

---

# MARIA CHARLES

DEPARTMENT OF SOCIOLOGY, UNIVERSITY OF CALIFORNIA (UCSB)

SANTA BARBARA, CA 93106-9430

[MCHARLES@SOC.UCSB.EDU](mailto:MCHARLES@SOC.UCSB.EDU)

ORCID: 0000-0002-3872-4093; [GOOGLE SCHOLAR](#)

---

## PROFESSIONAL EMPLOYMENT

University of California, Santa Barbara (UCSB), 2008-present

- Director, Broom Center for Demography, 2016-2022
- Chair, Department of Sociology, 2012-2016
- Professor, Department of Sociology
- Affiliated faculty, Department of Feminist Studies, 2011-present

University of California, San Diego (UCSD)

- Assistant Professor to Full Professor, 1993-2008
- Vice Chair, 2005-2007
- Director of Undergraduate Studies (1998/99)
- Academic Senate-Administration Council / Chair of Committee on Affirmative Action and Diversity (2002-2004)

Swiss Federal Institute of Technology, Sociology Department, Postdoctoral Fellow, 1990-1993

Stanford University, Sociology Department, Research/Teaching Assistant, 1986-1990

University of Zürich, Project Collaborator: "Young Adults between Work and Family," Sociology Department, 1989

University of Zürich, Research Assistant: "Changes in Swiss Family Formation," 1989

## EDUCATION

Stanford University, PhD in Sociology, 1990

Stanford University, MA in Sociology, 1986

UC Santa Barbara, BA in Political Science and Environmental Studies, 1982, Phi Beta Kappa

## RESEARCH AND TEACHING AREAS

Gender

Global and Transnational Sociology

Work and Occupations

Applied Quantitative Methods

Social Inequality/Stratification

Education

## ELECTED ACADEMIC HONOR SOCIETIES

American Association for the Advancement of Science (AAAS), Elected Fellow, 2019

Sociological Research Association (SRA), Elected Fellow, 2010

## WORK IN PROGRESS

- “Ethnicity, Religion, and the Diverse Gendering of Academic Fields Among Immigrants in the US and UK: An Online Survey Experiment” (with Janet Afary, Roger Friedland, Sarah Thébaud, and Madison Avila<sup>+</sup>).
- “The STEM Gender-Equality Paradox: A Multi-method Within-Country Analysis” (with Halleli Pinson, Yariv Feniger, and Carmel Blank<sup>+</sup>)
- “Biased Self-assessments: A Survey Experiment on How Gender Beliefs about Task Enjoyment and Ability Contribute to Segregated Career Paths” (with Sarah Thébaud and Laura Halcomb<sup>+</sup>).
- “Self-expressive Work Values and STEM Occupations in Europe, 1981-2018”

## PUBLICATIONS

### Books and Monographs

- Charles, Maria and Sarah Thébaud, eds. 2018. *Gender and STEM: Understanding Segregation in Science, Technology, Engineering and Mathematics*. Basel: MDPI Press.
- ❖ Also published as a special issue of *Social Sciences*, 2017,
- Charles, Maria and David Grusky. 2004 (2005 in paperback). *Occupational Ghettos: The Worldwide Segregation of Women and Men*. Stanford, CA: Stanford University Press.
- ❖ Max Weber Award for Distinguished Scholarship (American Sociological Association Section on Organizations, Occupations, and Work), 2005.
  - ❖ Author Meets Critics Session, American Sociological Association, 2005
- Charles, Maria. 1995. *Labor Market Equality? Evolution of Sex Segregation in the Swiss Occupational World* (German language). Bern: National Monograph-Series on Employment, Bureau of the Census.
- Höpflinger, François, Maria Charles, Annelies Debrunner. 1991. *Family-Life and Occupation: Interrelationships among Two Spheres of Life* (In German: *Familienleben und Berufsarbeit: Zum Wechselverhältnis zweier Lebensbereiche*). Zürich: Seismo.

### Articles and Chapters

<sup>+</sup> current or former graduate student

- Charles, Maria, Roger Friedland, Janet Afary, and Rujun Yang<sup>+</sup>. 2023. “Complicating Patriarchy: Gender Beliefs of Muslim Facebook Users in the Middle East, North Africa, and South Asia.” *Gender & Society* 37:91-123, <https://doi.org/10.1177/08912432221137909>.
- ❖ “It’s Not Only About the Veil: Multifaceted Gender Beliefs in Six Muslim-majority Countries.” *Gender & Society Blog*, January 5, 2023.
- Budge, Jason<sup>+</sup>, Maria Charles, Yariv Feniger, Halleli Pinson. 2023. “The Gendering of Tech Selves: Aspirations for Computing Jobs among Palestinian and Jewish Adolescents in Israel.” *Technology in Society* 73, <https://doi.org/10.1016/j.techsoc.2023.102245>.
- Thébaud, Sarah and Maria Charles. 2023. “Who’s a Good Fit? Segregation, Stereotypes and STEM.” *Social Stratification: Class Race and Gender in Sociological Perspective*, David Grusky, Nima Dahir and Claire Daviss, Editors. Routledge (forthcoming).
- Blank, Carmel<sup>+</sup>, Maria Charles, Yariv Feniger, Halleli Pinson. 2022. “Context Matters: The Gendering of Physics Coursework in Arabic-speaking, Hebrew-speaking, and Single-sex

