

JILL E. YAVORSKY

University of North Carolina at Charlotte
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EDUCATION

Doctor of Philosophy, Sociology, 2017

The Ohio State University, Columbus, OH

Dissertation: "Inequality in Hiring: Gendered and Classed Discrimination in the Labor Market"

Master of Arts, Sociology, 2012

The Ohio State University, Columbus, OH

Bachelor of Science, Fisher College of Business, 2006

The Ohio State University, Columbus, OH

POSITIONS HELD

2023 – Present Associate Professor, Department of Sociology
University of North Carolina at Charlotte

2017 – Present Core faculty member, Organizational Science PhD program
University of North Carolina at Charlotte

2017 – 2023 Assistant Professor, Department of Sociology
University of North Carolina at Charlotte

TEACHING AND RESEARCH INTERESTS

Gender Stratification; Work and Organizations; Economic Elites; Gender, Race, and Class; Family and Work Dynamics

PUBLICATIONS ⁺ *Indicates coauthorship with a graduate student*

Qian, Yue*, Rebecca Glauber*, and **Jill E. Yavorsky*** (*equal authorship). Forthcoming. "COVID-19 job loss and re-employment among partnered parents: Gender and educational variations." *Journal of Marriage and Family*.

Yavorsky, Jill E., Lisa A. Keister, Yue Qian, and Sarah Thébaud. 2023. "Separate Spheres: The Gender Division of Labor in the Financial Elite" *Social Forces*

* Research Brief in The Conversation

* Top Coverage: Fortune

Keister, Lisa A.*, Sarah Thébaud,* and **Jill E. Yavorsky*** (*equal authorship; listed alphabetically). 2022. "Gender in the Elite." *Annual Review of Sociology*. (48): 149-169.

Yavorsky, Jill E.* and Leah Ruppanner*. (*equal authorship) 2022. "An Argument for Universal Preschool and Childcare in the US." *Journal of Policy Analysis and Management*.

Sargent, Amanda C. ⁺, Linda Shanock, George C. Banks, and **Jill E. Yavorsky**. 2022. "How Gender Matters: A Conceptual and Process Model for Family-Supportive Supervisor Behaviors." *Human Resource Management Review*. 32(4).

Roscigno, Vincent, **Jill E. Yavorsky**, and Natasha Quadlin. 2021. "Gendered Dignity at Work." *American Journal of Sociology*. 127(2): 562-620.

Qian, Yue* and **Jill E. Yavorsky*** (**equal authorship; listed alphabetically*). 2021. “The Under-utilization of Women’s Talent: Academic Achievement and Future Leadership Positions” *Social Forces* 100(2):564-598.

- * Research Brief in The Conversation
- * Live Interviews: NPR Marketplace; CBC Radio
- * Top Coverage: Forbes, NPR, Science Alert, Working Mother

Yavorsky, Jill E., Enrica N. Ruggs, and Janette S. Dill. 2021. “Gendered Skills and Unemployed Men’s Resistance to ‘Women’s Work’” *Gender, Work and Organization* 28(4): 1524-1545.

Yavorsky, Jill E.*, Qian, Yue*, and Amanda Sargent⁺ (**equal first authorship*). 2021. “The Gendered Pandemic: The Impact of COVID-19 on Family and Work. *Sociology Compass* 15(6):1-13.

Sargent, Amanda⁺, **Jill E. Yavorsky**, and Rosalyn Sandoval⁺. 2021. “Organizational Logic in Coworking Spaces: Inequality Regimes in the New Economy.” *Gender & Society*. 35(1):5-31.

- * Invited blogpost for *Gender & Society*

Keister, Lisa A, Hang Young Lee, and **Jill E. Yavorsky**. 2021. “Gender and Wealth in the Super Rich: Asset Differences in Top Wealth Households in the United States, 1989-2019.” *Sociologica* 15(2):25-55.

