

ERIN A. CECH

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APPOINTMENTS

2016-present Assistant Professor, Department of Sociology, University of Michigan
2012-2016 Assistant Professor, Department of Sociology, Rice University
2011-2012 Postdoctoral Fellow, Clayman Institute for Gender Research, Stanford University

EDUCATION

2011 Ph.D. Sociology, University of California, San Diego
2008 M.A. Sociology, University of California, San Diego
~ Field Exams: Social Inequalities, Cultural Sociology; high pass
2005 B.S. Electrical Engineering, Montana State University
~ Licensed E.I.T.; granted April 2005
2005 B.S. Sociology, Montana State University

AREAS OF SPECIALIZATION

Social Inequalities, Sociology of Gender, Cultural Sociology, LGBTQ Inequality, Occupations and Professions, Science and Technology Studies, Mixed Methods.

PUBLICATIONS († indicates student co-author; current h-index = 23)

ARTICLES

- Forth. **Cech, Erin A.** and Tom J. Waidzunas, “Systemic Inequalities for LGBTQ Professionals in STEM.” *Science Advances*.
- 2020 **Cech, Erin A.** and William R. Rothwell[†], “LGBT Workplace Inequality in the Federal Workforce: Intersectional Processes, Organizational Contexts, and Turnover Considerations.” *Industrial and Labor Relations Review*. Vol. 73(1):25-60.
- 2019 **Cech, Erin A.** and Mary Blair-Loy. “Changing Career Trajectories of New Parents in STEM.” *Proceedings of the National Academy of Sciences*. Vol. 116 (10): 4182-4187.
❖ *Selected by PNAS editors as one of the “Top 10 Stories of 2019”*
- 2019 **Cech, Erin A.**, Jessi L. Smith and Anneke Metz. “Cultural Processes of Ethnoracial Disadvantage for Native American College Students.” *Social Forces*. Vol. 91(1): 355-380.
- 2018 **Cech, Erin A.** and William R. Rothwell[†], “LGBTQ Inequality in Engineering Education.” *Journal of Engineering Education*. Vol. 107(4): 583-610.
❖ *Winner, 2017 ASEE Best Diversity Paper Award*

- 2018 O'Connor, Lindsey Trimble and **Erin A. Cech**. "Not Just a Mother's Problem: The Consequences of Perceived Workplace Flexibility Bias for All Workers." *Sociological Perspectives*. Vol. 61(5): 808-829.
- 2018 **Cech, Erin A.**, Mary Blair-Loy, and Laura E. Rogers[†]. "Recognizing Chilliness: How Schemas of Inequality Shape Views of Culture and Climate in Work Environments." *American Journal of Cultural Sociology*. Vol. 6(1):125-160.
- 2018 Seron, Carroll, Susan Silbey, **Erin Cech** and Brian Rubineau. "'I'm not a Feminist, but...': Hegemony of a Meritocratic Ideology and the Limits of Critique Among Women in Engineering." *Work and Occupations*. Vol. 45(2):131-167.
- 2017 **Cech, Erin A.** and Lindsey Trimble O'Connor. "'Like Second-Hand Smoke': The Toxic Effect of Workplace Flexibility Bias for Workers' Health." *Community, Work & Family*. Vol. 20(5):543-572.
- 2017 **Cech, Erin A.** "Rugged Meritocrats: The Role of Overt Bias and the Meritocratic Ideology in Trump Supporters' Opposition to Social Justice Efforts." *Socius*. Vol. 3:1-20.
- 2017 **Cech, Erin A.**, Anneke Metz, Jessi L. Smith, and Karen deVries. "Epistemological Dominance and Social Inequality: Experiences of Native American Science, Engineering, and Health Students." *Science, Technology & Human Values*. Vol. 42(5): 743-774.
- 2017 **Cech, Erin A.** "What Fosters Concern for Inequality among American Adolescents?" *Social Science Research*. Vol. 61(1): 160-180.
- 2017 Blair-Loy, Mary and **Erin A. Cech**. "Demands & Devotion: Cultural Meanings of Work and Overload among Women Researchers and Professionals in Science and Technology Industries." *Sociological Forum*. Vol. 32(1): 5-27.
 ❖ *Nominee, 2018 Rosabeth Moss Kanter Award for Excellence in Work-Family Research*
- 2017 **Cech, Erin A.** and Michelle V. Pham[†]. "Queer in STEM Organizations: Workplace Disadvantages for LGBT Employees in STEM Related Federal Agencies." *Social Sciences*. Vol. 6(3):1-22.
- 2016 **Cech, Erin A.** "Mechanism or Myth? Family Plans and the Reproduction of Occupational Gender Segregation." *Gender & Society*. Vol. 30(2): 265-88.
- 2016 Seron, Carroll, Susan Silbey, **Erin A. Cech**, and Brian Rubineau. "Persistence is Cultural: Professional Socialization and the Reproduction of Sex Segregation." *Work and Occupations*. Vol. 23(2): 178-214.
- 2015 **Cech, Erin A.** "Engineers & Engineeresses? Self-Conceptions and the Gendered Development of Professional Identities." *Sociological Perspectives*. Vol. 58(1): 56-77.
 ❖ *Winner, 2016 Award for Distinguished Contribution to Sociological Perspectives, Pacific Sociological Association.*
- 2014 **Cech, Erin A.** and Mary Blair-Loy. "Consequences of Flexibility Stigma among Academic Scientists and Engineers." *Work and Occupations*. Vol. 41(1):86-110.
- 2014 **Cech, Erin A.** "Culture of Disengagement in Engineering Education?" *Science, Technology & Human Values*. Vol. 39 (1): 34-63.

