

ERIN A. CECH

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APPOINTMENTS

- 2021-present Associate Professor, Department of Sociology, University of Michigan
& Department of Mechanical Engineering, University of Michigan (by courtesy)
Co-Director, ICOS; Director of Undergraduate Studies (Sociology)
- 2016-2021 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 H-index = 38 i100-index (publications with at least 100 citations) = 23

BOOKS

- 2022 Blair-Loy, Mary and **Erin A. Cech**. *Misconceiving Merit: Paradoxes of Excellence and Devotion in Academic Science and Engineering*. Chicago: University of Chicago Press.
- ❖ Reviewed in *Science*, *American Journal of Sociology*, *Social Forces*, *Science & Engineering Ethics*, *Science Education*, and the *Review of Higher Education*
 - ❖ Winner of the 2023 AERA Postsecondary Education Outstanding Publication Award
- 2021 **Cech, Erin A.** *The Trouble with Passion: How Searching for Fulfillment at Work Fosters Inequality*. Oakland, CA: University of California Press.
- ❖ Reviewed in *Contemporary Sociology*, *Administrative Science Quarterly*, *Teaching Sociology*, *Financial Times*, and *Forbes*
 - ❖ Recognized as one of *Financial Times*' Best Books of 2021

ARTICLES

- Forth. **Cech, Erin A.** “When the Watchdogs Look Away: The Role of Engineers’ Ideological Commitments in their Grappling with Tech Bias.” *Social Forces*.
- 2025 Ma, Guizhen, Kendra Spence Cheruvellil, Georgina M. Montgomery, **Erin A. Cech**, Isis Settles, Hannah M. Douglas. “Racial Differences in Job Attitudes of Early-Career Academics: The Experiences of Asian Americans in Higher Education. *Higher Education*. 10.1007/s10734-025-01412-4.
- 2024 **Cech, Erin A.** “Lowering their Meritocratic Blinders: How White Men’s Harassment Experiences Facilitate Greater Recognition and Reporting of Workplace Race and Gender Bias.” *American Journal of Sociology*. Vol. 129(4): 1033-1083.
- 2024 Hiltner, Sofia and **Erin A. Cech**. “The View from Above and Below: How Subjective Downward and Upward Mobility Shape Explanations of Class, Race, and Gender Inequality.” *Social Forces*. In press.
- 2024 **Cech, Erin A.** and Cynthia Finelli. “Learning to Prioritize the Public Good: Does training in classes, workplaces, and professional societies shape engineers' understanding of their public welfare responsibilities?” *Journal of Engineering Education*. Vol. 113(2), 407–438.
- 2024 Douglas, Hannah M, Isis H Settles, Kendra Spence Cheruvellil, Georgina M Montgomery, Kevin C Elliott, **Erin A. Cech**, Tangier M Davis, Guizhen Ma, Arika K Hawkins, Lexi R Nadolsky. “The importance of inclusive climate within the research group, department, and profession for marginalized science scholars’ career outcomes.” *Journal of Diversity in Higher Education*. In Press.
- 2023 **Cech, Erin A.** “Engineering Ableism: The Exclusion and Devaluation of Engineering Students and Professionals with Physical Disabilities and Chronic and Mental Illness.” *Journal of Engineering Education*. Vol. 112(3): 462-487.
- 2023 Blair-Loy, Mary, Stephen Reynderst† and **Erin A. Cech**. “Productivity metrics and hiring rubrics are warped by cultural schemas of merit” *Trends in Microbiology*. Vol. 31(6): 556-558.
- 2022 **Cech, Erin A.** “The Intersectional Privilege of White Able-Bodied Heterosexual Men in STEM.” *Science Advances*. Vol. 8(24): abo1558.
- 2022 **Cech, Erin A.** and Tom J. Waidzunas. “LGBTQ@NASA and Beyond: Workplace Structure and Workplace Inequality for LGBTQ STEM Professionals.” *Work and Occupations*. Vol. 40(7): 187–228.
- 2022 **Cech, Erin A.** & Sofia Hiltner†. “Unsettled Employment, Reshuffled Priorities? Career Prioritization among College-Educated Workers Facing Employment Instability during COVID-19.” *Socius*. January 2022.
- 2022 Douglas, Hannah M, Isis H. Settles, **Erin A. Cech**, Georgina M. Montgomery, Lexi R. Nadolsky†, Arika K. Hawkins†, Guizhen Ma, Tangier M. Davis†, Kevin C. Elliott, and Kendra Spence Cheruvellil. “Disproportionate impacts of COVID-19 on marginalized and minoritized early-career academic scientists” *PLOS ONE*. doi.org/10.1371/journal.pone.0274278

