

SARAH THÉBAUD

University of California, Santa Barbara
Department of Sociology, Santa Barbara, CA 93106
<http://www.soc.ucsb.edu/faculty/sarah-thébaud>
sthebaud@soc.ucsb.edu

ACADEMIC EMPLOYMENT

University of California, Santa Barbara

Associate Professor, Department of Sociology, July 2017- present
Faculty Affiliate, Technology Management Program, July 2017-present
Research Associate, Broom Center for Demography, July 2012- present
Assistant Professor, Department of Sociology, July 2012-July 2017

Princeton University

National Science Foundation & American Sociological Association Postdoctoral Research Fellow
Department of Sociology & Center for the Study of Social Organization
August 2010-July 2012

EDUCATION

Ph.D. Sociology, Cornell University, August 2010
Minor: Feminist, Gender and Sexuality Studies
M.A. Sociology, Cornell University, May 2007
B.A. Economics & Sociology (*Magna Cum Laude*), California Lutheran University, May 2002

RESEARCH AND TEACHING AREAS

Gender, Organizations, Work, Social Psychology, Economic Sociology, Social Inequality, Family

PUBLICATIONS

Books/Edited Volumes

Charles, Maria and Sarah Thébaud, editors. 2018. *Gender and STEM: Understanding Segregation in Science, Technology, Engineering and Mathematics*. *Social Sciences* Special Issue. MDPI.

Articles and Chapters

Thébaud, Sarah, Sabino Kornrich and Leah Ruppner. (*equal authorship*). Forthcoming. "Good Housekeeping, Great Expectations: Gender and Housework Norms." *Sociological Methods and Research*

Thébaud, Sarah and Laura Halcomb. Forthcoming. "One Step Forward? Advances and Setbacks on the Path Toward Gender Equality in Families and Work." *Sociology Compass*

Thébaud, Sarah and Maria Charles. 2018. "Segregation, Stereotypes and STEM." *Social Sciences* 7, 111: doi:10.3390/socsci7070111

Byrne, Janice, Salma Fattoum and Sarah Thébaud. 2018. "A Suitable Boy? Gendered Roles and Hierarchies in Family Business Succession." *European Management Review*.

Doering, Laura and Sarah Thébaud. 2017. "The Effects of Gendered Occupational Roles on Men's and Women's Workplace Authority: Evidence from Microfinance." *American Sociological Review* 82(3):542-567.

- 2018 Outstanding Article Award Honorable Mention. Inequality, Poverty and Mobility Section, American Sociological Association.

Kuwabara, Ko and Sarah Thébaud. 2017. "When Beauty Doesn't Pay: Gender and Beauty Biases among Entrepreneurs in a Peer-to-peer Loan Market." *Social Forces* 95(4): 1371-1398.

Weeden, Kim A., Sarah Thébaud, and Dafna Gelbgiser. 2017. "Degrees of Difference: Gender Segregation of US Doctorates by Field and Institutional Prestige." *Sociological Science* 4:123-150.

Thébaud, Sarah and David S. Pedulla. (*equal authorship*). 2016. "Masculinity and the Stalled Revolution: How Gender Ideologies and Norms Shape Young Men's Responses to Work-Family Policies." *Gender & Society* 30(4):590-617.

Thébaud, Sarah and Amanda J. Sharkey. 2016. "Unequal Hard Times: The Influence of the Great Recession on Gender Bias in Entrepreneurial Investment Markets." *Sociological Science* 3:1-31.

Thébaud, Sarah. 2016. "Passing up the Job: The Role of Gendered Organizations and Families in the Entrepreneurial Career Process." *Entrepreneurship Theory and Practice* 40(2):269-287.

- Special issue on Careers, Organizations and Entrepreneurship

Thébaud, Sarah. 2015. "Business as Plan B? Institutional Foundations of Gender Inequality in Entrepreneurship across 24 Industrialized Countries." *Administrative Science Quarterly* 60(4):671-711.

