

ETHEL L. MICKEY

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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

- 2022 – present Assistant Professor of Sociology, California State University San Bernardino
- 2019 – 2022 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
Virtual Visiting Scholar, Association for Women in Science, ADVANCE
Resource Coordination (ARC) Network

RESEARCH AREAS

Gender, Race, and Class • Work & Organizations • Qualitative and Applied Research Methods • Economic
Sociology • Science & Technology • Higher Education • Feminist Theory

PUBLICATIONS

Peer-Reviewed Journal Articles

- 2022 **Mickey, Ethel L.** "[The Organization of Networking and Gender Inequality in the New Economy: Evidence from the Tech Industry.](#)" *Work and Occupations*. Online First.
*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 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.](#)" *Journal of Diversity in Higher Education*. Online First.
- 2022 Kanelee, Ember Skye, Joya Misra, and **Ethel L. Mickey**. "[Fostering Inclusion for Black Faculty.](#)" *Understanding and Dismantling Privilege* XII(1): 54-63.
- 2022 **Mickey, Ethel L.**, Joya Misra, and Dessie Clark. "[The Persistence of Neoliberal Logics in Faculty Evaluations amidst Covid-19: Recalibrating toward Equity.](#)" *Gender, Work & Organization*. Online First.

- 2022 **Mickey, Ethel L.** 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 Clark, Dessie, **Ethel L. Mickey**, and Joya Misra. "[Growing the Roots of Equity: The TREE Model of Institutional Response to COVID-19.](#)" *Journal of Diversity in Higher Education*. Online First.
- 2022 Griffith, Eric E., **Ethel L. Mickey**, and Nilanjana Dasgupta. "[A 'Chillier' Climate for Multiply Marginalized STEM Faculty Impedes Research Collaboration.](#)" *Sex Roles* 86: 233-248.
- 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

Smith-Doerr, Laurel, **Ethel L. Mickey** and Ember Skye W. Kanelee. "Deciding Together: Unanticipated Consequences of Departmental Governance that Reveal Gendered and Racialized Faculty Experiences of Service, Promotion, and Voting."

Misra, Joya, Ember Skye W. Kanelee, **Ethel L. Mickey**, and Laurel Smith-Doerr. "'I Don't Believe that I Have Been Wanted': BIPOC Faculty Experiences of Overinclusion, Active Exclusion, and Omission."

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."

Abad, Melissa and **Ethel L. Mickey.** "Interrogating Whiteness in Organizational Diversity Initiatives."

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 Scholarship

- 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

- 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

California State University San Bernardino

Qualitative Research Methods
Sociology of Education

Wellesley College

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 21st 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

- 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

- 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

PROFESSIONAL SERVICE

Professional Association Service

- 2022 Co-Organizer, Emerging Research Workshop on COVID-19 and Differential Impacts on STEM Faculty, ARC Network.
- 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 – present Member, ADVANCE Resource Coordination (ARC) Network Research Advisory Board
- 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
- 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, Social Forces, 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
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