- 2021 **Cech, Erin A.** and Tom J. Waidzunus, “Systemic Inequalities for LGBTQ Professionals in STEM.” *Science Advances*. Vol. 7(3):eabe0933.
- 2021 **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.” *Journal of Women and Minorities in Science and Engineering*. Vol. 27(5): 25-48.
- 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 Meritocratists: 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. 2023. *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 Stiletos: The Character of Deterrents Facing Women in Engineering,” in *Gender and Engineering: Strategies and Possibilities*, edited by Ingelore Welpé, June Larkin, and Barbara Reschka. Frankfurt: Peter Lang Press. Pp. 35-50.

SELECTED INVITED COMMENTS & OP-EDS

- Cech, Erin A. 2024. “White men who have been mistreated at work are more likely to notice and report harassment.” *The Conversation*. August 7, 2024.
- Goldenkoff, Elana and Erin A. Cech. 2024. “Are Tomorrow’s Engineers Ready to Face AI’s Ethical Challenges?” *The Conversation*. April 19, 2024.
- Cech, Erin A. 2022. “Striking a Balance Between Your Passion and Your Paycheck.” *Harvard Business Review*. October 13, 2022.
- Cech, Erin A. 2022. “5 Drawbacks to Following Your Passion.” *The Conversation*. June 29, 2022.
❖ Reprinted in *The Conversation on Work*. Johns Hopkins Press. Baltimore, MD.
- Cech, Erin A. 2021. “The Trap of Finding Your Passion.” *The Atlantic*. Nov. 2021
- 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

BOOK MANUSCRIPT IN PROGRESS

- Cech, Erin A. *Workplace Equity Wars: How the Moral Commandments of Work Fuel the Culture War over Equity Efforts*. Under Advance Contract, Polity Press. Expected 2026
- Cech, Erin A. *Inequality Tales: The Stories People Tell about Social Differences and Why They Matter*. Under Advance Contract, University of California Press. Expected 2027.

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.

SELECTED PEER-REVIEWED PROCEEDINGS

- Goldenkoff, Elana and Erin A. Cech. 2024. "Left on their Own: Confronting Absences of AI Ethics Training among Engineering Master's Students." *Proceedings of the American Society for Engineering Education (ASEE) Annual Meetings*. June 2024.
- Cech, Erin A., Cynthia Finelli, Elana Goldenkoff, and Teanne Davis. 2022. "Does Public Welfare Responsibility Training in Engineering Education Shape Engineering Professionals' Reasoning about Ethical Issues?" *Proceedings of the American Society for Engineering Education (ASEE) Annual Meetings*. June 2022.
- Cech, Erin A 2021. "Engineering's Systemic Marginalization and Devaluation of Students and Professionals with Disabilities." *Proceedings of the 2021 American Society for Engineering Education (ASEE) National Conference*. June 2021.
 ❖ Winner, Best Diversity Paper Award, Liberal Ed/Engineering & Society Division
- 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. 2016. "Engineering Deans' Support For LGBTQ Inclusion." *Proceedings of the 2016 American Society for Engineering Education (ASEE) National Conference*. June 2016.
- 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. 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.

SELECTED AUTHORED REPORTS

National Academies of Sciences, Engineering, and Medicine. 2022. *Increasing Diversity and Inclusion in the Leadership of Competed Space Missions*. Washington, 59 DC: The National Academies Press. [Report written by committee]

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.

AWARDED GRANTS

EXTERNAL GRANTS [\$2.34M as PI; \$3.14M as Co-PI]

National Science Foundation (Co-PI)

"Collaborative Research: Broadening participation of marginalized scholars in STEM: The longitudinal influence of early-career climate experiences on professional pathways." PI: Isis Settles (Awarded August 2023) -- \$1,363,480

National Science Foundation (PI)

"Ideological Roadblocks to Diversifying STEM: Resistance and Allyship in STEM Diversity and Inclusion Efforts" (Awarded July 2021) -- \$559,600 [TERMINATED due to Executive Order 14151]

National Science Foundation (PI)

"Advancing Engineers' Ability to Recognize, Strategize About, and Act On Concerns Related to Public Welfare." Co-PI: Cindy Finelli. (Awarded May 2021) -- \$350,000

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 Waidzunas (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 [TERMINATED due to Executive Order 14151]

