

Curriculum Vita  
JENNIFER GLASS  
June 2016

ADDRESS:

Department of Sociology  
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Austin, Texas 78712-1699  
E-mail: jennifer-glass@utexas.edu

FORMAL EDUCATION:

Ph.D.	1983	Sociology	University of Wisconsin, Madison
M.S.	1979	Sociology	University of Wisconsin, Madison
B.A.	1977	Social Science	New College of Florida

EMPLOYMENT:

2012-	Barbara Bush Professor of Liberal Arts, Department of Sociology, University of Texas, Austin
2009-2011	Chair, Dept. of Gender, Women's & Sexuality Studies, University of Iowa
2009-2011	Professor, Departments of Sociology and Gender, Women's & Sexuality Studies, University of Iowa.
2008-2009	Professor of Policy Analysis and Management (PAM) and Sociology, Cornell University
2005-2008	Professor, Departments of Sociology and Women's Studies, University of Iowa.
2006-2007,	Chair, Department of Sociology, University of Iowa
1998-2003	
1996-2005	Professor, Department of Sociology, University of Iowa.
1994-1996	Associate Professor, Department of Sociology, University of Iowa.
1993-1994	Chair, Gender Studies Program, University of Notre Dame.
1988-1994	Associate Professor, Department of Sociology, University of Notre Dame.
1985-1988	Assistant Professor, Department of Sociology, University of Notre Dame.
1983-1985	Assistant Professor, Department of Sociology, University of Southern California and Research Associate, Andrus Gerontology Research Institute.
1979-1980	NICHD Trainee, Center for Demography and Ecology, Univ. of Wisconsin.

#### BOOKS, BOOK CHAPTERS, AND INVITED ARTICLES (non-refereed):

- Collins, Caitlyn and Jennifer Glass. Forthcoming 2017. "Parenthood and Wellbeing: Effects of Work-Family Reconciliation Policies in OECD Countries." In Tine Rostgaard and Guony Eydal (Eds.), *Handbook of Child and Family Policy*, Cheltenham, UK and Northampton, MA: Edward Elgar Publishing.
- Glass, Jennifer. 2009. "Work-Life Policies: Future Directions for Research." In Alan Booth and Nan Crouter (Eds.), *Work Life Policies that Make a Difference*. New York: Russell Sage, pp.231-250.
- Glass, Jennifer. 2004. "Imagining Family Roles: Parental Influences on the Expectations of Adolescents in Dual-Career Families: Commentary." in Barbara Schneider and Linda Waite (Eds.), *Being Together, Working Apart*, Cambridge, U.K.: Cambridge Univ. Press.
- Glass, Jennifer. 1999. "The Tangled Web We Weave: Ethnicity, Race, and Gender in the Workplace." *Work and Occupations* 26: 413-419. (Guest Editor)
- Glass, Jennifer and Sarah Beth Estes. 1997. "Employment and Child Care" in Terry Arendell (ed.), *Parenting: Contemporary Issues and Challenges*, Thousand Oaks, CA: Sage, pp. 254-288.
- Glass, Jennifer. 1996. "Women and Childbearing: Do Mothers Stay on the Job?" Research-In-Brief, Institute for Women's Policy Research, March.
- Glass, Jennifer. 1996. "Managing Maternity: What we have learned." *Compensation and Benefits Management* 12:1-5.
- Glass, Jennifer and David Klein. 1990. "Introduction" In M. Hallinan, D. Klein, and J. Glass (Eds.) *Changing Societal Institutions*, NY: Plenum.
- Hallinan, Maureen, David Klein, and Jennifer Glass (Eds.). 1990. *Changing Societal Institutions*, NY: Plenum.
- Glass, Jennifer and Charlotte Dunham. 1989. "Factors Influencing Intergenerational Consensus in Adulthood" In J. Mancini (Ed.) *Aging Parents and Adult Children*, Lexington, MA: Lexington.

#### REFEREED PUBLICATIONS:

- Glass, Jennifer and Mary Noonan. "Telecommuting and Earnings Trajectories Among American Women and Men 1989-2008". *Social Forces*, forthcoming 2016.
- Glass, Jennifer, Robin Simon and Matthew Andersson. 2016. "Parenthood and Happiness: Effects of Work-Family Reconciliation Policies in 22 OECD Countries." *American Journal of Sociology*, forthcoming 2016.
- Glass, Jennifer, April Sutton, and Scott Fitzgerald. 2015. "Leaving the Faith: How Religious Switching Changes Pathways to Adulthood among Conservative Protestant Youth." *Social Currents* 1: 1-18.
- Glass, Jennifer and Philip Levchak. 2014. "Red States, Blue States, and Divorce – Understanding the Impact of Conservative Protestantism on Regional Variation in Divorce Rates." *American Journal of Sociology* 119: 1– 44.
- Fitzgerald, Scott and Jennifer Glass. 2014. "Conservative Protestants, Normative Pathways, and Adult

