

August, 2021

VITA

Patricia A. Roos

Present Address:

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Education

1972 B.A. University of California, Davis; Sociology
1974 M.A. University of California, Davis; Sociology
1981 Ph.D. University of California, Los Angeles; Sociology

Employment

Professor Emerita, Department of Sociology, Rutgers University, 2020-present

Professor, Department of Sociology, Rutgers University, 1994-2020

Co-PI, and Director of Research, NSF ADVANCE Institutional Transformation Grant, “RU-FAIR-Rutgers University for Faculty Advancement and Institutional Re-imagination,” 2008-2011

Professor, Department of Labor Studies and Employment Relations, Rutgers University, 2008-2011

Director, Center for Women & Work, Rutgers University, 2010-11 (Acting Director, 2008-09; Co-Director, 2009-10)

Dean, Social & Behavioral Sciences, Faculty of Arts & Sciences, 1997-2000

Chair, Department of Sociology, Rutgers University, 1991-97

Vice-Chair for Undergraduate Studies, Department of Sociology, Rutgers University, 1990-91

Associate Professor, Department of Sociology, Rutgers University, 1989-1994

Assistant to Associate Professor, Department of Sociology, State University of New York, Stony

Brook, N.Y., 1981-88

Research Associate, Committee on Basic Research in the Behavioral and Social Sciences, National Academy of Sciences, Washington, D.C., 1980-81

Research Associate, Committee on Occupational Classification and Analysis, National Academy of Sciences, Washington, D.C., 1978-79

Honorary Positions

Fellow, Institute for Research on Women, Seminar on “Public Catastrophes, Private Losses,” Rutgers University, 2018-19

Fellow, Institute for Research on Women, Seminar on “Diversity: Expanding Theory and Practice,” Rutgers University, 2004-2005

Fellow, Center for the Critical Analysis of Contemporary Culture, Seminar on “Objectivity, Ethics, and the Disciplines,” Rutgers University, 2002-2003

Fellow, Center for Women and Work, Rutgers University, 2000-2020

Vice President, American Sociological Association, 1998-99

Grants and Awards

Research Council Grant, Rutgers University, AY 2013-14

OASIS Leadership Program for STEM Women Faculty: Coaching Skills for Mentors, Rutgers University, Spring 2009

National Science Foundation ADVANCE Institutional Transformation Grant, 2008-2013, “RU-FAIR-Rutgers University for Faculty Advancement and Institutional Re-imagination” (Co-PI, with Joan W. Bennett and Catherine Duckett)

Summer Research Grant for First Year Seminar Students, Office of the Vice President for Research and Graduate and Professional Education, Rutgers University, 2008

OASIS Leadership Program for STEM Women Faculty, Rutgers University, Spring 2008

Research Council Grant, Rutgers University, AY 2007-08

Alfred P. Sloan Foundation Grant, 2003-2004, “Changing Workplace Structures, Changing Workers’ Lives: New Jersey’s Pharmaceutical Industry” (PI, with Mary S. Hartman and Mary K. Trigg)

Alfred P. Sloan Foundation Grant, 2001-2002, “Re-imagining Work and Community:

Perspectives from Professional Women in Dual-Earner Families” (PI, with Mary S. Hartman)

National Science Foundation Grant, 1993-1996, "A Collaborative Study of 1970-1990 Trends in Occupational Sex and Race Composition" (with Barbara F. Reskin)

Merit Increase, School of Arts and Sciences, 1991, 1993-95, 1998-99, 2002, 2004-11

Research Council Grant, Rutgers University, AY 1989-90, AY 1991-92

Experienced Faculty Travel Award, NYS/UUP Professional Development and Quality of Working Life Committee, 1987

National Science Foundation, Research Experience for Undergraduates (REU) Grant, 1987-88

American Sociological Association, Problems of the Discipline Grant, Spring, 1987, "Research Conference on Occupational Sex Segregation and Comparable Worth" (with James Baron, William Bielby, Paula England, Jerry Jacobs, Toby Parcel, and Barbara Reskin)

National Science Foundation Grant, 1985-87, "Collaborative Research on the Determinants of Change in the Sex Composition of Occupations" (with Barbara F. Reskin)

Rockefeller Foundation Grant, 1985-86, "Determinants of Change in Occupations' Sex Composition Between 1970 and 1980" (with Barbara F. Reskin)

President's Award and Chancellor's Award for Excellence in Teaching, SUNY Stony Brook, 1986

Department of Sociology Excellent Teacher Award, SUNY Stony Brook, 1985

Experienced Faculty Travel Award, NYS/UUP Professional Development and Quality of Working Life Committee, 1985

Discretionary Merit Increase, Department of Sociology, 1983, 1985; 1986 (Office of the Vice Provost for Undergraduate Studies)

The Research Foundation of the State University of New York, Faculty Research Fellowship and Grant-In-Aid, 1982-83

Department of Labor, Employment and Training Administration Doctoral Dissertation Grant, 1980-81

First prize, Pacific Sociological Association Paper Competition, 1977

Books

Miller, Ann R., Donald J. Treiman, Pamela S. Cain, and Patricia A. Roos (eds.). 1980. Work,

Jobs, and Occupations: A Critical Review of the Dictionary of Occupational Titles.
Washington, D.C.: National Academy Press.

