

CHRISTY M. GLASS

Dept. of Sociology, Social Work & Anthropology • Utah State University • 0730 Old Main Hill
Logan, UT 84322-0730 • (435) 797-1258 • christy.glass@usu.edu

EDUCATION

Doctor of Philosophy

Sociology, Yale University, 2005

Master of Philosophy (with Honors)

Sociology, Yale University, 2003

Master of Science (with Honors)

Sociology, Yale University, 2002

Bachelor of Arts (with High Distinction)

Russian and East European Studies, The University of Michigan, 1995

EMPLOYMENT

Professor

Utah State University, 2016-Present

Interim Director, Center for Intersectional Gender Studies & Research

Utah State University, 2019-2022

Associate Professor

Utah State University, 2011-2016

Assistant Professor

Utah State University, 2005-2011

Co-Director, Summer University 2009, 2011

Central European University

Research Program Intern, 2005-2008

U.S. Department of Justice, Antitrust Division

AWARDS & HONORS

- 2023 *Rosabeth Moss Kanter Distinguished Career Award* (Nominee)
- 2023 *USU Moving the Needle Award*, Inclusion Center/SAAVI
- 2022 *USU Faculty Diversity Award*
- 2020 *Researcher of the Year*, College of Humanities & Social Science
- 2020 *Researcher of the Year*, Department of Sociology, Social Work & Anthropology
- 2017 *Lifetime Achievement Award*, Center for Women & Gender
- 2017 *USU's Robin's Award*, University Undergraduate Faculty Mentor of the Year
- 2017 *Undergraduate Advisor of the Year*, College CHaSS & Department of SSWA
- 2016 *Researcher of the Year*, USU Robin's Award Finalist
- 2016 *Researcher of the Year*, College of CHaSS & Department of SSWA
- 2013 *International Researcher of the Year*, College of CHaSS & Department of SSWA
- 2013 *Outstanding Faculty Award*, USU-ROTC
- 2011 *Innovations in Teaching Award*, PSA Finalist
- 2011 *Valedictorian Faculty Escort*, Utah State University
- 2011 *Undergraduate Research Mentor of the Year*, Utah State University

- 2008 *Social Science Teacher of the Year*, Utah State University
2008 *Mortar Board 'Top Prof' of the Year*, Utah State University
2008 *Teacher of the Year*, Department of SSWA
2007 *Faculty Advisor of the Year*, Robin's Award Finalist

RESEARCH & PUBLICATIONS

* Student authors underlined

Books & Edited Volumes

Glass, Christy, Editor. 2014. *Gender Inequality in Comparative Perspective*. Special Issue of the *International Journal of Sociology* 44(3) (Fall Issue).

Peer Reviewed Journal Articles

Ingersoll, Alicia, Alison Cook and Christy Glass. *Forthcoming*. Institutional Isomorphic Pressures: The Impact of Women on Boards. *Corporate Governance*.

Cook, Alison and Christy Glass. 2023. "Who Speaks? Individual and Institutional Predictors of CEO Activism." *Social Science Quarterly* 104(4): 521-534.

Cook, Alison, Christy Glass and Alicia Ingersoll. 2023. "Institutional Predictors of Campus Assault Reporting: The Role of Gender in Leadership." *Studies in Higher Education* 48(7): 963-981.

Miller, Gabe, Guadalupe Marquez-Velarde, Mario Suárez and Christy Glass. 2023. "Support Saves Lives: Exploring the Relationship Between Stage of Transition, Social Support, and Retrospective K-12 Educational Experiences in Transgender Suicidality." *Transgender Health*. <https://doi.org/10.1089/trgh.2022.0073>

Marquez-Velarde, Guadalupe, Rachel Grashow, Christy Glass, Ann Blaschke, Gary Gillette, Herman Taylor, and Alicia Whittington. 2023. "Racial Integration in the NFL? Analyzing Race and Position 1960-2020." *Sociology of Race & Ethnicity*. <https://doi.org/10.1177/23326492231182597>

Abulbasal, Rana, Christy Glass, Guadalupe Marquez-Velarde & Marisela Martinez-Cola. 2023. "Exploring the Impact of Women's Representation on the Professional Careers of Women of Color." *Sociological Perspectives* 66(3): 401-418.

Ingersoll, Alicia, Alison Cook and Christy Glass. 2022. "A Free Solo in High Heels: Corporate Risk Taking Among Women Executives and Directors." *Journal of Business Research* 157: 113651.

Glass, Christy and Éva Fodor. 2022. "Risk, Reward and Resistance: Navigating Work and Family under Hungary's New Pronatalism" *Social Politics* 29(4): 1425-1448.

Ingersoll, Alicia, Alison Cook, Christy Glass and Kunpeng Li. 2022. "Under Pressure: Finding Organizational Legitimacy through the Supply Chain." *Journal of General Management*.

Ingersoll, Alicia, Alison Cook and Christy Glass. 2021. "Lawyers in the C-Suite: A Pathway to Gender Parity?" *Gender in Management* 36(2): 294-308.

- Suárez, Mario, Guadalupe Marquez-Velarde, Christy Glass and Gabe Miller. 2020. "Cis-Normativity at Work: Discrimination against U.S. Trans Workers at the Intersection of Gender Identity, Race/Ethnicity and Social Class." *Gender & Management* 37(6): 716-731.
- Helga Van Miegroet and Christy Glass. 2020. "Recognition Through Awards: A Source of Gender Inequality in Science?" *Gender, Science & Technology* 12(2): 289-315.
- Glass, Christy and Alison Cook. 2020. "Performative Contortions: How White Women and People of Color Navigate Elite Leadership Roles." *Gender, Work & Organization* 27(6): 1232-1252.
- Glass, Christy, Alison Cook and Brandon Pierce. 2020. "Do Women in Leadership Reduce Sexual Harassment Claims on College Campuses?" *Journal of Women and Gender in Higher Education* 13(2): 193-210.
- Glass, Christy and Alison Cook. 2020. "Pathways to the Glass Cliff: A Risk Tax for Women and Minority Leaders?" *Social Problems* 67(4): 637-653.
- Van Miegroet, Helga, Christy Glass, Ronda Callister and Kim Sullivan. 2019. "Unclogging the Pipeline: Advancement to Full Professor in Academic STEM." *Equality, Diversity and Inclusion: An International Journal* 38(2): 246-264.
- Ingersoll, Alicia, Christy Glass, Alison Cook and Kari Olsen. 2019. "Power, Status and Expectations: How Narcissism Manifests Among Women CEOs." *Journal of Business Ethics* 158(4): 893-907.
- Cook, Alison, Alicia Ingersoll and Christy Glass. 2019. "Gender Gaps at the Top: Does Board Composition Affect Executive Compensation?" *Human Relations* 72(8): 1292-1314.
- Fodor, Éva, Christy Glass and Beáta Nagy. 2019. "Transnational Business Feminism: Exporting Feminism in the Global Economy." *Gender, Work & Organization* 26(8): 1117-1137.
- Fodor, Éva and Christy Glass. 2018. "Labor Market Context and Social Policy Arrangements: Analyzing the Impact of 'Development' on the Gender Employment Gap in Central and Eastern Europe." *Social Forces* 96(3): 1275-1302.
- Glass, Christy and Éva Fodor. 2018. "Managing Motherhood: Job Context and Employer Bias" *Work & Occupations* 45(2): 202-234.
- Cook, Alison and Christy Glass. 2018. "Women on Corporate Boards: When Do They Advance Corporate Social Responsibility?" *Human Relations*, 71(7): 897-924.
***Named one of *Human Relations* 2018 Top Papers**
***Nominated for the 2018 Responsible Research in Management Award**
- Glass, Christy and Alison Cook. 2018. "Do Women Leaders Promote Positive Change? Analyzing the Effect Gender on Business Practices and Diversity Initiatives." *Human Resource Management*. 57(4): 823-837.
***HRM Certificate of Achievement as one of journal's top cited papers 2018-2019.**

