

## CURRICULUM VITAE

### Mary Blair-Loy

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Professor, Department of Sociology and Co-Director, Center for Research on Gender in STEMM

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

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

### RECOGNITIONS

2023. AERA (Amer. Educational Research Association) [Outstanding Publication Award in Higher Ed. \(Division J\)](#) for *Misconceiving Merit*.

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

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>.

2018. Recognized as a “Top Ten Extraordinary Contributor” in “Landmark Contributions” category and “Top Fifty Contributor” overall, Hill et al. “Identifying extraordinary contributors to work and family research” *Community, Work & Family* 22:4, 527-544, DOI: [10.1080/13668803.2019.1596881](https://doi.org/10.1080/13668803.2019.1596881).

2018 Nominee and 2011 Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research.

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

2012. *Competing Devotions* listed as one of 102 most cited works in sociology, 2008-2012, Neal Caren (UNC) study.

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. (4<sup>th</sup> largest section)

PI/Co-PI on 12 extramural grants, including PI on three NSF Grants and Co-PI on a fourth NSF.

Media attention: [Parents](#), *New York Times*, *Time Magazine*, *Boston Globe*, [Science](#), *Science Daily*, *Nature News*, *Nature*, *Globe and Mail*, *Bloomberg News*, *WBUR Radio Boston*, *Huffington Post*, *Inside Higher Ed*, *More Magazine*, *Business News Daily*, *AARP Bulletin*, KPBS, and others.

## PUBLICATIONS

### Books

M. Blair-Loy and Erin A. Cech. 2022. ***Misconceiving Merit: Paradoxes of Excellence and Devotion in Academic Science and Engineering***. Univ. of Chicago Press  
<https://press.uchicago.edu/ucp/books/book/chicago/M/bo161019313.html>

- ❖ 2023. AERA (American Educational Research Assoc.), Outstanding Publication Award in Higher Education (Div. J)
- ❖ Selected Reviews:
  - [Science 2022, Aug. 18.](#)
  - [Review of Higher Education, 2023, Spring](#)
  - [Social Forces 2023, April](#)
  - [SWE Magazine of Society of Women Engineers, 2023, Spring](#)
  - [Times Higher Education, 2022, July 22.](#)
  - [Contemporary Sociology 2023, Nov.](#)
- ❖ Also covered in:
  - [Inside Higher Ed, 2022, June 22](#)
  - [The Science Meritocracy Myth Devalues Women,” Science, 2023, March 31](#)

M. Blair-Loy. 2003, 2005. ***Competing Devotions: Career and Family among Women Executives***. Cambridge, MA: Harvard University Press <https://www.amazon.com/Competing-Devotions-Career-Family-Executives/dp/0674018168>

- ❖ 2005 William J. Goode Book Award from the American Sociological Association’s Family Section
- ❖ 2018. Recognized as a “Top Ten Landmark Contribution” to Work-Family field in analysis by Hill et al. [10.1080/13668803.2019.1596881](https://doi.org/10.1080/13668803.2019.1596881).
- ❖ 2012 Listed as one of “The most-cited works in Sociology, 2012 edition” <https://scatter.wordpress.com/2012/12/21/cited/>
- ❖ Many reviews, incl. 2013 essay on 12 seminal books, “[The More They Change, the More They Stay the Same? Understanding Family Change in the Twenty-First Century](#)” by S. Bianchi. [Contemporary Sociology 42\(3\)](#).

### 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

**Research Articles and Chapters** \*indicates student co-author

M. Blair-Loy, Stephen Reynders\*, Beth Mitchneck, Avesta Baraki, Rebecca Lewison & John Crockett. 2023. Pandemic impacts, cultural conflicts and moral dilemmas among faculty at a Hispanic-serving research university, *Community, Work & Family*, DOI: [10.1080/13668803.2023.2271644](https://doi.org/10.1080/13668803.2023.2271644)

M. Blair-Loy, S. Reynders\* and E.A. Cech. 2023. "Productivity metrics and hiring rubrics are warped by cultural schemas of merit." *Trends in Microbiology*. Cell Press 31 (6) June: 556=558. DOI: [10.1016/j.tim.2023.03.004](https://doi.org/10.1016/j.tim.2023.03.004)

M. Blair-Loy, O.V. Mayorova, P.C. Cosman, and S.I. Fraley. 2022. "Can rubrics combat gender bias in faculty hiring?" *Science* 377 (Issue 6601): 35-37. DOI: [10.1126/science.abm2329](https://doi.org/10.1126/science.abm2329)

❖ [Inside Higher Ed](#), 2022 July 11

D. Roselin, J. Lee, R. Jagsi, M. Blair-Loy, K. Ira, P. Dahiya, J. Williams, C. Mangurian. 2022 (Oct. 26). "Medical Student Parental Leave Policies at U.S. Medical Schools." *Journal of Women's Health* 31 (10): 403-1410. DOI: 10.1089/jwh.2022.0048 <https://www.liebertpub.com/doi/pdfplus/10.1089/jwh.2022.0048>