Roos, Patricia A. 1985. Gender and Work: A Comparative Analysis of Industrial Societies.
Albany, N.Y.: SUNY Press.

Reskin, Barbara F., and Patricia A. Roos. 1990. Job Queues, Gender Queues: Explaining Women's Inroads into Male Occupations. Philadelphia, PA: Temple University Press.

Leibowitz, Arleen, William T. Bielby, Jonathan S. Leonard, Patricia A. Roos, J. H. (Rip) Verkerke, and John E. Rolph. 2005. Analyzing Information on Women-Owned Small Businesses in Federal Contracting. (Report of Steering Committee for the Workshop on Women-Owned Small Business in Federal Contracting.) Washington, D. C.: National Academy Press.

Articles

Roos, Patricia A. 1981. "Sex Stratification in the Workplace: Male-Female Differences in Economic Returns to Occupation." Social Science Research 10:195-224.

Treiman, Donald J., and Patricia A. Roos. 1983. "Sex and Earnings in Industrial Society: A Nine-Nation Comparison." American Journal of Sociology 89:612-50.

Roos, Patricia A. 1983. "Marriage and Women's Occupational Attainment in Cross-Cultural Perspective." American Sociological Review 48:852-64.

Treiman, Donald J., Heidi I. Hartmann, and Patricia A. Roos. 1984. "Assessing Pay Discrimination Using National Data." Pp. 137-54 in Helen Remick (ed.), Comparable Worth and Wage Discrimination: Technical Possibilities and Political Realities. Philadelphia, PA: Temple University Press.

Roos, Patricia A., and Barbara F. Reskin. 1984. "Institutional Factors Contributing to Sex Segregation in the Workplace." Pp. 235-60 in Barbara F. Reskin (ed.), Sex Segregation in the Workplace: Trends, Explanations, Remedies. Washington, D.C.: National Academy Press.

Hartmann, Heidi I., Patricia A. Roos, and Donald J. Treiman. 1985. "An Agenda for Basic Research on Comparable Worth: Report of a Seminar." Pp. 3-33 in Heidi I. Hartmann (ed.), New Directions for Comparable Worth Research. Washington, D.C.: National Academy Press.

Spanier, Graham, Patricia A. Roos, and James Shockey. 1985. "Marital Trajectories of American Women: Variations in the Life Course." Journal of Marriage and the Family 47:993-1003.

Reskin, Barbara F., and Patricia A. Roos. 1987. "Status Hierarchies and Sex Segregation." Pp. 3-21 in Christine Bose and Glenna Spitze (eds.), Ingredients for Women's Employment Policy. Albany, N.Y.: SUNY Press.

Roos, Patricia A., and Joyce F. Hennessy. 1987. "Assimilation or Exclusion? Japanese and Mexican Americans in California." Sociological Forum 2:278-304.

Donato, Katharine M., and Patricia A. Roos. 1987. "Gender and Earnings Inequality Among Computer Specialists." Pp. 291-317 in Barbara D. Wright and Myra Marx Ferree, Gail O. Mellow, Linda H. Lewis, Maria-Luz D. Samper, Robert Asher, Kathleen Claspell (eds.), Women, Work and Technology: Transformations. Ann Arbor, MI: University of Michigan Press.

Roos, Patricia A. 1990. "Hot-Metal to Electronic Composition: Gender, Technology, and Social Change." Pp. 275-322 in Barbara F. Reskin and Patricia A. Roos, Job Queues, Gender Queues: Explaining Women's Inroads into Male Occupations. Philadelphia: Temple University Press.

Roos, Patricia A. 1992. "Professions." Pp. 1552-1557 in Edgar F. Borgatta and Marie L. Borgatta (eds.), The Encyclopedia of Sociology. Volume 3. New York: Macmillan.

Roos, Patricia A., and Barbara F. Reskin. 1992. "Occupational Desegregation in the 1970s: Integration and Economic Equity?" Sociological Perspectives 35:69-91.

Roos, Patricia A., and Katharine Jones. 1993. "Shifting Gender Boundaries: Women's Inroads into Academic Sociology." Work and Occupations 20:395-428.

Reprinted in: 1995. Pp. 297-333 in Jerry A. Jacobs (ed.), Gender Inequality at Work. Thousand Oaks, CA: Sage Publications.

Roos, Patricia A., and Joan E. Manley. 1996. "Staffing Personnel: Feminization and Change in Human Resource Management." Sociological Focus 29:245-261.

Roos, Patricia A. 1997. "Occupational Feminization, Occupational Decline? Sociology's Changing Sex Composition." The American Sociologist 28:75-88.

Roos, Patricia A., and Mary L. Gatta. 1999. "The Gender Gap in Earnings: Trends, Explanations, Prospects." Pp. 95-123 in Gary N. Powell (ed.), Handbook of Gender and Work. Thousand Oaks, Ca: Sage Publications, Inc.

Manley, Joan E., and Patricia A. Roos. 1999. "Progress at the Employment Gates? Affirmative Action and Earnings Gaps Among Human Resource Managers." Pp. 173-198 in Kevin T. Leicht (ed.), The Future of Affirmative Action. Research in Social Stratification and Mobility. Vol. 17. JAI Press.

Roos, Patricia A. 1999. "Professions." In Edgar F. Borgatta (ed.), The Encyclopedia of Sociology. Revised edition. New York: Macmillan.