Fodor, Éva and Christy Glass. 2018. "Negotiating for Entitlement: Accessing Parental Leave in Hungarian Firms." *Gender, Work & Organization*, 25(6): 687-702.

Glass, Christy and Alison Cook. 2017. "The Appointment of Racial/Ethnic Minority Directors: Ethnic Matching or Visibility Threat?" *Social Science Research* 61: 1-10.

Cook, Alison and Christy Glass. 2016. "Do Women Advance Equity? The Effect of Gender Leadership Composition on LGBT-Friendly Policies in American Firms." *Human Relations* 69(7): 1431-1456.

***Named one of *Human Relations* 2017 Top Papers**

***Republished in journal special issue "Sexual Orientation Diversity at Work".**

***Named *Human Relations* "Featured Article" for September 2017**

Glass, Christy and Alison Cook. 2016. "Leading at the Top: Understanding Women's Challenges above the Glass Ceiling." *Leadership Quarterly* 27(1): 51-63.

Browne, Shannon, Christy Glass and Grant Holyoak. 2016. "Institutional Constraints Limiting Social Services for Utah's Immigrants" *Journal of Immigrant & Refugee Studies* 14(2): 156-176.

Jacobs, Paul and Christy Glass. 2015. "Culture, Context or Conflict? Analyzing Union Attitudes in Six Rural Counties in Conservative Right-to-Work States." *Rural Sociology* 80(4): 512-536.

Jacobs, Paul, Elizabeth Kiester, Christy Glass and Peggy Petrzela. 2015. "Out of the Shadows: Analyzing the Movement to Reframe the Immigration Policy Narrative in Utah." *International Journal of Sociology & Social Work* 3(1): 52-65.

Glass, Christy, Alison Cook and Alicia Ingersoll. 2015. "Do Women Leaders Promote Sustainability? Analyzing the Effect of Corporate Governance Composition on Environmental Performance." *Business Strategy & the Environment* 25(7): 495-511.

Cook, Alison and Christy Glass. 2015. "Diversity Begets Diversity? The Effects of Board Composition on the Promotion and Success of Women CEOs." *Social Science Research* 53: 137-147.

Cook, Alison and Christy Glass. 2015. "Do Minority Leaders Affect Corporate Practice? Analyzing the Effect of Leadership Composition on Governance and Product Development." *Strategic Organization* 13(2): 117-140.

Cook, Alison and Christy Glass. 2015. "The Power of One or Power in Numbers? Analyzing the Effect of Minority Leaders on Organizational Policy and Practice." *Work & Occupations* 42(2): 183-215.

***Featured in Harvard's Kennedy School's 2021 Race, Research and Policy Portal as part of their Institutional Antiracism and Accountability Project**

***Featured on the London School of Economics' American Politics & Policy blog**

Cook, Alison and Christy Glass. 2014. "Signaling Diversity and Increasing Shareholder Value: Conflicting, Complementary or Unrelated Goals?" *Human Resource Development Quarterly* 25(4): 471-491.

- Glass, Christy, Susan Mannon and Peggy Petrzela. 2014. "Good Mothers as Guest Workers: Constructing the Trope of Compliant Maternity in Spain's Strawberry Industry." *International Journal of Sociology* 44(3): 8-22.
***IJS Featured Article for 2015**
- Cook, Alison and Christy Glass. 2014. "Analyzing Promotions of Racial/Ethnic Minority CEOs." *Journal of Managerial Psychology* 29(4): 440-454.
- Cook, Alison and Christy Glass. 2014. "Women and Top Leadership Positions: Toward an Institutional Analysis." *Gender, Work & Organization* 21(1): 91-103.
- Cook, Alison and Christy Glass. 2014. "Above the Glass Ceiling: When Are Occupational Minorities Promoted CEO?" *Strategic Management Journal* 35(7): 1080-1089.
***One of five articles (from 1990-2014) featured in SMJ's special collection of articles concerning women in work for 2014 International Women's Day**
***Featured on Harvard Business Review's Daily Stat.**
***Featured article in the Women's Leadership Center's List 'Best Studies of 2014'**
***2015 Best Paper Award in Women's Leadership Research (Nominee)**
- Cook, Alison and Christy Glass. 2013. "Glass Cliffs and Organizational Saviors: Barriers to Minority Leadership in Work Organizations?" *Social Problems* 60(2): 168-187.
- Mannon, Susan, Peggy Petrzela, Christy Glass and Claudia Radel. 2012. "Keeping Them In Their Place: Migrant Women Workers in Spain's Strawberry Industry." *International Journal of the Sociology of Agriculture and Food* 19(1): 83-101.
- Glass, Christy, Peggy Petrzela and Susan Mannon. 2011. "Mothers, Migrants and Markets: Rethinking the Link between Motherhood and Work in the Global Economy." *Journal of the Motherhood Initiative for Research and Community Involvement (MIRCI)* 2(2): 1-25.
- Cook, Alison and Christy Glass. 2011. "Leadership Change and Shareholder Value: Market Reactions to the Appointment of Women." *Human Resource Management* 50(4): 501-519.
- Kubasek, Nancy, Christy Glass and Kate Cook. 2011. "Amending the Defense of Marriage Act: A Necessary Step in Gaining Full Legal Rights for Same Sex Couples." *Journal of Gender, Social Policy & the Law* 19(3): 959-986.
- Glass, Christy and Éva Fodor. 2011. "Public Maternalism Goes to Market: Recruitment, Hiring and Promotion Practices in Post-Socialist Hungary." *Gender & Society* 25(1): 5-26.
- Glass, Christy, Nancy Kubasek and Elizabeth Kiester. 2011. "Toward a European Model of Same-Sex Marriage Rights: A Viable Pathway for the U.S.?" *Berkeley Journal of International Law* 29(1): 132-174.
- Cook, Alison and Christy Glass. 2011. "Does Diversity Damage Corporate Value? Measuring Stock price Reactions to Diversity Awards." *Ethnic & Racial Studies* 34(12): 2173-2191.
- Glass, Christy and Krista Lynn Minnotte. 2010. "Recruiting and Hiring Women in STEM Fields." *Journal of Diversity in Higher Education* 3(4): 218-229.