- School Sectors in Israel." *Sex Roles* 86:620-33. <https://doi.org/10.1007/s11199-022-01292-3>.
- Yang, Rujun<sup>+</sup>, and Maria Charles. 2021. "Traditional Asians? Race, Ethnicity, and Gender Policy Attitudes in the United States." *RSF: The Russell Sage Foundation Journal of the Social Sciences* 7:130–53. Special issue on Asian Americans and the Immigrant Integration Agenda.
- Charles, Maria. 2020. "Gender Attitudes in Africa: Liberal Egalitarianism across 34 Countries." *Social Forces* 99:86-125.
- Budge, Jason<sup>+</sup> and Maria Charles. 2020. "Trends in Support for Stay-at-Home Mothering." *Contexts* 19(2):71-3.
- Wong, Yan Ling Anne<sup>+</sup> and Maria Charles. 2020. "Gender and Occupational Segregation." Pp. 305-325 in *Companion to Women's & Gender Studies*, Nancy A. Naples, ed. Hoboken, NJ: Wiley.
- Chow, Tiffany<sup>+</sup> and Maria Charles. 2020. "An Inegalitarian Paradox: On the Uneven Gendering of Computing Occupations around the World." Pp. 25-45 in *Cracking the Digital Ceiling: Women in Computing Around the World*. Carol Frieze and Jeria Quesenberry, eds. Cambridge University Press.
- Thébaud, Sarah and Maria Charles. 2018. "Segregation, Stereotypes, and STEM." *Social Sciences* 7(7):1-19.
- ❖ Reprinted in *Formamente*.
  - ❖ Revised and updated in *Social Stratification: Class Race and Gender in Sociological Perspective*, edited by David Grusky, Nima Dahir and Claire Daviss. Philadelphia, PA: Routledge (forthcoming).
- Chatillon, Anna<sup>+</sup>, Maria Charles, and Karen Bradley. 2018. "Gender Ideologies." Pp. 217-226 in *Handbook of the Sociology of Gender*, Barbara J. Risman, Carissa M. Froyum, and William J. Scarborough, eds. NY: Springer.
- Charles, Maria. 2017. "Venus, Mars, and Math: Gender, Societal Affluence and Eighth Graders' Aspirations for STEM" *Socius* 3:1-16.
- Charles, Maria, Corrie Ellis<sup>+</sup> and Paula England. 2015. "Is There a Caring Class? Intergenerational Transmission of Care Work." *Sociological Science* 2:527-43.
- Hendley, Alexandra<sup>+</sup> and Maria Charles. 2015. "Gender Segregation in Higher Education" In Robert A. Scott and Stephen M. Kosslyn, eds. *Emerging Trends in the Social and Behavioral Sciences*. Hoboken, NJ: John Wiley & Sons.
- Charles, Maria, Bridget Harr<sup>+</sup>, Erin Cech<sup>+</sup> and Alexandra Hendley<sup>+</sup>. 2014. "Who Likes Math Where? Gender Differences in Eighth-graders' Attitudes around the World." *International Studies in Sociology of Education* 24:85-112.
- Charles, Maria and Jeffrey D. Lundy<sup>+</sup>. 2013. "The Local Joneses: Household Consumption and Income Inequality in Large Metropolitan Areas." *Research in Social Stratification and Mobility* 34:14-29.
- Charles, Maria and David B. Grusky. 2011, 2007. "Egalitarianism and Gender Inequality." Pp. 327-42 in *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender*, edited by David B. Grusky and Szonja Szelényi. Boulder, CO: Westview Press.
- Charles, Maria. 2011. "A World of Difference: International Trends in Women's Economic Status." *Annual Review of Sociology* 37:355-72.
- Charles, Maria. 2011. "What Gender is Science?" *Contexts* 10:22-28.
- ❖ Reprinted in *Gender, Sexuality, and Intimacy*, Jodi O'Brien and Arlene Stein, editors, SAGE Publications. 2017.