- 2014 Charles, Maria, Bridget Harr[†], **Erin Cech** & Ali Hendley. “Who Likes Math Where? Gender Differences in Eighth-Graders’ Attitudes Around the World.” *International Studies in Sociology of Education*. Vol. 24(1):85-112.
- 2014 Smith, Jessi L., **Erin Cech**, Anneke Metz, Meghan Huntoon[†] and Christina Carvalho[†]. “Giving Back or Giving Up: Native American Student Experiences in STEM.” *Cultural Diversity and Ethnic Minority Psychology*. Vol. 20(3):413-29.
- 2013 **Cech, Erin A.** “The Self-Expressive Edge of Occupational Sex Segregation.” *American Journal of Sociology*. Vol. 119(3):747-89.
 ❖ Reprinted in Grusky et al. 2021. *Social Stratification, 5th Edition*. New York: Routledge.
- 2013 **Cech, Erin A.** “Ideological Wage Gaps? The Technical/Social Dualism and the Gender Wage Gap in Engineering.” *Social Forces*. Vol. 91(4): 1147-1182.
- 2011 **Cech, Erin**, Brian Rubineau, Susan Silbey, and Carroll Seron. “Professional Role Confidence and Gendered Persistence in Engineering.” *American Sociological Review*, Vol.76(5): 641-66.
- 2011 **Cech, Erin A.** and Tom J. Waidzunas. “Navigating the Heteronormativity of Engineering: The Experiences of Lesbian, Gay, and Bisexual Students.” *Engineering Studies*, Vol. 3(1): 1-24.
 ❖ *Honorable Mention, Sally Hacker Graduate Student Paper Award, ASA Sex and Gender Section*
- 2011 **Cech, Erin A.**, Anneke Metz, Tracy Babcock, and Jessi Smith. “‘Caring for Our Own:’ The Role of Institutionalized Support Structures in Native American Nursing Student Success.” *Journal of Nursing Education*, Vol. 50(9): 524-531.
- 2011 Metz, Anneke, **Erin Cech**, Tracy Babcock, and Jessi Smith. “The Effect of Formal and Informal Support Structures on the Motivation of Native American Students in Nursing.” *Journal of Nursing Education*, Vol. 50(7): 388-94.
- 2010 **Cech, Erin A.** and Mary Blair-Loy. “Perceiving Glass Ceilings? Meritocratic versus Structural Explanations of Gender Inequality among Women in Science and Technology.” *Social Problems*, Vol. 57(3): 371-397.

BOOK CHAPTERS & SPECIAL ISSUE INTRODUCTIONS

- 2019 Slaton, Amy A., **Erin A. Cech**, and Donna M Riley. “Yearning, Personhood, and the Gritty Ontologies of American Engineering Education.” *STEM of Desire*, ed. By Will Letts and Steve Fifield. Amsterdam, Netherlands: Brill Publishers. Pp. 319-340.
- 2015 **Cech, Erin A.** and Heidi M. Sherick. “Chapter 9: Depoliticization and the Structure of Engineering Education.” *International Perspectives on Engineering Education*, ed. by Steen Hyldgaard Christensen et al. New York: Springer. Pp. 203-216.
- 2013 **Cech, Erin A.** “The (Mis)Framing of Social Justice: Why Meritocracy and Depoliticization Hinder Engineers’ Ability to Think About Social Injustices,” in *Engineering Education for Social Justice: Critical Explorations and Opportunities*, edited by Juan Lucena. New York: Springer. Pp. 67-84.
- 2012 **Cech, Erin.** “Guest Introduction: Great Problems of Grand Challenges: Problematizing Engineering’s Understanding of Its Role in Society.” *International Journal of Engineering, Social Justice and Peace*. Vol.1(2):85-94.

- 2010 Charles, Maria and **Erin Cech**. "Beliefs about Maternal Employment," in *Dividing the Domestic: Men, Women, and Household Work in Cross-National Perspective*, edited by Judith Treas and Sonja Drobnič. Stanford University Press. Pp. 147-174.
- 2007 **Cech, Erin A.** "Dilbert in Stilettos: The Character of Deterrents Facing Women in Engineering," in *Gender and Engineering: Strategies and Possibilities*, edited by Ingelore Welpel, June Larkin, and Barbara Reschka. Frankfurt: Peter Lang Press. Pp. 35-50.

INVITED COMMENTS

O'Connor, Lindsey Trimble and Erin A. Cech. 2018. "Your Flex Work Culture Doesn't Help Employees If It Hurts Their Careers." *Harvard Business Review*. June 12, 2018.

❖ Reprinted in *HBR Guide to Motivating People*. Harvard Business Review Press. Cambridge, MA.

Cech, Erin A. 2014. "Embed social awareness in science curricula." *Nature*, Vol. 505(7484):477-8.

WORKING MANUSCRIPTS

BOOKS

Cech, Erin A. *The Passion Principle: Self-Expressive Career Decisions and the Reproduction of Occupational Inequality*. Advance Contract from University of California Press; Approved by Faculty Board.

Blair-Loy, Mary and Erin A. Cech. *Misconceiving Merit: Paradoxes of Excellence and Devotion in Academic Science and Engineering*. Advance Contract from University of Chicago Press.

UNDER REVIEW

Cech, Erin A. and Tom Waidzunus. "LGBTQ@NASA and Beyond: Workplace Structure and Workplace Inequality for LGBTQ STEM Professionals." *Revise & Resubmit*.

Cech, Erin A., Georgina Montgomery, Isis Settles, Kevin Elliott, Kendra Cheruvellil, and Sheila Brassel. "The Social is Professional: The Effects of Team Climate on Professional Outcomes for LGBTQ Persons in Environmental Science." *Under Review*.

BOOK REVIEWS

Cech, Erin A. 2014. Review of *The Rise of Women: The Growing Gender Gap in Education and what it means for American Schools*. By Thomas A. DiPrete and Claudia Buchmann. New York: Russell Sage Foundation, 2013. *American Journal of Sociology*, Vol.119(6):1761-63.

Cech, Erin A. 2013. Review of *How Economics Shapes Science*, by Paula Stephan. Cambridge: Harvard University Press. 2012. *Contemporary Sociology*, Vol.42(3):424-25.

Cech, Erin A. 2012. Review of *Breaking into the Lab: Engineering Progress for Women in Science*, by Sue V. Rosser. New York: New York University Press. 2012. *Society*, Vol.49(6):564-566.