- Finalist for the 2016 Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Thébaud, Sarah. 2015. "Status Beliefs and the Spirit of Capitalism: Accounting for Gender Biases in Entrepreneurship and Innovation." *Social Forces* 94:61-86.

Pedulla, David S. and Sarah Thébaud (*equal authorship*). 2015. "Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint." *American Sociological Review* 80(1):116-139.

Thébaud, Sarah. 2013. "Entrepreneurship." Pp. 251-254 in *Sociology of Work*, edited by Vicki Smith. Sage.

Thébaud, Sarah. 2011. "Social Policies and Entrepreneurship: Institutional Foundations of Gender Gaps across 24 Countries." *Academy of Management Best Paper Proceedings* 2011(1):1-6.

Thébaud, Sarah. 2010. "Gender and Entrepreneurship as a Career Choice: Do Self-Assessments of Ability Matter?" *Social Psychology Quarterly* 73(2): 288-304.

- Winner of the 2010 ASA Social Psychology Section Best Graduate Student Paper Award
- "SPQ Snap" and teaching tool published at <http://www.asanet.org/journals/spq/snaps.cfm>

Thébaud, Sarah. 2010. "Masculinity, Bargaining and Breadwinning: Understanding Men's Housework in the Cultural Context of Paid Work." *Gender & Society* 24 (3): 330-354.

Cha, Youngjoo and Sarah Thébaud (*equal authorship*). 2009. "Labor Markets, Breadwinning, and Beliefs: How Economic Context Shapes Men's Gender Ideology." *Gender & Society* 23 (2): 215-243.

- Reprinted 2009 in *Annual Editions: Gender 10/11*. Bobby Hutchinson, editor. McGraw Hill.

Correll, Shelley J., Sarah Thébaud and Stephen Benard. 2007. "An Introduction to the Social Psychology of Gender". Pp. 1-18 in Shelley J. Correll, ed., *Social Psychology of Gender (Advances in Group Processes Volume 24)* New York: Elsevier.

Other Publications

Thébaud, Sarah and Laura Doering. "How Gender Bias Negatively Affects Men and Women in the Workplace." *Association for Women in Science Magazine*. Fall 2017: 30-32.

Doering, Laura and Sarah Thébaud. 2017. "[How Gender Bias Negatively Affects Women and Men.](#)" *Work in Progress: Sociology on the Economy, Work, and Inequality*. September 16.

Thébaud, Sarah and Laura Doering. 2017. "[How a Job Acquires a Gender \(And Less Authority if it's Female\).](#)" *The Conversation*, July 23.

- Reprinted in [BBC News](#), [CBS News](#), [Salon](#), [Quartz](#), [Time](#), [News Minute](#), and others

Doering, Laura and Sarah Thébaud. 2017. "Male Managers Command Less Authority in 'Female' Jobs." *HR Zone*. July 31.

Thébaud, Sarah and David S. Pedulla. 2016. "Men are more likely to take advantage of work-family policies if they think other men want to, too." *London School of Economics United States Policy and Politics Blog*. October 11, 2016.

Thébaud, Sarah and David S. Pedulla. 2016. "Masculinity and the Stalled Revolution." *Gender & Society Blog*. August 29.

Thébaud, Sarah and Amanda J. Sharkey. 2016. "Can a bad economy mean more gender discrimination?" *American Sociological Association Work-in-Progress Blog*. May 2.

Thébaud, Sarah. 2016. "In Countries with Little Work-Family Support, Many Women Opt for Self-Employment." *London School of Economics Business Review*. January 12.

Thébaud, Sarah. 2015. "Stronger Work-Family Policies Help Women Build Better Businesses." *The Conversation*. November 19.

Selected Reprints:

- "Why Women Pursue Entrepreneurship as a Last Resort" *Fortune*. Nov. 19.
- "Stronger Work-Family Policies Help Women Build Better Businesses." *International Women's Development Agency* Nov. 24.

