

KIM A. WEEDEN

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August 2022

ACADEMIC EMPLOYMENT

Cornell University, 2001-present (on leave AY 2021/2022)

Visiting Scholar, Stanford University (Spring 2022)

Stephen H Weiss Presidential Fellow (2019-present)

Jan Rock Zubrow '77 Professor of the Social Sciences (2015-present)

Professor of Sociology (2012-present)

Chair, Department of Sociology (January 2007-June 2010, July 2015-June 2020)

Director, Center for the Study of Inequality (Jan 2013-present, on leave AY2021/22)

Graduate Field Member in Sociology (2001-present); Public Policy / Policy Analysis and Management (2014-present); Feminist, Gender, and Sexuality Studies (2016-present)

Faculty Affiliate, Cornell Population Center (2008-present)

Faculty Affiliate, Center for the Study of Economy and Society (2010-present)

Research Fellow, Institute for Compensation Studies (2009-present)

Robert S. Harrison Director of the Institute for the Social Sciences (2013-2015)

Co-Director and co-PI, CU-ACCEL (Cornell's NSF ADVANCE center; 2008-2013)

Associate Professor (2005-2012)

Assistant Professor (2001-2005)

University of Chicago, 1999-2001.

Assistant Professor, Department of Sociology and the College

Research Affiliate, Alfred P. Sloan Center on Parents, Children, and Work

Research Affiliate, Population Research Center

EDUCATION

Ph.D. in Sociology, 1999 (Stanford University)

M.A. in Sociology, 1993 (Stanford University)

B.A. in Sociology and B.S. in Psychology, 1989 (Willamette University; *Summa Cum Laude*)

PUBLICATIONS (*=current or former student or post-doc)

- Cha, Youngjoo* and Kim A. Weeden. 2022. "Overwork and the Slow Convergence in the Gender Gap in Wages." David Grusky, Nima Dahir, and Claire Daviss (eds), *The Inequality Reader (5th edition)*. Routledge Press. [Modified from Cha and Weeden ASR 2014, with new data and analyses.]
- Weeden, Kim A., Benjamin Cornwell, and Barum Park. 2021. "Still a Small World? University Course Enrollment Networks Before and During the Covid-19 Pandemic." *Sociological Science*.
- Weeden, Kim A., and Benjamin Cornwell. 2020. "The Small World of College Classes: Implications for Epidemic Spread on a University Campus." *Sociological Science* 7, 222-241.
Doi:10.15195/v7.a9. <https://sociologicalscience.com/articles-v7-9-222/>
- Van Bavel, J. J., Baicker, K., Boggio, P. S., Capraro, V., Cichocka, A., Cikara, M., Crockett, M. J., Crum, A. J., Douglas, K. M., Druckman, J. N. Drury, J., Dube, O., Ellemers, N., Finkel, E. J., Fowler, J. H., Gelfand, M., Han, S., Haslam, S. A., Jetten, J., Kitayama, S., Mobbs, D., Napper, L. E., Packer, D. J., Pennycook, G., Peters, E., Petty, R. E., Rand, D. G., Reicher, S. D., Schnall, S., Shariff, A., Skitka, L. J., Smith, S. S., Sunstein, C. R., Tabri, N., Tucker, J. A., van der Linden, S., Van Lange, P. A. M., Weeden, K. A., Wohl, M. J. A., Zaki, J., Zion, S. & Willer, R. 2020 (April 30). "Using Social and Behavioural Science to Support COVID-19 Pandemic Response." *Nature Human Behaviour*. <https://doi.org/10.1038/s41562-020-0884-z>.
- 2021 "Top 15 Public Relations Insights for 2020" from the Institute for Public Relations.
- Weeden, Kim A., Dafna Gelbgiser*, and Stephen L. Morgan. 2020. "Pipeline Dreams: Occupational Plans and STEM Major Completion and Persistence." *Sociology of Education*.
<https://doi.org/10.1177%2F0038040720928484>
- Weeden, Kim A. 2019. "Gender and Racial Segregation among Millennials." *Pathways: State of the Union 2019*. Stanford Center for Research on Poverty and Inequality. (Commissioned article with analyses not published elsewhere.)
- Weeden, Kim A., Mary Newhart, and Dafna Gelbgiser*. 2018. "Occupational Segregation." *Pathways: State of the Union 2018*. Stanford Center for Research on Poverty and Inequality. (Commissioned article with analyses not published elsewhere.)
- Weeden, Kim A., Sarah Thèbaud*, and Dafna Gelbgiser*. 2017. "Degrees of Difference: Gender Segregation of US Doctorates by Field and Program Prestige." *Sociological Science*.
Doi:10.15195/v4.a6.
- Weeden, Kim A., Youngjoo Cha*, and Mauricio Bucca*. 2016. "Long Work Hours, Part-Time Work, and Trends in the Gender Gap in Wages, the Motherhood Wage Penalty, and the Fatherhood Wage Premium in the United States." *RSF: The Russell Sage Foundation Journal of the Social Sciences* 2(4): 71-102.
- Bol, Thijs*, and Kim A. Weeden. 2015. "Occupational Closure and Wage Inequality in Germany and the United Kingdom." *European Sociological Review*. doi:10.1093/esr/jcu095.

