NBER Household Finance Small Grant Proposal

By: E. Jeffrey Hill, Professor of Family Life, Brigham Young University
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Executive Summary
This proposal requests a grant to help fund one graduate research assistant and two undergraduate research assistants to explore emerging adults' financial knowledge, attitudes, and behaviors as they relate to their financial capability and independence, and how these relate to family relationships. These students will use both qualitative and quantitative research methodologies. They will interview students from three major universities along with students' parents and grandparents (if available). They will transcribe interviews, develop themes, identify potential papers, and code the interviews using NVivo software. The research assistants (RA's) will also participate in quantitative inquiry using empirical data of emerging adults gathered from finance classes at these three universities as well as from two longitudinal data sets (Flourishing Families and Couple Relationships and Transition Experiences). The RA's will participate in developing scholarly presentations and writing scholarly papers from our research, and part of the grant would be used to fund travel to present at scholarly conferences. I believe that involving and supporting these bright young students in this project would bode well for future household finance research because it may increase the quantity and quality of the research generated and develop future family finance scholars.

Importance of Proposed Research
The domain of our proposed research is at the heart of a societal-level problem: today's emerging adults are having difficulty acquiring necessary financial capabilities and are significantly delaying transitioning from financial dependence to financial independence (Fenge et al., 2012; Xiao, Chatterjee, & Kim, 2014). Lack of financial capability and independence has potentially deleterious effects on the economy.

Additionally, finances are a major factor in marital stability, couple and family relationships, and successful child outcomes. Financial problems are consistently reported as a top stressor for Americans (APA, 2015). Further, disagreement over finances is a frequently cited source of conflict for couples (Grable, Britt, & Cantrell, 2007) and a contributor to relationship dissatisfaction and divorce (Britt & Huston, 2012; Dew, Britt, & Huston, 2012).

Description of Proposed Research
The first prong of the proposed research will examine how parents transmit financial knowledge, attitudes, and behaviors to their children in order to facilitate the timely transition from financial dependence to financial independence. We will interview emerging adults and their parents and grandparents (if available) at Brigham Young University, Northern Illinois University, and New Mexico State University. We have already done a number of interviews and have begun the work of writing scholarly papers for publication (e.g., LeBaron, Hill, Rosa, & Marks, revise and resubmit). In addition, we will be analyzing quantitative data from students taking personal and family finance classes at these three universities.

The second prong of our research examines how financial processes and marital relationships influence each other and what mediators and moderators might influence those relationships, We will be using the Flourishing Families and CREATE datasets for these analyses. There have been many studies linking financial factors to marital satisfaction (e.g., Archuleta, Britt, Tonn, & Grable, 2011; Dew, 2011) and marital instability (e.g., Dew, 2009; Dew et al., 2012). However, fewer studies have introduced mediators, moderators, and co-variates to examine more fully what factors might influence these or other relationships.

Research Methods

The proposed research includes both qualitative and quantitative methodologies. Under the tutelage of Dr. Loren Marks (who has 22 years of experience with qualitative methods) our team will apply sophisticated analytical techniques (Marks, 2015). This process includes interviewing research participants, transcribing interviews, coding individually for themes, comparing codes among partners (for inter-rater reliability assurance), maintaining a traceable "data audit" trail, and presenting well-documented "core themes" as key findings. The majority of this work will be performed by undergraduates with Dr. Marks and me serving as advisors.

On the quantitative side, we will be primarily using two longitudinal data sets: Flourishing Families (FF) and the Couple Relationships and Transition Experiences (CREATE) dataset. The FF dataset contains 10 waves of data gathered yearly from 2007 to 2016. Families for FF were randomly selected from targeted census tracts that mirrored the socio-economic and racial stratification in a northwestern city. Early waves of FF had numerous financial measures, but these virtually disappeared in the later waves. We hope to utilize about 30 new financial measures in Wave 10. We want to look at parenting behavior from early and how it may influence financial attitudes, behaviors, and independence of their children ten years later, now as emerging adults. For example, one idea for a paper is the intergenerational transmission of materialism: we want to look at how the materialism of parents in Wave 1 is linked with the materialism of their emerging adult children in Wave 10.