***Research featured in *Inside Higher Ed* and at National Council on Research on Women**

- Glass, Christy, Steve Haas and Eric Reither. 2010. "The Skinny on Success: Adolescent Body Mass, Gender and Occupational Attainment." *Social Forces* 88(4): 1777-1806.
- Cook, Alison and Christy Glass. 2009. "But Can S/he Lead? Market Assessments of Black Leadership Skills." *Journal of Workplace Rights* 13(3): 337-351.
- Cook, Alison and Christy Glass. 2009. "Between a Rock and a Hard Place: Managing Diversity in a Shareholder Society." *Human Resource Management Journal* 19(4): 393-412.
- Cook, Alison and Christy Glass. 2009. "When Markets Blink: US Stock Price Responses to the Appointment of Minority Leaders." *Ethnic & Racial Studies* 32(7): 1183-1202.
***Featured in *Contexts*, a journal of the American Sociological Association**
- Cook, Alison and Christy Glass. 2009. "The Impact of LGBT Policies on Ethnic/Racial and Gender Diversity among Business School Faculty." *Journal of Diversity in Higher Education* 1(3): 193-199.
- Glass, Christy and Nancy Kubasek. 2009. "The Evolution of Same Sex Marriage Law in Canada: Lessons for the U.S." *Michigan Journal of Gender & Law* 15(1): 143-204.
- Glass, Christy. 2008. "Gender and Work during the Transition: Job Loss in Bulgaria, Hungary, Poland and Russia." *Eastern Europe Politics and Societies* 22(4): 757-783.
- Glass, Christy and Sandra Marquart-Pyatt. 2008. "The Politics of Welfare in Transition: Gender or Back to Class?" *International Journal of Sociology* 38(1): 38-57.
- Glass, Christy and Éva Fodor. 2007. "From Public to Private Maternalism? Gender and Welfare in Poland and Hungary after 1989." *Social Politics* 14(3): 1-28.
- Kubasek, Nancy and Christy Glass. 2007. "A Case Against the Federal Marriage Protection Amendment." *Texas Journal of Women and the Law* 16(1): 1-44.
- Glass, Christy and Janette Kawachi. 2005. "Labor Markets in Transition: Gender, Unemployment and Labor Force Participation in Poland and Hungary." *Yale Journal of Sociology* 5: 77-120.
- Glass, Christy and Janette Kawachi. 2002. "Winners or Losers of Reform? Gender and Unemployment in Hungary and Poland." *Hungarian Review of Sociology* 7(2): 109-140.
***Republished in Polish, Bulgarian, Hungarian, and Romanian**
- Fodor, Éva, Christy Glass, Janette Kawachi and Livia Popescu. 2002. "Family Policies and Gender in Hungary, Poland, and Romania." *Communist and Post-Communist Studies* 35: 475-490.

Refereed Book Chapters

- Abulbasal, Rana, Alicia Ingersoll and Christy Glass. *Forthcoming*. "Sociological Approaches to Women and Leadership Theory: Toward an Intersectional Approach." In the *Handbook*

of Research on Gender and Leadership, edited by Susan Madsen. Edward Elgar Publishing.

Glass, Christy and Alicia Ingersoll. 2017. "Sociological Approaches to Women and Leadership Theory." *Handbook of Research on Gender and Leadership*, edited by Susan Madsen. Edward Elgar Publishing.

Glass, Christy, Cook, Alison and Alicia Ingersoll. 2017. "Women and Minority CEOs: When Are They Appointed and What Difference Do They Make?" *The American Middle Class: An Economic Encyclopedia of Progress and Poverty*, edited by Robert Rycroft. Santa Barbara, CA: Greenwood Press.

Glass, Christy and Éva Fodor. 2013. "Command Economies". Invited refereed submission for *The Encyclopedia of the Sociology of Work Encyclopedia*. Sage Publications.
***Named "2013 Outstanding Academic Title" by Choice Magazine.**

Abel, Karin and Christy Glass. 2013. "Social Supports". Refereed submission for the *The Encyclopedia of the Sociology of Work Encyclopedia*. Sage Publications.
***Named "2013 Outstanding Academic Title" by Choice Magazine.**

Cook, Alison and Christy Glass. 2012. "*Managing Diversity in a Shareholder Society*." Invited refereed submission in Michele Paludi (ed.), *Managing Diversity in Today's Workplace*. Praeger.

Glass, Christy and Sandra Marquart-Pyatt. 2007. "Welfare State Change and Democratic Attitudes in Poland, 1988-2003." Refereed submission in Kazimierz M. Slomczynski and Sandra T. Marquart-Pyatt (eds.) *Continuity and Change in Social Life: Structural and Psychological Adjustment in Poland*, edited by. Warsaw, Poland: IFiS Publishers.

Szelényi, Iván and Christy Glass. 2003. "Winners of the Reforms: The New Economic and Political Elite." Invited refereed submission in Vladimir Mikhalev (ed.) *Inequality and Social Structures during the Transition*. New York: Palgrave Macmillan.

Invited Submissions

Glass, Christy. 2022. Invited review of *Hedged Out: Inequality and Insecurity on Wall Street* by Megan Tobias Neely. *Contemporary Sociology*.

Glass, Christy, Alicia Ingersoll and Alison Cook. 2022. "Leader representation is a business imperative. Companies should treat it that way." *I* by IMD (magazine by the International Institute for Management Development).