PEER-REVIEWED PROCEEDINGS

- Cech, Erin A., Heidi M. Sherick. 2019. "Depoliticization as a Mechanism of Gender Inequality among Engineering Faculty." *Proceedings of the 2019 American Society for Engineering Education (ASEE) National Conference*. June 2019.
- Cech, Erin A., Tom Waidzunas, and Stephanie Farrell. 2017. "The Inequality of LGBTQ Students in U.S. Engineering Education: Report on a Study of Eight Engineering Programs." *Proceedings of the 2017 American Society for Engineering Education (ASEE) National Conference*. June 2017.
- Cech, Erin A., Tom Waidzunas, and Stephanie Farrell. 2016. "Engineering Deans' Support For LGBTQ Inclusion." *Proceedings of the 2016 American Society for Engineering Education (ASEE) National Conference*. June 2016.
- Cech, Erin A. 2015. "LGBT Professionals' Workplace Experiences in STEM-Related Federal Agencies." *Proceedings of the 2015 American Society for Engineering Education (ASEE) National Conference*. June 2015.
- Cech, Erin A. 2013. "The Veiling of Queerness: Depoliticization and the Experiences of LGBT Engineers." *Proceedings of the 2013 American Society for Engineering Education (ASEE) National Conference*. June 2013.
- Seron, Carroll, Erin Cech, Susan Silbey and Brian Rubineau. 2011. " 'I am Not a Feminist, but...': Making Meanings of Being a Woman in Engineering." *Proceedings of the 2011 American Society for Engineering Education (ASEE) National Conference*. June 2011.
- Cech, Erin A., Kara M. Boettcher and Heidi M. Sherick. 2007. "The Incredible Shrinking Job Description: Trends and Consequences of an Increasingly Technical Engineering Profession." *Proceedings of the 2007 American Society for Engineering Education (ASEE) National Conference*. June 2007.
- Cech, Erin A. 2006. "Preaching to the Choir: The Responsibility to Share Women in Engineering Research with Students." *Proceedings of the 2006 Frontiers in Education National Conference*. Nov 2006.
- Cech, Erin A. 2005. "Understanding the Gender Schemas of Female Engineering Students: A Balanced Sex-Type and an Ideal of Autonomy." *Proceedings of the Women in Engineering Programs & Advocates Network (WEPAN) Conference*. Apr 2005.

AUTHORED REPORTS

- Cech, Erin A., Tom J. Waidzunas, and William R. Rothwell. 2014. *Report: LGBT Professionals at NASA: Results from a Multi-Center Study*. Rice University: Houston, TX.
- Cech, Erin and Mary Blair-Loy. 2013. *Status of Women and Men in Science and Technology Professions*. Center for Research on Gender in the Professions (CRGP), UC San Diego.
- Blair-Loy, Mary, Laura Pecenco and Erin Cech. 2013. *Persistence of Male Power and Prestige in the Professions: Report on the Professions of Law, Medicine, and Science & Engineering*. Center for Research on Gender in the Professions (CRGP), UC San Diego.
- Cech, Erin. 2005. *EMPowering Our Women: A Handbook for Women Engineering Students*. College of Engineering, Montana State University.

AWARDED GRANTS

EXTERNAL GRANTS

National Science Foundation (PI)

“Collaborative Research: A Study of Interactional, Organizational and Professional Mechanisms of Disadvantage in the Underrepresented and Marginalized STEM Workforce.” PI at Temple University: Tom Waidzunus (Awarded Sept 2015) -- \$932,628

National Science Foundation (PI)

“The Price of Parenting in STEM: Explaining Career Paths and Pay Consequences of Parenthood among Science and Engineering Professionals.” Co-PI: Mary Blair-Loy. (Awarded Sept 2015) -- \$396,639

National Science Foundation (Co-PI)

“Broadening Participation of Underrepresented Scholars in Academic STEM: The Influence of an Inclusive Climate on Early-Career Outcomes.” PI: Isis Settles (Awarded June 2020) -- \$907,420

National Science Foundation (Co-PI)

EAGER Grant: “EAGER: Promoting LGBTQ Equality in Engineering through Virtual Communities of Practice.” PI: Stephanie Farrell (Awarded July 2015) -- \$299,998

National Science Foundation (Co-PI)

PAID-Research Grant: “Divergent Trajectories: A Longitudinal Study of Organizational and Departmental Factors Leading to Gender and Race Differences in STEM Faculty Advancement, Pay, and Prestige.” PI: Mary Blair-Loy (Awarded Sept 2011) -- \$553,757

National Science Foundation (Co-PI)

Doctoral Dissertation Improvement Grant, Sociology Program “Individual Beliefs and Occupational Sex Segregation.” (Awarded May 2010) -- \$6,796

UC Labor and Employment Research Fund Pre-Dissertation Grant (PI)

“Cultures of Disengagement: The Professional Socialization of the Engineering Workforce.” (Awarded Dec 2007) -- \$7,500

INTERNAL GRANTS

University of Michigan MCubed Grant (with Cindy Finelli and Heath Hoffman, Engineering)

Preparing ECE students to address ethical dilemmas and societal responsibility (May 2020)--\$16,000

University of Michigan ADVANCE Faculty Summer Writing grant

Summer writing support (Awarded May 2017)--\$1,500

University of Michigan LS&A Faculty Research Funds/eGIF (PI)

“Is there a ‘Trump Effect’ on Popular Beliefs about Inequality?” (Awarded Nov 2016)--\$4,450

Boniuk Institute, Rice University (PI)

“Religious Tolerance and Cultural Beliefs about Inequality.” (Awarded May 2014) -- \$4,950

Social Science Research Institute, Rice University (PI)

Seed Grant: “Queering Technoscience: The Experiences of LGBT Professional Scientists and Engineers.” (Awarded Jan 2013) -- \$16,488

UCSD Department of Sociology Dissertation Writing Grant (PI)

“The Self-Expressive Edge of Sex Segregation.” (Awarded May 2010) -- \$9,500

UCSD Dept of Sociology Summer Graduate Student Research Grant (PI)

“Perceiving the Glass Ceiling They Broke Through: Women Executives’ Understanding of the Obstacles that Hinder Women in the Corporate World.” (Awarded Feb 2008) -- \$5,000

GRANT-FUNDED COLLABORATIONS

National Science Foundation Grant (Collaborator)

Gender in Science and Engineering (GSE) Grant: “Who Likes Math? International Trends Among Eighth Grade Girls and Boys.” PI: Maria Charles; 2011-2014

National Science Foundation Grant (Senior Personnel)

Gender in Science and Engineering (GSE) Grant: “Supportive Communities: How Gender Impacts the Native American Experience in STEM.” PI: Jessi Smith; 2009-2015

National Science Foundation Grant (Collaborator)

Gender in Science and Engineering (GSE) and Engineering Education Grant: “Future Paths: Investigating Innovation in Engineering Curriculum.” PIs: Carroll Seron, Susan Silbey; 2006-2014