The CREATE dataset involves a nationally representative sample of over 2,000 couples who were married in 2014. The main goal of the study is to address what factors predict the development of marital virtues starting in the early years of marriage. We have also added a number of family finance measures to Wave 2 of the CREATE dataset to look at financial influences in early marriage.

Summary

We have a societal-level problem: today's emerging adults are having difficulty acquiring necessary financial capabilities and are significantly delaying transitioning from financial dependence to financial independence. This grant will help fund a research study that will help understand this problem. It should provide perspective to parents, policy makers, family life educators, therapists, and financial counselors to more effectively deal with the milieu of financial problems they face. In addition, the grant will provide students the opportunity to experience the research process first hand, and to become passionate about becoming future researchers in household finances. Thank you for your consideration.

References

APA, 2015. “American Psychological Association survey shows money stress weighing on Americans’ health nationwide.” Retrieved February 7, 2017 from http://www.apa.org/news/press/releases/2015/02/money-stress.aspx

Archuleta, K. L., Britt, S. L., Tonn, T. J., & Grable, J. E. (2011). Financial satisfaction and financial stressors in marital satisfaction. *Psychological Reports, 108*(2), 563-576. doi:10.2466/07.21.PR0.108.2.563-576

Britt, S. L., & Huston, S. J. (2012). The role of money arguments in marriage. *Journal of Family and Economic Issues, 33*, 464–476.

Dew, J. (2009). The gendered meanings of assets for divorce. *Journal of Family and Economic Issues*, *30*(1), 20-31. doi:10.1007/s10834-008-9138-3

Dew, J. (2011). The association between consumer debt and the likelihood of divorce. *Journal of Family and Economic Issues, 32*(4), 554-565. doi:10.1007/s10834-011- 9274-z

Dew, J., Britt, S., & Huston, S. (2012). Examining the relationship between financial issues and divorce. *Family Relations, 61*(4), 615-628. doi:10.1111/j.1741-3729.2012.00715.x

Fenge, L., Hean, S., Worswick, L., Wilkinson, C., Fearnley, S., & Ersser, S. (2012). The impact of the economic recession on well-being and quality of life of older people. *Health & Social Care in the Community, 20*(6), 617-624. doi:10.1111/j.1365-2524.2012.01077.x

Grable, J. E., Britt, S., & Cantrell, J. (2007). An exploratory study of the role financial satisfaction has on the thought of subsequent divorce. *Family and Consumer Sciences Research Journal, 36*(2), 130-150. doi:10.1177/1077727X07309284

LeBaron, A. B., Hill, E. J., Rosa, C. M., & Marks, L. D. (Revise and resubmit). Teaching finances in the home: Retrospective perceptions of Millennials and their parents and grandparents. *Family Relations*.

Marks, L. D. (2015). A pragmatic, step-by-step guide for qualitative methods: Capturing the disaster and long-term recovery stories of Katrina and Rita. *Current Psychology, 34*(3), 494-505. doi:10.1007/s12144-015-9342-x

Xiao, J. J., Chatterjee, S., & Kim, J. (2014). Factors associated with financial independence of young adults. *International Journal of Consumer Studies, 38*, 394-403. doi:10.1111/jcs.12106

PROPOSED BUDGET

(Total $19,910)

Student Salaries ($12,160)

- One Graduate Research Assistant
    - 1 x 10 hours per week x $18 per hour x 32 weeks (2017-18 school year) = $5,760
- Two Undergraduate Research Assistants
    - 2 x 10 hours per week x $10 per hour x 32 weeks (2017-18 school year) = $6,400

Student Travel to Present at Scholarly Conferences ($7,500)

- Two students to present at the annual conference of the Society for the Study of Emerging Adulthood (SSEA) in Washington DC, November 2-4, 2017 ($2,000)
- Two students to present at the annual conference of the Association for Financial Counseling and Planning Education (AFCPE) in San Diego, CA, November 15-17, 2017 ($1,500)
- Two students to present at the annual conference of the American Council on Consumer Interests (ACCI) in Clearwater Beach, FL, May 17-19, 2018 ($2,000)
- Two students to present at the NBER working group in Boston in summer 2018 ($2,000)

Other Sources of Funding

- This project is currently being funded by my personal unrestricted research funds. The NBER Household Small Grant would enable the project to be expanded and provide additional opportunities for students to present their research at national conferences.
- I have also applied for a grant from the Marjorie Pay Hinckley Research Award in the Brigham Young University School of Family Life ($20,000) but have not received notice of funding.