Thébaud, Sarah. 2015. "What Helps Women Entrepreneurs Flourish?" Briefing paper prepared for the Council on Contemporary Families. November 5.

- Reprint: "What Helps Women Entrepreneurs Flourish?" *The Society Pages*, Nov. 16.

Thébaud, Sarah. 2015. "How the Myth of 'Lone Warrior' Entrepreneur Penalizes Women." *The Conversation*. March 6.

Selected Reprints:

- "Why Are There So Few Women Entrepreneurs?" *Newsweek*. March 9.
- "How the 'Lone Warrior' Myth Hurts Female Entrepreneurs." *The New Republic*. March 9.
- "The Lone Warrior Myth is Bringing Down Female Entrepreneurs." *Quartz.com* March 11.

Thébaud, Sarah, with Patricia Greene. 2015. "State of the Field: Gender." *Ewing Marion Kauffman Foundation*. February 19.

Thébaud, Sarah and David S. Pedulla. 2015. "The Benefits to a Paid Family Leave Law that Nobody is Talking About." *The Huffington Post*. February 12.

- Reprinted in *The Contra Costa Times* and *The Oakland Tribune*. Feb. 14.

Thébaud, Sarah and David S. Pedulla. 2015. "Can we finish the revolution? If we change workplace policies." *Families as they Really Are* (blog). January 29.

David S. Pedulla and Sarah Thébaud. 2015. "Leaning in at Work and at Home: Why Workplace Policies Matter." *The Conversation*. January 29.

Selected Reprints:

- "How Workplace Policies Block Gender Equality." *World Economic Forum*. January 30.
- "Leaning in at Work and at Home: Why Workplace Policies Matter." *The Good Men Project*. Feb. 4

Thébaud, Sarah. 2014. "Can We Pull Back the Curtain on Old-fashioned Assumptions?" *Gender & Society* (blog). July 11.

Thébaud, Sarah. 2014. Review of "Into the fire: Disaster and the Remaking of Gender" By Shelley Pacholok. University of Toronto Press. 2013. *American Journal of Sociology* 119(6):1775-1777.

Thébaud, Sarah. 2013. Review of "Women at Work: Tupperware, Passion Parties, and Beyond by L. Susan Williams and Michelle Bemiller Lynne Rienner Publishers, Inc. 2011. 273 pages. \$58.50 cloth." *Social Forces* doi: 10.1093/sf/sot013

Thébaud, Sarah. 2010. Review of *Dividing the Domestic: Men, Women & Household Work in Cross-National Perspective*, edited by Judith Treas and Sonja Drobnic. *International Journal of Sociology of the Family* 36(2): 232-235.

Thébaud, Sarah 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.

WORKING PAPERS

Thébaud, Sarah and David Pedulla. (*equal authorship*). "Can Work-Family Policy Use be De-Gendered? Unpacking the Effects of Flexibility Stigma and Financial Costs." Under review.

Thébaud, Sarah and Catherine J. Taylor (*equal authorship*). “The Specter of Motherhood: Culture and the Production of Gendered Career Aspirations in Science and Engineering.” Under review.

Thébaud, Sarah, Laura Halcomb, and Katelynn Bishop. “Revisiting gender-biased self-assessments of ability: How perceptions of fit and enjoyment matter.” Working paper.

