

SARAH THÉBAUD

University of California, Santa Barbara
Department of Sociology, Santa Barbara, CA 93106
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ACADEMIC EMPLOYMENT

University of California, Santa Barbara

Professor, Department of Sociology, July 2023 - present
Director of Graduate Studies, Department of Sociology, 2019-2022; 2023-present
Research Associate, Broom Center for Demography, July 2012- present
Faculty Affiliate, Technology Management Program, July 2017-present
Associate Professor, Department of Sociology, July 2017- June 2023
Assistant Professor, Department of Sociology, July 2012-June 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, Family, Social Inequality, Economic Sociology

PUBLICATIONS

(*equal authorship, + student coauthor)

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 and Maria Charles. Forthcoming. "Who's a "Good Fit? Segregation, Stereotypes, and STEM." In *Social Stratification: Class Race and Gender in Sociological Perspective*, David Grusky, Nima Dahir and Claire Daviss, Editors. Routledge.

Yavorsky, Jill, Lisa Keister, Yue Qian and Sarah Thébaud.* 2023. "Separate Spheres: The Gender Division of Labor in the Financial Elite." *Social Forces* Online First, May 10.

Keister, Lisa A., Sarah Thébaud and Jill Yavorsky.* 2022. "Gender in the Elite." *Annual Review of Sociology* 48:149–69.

Thébaud, Sarah and David Pedulla*. 2022. "When do Work-family Policies Work? Unpacking the Effects of Stigma and Financial Costs for Men and Women." *Work and Occupations* 49(2): 229-263.

- Winner of the 2023 American Sociological Association Family Section Article of the Year Award
- 2023 Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Finalist)

Thébaud, Sarah and Catherine J. Taylor*. 2021. "The Specter of Motherhood: Culture and the Production of Gendered Career Aspirations in Science and Engineering." *Gender & Society* 35(3): 395-421.

- 2022 Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Finalist)

Thébaud, Sarah, Sabino Kornrich and Leah Ruppner*. 2021. "Good Housekeeping, Great Expectations: Gender and Housework Norms." *Sociological Methods and Research* 50(3):1186-1214.

Thébaud, Sarah. 2019. "How to Close the Gender Gap in Entrepreneurship." Pp. 69-72 in *New Visions for Gender Equality 2019*. Edited by Niall Crowley and Silvia Sansonetti. Brussels: European Commission.

Thébaud, Sarah and Laura Halcomb+. 2019. "One Step Forward? Advances and Setbacks on the Path Toward Gender Equality in Families and Work." *Sociology Compass* 13(6):1-15.

Byrne, Janice, Salma Fattoum and Sarah Thébaud. 2019. "A Suitable Boy? Gendered Roles and Hierarchies in Family Business Succession." *European Management Review* 16(3):579-596.

Thébaud, Sarah and Maria Charles. 2018. "Segregation, Stereotypes and STEM." *Social Sciences* 7, 111.

- Reprinted in *Formamente* 2019. 14(1): 33-59.

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 Devah Pager 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*. 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.

- Reprinted 2018 in *Men's Lives, Tenth Edition*. Edited by Michael Kimmel and Michael A. Messner. Oxford University Press.

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.

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.

- 2021 *Administrative Science Quarterly* Award for Scholarly Contribution
- 2016 Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Finalist)
- *Administrative Science Quarterly* Special Collection on Mobilization and Entrepreneurship

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

- Revised excerpt (forthcoming) in *Social Stratification: Class Race and Gender in Sociological Perspective*, David Grusky, Nima Dahir and Claire Daviss, Editors. Routledge.

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
- ASA "SPQ Snap" and teaching tool at <https://www.asanet.org/social-psychology-quarterly-snaps/>

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

- Winner of the 2007 Robin Williams Jr. Best Graduate Student Paper Award, Cornell University

Cha, Youngjoo and Sarah Thébaud*. 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

Kuperberg, Arielle, Sarah Thébaud, Kathleen Gerson and Brad Harrington. Forthcoming. "Dads home with kids peaked during the COVID-19 pandemic-but not for the reason you think." Council on Contemporary Families Symposium.