Yavorsky, Jill E., Lisa Keister, and Yue Qian. 2020. “Gender in the One Percent” *Contexts*. 19(1):12-17. (Feature Article)

- * Top Press Coverage: Quartz

Negraia, Daniela, **Yavorsky, Jill E.**, and Denys Dukhovnov. 2020. “Mothers’ and Fathers’ Well-being While Parenting: Does the Gender Composition of Children Matter?” *Journal of Marriage and Family* 83(3): 820-844

- * Top Press Coverage: The Atlantic

Yavorsky, Jill E.*, and Janette Dill*. (**equal authorship*) 2020. “Unemployment and Men’s Entrance into Female-Dominated Jobs.” *Social Science Research* 85.

- * Invited blogpost for Work in Progress (ASA sponsored sociology blog)
- * Feature article in The Conversation
- * Top Press Coverage: New York Times, Washington Post, PBS NewsHour, Business Insider, Fast Company, Forbes

Yavorsky, Jill E., Lisa A. Keister, Yue Qian, and Michael Nau. 2019. “Women in the One Percent: Gender Dynamics in Top Income Positions.” *American Sociological Review* 84(1):54-81.

- * Finalist for 2020 Rosabeth Moss Kanter International Award for Research Excellence in Work and Family (one of 15 nominated out of 2,500 published articles reviewed)
- * Top Press Coverage: New York Times, Washington Post, CNBC, MarketWatch, Boston Globe, Chicago Tribune, Harper, Science Daily, 24/7 Wall St.
- * Live interviews: MSNBC; Wisconsin NPR (The Morning Show)
- * Invited blogposts: Work in Progress (ASA sponsored sociology blog); London School of Economics US Centre

Yavorsky, Jill E. 2019. “Uneven Patterns of Inequality: An Audit Analysis of Hiring-related Practices by Gendered and Classed Contexts.” *Social Forces* 98(2):461-492.

- * Brief Report, Council on Contemporary Families (CCF)

*Top Press Coverage: CNN, New York Times

Yavorsky, Jill E., and Claudia Buchmann. 2019. "Gender Typicality and Academic Achievement Among American High School Students." *Sociological Science* 6: 661-683.

Kamp-Dush, Claire, **Jill E. Yavorsky**, and Sarah Schoppe Sullivan. 2018. "What are Men Doing While Women Perform Extra Unpaid Labor? Leisure and Specialization at the Transition to Parenthood." *Sex Roles*. 1-16.

Yavorsky, Jill E. 2016. "Cis-gendered Organizations: Trans-women and Inequality in the Workplace." *Sociological Forum* 31(4):948-969.

* Winner of 2013 Clyde W. Franklin Award for Contributions on Gender and Race, The Ohio State University

Yavorsky, Jill E., Philip N. Cohen, and Yue Qian. 2016. "Man Up, Man Down: Race-ethnicity and the Gendered Hierarchy of Men in Female-dominated Work." 57(4): *The Sociological Quarterly* 733-758.

Schoppe-Sullivan, Sarah J., **Jill E. Yavorsky**, Mitchell Bartholomew, Jason M. Sullivan, Meghan A. Lee, Claire M. Kamp Dush, and Michael Glassman. 2016. "Doing Gender Online: Associations between New Mothers' Psychological Characteristics and their Facebook Use" *Sex Roles*: 1-14.

Yavorsky, Jill E., Claire M. Kamp Dush, and Sarah J. Schoppe-Sullivan. 2015. "Production of Inequality: Gender division of labor across the transition to parenthood." *Journal of Marriage and Family* 77(3):662-679.

* 2014 Jesse Bernard Award for Outstanding Contribution to Feminist Scholarship, National Council on Family Relations

* Top Press Coverage: New York Times, TIME, Washington Post, Newsweek, Slate, Chicago Tribune, LA Times

* Brief Report, Council on Contemporary Families (CCF) Symposium on Housework, Gender and Parenthood

Yavorsky, Jill E. and Liana Sayer. 2013. "'Doing Fear.' The Influence of Hetero-femininity on (Trans)women's Fears of Victimization" *The Sociological Quarterly* 54(4):511-533.