- Cha, Youngjoo*, and Kim A. Weeden. 2014. "Overwork and the Slow Convergence in the Gender Gap in Earnings." *American Sociological Review*. 79(3): 457-484.
- 2015 Outstanding Article Award from the Inequality, Poverty, and Mobility section of the American Sociological Association.
- Weeden, Kim A., and David B. Grusky. 2014. "Inequality and Market Failure." *American Behavioral Scientist*, 58(3): 473-491. doi: 10.1177/0002764213503336.
- Weeden, Kim A., and David B. Grusky. 2014. "The Three Worlds of Inequality." *Social Stratification: Class, Race, and Gender in Sociological Perspective, 4th edition*, edited by David B. Grusky. Boulder: Westview Press. (Commissioned article based on *AJS* 2012.)
- Morgan, Stephen L., Theodore S. Leenman*, Jennifer J. Todd*, and Kim A. Weeden. 2013. "Occupational Plans, Beliefs about Educational Requirements, and Patterns of College Entry." *Sociology of Education* 86(3), 197-217. doi:10.1177/0038040712456559.
- Morgan, Stephen L., Theodore S. Leenman*, Jennifer J. Todd*, and Kim A. Weeden. 2013. "Stutter-Step Models of Performance in School." *Social Forces* 91(4): 1451-1474.
- Morgan, Stephen L., Dafna Gelbgiser*, and Kim A. Weeden. 2013. "Feeding the Pipeline: Gender, Occupational Plans, and College Major Selection." *Social Science Research* 42(4): 989-1005.
- Grusky, David B., and Kim A. Weeden. 2013. "Why is There So Much Poverty?" Pp. 71-88 in *Occupy the Future*, edited by David B. Grusky, Doug McAdam, Rob Reich, and Debra Satz. Boston Review/MIT Press.
- Weeden, Kim A., and David B. Grusky. 2012. "The Three Worlds of Inequality." *American Journal of Sociology* 117(6): 1723-85.
- Grusky, David B., and Kim A. Weeden. 2011. "Is Market Failure Behind the Takeoff in Income Inequality?" *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender, 2nd edition*, edited by David B. Grusky. Boulder: Westview.
- Weeden, Kim A. 2008. "Occupational Closure and Earnings Inequality." Pp. 176-186 in *Social Stratification: Class, Race, and Gender in Sociological Perspective, 3rd edition*, edited by David B. Grusky (in collaboration with Manwai C. Ku and Szonja Szelenyi). Boulder: Westview Press.
- Grusky, David B., and Kim A. Weeden. 2008. "Are there Social Classes? A Framework for Testing Sociology's Favorite Concept." Pp. 65-92 in *Social Class: How Does it Work?*, edited by Annette Lareau and Dalton Conley. New York: Russell Sage Foundation.
- Weeden, Kim A., Young-Mi Kim*, Matthew Di Carlo*, and David B. Grusky. 2008. "Is the Labor Market Becoming More or Less Gradational?" Pp. 249-267 in *Social Stratification: Class, Race, and Gender in Sociological Perspective, 3rd edition*, edited by David B. Grusky (with Manwai C. Ku and Szonja Szelenyi). Boulder: Westview Press.

- Grusky, David B., and Kim A. Weeden. 2007. "Measuring Poverty: The Case for a Sociological Approach." Ch. 2 in *The Many Dimensions of Poverty*, edited by Nanak Kakwani and Jacques Silber. Hampshire, UK: Palgrave MacMillan.
- Weeden, Kim A., Young-Mi Kim*, Matthew Di Carlo*, and David B. Grusky. 2007. "Social Class and Earnings Inequality." *American Behavioral Scientist* 50(5):702-36.
- Grusky, David B., and Kim A. Weeden. 2006. "Does the Sociological Approach to Studying Social Mobility Have a Future?" Pp. 85-108 in *Mobility and Inequality: Frontiers of Research from Sociology and Economics*, edited by Stephen L. Morgan, Gary Fields, and David B. Grusky. Stanford: Stanford University Press.
- Weeden, Kim A., and David B. Grusky. 2005. "The Case for a New Class Map." *American Journal of Sociology* 111(1):141-212.
- Weeden, Kim A. 2005. "Is There a Flexiglass Ceiling? Flexible Work Arrangements and Wages in the United States." *Social Science Research* 34(2):454-82.
- Weeden, Kim A., and David B. Grusky. 2005. "Are There Any Big Classes at All?" In *The Shape of Social Inequality: Stratification and Ethnicity in Comparative Perspective*, edited by David Bills (peer-reviewed volume in honor of Archibald Haller). *Research in Social Stratification and Mobility* 22:3-56.
- Weeden, Kim A. 2004. "Profiles of Change: Sex Segregation in the United States, 1910-2000." Pp. 131-78 in *Occupational Ghettos: The Worldwide Segregation of Men and Women*, by Maria Charles and David B. Grusky. Palo Alto, CA: Stanford University Press.
- 2005 Max Weber Award for Distinguished Scholarship [book] from the Organizations, Occupations, and Work section of the American Sociological Association.
- Weeden, Kim A., and Jesper B. Sørensen. 2004. "A Framework for Analyzing Industrial and Occupational Sex Segregation in the United States." Pp. 245-96 in *Occupational Ghettos: The Worldwide Segregation of Men and Women*, by Maria Charles and David B. Grusky. Palo Alto, CA: Stanford University Press.
- Weeden, Kim A. 2002. "Why do Some Occupations Pay More than Others? Social Closure and Earnings Inequality in the United States." *American Journal of Sociology* 108(1):55-101.
- 2004 Richard S. Scott Award for Distinguished Scholarship [article] from the Organizations, Occupations, and Work section of the ASA.
- Grusky, David B., and Kim A. Weeden. 2002. "Class Analysis and the Heavy Weight of Convention." *Acta Sociologica* 45(3):229-36.
- Grusky, David B., and Kim A. Weeden. 2001. "Decomposition Without Death: A Research Agenda for the New Class Analysis." *Acta Sociologica* 44(3):203-18.