National Science Foundation Grant (Senior Personnel)

SGER Grant: “Investing in People: Valuing a More Diverse Engineering Workforce.” PI: Susan Capalbo; 2005—2009

HONORS AND AWARDS

- *Winner, 2021 Henry Russel Award*, University of Michigan, “the University’s highest honor for faculty at the early to mid-career stages of their career to faculty who have demonstrated an extraordinary record of accomplishment in scholarly research and/or creativity, as well as an excellent record of contributions as a teacher”
- *Selected as one of “40 LGBTQ Leaders Under 40”* by *Business Equality Magazine*. Evaluators considered US leaders in industry, government, non-profit, and academia. January 2020.
- *Selected as one of Top 10 PNAS Stories of 2019* for “Changing Career Trajectories of New Parents in STEM”- editors of PNAS choose 10 articles (out of 2400 published each year) that “have made a large impact on public understanding of science and scientific inquiry.”
- *Winner, 2019 Sterling Olmsted Award Recipient*, American Society for Engineering Education, distinguished contributions to the development and teaching of liberal arts in engineering education. Highest honor given by the LEES Division of ASEE.
- *Winner, 2019 Best Diversity Paper Award*, Liberal Education Division, American Society for Engineering Education for “Depoliticization as a Mechanism of Gender Inequality among Engineering Faculty.”
- *Winner, 2017 Best Diversity Paper Award*, American Society for Engineering Education National Conference, for “The Inequality of LGBTQ Students in U.S. Engineering Education: Report on a Study of Eight Engineering Programs” (Best diversity-related paper out of over 4,000 proceedings)
- *Winner, 2016 Distinguished Contribution to Sociological Perspectives Award* for outstanding scholarship and contribution to the discipline. Pacific Sociological Association.
- *Winner, Early Gender Scholar Award*, Sociologists for Women in Society-South. 2014.
- *Invitation, White House Council on Women and Girls*, “Research Conference on Girls.” 2014.
- Selected into the “Early Career Scholars Program” by the Work Family Research Network. 2013.
- Invited to be a *Hennebach Visiting Professor* by the Division of Liberal Arts and International Studies, Colorado School of Mines, Apr. 2-6, 2012
- *Finalist, Woodrow Wilson Women’s Studies Dissertation Fellowship*. 2010.
- *Honorable Mention, Sally Hacker Graduate Student Paper Award*, ASA Section on Sex and Gender, for “Navigating the Heteronormativity of Engineering: The Experiences of Lesbian, Gay, and Bisexual Students.” 2010.

- *Winner, Best Paper Award, Liberal Education Division, American Society for Engineering Education for “Trained to Disengage? A Longitudinal Study of Social Consciousness and Public Engagement among Engineering Students.” 2010.*
- *Winner, Best Paper Award, Professional Interest Council III, American Society for Engineering Education, for “ ‘Engineers Who Happen to be Gay’: Lesbian, Gay and Bisexual Students’ Experiences in Engineering.” 2009.*
- *Winner, Best Paper Award, Liberal Education Division, American Society for Engineering Education for “ ‘Engineers Who Happen to be Gay’: Lesbian, Gay and Bisexual Students’ Experiences in Engineering.” 2009.*

INVITED TALKS (EXTERNAL)

National Academy of Engineering	Invited Lecture “Professional Culture and Inequality in STEM.” (December 2020, <i>virtual</i>)
National Academies of Sciences, Engineering, and Medicine	Symposium on Imagining the Future of Undergraduate STEM Education “Engaging STEM Students in Public Welfare Considerations (Nov 2020, <i>virtual</i>)
California Polytechnic State University	College of Engineering Seminar Series “Professional Culture and Inequality in STEM” (September 2020, <i>virtual</i>)
NASA	Ames Research Center Employee Resource Group “LGBTQ Inequality in STEM” (July 2020, <i>virtual</i>)
Columbia University	Center for the Study of Wealth and Inequality Seminar series “The Passion Principle” (February 2020)
Vanderbilt University	Sociology Speaker Series “The Passion Principle” (February 2020)
Institute for Social Research, University of Oslo (Oslo, NOR)	NORDICORE Research Seminar on Gender in Academia “The Importance of Cultural Notions of Excellence in Gender Inequality” (November 2019)
NIST / NOAA	National Institute of Standards and Technology and National Oceanic and Atmospheric Administration, Joint Seminar “Professional Culture and Inequality in STEM” (October 2019)
The Ohio State University	Department of Sociology Form/Huber Colloquium Series “The Passion Principle.” (September 2019)
Stanford University	Gender Inequality in 2019 Symposium “The Self-Expressive Edge of Gender Inequality.” (May 2019)
UC San Diego	Pathways to STEM Careers Workshop “Professional Culture and Inequality in STEM.” (May 2019)
National Academy of Engineering	NAE 2019 Convocation “Professional Culture and Inequality in Engineering.” (April 2019)
Harvard University	Weatherhead Initiative on Gender Inequality Seminar “Passion Principle and Occupational Gender Segregation.” (April 2019)

Purdue University	Engineering Education Research Seminar “Depoliticization within the Engineering Workforce” (March 2019)
Dartmouth University	Sociology Department Seminar “Passion Principle, Career Choice & Occupational Sex Segregation.” (Feb 2019)
Stanford University	Clayman Institute for Gender Research “Professional Cultures and Inequality in STEM.” (Nov 2018)
NSF	National Science Foundation Pride Event Keynote Address. “LGBTQ Inequality from the STEM Inclusion Study.” DC (June 2018)
National Academy of Engineering	National Academy of Engineering, Promoting Diversity and Inclusion. “Professional Cultures and Inequality” and “STEM Inclusion Study Overview.” Cincinnati, OH (June 2018)
U of Toronto, Canada	Institute for Leadership Education in Engineering, School of Engineering “Professional Culture and Inequality in Engineering” Toronto, Canada (Mar 2018)
AAAS	American Association for the Advancement of Science Annual Conference “The STEM Inclusion Study: LGBTQ Professionals, Mechanisms of Disadvantage, and Tools of Resistance.” Austin, TX (Feb 2018)
ASA	Special Session, American Sociological Association 2017 Annual Meeting “Passion Principle: Self-Expression and Occupational Inequality.” (Aug 2017)
UC Santa Barbara	Broom Center for Demography, Gender in STEM Workshop “Queer in STEM? Emergent Research in LGBTQ Inequality in Science and Engineering Fields” (May 2017)
American Assoc. of Physics Teachers	Invited Session “Queer in STEM: Emergent Issues and Opportunities for Change from Academia to Industry” (March 2017)
Olin College	Educational Research and Innovation Faculty Development Initiative “Professional Culture and Inequality in Engineering” (March 2017)
National Academy of Engineering	Center for Engineering Ethics and Society “Culture of Disengagement in Engineering Education?” (Jan 2017)
Montana State University	MSU College of Engineering “Queer in STEM: Emergent Issues and Opportunities for Change from Academia to Industry” (Nov 2016)
Stanford University	Center for the Advancement of Women’s Leadership Corporate Partners Meeting “LGBT Inequality and Organizational Contexts” (Nov 2015)
University of Houston	UH ADVANCE Advocates’ Meeting “Professional Cultures, Flexibility Bias and Inequality in STEM” (Nov 2015)
ASA	Special Session, American Sociological Association 2015 Annual Meeting “Passion Principle, Career Choice & Occupational Sex Segregation.” (Aug 2015)

