

ETHEL MICKEY

5500 University Parkway, San Bernardino, CA 92407
ethel.mickey@csusb.edu
ethelmickey.com

EMPLOYMENT

- 2022 – Assistant Professor of Sociology, California State University, San Bernardino
Affiliate Scholar, Stanford University VMware Women's Leadership Innovation Lab
- 2019 – 2022 Postdoctoral Research Associate, University of Massachusetts Amherst, NSF
ADVANCE Institutional Transformation Program
- 2018 – 2019 Visiting Lecturer, Department of Sociology, Wellesley College

EDUCATION

- 2018 Ph.D., Sociology, Northeastern University
with Graduate Certificate in Women's, Gender & Sexuality Studies
- 2014 M.A., Sociology, Northeastern University
- 2012 B.A., English and Sociology, Vanderbilt University

RESEARCH AREAS

Gender and Intersectionality • Work & Organizations • Science & Technology • Networks • Research
Collaboration • Higher Education • Feminist Theory

PUBLICATIONS

Book Manuscript

[*Networking to Nowhere: Relationships and Gender Inequality in Tech Work*](#), University of California Press, 2026.

Peer-Reviewed Journal Articles

- in press Pachucki, Mark, Laurel Smith-Doerr, **Ethel Mickey**, Kathryn Reynolds, and Joanna Riccitelli. "Hierarchies and Bodies in Academic Jobs: How University Faculty Narrate Scholarly Productivity and Life Disruptions in Early COVID-19." *Social Problems*.
- 2026 **Mickey, Ethel**, Joya Misra, Ember Skye Kane-Lee, and Laurel Smith-Doerr. "[The Maya Effect: Theorizing beyond Matthew and Matilda Effects to an Intersectional Understanding of Collaboration](#)." *Gender & Society* 40(3): 386-415.
- 2025 Misra, Joya, Ember Skye Kane-Lee, **Ethel Mickey**, and Laurel Smith-Doerr. "[‘I don’t believe that I have been wanted’: Processes of Overinclusion and Exclusion in Racialized and Gendered Organizations](#)." *Social Problems*. 72(4): 1687-1702.
- 2025 Abromaviciute, Jurgita, Emily K. Carian, and **Ethel Mickey**. "[A game of chutes and ladders: Gender and aspirational resources during the COVID-19 pandemic](#)." *Sociological Forum* 40(3): 305-318.