- Grusky, David B., Kim A. Weeden, and Jesper B. Sørensen. 2001. "The Case for Realism in Class Analysis." *Political Power and Social Theory* 14:291-305.
- Weeden, Kim A. 1998. "Revisiting Occupational Sex Segregation in the United States, 1910-1990: Results from a Log-Linear Approach." *Demography* 35(4):475-87.
- Grusky, David B. and Kim A. Weeden. 1998. "Models of Influence." Pp. 121-134 in *Required Reading: Sociology's Most Influential Books*, edited by Dan Clawson. Amherst: University of Massachusetts Press.
- Cauce, Ana Marie, Charles Morgan, Victoria Wagner, Elizabeth Moore, Jennifer Sy, Kathryn Wurzbacher, Kim Weeden, Sandy Tomlin, and Trish Blanchard. 1994. "Effectiveness of Intensive Case Management for Homeless Adolescents: Results of a 3-Month Follow-Up." *Journal of Emotional and Behavioral Disorders* 2(4):219-227.

BOOK REVIEWS, ENCYCLOPEDIA ENTRIES, AND ESSAYS

- Weeden, Kim A. 2018. "How Much Gender Segregation is there in American Doctoral Education?" *Work in Progress* (digital magazine of the "Organizations, Occupations, and Work" and "Inequality, Poverty and Mobility" sections of the ASA).
- Weeden, Kim A., and David B. Grusky. 2016. "Do Disciplinary Boundaries Keep Us from Asking the Right Questions about Inequality?" *Items: Insights from the Social Sciences*. Social Science Research Council.
- Yi, Youngmin*, and Kim A. Weeden. 2015. "Occupational Segregation." *Wiley-Blackwell Encyclopedia of Sociology, 2nd Edition*. Oxford: Wiley-Blackwell. [peer-reviewed]
- Albert, Kyle*, and Kim A. Weeden. 2011. "Occupations and Professions." *Oxford Bibliographies Online: Sociology*, edited by Jeff Manza. Oxford: Oxford University Press. [peer-reviewed]
- Thébaud, Sarah E.*, and Kim A. Weeden. 2009. "Job Mobility of Women Academic Scientists." Review prepared for CU-ADVANCE. Ithaca, New York.
- Weeden, Kim A. 2007. "Occupational Segregation." Pp. 3244-7 in *Blackwell Encyclopedia of Sociology*, edited by George Ritzer. Oxford: Blackwell Publishing. [peer-reviewed]
- Weeden, Kim A. 2006. Review of Getting Rich: America's New Rich and How They Got That Way, by Lisa A. Keister. *American Journal of Sociology*: 112(1):291-2.
- Thébaud, Sarah E,* and Kim A. Weeden. 2006. Review of Fighting for Time: Shifting Boundaries of Work and Social Life, edited by Cynthia Fuchs Epstein and Arne L. Kalleberg. *Social Forces* 84(4):2370-1.
- Weeden, Kim A. 2005. "Stata Algorithm for Backcoding 2000 Census Occupation Codes into 1990 Census Occupation Codes." Department of Sociology, Cornell University.

Weeden, Kim A. 2005. "Stata Algorithm for Backcoding 1980 Census Occupation Codes into 1970 Census Occupation Codes." Department of Sociology, Cornell University.

Weeden, Kim A. 2002. Review of The Breakdown of Class Politics: A Debate on Post-Industrial Stratification, edited by Terry Nichols Clark and Seymour Martin Lipset. *American Journal of Sociology* 108(3):675-7.

WORKING PAPERS AND PROJECTS [titles suppressed while under review]

Ruggeri, Kai, [32 authors], Kim A. Weeden, Jay Van Bavel, and Robb Willer. "Lessons from Social and Behavioral Science for the Next Pandemic." Working paper. (Invited follow-up to Van Bavel et al 2020 *Nature Human Behaviour*.)

Cha, Youngjoo*, Kim A. Weeden, and Landon Schnabel.
Under review.

Zheng, Haowen*, and Kim A. Weeden.
Under review.

Moses Namara, Daniel Nkemelu, Ezinne Nwankwo, Kim Weeden and Rediet Abebe*. "Confronting Challenges Faced by Black Applicants to Computing Graduate Programs." Working paper submitted to FAccT22 ACM (Associations for Computing Machinery) Conference on Fairness, Accountability, and Transparency.

Liu, Yuanyuan*, and Kim A. Weeden.
Under review.

Sutton, April*, and Kim A. Weeden. "The New Geography of American Dreams: How Local Labor Markets Influence Young Adults' Occupational Plans and Chances of Realizing Them" (working title).

Weeden, Kim A, Mauricio Bucca*, and Cody Reed*. "Why our Children are Likely to Become Professors, Too" (working title).

GRANTS

"Small Worlds of College Classes" project (Principal Investigator; co-PI Benjamin Cornwell). Cornell Center for the Social Sciences COVID-19 Rapid Funding program. May 2020-August 2020. \$4,500.