HONORS, AWARDS, AND GRANTS

- Honorable Mention, 2018 Outstanding Article Award. Inequality, Poverty and Mobility Section, American Sociological Association.
- Finalist, 2016 Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- TESS: Time-Sharing Experiments for the Social Sciences Grant, 2016. "Opting into Work-Family Policies: Comparing the Effects of Material and Cultural Concerns." (with David Pedulla) \$15,880
- Kauffman Foundation Grant; 2015. “Increasing Women’s Representation in Entrepreneurial Activity: A Longitudinal Study of the *Rising Tide Program*.” With Renee Rottner, Kyle Lewis, Joseph Broschak, and Christine Beckman. \$60,900
- Kauffman Foundation Junior Faculty Fellowship in Entrepreneurship Research. 2015. \$35,000
- Lee-Chin Institute for Corporate Citizenship, University of Toronto. 2015; “Beyond Relational Lending: Interpersonal Ties and Gender Expectations in Commercial Microfinance” (with Laura Doering) \$7,850
- Polsky Center for Entrepreneurship and Innovation, University of Chicago. 2014; “The Causal Effect of Economic Uncertainty on Gender Bias in Entrepreneurial Investment.” (with Amanda J. Sharkey) \$2,240
- Institute for Social, Behavioral, and Economic Research; University of California, Santa Barbara. 2013; “Leaning in or Leaning Out? Unpacking Biased Self-Assessments of Ability as a Theory of Gendered Career Choices” \$8,000
- TESS: Time-Sharing Experiments for the Social Sciences Grant, 2012. "Can We Finish the Revolution?" (with David Pedulla)
- National Science Foundation Postdoctoral Fellowship 2010-2012. “Understanding the Economic Crisis and Its Social Impacts through Postdoctoral Fellowships.” (Paul DiMaggio, PI)
- National Science Foundation Dissertation Improvement Grant 2008-2010. “A Cross-National Study of Entrepreneurship, Institutions and Cognitive Bias.” \$7,488
- American Sociological Association Social Psychology Section Best Graduate Student Paper Award for “Gender and Entrepreneurship as a Career Choice: Do Self Assessments of Ability Matter?” 2010.
- DIANA Best Student Paper Award for “Cognitive Bias and Innovation in the United States and the United Kingdom: Are Women Entrepreneurs Penalized?” DIANA International, 2010
- Kauffman Foundation Dissertation Fellowship 2008. “Entrepreneurship, Institutions and Cognitive Bias: A Cross-National Study of Gender Inequality in Venture Creation.” \$20,000
- Robin Williams Jr. Best Graduate Student Paper Award for “Masculinity, Bargaining and Breadwinning: A Study of Men’s Household Labor in 22 Countries.” Department of Sociology, Cornell University, 2007
- Institute for European Studies Michele Sicca Graduate Research Grant, Cornell University 2007. “Welfare Production Regimes and Entrepreneurship: The Role of Policy in Explaining Gender Inequality in Venture Creation.” \$1,485
- Einaudi Center for International Studies Travel Grant Award, Cornell University 2007. \$500

- Research Travel Grant, Cornell University Graduate School 2007, \$2,000
- Russell Sage Fellowship, Cornell University 2003-2004, 2007-2008.
- The Bronfenbrenner Life Course Center and the Center for the Study of Inequality Graduate Research Seed Grant, Cornell University 2006. \$750
- Center for the Study of Economy and Society Seed Grant, Cornell University 2004, \$1,000
- Departmental Honors, Economics and Sociology, California Lutheran University, 2002
- Presidential Scholarship, California Lutheran University, 1998-2002

SELECTED MEDIA COVERAGE OF RESEARCH

The New York Times, The Wall Street Journal, Time, NPR, Science, BBC, Chicago Tribune, The Atlantic, Forbes, Slate, The Financial Times, CBS, The Huffington Post, Salon, The Today Show (NBC TV), MSNBC, The Economist, The Boston Globe, New York Magazine, New America Weekly, Quartz, The News Minute, Inside Higher Ed., The Santa Barbara Independent, TechCrunch, The New Zealand Herald, The Philadelphia Sun, The Business Journals, USA Today, The New York Post, Cosmopolitan, Times of India, El Mercurio (Chile), Bustle, The Pacific Standard, The Santa Barbara Independent, Deseret News, Design&Trend, Bust, KFI Los Angeles (live radio), Senior Voice America (live radio), The Economic Times (India), The Straits Times (Singapore), San Antonio Express News, Jezebel, Phys.org, Tech.co, Entrepreneur.com, Pulse Nigeria; Sydney Morning Herald

RECENT INVITED TALKS AND SEMINARS

“Can Work-Family Policy Use Be De-Gendered? Unpacking the Effects of Financial Costs and Organizational Norms.”