Towson University	Biannual Diversity in STEM Lecture “Professional Cultures and Inequality in STEM” (Apr 2015)
NASA	Inclusion & Innovation Council, Executive Leadership at Johnson Space Center “LGBT Professionals at NASA.” (Jan 2015)
U of Houston Downtown	Social Sciences Lecture Series “Self-Expression, Passion Narrative & Occupational Selection” (Oct 2014)
NIH	National Institutes of Health “Diversity at the NIH” workshop “Professional Culture and Social Inequalities in STEM.” Gathering of NIH deputy directors, institute directors, and affiliates. (Nov 2013)
Stanford University	Redesigning & Redefining Work Summit “Consequences of Flexibility Stigma among STEM Faculty.” (Nov 2013)
ASA	Thematic Session, American Sociological Association 2013 Annual Meeting “Professional Cultures and the Reproduction of Interactional and Individual-Level Inequality in STEM.” (Aug 2013)
NSF	National Science Foundation Brownbag “LGBT Science and Engineering Professionals.” With Tom Waidzunus (Dec 2012)
Stanford University	Feminist & Queer Book Salon “Engineers & Engineeresses? Self-Conceptions and the Gendered Development of Professional Identities.” (May 2012).
Colorado School of Mines	Hennebach Visiting Professor Lectures “Cultural Underpinnings of Inequality in Science and Engineering,” presentation for the President’s Committee on Diversity, and “Gender and Engineering: Myths, Realities and Opportunities,” Hennebach Keynote Lecture (Apr 2012)
Stanford University	Social Psychology Workshop “The Self-Expressive Edge of Occupational Sex Segregation.” (Jan 2012)
MIT	Sloan School of Management Organization Studies Group Seminar “The Self-Expressive Edge of Sex Segregation” (Nov 2010)
NSF	National Science Foundation Brownbag “Building Diverse Leadership in Engineering.” (Apr 2008)

INVITED TALKS (INTERNAL)

2020	Diversity, Equity, & Inclusion Lecture Series, UM College of Engineering “Professional Culture and Inequality in STEM”
2020	UM Nuclear and Radiation Engineering Departmental Colloquium “Professional Culture and Inequality”
2019	DE&I Lectureship: UM Materials Science & Engineering Department (Inaugural speaker) “Professional Culture and Inequality”
2019	UM Engineering Education Research Seminar “Depoliticization: From Students to Professionals”

- 2018 ICOS Seminar Series
“The Passion Principle: Sex-Segregation and Occupational Sex Segregation”
- 2017 University of Michigan Network of Women Scientists and Engineers
“Professional Culture and Inequality in STEM”
Conversations in Michigan Sociology
“Self-Expressive Edge of Gender Inequality”
- 2015 Scientia Series on Inequality, Rice University
“The Passion Principle and Occupational Inequality.”
Department of Sociology Speaker Series, Rice University
“Passion Principle, Career Choice, and Occupational Inequality.”
- 2014 Department of Philosophy, “Why So Few” Speaker Series, Rice University
“Occupational Choices, Professional Culture, and Diversity in Male-Dominated Professions.”
Department of Anthropology Brown Bag Speaker Series, Rice University
“Native American College Students’ Experiences of Disadvantage”
- 2013 ProVisions Speaker Series, sponsored by Center for the Study of Women, Gender and Sexuality
“Who Recognizes ‘Chilliness?’ STEM Faculty Views on Departmental Climate
Scientia Series on the “Power of Ideas,” Rice University
“The Power of Culture”

CONFERENCE & WORKSHOP PRESENTATIONS

- 2020 NSF EHR Principal Investigators Meeting
“Price of Parenting in STEM: Considerations for COVID-19 Contexts.” *Virtual*.
- 2020 American Sociological Association (ASA) 2020 Annual Meeting”
“Blinders & Bystanders: White Men’s Recognition and Reporting of Workplace Race and Gender Bias.” *Virtual*.
- 2019 American Sociological Association (ASA) 2019 Annual Meeting
“Exploiting Passion: The Demand-Side Edge of the Passion Principle?” New York, NY.
American Society for Engineering Education (ASEE) 2019 Annual Meeting. “Depolicization as a Mechanism of Gender Inequality among Engineering Faculty” Tampa, FL.
American Association for the Advancement of Science (AAAS) 2019 Meetings
“LGBTQ Inequality in the STEM Inclusion Study” Washington, DC.
- 2018 American Sociological Association (ASA) 2018 Annual Meeting
“The Persistence of New Parents in Science and Engineering?” With Mary Blair-Loy. Philadelphia, PA.
Work and Family Researchers Network 2018 Meeting
“The Persistence of New Parents in STEM?” With Mary Blair-Loy. Washington, DC.
American Society for Engineering Education (ASEE) 2018 Annual Meeting
Best Diversity Paper Plenary. “The Inequality of LGBTQ Students in U.S. Engineering Education: Report on a Study of Eight Engineering Programs.” Salt Lake City, UT.
LGBTQ Inclusion in Engineering 2018
“LGBTQ Inequality in Engineering Education and the STEM Workforce.” Georgia Tech.
- 2017 American Sociological Association (ASA) 2017 Annual Meeting
“The Passion Principle: Self-Expression and Occupational Inequality.” Montreal, Canada.

