

CURRICULUM VITAE

Mary Blair-Loy

Department of Sociology
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Professor, Department of Sociology <https://sociology.ucsd.edu/people/faculty/faculty%20members/mary-blair-loy.html>
Co-Director, Center for Research on Gender in STEMM <https://crg-stemm.ucsd.edu/>

Fields: Gender, Work-Family, Inequalities, STEM, Culture, Organizations

Education: Ph.D., Sociology, University of Chicago
M.Div., Religion, Harvard University
B.A., Sociology (Honors), University of Chicago

RECOGNITIONS

2019. *PNAS* article (with Erin A. Cech) recognized as a top 10 article of 2019 to make a “large impact on the public understanding of science” <https://www.pnas.org/page/topten2019>.

2019. Fellow, Max Planck Sciences PoCenter on Coping with Instability in Market Societies (MaxPo), Paris.

2018. Recognized as a “Top Ten Extraordinary Contributor” in the “Landmark Contributions” category and named as a “Top Fifty Contributor” overall; recognitions were based on publication metrics, impact, and a reputational survey. Bi-annual conference, international Work and Family Researchers Network

2018, 2011. Nominee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research.
2018. Nominee for “Demands and Devotion” (with E. Cech). *Sociological Forum* 2017.
2011. Finalist for “Work Without End? . . . Work-to-Family Conflict among Stockbrokers.” *Work and Occupations*. (Six finalists out of pool of 2,500 work-family research articles in 77 journals)

2018. Fellow, Research Council of Norway Visiting Scholar award, Oslo.

2013-14. Fellow, Center for Advanced Study in Behavioral Sciences at Stanford University (declined).

2012. *Competing Devotions: Career and Family among Women Executives* listed as one of the 102 most cited works in sociology, 2008-2012, in study by Neal Caren (UNC).

2005. William J Goode Book Award from American Sociological Assoc.’s Family Section for *Competing Devotions*.

2007-18. Chair, Sex and Gender Section, American Sociological Assn. (largest section)

2013-14. Chair, Organizations, Occupations and Work Section, American Sociological Assn. (4th largest section)
Media attention: *New York Times*, *Time Magazine*, *Boston Globe*, *Science Daily*, *Nature News*, *Nature*, *Globe and Mail*, *Bloomberg News*, *WBUR Radio Boston*, *Huffington Post*, *Inside Higher Ed*, and other venues.

PI or Co-PI on 12 extramural grants, including PI on three NSF Grants

Publications

Book

M. Blair-Loy. 2003. *Competing Devotions: Career and Family among Women Executives*. Cambridge, MA: Harvard University Press <https://www.amazon.com/Competing-Devotions-Career-Family-Executives/dp/0674018168>
(Received the 2005 William J. Goode Book Award from the American Sociological Association's Family Section and listed as one of the 102 most-cited works in Sociology 2008-2012.)

Edited Volume

Amy Binder, M. Blair-Loy, John H. Evans, Kwai Ng, and Michael Schudson. 2008. *Cultural Sociology and Its Diversity*. Special Issue of the *Annals of the American Academy of Political and Social Science*. Vol. 619

Articles (Peer-reviewed)

Erin A. Cech and M. Blair-Loy. 2019. "The changing career trajectories of new parents in STEM." *PNAS* Mar. 5, 2019 116 (10) 4182-4187 <https://doi.org/10.1073/pnas.1810862116>.

Recognized as a top 10 article of 2019 to make a "large impact on the public understanding of science" <https://www.pnas.org/page/topten2019>.

