and policy expert, Richard founded AIBM to bring awareness to the challenges facing boys and men today and to develop evidence-based solutions.



## Hannah Riley Bowles

*Harvard Kennedy School*

Hannah Riley Bowles is the Roy E. Larsen Senior Lecturer in Public Policy and Management at the Harvard Kennedy School (HKS). Hannah chairs the HKS Management, Leadership, and Decision Sciences (MLD) Area and co-directs the HKS Women and Public Policy Program (WAPPP).

She is a leading expert on gender in negotiation. Hannah’s research focuses on women’s leadership advancement and the role of negotiation in educational and career advancement, including the management of work-family conflict. Her work has been featured in Harvard Business Review’s “Definitive Management Ideas of the Year” and covered by major news media, such as ABC News, National Public Radio, the New York Times, Washington Post, and Wall Street Journal. Hannah’s academic studies are published in journals, such as the Academy of Management Journal, Journal of Personality and Social Psychology, Organizational Behavior and Human Decision Processes, Organization Science, and Psychological Science.

She is the faculty co-director of Women and Power, the HKS executive program for women in senior leadership from the public, private and non-profit sectors. She won the HKS Manuel Carballo Award for Excellence in Teaching in 2003.

She has been actively involved in negotiation and conflict management training, practice, and research for over 25 years, including early career opportunities to work for the governments of Argentina, Costa Rica, and Germany. She has a DBA from the Harvard Business School, an MPP from HKS, and a BA from Smith College.

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## Nikki van der Gaag

*Equimundo*

Nikki van der Gaag is an independent gender consultant; a writer, speaker, researcher, activist, facilitator, and mentor. She specialises in work on unpaid care, and in particular on masculinities and men's role in care. From 2016 to 2019 she was Director of Gender Justice and Women's Rights at Oxfam GB. She is a Senior Fellow at Equimundo.

From 2020-2024 she was a Steering Committee member of MenEngage Europe, part of the MenEngage Alliance, a global network working with men and boys in alliance with women's rights and feminist organisations around the world. She was also a Board member of Make Mothers Matter which advocates for recognition and support of mothers as changemakers in the world (2020-2024).

She has worked with a wide range of organisations; international non-governmental organisations, the corporate sector, small local NGOs, donor organisations and the media. She has authored six of Plan International State of the World's Girls reports, and has been co-author on six World's Fathers reports and lead author on the 2019 and 2023 editions.

She has written several books - *Feminism and Men* (2014 Bloomsbury), the *No-Nonsense guide to Feminism*, (Verso 2015) and co-edited *Patriarchy in Practice: Ethnographies of Everyday Masculinities* with Amir Massoumiam and Dan Nightingale (2023, Routledge).