

Julie A. Kmec

Department of Sociology
Washington State University
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<http://labs.wsu.edu/jkmec>

Professor, Department of Sociology, Washington State University, 2014-present

Associate Professor, Department of Sociology, Washington State University, 2008-2014

Affiliate, Center for Studies in Demography & Ecology, University of Washington, 2011- present

Affiliate, Women's, Gender, & Sexuality Studies, Washington State University, 2019

Assistant Professor, Department of Sociology, Washington State University, 2002-2008

Member, Washington State Academy of Sciences, 2019

EDUCATION

Ph.D. 2002 University of Pennsylvania, Philadelphia, Pennsylvania (Sociology)

M.A. 1998 The Ohio State University, Columbus, Ohio (Sociology)

B.A. 1996 Indiana University, Bloomington, Indiana (Sociology, with concentration in business management)

AREAS OF INTEREST:

Main Areas: workplace gender inequality, work organizations, work and family, gender and STEM, race/ethnicity and work

Other Specializations: stratification, quantitative research methods, survey design

PUBLICATIONS (student co-authors underlined)

Refereed Journal Articles

Zhang, Hong, **Julie A. Kmec**, Tori Byington. 2019. "Gendered Career Decisions in the Academy: Job Refusal and Job Departure Intentions among Academic Dual-Career Couples." *Review of Higher Education* 42: 1723-1754.

Brady, David, Agnes Blome, and **Julie A. Kmec**. 2019. "Work-Family Reconciliation Policies and Women's and Mother's Labor Market Outcomes in Rich Democracies." *Socioeconomic Review*. DOI, <https://doi.org/10.1093/ser/mwy045>

Kennedy, Emily and **Julie A. Kmec** 2019. "Is There an 'Ideal Feeder'? How Healthy and Eco-friendly Food Consumption Choices Impact Judgments of Parents." *Agriculture and Human Values*: 1-15. DOI, <https://doi.org/10.1007/s10460-018-09904-z>

Collazo Jr., Jose and **Julie A. Kmec**. 2019. "Organizational Emphasis on Inclusion as a Cultural Value and Third-Party Response to Sexual Harassment." *Employee Relations* 41:52-66.

Zhang, Hong and **Julie A. Kmec**. 2018. "Non-normative Connections between Work and Family: The Gendered Career Consequences of Being a Dual-career Academic." *Sociological Perspectives* 61: 766-786.

Media attention:American Sociological Association, [Work in Progress blog](#), July 2018

Kennedy, Emily H. and **Julie A. Kmec**. 2018. "Reinterpreting the Gender Gap in Household Pro-Environmental Behavior." *Environmental Sociology* 4: 299-310. DOI <https://doi.org/10.1080/23251042.2018.1436891>

Morton, Sarah, and **Julie A. Kmec**. 2017. "Gender Penalties for Risk-Taking in the Job Attainment Process." *Journal of Risk Research*, DOI <http://dx.doi.org/10.1080/13669877.2017.1313761>

Kmec, Julie A., C. Elizabeth Hirsh, and Sheryl Skaggs. 2016. "Workplace Regulation of Sexual Harassment and Federal and State-Level Legal Environments." Pp 215-240 in Steven Vallas (ed.) *Research in the Sociology of Work, Volume 29*) Emerald Group Publishing Limited.

Zurlaquova, Zarrina, Tori Byington, and **Julie A. Kmec**. 2015. "The Impacts of Marriage on Perceived Academic Career Success: Differences by Gender and Discipline." *International Journal of Gender, Science, and Technology* 7: 369-392.

O'Connor, Lindsey (Trimble), **Julie A. Kmec**, and Elizabeth Harris. 2015. "Giving Care and Perceived Discrimination: The Social and Organizational Context of Family Responsibility Discrimination." *Research in the Sociology of Work (Work and Family in the New Economy)* 26: 249-276.

Media attention:Work and Family Researcher's Network, [Research Spotlight Series](#), May 2014

Kmec, Julie A. and Sheryl. L. Skaggs. 2014. "The 'State' of Equal Employment Law and Managerial Gender Diversity." *Social Problems* 61: 530-558.