Among other outlets, covered in:

Science Daily <https://www.sciencedaily.com/releases/2019/02/190218153206.htm>

Nature News <https://www.nature.com/articles/d41586-019-00611-1>

MSN.com/Time <https://www.msn.com/en-us/news/us/stem-careers-are-even-harder-on-parents-than-we-thought-study-finds/ar-BBTRE8A>

Inside Higher Ed <https://www.insidehighered.com/news/2019/03/01/nearly-half-new-moms-and-nearly-one-quarter-new-dads-leave-full-time-stem-employment>

Market Watch <https://www.marketwatch.com/story/how-parenthood-foils-stem-careers-and-not-just-for-women-2019-02-21>

Erin Reid, Olivia O'Neill, and M. Blair-Loy. 2018. "Masculinity in Male-Dominated Occupations: How Teams, Time and Tasks Shape Masculinity Contests." *Journal of Social Issues* Vol 74, Issue 3, pp. 579-606. <https://spssi.onlinelibrary.wiley.com/doi/abs/10.1111/josi.12285>

M. Blair-Loy, Laura E. Rogers*, Daniela Glaser**, Y. L. Anne Wong*, Danielle Abraham** and Pamela C. Cosman. 2017. "Gender in Engineering Departments: Are There Gender Differences in Interruptions of Academic Job Talks?" *Social Sciences* 6(1): 1-19. <https://www.mdpi.com/2076-0760/6/1/29>

Reprinted in Charles, Maria and Sarah Thébaud, eds. 2018. *Gender and STEM: Understanding Segregation in Science, Technology, Engineering and Mathematics*. Basel: MDPI Press.

M. Blair-Loy and Erin A. Cech. 2017. "Demands and Devotion: Cultural Meanings of Work and Overload among Women Researchers and Professionals in Science and Technology Industries." *Sociological Forum* 32(1): 5-27. https://onlinelibrary.wiley.com/doi/full/10.1111/socf.12315?casa_token=njVtIndEclKAAAAA%3AbaUQGCA1PRAiY7ywdUi6MsyKisunY7BPaqSuzin_B3abhicTNXmaHOTn-q1XwGRaHTgXiEkrPSqkQ

(Rosabeth Moss Kanter Award Nominee)

Erin A. Cech, M. Blair-Loy, and Laura E. Rogers*. 2017. "Recognizing Chilliness: How Schemas of Inequality Shape Views of Culture and Climate in Work Environments." *American Journal of Cultural Sociology* 6(1):125-160. <http://link.springer.com/article/10.1057/s41290-016-0019-1>

- M. Blair-Loy, Arlie Hochschild, Allison J. Pugh, Joan C. Williams, and Heidi Hartmann. 2015. "Stability and Transformation in Gender, Work, and Family: Insights from *The Second Shift* for the Next Quarter Century." *Community Work and Family* 18: 435-454.
https://www.tandfonline.com/doi/full/10.1080/13668803.2015.1080664?casa_token=yigrQQYVUN8AAAAA%3AJNxeWdmRAUWBehrcYu-vStngXy3ZuJS09xmTBuc4A0Xp0tu15v7FJ_3nKxR4VIM3aKxCu0XJ2ljk
- Erin A. Cech and M. Blair-Loy. 2014. "Consequences of Flexibility Stigma among Academic Scientists and Engineers." *Work and Occupations* 41: 86-110.
https://journals.sagepub.com/doi/full/10.1177/0730888413515497?casa_token=f7YsKNEEJyEAAAAA%3AjuUe6WQmCj2ti0y3OcOFAQfNiIElWUJeBDLImWX9OxdIQR_C3CjCkEI3Sg2iA-tPC_QG0yyX2pC7
 Covered in: <https://www.insidehighered.com/news/2014/04/01/work-place-flexibility-stigma-affects-non-parents-too-study-suggests>
<http://workinprogress.oowsection.org/2014/04/03/not-just-a-workers-problem-the-consequences-of-flexibility-stigma-among-science-and-engineering-faculty-2/>
- Joan Williams, M. Blair-Loy, and J. Berdahl. 2013. "Cultural Schemas, Social Class, and the Flexibility Stigma." *Journal of Social Issues* 69: 209-234. [Cultural schemas, social class, and the flexibility stigma](#) -
 Summarized in Williams, Blair-Loy & Berdahl. 2013. "Flexibility Stigma: Work Devotion vs. Family Devotion. *Rotman Magazine* Winter 2013.
- M. Blair-Loy, Amy S. Wharton, and Jerry Goodstein. 2011. "Exploring the Relationship between Mission Statements and Work-Life Practices in Organizations." *Organization Studies* 32: 427-450.
- Erin A. Cech and M. Blair-Loy. 2010. "Perceiving Glass Ceilings? Meritocratic vs. Structural Explanations among Women in Science and Technology." *Social Problems* 57: 371-397.
- M. Blair-Loy. 2009. "Work Without End? Scheduling Flexibility and Work-to-Family Conflict among Stockbrokers." *Work and Occupations* 36: 279-317.
 (Rosabeth Moss Kanter Award Finalist)
- Amy S. Wharton, Sarah Chivers*, and M. Blair-Loy. 2008. "Use of Formal and Informal Work-Family Policies on the Digital Assembly Line." *Work and Occupations* 35: 327-350.
- Amy S. Wharton and M. Blair-Loy. 2006. "Long Work Hours and Family Life: A Cross-National Study of Employees' Concerns." *Journal of Family Issues*. 27: 415-436.
- M. Blair-Loy and Amy S. Wharton. 2004. "Mothers in Finance: Surviving and Thriving." *Annals of the American Academy of Political and Social Science*. 596: 151-171.
- M. Blair-Loy and Amy S. Wharton. 2004. "Organizational Commitment and Constraints on Work-Family Policy Use: Corporate Flexibility Policies in a Global Firm." *Sociological Perspectives* 47: 243-267.
- M. Blair-Loy and Jerry A. Jacobs. 2003. "Globalization, Work Hours, and the Care Deficit among Stockbrokers." *Gender & Society* 17: 230-249.
 Reprint 2006 In M. K. Zimmerman, J. S. Litt, and C.E. Bose, eds., *Global Dimensions of Carework*. Stanford University Press.