- American Society for Engineering Education 2017 Annual Meeting
 “The Inequality of LGBTQ Students in U.S. Engineering Education: Report on a Study of Eight Engineering Programs.” With Tom Waidzunas and Stephanie Farrell. Columbus, OH.
- 2016 American Sociological Association (ASA) 2016 Annual Meeting
 “Epistemological Hegemony and Inequality for Native American Students in Science, Engineering and Health.” Seattle, WA.
- American Sociological Association (ASA) 2016 Annual Meeting
 “Misconceiving Merit: Consequences of the Work Devotion Schema in Academic Science and Engineering.” With Mary Blair-Loy. Seattle, WA.
- Work and Family Researchers Network 2016 Meeting
 “Flexibility Bias for All: The Flexibility Stigma and Subjective Work Experiences for U.S. Workers.” With Lindsey Trimble O’Connor. Washington, DC.
- American Society for Engineering Education 2016 Annual Meeting
 “Engineering Deans’ Support for LGBTQ Inclusion.” With Tom Waidzunas and Stephanie Farrell. New Orleans, LA.
- 2015 Society for the Social Studies of Science (4S) 2015 Annual Meeting
 “Out and Allied @NASA: The co-construction of STEM and LGBT identities through an intersectional lens.” With Tom Waidzunas. Denver, CO.
- American Sociological Association (ASA) 2015 Annual Meeting
 Regular Session. “LGBTQ@NASA: Workplace Climates, Employee Resource Groups, and Professional Credibility at the Space Agency.” With Tom Waidzunas. Chicago, IL.
- American Sociological Association (ASA) 2015 Annual Meeting
 Regular Session. “Flexibility Bias for All: The Flexibility Stigma and Subjective Work Experiences for U.S. Workers.” With Lindsey O’Conner. Chicago, IL.
- American Society for Engineering Education (ASEE) 2015 National Conference
 “LGBT Professionals’ Workplace Experiences in STEM-Related Federal Agencies.” Seattle, WA.
- 2014 American Sociological Association (ASA) 2014 Annual Meeting
 Regular Session. “Native American College Students’ Experiences of Racial Disadvantage.” San Francisco, CA.
- Yale Center for Cultural Sociology Conference
 “Recognizing Chilliness: Cultural Schemas of Inequality and STEM Faculty Views on Departmental Climate and Professional Culture.” New Haven, CT.
- 2013 Society for the Social Studies of Science (4S) 2013 Annual Meeting
 “Epistemological Conflicts & Inequality among Native American STEM Students.” San Diego, CA.
- American Sociological Association (ASA) 2013 Annual Meeting
 Regular Session. “Recognizing Chilliness? How Cultural Schemas Shape STEM Faculty’s Views of Department Climate and Professional Culture.” New York, NY.
- American Society for Engineering Education (ASEE) National Conference
 “Veiling of Queerness: Depoliticization and the Experiences of LGBT Engineers.” Atlanta, GA.
- 2012 American Sociological Association (ASA) 2012 Annual Meeting
 “The Self-Expressive Edge of Occupational Sex Segregation.” Regular Session
- American Sociological Association (ASA) 2012 Annual Meeting
 “Unsupported and Uncertain: Communal Goal Incongruence and the Experience of Native American Students in STEM Majors.” Regular Session

- Eastern Sociological Society Mini-Conference
 “Perceiving Glass Ceilings? Women Students’ and Industry Leaders’ Understandings of Gender Inequality in STEM.” (New York, NY)
- 2011 Michelle R. Clayman Institute for Gender Research, Stanford University
 “The Self-Expressive Edge of Occupational Sex Segregation.” Stanford, CA.
- American Sociological Association (ASA) Annual Meeting
 “The Cost of Leaving: A New Take on Gendered Engineering persistence.” Las Vegas, NV).
- American Society for Engineering Education (ASEE) National Conference
 “ ‘I am Not a Feminist, but...’: Making Meanings of Being a Woman in Engineering.” Liberal Education Division Session. Vancouver, BC).
- 2010 American Sociological Association (ASA) Annual Meeting
 “The Role of Professional Culture in Wage Inequality: Evidence from the Gender Wage Gap in Engineering.” Regular Session: Culture, Structure and Inequality. Atlanta, GA.
- American Society for Engineering Education (ASEE) National Conference
 “Trained to Disengage? A Longitudinal Study of Social Consciousness and Public Engagement among Engineering Students.” Liberal Education Division Session. Louisville, KY.
- Center for Research on Gender in the Professions (CRGP) Speaker Series
 “Gendered Self-Beliefs: The Co-Construction of Gender Schemas and Self-Conceptions among College Students.” Co-sponsored by UCSD Inequalities Workshop. San Diego, CA.
- 2009 American Sociological Association (ASA) Annual Meeting
 “Perceiving Glass Ceilings? Meritocratic versus Structural Explanations of Gender Inequality among Women in Science and Technology. Regular Session. San Francisco, CA.
- American Society for Engineering Education (ASEE) National Conference
 “ ‘Engineers Who Happen to be Gay’: Lesbian, Gay and Bisexual Students’ Experiences in Engineering.” Liberal Education Division Session. Austin, TX.
- UC Institute for Research on Labor and Employment Graduate Conference
 “Cultures of Disengagement: The Professional Socialization of Engineering Students.”
- Pacific Sociological Association (PSA) Annual Meeting
 “Conceptional, Conceptual, or Career Concerns? Gendered Persistence in Engineering.” Regular Session. San Diego, CA.
- Pacific Sociological Association (PSA) Annual Meeting
 “Professional Socialization among Engineering Students.” Regular Session. San Diego, CA.
- 2008 American Sociological Association (ASA) Annual Meeting
 “What do Children Want? Cross-National Differences in the Construction of Childhood and Motherhood.” Thematic Session. Boston, MA.
- 2007 UCSD Culture and Society Workshop
 “How the Culture of Work Devotion Shapes the Effects of Work and Family Demands on Overload-Imbalance: Evidence from Women in Science and Technology.” San Diego, CA.
- UCSD Gender/Inequalities Workshop
 “Seeing all Sources of Wage Inequality: Adding Profession and Structure to an Employer Level Problem.” San Diego, CA.
- American Society for Engineering Education (ASEE) National Conference
 “Incredible Shrinking Job Description: Trends and Consequences of an Increasingly Technical Engineering Profession.” Honolulu, HI.