Gatta, Mary L., and Patricia A. Roos. 2004. "Balancing Without a Net in Academia:

Integrating Family and Work Lives.” Equal Opportunities International 23 (3/4/5):124-142.

Gatta, Mary L., and Patricia A. Roos. 2005. “Rethinking Occupational Integration.” Sociological Forum 20:369-402.

Roos, Patricia A., Mary K. Trigg, and Mary S. Hartman. 2006. “Changing Families/Changing Communities: Work, Family, and Community in Transition.” Community, Work & Family 9(2):197-224.

Roos, Patricia A. 2008. “Together But Unequal: Combating Gender Inequity in the Academy.” Journal of Workplace Rights 13(2):185-199.

Roos, Patricia A. 2009. “Subtle Mechanisms: Reproducing Gender Inequity in Academia.” Pp. 27-40 in Mustafa F. Özbilgin (ed.), Equality, Diversity and Inclusion At Work: A Research Companion. Cheltenham, UK, and Northampton MA, USA: Edward Elgar Press.

Roos, Patricia A., and Mary L. Gatta. 2009. “Gender (In)Equity in the Academy: Subtle Mechanisms and the Production of Inequality.” Research in Social Stratification and Mobility, 27:177-200.

Roos, Patricia A. 2009. “Interconnecting Work and Family: Race and Class Differences in Women’s Work Status and Attitudes.” Women’s Studies Quarterly 37:103-120.

Roos, Patricia A. 2010. “Not So Separate Spheres.” Contexts 9 (Fall):58-60.

Roos, Patricia A. and Lindsay M. Stevens, 2018. ”Integrating Occupations: Changing Occupational Sex Segregation in the U.S. from 2000 to 2014.” Demographic Research 38:127-154.

Grant Reports

Hartman, Mary S., Patricia A. Roos, and Mary K. Trigg. 2002. Re-Imagining Work and Community: Work, Family, and Community in the Lives of New Jersey Professional Women. A Report to the Alfred P. Sloan Foundation, November.

Trigg, Mary K., Patricia A. Roos, and Mary S. Hartman. 2005. Changing Workplace Structures, Changing Workers’ Lives: Challenges and Initiatives in the Pharmaceutical Industry. A Report to the Alfred P. Sloan Foundation, March.

Other Essays

Roos, Patricia A. 1992. "Breaking the Barriers: Women's Entry to the Professions." Review essay on Thomas Bonner's *To the Ends of the Earth: Women's Search for Education in Medicine*, and Judith McIlwee and J. Gregg Robinson's *Women in Engineering: Gender, Power, and Workplace Culture*. Contemporary Sociology 21:573-576.

Roos, Patricia A. 1996. "Feminization of Sociology?" Newsletter of the ASA Organizations, Occupations, and Work Section. Winter, 1996.

Roos, Patricia A. 1999. "Revisiting Inequality." Review essay on Charles Tilly's Durable Inequality. Contemporary Sociology 28:26-29.

Roos, Patricia A. 2000. "MIT's Report on Sex Discrimination." Coolclass Chronicle 1 (1) (online journal).

Book Reviews

1981. Women Returning to Work: Policies and Progress in Five Countries, Alice M. Yohalem (ed.). Contemporary Sociology 10:826-7.

1982. Prestige and Stratification: A Comparative Study of Occupational Prestige and Its Determinants, Matti Alestalo and Hannu Uusitalo. Sociology and Social Research 66:375-6.

1983. The Social Sciences: Their Nature and Uses, William Kruskal. Contemporary Sociology 12:520-1.

1985. Societal Stratification: A Theoretical Analysis, Jonathan H. Turner. American Journal of Sociology 90:1334-6.

1985. The Socioeconomic Approach to Status Measurement, Charles B. Nam and Mary G. Powers. Contemporary Sociology 14:757.

1986. Working Women: An International Survey, Marilyn J. Davidson and Cary L. Cooper (eds.). Sex Roles 14:97-9.

1986. Jobs and Gender: A Study of Occupational Prestige, Christine E. Bose. Contemporary Sociology 15:425-6.

1986. Women Workers in Fifteen Countries, Jennie Farley (ed.). Contemporary Sociology 15:608-9.

1986. Women, Education, and Employment: A Bibliography of Periodical Citations, Pamphlets, Newspapers and Government Documents, 1970-1980, Renee Feinberg. Economics of Education Review 5:431.

1987. The Economic Emergence of Women, Barbara R. Bergmann. American Journal of Sociology 93:247-9.

1990. Revolving Doors: Sex Segregation and Women's Careers, Jerry A. Jacobs. American Journal of Sociology 95:1315-16.

1990. Gender Differences At Work: Women and Men in Nontraditional Occupations, Christine L. Williams. Social Forces 69:301-02.

1990. Arms and the Enlisted Woman, Judith Hicks Stiehm. Science 250: 1455-56.

1991. Understanding the Gender Gap: An Economic History of American Women, Claudia Goldin. Journal of Social History 25:430-432.

1995. Who Pays for the Kids? Gender and the Structures of Constraint, Nancy Folbre. Contemporary Sociology 23:793-794.

2002. Unbending Gender: Why Family and Work Conflict and What To Do About It, Joan Williams. Gender and Society 16:570-571.