M. Blair-Loy and Gretchen DeHart*. 2003. Family and Career Trajectories among African American Female Attorneys." *Journal of Family Issues* 24: 908-933.

Reprint. 2006. In P. J. Dubeck, ed. *Workplace/Women's Place*, 3rd edition. Roxbury Publishing

M. Blair-Loy and Amy S. Wharton. 2002. "Employees' Use of Family-Responsive Policies and the Workplace Social Context." *Social Forces* 80: 813-845.

Amy S. Wharton and M. Blair-Loy. 2002. "The 'Overtime Culture' in a Global Corporation: A Cross National Study of Finance Professionals' Interest in Working Part-Time." *Work and Occupations* 29: 32-63.

M. Blair-Loy. 2001. "Cultural Constructions of Family Schemas: The Case of Women Executives." *Gender & Society* 15: 687-709.

(Sally Hacker Prize from Sex and Gender Section of the American Sociological Association)

M. Blair-Loy. 2001. "It's Not Just What You Know, It's Who You Know: Technical Knowledge, Rainmaking, and Gender among Finance Executives." *Research in the Sociology of Work* 10: 51-83.

M. Blair-Loy. 1999. "Career Patterns of Executive Women in Finance: An Optimal Matching Analysis." *American Journal of Sociology* 104: 1346-97.

Jerry A. Jacobs and M. Blair-Loy. 1996. "Gender, Race, Local Labor Markets, and Occupational Devaluation." *Sociological Focus* 29: 209-230 (special issue on Gender in the Workplace, edited by Barbara F. Reskin).

Reprint. 2001. In E. Anderson and D. S. Massey, eds. 2001. *The Problem of the Century: Racial Stratification in the United States*. Russell Sage Foundation.

Ross M. Stolzenberg, M. Blair-Loy and Linda J. Waite. 1995. "Religious Participation in Early Adulthood: Age and Family Life Cycle Effects on Church Membership." *American Sociological Review* 60: 84-103.

* Graduate student co-author **Undergraduate student co-author

Chapters in Edited Collections

M. Blair-Loy and Stacy J. Williams*. 2017. "Long Hours and the Work Devotion Schema: The Case of Executive Men in the United States." Pp. 141-155 in Berit Brandth, Sigtona Halrynjo and Elin Kvande, eds. *Work-Family Dynamics and the Competing Logics of Regulation, Economy and Morals*. Routledge.