E. Jeffrey Hill, Ph.D.

Abbreviated Curriculum Vitae

Professor (2013)
School of Family Life, Brigham Young University
2052 JFSB, Provo, Utah 84602
Work: (801) 422- 9091; Home: (801) 224-0379; Fax: (801) 422-0229
e-mail: jeff_hill@byu.edu

Education

Doctor of Philosophy, Family Life/Family and Human Development. Utah State, 1995. (Summa Cum Laude) Advisor: Brent C. Miller; Dissertation: *The perceived influence of mobile telework on aspects of work life and family life: An exploratory study.*

Master of Organizational Behavior. Brigham Young University, 1984. (Summa Cum Laude) Advisors: Alan Wilkins, Warner Woodworth, Bonner Ritchie; Thesis Project: *The Ejido: A study of organizational change.*

Bachelor of Arts. Major: Interpersonal Communications. Minors: International Relations and Spanish. Brigham Young University, 1977. (Summa Cum Laude)

Academic and Professional Positions

Camilla Eyring Kimball Professor of Family Life. School of Family life; Brigham Young University. Provo, Utah. August 2015 – Present.

Professor. School of Family Life; Brigham Young University. Provo, Utah. August, 2013 - Present.

Associate Professor. School of Family Life; Brigham Young University. Provo, Utah. August, 1998 - August, 2013.

Work-Life Subject Matter Expert (Consultant). IBM Global Workforce Diversity; Armonk, New York. October, 2000 – 2013.

Project Manager/Advisory HR Professional. IBM Global Employee Research. Sleepy Hollow, New York. September, 1990 - August, 1999.

Account Systems Engineer/Personnel Research Associate/Employment Planning Assistant. IBM-Southwest Marketing Division Headquarters. Atlanta, Georgia/Phoenix, Arizona June, 1984- August, 1990.

Marketing Support Representative/Industry Specialist/Systems Engineer. IBM Office Products Division, Tacoma/Seattle, Washington. August, 1977- June, 1984.

