

Shelley J. Correll
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Education

Ph.D. Stanford University, June 2001
M.A. Stanford University, June 1996
B.S. *summa cum laude*, Texas A&M University, August 1989

Employment History

Michelle Mercer and Bruce Golden Family Professor in Women's Leadership, Stanford University, 2018-present.

Founder and Director, VMware Women's Leadership Innovation Lab, May 2014-present.
(Formerly The Center for the Advancement of Women's Leadership).

Barbara D. Finberg Director, Michelle R. Clayman Institute for Research on Gender, Stanford University, September 2010-2019.

Professor, Department of Sociology, Stanford University, September 2012-present.

Professor (courtesy), Organizational Behavior, Stanford Graduate School of Business, 2013-present.

Visiting Professor, Doshisha University, Kyoto, Japan, Spring 2017.

Associate Professor, Department of Sociology, Stanford University, July 2008-August 2012.

Associate Professor, Department of Sociology, Cornell University, July 2005-2009.

Co-Director, Cornell NSF ADVANCE Center. Cornell University Provost's Office, Fall 2006-Spring 2008.

Assistant Professor, Department of Sociology, Cornell University, July 2003- June 2005.

Assistant Professor, Department of Sociology, University of Wisconsin-Madison, August 2001-June 2003.

Research Interests

Gender inequality, organizations & work, social psychology, research methods.

Research Support

VMware, \$15 Million (awarded 4/2018)
Endowment gift, Stanford VMware Women's Leadership Innovation Lab

VMWare, \$1,500,000 (awarded 6/2016)
Title: Seeds of Change.
Gift to the Clayman Institute to support the Seeds of Change research project.

National Institute of Health, \$1,973,881 (awarded 9/30/10)
Title: Eradicating Stereotype Threat: Intervening to Retain and Advance Women Faculty
Researcher (PI, Hannah Valantine)

National Science Foundation, \$122,272 (awarded 7/20/08)
Sociology Program
Title: Law, Normative Discrimination and the Caretaker Penalty
PI (with Catherine Albiston)

National Science Foundation, \$135,369 (awarded 7/20/08)
Sociology Program
Title: Accounting for Status
PI (with Cecilia L. Ridgeway and Ezra Zuckerman)

National Science Foundation, \$3,300,000 (awarded 8/2005)
Advance Institutional Transformation Award
Title: ACCEL: Accelerating Cornell's Commitment to Excellence and Leadership
Co-PI (with Carolyn (Biddy) Martin, Robert Harris, Jr. Sheila Hemami, Marjolein van der Meulen)

National Science Foundation, \$85,108 (awarded 8/2006)
Sociology Program
Title: Motherhood and Labor Market Outcomes
PI (with Stephen Benard)

National Science Foundation, \$ 12,000 (awarded 1/2017)
Sociology Program
Title: Doctoral Dissertation Research: Women's College Completion Rates and the Value of
Higher Education.
Co-PI (with Amanda Mireles)

National Science Foundation, \$ 3000
Sociology Program
Title: Doctoral Dissertation Research: A Hierarchy of Gender Discrimination: An Examination
of Transexual and Genderqueer Discrimination.
Co-PI (with Alison Fogarty)

National Science Foundation, \$ 11,919
Sociology Program
Title: Doctoral Dissertation Research: When Roles and Categories Conflict: The Consequences of Status Inconsistency
Co-PI (with Alexander Watts)

National Science Foundation, \$ 9960
Sociology Program
Title: Doctoral Dissertation Research: Choice, Control and Discrimination
Co-PI (with Tamar Kricheli-Katz)

National Science Foundation, \$ 7488, awarded 10/2007
Sociology Program
Title: Doctoral Dissertation Research: A Cross-National Study of Entrepreneurship, Institutions and Cognitive Bias
Co-PI (with Sarah Thebaud)

National Science Foundation, \$7499, awarded 8/2007
Title: Doctoral Dissertation Research in DRMS: Stress, Status, and Gender in Decision-Making Groups
Co-PI (with Cate Taylor)

National Science Foundation, \$7440
Sociology Program.
Title: Doctoral Dissertation Research: Gender and the evaluation of job applicants in interactive settings.
Co-Pi (with Esther Quintero)

Alfred P. Sloan Foundation, \$42,666, awarded 2005
Workplace, Workplace and Working Families Program
Title: An audit study of the effect of motherhood status on hiring decisions.

Brofenbrenner Life Course Center, Cornell University, \$6000
Innovative Research Grant, July 2004
Title: Getting a job: The biasing effect of motherhood status on evaluations of competence

The Graduate School, University of Wisconsin, Madison, \$35,000
Annual Research Competition, December 2002
Title: Do women still have to be better than men? The impact of cultural beliefs about gender on social influence in task groups.