2008. Selling Women Short: Gender Inequality on Wall Street, Louise Marie Roth. Social Forces 87:601-02.

Conference Presentations (since 1990)

1991 "The Feminization of Sociology?" Annual Meetings of the American Sociological Association, Cincinnati, August. (Katharine Jones and Patricia A. Roos)

1992 "Gender Switch in the Printing Industry." Interdisciplinary Workshop on Occupational Sex Segregation, Center for the Social Sciences, Columbia University, New York, November.

1993 "Gender Switch in the Printing Industry." Annual Meetings of the Society for the Advancement of Socio-Economics, New York, March.

1993 "From Matron to Maven: The Changing Sex Composition of Human Resources Professions." Annual Meetings of the American Sociological Association, Miami, August. (Patricia A. Roos and Joan E. Manley)

1993 Author Meets the Critic Session. Women and the Japanese Economic Miracle, by Mary Brinton. Annual Meetings of the American Sociological Association, Miami, August.

1994 "Managing Women: The Changing Sex Composition of Human Resource Occupations, 1970-1990." Life Course Center Conference on Changing Gender Roles, Department of Sociology, University of Minnesota, May. (Patricia A. Roos and Joan E. Manley).

1994 "Implementing the Status Quo: The Sex Gap in Earnings Among Human Resource Professionals." Annual Meetings of the American Sociological Association, Los Angeles, August. (Joan E. Manley and Patricia A. Roos).

- 1995 "The Feminization of Sociology? A Panel and Open Discussion." Annual Meetings of the American Sociological Association, Washington, D.C., August.
- 1995 "The Status of Women in Sociology: Subdisciplinary Breakout Group." National Science Foundation Conference on Women & Science. Washington, D.C., December.
- 1996 "Are Occupations Gendered? Evidence from Census Microdata, 1970 to 1990." Annual Meetings of the American Sociological Association, Washington, D.C., August. (Patricia A. Roos and Patricia A. McDaniel)
- 1997 "How Far Have We Come? Changes in the Structure of Blue-Collar Occupations after the Passage of EEO Legislation." Annual Meetings of the American Sociological Association, Toronto, August (Patricia A. McDaniel and Patricia A. Roos)
- 2000 "Occupational Integration and Gender Equity." Annual Meetings of the American Sociological Association, Washington, D.C., August (Mary L. Gatta and Patricia A. Roos) [also presented at the Rutgers University, Department of Sociology Comparative-Historical/Economic Sociology Workshop, October]
- 2001 "Rethinking Occupational Integration." Annual Meetings of the American Sociological Association, Anaheim, CA, August (Mary L. Gatta and Patricia A. Roos)
- 2002 "Gender Equity in the Academy: Beyond the M.I.T. Report." Annual Meetings of the American Sociological Association, Chicago, IL, August (Patricia A. Roos and Mary L. Gatta).
- 2002 "Balancing Without a Net in Academia: Integrating Family and Work Lives." Annual Meetings of the American Sociological Association, Chicago, IL., August (Mary L. Gatta and Patricia A. Roos)
- 2003 "Navigating Transitions: The Work, Family, and Community Lives of N.J. Professional Women." Presented at the Alfred P. Sloan Foundation Conference on Work, Family, and Gender Equality, Eastern Sociological Society Annual Meetings, Philadelphia, March. (Patricia A. Roos, Mary K. Trigg, and Mary S. Hartman)
- 2004 Commentary on Mary Blair-Loy: Competing Devotions: Career and Family Among Women Executives. Author-Meets-the Critics Session, Eastern Sociological Society, February.
- 2005 "A New Work-Family Reality: Work, Family, and Community." Mini Conference on Public Policies for Working Families, Eastern Sociological Society Annual Meetings, Washington, D.C. March.

- 2005 "The Feminization of Academic Sociology: Transformation and Opportunities." Annual Meetings of the American Sociological Association, Philadelphia, PA, August.
- 2006 "Gender (In)Equity in the Academy." Annual Meetings of the American Sociological Association, Montreal, Canada, August. (Patricia A. Roos and Mary L. Gatta)
- 2007 "Work-Family Realities: Race, Class, and Gender Differences in Work Behaviors and Attitudes." Paper presented at the Annual Meetings of the American Sociological Association, New York, August. (Patricia A. Roos and Michelle Meng Bai)
- 2008 "Durable Inequities: Promoting Gender Equity in Academia." Annual Meetings of the American Sociological Association, Boston, MA, August.
- 2009 "Interconnecting Work and Family: Race and Class Differences in Work Behaviors and Attitudes." Annual Meetings of the Eastern Sociological Society, Baltimore, MD, March.
- 2010 "Re-Inventing State U.: Successes and Challenges in Promoting Gender Equity in Higher Education." Gender, Work and Organisation, 6th Biennial International Interdisciplinary Conference, Keele University, Staffordshire, UK, June.
- 2010 "Not So Separate Spheres." Annual Meetings of the American Sociological Association, Atlanta, August.
- 2012 Plenary Session: "How Does Institutional Change Happen? How to Study One's Own Institution." "Transforming the Academy." Sociologists for Women in Society, St. Petersburg, FL., February.
- 2012 "WoCS at Rutgers: Strategizing to Support and Promote Women of Color Faculty." Mini Conference on "Stories and Realities of Women and Minorities in Science." Annual Meetings of the Eastern Sociological Society, New York, NY, February. (Crystal A. Bedley and Patricia A. Roos)
- 2012 Author Meets the Critics Session, Opportunity Denied: Limiting Black Women to Devalued Work, by Enobong Hannah Branch. Annual Meetings of the Eastern Sociological Society, New York, NY, February.
- 2012 "Career Trajectories in Academia: ADVANCEing Women's Promotion Prospects." Inaugural Work and Family Research Network: Interdisciplinary Conversations. New York, N.Y., June. (Patricia A. Roos, Julie A. Phillips, and Crystal A. Bedley)
- 2013 "Supporting the Promotion and Retention of Women of Color Faculty." AAAS Annual Meetings, Boston, MA, February. (Crystal A. Bedley and Patricia A. Roos)