M. Blair-Loy and Stacy J. Williams*. 2017. "Devoted Workers, Breadwinning Fathers: The Case of Executive Men in the United States." Pgs. 41-60 in M. Oechsle and B. Liebig, eds. *Fathers in Work Organizations: Inequalities and Capabilities, Rationalities and Politics*. Berlin/Opladen/Toronto: Budrich.

M. Blair-Loy. 2013. "Moral Meanings in the Work-Family Literature." *ASA/NSF Report on the Science of Morality: Disciplinary and Interdisciplinary Approaches Now and in the Future*. Washington, DC: Amer. Sociological Assn.

M. Blair-Loy and Stacy J. Williams*. 2013. "Male Model of Career." In Vicki Smith, ed. *Sociology of Work: An Encyclopedia*. Los Angeles: Sage Publications.

M. Blair-Loy. 2010. "Moral Dimensions of the Work-Family Nexus." In S. Hitlin and S. Vaisey, eds. *Handbook of the Sociology of Morality*. New York: Springer.

Jerry Goodstein, M. Blair-Loy, and Amy S. Wharton. 2009. "Organization-Based Legitimacy: Core Ideologies and Moral Action." In I. Reed and J. Alexander, eds. *Meaning and Method: The Cultural Approach to Sociology*. Boulder, CO: Paradigm Publishers.

Amy Binder, M. Blair-Loy, John H. Evans, Kwai Ng, and Michael Schudson. 2008. "The Diversity of Culture." *Cultural Sociology and its Diversity*. Special issue of the *Annals of the American Academy of Political and Social Science*. Vol. 619 (September).

M. Blair-Loy and Michal Frenkel. 2005. "Societal Cultural Models of Work and Family: An International Perspective." In M. Pitt-Catsouphes and P. Raskin, eds., *Work-Family Encyclopedia*, Sloan Work & Family Research Network.

M. Blair-Loy. 2004. "Work Devotion and Work Time." In C. F. Epstein and A. Kalleberg, eds., *Fighting for Time: Shifting Boundaries of Work and Family*. Russell Sage Foundation.

* Graduate student co-author

Grants to support my research (next section lists my grants supporting my students' research)

PI, National Science Foundation. HRD. "ADVANCE Partnership: Multi-Campus Transformation Equity Network (MCTEN)," #2017570. 2020-2023, with Co-PI Jennifer MacKinnon (\$260,998).

MaxPo Visiting Scholar, 2019 (June July). MaxPo - Max Planck Sciences Po Center on Coping with Instability in Market Societies, Sciences Po, Paris, France (€ 1500). <http://www.maxpo.eu/>.

PI, National Science Foundation. HRD "The Faculty Hiring Process for Women and Men in Academic STEM: Assessing Fairness in Evaluation Ratings and the Interview Experience," #1661306. 2017-21, with Co-PIs Pamela Cosman and Stephanie Fraley. (\$512,500).

PI, Research Council of Norway Visiting Scholar Grant. 2017-2018 (\$27,000).

Co-PI. National Science Foundation. REESE-SBP "The Price of Parenting in STEM: Explaining Career Paths and Pay Consequences of Parenthood among Science and Engineering Professionals." 2015-2018, with PI Erin Cech. (UCSD Subaward \$103,292).

Co-PI. Norwegian Research Council. "Cracks in the glass ceiling? Female career patterns in the United States and Norway." 2014-2018. PI of UCSD Subproject 222 (\$51,500).

Larger Project #236770, "Gender Segregation in the Labour Market: Comparative Perspectives and Welfare State Challenges," Institute for Social Research, Oslo.)

PI, UC San Diego. Frontiers of Innovation Research Center Grant, launched Center for Research on Gender in STEMM. 2015-2017. (\$31,200)

PI, National Science Foundation. Advance PAID-Research, "Divergent trajectories: A Longitudinal Study of Organizational and Departmental Factors Leading to Gender and Race Differences in STEM Faculty Advancement, Pay, and Persistence" #110707, with Co-PI Erin Cech. 2011-2017 (\$554,231).