BOOK CHAPTERS

Roscigno, Vincent J. and **Jill E. Yavorsky**. 2015. "Discrimination, Diversity and Work." in *Routledge International Handbook of Diversity Studies*, edited by Steven Vertovec. Routledge Publishers.

MANUSCRIPTS UNDER REVIEW

Glauber, Rebecca*, **Jill E. Yavorsky***, and Yue Qian*. (*equal authorship) "The Great Stagnation: The COVID-19 Pandemic and Motherhood Wage Penalties." Under review

Moller, Stephanie, Jill E. Yavorsky, Leah Ruppanner, and Joseph Dippong. "Remote Work Penalties: Work Location Preferences and Career Rewards." Under review

WORKING PAPERS ⁺ *Indicates coauthorship with a graduate student*

Yavorsky, Jill E.*, Rebecca Glauber*, and Yue Qian*. (*equal authorship) "Gender, Parenthood, and the Broad Career Consequences of the COVID-19 Pandemic."

Crowley, Martha, Vincent J. Roscigno, and **Jill E. Yavorsky**. “The Workplace Foundations of Inequality Beliefs.”

McDonald, Steve, **Jill E. Yavorsky**, Dakota Dougherty+, Adam Goldfarb+, Daulton Selke+, and Tremaine Winstead+. “Occupational Segregation: A Socio-Linguistic Analysis of Stereotypes in Government Job Postings.”

Dill, Janette, **Jill E. Yavorsky**, and Melissa Hodges. “Double Penalty? Carework in the Home and at Work”

OP-EDS & BLOGPOSTS

Yavorsky, Jill E. & Sarah Thébaud. 2023 “Most super rich couples have breadwinning husbands and stay-at-home wives, contrasting sharply with everyone else.” *The Conversation*. May 30, 2023

- Approx. 60,000 downloads/views
- Op ed also published in Fortune

Yavorsky, Jill E. & Yue Qian. 2021. “Mothers who Earned Straight A’s in High School Manage the Same Number of Employees as Fathers who got Failing Grades.” *The Conversation*. February 9, 2021

- Approx. 65,000 downloads/views
- Op-ed also published in Fast Company, Science Alert, Good Magazine

Yavorsky, Jill E. & Janette Dill. 2020. “Unemployment Pushes More Men to take on Female-dominated Jobs.” *The Conversation*. January 7, 2020

- Approx. 35,000 downloads/views
- Op-ed also published in PBS, Business Insider

Yavorsky, Jill E. & Janette Dill. 2020. “Are unemployed men more likely to enter female-dominated occupations?” *Work in Progress: Sociology on the Economy, Work and Inequality*, American Sociological Association, February 2, 2020

Yavorsky, Jill E., Lisa Keister, and Yue Qian. 2019. “Men’s Incomes Still Largely Determine Whether a Household is Part of the One Percent.” *London School of Economics*. April 11, 2019

Yavorsky, Jill E., Lisa Keister, and Yue Qian. 2019. “The One Percent Glass Ceiling: Gender Dynamics in Top Income Positions.” *Work in Progress: Sociology on the Economy, Work and Inequality*, American Sociological Association, March 28, 2019

Yavorsky, Jill E. 2017. “Searching for an Equal Co-Parent. Six Factors that Influence Whether Dad Pull His Weight at Home” *Slate*. October 11, 2017

- Over 100,000 downloads/views
- 2nd most read article on publication date

BRIEFING PAPERS

Yavorsky, Jill E. 2019. “Hiring-related Discrimination: Sexist Beliefs and Expectations Hurt both Women’s and Men’s Career Options.” *Council on Contemporary Families*. January 16, 2019