Recognition: Nominee, 2015 Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Kmec, Julie A., Lindsey (Trimble) O'Connor, and Scott Schieman. 2014. "Not Ideal: The Association Between Working Anything but Full Time and Perceived Unfair Treatment." *Work and Occupations* 41: 63-85.

Media attention: The London School of Economics, [USAPP Blog](#), March 2013

Kmec, Julie A., Matt Huffman, and Andrew Penner. 2013. "Being a Parent or Having a Parent? The Perceived Employability of Men and Women who Take Employment Leave" *American Behavioral Scientist* 58: 453-472.

Kmec, Julie A. 2013. "Why Academic STEM Mothers Feel They Have to Work Harder than Others on the Job." *International Journal of Gender, Science, and Technology* 5: 79-101.

O'Connor, Lindsey (Trimble), **Julie A. Kmec**, and Steve McDonald. 2013. "Social Networks and the Job Search: Focusing on People Asked to Provide Job Assistance." *Nova Science Publishers*.

Skaggs, Sheryl L. and **Julie A. Kmec**. 2011. "Checking the Pulse of Diversity among Healthcare Professionals: An Analysis of West Coast Hospitals." *The Annals of the Academy of Political and Social Sciences* 639: 236-257.

Kmec, Julie A. 2011. "Are Motherhood Wage Penalties and Fatherhood Bonuses Warranted?" *Social Science Research* 40:444-459.

Media attention: The Clayman Institute for Gender Research, Stanford University, [Gender Notes](#), August 2012; momsrising.org [blog post](#), September 2012; USA Today [article](#), March 2018

Trimble, Lindsey B. and **Julie A. Kmec**. 2011. "Social Networks and their Impact on Getting a Job." *Sociology Compass* 5:165-178.

Kmec, Julie A. and Elizabeth Gorman. 2010. "Gender and Discretionary Work Effort: Evidence from the United States and Britain." *Work and Occupations* 37: 3-36.

Recognition: SAGE 2010 most cited article of articles published in SAGE journals 2009- 2010

Kmec, Julie A., Steve McDonald, and Lindsey B. Trimble. April 2010. "Making Gender Fit and 'Correcting' Gender Misfits: Sex Segregated Employment and the Non-Search Process." *Gender & Society* 24: 213-236.

Gorman, Elizabeth and **Julie A. Kmec**. 2009. "Hierarchical Rank and Women's Organizational Mobility: Glass Ceilings in Corporate Law Firms." *American Journal of Sociology* 114: 1428-74.

Reprinted: *Social Stratification: Class, Race, and Gender in Sociological Perspective*, 4th edition, edited by David Grusky (2013)

Kmec, Julie A., and Lindsey B. Trimble. 2009. "Does it Pay to have a Network Contact? Social Network Ties, Workplace Racial Context, and Pay Outcomes." *Social Science Research* 38: 266-278.

Kmec, Julie A. and Sheryl L. Skaggs. 2009. "Organizational Variation in Equal Employment Opportunity Structures." *Sociological Forum* 24: 47-75.

Hirsh, Elizabeth and **Julie A. Kmec**. 2009. "Human Resource Structures: Reducing Discrimination or Raising Rights Awareness?" *Industrial Relations* 48(3):512-32 (authors contributed equally, listed alphabetically).

Kmec, Julie A. 2008. "The Process of Sex Segregation in a Gender-Typed Field: The Case of Male Nurses." *Sociological Perspectives* 51: 259-280.

Gorman, Elizabeth and **Julie A. Kmec**. 2007 "We (Have to) Try Harder: Gender and Required Work Effort in Britain and the United States." *Gender & Society* 21: 828-856.

Kmec, Julie A. 2007. "Ties that Bind? Race and Networks in Job Turnover." *Social Problems* 54:483-503.

Kmec, Julie A. 2006. "White Hiring Agents' Organizational Practices and Out-Group Hiring." *Social Science Research* 35:668-701.

Kmec, Julie A. 2005. "Setting Occupational Sex Segregation in Motion: Demand-Side Explanations of Sex Traditional Employment." *Work and Occupations* 32: 322-354.