SCHOLARSHIP

Google Scholar: Citations 4816; h-Index 28; i10-index 39; cited 100+ 15 articles

SELECTED PEER-REVIEWED SCHOLARLY PUBLICATIONS

- **Hill, E. J.**, Hawkins, A. J., & Miller, B. C. (1996). Work and family in the virtual office: Perceived influences of mobile telework. *Family Relations 45*(3), 293-301. doi: 10.2307/585501 **(227 Citations)**
- **Hill, E. J**., Miller, B. C., Weiner, S. P., & Colihan, J. (1998). Influences of the virtual office on aspects of work and work/life balance. *Personnel Psychology, 51*(3), 667-683. doi: 10.1111/j.1744-6570.1998.tb00256.x **(457 citations)**
- **Hill, E. J.**, Hawkins, A. J., Ferris, M., & Weitzman, M. (2001). Finding an extra day a week: The positive effect of job flexibility on work and family life balance. *Family Relations 50*(1), 49-58. doi: 10.1111/j.1741-3729.2001.00049.x **(670 citations)**
- **Hill, E. J.,** Ferris, M., & Martinson, V. (2003). Does it matter where you work?: A comparison of how three work venues (traditional office, virtual office and home office) influence aspects of work and work/family balance. *Journal of Vocational Behavior, 63*(2), 220-241. doi: 10.1016/S0001-8791(03)00042-3 **(332 citations)**
- **Hill, E. J.,** Hawkins, A. J., Martinson, V., & Ferris, M. (2003). Studying "Working Fathers": Comparing fathers' and mothers' work-family conflict, fit, and adaptive strategies in a global high-tech company. *Fathering: A Journal of Theory, Research and Practice, 1*, 239-261. doi: 10.3149/fth.0103.239 **(88 citations)**
- **Hill, E. J.,** Martinson, V., Ferris, M., & Baker, R.Z. (2004). Beyond the mommy track: The influence of new-concept part-time work for professional women on work and family. *Journal of Family and Economic Issues, 25,* 121-136 (Research Note). doi: 10.1023/B:JEEI.0000016726.06264.91 **(104 citations)**
- **Hill, E. J.,** Yang, C., Hawkins, A. J., & Ferris, M. (2004). A cross-cultural test of the work-family interface in one corporation in 48 countries. *Journal of Marriage and Family. 66,* 1300-1316. doi: 10.1111/j.0022-2445.2004.00094.x **(257 citations)**
- **Hill, E. J.,** Martinson, V., & Ferris, M. (2004). New-concept part-time employment: A work-family adaptive strategy for women professionals with small children. *Family Relations, 53,* 282-292. doi: 10.1111/j.0022-2445.2004.0004.x **(97 citations)**
- **Hill, E. J.** (2005). Work-family facilitation and conflict, working fathers and mothers, work-family stressors and support. *Journal of Family Issues, 26,* 793-819. doi: 10.1177/0192513X05277542 **(466 citations)**
- **Hill, E. J.,** Jackson, A. D., & Martinengo, G. (2006). Twenty years of work and family at International Business Machines Corporation. *American Behavioral Scientist, 49,* 1165-1183. doi: 10.1177/0002764206286384 **(31 citations)**
- **Hill, E. J.,** Mead, N. T., Dean, L. R., Hafen, D. M., Gadd, R., Palmer, A. A., & Ferris, M. (2006). Researching the 60-hour dual-earner work week: An alternative to the "opt out revolution." *American Behavioral Scientist. 49,* 1184-1203. doi: 10.1177/0002764206286385 **(46 citations)**
- **Hill, E. J.,** Allen, S., Jacob, J.I., Bair, A. F., Bikhazi, S. L., Van Langeveld, A., Martinengo, G., Palmer, T.T., & Walker, E. (2007). Work-family facilitation: Generating theory using a qualitative assessment. *Advances in Developing Human Resources, 9*(4), 507-526. doi: 10.1177/1523422307305490 **(54 citations)**
- **Hill, E.J.,** & Civian, J.T. (Eds.). (2008). Investigating workplace flexibility using a multi-organization database: A collaboration of academics and practitioners [Special issue]. *Community, Work, and Family, 11*(2), 133-242. doi: 10.1080/13668800802049899 **(582 citations for special issue)**