Yavorsky, Jill E., Claire M. Kamp Dush, Sarah Schoppe-Sullivan. 2015. “The Origin of Gender Inequalities in Dual-Earner, College Educated Couples: The Division of Labor at the Transition to Parenthood.” 2015. *Council on Contemporary Families*. March 7, 2015

INTERNAL GRANTS & FELLOWSHIPS

- 2021 “The Impact of Flexible Work on Worker Perceptions, Job Satisfaction, Mental, and Emotional Health.” Faculty Research Grant, University of North Carolina at Charlotte, Coauthor: Stephanie Moller, \$15,682
- 2021 “Rising Class Inequality and Economic Elites.” Capitalism Studies Course Development Grant, University of North Carolina at Charlotte, \$2,000
- 2014 “Gender Inequality and Hiring Discrimination.” Graduate School Alumni Grant for Graduate Research and Scholarship, The Ohio State University, \$2,000
- 2014 The Presidential Fellowship, The Ohio State University, \$25,750
- 2014 “Gender Inequality and Hiring Discrimination.” Critical Difference for Women Research Grant. Coca-Cola Foundation, The Ohio State University, \$1,200
- 2010 University Fellowship, Graduate School, The Ohio State University, \$14,060

EXTERNAL GRANTS: FUNDED

- 2014 Organization: National Science Foundation
Title: Doctoral Dissertation Research Improvement Grant: Hiring Discrimination and Occupational Gender Segregation in White-collar and Working-class jobs: An Audit Study
Program: Sociology
Amount: \$11,060

EXTERNAL GRANTS: NOT FUNDED

- 2020 Organization: National Science Foundation
Lead PIs: Jill E. Yavorsky, Rebecca Glauber, and Yue Qian
Title: Collaborative Research: COVID-19, Gender, and Career Penalties and Rewards.
Program: Sociology
Amount Requested: \$291,376
- 2019 Organization: National Science Foundation
Lead PIs: Jill E. Yavorsky, Sarah Thébaud, Lisa Keister
Title: Collaborative Research: Gender Dynamics in Elite Couples
Program: Sociology
Amount Requested: \$594,084

RESEARCH AWARDS & RECOGNITION

- 2020 Finalist, 2020 Rosabeth Moss Kanter International Award for Research Excellence in Work and Family (one of 15 nominated out of 2,500 published articles reviewed), Work and Family Researchers Network
- 2015 Best Graduate Student Paper Award, Southern Sociologists for Women in Society
- 2015 Best Graduate Student Paper Award, Midwest Sociologists for Women in Society

- 2015 Clyde W. Franklin Award for Contributions on Gender and Race, The Ohio State University
- 2014 Jesse Bernard Paper Award for Outstanding Contribution to Feminist Scholarship, National Council on Family Relations
- 2013 Outstanding Master's Student Award, Department of Sociology, The Ohio State University
- 2011 Clyde W. Franklin Award for Contributions on Gender and Race, The Ohio State University

TEACHING AWARDS

- 2014 Graduate Associate Teaching Award, The Ohio State University Graduate School, \$1,500
- 2014 Outstanding Faculty for Enhancing Student Wellness Award, University Housing Faculty and Academic Partner Program, The Ohio State University
- 2013 Teaching Excellence Award, Department of Sociology, The Ohio State University
- 2013 Outstanding Teaching Award, Sociology Graduate Student Association, The Ohio State University