Fischer, Mary J. and **Julie A. Kmec**. 2004. "Neighborhood Socioeconomic Conditions as Moderators of Family Resources: High School Completion among At-Risk Adolescents." *Sociological Perspectives* 47: 1-30. (authors contributed equally, listed alphabetically)

Kmec, Julie A. 2003. "Minority Job Concentration and Wages." *Social Problems* 50: 38-59.

Kmec, Julie A. 2003. "Collecting and Using Worker-Employer Matched Data." *Sociological Focus* 36: 81-95.

Kmec, Julie A. 1999. "Multiple Aspects of Work-Family Conflict." *Sociological Focus* 32: 265-285.

Reskin, Barbara F., Debra B. McBrier, **Julie A. Kmec**. 1999. "The Determinants and Consequences of the Sex and Race Composition of Organizations." *Annual Review of Sociology* 25: 335-61.

Refereed Conference Proceedings

Atiq, Zahra, Sarah Morton, Nehal Abu-Lail, Ashley Ater Kranov, **Julie A. Kmec**, Jennifer DeBoer. 2018. "Women's Motivation to Pursue Engineering Education and Careers: A Case Study of Malaysia." Proceedings of the 2018 ASEE Meetings, Salt Lake City, UT, June 24-28.

Non-Refereed Publications

Kmec, Julie A., Shanyuan Foo, and Amy Wharton. 2014. "Academic Parents and Pro-Work Behaviors: How Does Departmental Culture Matter?" in Andi Stepnik and Kristine DeWelde (Eds.) *Disrupting the Culture of Silence: Women Navigating Hostility and Making Change in the Academy*. Stylus Publishers.

Kmec, Julie A. and Michelle L. Edwards. 2012. "Human Resources." In Vicki Smith (ed.) *Sociology of Work: An Encyclopedia*. Thousand Oaks, CA: Sage Publications.

Kmec, Julie A. 2007. "Occupational Segregation." In John. H. Moore (ed.) *Encyclopedia of Race and Racism*. Farmington Hills, MI: Thompson Gale.

Kmec, Julie A., and Frank F. Furstenberg, Jr. 2002. "Racial and Gender Differences in the Transition to Adulthood: A Follow-Up Study of Philadelphia Youth." In Richard Settersten and Timothy J. Owens (Eds.) *New Perspectives in the Life Course: Socialization*, Volume 7. UK: Elsevier.

Book Reviews

Kmec, Julie A. 2014. Review of *Opportunity Denied: Limiting Black Women to Devalued Work* by Enobong Hannah Branch. *Gender & Society*.

Kmec, Julie A. 2014. Review of *Documenting Discrimination: Racial and Gender Segregation in Private-Sector Employment Since the Civil Rights Act* by Kevin Stainback and Donald Tomaskovic-Devey. *Industrial and Labor Relations Review*.

Kmec, Julie A. 2009. Review of *Telling Stories Out of Court: Narratives about Women and Workplace Discrimination* edited by Ruth O'Brien. *Work & Occupations* 36: 261-263.

Kmec, Julie A. 2006. Review of *Discrimination at Work: The Psychological and Organizational Bases* edited by Robert L. Dipboye and Adrienne Colella. *Social Forces* 84: 2367-2368.

Kmec, Julie A. 2005. Review of *Labor's Time: Shorter Hours, the UAW, and the Struggle for American Unionism* by Jonathan Cutler. *Contemporary Sociology* 34: 632-633.

Kmec, Julie A. 2003. Review of *Organizational Change and Gender Equity: International Perspectives on Fathers and Mothers at the Workplace* edited by Linda L. Haas, Philip Hwang, and Graeme Russell. *Contemporary Sociology* 32: 583-584.

OTHER PUBLICATIONS

Kmec, Julie A., Ashley Ater Kranov, [Zahra Atiq](#), Nehal Abu-Lail, Karen Bradley, and Jennifer DeBoer. 2017. "Managing Collaborative Research: Strategies for Conducting Interdisciplinary International Research Collaborations." White paper.

Kmec, Julie A., Tori Byington, [Yajing Lan](#). 2015. "A Study of Partner Accommodation." Survey summary prepared for seven universities.