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 Associate Professor Support Fund

Inequality Tales: Investigating the Stories Americans Tell about Social Difference through a Unique Nationally-Representative Survey (April 2024)--\$30,000

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

SELECTED HONORS AND AWARDS

- *Winner, 2024 Faculty Recognition Award*, University of Michigan, the University’s highest honor for faculty at the mid-career faculty who have “demonstrated remarkable contributions to the University through outstanding achievements in scholarly research and/or creative endeavors; excellence as a teacher, advisor and mentor; and distinguished participation in the service activities of the university and elsewhere.”
- *2024 Women, Science, & Technology Distinguished Lecturer*, Georgia Tech.
- *Winner, AERA Postsecondary Education Outstanding Publication Award* for *Misconceiving Merit*. February 2023.
- *ASA Section Inequality, Poverty, and Mobility Outstanding Book Award Honorable Mention* for *The Trouble with Passion*. August 2022.
- *Distinguished Lecture*, American Society for Engineering Education. June 2022.
- *Author Meets Critic* session for *The Trouble with Passion* at Work Family Researchers Network, June 2022.
- *Author Meets Critic* session for *Misconceiving Merit* at the Eastern Sociological Society meetings, February 2023.
- *Invitation, White House Office of Science and Technology Policy*, Roundtable Speaker, “Time is Now: Advancing Equity in Science and Technology.” October 2021
- *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”
- *Invitation to Study Committee, National Academies of Science, Engineering and Medicine* for a Commissioned Study on Increasing Diversity and Inclusion in the Leadership of NASA Competed Space Missions
- *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, 2021 Best Diversity Paper Award*, Liberal Education/ Engineering and Society Division, American Society for Engineering Education
- *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, 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.
- *Hennebach Visiting Professor*, Division of Liberal Arts and International Studies, Colorado School of Mines, Apr. 2-6, 2012

- *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, 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.

INVITED TALKS (EXTERNAL)

SASE Annual Conference	WAG Keynote “Who’s Afraid of DEI?” (June 2025)
University of Sydney	“Professional Culture and Inequality in STEM” (May 2025) USydney School of Business
Brown University	Department of Sociology Colloquia “Who’s Afraid of DEI” (April 2025)
University of Hawai’i	Kaulike Summit “Professional Culture and Inequality in STEM” (October 2024)
UPenn	College of Engineering Systemic Inequality for LGBTQ STEM Professionals (Oct 2024)
University of Utrecht, The Netherlands	Sociology Department Colloquium “Knights of Epistemic Purity” (Aug 2024)
University of Leiden, The Netherlands	LGBTQ+ Workplace Inclusion Symposium “LGBTQ Inequality in STEM” (Aug 2024)
Work Family Researchers Network	“Big Ideas” Talk “The Trouble with Passion” (June 2024)
NSF ECR	PI Meetings Ideological Roadblocks to DEI (May 2024)
University of Oregon	Diversity and Inclusion Speaker Series, Office of the Associate Dean for Diversity, Equity, and Inclusion “Professional Culture and Inequality in STEM” (January 2024)
Temple University	Sociology Departmental Colloquium “Trouble with Passion” (Oct 2023)
University of Turku, Finland	Invited Author Meets Critic, Work 2023 Conference “Misconceiving Merit” (August 2023)
UC Berkeley	Keynote, Student Experience in the Research University Conference Center for Studies in Higher Education “The Trouble with Passion: The Risks of the “Do What You Love” Narrative for College Students and Graduates” (June 2023)