- 2024 Misra, Joya, **Ethel Mickey**, Ember Skye Kanelee, and Laurel Smith-Doerr. "[Creating Inclusive Department Climates in STEM Fields: A Study of Multiple Faculty Perspectives on the Same Departments.](#)" *Journal of Diversity in Higher Education* 17(2): 176-189.
- 2023 Smith-Doerr, Laurel, **Ethel Mickey**, and Ember Skye Kane-Lee. "[Deciding Together as Faculty: Narratives of Unanticipated Consequences in Gendered and Racialized Departmental Service, Promotion, and Voting.](#)" *Journal of Organizational Sociology* 1(2): 171-198.
- 2023 **Mickey, Ethel**, Joya Misra, and Dessie Clark. "[The Persistence of Neoliberal Logics in Faculty Evaluations amidst Covid-19: Recalibrating toward Equity.](#)" *Gender, Work & Organization* 30(2): 638-656.
- 2022 **Mickey, Ethel**. "[The Organization of Networking and Gender Inequality in the New Economy: Evidence from the Tech Industry.](#)" *Work and Occupations* 49(4): 383-420. *Lead article.
- *Best Student Paper Award, Communication, Information Technologies, and Media Sociology Section of the American Sociological Association
- *Honorable Mention, Mother Board Writing Prize, The Consortium for Graduate Studies in Gender, Culture, Women, and Sexuality at Massachusetts Institute of Technology
- 2022 **Mickey, Ethel** and Laurel Smith-Doerr. "[Gender and Innovation through an Intersectional Lens: Re-imagining Academic Entrepreneurship in the United States.](#)" *Sociology Compass* 16(3): e12964.
- 2022 Griffith, Eric E., **Ethel Mickey**, and Nilanjana Dasgupta. "[A 'Chillier' Climate for Multiply Marginalized STEM Faculty Impedes Research Collaboration.](#)" *Sex Roles* 86: 233-248.
- 2022 Kanelee, Ember Skye, Joya Misra, and **Ethel Mickey**. "[Fostering Inclusion for Black Faculty.](#)" *Understanding and Dismantling Privilege* XII(1): 54-63.
- 2022 Clark, Dessie, **Ethel Mickey**, and Joya Misra. "[Growing the Roots of Equity: The TREE Model of Institutional Response to COVID-19.](#)" *Journal of Diversity in Higher Education* 15(5): 681-694.
- 2020 Misra, Joya, **Ethel Mickey**, and Dessie Clark. "[Addressing and Documenting Pandemic Impacts.](#)" *ADVANCE Journal* 2(2).
- 2019 **Mickey, Ethel**. "[When Gendered Logics Collide: Going Public and Restructuring in a High-Tech Organization.](#)" *Gender & Society* 33(4): 509-533. *Lead article.
- *Honorable Mention, Cheryl Allyn Miller Award, Sociologists for Women in Society
- 2019 **Mickey, Ethel**. "['Eat, Pray, Love Bullshit': Women's Empowerment through Wellness at an Elite Professional Conference.](#)" *Journal of Contemporary Ethnography* 48(1): 103-127.
- *Outstanding Graduate Research Paper, Northeastern University Department of Sociology & Anthropology
- 2019 Blum, Linda M. and **Ethel Mickey**. "[Protesting Sexual Violence on Campus, Then and Now.](#)" *The Handbook of Contemporary Feminism*, edited by A.L. Press and T. Oren. New York: Routledge.
- 2018 Blum, Linda M. and **Ethel Mickey**. "[Women Organized Against Sexual Harassment: A Grassroots Struggle for Title IX Enforcement, 1978-1980.](#)" *Feminist Formations* 30(2): 175-201.
- 2012 Straus, Murray and **Ethel Mickey**. "[Reliability, Validity, and Prevalence of Partner Violence Measured by the Conflict-Tactics Scales in Male-Dominant Societies.](#)" *Aggression and Violent Behavior* 17: 463-474.

Edited Volume

- 2018 **Mickey, Ethel** and Adia Harvey Wingfield, co-editors. "[Race, Identity and Work](#)." *Research in the Sociology of Work*, volume 32. Bingley, UK: Emerald.

Manuscripts Under Review

Mickey, Ethel. "How 'Network More' Fails Women in Tech." (Under review, *Contexts*).

In Progress

Mickey, Ethel. "How The Glass Ceiling Persists in Tech." (Target Journal: *Harvard Business Review*).

Abad, Melissa and **Ethel Mickey.** "Interrogating Whiteness in Organizational Diversity Initiatives." (Target Journal: *American Behavioral Scientist*)

Smith-Doerr-Laurel, Joya Misra, Joanna Riccitelli, and **Ethel Mickey.** "Faculty Experiences of the Rules they Write: Departmental Bylaws, Governance Narratives, and Transparency." (Target Journal: *Work and Occupations*).

Working Papers and Reports

- 2023 Misra, Joya, **Ethel Mickey**, Jennifer Normanly, and Laurel Smith-Doerr. [Creating Equitable Research Collaborations](#). University of Massachusetts ADVANCE Program.
- 2023 **Mickey, Ethel**, Joya Misra, Jennifer Normanly, and Laurel Smith-Doerr. [Continuing Research Collaboration Relationships](#). University of Massachusetts ADVANCE Program.
- 2023 Smith-Doerr, Laurel, **Ethel Mickey**, Joya Misra, and Jennifer Normanly. [Crediting Collaboration Equitably](#). University of Massachusetts ADVANCE Program.
- 2022 Kane-Lee, Ember Skye, **Ethel Mickey** and Laurel Smith-Doerr. [Setting the Stage for Equitable Faculty Shared Decision-Making](#). University of Massachusetts ADVANCE Program.
- 2020 Clark, Dessie, **Ethel L. Mickey** and Joya Misra. "[Reflections on Gender Equity in Response to COVID-19](#)." *Susan Bulkeley Butler Center for Leadership Excellence and ADVANCE Working Paper Series* 3(2) Special Issue: 92-114.
- 2020 **Mickey, Ethel L.** [Faculty Collaboration and Equity: UMass ADVANCE Survey Report](#).
- 2019 **Mickey, Ethel L.** [STEM Faculty Networks and Gender: A Meta-Analysis](#). ADVANCE Resource Coordination (ARC) Network White Paper.