Kmec, Julie A., and [Hong Zhang](#). 2015 "A Summary of Qualitative Comments from a University-Wide Study of Partner Accommodation and Six Recommendations for Action." Survey summary prepared for Washington State University.

GRANT/FELLOWSHIP ACTIVITY

2019 Amazon Catalyst Fellow, Team Cross-Cultural Optics, \$9,100 (09/2019-05/2021)

2016 NSF HRD Award #1561430. "COLLABORATIVE: Women's Engineering Participation in the US: What can the US Learn from Women's Decisions to Pursue Engineering in Diverse Cultural Contexts?" (\$589,200) PI along with Dr. Jennifer DeBoer (Purdue University),

- co-PIs: Dr. Ashley Ater-Kranov, Dr. Nehal Abu-Lail (WSU-Engineering), Dr. Karen Bradley (Western Washington University-Sociology) (09/2016-09/2019)
- 2015** NSF ADVANCE “Women in Engineering: What the Muslim Paradox Can Teach us about the U.S.” (\$7,745) PI along with Dr. Abu-Lail (WSU-Engineering) (subcontract of NSF Grant No.0810927, see www.advance.wsu.edu) (05/2015-06/2015)
- 2013** NSF Partnership for Adaptation, Implementation and Dissemination #1310049. “The Two-Body Problem: An Evaluation of University Partner Accommodation Policies with Implications for Recruitment, Retention, and Promotion of STEM Women” (\$450,000) PI: Jill McCluskey (School of Economic Sciences), Co-PI along with Tori Byington, Ben Cowan (School of Economic Sciences) (08/2013-08/2017)
- 2012** NSF ADVANCE “Measuring Impacts of Partner Accommodation Policies on Recruitment, Retention and Promotion of Female and STEM Faculty at WSU.” (\$10,000) PI: Jill McCluskey, co-PIs: Tori Byington, Ben Cowan, Julie A. Kmec (subcontract of NSF Grant No.0810927, see www.advance.wsu.edu)
- 2011** Social Sciences and Humanities Research Council of Canada Standard Research Grant, “Legal compliance and workplace equality: Investigating human resource policies and discrimination,” with C. Elizabeth Hirsh (US\$ 71,950) (07/2011-03/2015).
- NSF ADVANCE “Caregiving and Work Behavior among Faculty: The Role of Workplace Culture.” (\$6,400) (subcontract of NSF Grant No.0810927, see www.advance.wsu.edu)
- 2010** College of Liberal Arts/Office of Research Travel Grant (\$750)
- NSF, Doctoral Dissertation Improvement Grant, “Social Network Assistance and Employment.” Project advisor for Lindsey B. Trimble (\$9,900)
- 2008** Berry Family College of Liberal Arts Faculty Excellence Fellowship, Washington State University, “Involving Students in the Effort to Reduce Workplace Discrimination.” (\$7,000)
- Edward R. Meyer Grant Development Award, Washington State University, “Human Resource Policies and Discrimination Charges: A Multi-Industry Analysis.” (\$5,000)
- Institute for the Social Science, Cornell University, “Human Resource Policies and Discrimination Charges.” Co-PI along with Elizabeth Hirsh (\$7,500)
- 2006** Washington State University Competitive Travel Grant (\$1,000)
- Gender Research Across the Campuses, Washington State University, “Gender and Academic Careers at Washington State University.” Co-PI along with Kelly Ward (School of Education), Monica Kirkpatrick Johnson (Department of Sociology), Tracy Skaer (School of Pharmacy), and Gretal Leibnitz (College of Engineering and Architecture) (\$2,250)

2003 New Faculty Seed Grant, Washington State University, “Pacific Northwest Employer Survey: A Pilot Investigation of Hospitals” (\$10,000)

Edward R. Meyer Grant Development Award, Washington State University, “An Empirical Investigation of the Processes and Practices that Pattern Workplace Inequality.” (\$5,000)

AWARDS/HONORS

2017 Faculty Speaker, 2017 Washington State University Convocation

2017 Sahlin Faculty Excellence Award for Teaching, Washington State University

2015 Provost Featured Faculty Member, Provost’s Office, Washington State University

2014 Edward R. Meyer Distinguished Professor in the Liberal Arts, College of Arts and Sciences, Washington State University (until August 2017)