Yavorsky, Jill and Sarah Thébaud. 2023. "Most super rich couples have breadwinning husbands and stay-at-home wives, contrasting sharply with everyone else." *The Conversation* May 31.

- Reprinted in *Fortune*, *The Daily Beast*, Yahoo News, *PsyPost*, *Phys.org*, and others

Thébaud, Sarah and Catherine J. Taylor.* 2021. "Women Face Motherhood Penalty in STEM Careers Long Before They Actually Become Mothers." *The Conversation* September 7.

- Reprinted in *Fast Company*, *Healthy Women*, *The Houston Chronicle*, *The Good Men Project*, and others

Thébaud, Sarah and Catherine J. Taylor.* 2021. “The Specter of Motherhood in Academic Science and Engineering.” *Gender & Society* Blog, June 1.

Thébaud, Sarah, Leah Ruppener, and Sabino Kornrich. 2019. “Men Do See the Mess –They Just Aren’t Judged for it the Way Women Are.” *The Conversation* July 2.

- Reprinted in *Fast Company*, *Live Science*, *Curiosity*, *Salon*, *Channel News Asia*, *Penn Live*, *Phys.org*, *The Oregonian*, *Houston Chronicle*, *The Good Men Project* and others

Thébaud, Sarah and Laura Doering. 2017. “How Gender Bias Negatively Affects Men and Women in the Workplace.” *Association for Women in Science Magazine*. Fall: 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*. (American Sociological Association Blog). 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*, *New Zealand Herald*, *World Economic Forum*, *San Francisco Chronicle*, *Live Science* 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, with Patricia Greene. 2016. “State of the Field: Gender.” *Ewing Marion Kauffman Foundation*. August.

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.

- Reprinted in: *Fortune*, *International Women’s Development Agency*, *Smart Company*, *Startup Smart*

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.

- Reprinted in *Newsweek*, *The New Republic*, *Quartz*, *Science 2.0*, and others.

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." *The Society Pages*, "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.

- Reprinted in *World Economic Forum*, *The Good Men Project*, and others

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):232-35.

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.

WORKS IN PROGRESS

"Prescriptive Gender Stereotypes in Contemporary America: Content, Dynamics, and Implications for Inequality." With Adam Burston and Madison Avila⁺

"Mapping Prescriptive Stereotypes about Mothers and Fathers: Ideal Workers, Intensive Mothers, and Status." With Madison Avila⁺

"Ideals, Meet Reality: Specifying the Multi-level Mechanisms that Prevent Gender Progressive Professional Workers from Achieving Equality at Home." With Jill Yavorsky, Brad Harrington and Christina Lawler

"Biased self-assessments of enjoyment: How stereotypes about gendered affinities contribute to segregation." With Laura Halcomb and Maria Charles⁺

"Gender Disparities in Faculty Caregiving, Stress, and Productivity during the COVID-19 Pandemic," with Charlotte Hoppen and Jennifer David⁺