- **Hill, E.J.,** Grzywacz, J.G., Allen, S., Blanchard, V.L., Matz-Costa, C., Shulkin, S., & Pitt-Catsouphes, M. (2008). Defining and conceptualizing workplace flexibility. *Community, Work, and Family, 11*, 149-163. doi: 10.1080/13668800802024678 **(192 citations)**
- **Hill, E.J.,** Jacob, J.I., Shannon, L.L., Brennan, R.T., Blanchard, V.L., & Martinengo, G. (2008). Exploring the relationship of workplace flexibility, gender, and life stage to family-to-work conflict, and stress and burnout. *Community, Work, and Family, 11*, 165-181. doi: 10.1080/13668800802027564 **(108 citations)**
- **Hill, E. J.,** Allen, S., Jacob, J.I., Bair, A. F., Bikhazi, S. L., Van Langeveld, A., Martinengo, G., Palmer, T.T., & Walker, E. (2009). Work-family facilitation: What does it look like? In D. R. Crane & E. J. Hill (Eds.), *Handbook of families and work: Interdisciplinary perspective* (pp. 480-499). Lanham, MD: University Press of America.
- **Hill, E. J.,** Erickson, J. J., Holmes, E. K., & Ferris, M. (2010). Workplace flexibility, work hours, and work-life conflict: An extra day or two. *Journal of Family Psychology, 24*(3), 349-358. doi: 10.1037/a0019282 **(93 citations)**
- **Hill, E. J.,** Carroll, S. J., Jones, B. L., Buswell, L. A., Fackrell, T. A., & Galovan, A. M. (2011). Temporal workplace flexibility and associated outcomes for professionals. In S. Kaiser, M.J. Ringlstetter, D.R. Eikhof, & M. Pina e Cunha (Eds.), *Creating balance? International perspectives on the work-life integration of professionals* (pp. 209-224), Berlin: Springer-Verlag.
- Holmes, E. K., Erickson, J. J., & **Hill, E. J.** (2012). Doing what she thinks is best: Maternal psychological wellbeing and attaining desired work situations. *Human Relations. 65*(4), 501-522 doi: 10.1177/0018726711431351. **(19 citations)**
- **Hill, E. J.,** & Morrison, H. (2013). Workplace flexibility: A key to work-life integration. In D. A. Majors & R. Burke (Eds.), *Handbook of work-life integration of professionals: Challenges and opportunities* (pp. 269-287). Cheltenham, UK: Edward Elgar.
- Carroll, S. J., **Hill, E. J**, Yorgason, J., Larson, J. B., & Sandberg, J. G. (2013). Couple communication as a mediator between work-family conflict and marital satisfaction. *Contemporary Family Therapy*. *35,* 530-545. doi: 10.1007/s10591-013-9237-7**. (28 citations)**
- **Hill, E. J.,** Erickson, J.J., Fellows, K. J., Martinengo, G, & Allen, S. M. (2014). Work and family over the life course: Do older workers differ? *Journal of Family and Economic Issues. 35,* 1-13. doi 10.1007/s10834-012-9346-8. **(13 citations)**
- Galovan, A.M., Feistman, R.E., Stowe, J.D., & **Hill, E.J.** (2015). Achieving desired family size in dual-working households: Work and family influences among Singaporean couples. *Journal of Family Issues. 36,* 1377-1401. doi:10.1177/0192513X13516765 **(1 citation)**
- **Hill, E. J.** (2016). Encontrar la armonía entre el trabajo y la familia. In D. S. Muñoz Gómez (Ed.), *Hogar y empresa: ¡sí se puede!: Memorias del VII Congreso Internacional de la Familia* (pp. 11-23). Chia, Columbia: Universidad de La Sabana.
- Fellows, K.J., Chiu, H.-Y., **Hill, E. J. , &** Hawkins, A. J. (2016) Work-family conflict and couple relationship quality: A meta-analytic study. *Journal of Family and Economic Issues. 37*(4), 509-518. doi: 10.1007/s10834-015-9450-7. **(3 citations)**
- **Hill, E. J.,** & Holmes, E. (2017-In press). Families and Workplaces. In. B. H. Fiese (Ed.), *APA Handbook of Contemporary Family Psychology.*
- LeBaron, A. B., **Hill, E. J.,** Rosa, C. M., Marks, L. D., & Spencer, T. J. (Revise and resubmit). Teaching finances in the home: Retrospective perceptions of Millennials and their parents and grandparents. *Family Relations.*
- Britt, S., **Hill, E. J.,** LeBaron, A. B., & Bean, R. (Revise and resubmit). Tightwads and spenders: Predicting financial conflict in couple relationships. *Journal of Financial Planning.*
- **Hill, E. J.,** Allsop, D. B., & LeBaron, A. B. (under review). How do money and sex influence marital instability? The interaction of financial and sexual stressors, resources, perceptions, and mediators. *Journal of Financial Therapy.*

SELECTED BOOKS

- **Hill, E. J.,** Sudweeks, B. L., Jorgensen, B. L., Li, Xiaohui, & Ricaldi, L. (2016). *Fundamentals of Family Finance: Basic Principles You Can Use.* Provo, UT: BYU Academic Publishing. (Secular Orientation)
- **Hill, E. J.,** & Sudweeks, B. L. (2016). *Fundamentals of Family Finance: Living Joyfully within your Means.* Provo, UT: BYU Academic Publishing. (LDS Orientation)
- **Hill, E. J**., & Israelsen, C. L. (2016). *Fundamentals of Family Finance: Living Joyfully within your Means Workbook*. Provo, UT: BYU Academic Publishing.
- Crane, D. R., & **Hill, E. J. (Eds.).** (2009). *Handbook of Families and Work: Interdisciplinary Perspectives*. Lanham, MD: University Press of America.

SELECTED FUNDED RESEARCH

- **2012 Singapore National Study of Work-Life Harmony (2011-2013).** $127,500 from the Republic of Singapore, $27,500 from the Family Studies Center, mentoring grant, and School of Family Life.
- **2010 IBM Global Work and Life Issues Survey (2010-2012).** Oversaw development and analysis of this survey to explore the work and family needs of IBM employees in 75 countries, 11 languages. There were 63,688 invitees and 21,168 respondents Support provided by IBM for survey administration is valued at about $200,000.
- **2007 IBM Global Work and Life Issues Survey (2006-2008).** Oversaw development and analysis of this survey to explore the work and family needs of IBM employees in 79 countries, 12 languages. There were 62,205 invitees and 25,455 respondents. Support provided by IBM for survey administration is valued at about $200,000.
- **2006 Singapore National Study of Work-Life Harmony (2005-2008).** ($116,000 from the Republic of Singapore, $16,000 from the Family Studies Center.)
- **Sloan Foundation/WFD Work/Life Database and Flexibility Inquiry Project (2005-2008).** ($105,000 grant from the Sloan Foundation).