- Attainment.” In Lisa Keister and Darren Sherkat (Eds.), *Religion and Inequality*, Cambridge Univ Press.
- Glass, Jennifer, Sharon Sassler, Yael Levitte, and Katherine Michelmores, 2013. “What’s So Special about STEM? A Comparison of Women’s Retention in STEM and Other Professional Occupations.” *Social Forces* 92: 723-756.
- Brescoll, Tori, Jennifer Glass, and Alexandra Sedlovskaya. 2013. “Ask and ye shall receive? Employer provided flexible work options and the need for public policy.” *Journal of Social Issues* 69:367-388.
- Andersson, Matthew A., Jennifer Glass and Robin W. Simon. 2012. "Users Beware: Variable Effects of Parenthood on Happiness Within and Across International Datasets." *Social Indicators Research*. doi: 10.1007/s11205-013-0244-8
- Fitzgerald, Scott and Jennifer Glass. 2012. “Conservative Religion, Early Transitions to Adulthood and the Intergenerational Transmission of Class.” In John McCarthy and Lisa Keister (Eds.), *Research in the Sociology of Work*. 23: 49-73.
- Noonan, Mary, and Jennifer Glass. 2012. “The Hard Truth About Telecommuting”, *Monthly Labor Review*, June: 38-45.
- Fitzgerald, Scott and Jennifer Glass. 2008. “Can Early Family Formation Explain the Lower Educational Attainment of U.S. Conservative Protestants?” *Sociological Spectrum* 28: 556-577.
- Civettini, Nicole W. and Jennifer Glass. 2008. “The Impact of Religious Conservatism on Men’s Work and Family Involvement,” *Gender and Society* 22: 172-193.
- Noonan, Mary, Sarah Beth Estes, and Jennifer Glass. 2007. “Do Flexible Work Practices Influence Time Spent in Domestic Labor?” *Journal of Family Issues* 28: 263-288.
- Glass, Jennifer and Leda Kanellakos. 2006. “Religious Conservatism and Women’s Market Behavior Following Marriage and Childbirth” *Journal of Marriage and Family* 68: 611-629.
- Glass, Jennifer. 2005. “Sociological Perspectives on Work and Family” in Lynne Casper and Suzanne Bianchi (Eds.), *Workforce/Workplace Mismatch? Work, Family, Health, and Well-Being*. NY: Lawrence Erlbaum, pp. 215-229.
- Glass, Jennifer and Jerry Jacobs. 2005. “Childhood Religious Conservatism and Adult Attainment Among Black and White Women.” *Social Forces* 83: 555-579.
- Glass, Jennifer. 2004. “Blessing or Curse? Work-Family Policies and Mother’s Wage Growth.” *Work and Occupations* 31: 367-394.
- Glass, Jennifer and Ashley Finley. 2002. Coverage and effectiveness of family responsive workplace policies.” *Human Resource Management Review* 12: 313-337.
- Mulinge, Munyae, Charles Mueller, and Jennifer Glass. 2002. “The Gendered Workplace: Evidence For Expectation States Theory”, *Social Psychology Quarterly* 65:163-185.
- Riley, Lisa, and Jennifer Glass. 2002. “You Can’t Always Get What You Want: Infant Care Preferences and Choices Among Employed Mothers.” *Journal of Marriage and the Family* 64: 2-15.

- Glass, Jennifer. 2000. "Toward a Kinder, Gentler Workplace: Envisioning the Integration of Family and Work", *Contemporary Sociology* 29: 129-143.
- Holtzman, Mellisa and Jennifer Glass. 1999. "Job Satisfaction Following Childbirth." *Work and Occupations* 26: 365-404.
- Glass, Jennifer. 1998. "Gender Liberation, Economic Squeeze, or Fear of Strangers: Why Fathers Care for Infants in Dual Earner Households." *Journal of Marriage and the Family* 60:821-834.
- Glass, Jennifer and Lisa Riley. 1998. "Family Responsive Policies and Employee Retention Following Childbirth." *Social Forces* 76: 1401-35.
- Glass, Jennifer and Sarah Beth Estes. 1997. "The Family Responsive Workplace." *Annual Review of Sociology* 23: 289-313.
- Estes, Sarah Beth and Jennifer Glass. 1996. "Job Changes Following Pregnancy: Are Women Trading Compensation for Family Accommodations?" *Work and Occupations*, 1996, 23: 405-436.
- Glass, Jennifer and Sarah Beth Estes. 1996. "Workplace Support, Child Care, and Turnover Intentions among Employed Mothers of Infants." *Journal of Family Issues*, 17: 317-335.
- Glass, Jennifer and Tetsushi Fujimoto. 1995. "Employer Characteristics and the Provision of Family Responsive Policies." *Work and Occupations* 22: 380-411.
- Glass, Jennifer and Tetsushi Fujimoto. 1994. "Housework, Paid Work, and Depression Among Husbands and Wives." *Journal of Health and Social Behavior* 35: 179-191.
- Glass, Jennifer. 1992. "Housewives and Employed Wives: Demographic and Attitudinal change, 1972-1987." *Journal of Marriage and the Family* 54: 559-569.
- Glass, Jennifer and Valerie Camarigg. 1992. "Gender, Parenthood, and Job-Family Compatibility." *American Journal of Sociology* 98: 131-151.
- Glass, Jennifer. 1990. "The Impact of Occupational Segregation on Working Conditions." *Social Forces* 68: 779-796.
- Miller, Richard and Jennifer Glass. 1989. "Parent-Child Similarity Across the Life Course." *Journal of Marriage and the Family* 51: 991-997.
- Glass, Jennifer, Marta Tienda, and Shelley Smith. 1988. "The Impact of Occupation Recomposition and Industry Growth on Gender Wage Inequality." *Social Science Research* 17: 252-276.
- Glass, Jennifer. 1988. "Job Quits and Job Changes: The Effects of Young Women's Work Conditions and Family Factors." *Gender and Society* 2: 228-240.
- Glass, Jennifer and Donna Polisar. 1987. "A Method and Metric for Assessing Similarity Among Dyads." *Journal of Marriage and the Family* 49: 630-668.
- Glass, Jennifer, Vern Bengtson, and Charlotte Dunham. 1986. "Attitude Similarity in Three-Generation Families." *American Sociological Review* 51: 685-698.

- McLanahan, Sara and Jennifer Glass. 1985. "A Note on the Trend in Sex Differences in Psychological Distress." *Journal of Health and Social Behavior* 26: 328-336.
- Tienda, Marta and Jennifer Glass. 1985. "Household Structure and Labor Force Participation of Black, Hispanic, and White Mothers." *Demography* 22: 381-394.
- Glass, Jennifer, Sara McLanahan, and Aage Sorensen. 1985. "The Effects of Selection Bias in Studies of the Consequences of Divorce." In G. Elder (Ed.), *Life-Course Dynamics: From 1968 to the 1980's*, Ithaca, N.Y.: Cornell University Press.
- Glass, Jennifer. 1983. "Pre-birth Attitudes and Adjustment to Parenthood: When 'Preparing for the Worst' Helps." *Family Relations* 32: 377-386.