INVITED TALKS: EXTERNAL

- 2022 "The Gendered Elite: Money, Traditional Arrangements, and Power". Universidad Mayor, Santiago, Chili. Centre for Economics and Social Policy & Centre for Social Conflict and Cohesion Studies, Seminar on Elites, Inequalities and Public Policy. May 2022
- 2021 "Gender Equality in Work and Family: Current Trends & Solutions." Senior Scholars, Queens University, Charlotte, NC, Speaker Series. March 2021
- 2021 "Innovation and Inclusion: Tech Talent and D&I." Panelist, Charlotte Regional Business Alliance, Charlotte, NC, CLT Alliance Talent & Research Collaborative Series. February 2021
- 2019 "Unemployment and Men's Entrance into Female-dominated Work". The Ohio State University, Columbus, Ohio, Sociology Department, Power, Inequality, and the Economy Speaker Series. September 2019
- 2019 "Women in the One Percent: Gender Dynamics in Top Income Positions." University of South Carolina, Columbia, SC, Sociology Department Speaker Series. February 2019
- 2019 "Where the Dollars at: Exploring the Gender Pay Gap." Panelist, Levine Museum of the New South, Charlotte, NC, Shaping CLT Speaker Series. March 2019
- 2017 "The Polarization of Discrimination. An Audit Analysis of Gendered and Classed Hiring-related Practices." North Carolina State, Raleigh, NC, Sociology Department Speaker Series. December 2017

INVITED TALKS: INTERNAL

- 2022 “Creating Certainty in an Uncertain World. A Roadmap for All Organizational Stakeholders” Panelist, LGBT Chamber of Commerce, Sept 2022
- 2022 “Diversity, Equity, and Inclusion: Research and Practitioners Career Pathways” Panelist, Organizational Science, Sept 2022
- 2022 “Building an Equitable Post-Pandemic Recovery.” Belk College of Business and Charlotte Regional Business Alliance, Emerging Business Leaders Program. February 2022
- 2021 “Coming Together at Work: The Pandemic & Inequality at Work.” Belk College of Business and Charlotte Regional Business Alliance, Emerging Business Leaders Program. February 2021
- 2020 “Gender Inequality in the Workplace.” Panelist, Belk College of Business, Charlotte Business Buzz. December 2020
- 2020 “Beyond For-Profit Performance: Business and Research Ethics.” Panelist, Organizational Science, Organizational Science Speaker Series. April 2020
- 2020 “The Shock of Unemployment: Men’s Entrance into Female-dominated Jobs.” UNC Charlotte, Board of Trustees Quarterly Meeting. February 2020.
- 2019 “The Impact of the #MeToo Movement on Women in Corporate America.” Panelist, Belk College of Business, Women in Business Signature Event. February 2019
- 2018 “Sexual Harassment in the Workplace: What does the Research Say?” Panelist, Organizational Science, Organizational Science Speaker Series. January 2018
- 2017 “Demand-side Processes of Occupational Segregation: Hiring-related Discrimination.” Organizational Science, Organizational Science Speaker Series. November 2017
- 2017 “Networking And Conference Best Practices.” Panelist, Organizational Science, Organizational Science Speaker Series. November 2017

MEDIA REPRESENTATION (Research Appeared and/or Expertise Leveraged)

New York Times, CNN, Forbes, NPR, PBS, Chicago Tribune, Washington Post, The Atlantic, Market Watch, Fast Company, Quartz, CNBC, Vox, Business Insider, National Geographic, TIME, MSNBC, Boston Globe, Newsweek, LA Times, Science Daily

REFERREED CONFERENCE PRESENTATIONS

- 2023 “The Workplace Foundations of Inequality Beliefs” (with Martha Crowley and Vincent Roscigno) *Southern Sociological Society*, Myrtle Beach, March/April 2023; Presenter and Presider of Session
- 2023 Federal Job Advertisements and Stereotype Content: An Intersectional and Socio-Linguistic Analysis of Occupational Segregation.” (with Steve McDonald, Dakota Dougherty, Daulton Selke, Adam Goldfarb, and Tremaine Winstead) *Southern Sociological Society*, Myrtle Beach, March/April 2023
- 2022 “Separate Spheres: The Gender Division of Labor in the Financial Elite.” (with Lisa Keister, Sarah Thébaud and Yue Qian) *American Sociological Association*, Los Angeles, August 2022