HONORS, AWARDS, AND GRANTS

- 2023 Family Section Article of the Year Award, American Sociological Association
- 2023 Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Finalist)
- 2022 Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Finalist)
- 2022 Outstanding Faculty Mentor of Graduate Students Award, UCSB Department of Sociology
- National Science Foundation and American Sociological Association Doctoral Dissertation Research Improvement Grant. 2022. (Research Sponsor for Laura Halcomb, Research Scholar). \$8,909
- 2021 *Administrative Science Quarterly* Award for Scholarly Contribution. Awarded to “the paper published five years earlier that has subsequently had the greatest influence on the field of organization studies”
- Feminist Futures Grant, UC Santa Barbara. 2020-2021. (With Eileen Boris and Dana Mastro). \$10,000
- ISBER Collaborative Research Initiative Grant, UC Santa Barbara. 2020. (with Brenda Major). \$8,000
- University of California Women’s Initiative for Professional Development. 2020. (Selected as UCSB Campus Participant)
- 2018 Outstanding Article Award. Inequality, Poverty and Mobility Section, American Sociological Association. (Honorable Mention)
- 2016 Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Finalist)
- TESS: Time-Sharing Experiments for the Social Sciences Grant, 2016. (with David Pedulla) \$15,880
- Kauffman Foundation Grant; 2015. 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; (with Laura Doering) \$7,850
- Polsky Center for Entrepreneurship and Innovation, University of Chicago. 2014; (with Amanda J. Sharkey) \$2,240
- Institute for Social, Behavioral, and Economic Research; University of California, Santa Barbara. 2013; \$8,000
- TESS: Time-Sharing Experiments for the Social Sciences Grant, 2012. (with David Pedulla)
- Best Paper Proceedings, Academy of Management, 2011.
- National Science Foundation Postdoctoral Fellowship 2010-2012. (Paul DiMaggio, PI)
- National Science Foundation Dissertation Improvement Grant 2008-2010. \$7,488
- 2010 American Sociological Association Social Psychology Section Best Graduate Student Paper Award
- 2010 DIANA Best Student Paper Award, DIANA International
- Kauffman Foundation Dissertation Fellowship 2008. \$20,000
- 2007 Robin Williams Jr. Best Graduate Student Paper Award, Department of Sociology, Cornell University
- Institute for European Studies Michele Sicca Graduate Research Grant, Cornell University. 2007. \$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., University of California News; UCSB Alumni Magazine; 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, CLU Alumni Magazine, ASQ Blog, Entrepreneur.com, Pulse Nigeria; Sydney Morning Herald; Apartment Therapy; Harvard University Blog

INVITED LECTURES AND PRESENTATIONS

- WZB Berlin Social Science Center. Berlin, Germany. June 2023.
- Council on Contemporary Families Gender Equality Symposium, New America; Washington DC. March 2023
- 2023 Kanter Lecture (university-wide); Purdue University. February 2023
- Social Research and Public Policy, New York University Abu Dhabi. February 2023
- Department of Management and Economics, Open University, Israel. February 2023
- Boston College Center for Work and Family, Distinguished Speaker Series. June 2022
- Department of Sociology, UC Santa Barbara. May 2022
- Department of Sociology, Stanford University. April 2022
- Department of Sociology, Columbia University. February 2022
- Department of Computer Science, UC Santa Barbara. April 2021
- Department of Political and Social Sciences, European University Institute. March 2021
- Department of Sociology, Washington University in St. Louis. March 2021
- Panelist, “The Role of Parental Leave in Achieving Gender Equity.” Work Family Researchers Network Conference. January 2021
- Marshall School of Business, University of Southern California. November 2020
- EMBO/EMBL/HHMI Conference speaker, Heidelberg, Germany (*Cancelled Due to COVID-19*)
- Achieving Equity and Diversity in Faculty Recruitment Conference. UC-Davis. April 2019
- Weatherhead Center for International Affairs, Harvard University. March 2019
- Department of Sociology, Duke University. November 2018
- 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
- Keynote Address, Gender and Entrepreneurship Paper Accelerator Workshop. IÉSEG School of Management, Paris, France. February 2018