PI, Labor and Employment Fund, University of California. "Work-Family Balance, California Paid Family Leave, and Executive Men," 2005-2007 (\$31,793).

PI, Citigroup Behavioral Sciences Research Council, "Understanding the Use and Perceptions of Corporate Work-Family Policies II" (with PI Amy S. Wharton), 2000-2004 (\$226,976).

Alfred P. Sloan Foundation. "Extended Stock Market Hours and the Restructuring of Financial Service Work" (with Jerry A. Jacobs), 1999-2002 (\$260,500).

PI, Citicorp Behavioral Sciences Research Council Exploratory Grant, "Understanding the Use and Perceptions of Corporate Work-Family Policies" (with PI Amy S. Wharton), 1998 (\$15,000).

PI, Henry Murray Research Center at the Radcliffe Institute for Advanced Study, "Careers of African American Female Attorneys: An Optimal Matching Analysis," 1998 (\$5,000).

National Science Foundation Doctoral Dissertation Improvement Grant, 1995 (\$4,000) (with my dissertation advisor Andrew Abbott listed as PI).

Grants listing me as PI for my Graduate Students' research

National Endowment for the Arts (NEA) Research: Art Works. "Rehabilitation through the Arts: A Quantitative and Qualitative Evaluation of California Prison Fine Arts Programs," with student Laura Pecenco, 2015-2018 (\$25,000).

National Science Foundation, "Doctoral Dissertation Research: Disruption to the Gendered Body: How Oncologists and Patients Understand the Cancer Experience" with student Laura Rogers, 2015-2017.

2 Chancellor's Interdisciplinary Collaboratories Grant for "Gender Inequality: Ideology and Consequences" to support five students (with Co-PIs Rebecca Plant and Jeanne Ferrante, 2012-2014 (\$90,000 total).

National Science Foundation, "Doctoral Dissertation Research: The Expressive Edge of Inequality" with student Erin A. Cech, 2009-2011.

National Science Foundation, "Doctoral Dissertation Research: Taking Measure of Conversion Therapy Outcomes" with student Thomas Waidzunas, 2008-2010.

National Science Foundation "Doctoral Dissertation Research: Learning to Love Labor: Low-Income Mothers, Work-Family Balance, and Public Assistance" with student Judith Hennessy, 2003-2004

Reviews

2014. Review of Mary Ann Mason, Nicholas H. Wolfinger, and Marc Goulden, *Do Babies Matter? Gender and Family in the Ivory Tower*. *Gender and Society* 28(5): 777-779.

2014. Review of Jamie L. Mullaney and Janet Hinson Shope, *Paid to Party: Working Time and Emotion in Direct Home Sales*. *American Journal of Sociology* 119(4): 1181-1183.

2013. Review of Kevin J. Delaney. *Money at Work: On the Job with Priests, Poker Players, and Hedge Fund Traders*. *Accounts* (Newsletter of Economic Sociology Section of American Sociological Association) 12(1): 18-20. <http://www.asanet.org/sectionecon/accounts-vol12issue1.htm>

2013 (with Melissann L. Herron*). "The Resilience of Gender and Gender Inequality in the Contemporary United States." Review of Cecelia Ridgeway, *Framed by Gender: How Gender Inequality Persists in the Modern World*. *Sex Roles* 68: 621-625.

2011. Review of Kathleen Gerson's *The Unfinished Revolution: How a Generation is Reshaping Family, Work, and Gender in America*. *Work and Occupations* 38(4): 508-510

2009. Review of Marjorie L. DeVault, ed., *People at Work: Life, Power, and Social Inclusion in the New Economy*. *Contemporary Sociology* 38: 200-201.

2006. Review of Karen V. Hansen, *Not-so-Nuclear Families: Class, Gender, and Networks of Care*. *Contemporary Sociology* 35: 257-258.