- Gender Inequality Workshop, Harvard University. March 2019.
- Department of Sociology, Duke University. November 2018.

“When do Work-Family Policies Work for Men and Women? Unpacking the Effects of Informal Practices.”

- Center for Social and Economic Research. University of Southern California. May 2018.
- Department of Sociology, Dartmouth College. April 2018.
- Department of Sociology, University of Texas at Austin. March 2018.
- Rotman School of Management, University of Toronto. March 2018.
- INSEAD Conference on Women and Work. Fontainebleau, France. February 2018.
- RH Smith School of Business, University of Maryland. November 2017.

“Quantitative Approaches to Studying Gender and Entrepreneurship: Possibilities, Opportunities, and Limitations.” Keynote Address, Gender and Entrepreneurship Paper Accelerator Workshop. IÉSEG School of Management, Paris, France. February 2018.

“Gender Bias at Work: What is the Problem and How Can We Fix It?” American Association of University Women, Lompoc Chapter. October 2017.

“Gender Bias in STEM: What is the Problem and How Can We Fix It?” Keynote Address, Women in Planetary Science Group, Division of Planetary Sciences Meeting, Provo, Utah. October 2017.

“When do Work-Family Policies Work for Men and Women? Unpacking Material versus Cultural Factors.” Department of Sociology, University of California, Berkeley. March 2017.

“Opting into Work-Family Policies: Comparing the Effects of Material and Cultural Concerns.” Department of Sociology, University of British Columbia. February 2017.

“Gender Bias in Entrepreneurial Financing.” MIT Sloan School of Management, September 2016.

“Gender Bias in Entrepreneurial Financing.” Yale School of Management, February 2016.

“Policies, Practices, and Possibilities: Effects of Workplace Policies and Norms on Work-Family Arrangements.” Yale School of Management. December 2015.

“Policies, Practices, and Possibilities: Effects of Workplace Norms and Policies on Work-family Ideals and Intentions.” Department of Sociology, University of California, Los Angeles. November 2015.

“Unconscious Gender Bias in Entrepreneurship: What is the Evidence and What Can We Do About It?” Association for Women in Science, May 2015

“Gender Bias in Entrepreneurship: What is the Evidence and What Can We Do About It?” School of Management, California Lutheran University, April 2015 (Public Lecture)

“Can We Achieve Gender Equality at Work and at Home? Maybe if we Reform our Policies and Practices.” Bain & Company Global Management Consulting Firm, Los Angeles, CA April 2015

“Time-Sharing Experiments for the Social Sciences (TESS): Introduction to Method, Data, and Analysis.” Department of Sociology, University of Melbourne, February 2015 (Two-day seminar)

“Status Beliefs and the Spirit of Capitalism: Accounting for Gender Biases in Entrepreneurship and Innovation.” Graduate School of Business, Stanford University, November 2014

“Business as Plan B: Unpacking Institutional Sources of Gender Inequality in Entrepreneurship.” Department of Sociology, Brown University, November 2014

"Preferences, Policies and Possibilities: The Effects of Structural and Normative Constraints on Men's and Women's Work-Family Ideals"

- Department of Psychology Colloquium, University of California, Santa Barbara. May 2014.
- Broom Center for Demography Seminar Series, University of California, Santa Barbara. February 2014.

“Competence, Competition, and Criteria: Contextualizing Biased Self-Assessments of Ability as a Mechanism of Gendered Career Choices.” Social Psychology Workshop. Department of Sociology, Stanford University. March 2014.

“Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint.” Department of Sociology Colloquium, University of California, Santa Barbara. November 2013.