2012 William F. Mullen Excellence in Undergraduate Teaching Award, College of Liberal Arts, Washington State University

2011 Louis Gray Graduate Student Mentoring Award, Department of Sociology, Washington State University

2010 Early Achievement in Scholarship Award, College of Liberal Arts, Washington State University

2009 Certificate of Honor, Outstanding Mentor, Women & Leadership Alliance Forum, Washington State University

2005 Certificate of Honor, Outstanding Mentor, Women & Leadership Alliance Forum, Washington State University

2002 James A. Thompson Award for outstanding graduate student paper, Organizations, Occupations, and Work Section, American Sociological Association

Honorable Mention, W.E. Upjohn Institute for Employment Research 2002 Dissertation Award

Runner-up, Pitney Bowes Award for 2001 Dissertation Proposal on Diversity, George Harvey Program on Redefining Diversity, SEI Center for Advanced Studies in Management, The Wharton School, University of Pennsylvania

2001 Honorable Mention, Eastern Sociological Society Rose Laub Coser Award for the Best Dissertation Proposal in the Area of Family or Gender Studies

2000 Otto and Gertrude Pollak Summer Research Fellowship, Department of Sociology, University of Pennsylvania

PRESENTATIONS

Invited

- 2019** Washington State Statewide Diversity, Equity, and Inclusion Summit, Guest Speaker on Diversity at Work, January
- 2018** Purdue University, Sociology Colloquium Series, September
- 2016** University of Minnesota, Carlson School of Business Speaker Series
- 2015** University of California-Merced Sociology Colloquium Series
University of Missouri-Columbia, Sociology Colloquium Series
California State University-Channel Islands, Department of Sociology Speaker
- 2013** Panelist, Author Meets Critic *Documenting Desegregation*, Midwest Sociological Society
University of Minnesota, Minnesota Population Center's Seminar Series
Northwestern University, Sociology Colloquium Series
- 2012** University of Washington-Seattle, Center for Studies in Demography and Ecology, Speaker Series.
Stanford University, Clayman Institute for Gender Research, Redesigning/Redefining Work Working Group Speaker
- 2011** MIT Organizations Studies Group Speaker
- 2010** Washington State University-Vancouver, Diversity Lunch Box Talk Speaker
- 2009** Panelist, book Manuscript Workshop, Baldy Center for Law and Social Policy, University at Buffalo Law School, Buffalo, NY
- 2005** University of Wisconsin-Madison, Department of Sociology, Race & Ethnicity Brown Bag Series

Select Papers Presented at Professional Meetings/Conferences

- 2018** “Women’s Motivation to Pursue Engineering Careers in Academia versus Industry: A Case Study of Malaysia.” American Society for Engineering Education Annual Meeting (with Jennifer DeBoer, Ashley Aer Kranov, Nehal Abu-Lail, [Sarah Morton](#), [Zahra Atiq](#))
- 2017** “PANEL: Global Women's Voices: Insights from Women in Predominately Muslim Countries with High Female Engineering Participation” American Society for Engineering Education Annual Meeting (with Jennifer DeBoer, Ashley Aer Kranov, Nehal Abu-Lail, [Zahra Atiq](#))