- ❖ Reprinted in *The Kaleidoscope of Gender*, Joan Z. Spade and Catherine G. Valentine, eds. Sage Publications: 4<sup>th</sup> (2014) 5<sup>th</sup> (2016), 6<sup>th</sup> (2019) editions.
- Charles, Maria and Erin Cech<sup>+</sup>. 2010. "Beliefs about Maternal Employment." Pp. 147-74 in *Dividing the Domestic: Men, Women, and Household Work in Cross-National Perspective*, edited by Judith Treas and Sonja Drobnič. Stanford, CA: Stanford University Press.
- Charles, Maria and Karen Bradley. 2009. "Indulging Our Gendered Selves? Sex Segregation by Field of Study in 44 Countries." *American Journal of Sociology* 114:924-76.
  - ❖ Distinguished Article Award from the American Sociological Association's Section on Sex and Gender, 2011
  - ❖ Distinguished Scholarship Award Honorable Mention, 2010, Pacific Sociological Association, 2010
- Charles, Maria. 2008. "Culture and Inequality: Identity, Ideology, and Difference in 'Post-ascriptive Society'." *Annals of the American Academy of Political and Social Science* 619:41-58.
- Charles, Maria and Karen Bradley. 2006 (2008). "A Matter of Degrees: Female Underrepresentation in Computer Science Programs Cross-Nationally." Pp. 183-203 in *Women and Information Technology: Research on the Reasons for Underrepresentation*, edited by Joanne McGrath Cohoon and Bill Aspray. Cambridge, MA: MIT Press.
- Charles, Maria. 2005. "National Skill Regimes, Postindustrialism, and Sex Segregation." *Social Politics* 12:289-316.
- Charles, Maria. 2005. "Occupational Distributions by Gender and National Origin in Switzerland, 1970-2000" (German language). *Demos* 3.
- Bradley, Karen and Maria Charles. 2004. "Uneven Inroads: Understanding Women's Status in Higher Education." *Research in Sociology of Education* 14:247-74.
- Charles, Maria. 2003. "Deciphering Sex Segregation: Vertical and Horizontal Inequalities in Ten Countries." *Acta Sociologica* 46:267-87.
- Charles, Maria and Karen Bradley. 2002. "Equal but Separate? A Cross-National Study of Sex Segregation in Higher Education." *American Sociological Review* 67:573-599.
- Charles, Maria. 2002. "Female Labor Force Participation in International Perspective" (German language). Pp. 207-228 in *Halb Drinnen – Halb Draussen: Analysen zur Arbeitsmarktintegration von Frauen in der Schweiz*, edited by Marlis Buchmann, Irene Kriesi, Andrea Pfeifer and Stefan Sacchi (with Maria Charles). Zürich: Rüegger.
- Grusky, David B. and Maria Charles. 2001. "Is There a Worldwide Sex Segregation Regime?" Pp. 689-703 in *Social Stratification: Class, Race, and Gender in Sociological Perspective, Second Edition*, edited by David B. Grusky. Boulder, CO: Westview Press.
- Charles, Maria, Marlis Buchmann, Susan Halebsky<sup>+</sup>, Jeanne Powers<sup>+</sup>, and Marisa Smith<sup>+</sup>. 2001. "The Context of Women's Market Careers: A Cross-National Study." *Work and Occupations* 28:371-96.
  - ❖ 2002 Nominee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research.
- Charles, Maria. 2000. "Divisions of Labour: Social Groups and Occupational Allocation." *European Sociological Review* 16:27-42.
- Charles, Maria. 1998. "Structure, Culture, and Sex Segregation in Europe." *Research in Social Stratification and Mobility* 16:89-116.
- Grusky, David B. and Maria Charles. 1998. "The Past, Present, and Future of Sex Segregation Methodology." *Demography* 35:497-504.
- Charles, Maria and David B. Grusky. 1995. "Models for Describing the Underlying Structure of Sex Segregation." *American Journal of Sociology* 100:931-71.

- Buchmann, Marlis and Maria Charles. 1995. "Organizational and Institutional Factors in the Process of Gender Stratification: Comparing Social Arrangements in Six European Countries." *International Journal of Sociology* 25:66-95.
- Charles, Maria and Marlis Buchmann. 1994. "Assessing Micro-Level Explanations of Occupational Sex Segregation: Human-Capital Development and Labor Market Opportunities in Switzerland." *Swiss Journal of Sociology* 20:595-620.
- Buchmann, Marlis and Maria Charles, with Stefan Sacchi. 1993. "The Lifelong Shadow: Social Origins and Educational Opportunity in Switzerland." Pp. 177-92 in *Persistent Inequality: Changing Educational Attainment in 13 Countries*, edited by Yossi Shavit & Hans-Peter Blossfeld. Boulder, Colorado: Westview Press.
- Charles, Maria. 1992. "Cross-National Variation in Occupational Sex Segregation." *American Sociological Review* 57:483-502.
- Charles, Maria. 1992. "'Children or Career?' Still a Question for Swiss Women." *Education Permanente*, pp. 23-24.
- Charles, Maria and François Höpflinger. 1992. "Gender, Culture, and the Division of Household Labor: A Replication of U.S. Studies for the Case of Switzerland." *Journal of Comparative Family Studies* 23:375-87.
- Höpflinger, François and Maria Charles. 1990. "Division of Labor in the Family: Micro-Level Explanations and Empirical Observations." *Zeitschrift für Familienforschung* 2:87-113.
- Charles, Maria. 1989. "Sex Segregation of Labor Markets in Industrial Countries: A Theoretical and Empirical Analysis." (German language). Pp. 137-66 in *Weichenstellungen*, edited by Francois Höpflinger & Denise Erni. Bern: Haupt.
- Charles, Maria. 1987. "Measuring Occupational Sex Segregation in Switzerland." *Swiss Journal of Sociology* 13:1-27.