Cook, Alison, Alicia Ingersoll and Christy Glass. 2020. "The glass cliff: For women, it means moving into the most perilous posts in organizational leadership." *School Administrator* (March Issue).
***Publication distributed to every school superintendent in the U.S.**

Glass, Christy and Alison Cook. 2020. "Goldman Sachs' push for board diversity doesn't go far enough." Invited submission to *The Conversation*. Available at:
<https://theconversation.com/goldman-sachs-push-for-board-diversity-doesnt-go-far-enough-130985>

*Distributed by The Associated Press

*Reprinted by *The Philadelphia Tribune*, *The Boston Business Journal*, *Finance & Commerce*, *Yahoo Finance*, *Columbia University's Business School*, *The National Interest*, *Technical.ly*, *Worth* and *Flipboard*

Glass, Christy and Eva Fodor. 2019. "Professional work and motherhood bias: What factors shape employers' views of working mothers?" Invited submission to *the London School of Economics Business Review*. Available at: <http://blogs.lse.ac.uk/businessreview/2019/01/04/how-employers-manage-motherhood-in-the-workplace/>

Glass, Christy. 2019. Invited review of *High-Tech Housewives: Indian IT Workers, Gendered Labor, and Transmigration* by Amy Bhatt. *Gender & Society*. Available at: <https://journals.sagepub.com/doi/abs/10.1177/0891243218813831>

Cook, Alison and Christy Glass. 2018. "Do women leaders change how their companies do business?" Invited submission to the *Oxford University Business Law Blog*. Available at: <https://www.law.ox.ac.uk/business-law-blog/blog/2018/10/do-women-leaders-change-how-their-companies-do-business>

Glass, Christy and Alison Cook. 2018. "Do women board directors promote social responsibility?" Invited submission to American Sociological Association's blog, *Work in Progress*. Available at: <http://www.wipsociology.org/2018/10/06/do-women-board-directors-promote-social-responsibility/?platform=hootsuite>

Glass, Christy and Eva Fodor. 2018. "Which jobs are better for mothers?" Invited submission to American Sociological Association's blog, *Work in Progress*. Available at: <http://www.wipsociology.org/2018/08/20/which-professional-jobs-are-better-for-mothers/?platform=hootsuite>

Beorchia, Ace, Christy Glass and Helga Van Miegroet. 2018. "Equity and Diversity at USU: Women in STEM." Invited Submission to *Perspectives Magazine*, published by USU's Center for Women and Gender. Available at: https://issuu.com/centerforwomensgender/docs/cwg_2018_perspectives_singles_digit

Cook, Alison and Christy Glass. 2014. "Racial/Ethnic Diversity in Organizations: What Difference Does it Make?" Invited submission to the *London School of Economics' American Politics and Policy Blog*. Available at: <http://blogs.lse.ac.uk/usappblog/2014/11/25/diverse-boards-rather-than-ceos-are-key-to-advancing-equity-and-diversity-in-companies/>
Reposted on The Big I.D.E.A. Site (sponsored by Diversity Jobs in the UK): <http://www.thebigidea.co.uk/diverse-boards-rather-ceos-key-advancing-equity-diversity-companies/>

Glass, Christy. 2014. "Does Maternity Leave Harm Mothers?" Invited submission to the *Gender & Society Blog*. June 5. Available at: <http://gendersociety.wordpress.com/2014/06/05/do-maternity-leave-policies-hurt-mothers/>

*Reposted at *Work in Progress*, the blog of the ASA's Section on Organizations, Occupations and Work. Available at: <http://workinprogress.ooowsection.org/2014/06/23/do-maternity-leave-policies-hurt-mothers/>

- Glass, Christy. 2014. "Gender Inequality in Comparative Perspective." *International Review of Sociology*. Editor's Introduction. 44(3): 3-8.
- Cook, Alison and Christy Glass. 2014. "In Jill Abramson's Firing, Was the Glass Cliff to Blame?" Invited submission to *The Huntsman Post Blog*. Available at: <http://huntsman.usu.edu/news/htm/news/articleID=25165>
- Glass, Christy, Steve Haas and Eric Reither. 2011. "Heavy in School, Burdened for Life." Invited Op-Ed Submission to *The New York Times*. Available at: <http://www.nytimes.com/2011/06/03/opinion/03glass.html>
- Glass, Christy. 2011. Invited review of *Inventing Equal Opportunity* by Frank Dobbin. *Historical Methods: A Journal of Quantitative and Interdisciplinary History* 44(4): 199-203.
- Glass, Christy. 2008. "And Then There Were More: Analyzing the Rise of FDI in Central Europe." Invited review of *From Communists to Foreign Capitalists: The Social Foundations of Foreign Direct Investment in Postsocialist Europe* by Nina Bandelj. *Labour/Le Travail* 62 (Fall): 289.
- Glass, Christy. 2007. Invited review of *From Marriage to the Market: The Transformation of Women's Lives and Work* by Susan Thistle. *Work and Occupations* 34(3): 357.
- Glass, Christy. 2005. "Labor in the Academy: Graduate Teachers Mobilize Against the Bush Agenda." Invited submission to *In Critical Solidarity*, Newsletter of the Labor and Labor Movements Section of the American Sociological Association.

Manuscripts Under Review

- Shircliff, Jesse, Christy Glass, Brook Hutchinson, Mario Suárez, Gabe Miller, and Guadalupe Marquez-Velarde. "Does Workplace Discrimination Contribute to Sex Work Engagement for Trans Workers?" *Social Problems* *Revision submitted
- Gulbrandsen, Rachael, Christy Glass, Marisela Martinez-Cola and Rana Abulbasal. "'I Never Made an Issue About My Kids': How Professional Mothers Navigate Bias at Work." *Gender, Work & Organization* *Revision in progress
- Abulbasal, Rana and Christy Glass. "Perspectives on Diversity Management: Toward New Models of Workplace Justice". *Handbook on the Sociology of Work*. Edward Elgar Publishing.
- Brook Hutchinson, Jesse Shircliff, Christy Glass, Mario Suárez, Guadalupe Marquez-Velarde, and Gabe Miller. "Analyzing Predictors of Trans Worker Response to Workplace Discrimination". *Work & Occupations*
- Suárez, M. I., Keenan, H. B., Cook, C., McQuillan, M. T., Iskander, L., Owis, B., Gallardo-Zamora, D., & Glass, C. Union membership, retention, and perceived safety for PK-12 trans school workers of color. *Race Ethnicity and Education*
- Cook, Alison, Christy Glass and Alicia Ingersoll. "Leading While Female: Analyzing Women CEO's Legitimacy Post-Appointment." *Human Resource Management*