- 2022 “Gender, Parenthood, and the Broad Consequences of the COVID-19 Pandemic.” (with Rebecca Glauber and Yue Qian) *Work and Family Researchers Network*, New York City, June 2022
- 2021 “Being a Professor: Similarities and Differences of Working at Various Academic Institution Types.” (session organizer and panel participant) *Southern Sociological Society*, Virtual, April 2021
- 2020 “The Under-Utilization of Women’s Talent: Academic Achievement and Future Leadership Positions.” (with Yue Qian) *Population Association of America*, Virtual, April 2020
- 2019 “Mothers’ and Fathers’ Well-being While Parenting: Does the Gender Composition of Children Matter?” (with Daniela Negraia) *Conference on Multidisciplinary Perspectives on Gender Gaps in Health*, Villa Vigoni, Italy, October 2019
- 2019 “Unemployment and Men’s Entrance into Female-dominated Work.” (with Janette Dill) *American Sociological Association*, New York City, NY, August 2019
- 2019 “Coworking Spaces, Gender, and Alternative Organizational Logics.” (with Amanda Sargent and Rosalyn Sandoval) *American Sociological Association*, New York City, NY, August 2019
- 2019 “Mothers’ and Fathers’ Well-being While Parenting: Does the Gender Composition of Children Matter?” (with Daniela Negraia) *Population Association of America*, Austin, TX April 2019
- 2019 “Mothers’ and Fathers’ Well-being While Parenting: Does the Gender Composition of Children Matter?” (with Daniela Negraia) *International Association for Time Use Research (IATUR)*, Washington DC, July 2019
- 2019 “Being a Professor: The Similarities and Differences of Working at Various Academic Institution Types.” (session organizer and panel participant) *Southern Sociological Society*, Atlanta, GA, April 2019.
- 2019 “Unemployment and Men’s Entrance into Female-dominated Jobs.” (with Janette Dill) *American Sociological Association*, New York City, NY, August 2019
- 2018 “The Transition to Parenthood and Women’s Unequal Responsibilities: What Are Men Doing While Women Perform Extra Unpaid Labor?” (with Claire Kamp Dush and Sarah Schoppe-Sullivan) *Southern Sociological Society*, New Orleans, LA, April 2018.
- 2018 “White-collar Hiring-Practices: Gender-based Discrimination Based on Gendered Attributes in Job Advertisements.” *Breaking Bias: Leadership Excellence and Gender in Organizations Conference*, Lafayette, Indiana, March 2018
- 2018 “The Workplace Foundations of Inequality Beliefs.” (Vincent Roscigno, George Wilson, Martha Crowley, and Oneya Okuwobi) *American Sociological Association*, Philadelphia, Pennsylvania, August 2018
- 2017 “Women in the One Percent: Gender Dynamics in Top Income and Wealth Positions.” (with Lisa Keister and Michael Nau) *American Sociological Association*, Montreal, Canada, August 2017