### Other Media

- Blog post: "It's Not Only About the Veil: Multifaceted Gender Beliefs in Six Muslim-majority Countries," by Maria Charles, Roger Friedland, Janet Afary, and Rujun Yang<sup>+</sup>. *Gender & Society Blog*, January 5, 2023
- Blog post, extended interview: "Gender Stereotypes, Gendered Self-Expression, and Gender Segregation in Fields of Study: A Q&A with Professor Maria Charles." Harvard GenderSci Lab, February 2020.
- Instagram post: "What Women's Equality Means to You," UCSB Department of Public Affairs and Communications, for Women's Equality Day, August 2019.
- Policy Brief: *What Gender is STEM? The Segregation of Science and Engineering and What to Do About It*. UC Center Sacramento Policy Brief, Volume 02, Issue 13. April 2018.

### Encyclopedia Entries

- Charles, Maria and Amber Lopez<sup>+</sup>. 2017. "Division of Labor, Gender." In Bryan S. Turner, Chang Kyung-Sup, Cynthia Epstein, Peter Kivisto, William Outhwaite, and J. Michael Ryan, eds. *Encyclopedia of Sociological Theory*. Wiley-Blackwell.
- Hendley, Alexandra<sup>+</sup> and Maria Charles. 2016. "Gender Inequality in Education." In Nancy Naples, ed. *Encyclopedia of Gender and Sexuality Studies*. Wiley-Blackwell.
- Charles, Maria. 2013. "Sex Typing." In Vicki Smith and J. Geoffrey Golson, eds. *Sociology of Work*. Newbury Park, CA: SAGE Publications.
- Charles, Maria. 2012, updated 2015. "Global Sex Segregation." In George Ritzer, ed. *Encyclopedia of Globalization*. Oxford: Wiley-Blackwell.

Charles, Maria. 2006. "Inequality." Pp. 383-87 in *Encyclopedia of Career Development*. Sage Publications.

### Book Reviews

2013. *Conflict and Concord in Work and Family: Family Policies and Individuals' Subjective Experiences*, by Ida Öun. *Sociologisk Forskning* 50:335-338.
2012. *Framed by Gender: Why Gender Inequality Persists in the Modern World*, by Cecilia Ridgeway. *European Sociological Review* 29:408-10.  
❖ Reprinted in *Sex & Gender News*, October 2012, ASA Section on Sex and Gender.
2011. *The Unfinished Revolution: How a New Generation is Reshaping Family, Work, and Gender in America*, by Kathleen Gerson. *Contemporary Sociology* 40:4-7.
2010. *Gendered Tradeoffs: Family, Social Policy, and Economic Inequality in 21 Countries*, by Becky Pettit and Jennifer L. Hook. *American Journal of Sociology* 116:995-7.
2002. *Complex Inequality: Gender, Class and Race in the New Economy*, by Leslie McCall. *American Journal of Sociology* 107:1600-1602.
1999. *The Future of Female-Dominated Occupations*, by Organization for Economic Cooperation and Development. *Contemporary Sociology* 28:408-409.
1996. *Women and Men at Work*, by Barbara Reskin & Irene Padavic. *Social Forces* 75:387-88.