Book Reviews

- 2021 **Mickey, Ethel L.** Review of *Mothers Work*. By M. Napierski-Prancl. *Contemporary Sociology* 50(2): 165-166.
- 2018 **Mickey, Ethel L.** and Kathrin Zippel. Review of *Masculinity at Work: Employment Discrimination through a Different Lens*. By A.C. McGinley. *Signs: Journal of Women in Culture and Society* 43(4): 1043-1044.
- 2016 Blum, Linda M. and **Ethel L. Mickey.** Review of *Motherload: Making it All Better in Insecure Times*. By A. Villalobos, *American Journal of Sociology* 121(4):1286-1288.

Public Scholarship

- 2026 **Mickey, Ethel**, Joya Misra, Laurel Smith-Doerr, and Ember Skye Kane-Lee. "[The Maya Effect and Who Gets Credit in Science](#)." *Gender & Society Blog*, July 14.
- 2021 **Mickey, Ethel L.** "[Network Technology: How Networks Structure the Tech Workforce](#)." *Technically Human Podcast*, June 4.

- 2021 Misra, Joya, **Ethel L. Mickey** and Dessie Clark. "[Implementing Pandemic Equity Measures.](#)" *Inside Higher Education*. May 27.
- 2021 Misra, Joya, Dessie Clark, and **Ethel L. Mickey**. "[Keeping the Pandemic from Sidelining Equity: Institutional Support for Faculty.](#)" *Inside Higher Education*. Feb. 10.
- 2020 **Mickey, Ethel L.**, Dessie Clark, and Joya Misra. "[Measures to Support Faculty During COVID-19.](#)" *Inside Higher Education*. September 4.
- 2020 **Mickey, Ethel L.**, Ember Skye Kanelee, and Joya Misra. "[10 Small Steps for Department Chairs to Foster Inclusion.](#)" *Inside Higher Education*. June 5.
- 2019 **Mickey, Ethel L.** "[What Happens to Women When Their Company Goes Public?](#)" *Gender & Society Blog*. July 31.

GRANTS & AWARDS

External Grants & Awards

- 2026 Proposal under review at the National Science Foundation Improving Undergraduate STEM Education (IUSE) Program (\$2,000,000): "PREP-STEM: Professional Readiness through Ethics and Pedagogy in STEM – A Multi-Level Approach to Integrating Ethics Across the Curriculum." (PI: Erika Marin-Spiotta; co-investigators Dessie Clark, Janet Branchaw, Christine Bell, José Muñoz, Samuel Nyarko, Grant Fore, Danka Maric)
- 2026 Letter of Intent invited for full proposal at the Spencer Foundation (\$466,577.58). "Evaluating inequalities in faculty productivity trajectories amid crisis: Centering equity and identifying blind spots." (PI Mark Pachucki; co-investigator Laurel Smith-Doerr).
- 2026 Proposal under review for Workplace Innovation Now AI Challenge (\$5,000,000). "AURA (AI Upskilling & Readiness Academy) Learning: Accessible AI Literacy for Women." (PI Ryan Keating).
- 2022 Betty Vetter Research Award for notable achievement in research related to women in engineering, Women in Engineering ProActive Network.
- 2021 National Science Foundation Postdoctoral Supplemental Award (\$119,267) to ADVANCE-Institutional Transformation grant, "Collaboration and Equity: The Resources, Recognition, and Relationships (R3) Model for Advancing Women and Underrepresented Faculty in Science and Engineering." (co-investigator; PI Laurel Smith-Doerr).
- 2018 National Science Foundation Virtual Visiting Scholar Award, with the ADVANCE Resource and Coordination (ARC) Network and the Association of Women in Science (\$20,000), for meta-analysis on gender, race & STEM faculty networks
- 2018 Student Forum Travel Award, American Sociological Association