National Science Foundation, \$7500
Dissertation Improvement Grant, August 2000
Title: Dissertation Improvement Grant: The Gendered Selection of Activities and the Reproduction of Sex Segregation in the Labor Force
Co-PI (with Cecilia Ridgeway)

Institute for Research on Women and Gender Research Fellowship, Stanford University, \$10,000 Grant to fund innovative research on women and gender, 1997
Co-PI (with Cecilia Ridgeway).

Professional Societies

American Sociological Association
Pacific Sociological Association
Sociological Research Association (Elected)
Fellow of the Society for Experimental Social Psychology (Elected)

Manuscripts in Progress

“Inside the black box of organizational life: The gendered language of performance assessment.” (Under Review). With Kate Weisshaar, Alison T. Wynn and JoAnne Wehner).

“Law, norms and the caretaker penalty” Draft available. With Catherine Albiston.

Publications

Tak, Elise, Shelley J. Correll and Sarah A. Soule. 2019. “Gender inequality in product markets: When and how status beliefs transfer to products.” *Social Forces*. soy125, <https://doi.org/10.1093/sf/soy125>

Kricheli-Katz, Tamar, Tali Regev and Shelley Correll. 2019. “Why are women penalized in product markets?” *Socius* 5: 1-14.
<https://journals.sagepub.com/doi/pdf/10.1177/2378023119861024>

Hart, Chloe Grace, Alison Dahl Crossley and Shelley J. Correll. 2018. “Leader messaging and attitudes towards sexual violence. *Socius* 4:1-14. <https://doi.org/10.1177/2378023118808617>

Alison T. Wynn and Shelley J. Correll. 2018. “Puncturing the pipeline: Do technology companies alienate women in recruiting sessions?” *Social Studies of Science* 48(1): 149-164. <http://journals.sagepub.com/doi/pdf/10.1177/0306312718756766>.

Alison T. Wynn and Shelley J. Correll. 2018. “Combating gender bias in modern workplaces.” *Handbook of the Sociology of Gender*, edited by Barbara Risman, Carissa Froyum, and William Scarborough. New York: Springer Press.

Correll, Shelley J. 2017. “Reducing gender biases in modern workplaces: A small wins approach to organizational change.” *Gender & Society* 31(6): 725-750.

Correll, Shelley J., Cecilia L. Ridgeway, Ezra Zuckerman, Sharon Jank, Sara Jordan Bloch, Sandra Nakagawa. 2017. “It’s the conventional thought that counts: How third-order inference produces status advantage.” *American Sociological Review* 82(2): 297-327.

Carr, Deborah, Elizabeth Boyle, Benjamin Cornwell, Shelley J. Correll, Robert Crosnoe, Jeremy Freese, and Mary Waters. 2017. *The Art and Science of Social Research*. New York: W.W. Norton and Company.

Molly King, Carl T. Bergstrom, Shelley J. Correll, Jennifer Jacquet, and Jevin D. West. 2017. "Men set their own cites high: Gender and self-citations across field and over time." *Socius* 3:1-22. DOI: [10.1177/2378023117738903](https://doi.org/10.1177/2378023117738903)

Alison T. Wynn and Shelley J. Correll. 2017. "Gendered perceptions of fit in technology companies." *Social Sciences* 6(2), 45: 45-73. DOI: [10.3390/socsci6020045](https://doi.org/10.3390/socsci6020045).

Fleming, Susan S., Alyssa W. Goldman, Shelley J. Correll and Catherine J. Taylor. 2016. "Settling in: The role of individual and departmental tactics in the development of new faculty networks." *The Journal of Higher Education* 87(4) 544-572.

Fassiotto M, Hamel EO, Ku M, Correll SJ, Grewal D, Lavori P, Periyakoil VJ, Reiss A, Sandborg C, Walton G, Winkleby M, Valantine H. 2016. "Women in academic medicine: Measuring stereotype threat among junior faculty." *Journal of Women's Health* 25(3): 292-98.

Correll, Shelley J. 2014. "Causal claims and ethical concerns: The why and when of laboratory experiments," pages 41-49 in *The Practice of Social Research: How Social Scientists Answer Their Questions*, Shamus Kahn and Dana R. Fisher (authors). New York: Oxford University Press.

Correll, Shelley J., Erin L. Kelly, Lindsey Trimble-O'Connor, Joan C. Williams. 2014. "Redesigning/redefining work." *Work and Occupations* 41(1): 5-19.

West, Jevin D., Jennifer Jacquet, Molly M. King, Shelley J. Correll, and Carl T. Bergstrom. 2013. "The role of gender in scholarly authorship." *PLoS ONE* 87(7) e66212.doi:10.1371/journal.pone.0066212 .

Berdahl, Jennifer, Shelley J. Correll, Jennifer Glass and Joan Williams 2013. *The Flexibility Stigma*, Editors. *Journal of Social Issues* 69 (2) 209-405.