- American Association of University Women, Lompoc Chapter. October 2017
- Keynote Address, Women in Planetary Science Group, Division of Planetary Sciences Meeting, Provo, Utah. October 2017
- Panelist, Author-Meets-Critics for Pugh's "Tumbleweed Society." ASA Annual Meeting 2017
- Department of Sociology, University of California, Berkeley. March 2017
- Department of Sociology, University of British Columbia. February 2017
- MIT Sloan School of Management, September 2016
- Panelist, "The Value of Postdoctorates in Academic Career Trajectories." ASA Annual Meeting 2016
- Yale School of Management, February 2016
- Yale School of Management. December 2015
- Department of Sociology, University of California, Los Angeles. November 2015
- Association for Women in Science, May 2015
- School of Management, California Lutheran University, April 2015 (Public Lecture)
- Bain & Company Global Management Consulting Firm, Los Angeles, CA April 2015
- Department of Sociology, University of Melbourne, February 2015 (Two-day seminar)
- Graduate School of Business, Stanford University, November 2014
- Department of Sociology, Brown University, November 2014
- Department of Psychology, University of California, Santa Barbara. May 2014
- Broom Center for Demography, University of California, Santa Barbara. February 2014
- Department of Sociology, Stanford University. March 2014
- Department of Sociology Colloquium, University of California, Santa Barbara. November 2013
- Department of Sociology, University of California, Irvine. May 2013
- Quantitative Methods in the Social Sciences, University of California, Santa Barbara. May 2013
- Department of Sociology, Stony Brook University. March 2012
- Entrepreneurial Management Unit, Harvard Business School. January 2012
- Department of Sociology, McMaster University. January 2012
- Organizational Behavior, Desautels Faculty of Management, McGill University. January 2012
- Department of Sociology, University of California, Santa Barbara. December 2011
- University of Chicago Booth School of Business, November 2011
- Department of Sociology, Emory University. November 2011
- Department of Sociology, University of Georgia. November 2011
- Department of Sociology, University of South Carolina. October 2011
- Department of Sociology, Princeton University. October 2011
- Department of Sociology, Princeton University. November 2010
- Department of Sociology, Cornell University. October 2009
- Department of Sociology, Cornell University. March 2008

CONFERENCE PRESENTATIONS (Last 10 years)

- "Prescriptive Stereotypes about Mothers and Fathers in Contemporary America." Academy of Management Annual Meeting, Boston, MA August 2023
- "Separate Spheres in the New Gilded Age: Mapping the Gender Division of Labor by Income and Wealth." American Sociological Association Annual Meeting, Los Angeles, August 2022; Work and Family Researchers Network Conference, New York, June 2022

- “Ideals, Meet Reality: Unpacking the Mechanisms that Enable Gender Egalitarian Workers to Achieve Dual Caregiving Arrangements.” Work and Family Researchers Network Conference, New York, June 2022
- “What American mothers and fathers should be, shouldn't be, are allowed to be, and don't have to be: Mapping the contemporary cultural foundation of inequalities in caregiving and careers” Care Work in the Recovery Economy Conference, University of Toronto, January 2022 (virtual)
- “Separate Spheres in the New Gilded Age: Mapping the Gender Division of Labor in Families by Income and Wealth.” Work and Family Researchers Network Conference, New York, NY, June 2020. (*Cancelled due to COVID-19*)
- “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 203. Logics of Inquiry. Spring 2021, Spring 2022

Sociology 290B. Graduate Professional Development Seminar. Winter 2015, 2018 & 2019, Spring 2022

Sociology 290A. Graduate Professional Development Seminar. Fall 2019, Fall 2020

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; W 2015

Sociology 108A. Research Traditions. Winter 2013

Sociology 185G. Gender Inequality. Spring 2013

Theses advised: PhD Chair, 2; MA Chair, 1; Committee member, 15

Undergraduate honors theses advised: 16

Faculty mentor for 4 Summer Associates (Graduate Student Instructors), Summer 2021

Faculty mentor for 3 Summer Associates (Graduate Student Instructors), Summer 2020

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

PROFESSIONAL ACTIVITIES

Section Chair-Elect, 2023-2024, ASA Organizations, Occupations and Work Section

Council Member (elected), ASA Social Psychology Section, 2021-present

Member, 2022, Graduate Student Investigator Award Committee, ASA Social Psychology Section

Council Member (elected), ASA Organizations, Occupations and Work Section, 2019-2022

Chair, 2021-22 and 2020-21, Membership Committee, ASA Organizations, Occupations and Work Section

Member, 2020-21, Diversity Committee. ASA Organizations, Occupations and Work Section

Chair, 2020 W. Richard Scott Article Award Committee, ASA Organizations, Occupations and Work Section