"What We Know Project" (Principal Investigator; Executive Director: Dr. Nathaniel Frank). Haas Jr Foundation (\$50,000 in FY2019-20; \$31,000 in FY2020-21; \$30,000 in FY2022-2023), Arcus Foundation (\$25,000 in FY2019-20), Tawani Foundation (\$225,000 in FY2022-2025; \$150,000 in FY2019-2022), Pride Foundation (\$10,000 in FY2021), and Johnson Family Foundation (\$20,000 in FY2019-20; \$10,000 in FY2020-21; \$15,000 in FY2021-22). Grants support the synthesis, translation, and dissemination of research to the public.

“Transforming Inequality Research and Public Discourse through the Center for the Study of Inequality.” The Atlantic Philanthropies, grant formally awarded to College of Arts and Sciences. April 2016-March 2021. \$10,000,000.

“Active Learning in Sociology” (Principal Investigator). College of Arts and Sciences, Cornell University. July 2017-August 2020. \$600,000.

“Inequality Research Internship Program” (Principal Investigator). Engaged Cornell; community partner is Social Sciences Research Council (Brooklyn, NY). Summers of 2016-2018. \$27,000 (total).

Institute for the Social Sciences Faculty Fellowship and Research Grant. Fall 2012. In-residence fellowship with course release and \$10,000 grant.

NSF (SES-0957200): Principal Investigator (with Victor Nee) of “Collaborative Research: Understanding the Economic Crisis and its Social Impacts through Collaborative Postdoctoral Fellowships,” March 15, 2010-Feb 15, 2016. \$265,321.

NSF (SES-1023798): Principal Investigator (with Stephen L. Morgan) of “Feeding the Pipeline: Preparing and Planning for STEM Careers.” Sept. 1, 2010-Aug. 31, 2011, with no-cost extension to Aug. 31, 2012. \$137,360.

NSF Advance Institutional Transformation Award (HRD-0547373). Co-PI (with Kent Fuchs [PI], Sheila Hemami, and Marjolein van der Meulen) of “ACCEL: Accelerating Cornell’s Commitment to Excellence and Leadership,” Nov 1, 2006-Oct 31, 2011 with no-cost extension to October 31, 2013. \$3,300,000.

NSF (SES-0824682): “Doctoral Dissertation Research: Gender and Overwork,” Youngjoo Cha, dissertator. Aug 15, 2008-Aug 14, 2009. \$5,740.

NSF (SES-0802329): “Doctoral Dissertation Research: A Cross-National Study of Entrepreneurship, Institutions, and Cognitive Bias.” Sarah Thébaud, dissertator. May 15, 2008-May 14, 2009. \$7,488.

NSF (SES-0751509): “Doctoral Dissertation Research in DRMS: Stress, Status, and Gender in Decision-Making Groups.” Catherine Taylor, dissertator. Feb 2008-Feb 2009. \$7,499.

Institute for the Social Sciences Small Grant, Cornell University. 2005. \$5,000.

NSF (SBE-9906419). “The Micro-Level Structure of Social Classes.” (David B. Grusky, PI, and Jesper B. Sørensen; as a graduate student, I was ineligible to be co-PI.) 1999-2003. \$299,815.

NSF (SBE-9711510; David Grusky, PI). “Doctoral Dissertation Research: Occupational Closure and Earnings.” 1997-1998. \$7,499.

PROFESSIONAL HONORS AND AWARDS

Institute for Public Relations “Top 15 Public Relations Insights of 2020” for *Nature: Human Behaviour* article (awarded January 2021).

Stephen H. Weiss Presidential Fellow (Cornell's highest teaching award; 2019-present)
Elected Member, Sociological Research Association (2014-present)
Elected Fellow of the Society for Sociological Science (2014-present)
Outstanding Article award from the Inequality, Poverty, and Mobility section of the American Sociological Association (with Youngjoo Cha; August 2015)
Public Voices Fellowship, Cornell University and The Op-Ed Project (2015-2016)
Fernand Braudel Senior Fellowship, European University Institute (Fall 2014)
Visiting scholar, SFB 882 project on "From Heterogeneities to Inequalities," University of Bielefeld, Germany (Spring 2014)
ISS Faculty Fellow, Institute for the Social Sciences, Cornell University (Spring 2013)
Fellow, Center for the Study of Poverty and Inequality, Stanford University (2006-present). Co-Leader, Income Inequality Working Group (2011-present)
Visiting Scholar, Center for the Study of Poverty and Inequality, Stanford University (dates vary, most recently in 2022)
Helen and Robert Appel Fellowship in the Humanities and Social Sciences, Cornell University (2005)
Visiting Fellow, Political Sociology of the Welfare State Program. Department of Sociology, Umeå University, Sweden (Spring 2005)
Richard S. Scott Award for Distinguished Scholarship from the Organizations, Occupations, and Work section of the ASA (2004)

ACADEMIC and PUBLIC RESEARCH PRESENTATIONS (last 7 years only)

"How Segregation of Men and Women Across Fields of Study Contributes to Occupational Segregation of US College Graduates." (Work with, and presented by, Haowen Zheng [lead author]). Population Association of America (March 2022).

(Work with Youngjoo Cha and Landon Schnabel.) Keynote, Institute for Employment Research (IAB) Annual PhD Workshop. (November 2021).

"Is Social Class Still Relevant?" Featured speaker, kick-off panel for "DigClass: Social Classes in the Digital Age", EU Commission Joint Research Centre Unit A5, Center for Advanced Studies CAS-8 (October 2021).