Sigtona Halrynjo and M. Blair-Loy. 2022. "Women's Underrepresentation in Corporate Power in Norway and US: Beyond In-group Favoritism." *Nordic Journal of Working Life*. <https://tidsskrift.dk/njwls/article/view/128592>  
<https://doi.org/10.18291/njwls.128592>

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 others, covered in: [Science Daily](#); [Nature News](#); [MSN.com/Time](#); [Inside Higher Ed](#); [Market Watch](#)

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://spsli.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://doi.org/10.3390/socsci6010029> <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://doi.org/10.1111/socf.12315>

- ❖ 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. <https://doi.org/10.1057/s41290-016-0019-1> <http://link.springer.com/article/10.1057/s41290-016-0019-1>

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 Kvanne, 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, 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://doi.org/10.1080/13668803.2015.1080664>

Erin A. Cech and M. Blair-Loy. 2014. "Consequences of Flexibility Stigma among Academic Scientists and Engineers." *Work and Occupations* 41: 86-110. <https://doi.org/10.1177/0730888413515497>

❖ Covered in [Inside Higher Ed](#) and [Work In Progress](#)

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 *Rotman Magazine* Winter 2013.

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, 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. 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.

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 (Six finalists out of pool of 2,500 research articles in 77 journals)

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 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).

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 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 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. 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.

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 Zimmerman, Litt & 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*, 3<sup>rd</sup> 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.

\* Student co-author

## Op-Eds

[M. Blair-Loy. 2003. "Support Caregiving Scientists."](#) Discussion of Habeeb's *Fixing Academia's Childcare Problem*. *Forum, Issues in Science and Technology* 39 (3) Spring.

[M. Blair-Loy & E.A. Cech. June 28, 2022. "Misconceiving Merit' Inside Higher Ed.](#)  
<https://www.insidehighered.com/news/2022/06/28/authors-discuss-book-science-and-definitions-merit>

[M. Blair-Loy and E.A. Cech. 2022, Aug. 4. "Address STEM inequality by reconceiving merit."](#) *Times Higher Education Campus*. <https://www.timeshighereducation.com/campus/address-stem-inequality-reconceiving-merit>

## GRANTS

### Supporting 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. 2020-2024, with Co-PI Jennifer MacKinnon (\$260,998).

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. 2017-24, with Co-PIs Pamela Cosman and Stephanie Fraley. (\$512,500).

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, 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" #1107074, 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 R. Plant and J. Ferrante, 2012-2014 (\$90,000).

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**

M. Blair-Loy. [2023. Review of C. Sugimoto & V. Lariviere's \*Equity for Women in Science\*. \*Science\* 380 \(6643\): 352-252. DOI: \[10.1126/science.adh2719\]\(https://doi.org/10.1126/science.adh2719\)](#)

M. Blair-Loy. [2022. Review of Shani Orgad, \*Heading Home: Motherhood, Work, and the Failed Promise of Equality\*. \*Contemporary Sociology\* 51\(6\):496-498.](#)

M. Blair-Loy [2022. Review of Laura Bunyan's \*Modern Day Mary Poppins: The Unintended Consequences of Nanny Work\*. \*Gender & Society\*. 46\(3\):458-9. <https://doi.org/10.1177/08912432221083861>](#)

M. Blair-Loy. 2021. Review of Pamela Stone and Meg Lovejoy, *Opting Back In: What Really Happens*

*When Mothers Go Back to Work.* *American Journal of Sociology* 126 (4): 1004-1006.  
<https://doi.org/10.1086/711362>

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

M. Blair-Loy. 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.

M. Blair-Loy. 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>

M. Blair-Loy. 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.

M. Blair-Loy. 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

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

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

M. Blair-Loy. 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.

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

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

M. Blair-Loy. 2002. Review of Kimberly A. Reed, *Managing our Margins: Women Entrepreneurs in the Suburbs,* *American Journal of Sociology* 107:1109-110.

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

M. Blair-Loy. 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. 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, 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 AND SERVICE

National Academies of Sciences, Engineering, Medicine Committee on Policies and Practices for Supporting Family Caregivers Working in SEM, Jan. 2023 – June 2024.

### Advisory Board Member:

NSF HRD-ECR grant, *Understanding when Diversity, Equity, and Inclusion Work "Counts" in Faculty Evaluation* (Kerryann O'Meara, Univ. of Maryland, PI) (2021-2024).

NSF AGEP grant, *University of California Alliance: A Model to Advance Equitable Hiring of Teaching-Focused Faculty in STEM* (Stanley Lo, UCSD, PI) (2021-2024)

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.

### 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)

*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.

I present regularly at the ASA and WFRN (Work-Family Researchers Network) Meetings.