University Grants & Awards

- 2026 Provost Research Award (\$7,265), CSUSB
- 2026 Nominated for Outstanding Junior Faculty Award, CSUSB
- 2026 Nominated for Faculty Research and Creative Activities Mentor Award, Office of Student Research and Innovation, CSUSB
- 2025 College of Social & Behavioral Sciences Research Mini-Grant (\$7,465), CSUSB
- 2023 Quality Online Teaching Program Grant, CSUSB
- 2023 Affordable Solutions Learning Grant, CSUSB
- 2023 Faculty Development Certificate Program, CSUSB

- 2020 Postdoc Professional Development Grant, UMass Amherst
- 2018 PhD Network Travel Award, Northeastern University
- 2017 Dissertation Completion Fellowship (\$13,600), Office of the Provost, Northeastern University, Fall
- 2017 Graduate Teaching Fellowship, NU Sociology and Anthropology (Declined)
- 2017 Outstanding Graduate Student Research Paper, Northeastern University Department of Sociology and Anthropology, for paper, ““Eat, Pray, Love Bullshit””
- 2016 Outstanding Graduate Teacher, Northeastern University Department of Sociology and Anthropology
- 2016 Summer Research Fellowship, Northeastern University Department of Sociology and Anthropology
- 2014 Outstanding Service to the Department, Northeastern University Department of Sociology and Anthropology

CONFERENCE PRESENTATIONS

- 2026 “Normal People. Down-to-Earth, Regular Guys”: The Gendered and Racialized Blueprint of Belonging in Tech. Organizations, Occupations and Work section panel on Race and Gender at Work at the Annual Meeting of the **American Sociological Association**, New York, Aug 7-11.
- 2026 “Technocracies: The Challenges and Opportunities of Tech Professionals on the Front Lines of Social Change.” Invited Session at the Annual Meeting of the **American Sociological Association**, New York, Aug 7-11.
- 2025 “Up the Ladder or Out the Door? Gender and Networking for Career Advancement in Tech.” Gender and Work Paper Session at the Annual Meeting of the **American Sociological Association**, Chicago, Aug 8-12.
- 2025 “Faculty Experiences of the Rules They Write: Departmental Bylaws, Governance Narratives, and Transparency.” With Laurel Smith-Doerr, Joya Misra, and Joanna Riccitelli. Annual Meeting of the **American Sociological Association**, Chicago, Aug 8-12.
- 2024 “Forget Matthew: The Maya Effect and Intersectional Cumulative Dis/Advantages of Collaboration.” With Joya Misra, Laurel Smith-Doerr, and Ember Skye Kane-Lee. Organizations, Occupations, and Work section panel on Professional and Expert Work at the Annual Meeting of the **American Sociological Association**, Montreal, Aug. 9-13.
- 2024 “Counteracting the Old (White) Boys’ Club? Gender, Race, and the Corporate Game of Diversity.” Mini-Conference on Racialized and Gendered Organizations at the Annual Meeting of the **Eastern Sociological Society**, Washington DC, Feb. 29 - March 3.
- 2023 “Covid, Intersectional Inequalities, and Persisting Neoliberal Logics in Faculty Work.” With Joya Misra and Dessie Clark. Invited session on The Pandemic and the Culture and Meaning of Work at the Annual Meeting of the **American Sociological Association**, Philadelphia, Aug. 18-22.
- 2023 “On the Clock but off the Ladder: COVID-19, Gender, Job Structure, and Career Aspirations.” With Jurgita Abromaviciute and Emily Carian, and Ethel Mickey. Annual Meeting of the **American Sociological Association**, Philadelphia, Aug. 18-22.
- 2023 “Centering Equity in Acute Crisis: Analyzing Intersectional Disparities and Meanings of Faculty Productivity During COVID-19.” With Mark Pachucki, Laurel Smith-Doerr, and

Kathryn Reynolds. Annual Meeting of the **American Sociological Association**, Philadelphia, Aug. 18-22.

*Also presented at the **ADVANCE Resource and Coordination (ARC) Network Community Convening**, Durham, NC, June 5-7.