#### PAPERS IN PROGRESS:

- Sassler, Sharon, Jennifer Glass, Yael Levitte, and Katherine Michelmore. 2017. "The Missing Women in STEM? Accounting for Gender Differences in Entrance into STEM Occupations." *Social Science Research*, forthcoming.
- Noonan, Mary, Phyllis Rippeyoung, and Jennifer Glass. "The Influence of Early Motherhood on Young Women's Work Orientations at Midlife." Under review.
- Glass, Jennifer, Sharon Sassler, and Kathy Michelmore. "What's the Trouble with STEM? Gender Similarities and Differences in Retention in STEM Occupations." Draft in progress.
- Glass, Jennifer and Samantha Simon. "Telecommuting in Real Time: Cohort and Gender Differences in Substitutable and Overtime Telecommuting in the U.S. Labor Force." Draft in progress.
- Chao, Shih-Yi and Jennifer Glass. "Explaining Parenthood and Happiness in Asian Countries." Draft in progress.
- Glass, Jennifer, Paige Gabriel, and Samantha Simon. "The Lie That Wouldn't Die: Are Women's Jobs Really More Compatible with Family Life than Men's?" Draft in progress.

#### BOOK REVIEWS:

- Fewer by Ben J. Wattenberg. *Contemporary Sociology*, 2006, 35: 277-280.
- The Invisible Heart: Economics and Family Values by Nancy Folbre. *Gender and Society*, 2003.
- Halving It All by Francine Deutsch. *Population and Development Review*, 2000, 26:185-187.
- Review Essay: Beyond Economic Man by Marianne Ferber and Julie Nelson (eds.), Unequal Burden by Lourdes Beneria and Shelley Feldman (eds.), and The Economic Status of Women Under Capitalism by Janice Peterson and Doug Brown (eds.). *SIGNS*, 1996, 21:499-502.
- Comparable Worth: Theories and Evidence by Paula England. *American Journal of Sociology*, 1993, 99: 476-77.

The Changing American Family by Scott J. South and Stewart E. Tolnay (eds.) *Contemporary Sociology*, 1993, 22: 572-573.

Women and the Life Cycle, by Patricia Allatt, et. al. (eds.) *Contemporary Sociology*, 1989, 18: 440-41.

Gender and the Life Course by Alice Rossi, (ed.) *Journal of Marriage and the Family*, 1986, 48: 217.

Labeling Women Deviant by Edwin Schurr. *Sociology and Social Research*, 1984, 69: 145-146.

#### HONORS. AWARDS. AND OFFICES:

2015-	Executive Director, Council on Contemporary Families
2011-2014	Vice-President, American Sociological Association
2008-2015	Board of Directors and Treasurer, Council on Contemporary Families
2008-2010	At-Large Member, Executive Office and Budget Committee, American Sociological Association
2007	Jean Jew Women's Rights Award, University of Iowa
2007-2008	Chair (elected), Organizations, Occupations, and Work Section, American Sociological Association
2005	Semi-Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
2005-2006	Chair (elected), Family Section; American Sociological Association
2005	Elected Member, Sociological Research Association
2003	Semi-Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
2002-2005	Elected Member, Executive Council of the American Sociological Association
2001-2002	Chair (elected), Sex and Gender Section; American Sociological Association
2000	Semi-Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
1999-2001	Council Member (elected); Organizations, Occupations, and Work Section; American Sociological Association
1998	CIC (Committee on Institutional Cooperation) Academic Leadership Fellow
1987	Reuben Hill Award, National Council on Family Relations, for outstanding contribution to research and theory, 1987.
1984	Summer Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford, CA.
1981-1982	University Fellowship, University of Wisconsin, Madison
1979-1980	NICHD Traineeship, Center for Demography and Ecology, Univ. of Wisconsin, Madison

#### EXTERNAL GRANTS:

National Science Foundation. \$9,920, 2016-2017. "Deadbeat Dads or Debtor's Prison? Jailing for Child Support Nonpayment." (1628128) [Doctoral Dissertation Improvement Grant – Beth Cozzolino]

National Science Foundation, \$67,526, 2015-2018. (collaborative research with Sharon Sassler) "Diversifying the STEM Labor Force: Are Women and the Foreign-Born Complementary or Additive?" (1538721)

National Science Foundation, \$1,500,000, 2014-2019. (collaborative research with Sharon Sassler) "Early Career Transitions into STEM Employment: Processes Shaping Retention and Satisfaction" (1432673)

National Science Foundation, \$128,317, 2010-2012. (with co-P.I. Robin Simon) "Cross-National Variation in the Impact of Children on Parents' Well-Being" (1024539)

National Institutes of Health, \$516,244, 2009-2013 (co P.I. with Yael Levitte and Sharon Sassler). "Entry and Retention of Women in the Sciences: A Cohort Comparison." 5R01NR011988

National Science Foundation, \$104,000, 2009-2011. "Religious Affiliation and Divorce in the U.S." (0920228)

Alfred P. Sloan Foundation, \$170,069, 2005-2007. "Flexible Employment Practices and Wage Growth: Are the Penalties Equal for All Workers?" (2004-10-6)

Alfred P. Sloan Foundation, \$241,000, 1999-2003 "Effects of Family Responsive Employment Practices on Mother's Career Attainment and Parenting Practices."

National Science Foundation, \$127,991, 1998-2001 "Religious Fundamentalism and Women's Labor Force Behavior." (SES 980761)

National Science Foundation, \$7400, 1998-99. "Family Responsive Workplace Policies, Parenting, and Children's Well-being." [Doctoral Dissertation Improvement Grant - Sarah Beth Estes]

National Science Foundation, \$8000, 1992-93. "Work Satisfaction and Worker Commitment in Japanese and American Firms." [Doctoral Dissertation Improvement Award – Tetsushi Fujimoto]

National Science Foundation, \$120,000, 1991-1994. "Work Conditions, Pregnancy, and Labor Force Continuity." (SES 90-23475)

#### INTERNAL GRANTS:

Cmiel Research Semester, Obermann Institute for Advanced Study, University of Iowa. Fall, 2007. "Global Perspectives on Un- and Underregulated Labor" (with Kevin Leicht)

Social Science Research Initiative, Univ. of Iowa. \$30,000, 2004-2006. "Iowa Center for Inequality Studies" (with Kevin Leicht)

Center for Advanced Studies/ Spelman Rockefeller Fund, Univ. of Iowa. \$6,000, 2003. "Do Work-Family Policies Stem Labor Force Instability Among Mothers of Young Children?"