Cook, Alison, Adam Esplin, Christy Glass, J. Scott Judd and Kari Olsen. "Management Forecasts and Analyst/Investor Reaction: The Effect of CEO Gender." *Journal of Management Accounting Research*

Manuscripts In Progress

Cook, Alison, Christy Glass and Alicia Ingersoll. "Market Responses to CEO Dismissals: Evidence of a Protracted Glass Cliff?" In preparation for submission to *Strategic Management Journal*

Fodor, Eva and Christy Glass. "'Doing' Work-Life Balance: Negotiating Work and Motherhood in the Public and Private Sectors." In preparation for submission to *the European Journal of Sociology*

Project Reports

Glass, Christy, Marisela Martinez-Cola, Rana Abdulbasal, Rachael Gulbrandsen and Brook Hutchinson. 2021. "Barriers to Advancement: Findings from the 2020 Study of Gender & Racial Bias in Utah's Legal Profession." Final Project Report, Women Lawyers of Utah & Utah Bar Association. Available at: <https://initiative.utahwomenlawyers.org/>

Glass, Christy, Helga Van Miegroet, Ace Beorchia and Alicia Ingersoll. 2017. "Gender Differences in STEM: Workplace Climate for Faculty & Graduate Students." Final Project Report, USU College of Science.

Christy Glass, Helga Van Miegroet, Ace Beorchia and Alicia Ingersoll. 2017. "Diversity in STEM: Graduate Student Climate at USU." Final Report submitted to USU Diversity Council.

Elizabeth Kiester and Christy Glass. 2014. "Motherhood and Work: Employer Recruitment, Hiring Practices and Gender." Project Outcomes Report for the General Public, National Science Foundation (NSF).

Glass, Christy and Elizabeth Kiester. 2009. "Professional Status, Employment Conditions and Union Attitudes in the Intermountain West." Final Project Report prepared for the International Brotherhood of Electrical Workers (IBEW).

Glass, Christy. 2006. "The Economics of Marriage: A Case for the Expansion of Rights to Same Sex Couples." Final Project Report prepared for The Gill Foundation and The Larry Kramer Initiative for Lesbian and Gay Studies, Yale University.

SELECTED PRESENTATIONS

Invited Talks & Presentations – National & International

"The Paradox of Integration: Tracking the Racialization of Position in Elite Organizations." Invited Keynote, Washington State University Sociology Colloquium Series. Pullman, WA. March 24, 2023.

"Who Speaks for Justice? Exploring the Predictors of CEO Activism." (with Alison Cook and Alicia Ingersoll). Invited presentation, 2022 Gender & Diversity Conference, "Diversity,

Diversity Management and Intersectionality in a Global Context.” Vienna University of Economics and Business. March 25, 2022.

“Paying a Risk Tax, Climbing the Glass Cliff: How Racism Limits Careers and What We Can Do About It.” Invited Keynote, Annual Anti-Racism Town Hall. Oregon Health & Science University. October 25, 2021.

eBay’s “Black is...Empowerment” event. Invited speaker. Virtual event. February 16th, 2021.

“Beyond the Glass Cliff: Toward a More Inclusive Workplace.” Invited lecture for the Women’s Employee Resource Group at the Oregon Health & Science University. Invited presentation. February 11th, 2021.

“Intersectionality and the Performance of Leadership” (with Alison Cook). Invited lecture for the 2020 “Selected Diversity Dimensions and Intersectionality” Conference, Vienna University of Economics and Business. November 18th, 2020.

“Performative Contortions: How White Women and People of Color Navigate Elite Leadership Roles.” (with Alison Cook). Invited presentation at the Symposium, “Increasing Diversity in the C-Suite.” 2020 Annual Meetings of the Academy of Management. Vancouver, Canada. August 7-11, 2020.

“Partners of NFL Players: Social Predictors of Long-Term Health & Wellbeing.” The Football Players Health Study at Harvard University. Invited seminar to Harvard research team. January 28, 2020.

“Overcoming Bias: How Can Boards Support Inclusive Leadership?” Invited keynote to the *National Association of Corporate Directors (NACD)*. Salt Lake City, Utah. February 19, 2020.

“Navigating the Glass Cliff: Exploring the Careers of Women & Minority Leaders.” Invited keynote at the University of Geneva. Sponsored by the Department of Psychology and Education Sciences. Geneva, Switzerland. June 27, 2019.

“Limiting Bias, Fostering Success.” Invited talk at the *MIT Sloan Sports Analytics Conference*, Boston, MA. March 1-2, 2019.

“Diversity and Inclusion: Getting it Right.” 2019. Invited to the *ADARA Annual Conference*. San Diego, CA, Feb. 12th, 2019.

“Is It *Really* All About Who You Know?” (with [Alicia Ingersoll](#) and Alison Cook; author only). 2018. Invited presentation at the Symposium “[Under]representation of Women in Leadership: Where Does the Onus Lie?” 2018 *Annual Meetings of the Academy of Management*. Chicago, IL. August 14, 2018.

“Pathways to the Glass Cliff: A Risk Tax for Women and Minority Leaders?” (with Alison Cook). 2018. Invited presentation at the Symposium “Beyond the Glass Cliff: Antecedents, Extensions and New Moderators of Board Appointments in Times of Crisis.” 2018 International Congress of Applied Psychology. Montreal, Quebec. June 26-30, 2018.

“Getting Jobs in Academia”. 2018. Invited panel presenter at the Annual Meetings of the Pacific Sociological Association. Long Beach, CA. March 30th, 2018.

“Glass Cliffs and Corporate Saviors: Reducing Barriers to the Advancement of Women of Color in Corporate Management.” 2015 *Catalyst Women of Color Summit*, New York, NY. March 26-27, 2015.

“Under the Guise of Co-Development: The Evolution, Impacts and Implications of Spain’s Temporary Migration Program.” (with Peggy Petrzela and Susan Mannon). 2014 Annual Meetings of the *Pacific Sociological Association*, Presidential Session on *Gender & Work in the Global Economy*. Portland, OR.

“Global Migrants, Guest Workers and Good Mothers: Gender and (Con)Temporary Labor Migration to Spain.” Invited Presentation, UCLA, October 25, 2012. Sponsored by UCLA’s Center for European Studies, Gender Working Group, Family Working Group, Program on International Migration and Gender Studies.

“Work and Welfare during Market Transition: A Gendered Analysis of Social Change.” Invited Presentation, *Initiative on Labor and Culture* at Yale University, March 2010.

“From Liberal Education to Privatization: Working without Tenure in America’s Public Universities.” Invited Speaker, National Day of Action to Defend Higher Education, Yale University, March 2010.