### RESEARCH GRANTS AND FELLOWSHIPS

- UCSB Academic Senate. 2021-2023. "Sex, Gender, and Islam: An Online Survey of Women and Men in Eight MENASA Societies." With Janet Afary and Roger Friedland. \$8,000.
- US-Israel Binational Science Foundation. 2019-2023. "Why Do More Palestinian than Jewish Girls Study STEM? Assessing Effects of Material Insecurity and Self-expressive Culture on Curricular Paths in Israel." With Yariv Feniger and Halleli Pinson. \$171,000.
- Carsey-Wolf Center, UCSB. 2019-2020. Private Lives-Public Politics: Gender Relations and Gender Ideologies in Middle Eastern, North African and South Asian Countries." With Janet Afary and Roger Friedland. \$5,000.
- Collaborative Research Initiative Grant, UCSB. 2019-2020. Private Lives-Public Politics: Gender Relations and Gender Ideologies in Middle Eastern, North African and South Asian Countries." With Janet Afary and Roger Friedland. \$8,000.
- National Science Foundation. 2010-2014. "Who Likes Math? International Trends among Eighth-Grade Boys and Girls." NSF HRD-1036670, \$132,335.
- Russell Sage Foundation. 2012-2014. "Who Cares: Intergenerational Transmission and Determinants of Working in Care Occupations" (with Paula England), \$60,000.
- National Science Foundation Doctoral Dissertation Improvement Grant. 2010-2011. "Individual Beliefs and Occupational Gender Segregation." With UC San Diego Ph.D. candidate Erin Cech and Professor Mary Blair-Loy. \$6,796.
- Russell Sage Foundation. 2010-2013. "The Local Joneses: Household Consumption and Income Inequality in Large Metropolitan Areas." \$22,843.
- National Science Foundation / Commission on Professionals in Science and Technology. 2009-2010. "Women in International Science." Collaborative writing project. Washington DC.
- Women in Science and Engineering, WISE. 2007. "International Voices on Women in Science and Engineering." Working group meeting sponsored by the National Science Foundation.

National Science Foundation. 2003-2005. "Gendered Pipelines? Sex Segregation in Engineering and Math/Computer Science Fields of Study." NSF HRD-0332852 (with Karen Bradley), \$100,022.

University of California, San Diego Committee on Research. 2004-2005. "Rising Tides and Leaky Boats: The Consequences of Economic Inequality in the United States," \$1,978.

UC, San Diego Committee on Research. 2002-2003. "Gendered Pipelines?" \$6,426.

Spencer Foundation. 2002-03. "Sex Segregation in Engineering and Computer Science Fields of Study," \$32,200.

American Educational Research Association (AERA). 2002-2003. "Sex Segregation in Engineering and Computer Science Fields of Study" \$7,500.

National Science Foundation. 1998-2002. "Gender Equality and Inequality in Higher Education: International Trends and National Nuances." SBR-9808038 (with Karen Bradley), \$105,946.

American Sociological Association and National Science Foundation: Fund for Advancement of the Discipline. 1997-1999. "Comparative Perspectives on Sex Segregation" \$3,000.

University of California Committee on Research. 1997-1998. \$2,178.

The Spencer Foundation. 1996-1998. "Women's Labor Market Transitions in Comparative Perspective," \$11,975.

Hellman Foundation. 1995-1996. "The Gendered Division of Economic Roles in Comparative/Historical Perspective," \$9,278.

Faculty Career Development Grant. 1995-1996. University of California, San Diego. "The Gendered Division of Economic Roles in Comparative/Historical Perspective," \$15,007.

University of California Committee on Research. 1995-1996, \$6,800.

University of California Committee on Research 1994-1995, \$4,763.

Center for German and European Studies, UC Berkeley 1994-1995. "Comparing Women's Labor Market Transitions in Switzerland and the U.S," \$3,000.

Faculty Career Development Grant, UCSD. 1994-1995, \$2,500.

University of California Committee on Research. 1993-1994, \$6,000.

Invitation/Travel Grant. 1992. Institute for Research on Poverty Summer Workshop.

#### ARTICLE AND BOOK AWARDS

Distinguished Article Award, 2011. For "Indulging Our Gendered Selves?" American Sociological Association Section on Sex and Gender

Distinguished Scholarship Award Honorable Mention, 2010, Pacific Sociological Association. For paper series on gender segregation by field of study

Max Weber Award for Distinguished Scholarship. 2005. American Sociological Association Section for Organizations, Occupations and Work. (*Occupational Ghettos: The Worldwide Segregation of Women and Men*, Stanford University Press)

#### TEACHING AND MENTORSHIP, UCSB/UCSD

##### Courses Taught

Graduate: Quantitative Data Analysis I; Quantitative Data Analysis II; Applied Quantitative Methods for Sociological Research; Class, Race and Gender; Social Inequality/Stratification; Logics of Inquiry

Undergraduate: Social Inequality: Class, Race and Gender; Quantitative Analysis of Sociological Data; Cultures of Childhood; Inequality and Jobs; Honors Seminar