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

Editorial Board Member, *Social Forces*, January 2014-2022

Editorial Board Member, *Gender & Society*, September 2011-August 2014, and 2019-2022

Editorial Board Member, *Social Psychology Quarterly* January 2016-December 2018

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*

Member, 2019 Rosabeth Moss Kanter Award for Excellence in Work-Family Research Committee

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

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, ASA Social Psychology Section, 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

Member, Graduate Student Affairs Committee, ASA Social Psychology Section, 2014

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

Visiting Researcher, Department of Sociology, University of Essex, UK. Spring 2008
Gender and Social Psychology Roundtables Presider, American Sociological Association, 2006

UNIVERSITY AND DEPARTMENT-LEVEL SERVICE

Director of Graduate Studies, Department of Sociology, UCSB 2019-2022; 2023-present
Chair, Graduate Program and Admissions Committee, Department of Sociology, UCSB 2019-2022; 2023-present
Member, Executive Committee (elected). UCSB Department of Sociology. 2017-18; 2019-20; 2023-24
Member, Chancellor's Advisory Committee on the Status of Women. UCSB 2018-2020; 2023-present
Member, Curriculum Committee, Department of Sociology, 2019-2022; 2023-present
Chair, Professional Development Committee, Department of Sociology, UCSB 2020-2021
Core Faculty Member, UCSB Broom Center PhD Emphasis in Demography 2016-present
Member, Graduate Council. UCSB Graduate Division. Fall 2017-Summer 2020
Member, Community and Colloquium Committee. UCSB Department of Sociology, 2017-2018
Organizer, Gender and Sexualities 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, 2017
Member, Undergraduate Curriculum Committee, UCSB Department of Sociology, 2017
Member, Junior Faculty Search Committee, UCSB Department of Sociology, 2016-2017
Judge for UCSB "Grad Slam" competition for graduate research, 2016
McNair Scholar host on UCSB McNair Day, 2016
Panelist at Chancellor's Regional Reception for Undergraduates, 2016
Member, Advisory board for the Institute for Social, Behavioral and Economic Research (ISBER), UCSB, 2014-2016
Director, UCSB Sociology Honors Program, 2013-2015
Member, Junior Faculty Search Committee, UCSB Department of Sociology, 2014-2015
Member, Undergraduate Curriculum Committee, UCSB Department of Sociology, 2012-13; 2013-14
Judge for the 1876 Memorial Prize for Debate in Politics and the Princeton Undergraduate Research Symposium. Princeton University, Spring 2011
Organizer, Graduate Experimental Methods Workshop, Princeton University, Fall 2011
Research Assistant, Cornell University NSF-ADVANCE 2009-2010 and 2006-2007
Student Research Affiliate, Cornell Population Center, 2008-2010
Organizer, Graduate Experimental Methods Workshop, Cornell University, 2007-2008
Member, Junior Faculty Search Committee, Department of Sociology, Cornell University, Fall 2007
Organizer, Mentorship Program, Graduate Student Association, Cornell University. 2006-2007
Research Assistant, Cornell University (with Kim A. Weeden); 2004-2005
Member, Graduate Mini-Conference Organizing Committee, Cornell University, 2005
Treasurer, Sociology Graduate Student Association, Cornell University. 2004-2006
Research Assistant, California Lutheran University (with Ali Akbari); 2002-2003

OTHER PROFESSIONAL CONTRIBUTIONS

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

INTERNATIONAL SEMINARS AND LANGUAGES

Luxembourg Income Study Summer Workshop, Luxembourg City, June 2007
Cours de Civilisation Française de la Sorbonne, Université Paris Sorbonne. Fall 2002
Central and East European Studies Program, University of Economics, Prague. Summer 2001
Intermediate knowledge of French

MEMBERSHIPS

American Sociological Association

Sections: Sex & Gender; Social Psychology; Organizations, Occupations and Work; Sociology of the Family; Inequality, Poverty and Mobility; Economic Sociology

Sociologists for Women in Society

Population Association of America

Work and Family Researchers Network

Academy of Management

Council on Contemporary Families