- 2016** “Job Refusal and Job Departure among Academic Dual-Career Couples” ASA Annual Meeting (with Hong Zhang, Tori Byington)
- “Risk Taking in the Academic Labor Market” ASA Annual Meeting (with Sarah Morton)
- 2015** “Causes and Consequences of Partner Accommodation Stigma in Universities” ASA Annual Meeting (with Tori Byington)
- 2014** “Federal and State Equal Employment Law and Workplace Sexual Harassment Training Programs” ASA Annual Meeting (with Elizabeth Hirsh, Sheryl Skaggs)
- 2013** “The Rule of the State: The Link between State Equal Employment Law and Workplace Sexual Harassment Training Programs” ASA Annual Meeting (with Elizabeth Hirsh)
- “The Impacts of Marriage on Academic Careers” ASA Annual Meeting (with Zarina Jurlaquova, Tori Byington)
- 2012** “The State of Sex Segregation.” ASA Annual Meeting (with Sheryl Skaggs)
- “Being a Parent or Having a Parent? Workplace Evaluation of Child and Elder Caregivers.” ASA Annual Meeting (with Matt Huffman)
- 2010** “Explaining the Race Composition of Hospital Professionals.” ASA Annual Meeting, (with Sheryl Skaggs)
- “Managerial Sex Composition and Sexual Harassment Policies.” PSA Annual Meeting
- 2008** “Gender and Extra Effort.” ASA Annual Meeting (with Elizabeth Gorman)
- “Does it Pay to Know Someone Like You? Social Network Ties and Pay Level.” PSA Annual Meeting (with Lindsey Trimble)
- 2006** “The Impact of Human Resource Structures: Reducing Employers’ Discrimination or Raising Employees’ Rights Awareness?” ASA Annual Meeting (with Elizabeth Hirsh)
- “Race, Job Turnover, and Network Ties: Are All Ties that Bind Equal?” ASA Annual Meeting
- “Exploring the Links between Race, Referral Hiring, and Worker Turnover: Do Referral Networks Operate Differently for Whites and Minorities?” Race and Ethnicity Conference, Pullman, WA
- 2005** “Re-conceptualizing the Glass Ceiling as an Organizational Characteristic.” ASA Annual Meeting (with Elizabeth Gorman)
- “Determinants of Varying Levels of Equal Employment Opportunity Structures: Evidence from a Sample of Hospitals.” ASA Annual Meeting (with Sheryl L. Skaggs)

COURSES TAUGHT

2002-2018 Graduate: Data Management., Quantitative Techniques in Sociology, Labor Market Inequality Undergraduate: Social Inequality, Gender & Work, Research Methods, Honors Introduction to Sociology, Introduction to Sociology

DOCTORAL DISSERTATION or MASTER’S THESIS ADVISOR (committee memberships not listed)

Ph.D. Julie Rice (2008), Lindsey Trimble (2012), Hong Zhang (2017), Valerie Adrian (2018), Jose Collazo (2018, co-chair), Sarah Morton (in process), Eric Allen (in process), Andrea De La Barrera Montppellier (in process)

MA Lindsey Trimble (2008), Yusuke Makino (2011), Joseph King (2011), Mandy Clayson (2014), Jordan Rinehart (2015), Sarah Morton (2015), Christie Miksys (in process), Megan Aust (in process)

SERVICE

Professional Service

Editorships

Editor in Chief, *Sociology Compass* 2017-present
 co-Editor, Social Stratification Section, *Sociology Compass* 2015-2017

Editorial Board Memberships

Editorial Board, *Research in the Sociology of Work* 2015-present
 Editorial Board, *American Sociological Review* 2014-2017
 Advisory Editor, *Social Problems* 2011-2014
 Editorial Board, *Work and Occupations* 2011-present
 Board of Advisory Editors, *Social Science Research* 2011-present
 Editorial Board, *Gender & Society* 2009-2012
 Editorial Board, *Sociological Perspectives* 2004-2009
 Editorial Review Board, *Equal Opportunities International* 2006-2007

Other

Reviewer, R. M. Kanter Award for Excellence in Work-Family Research 2016-2017

Professional Association Positions and Contributions

ASA Professionalization webinar guest speaker, “Preparing for the Academic Job Market” 2015
 ASA (American Sociological Association) Section Organizations, Occupations, & Work (OOW), Council member 2012-2015
 ASA OOW Section “[Work in Progress](#)” Blog Editorial Board Member 2012-present
 ASA Section Inequality, Poverty and Mobility, Council member 2010-2011
 ASA Section Sex and Gender, Co-Secretary/Treasurer 2005-2008
 ASA Section OOW, Student Paper Award Committee chair 2011
 ASA Section OOW, Max Weber Book Award Committee member 2009
 ASA Section OOW, Student Paper Award Committee member 2004

Professional Association Meeting Activity

ASA Section session organizer 2013-2015
 ASA Regular session organizer (3 sessions) 2011