"One University, Or Many? Segregation of Students Across Courses by Gender, Race, Place of Origin, and First-Generation Status." (Work with Ben Cornwell and Barum Park). Keynote, Bamberg Graduate School of Social Sciences Annual Conference (Sept 2021)

"Social Classes and Inequality." University of Bologna (March 2021).

"Still a Small World?" (Work with Ben Cornwell and Barum Park.) Invited presentations: Princeton University Department of Sociology (Nov 2020); Stanford University Pathways Lab, School of Education (Nov 2020); University of Massachusetts-Amherst Panel on Covid-19 Research (Nov 2020); NYU-Abu Dhabi (February 2021); Cornell Graduate Student Association Annual Mini-Conference (Keynote, May 2021).

- “The Small World of College Classes: Implications for Epidemic Spread on a University Campus.” (Work with Ben Cornwell.) Invited presentations: Auxiliary Services Organization (network of directors and other leaders of independent schools; April 2020); Cornell University College of Veterinary Medicine – Veterinary Practitioners group (May 2020); University of Arizona Department of Applied Math (June 2020); California Association for Institutional Research (June 2020); “What Happens Next?” (National Podcast organized by Larry Bernstein, Hedge Fund Manager; Sept 2020)
- “Writing and Responding to Reviewer Reports.” Graduate Students in the Social Sciences, University of Bamberg (Oct 2020).
- “Dashed Dreams? Family Background and the Trajectory of Young Men and Women’s Occupational Plans.” Invited presentation, Workshop on Longitudinal Income Inequality, University of Haifa, Tel Aviv (Cancelled; scheduled for March 2020).
- “The Many Lands of Opportunity: How Place Affects Young Adults Plans and Early Career Outcomes.” CPD Social Statistics and Population Dynamics seminar series; McGill University (February 2020); Social Research and Public Policy seminar series; NYU-Abu Dhabi (Cancelled; scheduled for March 2020)
- “Can Open Access Publishing Save Sociology (And From What)?” Invited panelist, American Sociological Association annual meetings (August 2018)
- “A Comprehensive Market Failure Model of Inequality and its Takeoff.” Conference on Intergenerational Mobility and Income Inequality. University of Haifa, Israel (March 2018)
- “Inequality and the Policy Implications of Economic Sociology.” Keynote panelist, 5th Annual Economic Sociology Conference; McDonough School of Business; Georgetown University (October 2017)
- “Why are our Children Likely to Become Professors, Too?” American Sociological Association annual meetings (August 2017)
- “The 41 Springfields: How Local Occupational Structures Perpetuate Inequality in Early Career Outcomes.” Keynote address to Conference on Occupations and Social Inequality, Institute for Employment Research. Nuremberg, Germany (June 2017)
- “The New Geography of American Dreams.” Sociology, Stanford University (April 2017)
- “Inequality, Rents, and Market Failure.” LERA/AEA annual meetings (January 2017). Accepted for session but forced to cancel because of weather and flight delays.
- “Why is Income Inequality Increasing?” The Freedom Project, Wellesley (January 2017).
- “Occupational Closure, Wages, and Inequality in Comparative Perspective.” Center for the Study of Social Organization conference, “Professionalism and Expertise Today.” Princeton University (December 2016)
- “Pipe Dreams: Gender, Class, and Race in the Formation of Occupational Plans.” International Inequalities Institute Annual Conference 2016; London School of Economics (May 2016)

“Why our Children are Likely to Become Professors, Too.” Southern Sociological Society, Atlanta (April 2016); University of Oslo (May 2016)

“Bounded Aspirations? Variation across Labor Markets in Young Adults’ Occupational Plans (and Why it Matters for Skill Acquisition).” Keynote Address, SPP1764 Conference on Occupations, Skills, and the Labor Market. Centre for European Economic Research [ZEW], Mannheim (March 2016)

“Toward a Less Nuanced Model of Gender Segregation in College Majors.” Duke University (February 2016)

“Pipeline Dreams? Gender Differences in Occupational Plans and STEM Major Completion among a Recent Cohort of US College Entrants” Population Association of America (April 2015); American Sociological Association (August 2015). Earlier versions presented at AMCIS/University of Amsterdam (Oct 2014), LNIS/University of Lausanne (Oct 2014)

“The American Dream: Challenges and Opportunities.” Cornell Sesquicentennial (April 2015)

Panel on Rent-Seeking and Inequality. Washington Center for Equitable Growth and the Kauffman Foundation. Washington DC (Jan 2015)

TEACHING AND ADVISING

Undergraduate Courses

Advising Seminar (Cornell)

Race, Class, and Gender Research in Practice (Cornell)

Social Inequality (Cornell; fulfills requirement for Minor in Inequality Studies; ALI course)

Inequality and Social Science (Cornell)

Interaction, Community, and Culture (Chicago)

Democracy and Social Science (Chicago Common Core)

Social Stratification (Chicago)

Introduction to Social Inequality (Stanford)

Guest lectures (Cornell): Inequality, Diversity, and Justice (Philosophy); Introduction to Sociology; Social Problems; Controversies about Inequality; The Gendered Workplace (ILR); Discussions of Inequality (Philosophy); Demography Pro-Seminar (CPC)

Graduate Courses

Social Inequality: Contemporary Theories, Debates, and Models (Cornell)

Graduate Student Practicum (Cornell, with Richard Swedberg [2016], David Strang [2020])

Workshop on Social Inequality (Cornell; full year, does not carry teaching credit)

Social Stratification (Chicago)

Advanced Seminar in Social Inequality (Chicago, with Ed Laumann)

Graduate Dissertation Committees: Former Students

Chair or Co-chair

Kyle Albert (PhD 2016; chair): Assistant Research Professor, Institute for Public Policy, George Washington University; Sloan Postdoctoral Research Fellow in Aging and Work, Harvard University (2017-2018)

Mauricio Bucca (PhD 2018; chair): Assistant Professor, Universidad Catolico, Chile; Max Weber Post-Doctoral Fellow, European University Institute, Florence (2018-2020)

Youngjoo Cha (PhD 2010; chair): Associate Professor, University of Indiana - Bloomington

Jocelyn Fischer (PhD 2021; co-chair). Post-Doctoral Associate, Center for Women and Work, Rutgers University.