Center for Advanced Studies/ Spelman Rockefeller Fund, Univ. of Iowa. \$5,000, 1998. "Family Responsive Employment and Children's Well-Being."

Central Investment Fund for Research Enhancement (CIFRE), Univ. of Iowa, \$10,000, 1996 "Job Conditions and Depression among Mothers Postpartum".

Center for Public Policy, Univ. of Iowa, Summer Fellowship, \$6,600, 1995.

Henkels Distinguished Lecture Series, \$6,500, 1994-95. "Masculinity in the 90's" (with J. Aldous).

Institute for Scholarship in the Liberal Arts, Univ. of Notre Dame, \$2,000. 1992 "Work and Family:

Institutions in Change."

Exxon Distinguished Lecture Series, \$5,000, 1986-87. (with K. Biddick and S. Marilley) "Gender and Method."

USC Faculty Innovation Research Grant, \$11,160, 1984-85 "Selection Bias in Women's Self-Reported Job Satisfaction."

Haynes Foundation Instructional Support Grant, \$2,000, 1984-85. To support computer-assisted instructional program for graduate statistics courses in sociology.

AREAS OF TEACHING INTEREST:

Sociology of Work  
Methods and Statistics  
Sociology of the Family  
Gender Stratification

COURSES TAUGHT:

Work and Family Issues  
Fertility and Reproduction  
Advanced Social Statistics I & II  
Marriage and the Family  
Seminar: Family Policy  
Seminar: Gender Work & Family  
Seminar: Gender Stratification

CONFERENCE PRESENTATIONS (since 2000):

- "Telecommuting in Real Time: Cohort and Gender Differences in Substitutable and Overtime Telecommuting in the U.S. Labor Force." Presented at the biennial meeting of the Work-Family Research Network, Washington, D.C., June, 2016.
- "The Incredible Shrinking Family: Modern Breadwinning and Family Care." Invited Presidential Plenary at the annual meeting of the Southern Sociological Society, Atlanta, April 2016.
- "Sex in the Sociology Department: Advice and Consent." Presented at the annual Chairs Conference of the American Sociological Association, Chicago, August 2015.
- "The Future of the STEM Labor Force: Implications for Training and Curriculum." Invited speaker at the Center for the Integration of Research, Teaching, and Learning (CIRTL) Forum 2015, Texas A & M University, College Station, TX April 13, 2015.
- "Work-Family Reconciliation Policies and Parental Happiness: Evidence from Cross-National Data." Invited presentation at the annual meeting of the Southern Sociological Society, New Orleans, March 2015.
- "Religious Switching and Socioeconomic Mobility in the United States." Presented at the annual meeting of the American Sociological Association, San Francisco, August 2014.
- "Parenthood and Happiness: Effects of Work-Family Reconciliation Policies in 22 OECD Countries." Presented at the annual meeting of the European Population Conference, Budapest, June, 2014.
- "Parenthood and Happiness: Effects of Work-Family Reconciliation Policies in 22 OECD Countries." Presented at the biennial meeting of the Work-Family Research Network, New York, June, 2014.
- "Progress and Remaining Challenges for Women in STEM: An Overview of Research." Keynote address



for the EWISE [Women in Science and Engineering] Conference, Cornell University, Ithaca, NY, May 20, 2014.

“Bit into the Apple but Spit It Out: Gender and Religious Disaffiliation in Emerging Adulthood.” Presented at the annual meeting of the Population Association of America, Boston, May, 2014.

“Five Unpleasant Truths About Workplace Flexibility.” Invited Panelist for the Presidential Session: Organizational Dynamics and Inequality at the annual meeting of the American Sociological Association, New York, August 2013.

“Work-family Reconciliation Policies and Parental Happiness: Evidence from Cross-national Data.” Invited presentation at the Thematic Session: Shifting Meanings of Family and Work at the annual meeting of the American Sociological Association, New York, August, 2013.

“Work and Family: Women’s Empowerment and Demographic Theory.” Invited presentation at the annual meeting of the Population Association of America, New Orleans, April, 2013.

“Religious Switching and the Transition to Adulthood.” Presented at the annual meeting of the Population Association of America, New Orleans, April, 2013.

“Entry and Retention of Women in the Sciences” Presentation at the NIH Casual Factors and Interventions Workshop, Bethesda, MD, December, 2012.

“A Tale of Two (Univer)Cities and Paid Parental Leave: what we learn about practical utopias.” Invited Panelist for a Thematic Session at the annual meeting of the American Sociological Association, Denver, August, 2012.

“Ask and ye shall receive? Employer provided flexible work options and the need for public policy.” Presented at the Academy of Management meetings, Boston, August, 2012 (with Victoria Brescoll).

“What’s So Special about STEM? A Comparison of Women’s Retention in STEM and Other Professional Occupations” Presented at the Inaugural meeting of the Work-Family Research Network, New York, June, 2012.

“Child Care and Women’s Employment.” Presented at the Inaugural meeting of the Work-Family Research Network, New York, June, 2012.

“Retention and Turnover in STEM Occupations: Differences by Gender in the NLSY 1979.” Presented at the annual meeting of the Population Association of America, San Francisco, May, 2012.