2014 “Integrating Occupations: Changing Occupational Sex Segregation in the U.S. from 2000 to 2010.” Annual Meetings of the American Sociological Association, San Francisco, August. (Patricia A. Roos and Lindsay M. Stevens)

Other Invited Speaker/Participant (since 1990)

Department of Sociology Colloquium Series, Rutgers University, Fall, 1991.

Rutgers Dorm Group, Livingston College, Rutgers University, April, 1992.

Graduate School of Management, Rutgers University-Newark, October, 1992.

Women in Communication, Seton Hall University, November, 1992.

CUNY Graduate Center, Department of Sociology, September, 1993.

Inequality Workshop, Department of Sociology, Princeton University, November, 1993.

American Psychological Association Roundtable on the Changing Gender Composition of the Professions Agenda, Washington, D.C., November, 1994.

Facilitator, “Reconceptualizing Discrimination in the Workplace,” Center for Women and Work Luncheon Series “Talking About Women and Work,” Rutgers University, October, 2000.

Presenter, “Equal Pay Matters: Women and Economic Security,” Douglass College, Rutgers University, October, 2000.

Participant, Council on Gender Parity in Labor and Education, State Employment & Training Commission, Center for Women & Work, Rutgers University, October, 2000

Presenter, “Balancing Career Success & Quality of Life,” Senior Leadership Program for Professional Women, Center for Women & Work, Rutgers University, November, 2001

Presenter, “Navigating Transitions: Work, Family, Community,” Department of Sociology Seminar Series, Rutgers University, September, 2003

Presenter, “Re-Imagining Work and Community: Work, Family, and Community in the Lives of New Jersey Professional Women,” Center for Women & Work, Rutgers University, October, 2003 (with Mary K. Trigg and Mary S. Hartman)

Invited speaker, “Re-imagining Work, Family, and Community.” Rethinking Work, Family, and the Life Course: Conference in Honor of Phyllis Moen. Cornell University, April, 2004.

Keynote speaker, “Re-imagining Work, Family & Community.” Women’s Policy Conference & Retreat: Re-Envisioning Policy Leadership for a Workable Work/Life Balance. Sponsored by the Center for Women in Government & Civil Society, SUNY Albany, September, 2004.

Participant and Presenter, “Gender (In)Equity in the Academy.” Institute for Research on Women, Rutgers University, April, 2005.

Participant and Presenter, “Life Within the Academy.” WINGS Program: Breaking the Glass Ceiling: Raising Awareness Amongst Students and Corporate Women. Institute for Women’s Leadership, Rutgers University, December, 2005.

Invited speaker, “Mechanisms of Inequality in Higher Education.” Thematic Session. The NAS Committee on Women’s Employment and Related Social Issues Report, Two Decades After: Sex Segregation in Today’s World. Annual Meetings of the American Sociological Association, Montreal, Canada, August, 2006.

Invited discussant, “Human Resource Management and Employment Relations: The Future of the Professions and the Fields.” School of Management and Labor Relations, Rutgers University, April, 2007.

Invited speaker, "Subtle Mechanisms: Reproducing Gender Inequity in Academia." Inaugural Conference, Center for Research on Inequalities and the Life Course (CIQLE), Yale University, May, 2007.

Invited keynote speaker, "Subtle Mechanisms of Inequity in the Professional Workplace." Executive and Professional Women's After Work Reception, Epstein, Becker & Green's Women's Initiative, Newark, N.J., May, 2007.

Invited speaker, "Durable Inequities: Promoting Gender Equity in the Academy." School of Management and Labor Relations." Rutgers University, October, 2008.

Invited speaker, "Gender (In)equity in the Academy: Subtle Mechanisms and the Production of Inequality." Temple University, Department of Sociology, March 26, 2010.

Invited speaker, "Subtle Mechanisms of Inequity: Identifying Gender Inequality and Promoting Institutional Change in the Academy." Harvard University, Faculty of Arts & Sciences, Office of Development and Diversity, May 6, 2010.

Invited speaker, "Imparting a Legacy of Change: Women Working Together, Writing the Next Chapters of Herstory, An Intergenerational Dialogue." Women's Bureau, U.S. Department of Labor Event, Rutgers University, April 5, 2011.

Invited speaker, "What's Working (or not) in a Career?" Bridging Gaps: Forging Alliances." Fifth Annual New Jersey Women in Science and Technology Workforce Summit, May 20, 2011.