“The Politics of Welfare in Transition: Back to Gender, Back to Class?” Invited presentation, 2008 Annual Meetings of the *American Sociological Association*, Thematic Session on Work-Family Relations in State-Socialist Societies. Boston, Mass.

“Gender, Work and Welfare during Market Transition: New Findings and Unexpected Trends.” 2005. Invited presentation, Yale Law School Colloquium Series. New Haven, CT.

Invited Talks & Presentations – State & Region

“Rethinking Allyship: A New Path to Equity and Inclusion at Work”. Invited keynote to Utah’s Women in Safety Council. September 15, 2023.

“Strategies for Leading Change in Higher Education.” Invited keynote to the Utah Presidential Leadership Academy Fellows. May 11, 2023.

“Beyond Diversity: Forging a New Path to Inclusion and Success.” Invited keynote to Intermountain Health Clinical Shared Services Leadership Team. McKay Dee Hospital, Ogden, UT. May 5, 2023.

“What Works: Strategies and Tactics for Motivating Organizational Change.” Invited keynote Speaker, the Women’s Leadership Initiative Career Development Series. Salt Lake City, April 20, 2023.

“Working toward Inclusion at USU and Beyond.” Invited speaker, the Uintah Basin Speaker Series. Vernal, UT. March 14, 2023.

- “Best Practices for Inclusive Recruitment, Hiring and Onboarding”. Invited Workshop to Regional Hiring Leads. November 2022.
- “Navigating and Disrupting Bias: What Works?”. Invited Keynote Speaker, the Women’s Leadership Initiative Career Development Series. Salt Lake City. April 14, 2022.
- “Intersectionality Here and Now”. Invited Panelist, University of Utah’s College of Cultural and Social Transformation. February 25, 2022.
- “Moving Forward on Equity and Inclusion at Work.” Invited Keynote, Women’s Leadership Institute’s Career Development Series. Salt Lake City, Utah. July 14th, 2021.
- “Retaining Talent through Wellbeing & Inclusive Practices.” Invited Speaker, Utah Bar/Utah Center for Legal Inclusion Wellness Series (with Connie Washington). Wednesday, June 2nd, 2021.
- “Onboarding Talent through Wellbeing and Inclusive Practices.” Invited Speaker, Utah Bar/Utah Center for Legal Inclusion Wellness Series (with Christina Jepson). Wednesday, May 26th, 2021.
- “Navigating Bias from the Margins.” Invited Speaker, Women in Safety and Health (WISH) Organization. Salt Lake City, Utah. April 21st, 2021.
- “Advancing Women and People of Color in Law: Next Steps.” Invited Speaker, Utah State Bar Spring Conference. March 26, 2021.
- “Gender Discrimination in Utah.” Invited Panelist, Dean’s Women’s History Month Event. S.J. Quinney College of Law, University of Utah. March 30, 2021.
- “Reducing Barriers to Advancement in Law: Priorities and Next Steps.” Invited Speaker, Utah Bar Association/Women Lawyers of Utah, 2020 Report Launch. December 15, 2020.
- “Tools for Change: Building a More Inclusive Workplace Now.” Invited Speaker, Utah’s 3rd Juvenile Court. November 16, 2020.
- “Challenging Bias at Work: Toward a Systems Approach.” Invited Speaker, Utah Appellate and Supreme Court Judges at the *Annual Judicial Conference of Utah*. September 24, 2020.
- “Exploring the Intersections of Race and Gender.” Invited Panelist, *Women’s Leadership Forum* sponsored by the Utah Women & Leadership Project. September 18, 2020.
- “Navigating Bias at Work: What Works and Why.” Invited Seminar Leaders, *Career Development Series*, sponsored by the Women’s Leadership Institute. Salt Lake City, Utah. March 11th, 2020.
- “Equity & Inclusion at Work: We Need a New Plan.” Invited Keynote, *Women Lawyers of Utah Annual Retreat*. Deer Valley, Utah. November 1, 2019.
- “A Woman’s Place is in...Leadership” (with Alison Cook). Invited Speaker, *Cache Chamber of Commerce Business Women’s Conference*. Logan, Utah. October 22, 2019.

“Learning to See: Challenging Hidden Biases at Work.” Invited Speaker, *Annual Utah State Bar Convention*. Park City, Utah. July 18, 2019.

“Navigating and Disrupting Gender Bias: What Works.” Invited Seminar Leaders, *Career Development Series*, sponsored by the Women’s Leadership Institute. Salt Lake City, Utah. June 18th, 2019.

“Inclusion in the Workplace: Making it Work”. 2019. Invited Keynote, *IIDA Network’s Women in Business Series*, Salt Lake City, UT, March 2019.

“Making Connections: How to Build a Strong Network for Women” (with Neylan McBaine). 2018. Invited presentation at The Utah Women & Leadership Project’s conference on “Unlocking Your Potential: Strengths, Communication & Networking.” Utah Valley University, November 2018.

“Limiting Implicit Bias in the Workplace.” 2018. Keynote Speaker, the University of Utah Law School Symposium, “New Tools for a New Era: Sexual Harassment and the #MeToo Movement.” Sponsored by the University of Utah S.J. Quinney College of Law and the Utah State Bar. Salt Lake City, UT. September 2018.

“Women on Boards: Why It Matters.” 2015. Keynote Speaker, *20% by 2020: Women on Boards National Day of Action*, hosted by the Women’s Leadership Institute. Salt Lake City, UT. November 2015.

“Glass Cliffs and Organizational Saviors: Barriers to Women’s Leadership in Work Organizations.” (with Alison Cook). *2014 Human Resources Crossroads Conference*. Provo, UT, September 16-17.

“State Maternalism Goes to Market: Employer Practices in the Hungarian Finance Sector.” Invited Presentation, University of Utah Lecture Series, November 2009.

Invited Talks & Presentations – USU & Cache Valley

“The Wonderful, Beautiful and Radical History of Drag.” Invited Keynote, USU’s 2021 Residence Life Drag Show. Fall 2021.

“Responsible Research: Collaboration, Authorship, Publication & Peer Review.” Invited presentation to USU’s NIH graduate students & postdocs as part of USU’s Responsible Conduct of Research series. Spring & Fall 2020.

“Building Professional Networks for Women in STEM.” Invited plenary presentation at the 2019 *Conference for Undergraduate Women in Physics (CUWiP)*. Utah State University, Jan. 2, 2019.

“Graduate Students in STEM: Toward a More Inclusive Campus” (with [Helga Van Miegroet](#) and [Ace Beorchia](#)). Invited presentation to USU’s Office of Research and Graduate Studies. December 13th, 2017.