Harvard University	Department of Sociology Culture and Social Analysis Workshop “Logics of Refutation: How White Heterosexual Men Account for their Privilege and Frame their Resistance to Equity Efforts in STEM” (Nov 2022, <i>virtual</i>)
FERMI National Laboratory	Diversity and Inclusion Seminar Series “Professional Culture and Inequality in STEM” (October 2022, <i>virtual</i>)
Colorado School of Mines	Invited Lecture “Misconceiving Merit” and “Trouble with Passion” (Oct 2022)
ASEE Conference	Distinguished Lecture, American Society for Engineering Education “The Trouble with Passion: How Searching for Fulfilment at Work Fosters Inequality” (June 2022)
OECD	Expert Webinar on Quits and Labour Market Shortages Employment, Labour and Social Affairs Directorate Organisation for Economic Co-operation and Development (OECD) (March 2022, <i>virtual</i>)
Harvard University	History, Culture, and Society Workshop “The Trouble with Passion: How Searching for Fulfilment at Work Fosters Inequality” (March 2022, <i>virtual</i>)
MIT	Institute for Work and Employment Research “The Trouble with Passion: How Searching for Fulfilment at Work Fosters Inequality” (March 2022, <i>virtual</i>)
University of Amsterdam	Amsterdam Center for Inequality Studies Colloquium “The Trouble with Passion: How Searching for Fulfilment at Work Fosters Inequality” (February 2022, <i>virtual</i>)
National Science Foundation	Presentation to the US Committee on Equal Opportunities in Science and Engineering. “Privilege Premium of Heterosexual White Men without Disabilities in STEM” (October 2021, <i>virtual</i>)
Cornell University	Center for the Study of Inequality Speaker Series “The Trouble with Passion: How Searching for Fulfilment at Work Fosters Inequality” (October 2021)
Vienna University of Economics	Invited Talk “LGBTQ Inequality in STEM” (April 2021, <i>virtual</i>)
Duke University	Kenan Institute for Ethics, Values & Vocations Speaker Series “Does Telling Students to Follow Passion Foster Inequality?” (April 2021, <i>virtual</i>)
The Ohio State University	Electrical Engineering Department Colloquium “Professional Culture and Inequality in STEM” (March 2021, <i>virtual</i>)
Colorado State University	Chemical Engineering Department Colloquium “Professional Culture and Inequality in STEM” (March 2021, <i>virtual</i>)
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	National Academy of Engineering, Promoting Diversity and Inclusion.

of Engineering	“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 Waidzunas (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)

SELECTED INVITED TALKS (INTERNAL)

2025	Department of Psychology Brown Bag “Workplace Equity Wars”
2025	Department of Chemistry “Professional Culture and Inequality in STEM”
2023	Department of Psychology Brown Bag “Knights of Epistemic Purity”
2023	Office of the Vice President for Research, Advisory Board “Misconceiving Merit”
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.”
- 2014 Department of Philosophy, “Why So Few” Speaker Series, Rice University
“Occupational Choices, Professional Culture, and Diversity in Male-Dominated Professions.”
- 2013 ProVisions Speaker Series, sponsored by Center for the Study of Women, Gender and Sexuality
“Who Recognizes ‘Chilliness?’ STEM Faculty Views on Departmental Climate

INVITED OUTREACH & PUBLIC SOCIOLOGY

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|---|---|
| UC Berkeley | Shining Stars Program
Department of Physics (April 2024) |
| American Society of
Cell Biology | Annual Meetings
Panel, Women in STEM (December 2024) |
| Stanford Graduate
School of Business | LGBTQ Executive Education Program
“LGBTQ Inequality in US Workforce” (July 2024) |
| NCWIT | Joanne McGrath Cohoon Memorial Plenary, 2024 Summit
“Professional Culture and Inequality in STEM.” (May 2024) |
| University of
Washington | Department of Earth and Space Sciences Colloquium Series
“Professional Culture and Inequality in STEM.” (March 2024) |
| University of Chicago | Center for BEAMS
“Professional Culture and Inequality in STEM.” (November 2023) |
| Ontario Women
In Engineering | OnWIE Annual Conference and Gala
Keynote Speaker, Inequality in STEM (October 2023) |
| American Geophysical
Union | AGU Leadership Academy
“LGBTQ Inequality in STEM.” (September 2023) |
| Los Alamos National
Laboratory | LANL-Wide Public Lecture
“LGBTQ Inequality in STEM.” (June 2023) |
| UC Davis | Plant Sciences
“Professional Culture and Inequality in STEM.” (April 2023) |
| Missouri S&T | College of Engineering
“Professional Culture and Inequality in STEM.” (April 2023) |
| Lafayette University | Center for Inclusive STEM Education Public Lecture
“Professional Culture and Inequality in STEM.” (Feb 25, 2023) |
| Colorado School of
Mines | College of Engineering
“Trouble with Passion.” (Oct 2022) |