### International Invited Talks (selected)

2024. June. Author Meets Readers panel featuring my book *Misconceiving Merit*. WFRN biennial meetings, Montreal.

2023. Aug. 24. [Authors Meets Critics](#) featuring my book *Misconceiving Merit*. Work2023 Conference, Turku, Finland.

2019. Dec. 9. “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.

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

2019. June. “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, Max Po Center, Paris.

2018. June. “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.

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

2015. June. “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.

2015. March. “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.

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

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

2012-2017. 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).

### National Invited Talks (selected) (See also University of California Invited Talks Below)

2023. November. “Misconceiving Merit in Academic Science.” Department of Biochemistry and Molecular Biology. Michigan State University, E. Lansing, MI.

2023. April 27. "Is Meritocracy" in STEM research inherently biased?" Weill Cornell Medical School, New York City.

2023, April 13. "Misconceiving Merit. . . And what to do about it." Hanson Center for Inclusive STEM Education, Lafayette College, Easton, PA.

2023. February. Authors Meet Critics Panel featuring my book *Misconceiving Merit*, Eastern Sociological Society Meetings, Baltimore, MD.

2023. Jan. 20. Panel speaker. Author Meets Readers, WFRN Virtual Conference Series plenary session on Claudia Goldin's *Career & Family: Women's Century Long Journey Towards Equity*.

2022. Mar. 29. "Can rubrics combat gender bias in faculty hiring?" Symposium by the NSF RUA AGEP Alliance (Research University Alliance) in Innovative Hiring Practices to Improve Diversity. (Invited by Mark Smith, Co-PI, Dean of the Graduate School, Sr VP Academic Affairs, Professor, EE, Univ. of Texas.)

2022. Mar. 23. "A pandemic opportunity? Challenging the taken-for-granted cultural schemas of excellence and devotion in academic STEM." Workshop on Long-term Impact of COVID-19 on the Careers of Women in STEM. **National Academies of Sciences, Engineering, Medicine**. (Link: [Long-term Impact of COVID-19 on the Careers of Women in STEM](#) )

2021. Feb. Keynote for Evolution of Work Conference at CREW San Diego, part of a national networking group that supports the advancement of women in commercial real estate fields, including architecture, brokerage, construction, design, engineering and finance.

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.

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

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

2014. June. 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.

### University of California Invited Talks (selected)

2023. April 18. How to define "excellent scientists" --- misconceiving merit in STEM academia. Women in ECE (WeCe), UC San Diego.

2023. Jan. 13. "Misconceiving Merit in Academia" Keynote followed by expert panel discussion. Center for Faculty Diversity and Inclusion, UC San Diego.

2022. Sept. 19. "Misconceiving Merit...and What to Do About It." Kenote, Academy for Inclusive Excellence, UC Irvine.

2022. May 13. "Misconceiving Merit: Paradoxes of Excellence and Devotion in Academic Science and Engineering." Colloquium presentation, Paul Merage School of Business, UC Irvine

2022. May 5. "A pandemic opportunity? Challenging the taken-for-granted cultural schemas of excellence and devotion in academic STEM," UC-Wide Summit on Best Practices on Under-represented Faculty Climate and Retention," UCLA. [Program Highlights](#)

October. 2020. Advancing Faculty Diversity Symposium, UC Santa Cruz.

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 San Diego**

2016-Present. Co-Director, Center for Research on Gender in STEMM, UC San Diego

2023-24. Academic Senate Committee on Academic Personnel (CAP)

2023 Review Committee, Provost

2022 Review Committee, AVC Health Sciences Joann Trejo

2019-22, Academic Senate Committee on Committees (campus elected position)  
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. Our recommendations were endorsed by Faculty Senate and Administration.
- Led Implementation Committee, which worked with campus partners to institutionalize a more inclusive and progressive set of family accommodation policies, which became a model for UCs.
- Spearheaded the first UCSD 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

2022-23; 2011-14; 2005-08. Director of Graduate Studies

- Each of my 3 overlapped with our 3 most recent external reviews of the graduate program (2006, 2014, and 2023). I spearheaded curricula reforms, established summer funding for graduate students, set up an internal Department Teaching Assistant training program, strengthened mentoring program, etc.

2019-22. 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.  
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: Current: Gender and Work; Sociology of Gender. Former: Family; Inequalities and Jobs; Introduction to Society; Seeing the Invisible: How Gender and Sexuality Shape Opportunity.*

*Graduate course: Current: Sociology of Gender.*

Regularly advise and employ graduate students.

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

### **Teaching and mentoring beyond UC San Diego**

International external evaluator of dissertations

- January 2024. Sheilla Njoto, Univ. of Melbourne, Victoria, Australia
- August 2019. Olof Juliusdottir. University of Iceland, Reykjavik

April 2020. Guest speaker at graduate Ethnography Lab, Stanford University