- 2006 Frontiers in Education (FIE) National Conference
 “Preaching to the Choir: The Responsibility to Share Women in Engineering Research with Women Students.” San Diego, CA.
- Pacific Sociological Association (PSA) Annual Meeting
 “Dilbert in Stilettos: Understanding the Gender Schemas of Female Engineering Students.” Los Angeles, CA.
- UCSD Gender/Inequalities Workshop
 “Dilbert in Stilettos: Gender Schemas in Engineering.” San Diego, CA.
- 2005 Montana State University Public Lecture on Gender and Engineering
 “Engineeresses: Combating Social Misconceptions and Harvard Presidents.” Bozeman, MT.
- Women in Engineering Program and Advocates Network Conference
 “Understanding the Gender Schemas of Female Engineering Students: A Balanced Sex-Type and an Ideal of Autonomy.” Las Vegas, NV.

INVITED OUTREACH PRESENTATIONS & PUBLIC SOCIOLOGY

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| American Sociological Association | Qualitative and Quarantined: Techniques and Ethics of Online Interview Research Panel Participant. (October 2020, <i>virtual</i>) |
| American Society of Agronomy | ASA-CSSA-SSSA International Annual Meeting
“Professional Culture and Inequality in STEM.” (October 2020, <i>virtual</i>) |
| UC San Diego | Diversity and Science Lecture Symposium
“Systemic Inequality for LGBTQ Inequality in STEM” (October 2020, <i>virtual</i>) |
| Hewlett Packard Foundation | Packard Foundation Town Hall
“Professional Culture and Inequality in STEM.” (July 2020, <i>virtual</i>) |
| AIChE | American Institute of Chemical Engineers
Diversity Seminar, 2019 Annual Conference |
| AGU | American Geophysical Union
STEM Industry Forum, Washington, DC |
| Clemson University | “Gender in STEM: Myths, Realities, and Opportunities.”
Empowered Women Empowering Women Conference (March 2019) |
| March for Science | March for Science 2018 Summit
“Depoliticization and Public Engagement in STEM” Chicago, IL (July 2018) |
| TMS | Metals, Minerals and Materials Society – Diversity Summit
Keynote: “Professional Culture and Inequality in STEM” UCSB, CA (July 2018) |
| AAC&U | American Association of Colleges and Universities Annual Meetings
“LGBTQ Inequality in Engineering.” Washington, DC (Jan 2018) |
| Dow Corporation | Dow Chemical Company Headquarters
“Professional Culture and Inequality in STEM.” Midland, MI (Nov 2017) |
| OXIDE | National Diversity Equity Workshop
“Professional Cultures and Inequality in Science.” Gathering of chairs of top-50 US chemistry departments. Washington, DC (Apr 2013 & Apr 2015). |

UC San Diego	Graduate Women in Science and Engineering Group “Culture and Inequality in STEM.” (Feb 2013).
Montana State University	Native American Education Advisory Board “Supportive Communities: Native American Students in STEM.” (Feb 2013)
Out to Innovate	Inaugural Career Summit “Navigating the Heteronormativity of Engineering.” Los Angeles, CA (Oct 2010)

SELECTED MEDIA

- The Changing Career Trajectories of New Parents in STEM covered by *Reuters*, *Science*, *Nature*, *Time Magazine*, *CNN*, *Forbes*, *Inside Higher Ed*, *Wired*, *Salon* (3/2019)
- Inequality in STEM research covered by the *Wall Street Journal* (10/2017) & *Slate* (11/2017)
- Family plans and sex segregation research covered by *Contexts*, *International Business Times* and *Glamour* (12/2015)
- Research on LGBTQ STEM professionals mentioned in *Nature* news (7/2018), *Science* news (7/2018), *The New York Times* (9/2015) and *The Guardian* (7/2015)
- “Consequences of Flexibility Stigma” research covered by *Inside Higher Education*, *Parents.com*, *PE [Professional Engineer] Magazine*, *Phys.com* and *Women in Academia Report* (4/2014)
- Quoted in American Chemical Society’s Report on the Status of Women (4/2014)
- “Culture of Disengagement” research covered by *The Atlantic*, *Inside Higher Education*, *Forbes.com*, *Houston Chronicle*, *IEEE Spectrum* and *PE Magazine* (11/2013 - 2/2014).
- “Ideological Wage Inequalities” research covered by *CNNmoney.com* and the *Boston Globe* (5/2013).
- “Persistence in Male Power and Prestige” report covered in the *Huffington Post*, (3/2013).
- Quoted in *USA Today* article, “Women band together, make inroad into tech,” (11/2012).
- “Perceiving Glass Ceilings” research was featured in *Gender News* article called “Seeing through the glass ceiling,” Clayman Institute for Gender Research, Stanford University (11/2012)
- “Professional Role Confidence and Gendered Persistence in Engineering” was covered in the *Chronicle of Higher Education*, *Huffington Post*, *California Watch*, and the *Stanford Daily*. (10/2011).
- “Navigating the Heteronormativity in Engineering” was discussed in the October 2010 online *Science* article and in an October 2011 article in *Prism* magazine.

TEACHING ACTIVITIES

Instructor of Record:	<i>University of Michigan</i>	
	Work and Occupations (Undergrad-level)	2018 - 2020
	Logics & Strategies of Social Research (Grad-level)	2017 - 2020
	Sociology of Culture & Knowledge (Grad-level)	2017
	Sociology of Gender (Undergrad-level)	2016
	Professional Writing for Sociologists (Grad-level)	2016
	<i>Rice University</i>	
	Social Theory (Undergrad-level)	2015
	Contemporary Sociological Theory (Graduate-level)	2014, 2012
	Sociology of Gender (Undergrad-level)	2014, 2015
	Sociology of Gender (Graduate-level)	2015, 2013
	<i>Montana State University-Bozeman</i>	
	Technology, Innovation and Society (Undergrad-level)	2007 - 2010

Student Advising: *Dissertation Committees (UM)*
 William R. Rothwell (chair; defended September 2020)
 Adriana Ponce (member, in progress)
 Anne Clark (member, in progress)
 Sam Hobson (member, in progress)
 Chelle Jones (member, in progress)
 Jeff Lockhart (member, in progress)
 Nicole Bedera (member, in progress)
 Lacey Bobier (member, in progress)
 Shelia Brassel [Psychology] (cognate member, defended 2020)
 Erika Mosyjowski [Higher Ed] (cognate member, defended 2020)
 Laura Sunday [Management & Orgs] (cognate member, in progress)
 Trevion Henderson [Higher Ed] (cognate member, in progress)