Correll, Shelley J. 2013. "Gender and economic inequality," pages 111-121 in *Occupy the Future*, edited by David B. Grusky, Doug McAdam, Rob Reich and Debra Satz. Cambridge: MIT Press.

Correll, Shelley J. 2013. "Minimizing the motherhood penalty: What works, what doesn't and why?" pages 80-86 in *Gender and Work: Challenging Conventional Wisdom*, edited by Robin J. Ely and Amy J.C. Cuddy. Harvard Business School.

Benard, Stephen and Shelley J. Correll. 2010. "Normative discrimination and the motherhood penalty." *Gender & Society* 24: 616-646.

Benard, Stephen, In Paik and Shelley J. Correll. 2008. "Cognitive bias and the motherhood penalty." *Hastings Law Journal* 59: 101-129.

Correll, Shelley J, Stephen Benard, and In Paik. 2007. "Getting a job: Is there a motherhood penalty?" *American Journal of Sociology* 112: 1297-1338.

Reprinted 2008 in condensed form in *Social Stratification: Class, Race and Gender in Social Perspective*, 3rd edition. David B. Grusky, editor. Boulder, CO: Westview Press

Winner of 2009 *Rosabeth Moss Kanter Award for Excellence in Work Family Research*.

Winner of 2008 *Distinguished Article Award*, Sex and Gender Section, American Sociological Association.

Winner of 2007 *Roger Gould Award for Best Article in The American Journal of Sociology* (American Sociological Meeting, August 2009).

Correll, Shelley J., Sarah Thebaud and Stephen Benard. 2007. "An introduction to the social psychology of gender." Pages 1-15 in *Social Psychology of Gender (Advances in Group Processes, Vol. 24)*, edited by Shelley J. Correll. New York: Elsevier Science.

Correll, Shelley J (editor). 2007. *Social Psychology of Gender (Advances in Group Processes, Vol. 24)*. New York: Elsevier Science.

Correll, Shelley J. and Stephen Benard. 2006. "Biased estimators? Comparing status and statistical theories of gender discrimination." Pages 89-116 in *Social Psychology of the Workplace (Advances in Group Processes, Vol 23)*, edited by Shane R. Thye and Edward J. Lawler. New York: Elsevier Science.

Ridgeway, Cecilia L. and Shelley J. Correll. 2006. "Consensus and the creation of status beliefs." *Social Forces* 85: 431-453.

Correll, Shelley J. 2004. "Constraints into preferences: gender, status and emerging career aspirations." *American Sociological Review* 69:93-113.

Reprinted 2008 in *Real Texts: Reading and Writing Across the Disciplines*, by Dean Ward and Elizabeth Vander Lei. New York: Pearson Longman.

Reprinted 2012 in condensed form in *The Practice of Social Research*, by Shamus Kahn and Dana Fisher. Oxford: Oxford University Press.

Ridgeway, Cecilia L. and Shelley J. Correll. 2004. "Unpacking the gender system: A theoretical perspective on cultural beliefs in social relations." *Gender & Society* 18(4): 510-531.

Ridgeway, Cecilia L. and Shelley J. Correll. 2004. "Motherhood as a status characteristic." *Journal of Social Issues* 60 (4): 683-700.

Correll, Shelley J. and Cecilia L. Ridgeway. 2003. "Expectation states theory." Pages 29-51 in *The Handbook of Social Psychology*, edited by John Delamater. New York: Kluwer Academic Press.

Correll, Shelley J. 2001. "Gender and the career choice process: the role of biased self-assessments." *American Journal of Sociology* 106 (6): 1691-1730.

Reprinted 2006 in condensed form in *Workplace/Women's Place: An Anthology*, 3rd edition. Paula J. Dubeck and Dana Dunn, editors. Los Angeles: Roxbury Publishing Company.

Ridgeway, Cecilia L. and Shelley J. Correll. 2000. "Limiting gender inequality through interaction: the end(s) of gender." *Contemporary Sociology* 29 (1): 110-120. (Article in a special symposium on utopian visions).

Correll, Shelley. 1999. "Lesbian and gay Americans." Pages 436-456 in *The Minority Report: An Introduction to Racial, Ethnic and Gender Relations, 3rd Edition*, edited by Anthony Gary Dworkin and Rosalind J. Dworkin. Fort Worth: Harcourt Brace College Publishers.

Correll, Shelley J. 1995. "An ethnography of an electronic bar: The lesbian cafe." *Journal of Contemporary Ethnography*: 24 (3) 270-298.

Reprinted 2002 in *Qualitative Research in Practice: Examples for Discussion and Analysis*, Sharan B. Merriam and Associates, editor. San Francisco, CA: Jossey-Bass.

Correll, Shelley J. "Family structures and family dynamics in relation to educational outcomes." Report published by the *Texas Center for University School Partnerships*, July 1994.