Invited speaker, Workshop on "Navigating Formal Leadership Pathways in the Academy." Sociologists for Women in Society, St. Petersburg, FL., February 2-5, 2012.

Invited speaker, Workshop on "Mentoring Across Color Lines." Sociologists for Women in Society, St. Petersburg, FL., February 2-5, 2012.

Invited speaker, Workshop on "How to Advise a Dissertation." Eastern Sociological Society, February, New York, NY, February 23-26, 2012.

Invited Workshop Participant, Enhancing Diversity in Science: Working Together to Develop Common Data, Measures and Standards, Collaborative for Enhancing Diversity in Science (CEDS), Arlington, VA, May 24, 2012

Keynote Speaker, "Gender (In)Equity: Strategies for Empowerment," Women's Career Development Day, Douglass College, February 23, 2013.

Facilitator, Discussion of Sheryl Sandberg's book, Lean In: Women, Work and the Will to Lead, Women's Initiative, Law Firm of Epstein, Becker, Green, Newark, NJ, May 23, 2013

Keynote Speaker, "Occupational Sex Segregation: Subtle Mechanisms of Inequity." Conference on the 50th Anniversary of President Kennedy's American Women: Report of the Commission on the Status of Women, Cornell ILR School, New York, January 31, 2014.

Keynote Speaker, "At Work in the Academy: Subtle Mechanisms of Inequity." Locked in the Tower: Overcoming Gender and Racial Bias in Academia, Stockton College, New Jersey, January 13, 2015.

Professional Activities

Professional Association Offices

ASA Committee on Committees, 1988-1989

Council Member, ASA Section on Organizations and Occupations, 1990-1992

ASA Committee on Nominations, 1990-1991

Secretary/Treasurer, ASA Section on Organizations and Occupations, 1992-1995

Council Member, American Sociological Association, 1993-1996
Committee on the Status of Women (ASA Council Liaison, 1993-1996)
Committee on Sections (ASA Council Liaison, 1994-1997)
Program Committee, 1999 Annual Meetings of the American Sociological Association,
1997-1999
ASA Vice President-Elect, Vice President, and Past Vice-President, 1997-2000
ASA Committee on the Status of Women, 2001-2004
Chair, Nominations Committee, ASA Organizations, Occupations, and Work Section, 2002-2003

National Academy of Sciences/National Research Council

National Research Council, Steering Committee for the Workshop on Women-Owned Small
Businesses in Federal Contracting, Committee on National Statistics, Division of Behavioral and
Social Sciences and Education, 2004-2005

Editor

Editor, ASA Rose Series in Sociology (with Lee Clarke, Judith Gerson, Lauren Krivo, and Paul
McLean), American Sociological Association, 2011-2017

Editorial Boards and Related Activities

Editorial Board, Research in Social Stratification and Mobility, 1988-1994
Editorial Board, Rutgers University Press, 1989-1995
Press Council, Rutgers University Press, 1989-1995 (Chair, 1990-93)
Editorial Board, Administrative Science Quarterly, 1994-1996
Consulting Editor, American Journal of Sociology, 1995-1997
Editorial Board, Contexts, 2006-2008
Editorial Advisory Board, Equality, Diversity and Inclusion (formerly Equal Opportunities
International), 2006-2010
Editorial Board, Gender & Society, 2007-2010
Editorial Board, ASA Rose Series in Sociology, 2009-2011

Advisory Councils

Princeton University, Department of Sociology, 1990-2007
VISIBLE NSF-ADVANCE External Advisory Board, Villanova University, February, 2020–
present.

External Reviewer

Arizona State University, Department of Sociology, April, 1998
University of Toronto, Department of Sociology, November, 2011
City University of New York, CUNY, Department of Sociology, March, 2012

Advisory Board

American Association of University Women (AAUW), Research report, Gender Pay Gap, 2012.

Grant Panel Reviews

National Science Foundation, Directorate for Computer and Information Science and Engineering, Information Technology Workforce (ITW) Program, Panel Reviewer, July, 2000

National Science Foundation, ADVANCE: Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers, Institutional Transformation Program, Panel Reviewer, June, 2001

Referee

Academic Press, Academy of Management Journal, Acta Sociologica, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Community, Work & Family, Cornell University Press, Demography, Dorsey Press, Equal Opportunities International, Feminist Studies, Gender and Society, Industrial and Labor Relations Review, ILR Press, Journal of Marriage and the Family, National Science Foundation, Pacific Sociological Review, Qualitative Sociology, Research in Social Stratification and Mobility, Routledge Press, Rowman & Littlefield, Rutgers University Press, Signs, Social Forces, Social Problems, Social Science Quarterly, Social Science Research, Sociological Forum, SUNY Press, University of California Press, Wadsworth Press, Work and Occupations

Other Professional Service (since 1990)

Course Instructor, "Social Construction of Gender," Seminar for High School Teachers, Historical Construction of Identities Program, Center for Historical Analysis, Fall, 1989 and Fall, 1990.

Discussant, Sex and Gender Refereed Roundtable, "Occupational Sex Segregation: Explaining Persistent Inequalities," Annual Meetings of the American Sociological Association, August, 1991.

Consultant, American Psychological Association, Task Force on the Feminization of Psychology, 1991-92.

Organizer, Open Submission Topic, "Occupations and Professions" (5 sessions), for Annual Meetings of the American Sociological Association, August, 1993.