- 2017 “Women in the One Percent: How Education and Entrepreneurship Matters for Reaching Top Income Positions ” (with Lisa Keister and Michael Nau) *Southern Sociological Association*, Greenville, SC 2017
- 2016 “Man Up, Man Down: Race-ethnicity and the Hierarchy of Men in Female-dominated Work.” (with Philip Cohen and Yue Qian) *American Sociological Association*, Seattle, WA, August 2016
- 2016 “Separate and Unequal: An Audit Analysis Investigating Gender Hiring Discrimination Across the Occupational Hierarchy.” *Southern Sociological Society*, Atlanta, GA, April 2016
- 2016 “Masculinity and High School Boys’ Underachievement.” (with Claudia Buchmann) *Sociology of Education Association*, Pacific Grove, CA, February 2016
- 2015 “An Audit Analysis on Gendered Hiring Biases Across Working-class and White-collar Jobs.” *American Sociological Association*, Chicago, IL, August 2015
- 2015 “High School Boys, Gender, and Academic Achievement: Does Masculinity Negatively Impact Boys’ Grade Point Averages?” (with Claudia Buchmann and Aaron Miles), *Population Association of America*, San Diego, CA, April 2015
- 2014 “Production of Inequality: Gender division of labor across the transition to parenthood” (with Claire M. Kamp Dush and Sarah J. Schoppe-Sullivan), *American Sociological Association*, San Francisco, CA, August 2014
- 2014 “Relationship Functioning and the Division of Labor Across the Transition to Parenthood: New Perspectives from Time Diary and Survey Data” (with Claire M. Kamp Dush and Sarah J. Schoppe-Sullivan), *International Association for Relationship Research Conference*, Melbourne, Australia, July 2014
- 2013 “Marriage in the U.S.: Becker's Specialization in Contemporary Marriages.” (with Claire M. Kamp Dush and Sarah J. Schoppe-Sullivan), *National Council on Family Relations*, San Antonio, TX, November 2013
- 2013 “Examining the Spread of Gender Status Beliefs: Transwomen’s Workplace Experiences.” *Midwest Sociological Society*, Chicago, IL, March 2013
- 2013 “‘Doing Fear.’ The Influence of Hetero-femininity on (Trans)women’s Fears of Victimization.” *American Sociological Association*, New York, NY, August 2013
- 2012 “Primetime Television: The Construction of Race and Gender Stereotypes.” (with Alicia Croft) *Pacific Sociological Association*, San Diego, CA, March 2012
- 2012 “‘Welcome to Womanhood!’ The Impact of (Trans)Gender at Work.” *American Sociological Association*, Denver, CO, August 2012

UNDERGRADUATE COURSES

Human Sexuality (3261) Department of Sociology, University of North Carolina Charlotte, Fall 2017, Fall 2018, Fall 2019, Fall 2020

Gender, Work, and Family (4091), Department of Sociology, University of North Carolina Charlotte, Fall 2017 & Fall 2018

GRADUATE COURSES

Macro Organizational Theory (8621), Department of Sociology and Organizational Science, University of North Carolina Charlotte, Spring 2018, Spring 2019, Spring 2021, Spring 2022

Gender, Work, and Organizations (6090), Department of Sociology and Organizational Science, University of North Carolina Charlotte, Spring 2019

PROFESSIONAL DEVELOPMENT

2020 UNC Charlotte Diversity Summer Institute, virtual

2020 Online Teaching Foundations, UNC Charlotte, virtual

PROFESSIONAL EXPERIENCE

2023 – Present Mentoring Committee for the ASA Section on Organizations, Occupations and Work

2023 – Present Editorial Board Member, *Gender & Society*– official journal of Sociologists for Women in Society

2019 – 2021 Editorial Board Member, *Journal of Marriage and Family* – official journal of *National Council on Family Relations*

2018 – 2021 Editorial Board Member, *Social Currents* – official journal of *Southern Sociological Society*

2018 – 2021 Editorial Board Member, *Socius* – official open-access journal of the *American Sociological Association*

2018 – 2021 Committee Member, Committee on Professions for *Southern Sociological Society*

May 2015, 2019 Expert Contributor, *Council on Contemporary Families*

DEPARTMENTAL SERVICE

2022 Member, Annual Review Committee

2019 – Present Member, Intellectual Engagement Committee, Sociology Department

2020 Member, Search Committee, Sociology Department

2017 Member, Search Committee, Sociology Department

UNIVERSITY SERVICE

2023 – 2025	College of Liberal Arts and Sciences' representative on the Nominations, Honors, and Awards Committee, a University Standing Committee
2022	Member, Search Committee, Capitalism Studies Minor Program
2019 – 2021	Director, Organizational Science Summer Institute, Organizational Science
2018 – 2020	Member, Advisory Board, Organizational Science
2018, 2019, 2022	Faculty Mentor, Organizational Science Summer Institute, Organizational Science
2023 – 2024	Alternate department representative to the University Faculty Council