Business Publications, Teaching Materials, Curriculum Development and Published Reviews

Mackenzie, Lori, Alison Wynn and Shelley Correll. "If women don't apply to your company, this is probably why." *Harvard Business Review* October 17, 2019. <https://hbr.org/2019/10/if-women-dont-apply-to-your-company-this-is-probably-why>

Mackenzie, Lori and Shelley J. Correll. "Two powerful ways managers can combat implicit biases." *Harvard Business Review* October 1, 2018. <https://hbr.org/2018/10/two-powerful-ways-managers-can-curb-implicit-biases>

Correll, Shelley J. and Caroline Simard, "Vague feedback is holding women back," *Harvard Business Review* August 29, 2016. <https://hbr.org/2016/04/research-vague-feedback-is-holding-women-back>

Correll, Shelley J. and Lori Mackenzie, "To succeed in tech, women need visibility," *Harvard Business Review* September 13, 2016. <https://hbr.org/2016/09/to-succeed-in-tech-women-need-more-visibility>

Shelley J. Correll. 2014. "Voice and Influence Program: An On-Line Curriculum for Advancing Women's Leadership." <http://gender.stanford.edu/voice-influence>

Mackenzie, Lori N. and Shelley J. Correll. 2014. "Redesigning/Redefining Work." Online curriculum. <http://gender.stanford.edu/rwvideobook>

Sarah A. Soule and Shelley J. Correll. 2012. "Paragon legal: A new model." Stanford Graduate School of Business.

Correll, Shelley J. 2001. "Women and men police officers: status, gender and personality." *Contemporary Sociology*: 31: 168-169.

Correll, Shelley J. 1997. "Talking about leaving: why undergraduates leave the sciences." *Contemporary Sociology* 26: 101-102.

Fellowships and Awards

2019. President's Award for Excellence Through Diversity. Stanford University. Awarded to the Clayman Institute.

2018. Extraordinary Contribution to Work Family Research. Work Family Research Network.

2017. Visiting Professor. Doshisha University, Kyoto Japan.

2017. SWS Feminist Mentor Award. *Sociologists for Women in Society*.

2016. SWS Feminist Lecturer Award. *Sociologists for Women in Society*. This distinguished lectureship is awarded annually to recognize a leading feminist researcher in sociology and to provide a feminist voice on campuses where such a perspective is unusual or unwelcoming.

2016. Fellow. Center for the Advanced Study in the Behavioral Sciences.

2009 Roger Gould Award for Best Article of 2007, *American Journal of Sociology* for "Getting a job: Is there a motherhood penalty?"

2009 Rosabeth Moss Kanter Award for Excellence in Work Family Research for "Getting a job: Is there a motherhood penalty?"

2008 Distinguished Article Award, Sex and Gender section, American Sociological Association for "Getting a job: Is there a motherhood penalty?"

2008 Alice H. Cook and Constance E Cook Award, Cornell University, for work to improve the climate for women at Cornell and elsewhere. Award given annually by the Vice-provost for diversity and faculty development.

2001 Graduate Dissertation Writing Fellowship, Institute for Research on Women and Gender, Stanford University.

2001 Barbara and Sanford Dornbusch Award for Contribution to the Understanding of a Social Problem, Stanford University.

1998 Barbara and Sanford Dornbusch Award for Outstanding Scholarship in Social Psychology, Stanford University.

1997 Clifford C. Clogg Fellowship Scholarship to attend ICPSR Program in Quantitative Methods of Social Research.

1998 Leila Arthur Cilker Fellowship for Excellence in Teaching, Stanford University.

1995 Graduate Award Fellowship, Department of Sociology, Stanford University.

Recent Invited Presentations

Public Talks

Keynote, Women in Leadership Symposium. National University of Singapore, Provost's office. March 18, 2020.

Fireside chat with Gretchen Carlson. *Be Fierce: Stop Harassment and Take Your Power Back*. Stanford Libraries, March 13, 2018.

Fireside chat with Sheryl Sandberg, Women in the Workplace Report, October 19, 2017.

Fireside chat with Samantha Bee, Stanford Live event on the Political Appeal of Nostalgia, November 10, 2017.

Fireside chat with Ruth Bader Ginsberg, Office of Religious Life event on Feminism, February 6, 2017.

Chair, "Women in the Silicon Valley Ecosystem: Progress and Challenges." Womenomics, the Workplace and Women: Stanford Silicon Valley US-Japan Dialogue, November 4, 2016. Asian Pacific Research Center, Stanford University.

Panelist, Pay Equity Panel, November 16, 2016. Stanford Alumni Association.

Invited speaker, Women's Funding Alliance, Washington State. "Producing and Reducing the Motherhood Penalty." Seattle, WA. April 28, 2015.

Keynote speaker. Boston College Center for Work and Family, Corporate Meeting. "Creating Inclusive Workplaces." San Francisco, CA. May 8, 2015.