PSA (Pacific Sociological Association) session organizer	2011
PSA session organizer	2010
PSA program committee	2009
ASA Regular session co-organizer	2004
ASA session discussant (1 regular session, 1 roundtable session)	2003
Society for Research on Adolescence Annual Meeting, panel chair	2002
Grant Review Panelist	
National Science Foundation, ADVANCE Program	2017
National Science Foundation, ADVANCE Program	2008
University Service	AY
Chair, Sahlin Teaching Award Selection Committee	2019
Chair, William J. Wilson Award for the Adv. of Social Justice Committee	2010-2017
Chair, Academic Integrity Review Board	2014-2016
Member, Sahlin Teaching Award Selection Committee	2017-present
Member, Academic Integrity Review Board	2010-2014, 2016-2017
Faculty Status Committee, Nominating Committee	2016
Member, WSU Woman of Distinction/Year Award Committee	2013
Member, Association for Diversity	2011-2013
Mentor, Washington College Success Scholar Mentor Program	2010-11
Voting member, President's Commission for the Status of Women	2006-2010
Chair, Family Friendly Committee, Comm. for the Status of Women	2007-08
Reviewer, WSU New Faculty Seed Grant	2009-10
Honors College thesis evaluator	2003-2010, 2016
Mentor, Summer Doctoral Fellows Program	2005-06, 2008-09
Member, S. Town Stephenson Award Committee, Honors College	2005-2009
Session Moderator, Honoring the Heritage of the Plateau Peoples: Past, Present, & Future Conference, Pullman, WA	2004-05
College Service	
Member, College of Arts & Sciences, Tenure & Promotion Comm.	2018-present
Member, College of Arts & Sciences Dean Search Advisory Comm.	2017-2018
Member, College of Arts & Sciences Strategic Planning Comm.	2013-2017
Member, College of Arts & Sciences Graduate Studies Adv. Comm.	2011-2014
Member, College Curriculum Committee	2007-2011
Department Service	
Organizer, Department Colloquium Series	2018-present
Chair, Awards & Social Recognition Committee	2016-2018
Member, Faculty Evaluation Committee	2016-2017
Chair, Executive Advisory Committee	2015-2016
Member, Graduate Studies Committee	2010-2016
Faculty Mentor, multiple assistant profs.	2009-2017
Co-Director of Graduate Studies	2011-2014
Member, Undergraduate Studies Committee	2003-2010
Member, Faculty Search Committee	2005-2010
Chair, Faculty Search Committee	2007-08, 2011-12

Member, Executive Advisory Committee	2002-2004, 2009-10
Member, Colloquium Committee	2002-2005
Inequality Workshop Coordinator	2004-2009
Research Methods Course Coordinator	2003-2005
Social Problems Course Coordinator	2006-07

Occasional Journal Manuscript Reviewer for: *Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Gender & Society, Research in Social Stratification and Mobility, Sociological Perspectives, Social Problems, Social Forces, Social Science Research, Sociological Focus, The Sociological Quarterly, Work and Occupations, Organization Science, Demography*

Occasional Grant Reviewer for: National Science Foundation, Russell Sage Foundation

PROFESSIONAL AND SCHOLARLY MEMBERSHIPS

AAAS, Pacific Sociology Association, Sociologists for Women in Society, Society for the Study of Social Problems, American Sociological Association (Sections: Organizations, Occupations, & Work; Sex & Gender; Law; Inequality, Poverty, & Mobility)

“Redesigning/Redefining Work” The Clayman Institute for Gender Research at Stanford University Working Group (Invited membership)

PROFESSIONAL DEVELOPMENT

2006-present	Tier 1 and Tier II Assessor, Writing Portfolios, Campus Writing Programs, WSU
2013	Participant, Provost’s Leadership Academy
2008	Participant, Stephen Russell’s Grant Writing Seminar, WSU
2004-06	Participant, Campus Writing Programs Learning Goals Workshop Tier 1 Assessor, Writing Portfolios, Campus Writing Programs, WSU
2003	Participant, Campus Writing Programs, Critical Thinking Project, WSU

REFERENCES

Available upon request