### Completed Dissertations Chaired or Co-Chaired

- Cech, Erin (2011, UCSD): *The Self-Expressive Edge of Sex Segregation: The Role of Gender Schemas and Self-Conceptions in College Major Selection and Career Launch*. Associate Professor, University of Michigan, Ann Arbor, Sociology Department
- Engeman, Cassandra (2016, UCSB): *Family Values at Work: Social Movements and the Politics of Leave Legislation in the U.S.* Research Fellow, Stockholm University, Swedish Institute for Social Research (SOFI).
- Gonzales, Gabrielle (2021, UCSB): *Life as a Work of Health: Women's Healthy Food Blogs as Self-Help*. Assistant Professor, California State University, Sacramento, Sociology Department
- Hendley, Alexandra (2014, UCSB): *A Taste for Distinction: Gender, Class, and Race in Private and Personal Cheffing*. Associate Professor, Murray State University, Sociology Department
- Lundy, Jeffrey (2012, UCSD): *Keeping Up or Keeping Afloat? How American Households Accumulate Wealth*. Senior Director, Public Policy Development, Data and Analytics, PepsiCo
- Molina, Emily (2013, UCSB): *In the Wake of Crisis: Race, Place and Residential Foreclosures in the Los Angeles Metropolitan Region*. Associate Professor, CUNY Brooklyn, Sociology
- Powers, Jeanne (2002, UCSD): *From the Factory Model to the Market Model: Charter Schools and the Changing Landscape of American Education*. Professor, Arizona State University, Teachers College
- Strings, Sabrina (2012, UCSD): *Thin, White, and Saved: Fat Stigma and the Fear of the Big Black Body*. Associate Professor and Chancellor's Fellow, University of California, Irvine, Sociology Department

### Pedagogical Materials

- "Social Inequality: Race, Class and Gender" Syllabus. 2010. *ASA TRAILS: Teaching Resource and Innovations Library for Sociology*. Washington D.C.: American Sociological Association;
- "Social Inequality: Race, Class and Gender" Syllabus. 2004. In Scott Sernau and Johnnie Griffin, eds. *Social Stratification: Syllabi and Other Instructional Materials*. Washington, D.C.: American Sociological Association.
- "Inequality and Jobs" Syllabus. 2000. In Carol Auster, ed. *The Sociology of Work and Occupations: Syllabi and Other Instructional Materials*. Washington, D.C.: American Sociological Association.

### PROFESSIONAL ACTIVITIES

- Associate Editor. *Science Advances* (division of *Science Magazine*) (2021-2024)
- Selection Committee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Member 2022-23, 2017-18, 2005-06, 2004-05)
- Elected Member. Electorate Nominating Committee, Section on Social, Economic & Political Sciences, American Academy for the Advancement of Science, AAAS (2020-2023)
- Editorial Board. *Social Science Research* (2020-2023)
- Work and Family Researchers Network (WFRN) Program Planning Committee (2021-22)



National Academies of Sciences Conference Series Advisory Committee, "Promising Practices for Improving the Inclusion of Women in Science, Engineering and Medicine" (2019-21)  
 Nominations Committee, Sex and Gender Section, American Sociological Association (Member 2019-20).  
 Sociology of Sex and Gender Sally Hacker Graduate Student Paper Award Committee (Member 2018-19).  
 Editorial Board. *Social Sciences*, Gender Studies Area (2018-2020)  
 Editorial Board. *Socius* (2017-2020)  
 Editorial Board. *American Sociological Review* (2011-2014)  
 Editorial Board & Consulting Editor. *Research on Social Stratification and Mobility* (2010-2018)  
 Chair, Awards Committee, American Sociological Association Section on Global and Transnational Sociology (2014)  
 Session Organizer, American Sociological Association, Annual Meetings (2013)  
 Chair and Past Chair, ASA Section on Inequality, Poverty, and Mobility (2010-11)  
 Executive Advisory Board, 2011-2016. NSF ADVANCE PAID-Research, "Divergent Trajectories: A Longitudinal Study of Organizational and Departmental Factors Leading to Gender and Race Differences in STEM Faculty Advancement, Pay, and Persistence"  
 Secretary/Treasurer, ASA Section on Global and Transnational Sociology (2009-2012)  
 Executive Advisory Board, UCSD Center for Research on Gender in the Professions (2010-17)  
 Program Committee, Sociologists for Women in Society, 2010 Winter Meeting  
 Consulting Editor, *American Journal of Sociology* (2008-2010)  
 Organizer, Presidential Session, Pacific Sociological Association, 2009 Annual Meeting  
 Editorial Board Member, *Contemporary Sociology* (2006-2008)  
 Secretary/Treasurer, American Sociological Association Section on Organizations, Occupations, and Work (2004-2007)  
 Women in Science and Engineering (WISE) Working Group (Member, 2007)  
 Committee Chair, Max Weber Award for Distinguished Scholarship (2006)  
 Session Organizer, American Sociological Association, Annual Meetings (2006)  
 Session Organizer, Population Association of America, Annual Meetings (2006)  
 Session Organizer Pacific Sociological Association Annual Meetings (2003, 1994)  
 Awards Committee, Pacific Sociological Association (Member 1999-2001)  
 Conference Assistant, International Sociological Association, Research Committee on Social Stratification, RC-28 (1989)