“Work-Family Reconciliation Policies and Parental Well-Being: Evidence from Cross-National Data.” Invited Panelist for a Thematic Session at the annual meeting of the American Sociological Association, Las Vegas, August, 2011

“Conservative Religion, Early Transitions to Adulthood, and the Intergenerational Transmission of Class.” Invited presentation at the *Bringing Stratification Processes ‘Back In’ to the Scientific Study of Religion: APenn State Stratification and Social Change Conference*, May, 2011 (with Scott Fitzgerald)

“The Missing Women in STEM? Accounting for Gender Differences in Entrance into STEM Occupations.” Presented at the annual meeting of the Population Association of America, Washington, March

2011. (with Sharon Sassler, Yael Levitte, and Katherine Michelmore)

- “Red States, Blue States, and Divorce: Understanding Regional Variation in Divorce Rates.” Presented at the annual meeting of the Population Association of America, Washington, March 2011.
- “Understanding Cohort Change in the Impact of Conservative Religion on the Attitudes and Life Choices of Young Adults” Presented at the meeting of the International Sociological Association, Gothenberg, Sweden, July, 2010 (with A. Brainer and B. Risman)
- “Doing Feminist Research.” Invited Panelist for a special session at the annual meeting of the American Sociological Association, San Francisco, August, 2009.
- “Can Work-Family Policies Help Women Achieve Their Family Aspirations?” Invited presentation for the annual conference of the Council on Contemporary Families, Chicago, April, 2009.
- “The Future of Work.” Invited Panelist for a special session at the annual meeting of the Eastern Sociological Society, Baltimore, March, 2009.
- “Race, Class, and Gender: Religion’s Role in Existing Institutional Arrangements.” Invited Panelist for a special session at the annual meeting of the American Sociological Association, New York, August, 2007.
- “Explaining Family Change and Variation” Invited address for a special session of the Family Section at the annual meeting of the American Sociological Association, New York, August, 2007.
- “Workplace Flexibility and Wage Growth: Do Organizational Characteristics Matter?” Presented at the annual meeting of the Population Association of America, New York, March 2007.
- “Does Women’s Work Commitment Change After Marriage and Childbirth?” Presented at the annual meeting of the American Sociological Association, Montreal, August, 2006 (with Mary Noonan and Phyllis L.F. Rippeyoung).
- “Workplace Flexibility Policies and Wage Growth: Are the Penalties Equal for All Workers?” Presented at the annual meeting of the American Sociological Association, Montreal, August, 2006.
- “Using O\*NET Occupational Characteristics with Longitudinal Panel Data” Presented at the annual meeting of the Western Economic Association International, San Diego, CA, July, 2006 (with Sarah Porter).
- “Childhood Religious Conservatism and Men’s Involvement in Work and Family Life.” Presented at the annual meeting of the American Sociological Association, Philadelphia, August, 2005 (with Nicole Wolensky).
- “Research on Workplace Flexibility.” Invited presentation at the Sustainable Careers Conference at the annual meeting of the Eastern Sociological Association, New York, February, 2004.
- “Sociological Perspectives on Work and Family” Invited address at NICHD/Sloan Foundation Conference on Workforce/Workplace Mismatch? Work, Family, Health, and Well-Being, Washington, D.C., June, 2003.
- “Fatherwork: Fathers and the Provision of Child Care in Dual-Earner Families” Invited address at the 2<sup>nd</sup>

annual Work-Family Journalism Conference, Boston University School of Journalism, May, 2003.

“Explaining the Relationship between Work-Family Policy Use and Mothers’ Wage Stagnation.” Invited paper for the Work and Family Conference at the annual meeting of the Eastern Sociological Association, Philadelphia, February, 2003.

“What If All Workplaces Were Family Friendly? Would Women Be Earning More and Would Men Be Doing More Child Care?” Invited paper for the annual meeting of the Association for Public Policy Analysis and Management, Dallas, TX, November, 2002.

“A Third Way: Is it Possible to Reconcile Global Capitalism with a Family Centered Economy?” Plenary address at the BPWF and Sloan Foundation Conference on Work and Family: Persons, Processes, and Places, San Francisco, February, 2002.

“Blessing or Curse? Family Responsive Policies and Mother’s Wage Growth.” Presented at the BPWF and Sloan Foundation Conference on Work and Family: Persons, Processes, and Places, San Francisco, February, 2002.

“The Possibilities and Limits of Family Responsive Workplaces” Invited paper for special session on Work-Family Policies for the New Century, annual meeting of the American Sociological Association, Anaheim, CA, August 2001.

“Godly Women and the Transition to Parenthood – Effects on Labor Force Participation and Earnings” Presented at the annual meeting of the Population Association of America, Washington, D.C., March 2001.

“Mother’s Wage Attainment Over Time.” Presented at the annual meeting of the Population Association of America, Los Angeles, March 2000.

“You Can’t Always Get What You Want: Child Care Preferences and Use Among Employed Mothers.” Presented at the annual meeting of the Population Association of America, LA, March 2000.

“Work and Family: Understanding Structural Tensions Between Postindustrial Production and Reproduction.” Presented at the BPWF and Sloan Foundation Conference on Work and Family: Expanding the Horizons, San Francisco, March, 2000.

#### INVITED ACADEMIC LECTURES:

October, 2015, Maryland Population Center, University of Maryland, College Park, “What’s So Special About STEM? Transitioning into the Labor Force”

November 2014. John P. McGovern Award Lecturer in Family, Health, and Human Values University of Houston. “Salary, Family, Climate: What Keeps Women Out of STEM?”

October, 2014. Clark Lecturer, Department of Sociology, University of Kansas, “Grown Up Too Soon? Conservative Christianity’s Surprising Impact on the Well- Being of Young Adults”

February, 2014. Women and Gender Studies Program, Texas Tech University, “Entry and Retention of Women in the Sciences”

October, 2012. Department of Sociology, University of Texas, San Antonio, "Religious Switching and the Transition to Adulthood."

April, 2012, Department of Sociology and Anthropology, Skidmore College, "Ask and Ye Shall Receive? The Dynamics of Employer Provided Flexible Work Options"

January, 2011, Department of Sociology, University of Texas, Austin, "Red States, Blue States, and Divorce: Understanding Regional Variation in Divorce Rates"

December, 2010, Department of Sociology, University of Maryland, College Park, "Red States, Blue States, and Divorce: Understanding Regional Variation in Divorce Rates"

April, 2010, Department of Sociology, Wake Forest University, "Achieving Marriage and Parenthood: Do Work-Family Policies Help?"