PEER REVIEWER

American Sociological Review, American Journal of Sociology, Demography, Journal of Marriage and Family, Social Currents, Social Science Research, Sociology Compass, Socius, Social Forces, Work and Occupations,

PROFESSIONAL MEMBERSHIPS

American Sociological Association
 Southern Sociological Society
 Population Association of America
 Work and Family Researchers Network

STUDENTS SUPERVISED (date indicates graduation)

Graduate Committee Chair

- Amanda Sargent, Qualifying Exam, Organizational Science, 2019; Doctoral Thesis, 2022
- Ashleigh Dickson, MA Thesis, Organizational Science, 2020; Qualifying Exam, Organizational Science, Completed 2021; Doctoral Thesis, In Progress
- Leah Bourque, Qualifying Exam, Organizational Science, in progress
- Divya Doshi, MA Thesis, Organizational Science, in progress

Graduate Committee Member

- Cody Reed, MA Thesis, Department of Sociology, 2019
- Amanda Drake, MA Thesis, Department of Sociology, 2019
- Kevin Benson, MA Thesis, Department of Sociology, 2019
- Michael Rejtig, MA Thesis, Department of Sociology, 2019
- Amanda Sargent, MA Thesis, Organizational Science, 2019
- Allison Chandler, Qualifying Exam, Organizational Science, 2019; Doctoral Thesis, Organizational Science, 2021
- Emma Best, Doctoral Thesis, Doctorate of Business Administration, 2021
- LaShana Wiggs, Doctoral Thesis, Doctorate of Business Administration, 2022
- Kelcie Grenier, Qualifying Exam, Organizational Science, 2022
- Rosalyn Sandoval, Qualifying Exam, Organizational Science, 2019; Doctoral Thesis, 2022
- Mary Hausfeld, MA Thesis, Organizational Science, 2019; Qualifying Exam, Organizational Science, 2021; Doctoral Thesis, 2022
- Karoline Summerville, Qualifying Exam, Organizational Science, 2019; Doctoral Thesis, 2022
- LaShana Wiggs, Doctoral Thesis, Doctorate of Business Administration (DBA program), graduated 2022
- Andrew McBride, Doctoral Thesis, Organizational Science, In Progress
- Adoril Oshana, MA Thesis, Organizational Science, 2022; doctoral thesis committee, in progress
- Liana Kreamer, Doctoral Thesis, Organizational Science, In Progress

- Adrienne Utz, Doctoral Thesis, Doctorate in Business Administration (DBA program), in progress
- Kristen Santos, Doctoral Thesis, Doctorate in Business Administration (DBA program), in progress
- Helen Buck, Doctoral Thesis, Doctorate in Business Administration (DBA program), in progress
- Miguel Wilson, Qualifying Exam, Organizational Science, in progress

Undergraduate

- Mackenzie Goodwin, Undergraduate Honor's Thesis, Department of Sociology, 2019
- Kaitlyn Maine, Undergraduate Honor's Thesis, Department of Sociology, 2018
- Katherine Finch, Undergraduate Honor's Thesis, Department of Sociology, 2018
- Morgan Flitt, Undergraduate Honor's Thesis, Department of Sociology, 2018

Graduate Committee Member- External to UNCC

- Jiyeon Kim, Doctoral Thesis, Sociology department, University of North Carolina Chapel Hill, in progress

REFERENCES

Dr. Rachel Dwyer
 Professor of Sociology
 The Ohio State University Columbus,
 Ohio Dwyer.46@sociology.osu.edu

Dr. Lisa A. Keister
 Professor of Sociology and Sanford School of Public Policy
 Duke University
 Durham, NC 27708
 LKeister@duke.edu

Dr. Vincent Roscigno
 Distinguished Professor of Sociology
 The Ohio State University
 Columbus, Ohio
 Roscigno.1@osu.edu