NC State University	Honors Forum Speaker “The Trouble with Passion: How Searching for Fulfilment at Work Fosters Inequality” (October 2022)
Rutgers University	Provost’s Office Diversity in STEM Seminar Series “LGBTQ Inequality in STEM” (Sept 2022, <i>virtual</i>)
National Academies of Science, Engineering & Medicine	Invited Talk “LGBTQ Inequality in STEM” (June 2022, <i>virtual</i>)
Environmental Protection Agency	DE&I Speaker Series “Professional Culture and Inequality in STEM.” (June 2022, <i>virtual</i>)
U. Michigan	Institute for Social Research Insights Speaker Series “The Trouble with Passion: How Searching for Fulfilment at Work Fosters Inequality” (February 2022, <i>virtual</i>)
MIT	Invited Speaker, Department of Biology Speaker Series “Professional Culture and Inequality in STEM.” (January 2022, <i>virtual</i>)
Weber State University	Peterson Speaker Series, College of Engineering Applied Science & Technology “Professional Culture and Inequality in STEM” & “The Trouble with Passion” (January 2022)
Silicon Valley Pride Celebrations	Invited Talk “LGBTQ Inequality in STEM” (July 2021, <i>virtual</i>)
BioHub	Invited Talk “Systemic Disadvantages for LGBTQ STEM Professionals” (Aug2021, <i>virtual</i>)
Mothers in Science Inaugural Conference	Invited Lecture “It’s not just me:” flexibility bias, work devotion schema, and systemic barriers for new mothers in STEM” (May 2021, <i>virtual</i>)
American Association of Anatomy	DEI Symposium, Annual Meetings “Professional Culture and Inequality in STEM.” (April 2021, <i>virtual</i>)
ASM International (Material Sciences)	Workshop on Inequality in STEM “Professional Culture and Inequality in STEM.” (April 2021, <i>virtual</i>)
Michigan Mathematics & Science Leadership	Invited Lecture “Professional Culture and Inequality in STEM.” (March 2021, <i>virtual</i>)
SABER (Biology)	Call to Action Speaker Series “Systemic Inequality for LGBTQ Inequality in STEM” (March 2021, <i>virtual</i>)
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)

RECENT CONFERENCE PRESENTATIONS

- 2024 American Sociological Association (ASA) 2024 Annual Meeting.
“Structural for One, Structural for All? Stalwart Structuralists, Contingent Structuralists, and Americans’ Inequality Beliefs.” Montreal, CA.
- Network Gender in STEM Conference
“Knights of Epistemic Purity?” Heidelberg, Germany.
- SASE Annual Conference, Limerick, Ireland
Book Salon, *Misconceiving Merit*
- Work Family Researchers Network (WFRN) 2024 Meetings, Montreal, CA.
Book Salon, *Misconceiving Merit*

- 2023 American Sociological Association (ASA) 2023 Annual Meeting.
 “Knights of Epistemic Purity.” Philadelphia, PA.
 Eastern Sociological Association (ESS) 2023 Annual Meeting.
 Author Meets Critic Session for *Misconceiving Merit*. Baltimore, MD.
 Eastern Sociological Association (ESS) 2023 Annual Meeting.
 Critic, Author Meets Critic Session for Tavory et al.’s *Tangled Goods*. Baltimore, MD.
- 2022 American Sociological Association (ASA) 2022 Annual Meeting. “LGBTQ@NASA and Beyond: Addressing Challenges of Population Access & Radical Idiosyncrasy with Mixed-Method Design.”
 American Sociological Association (ASA) 2022 Annual Meeting. “Professionally Sidelined Core Task Engagement Inequality in Professional Work.”
 American Society for Engineering Education (ASEE) 2022 “Does Public Welfare Responsibility Training in Engineering Education Shape Engineering Professionals’ Reasoning about Ethical Issues?”
 Work and Family Researchers Network 2022 Meeting
 Author Meets Reader Session for *The Trouble with Passion*, New York, NY.
- 2021 American Sociological Association (ASA) 2020 Annual Meeting. “Unsettled Employment, Reshuffled Priorities: Career Prioritization among College-Educated Workers who Faced Employment Instability during COVID-19. *Virtual*.
 American Society for Engineering Education (ASEE) 2021 Annual Meeting. “Engineering’s Systemic Marginalization and Devaluation of Students and Professionals with Disabilities” *Virtual*
- 2020 NSF EHR Principal Investigators Meeting
 “Price of Parenting in STEM: Considerations for COVID-19 Contexts.” *Virtual*.
 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.
- 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 Society for Engineering Education (ASEE) 2015 National Conference
 “LGBT Professionals’ Workplace Experiences in STEM-Related Federal Agencies.” Seattle, WA.