- 2022 "Intersectional Experiences of Inclusion among STEM Faculty of Color." With Joya Misra, Ember Kanelee, and Laurel Smith-Doerr. Sex and Gender section panel on Gendered and Racialized Organizations at the Annual Meeting of the **American Sociological Association**, Los Angeles, Aug. 5-9.
- *Also presented at the Annual Meeting of the **Eastern Sociological Society**, Boston, March 10-13.
- 2022 "Gendered and Racialized "Unanticipated Consequences" in Faculty Shared Decision-Making: Using Research for more Equitable Departmental Practices." With Laurel Smith-Doerr and Ember Kanelee. Organizations, Occupations, and Work section panel on The Research-Practice Nexus: Implications, Interventions, and Lessons Learned at the Annual Meeting of the **American Sociological Association**, Los Angeles, Aug. 5-9.
- 2022 "Growing the Roots of Equity: The TREE Model of Faculty Evaluation in COVID-19." With Dessie Clark and Joya Misra. **ARC Network Community Convening**, Washington DC, May 31-June 3.
- 2022 "Intersections of Racialized and Gendered Collaboration Experiences of STEM Faculty." With Joya Misra, Ember Kanelee, and Laurel Smith-Doerr. **ARC Network Community Convening**, Washington DC, May 31- June 3.
- 2022 "Looking in the Mirror at Faculty Governance: Reflexive Research for Equitable Shared Decision-Making." With Laurel Smith-Doerr and Ember Kanelee. Annual Meeting of the **Eastern Sociological Society**, Boston, March 10-13.
- 2021 "Interrogating Whiteness in Organizational Diversity Initiatives." With Melissa Abad. Organizations, Occupations, and Work Section Panel on Broadening the Conversation about Racism in Organizations. Annual Meeting of the **American Sociological Association**, Aug. 5-9.
- 2021 "Creating Inclusive Department Climates in STEM Fields: Analyzing Multiple Perspectives on the Same Departments." With Joya Misra, Ember Kanelee, and Laurel Smith-Doerr. Race, Class, and Gender Section Panel. Annual Meeting of the **American Sociological Association**, Aug. 5-9.
- 2021 "Networking in the Innovation Economy: Gender Practices Shaping Tech Careers." Statewide Summit on Women & Tech, **Center of Excellence for Women & Technology**, Indiana University.
- 2021 "Documenting and Addressing Gender, Racial, and Care Inequalities." With Dessie Clark and Joya Misra. Panel on Intersectional Inequalities among Faculty and the Institutional Response to Current Crises. **Sociologists for Women in Society** Virtual Winter Meeting, Jan. 27-31.
- 2020 "'Put Your Smile On': Interrogating Whiteness in Tech Organizations." Invited Regional Spotlight Session: Gender Inequality, Organizational Change, and Exercising Power in Silicon Valley STEM Careers. Annual Meeting of the **American Sociological Association**. San Francisco, Aug. 8-11.
- 2020 "It's Very, Very Tough to be a Minority": Faculty Women of Color and Research Collaboration. With Joya Misra and Ember Skye Kanelee. Annual Meeting of the **American Sociological Association**. San Francisco, Aug. 8-11. **Cancelled due to COVID-19 pandemic.*

- 2019 “STEM Faculty Networks & Gender: Implications for Career Outcomes and Inclusion.” Annual Meeting of the **Eastern Sociological Society**, Boston, Mar. 14-17.
*Also presented at the **Sociologists for Women in Society** Winter Meeting. Denver, Feb. 7-10.
- 2018 “Doing Gender, Doing Networks: Exploring Relational Inequalities in High-Tech.” Panel on Women’s STEM Underrepresentation, Annual Meeting of the **American Sociological Association**. Philadelphia, Aug. 11-14.
*Also presented at the **Sociologists for Women in Society** Winter Meeting. Atlanta, Jan. 11-14.
- 2017 “Gender Inequality in High-Tech: An Organizational Logic in Transition.” Annual Meeting of the **American Sociological Association**. Montreal, Canada, Aug. 11-15.
- 2017 “‘Eat, Pray, Love Bullshit’: Exploring the Gendered Networking Discourse at an Elite Women’s Conference.” Mini-Conference on Sociology of Elites, Annual Meeting of the **Eastern Sociological Society**. Philadelphia, Jan. 23-26.
- 2017 “Networks of Exclusion and Configurations of Privilege in a Gendered High-Tech Organization.” **Sociologists for Women in Society** Winter Meeting. Albuquerque, Feb. 9-12.
- 2016 “Gender and Network Theories.” With Kathrin Zippel and Christina Falci. Annual Meeting of the **Eastern Sociological Society**. Boston, Mar. 17-20.
*Also presented at the **Sociologists for Women in Society** Winter Meeting. Washington DC, Feb. 19-22.
- 2016 “Protesting Sexual Violence on Campus, Then and Now.” With Linda Blum. Annual Meeting of the **Eastern Sociological Society**. Boston, Mar. 17-20.
- 2015 “Understanding Workplace Diversity: The Latent Promise of American Sociology.” With Steven Vallas and Emily Cummins. Annual Meeting of the **Eastern Sociological Society**. New York, Mar. 17-21.