April, 2010, Department of Sociology, University of Texas, "The Truth About Telecommuting"

March, 2010, Sloan School of Management, MIT, "The Truth About Telecommuting"

January, 2010, Department of Sociology, University of Michigan, "The Truth About Telecommuting"

March, 2009, Department of Sociology, Syracuse University "Religious Conservatism and Accelerated Transitions to Adulthood: Differences by Gender and Race"

March, 2008. Department of Sociology, University of North Carolina, Charlotte "Workplace Flexibility Policies: Are the Penalties Equal for All Workers?"

February, 2008. Department of Sociology, University of Georgia "Workplace Flexibility Policies: Are the Penalties Equal for All Workers?"

December, 2007, Department of Policy Analysis and Management, Cornell University "Workplace Flexibility Policies: Are the Penalties Equal for All Workers?"

October, 2007, Department of Sociology, Pennsylvania State University "Work-Life Policies that Make a Difference: Future Directions for Research" 15<sup>th</sup> Annual Symposium on Family Issues

March, 2007, Department of Sociology, Indiana University "Gender Differences in the Impact of Religious Conservatism"

May, 2006, Dept. of Sociology, University of Texas "Gender Differences in the Impact of Religious Conservatism"

March, 2004, Dept. of Sociology, Florida State University "Effects of Work-Family Policies on Women's Job Mobility"

April, 2003, Dept. of Sociology, University of Cincinnati "All Fall Down? The Causes and Consequences of Below-Replacement Fertility in the Developed World"

October, 2001, Center for Policy Research, Maxwell School of Citizenship and Public Affairs, Syracuse University "Work-Family Incompatibility, Women's Wages, and Below-Replacement Fertility"

September, 2001, Labor Studies and Industrial Relations, Pennsylvania State University "Blessing or Curse? Family Responsive Policies and Mother's Wage Growth over Time"

April, 2001, Dept. of Sociology, Ohio State University "Blessing or Curse? Family Responsive Policies and Mother's Wage Growth over Time"

March, 2001, Cornell Family Careers Institute, Cornell University "Blessing or Curse? Family Responsive Policies and Mother's Wage Growth over Time"

December, 1999, Center for Working Families, University of Chicago "Effects of Family Responsive Policies on Mother's Wages"

March, 1998, Dept. of Sociology, University of Kansas "All Fall Down? The Dialectics of Production and Reproduction in Postindustrial Capitalism"

September, 1997, Murray Bacon Center for Ethics in Business, Iowa State University, Conference on Family Values in the Workplace. "Family Responsive Policies in the Workplace."

January, 1994, Dept. of Sociology, University of Iowa "Family Responsive Policies and Turnover Intentions Among Employed Pregnant Women"

February, 1987, Human Development and Family Studies, Pennsylvania State University "Effects of Human Capital and Family Characteristics on Young Women's Job Changes"

February, 1985, Dept of Sociology, Stanford University "Attitude Similarity in Three-Generation Families"

THESES AND DISSERTATIONS DIRECTED:

Master's Theses: Charisse Long, University of Iowa, 2008

Zhengyi Qin, University of Iowa, 2003

Chang Liu, University of Iowa, 2003

Mellisa Holtzmann, University of Iowa, 1997

Jeon Small, University of Iowa, 1996

Sarah Beth Estes, University of Iowa, 1995

Elizabeth Lee, University of Notre Dame, 1993

Valerie Camarigg, University of Notre Dame, 1988

Ph.D. Dissertations: Kara Takasaki, *current*

Beth Cozzolino, *current*

Paige Gabriel, *current*

Bob Sitko, University of Texas, 2016

Jennifer McMorris, University of Texas, *current*

Miriam Verploegh, University of Iowa, 2014

Charisse Levchak, University of Iowa, 2013 [Central Connecticut State University]

Nicole Civettini, University of Iowa, 2009 [Winona State University]

Ashley Finley, University of Iowa, 2003 [Dickenson College]

Sarah Beth Estes, University of Iowa, 2000 [University of Arkansas, Little Rock]

Keiko Hirao, University of Notre Dame, 1997 [Sofia University, Tokyo]

Lisa Riley, University of Notre Dame, 1995 [Creighton University]

Tetsushi Fujimoto, University of Notre Dame, 1994 [Nanzan Univ, Nagoya]

## PROFESSIONAL ACTIVITIES:

Deputy Editor, *Journal of Marriage and Family*, 2014-2016  
Editorial Board, *Social Problems*, 2014-2015  
Editorial Board, *Social Science Research*, 2012-2015  
Editorial Board, *American Sociological Review*, 1992-1995, 2000-2002, 2005-2008  
Editorial Board, *Gender and Society*, 1989-1992, 2004-2006  
Editorial Board, *Journal of Marriage and the Family*, 2001-2005, 2012-  
Deputy Editor, *Sociological Quarterly*, 2000-2003  
Editorial Board, *Journal of Health and Social Behavior*, 1998-2000  
Editorial Board, *Work and Occupations*, 1998- 2005  
Guest Editor, Special Issue on “Gender and Ethnicity in the Workplace,” November 1999.  
Editorial Board, *Social Forces*, 1996-1999  
Editorial Board, *Research in Social Stratification and Mobility*, 1997-2002.  
Editorial Board, *Sociological Inquiry*, 1993-1996  
Editorial Board, *Sociology and Social Research*, 1983-1985

Ad hoc grant reviewer- *National Science Foundation, National Institute of Child Health and Human Development, Alfred P. Sloan Foundation*

Standing Panel, Study Section, Social Sciences and Population Program, National Institute of Child Health and Human Development, 2015-2019.

Ad-Hoc Study Section Member, Social Sciences and Population Program, National Institute of Child Health and Human Development, January 2012, September 2010; April, 2005; July, 2003; November 1998.