SELECTED MEDIA

- The Trouble with Passion covered by *NPR*, *The New York Times*, *Nature News*, *The Globe and Mail*, *The Guardian*, *Business Insider* and *Harvard Business Review*, *ABC Australia*, *Folha de S.Paulo*, and *Teen Vogue* (2021-2025)
- Misconceiving Merit covered by *Inside Higher Education*, *Science*, *Times Higher Ed* (2022-2023)
- Systemic Inequality for LGBTQ Professionals in STEM covered by *Science*, *Nature*, and *Times Higher Education* (2021-2022)
- The Changing Career Trajectories of New Parents in STEM covered by *Reuters*, *Science*, *Nature*, *Time Magazine*, *CNN*, *Forbes*, *Inside Higher Ed*, *Wired*, *Salon* (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)
- “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).
- “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: *University of Michigan*

Logics & Strategies of Social Research (Grad-level)	2017 – 2025
Public Welfare Responsibilities (Engineering)	2024
ICOS Course (Ross School of Business)	2024 – 2025
Work and Occupations (Undergrad-level)	2018 - 2021
Sociology of Culture & Knowledge (Grad-level)	2017
Sociology of Gender (Undergrad-level)	2016
Professional Writing for Sociologists (Grad-level)	2016

Rice University

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

Montana State University-Bozeman

Technology, Innovation and Society (Undergrad-level)	2007 - 2010
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Student Advising: *Dissertation Committees (UM)*

- Adriana Ponce (member, defended 2023)
- Sara Zobl (member, defended 2023)
- Lacey Bobier (member, defended 2023)
- AJ Hawkes (member, defended 2023)
- Jeff Lockhart (member, defended 2022)
- Anne Clark (member, defended 2022)
- Laura Sunday [Management & Orgs] (cognate member, defended 2021)
- Trevion Henderson [Higher Ed] (cognate member, defended 2021)
- Nicole Bedera (member, defended 2021)
- William R. Rothwell (chair; defended 2020)
- Shelia Brassel [Psychology] (cognate member, defended 2020)
- Erika Mosyjowski [Higher Ed] (cognate member, defended 2020)
- Sam Hobson (member, in progress)
- Chelle Jones (member, in progress)
- Christine Maleske (cognate member, in progress)

Publishable Paper Committees (UM)

AJ Hawks (2022); Sam Hobson (2021); Sydney Harris (2020); Sara 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)

RELATED EMPLOYMENT

Pre-Doctoral Fellow

Center for Research on Gender in the Professions, UC San Diego; 2010-2011

Program Consultant

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

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 Sociological Review* (2023-2026 & 2016-2019)

Engineering Studies (2023-2026)

American Journal of Sociology (2019-2022)

Nominated American Sociological Association, Program Committee (2025-2026)

Committees: AAAS Board Appointed Committee on Opportunities in Science (2022-2024)

NIH Diversity Program Consortium Working Group on Diversity (2022-2025)

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, Socius*

Panel Referee: National Science Foundation: CAREER Awards; Cultivating Cultures for Ethical STEM; Research in Engineering Education; Human Resource Development Section

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: (6 active; 9 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”

Selected Other Service:

- Managing Editor, *upRising* report; Clayman Institute for Gender Research, Stanford University
- UCSD Women’s History Month: “Where are all the Women in STEM?” (2011)
- Hiring Committee, Department of Sociology, UCSD—Graduate Student Representative (2010-11)
- UCSD Gender/Inequalities Workshop—Co-Organizer (2008-2009, 2009-2010)
- “Orientation for Women in Engineering,” Montana State U.—Founder & Coordinator (2005-09)
- National Engineering Week Celebrations. Montana State University—Coordinator (2005)

SELECTED SERVICE ACTIVITIES (INTERNAL)

2024-2027 Co-Director, ICOS (UM)
 2022-2025 Director of Undergraduate Studies, Department of Sociology (UM)
 2024-2025 Graduate Admissions Committee, Department of Sociology (UM)
 2023-2025 WISE Faculty Advisory Board, University of Michigan
 2024-2025 Graduate Admissions Committee, Sociology (UM)
 2021-2022 Job Market Advisor, Department of Sociology (UM)
 2020-2021 Associate Director of Graduate Studies, Department of Sociology (UM)
 2018-2019 Executive Committee, Department of Sociology (UM), *elected*
 2017-2019 Executive Committee, Institute for Research on Women and Gender (IRWG) (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 Steering Committee, Center for the Study of Women, Gender, and Sexuality (Rice)
 2013-2015 Member, Social Sciences Advisory Council, School of Social Sciences (Rice)
 2014-2016 Comprehensive exam committees: Culture & Religion and Gender & Sexuality (Rice)