INVITED TALKS

- 2027 “Networking to Nowhere: How Gender Inequality Persists in Tech.” Sociology in Action Lecture at the University of Houston.
- 2026 “Up the Ladder or Out the Door? Gender and Networking for Career Advancement in Tech.” University of Southern California Department of Sociology.
- 2026 “Why Diversity Programs Fail Women in Tech: The Enduring Power of Workplace Networks.” University of Texas, Austin Department of Sociology, Fem(me) Sem Gender and Sexuality Group.
- 2025 “A Game of Chutes and Ladders: Gender and Aspirational Resources during the COVID-19 Pandemic.” College of Social and Behavioral Sciences Research Colloquium, California State University, San Bernardino. With Jurgita Abromaviciute.
- 2023 On the Clock but off the Ladder: COVID-19, Gender, Job Structure, and Career Aspirations. Gender Research and Social Sciences Working Group, California State University, San Bernardino. With Jurgita Abromaviciute.
*Also presented at the Sociology Department Research Series, CSUSB.
- 2023 Organizations Intersectionally Examined. Organizations, Occupations, and Work Section panel of the American Sociological Association. Virtual.

- 2023 Equitable Collaboration Practices. National Webinar Series, University of Massachusetts ADVANCE Program. With Laurel Smith-Doerr and Jennifer Normanly.
- 2022 Centering Equity during Acute Crisis: Analyzing Disparities in COVID-19 Impacts by Faculty Rank, Gender, Race, and Caregiving Status. Columbia University Department of Sociology. With Mark C. Pachucki and Laurel Smith-Doerr.
- 2022 “Networking to Nowhere: Relationships and Gender Inequality in Tech Work.” Gender Research and Social Sciences Working Group, CSUSB.
- 2022 Recalibrating Towards Equity: The TREE Model and Mitigating Long-Term COVID-19 Faculty Impacts. National Academies of Science Workshop on the Long-Term Impact of COVID-19 on the Careers of Women in STEM. With Joya Misra and Dessie Clark.
- 2022 Interrogating Whiteness in Organizational Diversity Initiatives. Cornell University College of Business - Administrative Science Quarterly Writing Workshop. With Melissa Abad.
- 2022 The Role of Networks in Women Faculty Careers: Finding Hope through Community. University of Massachusetts Medical School. Women’s History Month Keynote Address.
- 2022 Gendered and Racialized ‘Unanticipated Consequences’ in Faculty Shared Decision-Making. MIT Sloan School Institute for Employment Research Seminar Series. With Laurel Smith-Doerr and Ember Skye W. Kanelee.
- 2022 Setting the Stage for Equity in Department Decision-Making. ADVANCE Faculty Workshop. University of Massachusetts, Amherst. With Laurel Smith-Doerr.
- 2021 Writing Pandemic Impact Statements. ADVANCE Faculty Workshop. University of Massachusetts Amherst. With Joya Misra and Sergio Breña.
- 2021 Technology Intersectionally Examined: Tech Workers’ Experience Panel. California Polytechnic State University.
- 2021 Respecting Gender Identity in Science and Healthcare. Stoneham Pediatrics.
- 2021 Faculty Equity Amidst COVID-19. Mount Holyoke College. With Joya Misra and Dessie Clark.
- 2021 Evaluating the Impacts of COVID-19 on Faculty Careers (series of 3 workshops to the faculty, Dean’s Council, and COVID Accommodations Committee), University of Denver. With Joya Misra and Dessie Clark.
- 2021 Documenting COVID-19 Impacts on Diverse Faculty Careers. Virginia Commonwealth University. With Dessie Clark and Joya Misra.
- 2021 Engaging in Your Department. First-Year Faculty Seminar, Office of Faculty Development, University of Massachusetts Amherst. With Laurel-Smith-Doerr.
- 2021 COVID-19 Pandemic Impacts on Diverse Academic Careers. University of Wisconsin Systemwide Caregiving Forum. With Dessie Clark and Joya Misra.
- 2020 Inclusion in the COVID Era. Leadership Panel, University of Pennsylvania. With Dessie Clark and Joya Misra.
- 2020 Documenting COVID-19 Pandemic Impacts on Diverse Faculty Careers. Inclusive Leadership Panel, Kansas State University. With Dessie Clark and Joya Misra.
- 2020 Fostering Inclusion in Crisis. ADVANCE Implementation Mentors (AIM) Network. With Ember Skye Kanelee and Joya Misra.
- 2020 Networks of Exclusion: Gender, Race, and Class in a High-Tech Organization, UMass Sociology Colloquium and Special Events Committee Series