## MEMBERSHIPS AND AFFILIATIONS

American Association for the Advancement of Science, AAAS  
 American Sociological Association (Sections: Sex and Gender; Culture; Inequality, Poverty and Mobility; Global/Transnational Sociology; Organizations, Occupations and Work; Education)  
 Center for Research on Gender in the Professions  
 Center for the Study of Poverty and Inequality, Fellow  
 Council for European Studies  
 International Sociological Association (Research Committee on Social Stratification, RC28)  
 Pacific Sociological Association  
 Population Association of America  
 Phi Beta Kappa  
 Sloan Work and Family Research Network  
 Sociological Research Association (SRA), elected member  
 Society for the Study of Social Problems

Sociologists for Women in Society, SWS  
Work and Family Researchers Network

### COMMUNITY SERVICE

Santa Barbara and Ventura Country Regional Equity Study Steering Committee, 2020-  
Cottage Health Research Advisory Committee, 2019-  
County Santa Barbara Community Health Needs Assessment Committee, 2018-  
UC Center Sacramento Policy Expert Resource, 2020-

### UNIVERSITY AND CAMPUS SERVICE

Academic Senate Salary Equity Committee, 2014-  
Committee on Student Evaluation of Teaching, Member 2018-  
Center for Feminist Futures Planning Committee, Member 2018-  
Director, Broom Demography Center, 2016-2022  
Advisory Committee and Area Director for Research on Gender and Sexualities, Broom Center  
for Demography, 2011-  
Data Science Committee, Member 2018-2021  
Resource Audit Committee, Member 2018-2020  
Program Review Panel, PRP, Member 2017-2020  
Chancellor's Search Advisory Committee for the Dean of Social Sciences, 2016-17  
Demography PhD Emphasis, Core Faculty Member, 2015-  
Quantitative Methods in Social Sciences PhD Emphasis, Core Faculty, 2014-present  
California Forum for Diversity in Graduate Education, faculty representative, Nov. 2015  
External Undergraduate Program Review for UCSD Sociology 2015  
Central Continuing Fellowship Committee, Graduate Division, 2011  
Broom Demography Center Establishment Committee, 2010-11  
Graduate Council, 2010-11  
Dean's Research and Travel Committee, UCSD 2006-08  
Women's Leadership Alliance Steering Committee – Subgroup of Chancellor's Advisory  
Committee on the Status of Women, UCSD 2007/08, 2006/07  
Academic Senate Task Force on Academic Integrity Policy, UCSD 2006/07, 2005/06  
Women's Studies Steering Committee, UCSD 2007/08, 1996/07  
Muir College Writing Advisory Committee, UCSD 2007-08  
Female Faculty Mentor, UCSD 2006/07  
Academic Integrity Coordinator Search Committee, UCSD 2005/06  
Committee on Educational Policy and Courses, UCSD, Chair 2004/05, Vice Chair 2003/04  
Academic Senate Council, UCSD 2004/05, 2002/03  
Senate-Administration Council, UCSD 2004/05, 2002/03  
Program Review Committee, UCSD 2004/05  
Enrollment Planning Committee, UCSD 2004/05  
NSF Advance Proposal. Collaboration on "Assessment and Evaluation Plan," UCSD 2005  
Academic Senate Representative, Task Force on Faculty Diversity Site Visit, UCSD 2005  
Committee on Affirmative Action and Diversity, UCSD, Chair 2002/03; Member 2001/02  
Committee on Undergraduate Scholarships and Honors UCSD 2001  
Presentation, UCSD Preview Day: "The Sociology Major," UCSD 1998

### DEPARTMENTAL SERVICE

## UCSB

Undergraduate Program Committee (2022-23)  
Graduate Program and Admissions Committee (2008-2011, 2017-2020)  
Executive Committee, elected member (2017-18, 2018-19, 2019-20)  
Development Committee (2016-2019)  
Department Chair, Sociology (2012-2016)  
Chair, 50<sup>th</sup> Anniversary Committee (2014-2015)  
Vice Chair, Sociology (2008-2012)  
Faculty Search Committee, Demography (Chair 2011-12)  
Community/Colloquium Committee (Chair 2009-12, 2015/16, member 2008/09, 2012-2016)