2005. Review of Ellen Ernst Kosek and Susan J. Lambert, eds., *Work and Life Integration: Organizational, Cultural, and Individual Perspectives*. *Admin. Sci. Quarterly* 50: 642-644.

2004. Review of Phyllis Moen, ed., *It's About Time: Couples and Careers*. *Contemporary Sociology* 33: 308-310.

2004. Review of Eva Fodor, *Working Difference: Women's Working Lives in Hungary and Austria, 1945-1995*. *American Journal of Sociology* 109: 998-1000.

2002. Review of Kimberly A. Reed, *Managing our Margins: Women Entrepreneurs in the Suburbs*, *American Journal of Sociology* 107:1109-1110.

1999. Review of Jackson W. Carroll et al., *Being There*, *American Journal of Sociology*. 104: 1879-1880.

1998. Review of Janice M. Steil's *Marital Equality: Its Relationship to the Well-Being of Husbands and Wives*, *Contemporary Sociology* 27: 248-9.

1995. Review of Michael Roper's *Masculinity and the British Organization Man since 1945*, *American Journal of Sociology* 100: 1341-1343.

Reports

M. Blair-Loy, et al. March 31, 2015. "Report of the Academic Senate-Administrative Joint Task Force on Family Accommodations." UC San Diego.

M. Blair-Loy, Erin A. Cech, Laura Pecenco*, and Stacy J. Williams*. 2013. "The Persistence of Male Power and Prestige in the Professions" with Case Studies on Science and Engineering, Legal and Medical Professions. <http://crg-stemm.ucsd.edu/projects/index.html>

Selected Professional Activities

Co-Director, Center for Research on Gender in STEMM, <https://crg-stemm.ucsd.edu/> (2015-present).

Editorial Board: *Journal of Gender and Power* (2013 – present)

Advisory Board: Lead Inclusively, Inc. (2019-present)

Media attention

New York Times, Time Magazine, MSN.com, Boston Globe, Nature News, Science Daily, Globe and Mail, WBUR Radio Boston, Huffington Post, More Magazine, Business News Daily, Inside Higher Ed, AARP Bulletin, KPBS, and others.

American Sociological Association (ASA) Positions and Activities (selected)

Chair, Sex and Gender Section (2017-2018).

Chair, Organizations, Occupations and Work (OOW) Section (2013-14).

Council, Economic Sociology Section (2006-2009)

Council, Organizations, Occupations and Work Section (2005-2008)

Regular presentations at annual meetings (not individually listed here)

Sessions Organized: 2017 Conceptualizing, Operationalizing and Measuring Gendered and Sexual Violence (Sex and Gender Section, invited panel); 2017 Gender and Work; 2014 Work, Careers, Organizations, and Labor Markets in STEM Fields (OOW Section); 2011 Professional Authority, Bureaucracy, and the Market (Thematic Session); 2009 Gender, the Economy, & Work (Economic Sociology and Sex & Gender Sections); 2007 Occupational Cultures (Culture Section); 2006 Work-Family Research 2006 (Family and OOW Sections).

ASA Committees: 2018 Levine Dissertation Award Cmte, ASA Sexualities and Sex and Gender Sections plus LGBTQ Caucus; Chair, Article Awards Cmte., Sex & Gender Section 2017; Chair, Max Weber Award Cmte., OOW Section 2011; Chair, Viviana Zelizer Distinguished Scholarship Award Cmte., Economic Sociology Section 2007; Member, William J. Goode Book Award Cmte., Family Section 2007; Member, Nominations Cmte., Culture Section 2005-06; Chair, Best Article Cmte., Culture Section 2005.

International Invited Talks

December 9, 2019. “Reinforcing Gender Segregation by Constructing Masculine Brilliance in Academic STEM.” Keynote Presentation for the Conference Gender Segregation in the Labour Market, Institute for Social Research, Oslo, NO.

August, 2019. External evaluator for public defense of dissertation by Olof Juliusdottir. University of Iceland, Reykjavik.

June, 2019. “Gender Inequality in Business Careers in the US and Norway: How Regulatory and Moral Logics Compete within the Liberal Economic Logic of Global Capitalism.” SCOOPS seminar, Max Po Center, Paris.