Invited speaker. The White House: Diversity in Tech. “Debugging Meritocracy.” June 8, 2015.

Invited speaker. Stanford Distinguished Careers Institute. “The motherhood penalty at work. Stanford Center on Poverty and Inequality. November 11, 2015.

Invited speaker. Advanced Patent Law Institute. “Blocking bias at work.” Stanford Law School. December 10, 2015.

Invited Panelist, Google Ventures. “Women Founders and Entrepreneurs.” Google Ventures, San Francisco, October 13, 2014.

Invited speaker, Women @ Google. “Producing and Reducing the Motherhood Penalty.” Google Headquarters, August 26, 2014.

Invited speaker, Society for Human Resource Management Conference. “Redesigning/Redefining Work.” June 28, 2014, Orlando, Florida.

Invited speaker, Deloitte University Business School Dean’s Summit. “From Diversity to Inclusion: Moving the Needle on Campus,” June 4, 2014, Deloitte University, Westlake, TX.

Invited speaker, Stanford Professional Women. “Creating Inclusive Workplaces,” January 28, 2014, Palo Alto, CA.

Keynote speaker, National Center for Women in Information Technology: Summit on IT, “Minimizing Gender Bias in the Workplace: From Individual Survival Strategies to Organizational Solutions.” Chicago, IL, May 22, 2012.

Keynote panelist, American Council on Education, “Stalled in the Pipeline: Strategies for Moving Women into Senior Academic Leadership.” Los Angeles, March 10, 2012.

Keynote speaker, Women in Tech Leadership Retreat at Facebook, Palo Alto, CA, October 26, 2011

Keynote panel, National Council for Research on Women, Western Regional Meeting. October 13, 2011.

Panelist, Google Summit for Women, May 5, 2011, Palo Alto, CA.

Invited speaker at the meetings of the National Center for Women in Information Technology, Microsoft Campus, Redmond, CA, November 6, 2007.

Invited speaker for the opening session of the Empowering Women in Science and Engineering Conference. June 23, 2007. Cornell University.

Invited panelist at the meeting of the Computer Research Association's Committee on the Status of Women in Computing to assist in their NSF-sponsored study, “Factors Concerning Recruitment and Retention of Women Graduate Students in Computer Science and Computer

Engineering.” Sponsored by the National Center for Women in Information Technology, October 8, 2006. San Diego, CA.

“Gender Stereotypes and Emerging Career Aspirations: Implications for Computer Science.” Grace Hopper Conference for Women in Computing, San Diego, CA, October 7, 2006.

Invited Keynotes and Colloquia (Last 10 years)

Alice Cook and Lois Gray Lecture. Cornell University. “Inside the black box of organizational life: The gendered language of performance assessment.” November 2, 2018.

“Implicit bias in HR systems: Beyond training.” Leadership Excellence and Gender in Organizational Research Conference. Krannert School of Management, Purdue University, March 22-23, 2018.

“Gender Biases in modern workplaces.” Kyoto University of Foreign Studies. May 22, 2017.

Grinshaw Lecture. Named lecture at Indiana University. “Inside the black box of organizational life: The gendered language of performance assessment.” October 27, 2016.

“Inside the black box of organizational life: The gendered language of performance assessment.”
Northwestern University, April 26, 2018.
Harvard Inequality Seminar, January 29, 2018.
Northwestern Sociology Department, April 26, 2017.
Ohio State University, Department of Sociology. September 15, 2017.
Harvard Business School. March 2, 2016.
Berkeley, Haas School of Business. February 16, 2016.

Invited panelist. Sociologists for Women in Society. “Creating feminist organizations.” February 21, 2015.

Invited panelist. Gender and Work Conference. “Delivering on diversity: A framework for motivating cultural change.” March 2, 2015.

Invited speaker. Anderson School of Management, UCLA. “Creating Inclusive Workplaces.” April 23, 2015.

Invited panelist. American Sociological Association Thematic Panel. “Sex categorization and the uneven progress toward LGBT equality.” Chicago, IL. August 22-25, 2015.

Keynote speaker. MIT Economic Sociology Conference. “Stereotypes and the black box of organizational life.” MIT. October 9, 2015.

Keynote Address, European Consortium on Sociological Research, “Producing and Reducing the Motherhood Penalty,” September 2014, Berlin, Germany.

Invited Panelist, Work-Family Research Network, “Work-Family, Gender and Organizational Change: Complementary or Competing Perspectives?” June 20, 2014, New York, NY.

Invited Plenary, Sociologists for Women in Society Winter Meeting, “Institutional Nexus of Work and Family,” February 2, 2014, Nashville, TN.

Invited Presidential Plenary. Pacific Sociological Association Meeting, “Work, Family, and Gender in the New Economy.” March 29, 2014.

“Gendered Perceptions of Fit in Tech Companies,” (with Alison Wynn). Stanford Berkeley Inequality Conference, October 25, 2013.