Dafna Gelbgiser (PhD 2016; chair): Assistant Professor, Tel Aviv University; Research Scientist, Facebook (2016-2018)

Yuanyuan Liu (PhD 2021; chair): Post-Doc, Hong Kong University.

Jan Spieker (PhD 2020; chair): Civil service, Germany.

Stephan Stuth (PhD 2015; co-chair, WZB): WZB / Berlin School of Social Sciences

Sarah E. Thébaud (PhD 2010; co-chair): Associate Professor, UC - Santa Barbara

Member or Advisor on Project

Rediet Abebe (PhD 2019 in Computer Science; advisor on “Black in AI” mentoring evaluation project): Junior Fellow, Harvard University Society of Fellows; Assistant Professor, University of California-Berkeley.

Megan Doherty Bea (PhD 2019; member): Assistant Professor, Department of Consumer Sciences, University of Wisconsin-Madison

Matthew Di Carlo (PhD 2008; member): Senior Fellow, Albert Shanker Institute / AFT

Tomasz Drabowicz (PhD 2012; external jury member; European University Institute): Assistant Professor, University of Lodz, Poland

Emily Hoagland (PhD 2016; member): Senior Research Manager, CFED, Washington DC.

Hilary Holbrow (PhD 2017; member): Associate Director of Undergraduate Studies, Harvard Sociology; Postdoctoral Fellow, Weatherhead Center for International Affairs, Harvard University

Young-Mi Kim (PhD 2006; member): Assistant Professor, Yonsei University, Korea

Nick Krachler (PhD 2021 in ILR; member): Lecturer in Human Resource Management, King’s College, London

Mark McKerrow (PhD 2008; member): Assistant Professor, McMaster University, Canada

Emily Murphy (PhD 2013; external jury member, University of Lausanne): Jacobs Center for Productive Youth Development, University of Zurich

Esther Quintero (PhD 2008; member): Research Associate, Albert Shanker Institute / AFT

Erik Schmidt (PhD 2015; member): Research Analyst, Bureau of the Census, Washington DC

Michael Spiller (PhD 2014; member): Research Scientist, Centers for Disease Control and Prevention

Jessica Su (PhD 2014; member): Assistant Professor of Sociology, UNC-Chapel Hill

Jennifer Todd (PhD 2011; member): Department of Education/Center for Research on Higher Education
(Harvard University)

Graduate Advising: Current Students (Cornell Sociology unless otherwise noted)

Alex Cooperstock (member)

Wonjeong Jeong (member)

Soul Han (member)

Hyo-joo Lee (member)

Camille Portier (member)

Cody Reed (chair)

Emily Sandusky (member)

Wesley Stubenbord (member)

Haowen Zheng (chair)

Postdoctoral Students

April Sutton (PhD - UT Austin): Assistant Professor, University of California-San Diego

Dafna Gelbgiser (PhD - Cornell University): Assistant Professor, Tel Aviv University

College Scholars and Independent Study Students (last 5 years only)

Ackel Braide ('21)

Kyla Chasalow ('20)

Hannah Marks ('21)

DEPARTMENT SERVICE

Member, Sociology "Superdepartment" Implementation Committee (Fall 2020)

Chair, Department of Sociology (Jan 2007-June 2010; July 2015-June 2020)

Principal Investigator, Active Learning Initiative in Sociology (January 2017-Aug 2020)

Search Committees: Chair (2007-2008; 2015-2016; 2019-2020); Member (2004-2005)

Sociology Curriculum Committee (Spring 2015)

Acting Director of Graduate Studies and Chair of Graduate Admissions (Spring 2013)

Graduate Admissions Committee: Chicago Sociology (2001); Cornell Sociology (2002-2004, 2011-2013)

Awards Committees: Robin M. Williams Jr. Awards Committee (Spring 2008, 2012); Center for the
Study of Inequality (2003-present)

Colloquium Coordinator (2003-2006)

Web Page Editor (2003-2006)

Co-Chair, Bylaws Committee (2005)