“Business as Plan B? Work-Family Policies and Gender Gaps in Entrepreneurship across 24 Industrialized Countries”

- Department of Sociology, University of California, Irvine. May 2013.
- Quantitative Methods in the Social Sciences, University of California, Santa Barbara. May 2013.

RECENT CONFERENCE PRESENTATIONS

- “When do Work-Family Policies Work for Men and Women? Unpacking the Effects of Formal Policies versus Informal Practices” Population Association of America Meeting, Chicago IL, April 2017
- “‘The Women Always Fail Thing’: The Specter of Motherhood in the Careers of Young Scientists and Engineers.” Academy of Management Annual Meeting Symposium, Anaheim, CA. August 2016
- “The Effects of Gendered Occupational Roles on Men's and Women's Workplace Authority: Evidence from Microfinance.” Academy of Management Annual Meeting, Anaheim, CA. Aug. 2016
- “Norms, Networks, and Gender in Angel Investing Groups.” The Kauffman Foundation Emerging Scholars Conference, Kansas City, Missouri February 2016
- “Unequal Disadvantage: The Influence of The Great Recession on Gender Bias in Entrepreneurial Investment Markets.” The Kauffman Foundation Emerging Scholars Conference, Kansas City, Missouri October 2014
- “When Beauty Doesn’t Pay: Gender and Beauty Biases in a Peer-to-peer Loan Market .” (with Ko Kuwabara). Academy of Management Meetings. Philadelphia, PA. August 2014.
- Thébaud, Sarah. “Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint”. (with David Pedulla). Work and Family Researchers Network Conference. New York, NY. June 2014.
- Thébaud, Sarah. “Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint”. Population Association of America Annual Meeting. Boston, MA. May 2014.
- “Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint” (with David Pedulla). American Sociological Association Annual Meeting. New York, NY. August 2013.

TEACHING EXPERIENCE

University of California, Santa Barbara

Sociology 290B. Graduate Professional Development Seminar. Winter 2015, 2018 & 2019.

Sociology 153. Women and Work. Fall 2017

Sociology 155B. Sociological Perspectives on Women: The Social Psychology of Gender. Fall 2017

Sociology 245A. Graduate Seminar in Sociology of Gender. Spring 2017 and Spring 2013

Sociology 196HR/196HT. Honors Research Practicum. Fall 2013, Winter, Spring, Fall 2014; Winter 2015

Sociology 108A. Research Traditions. Winter 2013.

Sociology 185G. Gender Inequality. Spring 2013.

Ph.D. Theses advised: Chair, 1; Committee member, 4

Number of undergraduate honors theses advised: 16

Princeton University

Sociology 314/Women & Gender Studies 314: Sociology of Gender. Spring 2011.

Cornell University

Sociology 491: Independent Study (Research Supervisor). Summer 2009; Fall 2007.

Sociology 222: Controversies about Inequality (Teaching Assistant). Spring 2006.

Sociology 207: Problems in Contemporary Society (Teaching Assistant). Spring 2007.

California Lutheran University

Economics Tutor (Macroeconomics, Microeconomics, and Price Theory). Fall 2001-Summer 2003.

RECENT PROFESSIONAL ACTIVITIES

Editorial Board Member, *Social Psychology Quarterly* January 2016-present.

Editorial Board Member, *Social Forces*, January 2014-present.

Editorial Board Member, *Journal of Gender and Power*, May 2013-present.

Manuscript reviewer for *American Sociological Review*, *American Journal of Sociology*, *Administrative Science Quarterly*, *Gender & Society*, *Social Forces*, *Social Psychology Quarterly*, *Journal of Marriage and Family*, *Journal of Family Issues*, *Qualitative Sociology*, *Entrepreneurship, Theory and Practice*, *Sociology Compass*, *Sex Roles*, *British Journal of Sociology*, *Journal of Applied Social Psychology*, *Time-Sharing Experiments for the Social Sciences*, *Work and Occupations*, *Social Problems*, *Small Group Research*, *The Journal of Women, Politics, & Policy*, *Strategic Entrepreneurship Journal*, *Sociology Compass*