Presidential Plenary, American Sociological Association Annual Meeting. “Minimizing the Motherhood Penalty: What Works, What Doesn’t and Why?” August 2013, New York.

Opening Plenary, International Association for Feminist Economics Meeting, “Minimizing the Motherhood Penalty: What Works, What Doesn’t and Why?” July 12, 2013, Stanford University, Stanford, CA.

“Law, Norms and the Caretaker Penalty.”

Harvard University, Kennedy School, March 13, 2014.

Columbia University, Sociology Department, April 25, 2012.

Princeton University, Sociology Department, April 9, 2012.

Yale University, Sociology Department, April 6, 2012.

Bloom Demography Center, University of California Santa Barbara. March 2, 2012.

“Workplace Evaluations of Mothers and Others.”

MIT Sloan School of Management. April 4, 2008.

University of Washington, Sociology Department. November 5, 2007.

University of Minnesota, Sociology Department. October 23, 2007.

“Getting a Job: Is There a Motherhood Penalty?”

Pennsylvania State University, Sociology Department. April 12, 2007.

University of Texas Sociology Department, December 4, 2006.

Stanford University Sociology Department, November 16, 2006.

University of California, San Diego Sociology Department, October 6, 2006.

Northwestern sociology colloquia, April 27, 2006.

Texas A&M sociology colloquia, April 7, 2006.

MIT and Harvard economic sociology colloquia, November 9, 2005.

The Wharton School, Philadelphia, PA. June 24-25, 2005.

Princeton University, Culture and Inequality colloquia, April 25, 2005.

Teaching Experience

Soc 339 “Gender Meanings and Processes” (graduate)

Department of Sociology, Stanford University, Spring 2009, 2011, 2013, 2015, Fall 2017, 2018.

OSPKYOTO 34, “Gender and work in the US and Japan” (undergraduate), Spring 2017.

THINK 46, “Why so few? Gender, Diversity and Leadership” (freshman)
Office of the Vice Provost for Undergraduate Education, Winter 2015, 2016 2017.

Soc 348 “Advanced Topics in the Sociology of Gender” (graduate)
Department of Sociology, Stanford University, Spring 2012.

“Redesigning Workplaces for 21st Century Women and Men” Stanford Graduate School of
Business & Stanford Graduate Summer Institute, Summer 2011.

Soc 142/242 “Sociology of Gender” (undergraduate/graduate)
Department of Sociology, Stanford University, Winter 2009, 2010, 2011, 2012, 2013.

Soc 144/244 “Inequality and the Workplace” (undergraduate/graduate)
Department of Sociology, Stanford University, Fall 2009.

Sociology 450 “Advanced Topics in Social Psychology” (undergraduate)
Department of Sociology, Cornell University, Fall 2005.

Sociology 270 “Gender: Meanings & Practice” (undergraduate)
Department of Sociology, Cornell University, Spring 2004, 2005, 2006, 2007.

Sociology 612 “Seminar in Sociology of Gender” (graduate)
Department of Sociology, Cornell University, Spring 2005.

Sociology 682 “Workshop on Experimental Sociology” (graduate)
Department of Sociology, Cornell University, offered each semester.

Sociology 685 “Research Practicum in Gender and Sexuality” (graduate)
Department of Sociology, Cornell University, Fall 2006.

Sociology 138 “Sociology of Gender” (undergraduate)
Department of Sociology, University of Wisconsin-Madison, Fall 2002 & Spring 2003.

Sociology 538 “Small Groups” (undergraduate)
Department of Sociology, University of Wisconsin-Madison, Fall, 2001, Fall 2002 & Spring
2002.

Sociology 648 “Sociology of Education” (graduate/undergraduate)
Department of Sociology, University of Wisconsin-Madison, Spring 2002 & Fall 2002.

Sociology 181a “Introductory Statistics” (undergraduate)
Teaching Fellow (Instructor)
Department of Sociology, Stanford University. Winter 1998 & Spring 1999.

Sociology 181b/381b “Statistical Computing” (combined graduate and undergraduate).

Teaching Fellow (Instructor)
Department of Sociology, Stanford University. Fall 1997.

Sociology 384 “Advanced Models for Continuous Outcomes: Structural Equation Modeling”
Teaching Assistant, Department of Sociology, Stanford University. Spring 1998.

Sociology 383 “Advanced Models for Discrete Outcomes: Logit and Probit Models, Event
History Analysis”
Teaching Assistant, Department of Sociology, Stanford University. Spring 1997.

Executive Education

Minimizing Bias in the Workplace
Creating Hyper Effective Teams
Creating Inclusive Workplaces for LGBTQ employees
Untying Double Binds

Co-director (with Sarah Soule), Katy Feeney Women’s Leadership Symposium, Major League
Baseball.

University, College, and Department Service

Design Team Member, Social X-Change. Stanford University 2018-19.