- 2020 Navigating the Academic Job Market, NU Sociology & Anthropology Colloquia
- 2019 Gender, Race, and STEM Faculty Networks: A Meta-Analysis, ADVANCE Resource Coordination Network Community Convening, Cleveland, OH
- 2019 Algorithms on the Shopfloor: Data-Driven Technologies in Organizational Context; Invited Workshop Participant; Data & Society, New York, NY
- 2019 Gender, Race, and Networks: Examining Career Implications for Faculty in STEM. Association for Women in Science Webinar Series.
- 2017 Developing Research Questions, Methods, and Timeline, Qualitative Research Working Group, NU Sociology & Anthropology
- 2017 Reflections on the Dissertation Process, Ph.D. Program Proseminar, NU Sociology & Anthropology
- 2016 Gender and Networking in High-Tech, NU Sociology & Anthropology Colloquia
- 2016 Applying for External Grants and Conference Funding, Ph.D. Program Proseminar, NU Sociology & Anthropology
- 2015 Gender in New Work Organizations: Exploring Networks in High-Tech, Boston Area Research Cluster on Gender and Work, NU Humanities Center

TEACHING EXPERIENCE

California State University San Bernardino

- Qualitative Research Methods
- Sociology of Education (in-person and asynchronous online)
- Sociology Honors Seminar

Wellesley College

- Technology: Progress, Power, and Problems
- Gender, Science & Technology (writing course)
- Schools and Society

Northeastern University, Instructor of Record

- Reading Culture through Ethnography (anthropology)
- Gender in a Changing Society

Northeastern University, Teaching Assistant

- Introduction to Sociology
- Research Methods
- The 21st Century Workplace
- Social Networks & Organizations
- Gender in a Changing Society
- Sociology of the Family
- Sociology of Boston

ADVISING

- Director, CSUSB Sociology Honors Program, 2025-2027 (grew program from 10 students to 21 undergraduate students completing independent honors theses in two years)

- Arlene Marquez, Mellon Mays Undergraduate Fellowship Advisor, 2026-2027, "Student Debt, Race, Financial Strain, and Work-Life Balance on Campus."

Maia Smart, Mellon Mays Undergraduate Fellowship Advisor, 2025-2026, "Understanding Racial Minorities on the Autism Spectrum."

Julian Lopez, Honors Thesis Advisor, CSUSB, 2022-2023, "Working-Class Immigrant Perspectives on Mental Health."

Lilly Maiale, Honors Thesis Advisor, CSUSB, 2022-2023, "Persistence among Higher Education Women in STEM."

Gretchen Rice, Senior Capstone Advisor, Olin College, Spring 2020, "College Women's Journeys in Engineering."

Deborah Rowcroft, Sociology Honors Thesis Committee Member, Wellesley College 2018-2019, "Networking in the Dark: Social Capital and Online Networks for Less Privileged College Applicants."

