

# ETHEL L. MICKEY

405 Machmer Hall, 240 Hicks Way, Amherst, MA 01003  
emickey@umass.edu  
[ethelmickey.com](http://ethelmickey.com)

## 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

## PROFESSIONAL APPOINTMENTS

- 2019 – present Postdoctoral Research Associate, University of Massachusetts Amherst, NSF  
ADVANCE Institutional Transformation Program  
Affiliate Scholar, Stanford University VMware Women's Leadership Innovation Lab
- 2018 – 2019 Visiting Lecturer, Department of Sociology, Wellesley College
- 2018 – 2019 Virtual Visiting Scholar, Association for Women in Science, ADVANCE  
Resource Coordination (ARC) Network

## RESEARCH AREAS

Sociology of Gender, Race, and Class • Work & Organizations • Economic Sociology • Science, Knowledge &  
Technology • Education • Social Networks • Feminist Theory • Qualitative and Mixed Research Methods

## PUBLICATIONS

### *Peer-Reviewed Journal Articles*

- Forthcoming Griffith, Eric E., **Ethel L. Mickey**, and Nilanjana Dasgupta. "A 'Chillier' Climate for Multiply  
Marginalized STEM Faculty Impedes Research Collaboration." *Sex Roles*.
- In Press Kanelee, Ember Skye, Joya Misra, and **Ethel L. Mickey**. "Lists are Good, Praxis is Better: Action  
Steps to Foster Inclusion for Black Faculty." *Understanding and Dismantling Privilege*.
- 2020 Misra, Joya, **Ethel L. Mickey**, and Dessie Clark. "[Addressing and Documenting Pandemic  
Impacts](#)." *ADVANCE Journal* 2(2).
- 2019 **Mickey, Ethel L.** "[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 L.** "[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 L. 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 L. 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 L. 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 Issue*

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

*Under Review*

**Mickey, Ethel L.** "Gender Practices, Relationships, and Networking in the New Economy." (revise & resubmit, *Work & Occupations*)  
\*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

**Mickey, Ethel L.,** Joya Misra, and Dessie Clark. "Addressing Intersectional Tensions in Institutional Policy Shifts around Faculty Work and Evaluation amidst COVID-19." (revise & resubmit, *Gender, Work & Organization*)

**Mickey, Ethel L.** and Laurel Smith-Doerr. "Gender and Innovation through an Intersectional Lens: Re-imagining Academic Entrepreneurship in the United States." (revise & resubmit, *Sociology Compass*)

Misra, Joya, **Ethel L. 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." (revise and resubmit, *Journal of Diversity in Higher Education*)

Clark, Dessie, **Ethel L. Mickey**, and Joya Misra. "Growing the Roots of Equity: The TREE Model of Institutional Response to COVID-19." (revise and resubmit, *Journal of Diversity in Higher Education*)

*In Progress*

Book Manuscript

*Networks of Exclusion: Gender, Race & Relationships in Tech Work*

Articles

**Mickey, Ethel L.,** Joya Misra, Ember Skye Kanelee, and Laurel Smith-Doerr. "'It's Very, Very Tough to be a Minority': Faculty Women of Color and Research Collaboration."

**Mickey, Ethel L.** "Gender, Race, and STEM Faculty Networks: A State of the Field."

**Mickey, Ethel L.** "Counterspaces, Mutual Mentoring, and Alternative Support Structures: Networking Strategies of Women Faculty in STEM."

*Working Papers and Reports*

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 Writing

- 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

- 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 (\$500), American Sociological Association

#### University Grants & Awards

- 2020 Postdoc Professional Development Grant (\$500), UMass Amherst
- 2018 PhD Network Travel Award (\$500), 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 (\$500), Northeastern University Department of Sociology and Anthropology
- 2014 Outstanding Service to the Department, Northeastern University Department of Sociology and Anthropology

## TEACHING EXPERIENCE

### *Wellesley College, Instructor*

Technology: Progress, Power, and Problems  
Science, Technology & the Making of Identities & Differences (writing course)  
Schools and Society

### *Northeastern University, Instructor*

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

### *Northeastern University, Teaching Assistant*

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

## ADVISING

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."

## CONFERENCE PRESENTATIONS

- 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” Annual Meeting of the **Eastern Sociological Society**. Boston, Mar. 17-20 (with Kathrin Zippel & Christina Falci).
- 2016 “Protesting Sexual Violence on Campus, Then and Now.” Annual Meeting of the **Eastern Sociological Society**. Boston, Mar. 17-20 (with Linda Blum).
- 2015 “Understanding Workplace Diversity: The Latent Promise of American Sociology.” Annual Meeting of the **Eastern Sociological Society**. New York, Mar. 17-21 (with Steven P. Vallas and Emily Cummins).
- 2015 “Gender and Network Theories.” **Sociologists for Women in Society** Winter Meeting. Washington DC, Feb. 19-22 (with Kathrin Zippel and Christina Falci).

#### INVITED TALKS

- 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

## **PROFESSIONAL SERVICE**

### *Professional Association Service*

- 2021 Committee Member, Robert K. Merton Book Award Committee for Science, Knowledge, and Technology section of the American Sociological Association
- 2020-2021 Elected Member, Membership Committee, Sociologists for Women in Society
- 2019-2021 Co-Organizer, Gender, Professions, and Organizations Writing Workshop, Sociologists for Women in Society
- 2020 Member, ADVANCE Resource Coordination (ARC) Network Research Advisory Board

- 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*

- 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*

*Gender & Society, Research in the Sociology of Work, Sociological Spectrum, Gender, Work & Organization, Qualitative Sociology, Social Studies of Science, Journal of Women and Minorities in Science and Engineering, Gender Issues, International Journal of Gender & Innovation, Social Currents, Sociology Compass, ADVANCE Journal*

**PROFESSIONAL ASSOCIATIONS**

American Sociological Association  
American Management Association  
Eastern Sociological Society  
Sociologists for Women in Society  
Society for Social Studies of Science

**REFERENCES**

Joya Misra, Professor of Sociology & Public Policy  
University of Massachusetts Amherst  
200 Hicks Way, Amherst, MA 01003  
[misra@soc.umass.edu](mailto:misra@soc.umass.edu)

Kathrin S. Zippel, Professor of Sociology  
Northeastern University  
360 Huntington Avenue, Boston, MA 02115  
[k.zippel@northeastern.edu](mailto:k.zippel@northeastern.edu) | (617) 373-3852

Laurel Smith-Doerr, Professor of Sociology  
University of Massachusetts Amherst  
200 Hicks Way, Amherst, MA 01003  
[lsmithdoerr@soc.umass.edu](mailto:lsmithdoerr@soc.umass.edu)

Steven P. Vallas, Professor of Sociology  
Northeastern University  
360 Huntington Avenue, Boston, MA 02115  
[s.vallas@northeastern.edu](mailto:s.vallas@northeastern.edu) | (617) 373-3882

Linda Blum, Professor of Sociology  
Northeastern University  
360 Huntington Avenue, Boston, MA 02115  
[l.blum@northeastern.edu](mailto:l.blum@northeastern.edu) | (617) 373-4995

Lee Cuba, Professor of Sociology  
Wellesley College  
106 Central Street, Wellesley, MA 02481  
[lcuba@wellesley.edu](mailto:lcuba@wellesley.edu) | (781) 283-3565

Erin L. Kelly, Sloan Distinguished Professor of Work  
and Organization Studies  
MIT Sloan School of Management  
77 Mass. Avenue, Cambridge, MA 02139  
[elkelly@mit.edu](mailto:elkelly@mit.edu) | (617) 324-4116