Research Team, Inclusion, Diversity, Access and Equity in Learning Community, Stanford
University, 2018-19.

Faculty Advisory Board, Bing Oversees Program, 2017-19.

Junior Search Committee, Department of Sociology, Stanford University, 2018-19.

Co-chair, Faculty Search Committee, Feminist, Gender and Sexualities Studies, Stanford
University, 2018-19.

School of Engineering, Diversity Task Force, 2017-19.

Chair, Graduate Admissions Committee, Department of Sociology, Stanford University, 2017-
18.

Graduate Admissions Committee, Department of Sociology, Stanford University, 2016-17.

Gender and Islam Search Committee, School of Humanities and Sciences, 2016-17.

Provost’s Task Force on Sexual Assault. Member 2014-2015.

Provost's Panel on Faculty Equity and Quality of Life, Stanford University. Chair, 2009-present, Member 2008-2009.

Breadth Governance Board, Committee for Undergraduate Standards and Policies, Stanford University. Member 2012-2014.

Faculty Graduate Diversity Liaison. School of Humanities and Sciences, Stanford University, 2009-2010.

Feminist Studies Program Committee, Stanford University, Member 2008-present.

Diversity Cabinet, Stanford University. 2009-present.

Faculty Women's Forum, Stanford University, Member 2008-present.

Graduate Admissions Committee, Stanford University Sociology Department, Chair 2008-2009 & 2009-2010.

Director, Sociology Co-term Program, Stanford University, 2010-2016.

Diversity Scorecard Committee, Cornell University 2007-2008.

Provost's Committee on Faculty Work Life. Cornell University, 2006-07.

Nominating Committee, College of Arts & Sciences, Cornell University, 2006-09.

Ad Hoc Committee on Recruitment and Retention of Faculty in the Social Sciences. Cornell University, 2005-2006.

Advisory Committee for the Diversity Program in Engineering. Cornell University College of Engineering, 2005-08.

Faculty Fellow, Study of Student Writing Project. Knight Institute for Writing in the Disciplines, Cornell University, 2004-2005.

Junior Faculty Search Committee. Department of Sociology, Cornell University, 2004-2005, 2005-2006, 2007-2008 (chair).

Robin Williams Graduate Student Paper Award Committee. Department of Sociology, Cornell University, 2003-2004, 2004-2005, 2005-2006, 2006-2007.

Graduate Admissions Committee. Department of Sociology, Cornell University, 2003-2004, 2004-2005, 2005-2006, 2006-2007.

Ad Hoc Committee on the Undergraduate Curriculum. Department of Sociology, University of Wisconsin-Madison, 2002-2003.

Ph.D. Minor Committee. Department of Sociology, University of Wisconsin-Madison, 2001-2002 & 2002-2003.

Subcommittee on Graduate Methods Curriculum. Department of Sociology, Stanford University, 1999-2000.

Faculty Search Committee. Department of Sociology, Stanford University, 1998-1999.

Professional Service

Board Member, *Social Inequality* Book Series, Stanford University Press, 2018-present.

Co-chair, Feminist Mentor Award Committee, Sociologist for Women in Society, 2018-19.

Associate PI, Time-sharing Experiments for the Social Sciences, 2001-present.

Consulting Editor, *Sociological Science*, 2014-present.

Chair, Feminist Scholar Action Award Committee, Sex and Gender Section, American Sociological Association, 2012-13.

Council Member, Sex and Gender Section, American Sociological Association, 2009-2012.

Council Member, Social Psychology Section, American Sociological Association, 2008-2011.

Chair, Sally Hacker Best Graduate Student Paper Award, Sex and Gender Section, American Sociological Association, 2011-12.

Chair, Nominating Committee, Social Psychology Section, American Sociological Association, 2012-13.

Council Member, Theory Section, American Sociological Association, 2007-2010.

Editorial Board, *Gender & Society*, 2005-2011.

Chair, Graduate Student Paper Award Committee, Sex and Gender Section, American Sociological Association, 2011-2012.

Outstanding Paper Award Committee, Sex and Gender Section, American Sociological Association, 2008-2009 & 2010-2011.

Committee on Nominations, American Sociological Association, 2008-10.

Editorial Board, *Social Psychology Quarterly*, 2005-08.

Editorial Board, *Equal Opportunities International*, 2005-08.

Nominating Committee, Organizations, Occupations and Work Section, American Sociological Association, 2007-2008.

Session Organizer, Social Psychology Section, American Sociological Association, 2006 & 2008.

Session Organizer, Regular Session on "Group Processes," American Sociological Association, 2005.

Conference Organizer Group Process Annual Conference, 2005.

Nominating Committee, Sex and Gender Section, American Sociological Association, 2001-2002.

Membership Committee, Social Psychology Section, American Sociological Association, 1999-2000.

Conference Registrar, Sociology of Education Association, 1999-2000.