PROFESSIONAL SERVICE

Professional Association Service

2026	Award Committee, Sally Hacker Graduate Student Award Committee, Sex and Gender Section of the American Sociological Association
2025	Program Committee, Sex and Gender Section of the American Sociological Association
2025	Co-Organizer, Invited Session on What's Next for Employment Equity?, American Sociological Association
2024-	Elected Council Member, Sex and Gender Section of the American Sociological Association
2024-	Editorial Board Member, <i>Gender & Society</i>
2024-	Editorial Board Member, <i>The Sociological Quarterly</i>
2023	Organizer, Author-Meets-Critics Session, Eastern Sociological Society
2023-	Editorial Review Board Member, <i>International Journal of Gender and Entrepreneurship</i>
2019-2023	Co-Organizer, Gender, Professions, and Organizations Writing Workshop, Sociologists for Women in Society
2020-2023	Member, ADVANCE Resource Coordination (ARC) Network Research Advisory Board
2022	Co-Organizer, Emerging Research Workshop on COVID-19 and Differential Impacts on STEM Faculty, ARC Network.
2022	Contributor, Sociologists for Women in Society Statement to the United Nations Commission on the Status of Women (CSW67) on Gender Equality, Innovation, and Technological Change
2022	Organizer, "Organizational Disjunctures in the Academy: Bridging Theory and Practice Towards Equity." Panel at the Annual Meeting of the Eastern Sociological Society.
2022	Organizer, Hand Mentor Program, Sociologists for Women in Society
2020-2022	Elected Member, Membership Committee, Sociologists for Women in Society
2021	Committee Member, Robert K. Merton Book Award Committee for Science, Knowledge, and Technology section of the American Sociological Association
2019	Committee Member, Best Student Paper Award for Communication, Information Technologies, and Media Sociology section of the American Sociological Association
2019	Presider, "Social Networks," roundtable at the Annual Meeting of the American Sociological Association, New York.

- 2018 Presider, "Social Network Studies of Work Situations," panel at the Annual Meeting of the American Sociological Association, Philadelphia, PA.
- 2015-2018 Member, Student Caucus of Sociologists for Women in Society
- 2016 Co-Organizer, Peer-Reviewed Roundtables for the Organizations, Occupations, and Work Section, Annual Meeting of the American Sociological Association
- 2016 Co-Organizer, Breakfast with Scholars, Sociologists for Women in Society

Departmental and University Service

- 2025-2026 CSBS representative, Research, Scholarly, and Creative Activity Committee, CSUSB Faculty Senate
- 2025-2026 Member, Office of Student Research Faculty Awards Committee, CSUSB
- 2025 Member, Outstanding Thesis & Honors Paper/Project Committee, College of Social and Behavioral Sciences, CSUSB
- 2023-2024 Member, Sociology Retention, Promotion, and Tenure Committee, CSUSB
- 2023 Co-Organizer, Interdisciplinary Gender Research Colloquium, College of Social and Behavioral Sciences, CSUSB
- 2023 Co-Organizer, Graduate School Information Session for CSUSB Sociology students
- 2022 Sociology Homecoming Planning Committee, CSUSB
- 2020-2021 Postdoctoral Representative, Chancellor's Task Force on Sexual Harassment and Assault, UMass Amherst
- 2019 Awards Committee Member, Three Generations Writing Prize about Social Sciences, Wellesley College
- 2018 Co-Organizer, Sexual Harassment Conference, Boston Consortium for Graduate Studies in Gender, Culture, Women, and Society
- 2016-2017 Co-Organizer, Brown Bag Lunch Speakers Series, NU Sociology & Anthropology
- 2014-2016 Organizer, Dissertation Writing Workshop for NU Sociology & Anthropology doctoral students specializing in gender
- 2013-2014 Student Representative, Intellectual Events Committee, NU Sociology & Anthropology

Reviewer

American Sociological Review, American Journal of Sociology, Social Problems, Gender & Society, Social Forces, Research in the Sociology of Work, Sociological Spectrum, Gender, Work & Organization, Qualitative Sociology, The Sociological Quarterly, Social Studies of Science, Sociological Science, Journal of Women and Minorities in Science and Engineering, Men and Masculinities, Journal of Contemporary Ethnography, Gender Issues, International Journal of Gender & Entrepreneurship, Social Currents, Sociology Compass, ADVANCE Journal

PROFESSIONAL ASSOCIATIONS

American Sociological Association
 Sociologists for Women in Society
 Eastern Sociological Society
 Pacific Sociology Association

**References available upon request.*