## UCSD

Graduate Admissions Committee (Chair 2007/08; Member 2000/01, 1995/96)  
Vice Chair, Sociology Department (2006/07, 2005/06)  
Gender/Inequalities Study Group Coordinator, UCSD (2002-2008)  
Chair, Space Committee (2006/07, 2005/06)  
Organizer, Honors Seminar Mini-Conference (2006)  
Junior Faculty Mentor (2004-2008)  
Organizer, Graduate Concentration in Social Inequalities (2005)  
Chair-Selection Committee (2005, 2002, 1998, 1996)  
Graduate Program Committee (2003-2005, 1993-1998)  
Colloquium Committee, Chair (2002/03)  
Faculty Search Committee (Chair 2001/02; Member 2001/02, 1999/00, 1996/97, 1995/96)  
Presentation, UCSD Admit Day: "Sociology at UCSD and Beyond" (1999)  
Director of Undergraduate Studies (1998/99)  
Undergraduate Program Committee Chair (1998/99)  
Constitutional Committee (2001/02)  
ASR/AJS Reading Group Facilitator and Organizer (1998/99)  
Teaching and Curriculum Committee (1998/99)

## EXTERNAL PERSONNEL REVIEWS

American Academy in Berlin; University of Arizona; University of California, Davis; University of California, Irvine; University of California, Merced; University of California, San Diego; Universidad Carlos III de Madrid; Catholic University; Cornell University; Emory University; Harvard University; University of Illinois, Urbana-Champaign; University of Maryland, College Park; University of Michigan; New York University, NYU; University of North Texas; Northeastern University; Northwestern University; Ohio State University; University of Portland; Princeton University; Stanford University; Tel Aviv University; Temple University, Tulane University, Umeå University; Vanderbilt University; University of Virginia; University of Washington; Yale University

## MANUSCRIPT AND PROPOSAL REVIEWS

Journals: *Acta Sociologica*, *American Journal of Sociology*, *American Sociological Review*, *Annals of the American Academy of Political and Social Science*, *British Journal of Sociology*, *Comparative Social Research*, *Comparative Sociology*, *Comparative Social Research*, *Contemporary Sociology*, *Contexts*, *Demography*, *Educational Evaluation*

*and Policy Analysis, Ethnic and Racial Studies, European Sociological Review, Feminist Economics, Gender & Society, International Journal of Comparative Sociology, Journal of Comparative Policy Analysis, Journal of Economic Inequality, Journal of Marriage and Family, The Lancet, Law and Society Review, Nature, Personality and Social Psychology Review, Proceedings of the National Academy of Sciences (PNAS), Population and Development Review, Psychological Science, Psychology and Social Psychology Review, Qualitative Sociology, Science Advances, Sex Roles, Social Forces, Social Politics, Social Problems, Social Science Quarterly, Social Science Research, Social Sciences, Socio-Economic Review, Sociological Focus, Sociological Forum, Sociological Methods and Research, Sociological Quarterly, Sociological Science, Sociology of Development, Sociology of Education, Socio-economic Review, Socius, Swiss Journal of Sociology, Trends in Cognitive Science, Work and Occupations*

Foundations and Agencies: Austrian National Science Foundation; Binational Science Foundation; Cottage Health Research Institute; European Commission; European Research Council; Israeli Science Foundation; National Science Foundation; National Academies of Sciences, Engineering, and Medicine; Russell Sage Foundation; Swiss National Science Foundation

Publishers: Oxford University Press, Stanford University Press, Temple University Press  
Westview Press

#### PRESENTATIONS, INVITED TALKS, AND PROGRAMMING

American Association for Advancement of Science, AAAS; American Sociological Association; American Educational Research Association; Bremen University Institute of Advanced Studies; UC Center Sacramento; UC Davis Sociology Department; UC Irvine Sociology Department; UC San Diego (Sociology Department; Culture Conference; Center for Research on Gender and the Professions; Social Science Policy Lunch; Women's Leadership Alliance; Critical Gender Studies; Emeritus Association; Center for Human Development); UC Santa Barbara, Broom Demography Center; Cornell University Department of Sociology; European Conference on Educational Research; European Science Foundation; European Sociological Association; European Science Foundation Conference on Human Values, Attitudes and Behavior, Berlin; Harvard University Department of Government; Institute for Research on Poverty; International Sociological Association Research Committee on Social Stratification; Kuwait Foundation for the Advancement of Sciences; University of Maryland Population Research Center; National Academies of Sciences, Engineering, and Medicine; National Center for Women and Information Technology / Google Campus; National Science Foundation Commission on Professionals in Science and Technology; National Science Foundation Division of Human Resource Development; New York University, NYU; Northwestern University; Norwegian Institute for Social Research; Oslo University; Oxford University, New College; Pacific Sociological Association; Pennsylvania State University; Population Association of America; Population Centers of the University of California (UCPop), Russell Sage Foundation, San Diego Community Forum; University of Southern California Sociology Department; Stanford University Institute for Research in the Social Sciences (IRiSS); Stanford University International Education Initiative (IEI); Swiss Sociological Association; University of Stockholm, SOFI Social Stratification Group, SOFI Economics Group; Umeå University Sociology Department; Women in Science and Engineering, Work and Family Researchers Network; WISE Conference; Westmont College; Yale University; Wissenschaftszentrum Berlin, WZB