Organizer, "Gender Stratification" session, for Research Committee 28 (Social Stratification), International Sociological Association World Congress, Bielefeld, Germany, July 1994.

Member, Merit Award Committee, Eastern Sociological Society, 1995-96.

Session Presider: "Social Stratification and Inequality: Gender," Annual Meetings of the American Sociological Association, August, 1995.

Chair, Merit Award Committee, Eastern Sociological Society, 1996-97.

Member, Program Committee for August, 1999 Annual Meetings of the American Sociological Association (ASA), 1997-99 (as ASA Vice President), "Transitions in World Society: At Century's End."

Member, Program Committee for August, 1999 Conference on Women and Technology: Historical, Societal and Professional Perspectives, Institute of Electrical and Electronics Engineers (IEEE) History Center, Rutgers University, 1998-99.

Organizer/Presider, Thematic Session: "Transformation in the American Labor Market: At Century's End." August 1999 Annual Meetings of the American Sociological Association.

Discussant, "Labor Markets: Occupational and Job Segregation in the Workforce," American Sociological Association, August, 2000.

Presider, "Finding Jobs, Losing Jobs." American Sociological Association Section on Economic Sociology, August, 2003.

Organizer/Presider, Author Meets the Critics Session, Harriet Presser, Working in a 24/7 Economy: Challenges for American Families, American Sociological Association, Montreal, August, 2006.

Contributor, to ASA teaching manual:
Roos, Patricia A.: "Honors Seminar: Work, Family, and Politics in the 21st Century (Syllabus)," in Stephen Sweet, Marcie Pitt-Catsouphes, Joshua Mumm, Judith Casey, and Christina Matz. 2007. Teaching Work and Family: Strategies, Activities, and Syllabi. Washington DC: American Sociological Association.

Member, Award Committee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2006.

Facilitator, Session on "Creating Family-Friendly Companies," Women's Leadership Summit, Middlesex County Regional Chamber of Commerce, April 19, 2007.

Discussant, "Gender, Family and Inequality," American Sociological Association, New York, August, 2007.

Discussant, "Work and Family—Intersectionalities, Interactions, and Divides," Eastern Sociological Society, February, 2011

Research Interests

Inequalities
Sociology of Work
Gender and Work
Stratification
Work & Family

Courses Taught

Sociology of Work (graduate)
Inequality and Opportunity (graduate)
Occupations and Professions (graduate)
Intro to Social Research (graduate)
Advanced Multivariate Analysis (graduate)
Writing Seminar (graduate)
Quantitative Analysis Seminar (graduate)
Addiction: Epidemic, Devastation, Loss (undergraduate honors seminar)
Social Inequalities (undergrad)
Work, Family, & Politics in the 21st Century (undergraduate honors seminar)

Inequality & Opportunity in America (undergraduate honors seminar)
Work & Inequality (undergraduate)
Research Methods (undergraduate)
First-Year Seminar: "That's Not Fair! How Economists and Sociologists Study Inequality,"
Rutgers-New Brunswick, Spring 2008 (with Mark Killingsworth, Economics)

University Service (since 1990)

A&P to Associate Professor with Tenure Committee, Faculty of Arts and Sciences, 1989-91
Social Science Research Center Review Committee, Faculty of Arts and Sciences, 1989-90
Chair, Recruitment Committee, Department of Sociology, 1989-90
Curriculum Committee, Faculty of Arts and Sciences, 1990-91
Douglass Adviser, 1990-91
Publishing Workshop, Social Science Gender Group, November, 1990
Chair, Ad Hoc Committee on the Future of the SSRC, Department of Sociology, Spring, 1991
TA/GA/VPL Selection Committee, Women's Studies, March, 1991
Publishing Workshop, for Sociology Department Graduate Students, April, 1991
University and Bevier Award Committee, Graduate School, Spring, 1991
Executive Committee, Department of Sociology, 1991-98
Executive Council of the Graduate School, 1991-93
FAS Budget and Planning Committee, 1991-93
A&P Committee, Institute for Management & Labor Relations, 1991
A&P Committee, Institute for Management and Labor Relations, Spring, 1992
Ad Hoc FAS Committee on Computing, Spring, 1992
Chair, Recruitment Committee, Department of Sociology, 1992-93
Provostial Search Committee, Vice President for Computing, 1992-93
Executive Steering Committee, Center for Women and Work, 1992-2001
Selecting a Dissertation Topic Workshop, Sociology Department, February, 1993
Committee on Strategic Planning in Graduate Education and Research, Spring, 1993
Provostial Instructional Computing Advisory Committee, 1993-94
Member, Search Committee, Director of New Brunswick Computer Services, 1994
Special Faculty of Arts and Sciences Adviser for Departmental and Faculty Computing Needs,
1994-1997
Presidential Search Committee, Dean of the Bloustein School of Public Policy, 1995
Faculty Council, 1995-1997
Provostial Instructional Computing Advisory Committee, 1995-1996
Executive Council of the Graduate School, 1995-1997
Provostial Advisory Committee for the Livingston Computing Services Project, 1995-1996
A&P (Appointments and Promotions) Committee, Institute for Management and Labor
Relations, Fall, 1995
Presidential Committee for the University's Strategic Plan: Gender Studies, Fall 1995
Chair, Presidential Search Committee, Dean of Douglass College, 1995-1996
Member, Graduate School Committee to Select National Security Education Program Recipients,
December, 1995
RUNet Project Advisory Committee, 1996-1998
Advisory Committee for Instructional Computing (ACIC), 1996-1999