June, 2018. “Misconceiving Merit: Constructing Excellence and Devotion in Academic Science and Engineering at a U.S. University.” Institute for Social Research, and the Centre for Research on Gender Equality (CORE), Oslo, Norway.

March, 2016. Keynote for “Gender Unlimited” Conference, University of Tilburg, The Netherlands.

June, 2015. “How shatterproof are glass ceilings in the business sector? Cultural and structural factors reinforcing gender inequality in the US and Norway.” Keynote, Conference on the Glass Ceiling by Norwegian University of Science and Technology (NTNU) and Centre for Research on Gender Equality (CORE), Trondheim, Norway.

March, 2015. “Work Devotion and Masculinity among Executive Men.” International Conference on Fathers in Work Organizations: Inequalities and Capabilities, Rationalities and Politics” at Center for Interdisciplinary Research (ZiF), Bielefeld University, Germany.

March, 2015. Guest Lecturer, Short graduate course on “Work Devotion and Masculinity among Executive Men.” Bielefeld University, Germany.

November, 2013. Panelist for “Reconciling Work and Family – The impact of Culture, the Economy and the Welfare State,” Norwegian National Center for Research on Gender Equality, Oslo (unable to attend).

April, 2013. “Gendered Cultural Understandings of Devotion, Inclusion and Exclusion in Academia.” Frauen in der Spitzenforschung (Women in Cutting-Edge Research) Conference, Univ. of Hamburg, Germany.

International Expert for project “New Theoretical perspectives on the Nordic Model of Work-Family Reconciliations” (PIs: Berit Brandth and Elin Kvande, NTNU, Trondheim and Sigtona Halrynjo, Institute for Social Research, 2012-Present).

National Invited Talks

2020. May. Talk to the Paul Merage School of Business, UC Irvine. **Postponed** due to Corona virus.

2020. April. Featured guest at Ethnography Lab, Stanford University.

2019. December 2. Keynote for Fall Meeting of Committee on Women in Sciences, Engineering, and Medicine, National Academies of Sciences, Engineering, Medicine, Fall Meeting. Washington DC.
Covered in two “Comments and Opinion” articles, *Nature*, Jan. 29 and Feb. 12, 2020.

April 2019. “Gender and the reception of scientific excellence: Job talks in academic engineering.” Achieving Equity & Diversity in Faculty Recruitment - Research & Practice Conference. UC Davis.

2017. “Public Cultural Sociology, Invited Panel for the Culture Section of the American Sociological Association meetings, Montreal.

2014. Plenary: “Arlie Hochschild’s *The Second Shift*: 25 Years Later.” Work and Family Researchers Network Biannual Meetings, Washington DC.

2013. “Gendered Cultural Understandings in Academia.” Presidential Panel, American Sociological Association Annual Meetings.

2012. “The Subtleties of Cumulative Disadvantage among Women and Men Faculty in STEM.” Women’s Faculty Cabinet, University of Minnesota.

2012. "Intensive Work Commitment among Executive Men." Department of Sociology, University of Minnesota.

2011. "Work Devotion." Redesigning and Redefining Work Group, Clayman Institute for Gender Research, Stanford University.

2010. "Demands and Devotion." Department of Sociology, UC Berkeley.

2010. "Progressive Family Values: Work Life and Home Life." American Constitution Society panel held at Thomas Jefferson School of Law, San Diego, CA.

2009. "Moral Dimensions of the Work-Family Nexus." NSF Morality Conference. Arlington.

University of California Invited Talks

October, 2020. Advancing Faculty Diversity Symposium, UC Santa Cruz (via Zoom)

March, 2019. "Misconceiving Merit: Constructing Excellence and Devotion in Academic Science and Engineering." Department of Sociology, UC San Diego.

January, 2016. "Brilliant or Bossy? Implicit Bias and Gender Schemas in Evaluating Academic Faculty." SAWA, Department of Anesthesiology, UC San Diego.