COLLEGE SERVICE

- Member (elected), Dean's Advisory Committee on Appointments (July 2022-June 2025).
- Director, Center for the Study of Inequality (January 2013-present [one year off for leave]); Executive Committee (2001-present); Faculty Director of CSI's Minor in Inequality Studies (January 2013-present); Chair, Faculty Fellow Search Committee (Fall 2018)
- Member, College Scholar Advisory Board (Spring 2013-present); Selection Committee (Fall 2015); Adviser to two College Scholar students (current).
- Panelist, presentation on open access publications and using social media to disseminate research findings. Organized by A&S.
- Panelist, presentation on annual reports for College women's peer mentoring group
- Faculty representative, College search for Associate Dean of Alumni Affairs and Development (Fall 2018)
- Member, College Curriculum Review Committee (Spring 2016-October 2018)
- Member, Undergraduate Admissions Committee (Spring 2018)
- Co-Leader, Associate Women's Collective, mentoring group for women in A&S (Fall 2015-Spring 2016); occasional session panelist and faculty mentor (Fall 2016-present)
- Member, College Budget Advisory Committee (Spring 2015)
- Organizer and Presenter, Sesquicentennial Panel on "The American Dream" (April 2015)
- Panelist, "Social Mobility and Economic Opportunity." College of Arts & Sciences Advisory Council Meetings (May 2014)
- Member, Dean's Advisory Committee on Financial Planning (2008)

UNIVERSITY SERVICE

- Member, Cornell Course Roster Implementation Team (July 2020-June 2021). Worked with Vice Provost for Undergraduate Education, University Registrar, and a professor of Operations Research to revise and implement Cornell's Fall 2020, Spring 2021, and Fall 2021 course rosters, enrollment processes, and classroom allocations.
- Working Group, Upstate Collaboration on NSF grant proposal for increasing equity in promotion to Professor (Fall 2020-June 2021; organized by OFDD)
- Task force on Teaching Reactivation: Subcommittee on Teaching and Social Distancing (April 2020-June 2020)
- Panelist, "The State of the American Dream" (Feb 2020). NYC event organized by Alumni Affairs and Development.
- Member, University Committee on the Future of Scholarly Communication (Oct 2019-March 2020)
- Member, Internal Advisory Board, Cornell Master's in Public Health program (Spring 2017-present).
- Faculty Advisory Board, Office for Faculty Development and Diversity (Fall 2013-June 2021)
- Member, Sociology "Super-Department" working group (August 2019-December 2019). Part of Provost's review of the social sciences.

Member, Administrative Structures Committee (Sept 2018-Jan 2019). Part of Provost's review of the social sciences.

Cornell Population Center

Member, Advisory Committee (2012-2018)

Chair, Director Selection Committee (Fall 2015)

Session Moderator (Fall 2018)

Presenter, Demography Proseminar (Fall 2018)

Member, Council of Social Science Center Directors (2016-2019)

Participant, Cornell Editors Forum (October 2018)

Member, working group on administrative services in social sciences (Fall 2017-Fall 2018)

Faculty Fellow, Keeton House (Fall 2015-Spring 2017)

Panelist, Future Professors Institute (Summer 2016)

Keynote Speaker. Talk title: "Women in Science: Progress and Remaining Challenges." Empowering Women in Science and Engineering (EWISE) Symposium, Cornell University (May 2012)

Robert S. Harrison Director of the Institute for the Social Sciences (Jan 2013-July 2015; resigned to step in as Department Chair and direct the Center for the Study of Inequality)

Member, University Efficiencies Committee (May 2015-June 2015)

Member, Provost's Council on Engaged Learning and Research (2013-2015)

Co-Director and co-PI, Cornell University's ADVANCE center (2008-2013)

Member, Social Sciences Internal Advisory Council (2008-2012)

Member, Survey Research Institute Faculty Advisory Committee (2009-2011)

Member, University Faculty Senate Committee on Child Care (2010)

Middle States Accreditation Planning Committee, Faculty Working Group (2009-2010)

Member, Provost's Committee for Strategic Planning in the Social Sciences (2009)

Member, Faculty Advisory Committee, Atkinson Center for a Sustainable Future (2008-2009)

Member, College of Human Ecology Dean Search Committee (2008)

Ad hoc tenure review committees (dates suppressed for confidentiality)

College of Human Ecology (2 as member)

Johnson Graduate School of Management (1 as member, 1 as chair)

Institute for Labor Relations (3 as member)

College of Arts and Sciences (1 as member, 2 as chair)

Review committee, Institute for Social Sciences (2005-2007)

Voting member, Cornell University Faculty Senate (2002-2006)

EDITORIAL SERVICE

Editorial positions, *Sociological Science* (2012-present)

Founding editor (2012)

Deputy editor (2013-Dec 2020)

Consulting editor (Jan 2021-present)

Board member, Society for Sociological Science (2013-present)

Editorial board, *Studies in Social Inequality* series, Stanford University Press (2018-present)

Editorial board, *Industrial, Labor, and Relations Review* (2011-present)

Consulting editor, *American Journal of Sociology* (1999-2001; 2004-2006)

Reviewer: *Most top journals in sociology and sociology-adjacent fields (e.g., demography). Service varies.*

PROFESSIONAL SERVICE and AFFILIATIONS

NIH Advisory Committee to the Director, Working Group on Diversity, DPC Subgroup (Fall 2022-present)

Board Member, General Social Survey (Fall 2021-Spring 2024); Working Group on Gender, Family, and Sexuality (Spring and Summer 2022).

1st Opponent, Disputation Committee for Sara Seehuus, Oslo Metropolitan University (2021)

Selection Committee, Sociological Research Association (2020 & 2021).

Elector, Nuffield College and Department of Sociology, Oxford University (2018).