Douglass College Convocation Committee, Fall, 1996
 Chair, Rutgers-New Brunswick Campus Overview Committee, Middle States Association Self Study, 1996-98
 Convocation Address, Rutgers College New Student Convocation, August 29, 1997
 Chair, FAS Computer Advisory Committee, 1998-1999
 Member, Subcommittee for the Douglass Library for the 21st Century, 1999
 Member, Year of the Network Committee, Teaching Excellence Center, 1999
 Co-Facilitator, Comparative-Historical/Economic Sociology Workshops, Department of Sociology, 1999-2001
 Search Committee, Director of the Center for Women & Work, Rutgers University, 2000-01
 Co-Organizer, Pay Equity Conference, Center for Women & Work, Rutgers University, 2000-01 (Conference held April 2, 2001)
 Resource Person, FAS Gender Equity Committee, Jan. 2000-01 (data preparation and analysis)
 Member, Coordinating Council, "Women, Diversity, Information Technology and Informatics: A Virtual Center," 2001-2002
 Member, New Brunswick Computer Advisory Committee, 2001-2003
 Merit Review Committee, Department of Sociology, 2001-2003
 Personnel Committee, Department of Sociology, 2001-2006
 Faculty Mentor, Department of Sociology, 2001-2020
 Graduate Committee, Department of Sociology, 2002-2003
 Faculty Review Committee, Faculty of Arts & Sciences, 2004-2006
 Recruitment Committee, Department of Sociology, 2004-2006
 Presidential Committee on Faculty Honorary Degrees, 2005-2007
 Merit Review Committee, Department of Sociology, 2005-2006
 Faculty Advisory Committee, Zimmerli Art Museum, 2005-2007
 Advisory Committee for the Office of Promotion of Women in Science, Engineering and Mathematics, 2006-09
 SAS Honors Program Mentor, 2007-11
 AAUP-AFT Work and Family Committee, 2007-08
 Personnel Committee, Department of Sociology, 2007-2013
 Executive Committee, Department of Sociology, 2007-08
 Faculty Mentor, School of Management and Labor Relations (SMLR), 2008-2011
 Move Committee, Department of Sociology, 2008-09
 Recruitment Committee, Department of Sociology, Fall, 2008
 Institute for Women's Leadership (IWL) Director, 2008-12
 SAS Affirmative Action Committee, 2009-11
 SAS Honors Committee, 2010-12
 A&P (Appointments and Promotions) Committee, School of Arts & Sciences, 2010-12
 A&P (Appointments and Promotions) Committee, School of Management and Labor Relations, Spring, 2012
 Executive Committee, Department of Sociology, 2012-13
 A&P (Appointments and Promotions) Committee, School of Management and Labor Relations, Fall, 2014
 Recruitment Committee, Department of Sociology, AY 2014-15
 Graduate Program Committee, Department of Sociology, AY 2014-15
 Personnel Committee, Department of Sociology, AY 2014-17

SAS Nominations Committee, AY 2014-16
Peer Evaluation Committee, Faculty Compensation Program, Department of Sociology, Spring, 2016
Executive Council, School of Graduate Studies New Brunswick, AY 2015-19
Colloquium Committee, Department of Sociology, AY 2015-2016
Search Committee, Douglass College, Fall, 2016
Diversity Committee, Department of Sociology, AY 2016-17
Faculty Mentor, Department of Sociology, AY 2016-
Senior Search Committee, Department of Sociology, AY 2017-19
Executive Committee, Department of Sociology, AY 2018-19
Teaching Committee, Department of Sociology, AY 2018-19
Center for Women and Work, Faculty Advisory Board, AY 2018-19

Other Service/Media

[Inside Higher Education](#) on "Gender (In)Equity in the Academy," 2006

[Asbury Park Press](#) on NSF ADVANCE grant, 2008

[New York Times](#) on "More Men Enter Fields Dominated by Women," 2012

[New York Times](#) on "More Men Are Taking 'Women's' Jobs, Usually Disadvantaged Men," 2017

[Atlantic](#) on "The Men Who Take 'Women's' Jobs," 2017

[Vice Impact](#) on "Gender Hangups Must Go in the Future of Work," 2017

[PBS Newshour](#) on "The Demand for Nursing Isn't Going Away. Will More Men Join Their Ranks?" 2017

[Chronicle of Higher Education](#) on "The Stubborn Stigma of the Male Nurse," 2017

[NJ Star Ledger](#) on the national heroin epidemic, 2017

[InsiderNJ](#) on insurance parity, 2018

[NJSpotlight](#) on insurance parity, 2019

NJ Parity Coalition and Denial Group, Member, 2016-

NJ Senate Commerce Committee, Testimony on insurance denials for mental health/substance abuse, January 17, 2019

Family Forum, NJCares (New Jersey Coordinator for Addiction Responses and Enforcement Strategies), Office of the Attorney General, State of New Jersey, March 18, 2019

[NJ Star Ledger](#) on policy strategies for the opioid crisis, 2021