April, 2015. "Brilliant or Bossy? Implicit Bias and Gender Schemas in Evaluating Academic Faculty." UC San Diego Leadership Workshop.

October, 2013. "Diversity, Leadership, and Teaching-Mentoring: Linking Personal Values to Disciplinary Norms among STEM Faculty." UC-wide ADVANCE Conference Roundtable on Role of Contributions to Diversity in Academic Hiring and Review, hosted at UC San Diego.

March, 2013. "Intensive work commitment among executive men: Cultural inheritance and contemporary meanings." Department of Social and Behavioral Sciences, UC San Francisco.

March, 2013. "Opportunities and Challenges for Women in STEM Fields." 5th Annual UC San Diego Women's Conference.

March, 2013. "Gender in STEMM Professions: Implicit Biases rooted in Culture." GradWISE (Grad. Students Women in Science and Engineering) Event on Leadership Skills.

Service UC-Wide

Member, UC ADVANCE PAID Research Scholars Advisory Board. Advised UC Provost Susan Carlson (PI) and colleagues in support of a UC research and dissemination project, NSF ADVANCE PAID: Meeting the California Challenge—Women and Under-represented Minority Faculty in STEM. 2012-2014.

Service UC San Diego

2019-21, Academic Senate Committee on Committees.

2017-18, Member, Faculty Experience Survey Cmte.

2016-17. Served the Office of Research Affairs as a reviewer of the Center on Global Justice.

2015. Member, Joint Faculty Senate-Administration Ad Hoc on Salary Equity Review.

2014-15. Associate Vice Chancellor-Faculty Diversity and Equity, office of the VC-EDI.

- Led Joint Faculty-Administrative task force on faculty family accommodations and convinced Faculty Senate and Administration to endorse our recommendations. I then led an Implementation Committee and worked with campus partners to institutionalize a more inclusive, progressive, and proactive set of family accommodation policies, which have become models for other UCs
- Spearheaded the first ever statistical report on faculty gender and race/ethnicity for each department on general campus with unit comparators. Consulted with senior administration and each divisional Dean on their numbers and proposed strategies for increasing the proportion of faculty from underrepresented groups.
- Developed curricula and trained trainers of faculty search committees across campus.

2011-2014. Consultant, Chancellor's Cmte. on the Status of Women

2008-2009. Subcmte. on Faculty Welfare, UCSD Faculty Senate.

2005-07. Subcmte. on Research, UCSD Faculty Senate.

2004-06. Steering Cmte., Critical Gender Studies Program.

UC San Diego, Department of Sociology

2019-21. Graduate Program Cmte.

2018-2019. Chair, Faculty Recruitment Cmte. (two searches)

2017-2018, Sociology representative to the Academic Senate.

2016-17. Faculty Recruitment Cmte., Undergraduate Advisory Cmte., and Colloquium Cmte.

2015-16. Colloquium Cmte.

2014-2015. Faculty Recruitment Cmte.

2011-14 and 2005-08. Director of Graduate Studies

I directed our graduate program which each overlapped with a successful external review of our graduate program in 2006 and 2014. I spearheaded curricula reforms, established competitive summer funding for graduate students, set up an internal Department Teaching Assistant training program, and helped institutionalized an annual Spring graduate student conference.

2010-11. Faculty Recruitment Cmte.

2005-10. Co-convener of five UCSD Culture Conferences

2008- 2012. Coordinator, Inequalities Workshop.

2004-05. **Chair**, Faculty Recruitment Cmte. (**3 searches**).

2003-04. Faculty Recruitment Cmte.

2003-12. Co-convener, Culture and Society Workshop.

2003-04. Undergraduate Curriculum Cmte.

Teaching at UC San Diego

Undergraduate courses: Gender and Work; Sociology of Gender; Sociology of the Family; Inequalities and Jobs; Introduction to Society; Seeing the Invisible: How Gender and Sexuality Shape Opportunity.

Graduate courses: Sociology of Gender; Gender, Work and the Economy.

Regularly advise and employ graduate students

Regularly serve as mentor on undergraduate research projects, honors theses, and internships.