Panelist, G15 Clusters for Excellence Proposals, German Science Foundation (Spring 2018)

External Program Reviews:

University of Amsterdam – AMCIS (2017)

Yonsei University Sociology (2017)

Institute for Policy and Social Research, University of Kansas (2015)

Grant Reviewer: NORFACE, NSF, Israel Science Foundation, European Social Research Council, German Science Foundation, Fondazione Cariplo

Conference Organizer:

“Gender Inequality in Labor Markets,” with Francine Blau, Economics (March 2020; Cancelled due to pandemic)

“Social Mobility and Equality of Opportunity,” with Vida Maralani and Kendra Bischoff, Sociology (April 2017)

“Making Welfare States Work,” with Chris Anderson, Government (Sept. 2009)

Member, American Sociological Association (1992-2018)

Sections: Inequality, Poverty, and Mobility; Organizations, Occupations, and Work; Sex and Gender; Methodology; Sociology of Education

Chair (elected), Section on Inequality, Poverty, and Mobility (AY 2012-2013). *Ex officio* member of IPM section council (2011-2014). Founding board, IPM section-in-formation (2010)

Nomination committee chair, council member, session organizer, and chair of Richard S. Scott “Best Paper” award committee, OOW section

Session Organizer, 2018 Regular Session on Social Mobility (August 2018)

Member, Research Committee 28 of the ISA (2002-present, years vary)

Member, Population Association of America (1999-present, years vary)

Discussant, 2002 session on Work and Family, 2014 session on Race and Gender Inequality in Labor Markets

Invited expert reviewer, GAO Study on Earnings and Workplace Choices (2003)

CONSULTING AND APPLIED RESEARCH EXPERIENCE

Member, Advisory Board, “DigClass: Social Class Inequality in the Digital Age.” EU Commission Joint Research Centre (Fall 2021-present)

Member, Scientific Advisory Board, “From School to Career: Towards a Career Perspective on the Labor Market Returns to Education.” European Research Council Starting Grant. Dr. Thijs Bol, PI (funded Jan 2021-Dec 2026)

Member, Scientific Advisory Board, “Technequality Project.” Dr. Mark Levels, PI. European Research Council H2020 (Jan 2019-present)

Consultant, The Hill School Covid-19 Management Plan (July-Aug 2020)

Consultant, Unilever campaign for gender equity (July 2020)

Consultant, “Income Inequality in Professional and Vocational Occupations.” Dr. Ida Grange, PI. Norwegian Research Council (Sept. 2014-Aug. 2016)

Research Consultant. “Options for Pre-Teens Evaluation” and “Supplemental Security Income Outreach Demonstration Project Evaluation.” Dr. James Peterson, PI. Sociometric Corporation, Los Altos, CA (1995-1996)

Research Assistant. “Seattle Homeless Adolescent Project.” AnneMarie Cauce, PI; Charles Morgan and Jennifer Sy, co-PIs. YouthCare, Inc., Seattle, WA (1990-1992)

MEDIA COVERAGE and ENGAGEMENT (incomplete)

Class and Inequality:

2021: [The Washington Post](#)

2020: New York Times, Vox, AZCentral

2019: Cornell Chronicle; Medium; Newsmax and 4 other media outlets' related articles; CBS News and 6 other media outlets' related articles; Wall Street Journal and 3 other media outlets' related articles

Prior to 2019: Stateline; CNN Money (Steve Hargreaves); CNN; New York Times; Financial Times; Glasshouse Forum; The Tobin Project; The Atlantic; NPR; The Harvard Crimson; Bloomberg; The Washington Post; The Badger Herald

Social Networks & Covid-19

2020: Radio and TV: BBC; NPR; CNN Prime Time with Chris Cuomo

General Interest Print: Wall Street Journal; Chicago Sun-Times; Boston Globe; MarketWatch; Nature.com; Voice of America; Reuters; Forbes; The Atlantic; Frankfurter Allgemeine; Bloomberg, Village Voice, The National Geographic.

Education Print: Chronicle of Higher Education; Inside Higher Education; Cornell Chronicle; BYU, Temple, UCLA, UCSC, and Harvard student newspapers; Cornell Daily Sun.

Higher Education & Women in STEM Education:

2021: [The Chronicle of Higher Education](#)

2020: Higher education: The Times Higher Education; The Cornell Daily Sun

Minor in Inequality Studies: Inside Higher Education

Gender in STEM: Cornell Chronicle; Yahoo! Entertainment

Misc: The Sociology Annex (podcast)

2019: Cornell Daily Sun; Cornell Chronicle

Prior to 2019: Cornell Chronicle (Lori Sonken); *Gender News* (Clayman Institute); The Atlantic (Joe Pinsker); USA Today; Forest of the Rain Productions; *Contexts*; The Chronicle of Higher Education; Inside Higher Education.

Gender in Labor Markets:

2019: Wall Street Journal (Sue Shellenbarger) and 2 other media outlets' related articles; Global Citizen; New York Times and 4 other media outlets related articles;

Prior to 2019: [Harvard Business Review \(Sarah Green\)](#); [London School of Economics \(Youngjoo Cha\)](#); [Harvard Kennedy School \(Justin Feldman\)](#); [Cornell Chronicle \(H Roger Segelken\)](#); [The Nation](#)

(Nancy Folbre); Boston Review (Claude Fischer); The Dish (Andrew Sullivan); Forbes (Susan Adams); NJBIZ (Meg Fry); The New Yorker (Margaret Talbot); Washington Post (Brigid Schulte); Time (Belinda Luscombe); Businessweek (Drake Bennett); Huffington Post; Council on Contemporary Families Brief Report (Youngjoo Cha); The Economist; Vox.com; NPR;

Open Access Publishing, Social Media:

2019: Inside Higher Education

Prior to 2019: Bloomberg (Justin Fox)