Panelist, Author-Meets-Critics Session for Pugh's "Tumbleweed Society." ASA Annual Meeting 2017

Session Organizer, "Social Psychological Approaches to Understanding Gender Inequality", ASA Annual Meeting 2017

Discussant, "Differences at Work." ASA Annual Meeting 2017

Presider, "Fatherhood, parental leave and gender inequality." ASA Annual Meeting 2017

Discussant, "Gender and Families." Population Association of America Annual Meeting, 2017

Presider, Social Psychology 2, Regular Session. ASA Annual Meeting 2016

Panelist, "Workshop: The Value of Postdoctorates in Academic Career Trajectories." ASA Annual Meeting 2016

Advisory Board Member, NSF Grant, "The Price of Parenting in STEM: Explaining Career Paths and Pay Consequences of Parenthood among Science and Engineering Professionals" 2015-2018

Visting Scholar, California Center for Population Research, UCLA, Fall 2015

Chair, Graduate Student Affairs Committee, Social Psychology Section, American Sociological Association 2014-2015.

Session Organizer, "Applying Research Beyond the Academy." Pacific Sociological Association, 2015

Member, Committee on Practice, Applied, and Clinical Sociology. Pacific Sociological Association, 2013-16.

Editorial Board Member, *Gender & Society*, September 2011-August 2014.

Member, Graduate Student Paper Award Committee, Social Psychology Section, American Sociological Association, 2014

Session Organizer, *Gender and Work* (3 sessions). American Sociological Association, 2013.

RECENT UNIVERSITY AND DEPARTMENT-LEVEL SERVICE AND RESEARCH POSITIONS

Member, Chancellor's Advisory Committee on the Status of Women. UCSB 2018-present
Member, Graduate Council. UCSB Graduate Division. Fall 2017-present
Member, Community and Colloquium Committee. UCSB Department of Sociology, 2017-present
Member, Executive Committee. UCSB Department of Sociology. 2017-2018.
Member, Graduate Council. UCSB Graduate Division. Fall 2017-present
Member, Community and Colloquium Committee. UCSB Department of Sociology, 2017-2018
Organizer, Gender Workshop, UCSB Department of Sociology, 2013-2015, 2016-2018
Conference Organizer and Host, "Research Workshop: Gender Inequality in STEM Education and Organizations", UCSB Broom Center, May 1, 2017
Undergraduate Curriculum Committee, UCSB Department of Sociology, 2017
Member, Junior Faculty Search Committee, UCSB Department of Sociology, 2016-2017
Core Faculty Member, UCSB Broom Center Interdisciplinary PhD Emphasis in Demography
Judge for UCSB "Grad Slam" competition for graduate research. April 2016
McNair Scholar host on UCSB McNair Day, April 2016
Panelist at Chancellor's Regional Reception (for Undergraduate Recruitment). San Jose. March 5, 2016
Member, Advisory board for the Institute for Social, Behavioral and Economic Research (ISBER), UCSB, 2014-2016
Member, Junior Faculty Search Committee, UCSB Department of Sociology, 2014-2015
Member, Undergraduate Curriculum Committee, UCSB Department of Sociology, 2012-2013; 2013-2014

OTHER PROFESSIONAL CONTRIBUTIONS

Live Radio Panelist on NPR's "On Point" with Tom Ashbrook (WBUR) on the topic of "Redefining Fatherhood". 6/2017
Provided consulting expertise to private companies, consulting firms, and venture capital firms on organizational strategies to improve gender and racial diversity. 2014-2018

MEMBERSHIPS

American Sociological Association
Sections: Sex & Gender; Economic Sociology; Organizations, Occupations and Work; Social Psychology; Sociology of the Family; Inequality, Poverty and Mobility
Academy of Management
Sociologists for Women in Society
Population Association of America
Pacific Sociological Association
Work and Family Researchers Network