TEACHING

STUDENTS MENTORED/RESEARCH SUPERVISED

- Doctoral and Masters Committees (20)
- Graduate Student Co-Authors on Scholarly Papers (36)
- Graduate Student Co-Authors on Scholarly Chapters (17)
- Graduate Student Co-Authors on Scholarly Presentations (36)
- Undergraduate Student Co-Authors on Scholarly Papers (5)
- Undergraduate Student Co-Authors on Scholarly Chapters (3)
- Undergraduate Student Co-Authors on Scholarly Presentations (22)
- Mary Lou Fulton Mentored Research Posters (12)

COURSES TAUGHT - 9 COURSES, 113 SECTIONS, 10,374 STUDENTS

- SFL 260: Family Finance. 20 sections, 3291 students (Fall, 2013 - Ongoing)
- SFL 100: Strengthening Marriage and Family 27 sections, 1997 students (2000-2016)
- SFL 210: Human Development. 14 sections, 1711 students (Fall 1998-Fall 2002)
- SFL 160: Intro to Family Processes. 11 sections, 1288 students (2000-2003, 2016-2017)
- SFL 370: Community, Work, and Family. 19 sections, 990 students (2000-2013)
- HFL 100: Home and Family Living. 9 sections, 656 students (Fall 2004 – Winter 2007)
- MBA 549R/ORG B 660R: Work and Family. 13 sections, 304 students (1999 – 2014)
- SFL 223: Marriage Preparation. 2 sections, 61 students (Winter 2008 – Fall 2009)
- MFHD 542: Work and Family (Research Seminar). 5 sections, 32 students (2003-2011)

SERVICE

SERVICE IN DISCIPLINARY PROFESSIONAL ORGANIZATIONS.

- Work and Family Researchers Network (WFRN) 2011-present
- National Council on Family Relations (NCFR) 1990-present.
- American Psychological Association (APA) 1992-present.
- Utah Council on Family Relations (UCFR) 1991-present.
- Society of Industrial/Organizational Psychologists 1992-present

PROFESSIONAL SERVICE AS A REVIEWER/EDITOR

- Ad hoc reviewer of Scholarly Articles (170 articles, 25 different journals) 1998-present
- Reviewer for Sloan Work-Family Encyclopedia (2000-2002)
- Alfred P. Sloan Foundation: Kanter Award Committee (2000-2003)
- Alfred P. Sloan Foundation: Workplace Flexibility Initiative. (2005)
- Alfred P. Sloan Foundation Grant Reviewer. Reviewer for a $1.1 million grant (2006)
- Alfred P. Sloan Foundation Grant Reviewer. Reviewer for a $1.0 million grant (2010)
- Section Editor for Encyclopedia of Quality of Life. (2010-2012).
- Aanvraagformulier Vernieuwingsimpuls Vidi 2007 MaGW (Innovational Research Incentives Scheme). Reviewer for 600k Euros grant (2007)
- Israeli Science Foundation. (April, 2016)

SELECTED BYU SERVICE

- Service On BYU Committees (21)
- *Ensign* Articles (5)
- BYU Devotional (June 9, 2015) Money Matters: Living Joyfully within your Means
- BYU Education Week (2011, 2013)
- Aspen Grove Family Camp (2000, 2002, 2004, 2007, 2009, 2011)
- Aspen Grove Marriage Retreat Weekend (2009, 2011)
- BYU Marriott School of Management Women in Business Conference (2011).
- BYU Family Expo (2006)
- BYU Family Outreach Conference (2004)
- BYU Organizational Change Conference (2004).
- BYU Families Under Fire Conference (2003).
- BYU Marriott School Management Conference (2001).

SELECTED BYU AWARDS

- Karl G. Maeser Teaching Award (2012)
- Jack Bailey Teaching and Learning Fellowship (2014)
- Camilla Eyring Kimball Professsor (2015)