“Student Evaluation Bias: Best Practices for Supporting Pre-Tenure Faculty.” Organized session for CHaSS faculty, P&T Chairs and Department Heads. December 5th, 2017.

“Women & Leadership: What Good Leaders Do.” Invited panel presentation to USU’s I Am That Girl USUSA. November 16th, 2017.

“Women Leaders & Self-Image”. Invited panel presentation to the USU’s Women’s Leadership Initiative, sponsored by the Center for Women & Gender. November. 11th, 2017.

“Building Relationships for Professional Success: Mentors, Collaborators and Colleagues.” Organized panel discussion, sponsored by the Office of Research and Graduate Studies and the Center for Women & Gender. November. 7th, 2017.

“Gender in STEM: Evidence from the 2017 Workplace Climate Survey.” (with Helga Van Miegroet, Ace Beorchia, Alicia Ingersoll). 2017 Center for Women & Gender Awards Ceremony. March 23rd, 2017.

“What I Wish I Knew in Grad School.” 2016. USU Graduate Training Series Invited Speaker. September 23rd.

“Teaching Controversy in the ‘Trigger Warning’ Age.” 2016. Dean’s Series on the Liberal Arts. February 16th.

“Undergraduate Research: Building Relationships with Faculty Mentors.” (with Grant Holyoak). USU Honor’s Program *Food For Thought* series. November, 2014.

“What is Feminism? Why Should We Care?” USU’s Center for Women & Gender Panel Discussion, November 2014.

“Women and Minority Leaders: What Matters for Promotion and Success?” (with Alison Cook). Invited presentation for USU’s *Center for Women & Gender*, April 2014.

“The Role of Labor in the Work of Higher Education.” USU Panel Discussion on Liberal Education, March 2011.

“The Rationality of Discrimination? Recruitment, Hiring and Promotion in Post-Socialist Hungary.” Invited Presentation at USU’s APEC Seminar, March 2010.

“Writing Women Back Into History: For What Purpose?” Invited Keynote Address, Utah State University’s Women’s History Month Celebration, March 2010.

“What Works? Recruitment and Hiring Women in STEM Fields.” Invited Presentation at conference on “Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers” sponsored by the President of Utah State University. May 2009.

“The Economics of Marriage: What Can Social Science Contribute to the Same Sex Marriage Debate?” 2007. Invited presentation for the College of HASS TimePiece Event.

“Why Women’s Studies Students at USU Should Care about Striking Workers in Miami.” Invited Keynote Address, Women & Gender Studies Graduation Banquet, December 2006.

Peer-Reviewed Conference Presentations

Note: student authors underlined

- “Leading While Female: Analyzing Women CEOs Legitimacy Post-Appointment.” (with Alison Cook and Alicia Ingersoll). 2023 Annual Meetings of the European Academy of Management. June 14-16. Dublin, Ireland.
- “Sex Work and the Precarity of Trans Lives: A Labor Process Analysis.” (with Jesse Shircliff, Brook Hutchinson, Guadalupe Marquez-Velarde, Mario Suarez and Gabe Miller) (non-presenting author). 2023 Annual Meetings of the International Labour Process Conference. April 12-14, Glasgow, Scotland.
- “Beyond ‘Bisexual’: Toward a New Conceptualization of Bi+ Experience.” (with Brook Hutchinson) (non-presenting author). 2023 Annual Conference of the Pacific Sociological Association. Bellevue, Washington.
- “Who Speaks? Individual and Institutional Predictors of CEO Activism.” (with Alison Cook and Alicia Ingersoll (non-presenting author). 2023 Annual Conference of the Decision Sciences Institute. November 19-21, Houston, TX.
- “The Limits of Representation? How Gender Diversity Affects Bias against Women of Color.” (with Rana Abulbasal). 2022 Gender & Diversity Conference, “Diversity, Diversity Management and Intersectionality in a Global Context.” Vienna University of Economics and Business. March 25, 2022.
- “Navigating Race and Gender in Law.” (with Rana Abulbasal) (non-presenting author). Annual Meetings of the Pacific Sociological Association. March 2021.
- “Lawyers in the C-Suite: Toward Gender Parity?” (with Alison Cook and Alicia Ingersoll). Annual Meetings of the Pacific Sociological Association. Eugene, OR. March 2020.
- “Utah Women Lawyers: Boulders on the Path to Professional Advancement.” (with Rachael Gulbrandsen and Marisela Martinez-Cola.) Annual Meetings of the Pacific Sociological Association. Eugene, OR. March 2020.
- “Management Forecasts, Analyst Revision and Investor Reactions: The Effect of CEO Gender.” (with A. Cook, A. Esplin, S. Judd & K. Olsen). Hawaii Accounting Research Conference, Hilo, HI. January 2020.
- “Women in Leadership & Sexual Harassment: Unpacking the Links between Gender, Power and Harassment.” (with Alison Cook and Brandon Pierce). Annual Meetings of the Pacific Sociological Association. Oakland, CA. March 2019.
- “Credentialed for Success: Women’s Path to Top Leadership.” (with Alicia Ingersoll and Alison Cook). Annual Meetings of the Pacific Sociological Association. Oakland, CA. March 2019.
- “What Do You Want to be When You Grow Up? Gender Differences in Career Aspirations.” (with Rachael Gulbrandsen and Mary Briggs). Annual Meetings of the Pacific Sociological Association. Oakland, CA. March 2019.
- “[Under]Representation of Women in Leadership: Where Does the Onus Lie?” (with Alison Cook and Alicia Ingersoll). 2018 AOM Symposium on Chicago, IL.