Publishable Paper Committees (UM)

Sydney Harris (2020)
 Sarah Zobl (2019)
 Shannon Sheehan (2019)
 Nicole Bedera (2018)
 Shannon Ang (2018)
 William Rothwell (2017)
 Adriana Ponce (2017)

Masters Theses (Rice)

Marbella Eboni Allen (chair, 2016, Rice Univ)
 William R. Rothwell (chair, 2015, Rice Univ)
 Irina Chukhray (committee member, 2015, Rice Univ)
 Simranjit Khalsa (committee member, 2015, Rice Univ)
 Alexa Solazzo (committee member, 2015, Rice Univ)
 Lynn M. Fahey (committee member, 2014, Rice Univ)
 Elizabeth Korver-Glenn (committee member, 2014, Rice Univ)

Senior Honors Theses

John Bergeson (member, 2019, UM)
 Colleen Gaffney (member, 2018, UM)
 Asiya Kazi (primary advisor, 2014, Rice Univ)
 Lilly Yu (committee member, 2014, Rice Univ)
 Kelsey Pedersen (committee member, 2013, Rice Univ)

PAST RESEARCH POSITIONS

Pre-Doctoral Fellowship:	Center for Research on Gender in the Professions	2010-2011
Research Assistantships:	FuturePaths: Longitudinal Data Analysis	2007-2009
	UC San Diego Athena: Women as Leaders	Winter 2007

RELATED EMPLOYMENT

Program Consultant

Engineering Minority Program; College of Engineering, Montana State University; May 2005-Sept. 2008

Engineering Education Advisor, Learning Engineering by Application Program

Engineering Minority Program; College of Engineering, Montana State University; July-Aug. 2006

Program Coordinator of Educational Activities, Summer Transportation Institute
Western Transportation Institute, Montana State University; May-July 2005

Electrical Engineering Intern
NorthWestern Energy; Bozeman, Montana; 2001-2005

NASA Educator, Space Public Outreach Team
Montana Space Grant Consortium/NASA; 2000-2005

PROFESSIONAL SERVICE AND VOLUNTEER ACTIVITIES (EXTERNAL)

Editorial Boards: *American Journal of Sociology* (2019-2021)
American Sociological Review (2016-2019)

Reviewer: *American Sociological Review, American Journal of Sociology, Social Forces, Social Problems, British Journal of Sociology, Gender & Society, Social Science Research, Social Psychology Quarterly, Sociology of Education, Work and Occupations, Journal of Family Issues, Sex Roles, Sociological Inquiry, Sociological Forum, Sociological Quarterly, Research in Higher Education, Journal of Engineering Education, Journal of Comparative Family Studies, Sociology Compass*

Panel Referee: National Science Foundation: CAREER Awards (2015); Cultivating Cultures for Ethical STEM (2015); Research in Engineering Education (2014)

Ad-hoc Referee: National Science Foundation: Sociology Program; Gender in Science and Engineering Division; Science, Technology and Society Division; Catalyzing New International Collaborations Program

Leadership: ASA Organizations, Occupations, & Work, Section Committee Member (2020-2023)
ASA Sex & Gender Section, Committee Member (2017-2020);
ASA Sex & Gender Section Distinguished Article Award Committee Chair (2020);
ASA Sex & Gender Section, Membership Committee Chair (2017-2019);
Sally Hacker Award Committee: ASA Sex & Gender Section (2016-2017);
Secretary/Treasurer: Liberal Education/Engineering & Society Division, American Society for Engineering Education (2010 - 2015)

Advisory Boards: (4 total): NSF: “Intersectionality of Non-normative Identities in the Cultures of Engineering (InIce);” NSF: “Designing and Assessing Systems Thinking;” NSF: “Emerging Cultures of Data Science Ethics in the Academy and Industry;” NSF: “Reimagining Energy: Deconstructing and Decolonizing Traditional Engineering Silos”

Other Service:

- Managing Editor, *upRising* report; Clayman Institute for Gender Research, Stanford University
- Workshop for Stanford’s Women’s Community Center: “Postdocs for Gender Scholars”
- UCSD Women’s History Month: “Where are all the Women in STEM?” (2011)
- Hiring Committee, Department of Sociology, UCSD—Graduate Student Representative (2010-11)
- Webmaster, Center for Research on Gender in the Professions, <http://crgp.ucsd.edu> (2009-11)
- UCSD Gender/Inequalities Workshop—Co-Organizer (2008-2009, 2009-2010)
- 4th Annual UCSD Sociology Graduate Conference—Co-Organizer (2009)
- Sociology Graduate Program Committee. UCSD—Graduate Student Representative (2007-08)

- “Orientation for Women in Engineering,” Montana State U.—Founder & Coordinator (2005-09)
- National Engineering Week Celebrations. Montana State University—Coordinator (2005)

SERVICE ACTIVITIES (INTERNAL)

2020-2021 Associate Director of Graduate Studies, Department of Sociology (UM)
 2020-2021 Michhers Liaison (UM)
 2019-2020 Climate Committee, Department of Sociology (UM)
 2018-2019 Executive Committee, Department of Sociology (UM)
 2017-2019 Executive Committee, Institute for Research on Women and Gender (IRWG) (UM)
 2017-2018 Department of Sociology Colloquium Committee (UM)
 2016-2017 Graduate Admissions Committee, Sociology (UM)
 2014-2016 Founder and Organizer, Cultural Sociology Workshop, Dept of Sociology (Rice)
 2014-2016 Member, Graduate Committee, Sociology (Rice)
 2014-2016 Member, Undergraduate Committee, Sociology (Rice)
 2014-2016 Steering Committee, Center for the Study of Women, Gender, and Sexuality (Rice)
 2014-2015 Chair, Postdoctoral Fellow Search Committee, Department of Sociology (Rice)
 2013-2015 Member, Social Sciences Advisory Council, School of Social Sciences (Rice)
 2013-2015 Transfer Credit Advisor, Dept of Sociology (Rice)
 2014-2016 Comprehensive exam committees: Culture & Religion and Gender & Sexuality (Rice)