Site Review Team, September, 2004, National Science Foundation ADVANCE Institutional Transformation Program

Consultant, 2009-10, Flexibility Stigma Working Group, UC-Hastings College of Law, Prof. Joan Williams, Director.

Consultant, 2006-7, Departments of Sociology, Duke University and University of Maryland. “Explaining Family Change and Variation.” (RFP NICHD 2003-03).

Consultant, 2001, Departments of Sociology and Communication Studies, University of Southern California. ”The Metamorphosis Project: Disconnections at Work and at Home”.

Consultant, 1993-1996. ANCHOR (Area Network for the Coordination of Health Oriented Recovery) Program Project Grant, YWCA of St. Joseph County, Indiana. (U.S. Dept. Of Health and Human Services, \$498,757).

Consultant, 1985-1987, Longitudinal Survey of Three Generation Families, Andrus Gerontology Center, Los Angeles, CA (NIA grant #AG-04092 and NIMH #MH-38344).

## UNIVERSITY SERVICE:

University of Texas: University Faculty Gender Equity Council, 2014-

Data Analysis Subcommittee Chair, 2015-

University of Iowa: Obermann Center for Advanced Study Advisory Board, 2009-2011  
Iowa Social Research Institute Advisory Board, 2009-2011  
WISE Workshop on Interviewing and Negotiating the First Job Offer, 2007  
Faculty Senate, 2004-2007, secretary 06-07  
Faculty Council, 06-07  
Shared Governance Council, 06-07  
Gender Equity Task Force, 2005-06  
Committee to Review Graduate Programs, College of Liberal Arts, 2004  
Campus Climate Committee, chair 2003  
Regents Award for Faculty Excellence Selection Committee, 2002  
Jane Weiss Scholarship Committee, 2002  
Executive Committee, College of Liberal Arts, 1999-2001  
Graduate College Dean Search Committee, 2000-2002  
Teaching Awards Committee, College of Liberal Arts, 1999-2000  
Promotion and Tenure Committee, College of Liberal Arts, 1997-98, 1999-2000  
Graduate Council, University of Iowa, 1997-98  
    Budget subcommittee, 1997-98  
Board of Directors, Iowa Social Science Institute, 1995-1998, chair 1997-98  
Family Issues Charter Committee, University of Iowa, 1996-99  
Child Care subcommittee, 1997-98  
Ad hoc Committee to Review College Structure, College of Liberal Arts, 1996  
Developmental Assignment Review Committee, College of Liberal Arts, 1996

Univ. Notre Dame: Chair, Gender Studies Program, 1993-1994  
Chair, Campus Child Care Coalition, 1990-1993  
Faculty Advisor, Program to Promote Minority Enrollment in Graduate Study, 1992-93  
Cultural Diversity Advisory Committee, College of Arts and Letters, 1990-91  
Grant Review Committee, Institute for Scholarship in the Liberal Arts, 1989-1990  
Executive Committee, Gender Studies Program, 1989-1992  
Co-founder, Gender Studies Program, 1988  
University Committee for the Protection of Human Subjects, 1988-89

DEPARTMENTAL SERVICE:

University of Texas: Director, Population Research Center NICHD Training Grant, 2014-2015.  
Graduate Committee, 2014-  
Chair, Recruitment Committee, 2013-2014  
Executive Committee, 2013-2015  
Graduate Admissions Committee, 2012-14  
Co-chair Senior Search Committee, 2012-13

University of Iowa: Chair, 1998-2003, 2006-2007  
Chair, Recruitment Committee, 1996-97, 2004-06  
Recruitment Committee, 1995-96  
Associate Chair, 1995-1996  
Graduate Committee, 1994-1995, 1997-98  
Admissions Committee, 1994-1995  
Executive Committee, 1994-1996, 1997-99 (chair 1997-98), 2003-2005, 2010-12

## PROFESSIONAL SERVICE:

Program Committee, Work-Family Research Network, 2013-2014  
Nominations Committee, Work-Family Research Network, 2012, 2013

Program Committee, Council on Contemporary Families, 2012-2013

Member, GPAC Fellowship Committee, Population Association of America, 2011-2014  
Member, Government and Public Affairs Committee, Population Association of America, 2008-  
Organizer and Chair, Population Association of America, 4 sessions on "Work and Family" themes,  
Detroit, 2009.

Discussant, Population Association of America session on "Short and Long Run Consequences of  
Childbearing", New York, 2007.

Discussant, Population Association of America session on "Religious Influences on Demographic  
Behavior", Los Angeles, 2006.

Organizer and Chair, Population Association of America, session on "Work and Family Balance",  
Boston, 2004.

Discussant, Population Association of America session "Work and Family Change", Atlanta, 2002.

Discussant, Population Association of America session on "Work and Family Issues", NY, 1999.

Member, Dorothy Thomas Award Selection Committee, Population Association of America, 1996-  
1999.

Organizer and Chair, Population Association of America, session on "Men's Family Roles", New  
Orleans, 1996.

Discussant, Population Association of America, session "Gender and Work", San Francisco, 1995

Discussant, Population Association of America, session on "Demographic Implications of Changing  
Gender Roles", Washington, D.C., 1991.

Organizer and Chair, Population Association of America, session "Changes in Women's Welfare",  
Toronto, 1990.