Student Paper Award Committee, Social Psychology Section, American Sociological Association, 1998-1999.

Program Committee, Pacific Sociological Association, 1998-1999.

Dissertation, Thesis & Paper Committees

Chair (Total=24):

Julia Melin, Department of Sociology, Stanford University.

Chloe Hart, Department of Sociology, Stanford University.

Amanda Mireles, Department of Sociology, Stanford University.

Emily Carian, Department of Sociology Stanford. University.

Jeff Sheng, Department of Sociology Stanford. University

Elise Tak, Organizational Behavior, Graduate School of Business, Stanford University.

Tagart Sobotaka, Department of Sociology, Stanford University.

Molly King, Department of Sociology, Stanford University.

Christianne Corbett, Department of Sociology, Stanford University.

Alison Wynn, Department of Sociology, Stanford University.

Sharon Jank, Department of Sociology, Stanford University.

Latoya Balwadin Clark, Department of Sociology, Stanford University.

Tamar Kricheli-Katz, Department of Sociology, Stanford University.

Traci Tucker, Department of Sociology, Stanford University.

Alec Watts, Department of Sociology, Stanford University.

Katie Young, Department of Sociology, Stanford University.

Brooke Conroy Bass, Department of Sociology, Stanford University.

Susan Fisk, Department of Sociology, Stanford University.

Sarah Thebaud, Department of Sociology, Cornell University.
Pi-Chun Hsu, Department of Sociology, Cornell University.
Esther Quintero, Department of Sociology, Cornell University.
Catherine (Cate) Taylor, Department of Sociology, Cornell University.
Erik Williams, Department of Sociology, Cornell University.
Christin Munsch, Department of Sociology, Cornell University.

Committee member, not chair (Total=26)

Livia, Baer-Bostis, Department of Sociology, Stanford University.
Monique Harrison, Graduate School of Education, Stanford University.
Katie Wullert, Department of Sociology, Stanford University.
Devon Magliozzi, Department of Sociology, Stanford University.
Soomin Kim, Department of Sociology, Stanford University.
Sara Jordan Bloch, Department of Sociology, Stanford University.
Jamillah Bowman, Department of Sociology, Stanford University.
Kate Weisshaar, Department of Sociology, Stanford University.
Sarah Harkness, Department of Sociology, Stanford University.
Emily Shafer, Department of Sociology, Stanford University.
Amanda Sharkey, Department of Sociology, Stanford University.
Esra Burak, Department of Sociology, Stanford University.
Steve Hitlin, Department of Sociology, University of Wisconsin.
Robb Willer, Department of Sociology, Cornell University.
Stephen Benard, Department of Sociology, Cornell University.
Judy Rosenstein, Department of Sociology, Cornell University.
Alexa Yesukevich, Department of Sociology, Cornell University.
Youngjoo Cha, Department of Sociology, Cornell University.
Susan Fleming Cabrera, Johnson Graduate School of Management, Cornell University.
In Paik, Department of Sociology, Cornell University.
Michael Genkin, Department of Sociology, Cornell University.
Jason Perelshteyn, Department of Sociology, Cornell University.
Jenny Todd, Department of Sociology, Cornell University.
Jessica Greenstone, Department of Education, Cornell University.
Sheri Meland, Sociology Department, University of Wisconsin.
Ramona Gunter, Educational Policy Studies Department, University of Wisconsin.
Angela Barian, Sociology Department, University of Wisconsin.
Teddy Weathersbee-Kardash, Sociology Department, University of Wisconsin.
Emily Kraemer, Sociology Department, University of Wisconsin.

Undergraduate Research Supervised

3 honors thesis or independent research projects supervised, Stanford University, 2018-2019
4 honors thesis or independent research projects supervised, Stanford University, 2017-2018
4 honors thesis or independent research projects supervised, Stanford University, 2016-2017
3 honors thesis or independent research projects supervised, Stanford University, 2015-2016
5 honors thesis or independent research projects supervised, Stanford University, 2014-2015

6 honors thesis or independent research projects supervised, Stanford University, 2013-2014
7 honors thesis or independent research projects supervised, Stanford University, 2012-2013
8 honors thesis or independent research projects supervised, Stanford University, 2011-2012
7 honors thesis or independent research projects supervised, Stanford University, 2010-2011
9 honors thesis or independent research projects supervised, Stanford University, 2009-2010
6 honors thesis or independent research projects supervised, Stanford University, 2008-2009
10 honors thesis or independent research projects supervised, Cornell University, 2007-2008
12 honors thesis or independent research projects supervised, Cornell University, 2006-2007
6 honors thesis or independent research projects supervised, Cornell University, 2005-2006
9 honors thesis or independent research projects supervised, Cornell University, 2004-2005
8 honors thesis or independent research projects supervised, Cornell University, 2003-2004
7 honors thesis or independent research projects supervised, University of Wisconsin, 2002-2003