Program Committee, American Sociological Association, New York, 2011-2013

Discussant, American Sociological Association, session "The Relational Aspects of Workplace Inequality"  
Las Vegas, 2011

Discussant, American Sociological Association, session "Work and Family: The Pay Implications of  
Parenthood" San Francisco, 2009

Member, Fund for the Advancement of the Discipline Selection Committee, American Sociological  
Association, 2003-2005

Discussant, American Sociological Association, Author-Meets-Critics session on "The Time Divide",  
Philadelphia, 2005

Organizer and Chair, American Sociological Association, invited Thematic Session on "Public and  
Private Solutions to Work-Family Conflict", San Francisco, 2004

Discussant, American Sociological Association, session on "Contemporary Work and Family  
Issues" Atlanta, 2003

Organizer and Chair, Sex and Gender Section, American Sociological Association, invited panel on  
"Gender, Fundamentalism, and Terror", Chicago, 2002

Organizer and Chair, Section on Family Sociology, American Sociological Association, session on  
"Workplaces and Families: Trends and Strategies for Accommodation", Anaheim, CA, 2001

Organizer and Chair, Section on Sex and Gender, American Sociological Association, session on  
"Feminisms and Methodologies", Washington, D.C., 2000



Organizer and Chair, Section on Sex and Gender, American Sociological Association, session on "Work Constraints on Family Life", Chicago, 1999

Organizer and Chair, Section on Family Sociology, American Sociological Association, session on "Work and Family Issues", San Francisco, 1998

Chair, Program Committee, Section on Organizations, Occupations, and Work, American Sociological Association, 1996-97

Member, Jessie Bernard Award Committee, American Sociological Association, 1995-1998, chair 1996-98

Discussant, American Sociological Association, session on "Immigration, Race, and Gender in America", Pittsburgh, 1992

Discussant, American Sociological Association, session on "Sources of Inequality", Atlanta, 1988

Ad Hoc Committee on Afghan Women's Aid, Sociologists for Women in Society, 2001-02.

Panel speaker, "Sociologists in Women's Studies Programs: Sociologists for Women in Society annual meeting, New York, 1996.

Social Action Committee, Sociologists for Women in Society, 1991-1993

Workshop speaker, "Developing Expert Witness Testimony", Sociologists for Women in Society Midyear Meeting, Minneapolis, 1992

#### Professional Evaluation

External Reviewer 2015, Karin Brewster, Florida State University (promotion to full professor)

External Reviewer 2014, Kathryn Lively, Dartmouth College (promotion to full professor)

External Reviewer 2014, Jennifer Hook, Univ. of Southern California (tenure and promotion)

External Reviewer 2013, Liana Sayer, Univ. of Maryland (promotion to full professor)

External Reviewer 2013, Sinikka Elliot, North Carolina State University (tenure and promotion)

External Reviewer 2013, Steven Benard, Indiana University (tenure and promotion)

External Reviewer, 2013, Department of Sociology, University of Colorado, Boulder

External Reviewer 2012, Shelley Correll, Princeton Univ. (tenure and promotion to full professor)

External Reviewer 2012, Rachel Gordon, Univ. of Illinois, Chicago (promotion to full professor)

External Reviewer 2012, Erin Kelly, Univ. of Minnesota (promotion to full professor)

External Reviewer 2012, Michelle Budig, Univ. of Massachusetts, Amherst (promotion to full professor)

External Reviewer 2011, Kei Nomaguchi, Bowling Green State University (tenure and promotion)

External Reviewer 2011, Catherine Harnois, Wake Forest University (tenure and promotion)

External Reviewer 2011, Matthew Weinsheker, Fordham University (tenure and promotion)

External Reviewer 2011, Department of Sociology, University of Illinois, Chicago

External Reviewer 2010, Margaret Usdansky, Syracuse University (tenure and promotion)

External Reviewer 2010, Elizabeth Cooksey, Ohio State University (promotion to full professor)

External Reviewer 2010, Julia McQuillen, University of Nebraska, Lincoln (promotion to full professor)

External Reviewer 2009, Philip Cohen, University of North Carolina, Chapel Hill (promotion to full prof)

External Reviewer 2009, Claudia Buchmann, Ohio State University (promotion to full professor)

External Reviewer 2009, Natalia Sarkisian, University of Massachusetts, Amherst (tenure and promotion)

External Reviewer 2008, Bonnie Fox, University of Toronto (promotion to full professor)

External Reviewer 2008, Lisa Pearce, University of North Carolina, Chapel Hill (tenure and promotion)

External Reviewer 2008, Karyn Loscocco, University at Albany SUNY (promotion to full professor)

External Reviewer 2008, Shelley Correll, Univ of Michigan and Stanford Univ (tenure)

External Reviewer 2008, Elizabeth Cooksey, Ohio State University (promotion to full professor)

External Reviewer 2007, Department of Sociology, North Carolina State University

External Reviewer 2007, Erin Kelly, University of Minnesota (tenure and promotion)

External Reviewer 2007, Sanjiv Gupta, University of Massachusetts, Amherst (tenure and promotion)  
External Reviewer 2007, Jeremy Reynolds, University of Georgia (tenure and promotion)  
External Reviewer 2006, Department of Sociology, University of Illinois, Chicago  
External Reviewer 2006, Michelle Budig, University of Massachusetts, Amherst (tenure and prom)  
External Reviewer 2006, Pamela Braboy Jackson, Indiana University (promotion to full professor)  
External Reviewer 2005, Department of Sociology, Emory University, Atlanta  
External Reviewer 2005, Shelley Correll, University of Arizona and Cornell Univ. (tenure and prom)  
External Reviewer 2004, Kim Weeden, Cornell University (tenure and promotion)  
External Reviewer 2004, Stacy Rogers, Pennsylvania State University (tenure and promotion)  
External Reviewer 2004, Sally Gallagher, Oregon State University (promotion to full professor)  
External Reviewer 2003, Mary Blair Loy, University of California, San Diego (tenure)  
External Reviewer 2003, Philip Cohen, University of California, Irvine (tenure and promotion)  
External Reviewer 2003, Shirley Hill, University of Kansas (promotion to full professor)  
External Reviewer 2002, Mary Blair Loy, Washington State University (tenure and promotion)  
External Reviewer 2002, Beth Rubin, Tulane University (promotion to full professor) *declined review*  
External Reviewer 2002, Emily Kane, Bates College (promotion to full professor)  
External Reviewer 2001, Melissa Milkie, University of Maryland (tenure and promotion)  
External Reviewer 2001, Lisa Riley, Creighton University (tenure and promotion)  
External Reviewer 2000, Leslie McCall, Rutgers University (tenure and promotion)  
External Reviewer 1999, Department of Sociology, University of Colorado, Denver  
External Reviewer 1999, David Maume, University of Cincinnati (promotion to full professor)