- “Diversity and Equity 101: Baby Steps Toward Creating a More Inclusive Campus.” (with Jessica Lucero, Tammy Proctor and Kristina Scharp). 2018 AAC&U *Diversity, Equity, and Inclusive Democracy* Conference. San Diego, CA. March 2018.
- “Culture Matters: The Effects of a Conservative Culture on Career/Life Expectations and Realities.” (with Ace Beorchia). Annual Meetings of the *Pacific Sociological Association*. Long Beach, CA. March 2018.
- “Who Shall Lead? Gender, Race & Weight Bias in Leader Evaluation.” (with Gabriele Ciciurkaite and Ace Beorchia). Annual Meetings of the *Pacific Sociological Association*. Long Beach, CA. March 2018.
- “Leaning In or Opting Out? Gender Differences in Career Aspirations Over Time” (with Rachael Gulbrandsen and Mary Briggs Ott). 2018 Annual Meetings of the *Pacific Sociological Association*. Long Beach, CA. March 2018.
- “Excellence at What Cost? The Consequences of Supply Chain Management Rankings.” (author only; with Alicia Ingersoll and Alison Cook). Annual Meetings of the *Western Academy of Management*, Palm Springs, CA (March) 2017.
- “Leaning In or Opting Out? Analyzing Gender Differences in Career Aspirations.” (with Rachael Gulbrandsen, Mary Briggs and Ace Beorchia). 2017 Annual Meetings of the *Pacific Sociological Association*. Portland, OR (April).
- “Si Se Puede! Latina Representation in Top Leadership Positions.” (with Ace Beorchia). 2017 Annual Meetings of the *Pacific Sociological Association*. Portland, OR (April).
- “Why (Still) So Slow? Gender Gap in the Advancement of the Highest Faculty Ranks in Academic STEM.” (with Helga Van Miegroet). 2017 Annual Meetings of the *Pacific Sociological Association*. Portland, OR (April).
- “Women in Law: (Why) Too Few and Far Between? (with Joshua Haas and Savannah Odekirk). 2017 Annual Meetings of the *Pacific Sociological Association*. Portland, OR (April).
- “Sexual Assault on Campus: Effective Intervention through Transcript Notation.” (with Anna Drichta, Heidie Hoskins, Jenny Erazo and Shannon Browne.) 2017 Annual Meetings of the *Pacific Sociological Association*. Portland, OR (April).
- “Power, Status and Expectations: How Narcissism Manifests among Women CEOs.” (with Alicia Ingersoll and Alison Cook). 2017 Annual Meetings of the *Pacific Sociological Association*. Portland, OR (April).
- “From Matthew to Mathilda Effect: The Role of Gender in Academic STEM Awards.” (with Helga Van Miegroet). 2017 Annual Meetings of the *Pacific Sociological Association*. Portland, OR (April).
- “Managing Motherhood: Job Context and Motherhood Bias.” (with Eva Fodor). 2016 Annual Meetings of the *Pacific Sociological Association*. Oakland, CA. (April).

- “Moving Out, In or Up? Tracking Women’s Representation in Utah’s High Tech Industry.” (with Parker Beus, Alicia Ingersoll and Shannon Browne). 2016 Annual Meetings of the Pacific Sociological Association, Oakland, CA (April).
- “Do Women Leaders Promote Positive Change? Analyzing the Effect of Gender on Business Practices and Diversity Initiatives.” (with Alison Cook). 2016 Leadership Excellence and Gender in Organizations Symposium. March 28-30, Purdue University, West Lafayette, Indiana.
- “Pathways to the Top: Analyzing the Career Trajectory of Women CEOs.” (with Alison Cook). 2015 AOM Symposium on “Pathways to Senior Leadership for Women: Quantitative, Qualitative and Cross-Cultural Perspectives.” August 7-11, Vancouver, BC.
- “Analyzing the Effect of Gender on Business Practices and Diversity Initiatives.” (with Alison Cook). 2015 Annual Meetings of the Academy of Management, Vancouver, Canada. August 7-11.
- “Cultural Orientation, Instrumentality & Perceived Risk: Analyzing Union Attitude Formation in Conservative Right-to-Work States.” (with Paul Jacobs) 2015 Annual Meetings of the Pacific Sociological Association, Long Beach, CA. April 1-4.
- “Filling the Gaps? Institutional Constraints Limiting Social Services for Immigrants.” (with Grant Holyoak and Shannon Browne) 2015 Annual Meetings of the Pacific Sociological Association, Long Beach, CA. April 1-4.
- “Do Women Leaders Promote Sustainability? Analyzing the Effect of Corporate Governance Composition on Environmental Performance.” (with Alison Cook and Alicia Ingersoll). 2015 Annual Meetings of the Western Academy of Management. Kauai, HI. March 11-14.
- “Women and Minority CEOs: Measuring the Effects of Board Diversity on Promotion and Success.” (with Alison Cook) 2014 Annual Meetings of the American Sociological Meetings, Regular Session on Workplace Diversity. San Francisco, CA. August 16-19.
- “Promotion and Success of Women and Minority Leaders.” (with Alison Cook). 2014 Annual Meetings of the Academy of Management, Gender and Diversity in Organizations (GOD) Division. Philadelphia, PA. August 1-5.
- “Out of the Shadows: Understanding the Movement to Reframe the Immigration Policy Narrative in Utah.” (with Elizabeth Kiestler, Paul Jacobs and Peggy Petrzela). Presentation at the 2014 Annual Meetings of the Pacific Sociological Association. Portland, OR. March 27-30.
- “Immigration and Social Service Provision: Explaining Organizational Constraints.” (with Shannon Browne, Justin Zizumbo and Whitney Hickman-Smith). Presentation at the 2014 Annual Meetings of the Pacific Sociological Association. Portland, OR. March 27-30.
- “Welfare Regimes and Women’s Labor Market Outcomes.” (with Eva Fodor). 2013 Annual Conference of Research Committee 19 (RC19), *Social Exclusion and the Challenges of Inclusion: Social Policies Addressing Intersecting Inequalities*. Budapest, Hungary. August 22-24.

- “Above the Glass Ceiling: When are Women and Racial/Ethnic Minorities Promoted to CEO?” (with Alison Cook). 2013 European Academy of Management Conference, *Democratising Management*. Istanbul, Turkey. June 26-29.
- “Beyond the Glass Ceiling to the Glass Cliff? Analyzing the Promotion of Minority CEOs” (with Alison Cook). 2012 Academy of Management Annual Meeting, Boston, MA. August 2012.
- “From the Glass Ceiling to the Glass Cliff? Analyzing the Promotion of Racial/Ethnic Minority CEOs” (with Alison Cook). 2012 Annual Meetings of the American Sociological Association, Regular Session on Workplace Diversity. Denver, CO. August 2012.
- “Mothers, Migrants and Markets: Re-thinking the Link Between Motherhood and Work in the Global Economy” (with Peggy Petrzelka and Susan Mannon). 2012 Annual Meetings of the American Sociological Association, Regular Session on Immigration and Gender. Denver, CO. August 2012.
- “Ethical Migration”: Impacts of the gendering of agriculture.” (with Peggy Petrzelka and Susan Mannon). 2012 Annual Meetings of the Rural Sociological Society. Chicago, Illinois July 2012.
- “Global Migrants, Guest Workers and Good Mothers: A Comparative Study of Gender and (Con)Temporary Migration to Spain.” (with Peggy Petrzelka, Susan Mannon and Claudia Radel). 2011 Annual Joint Meetings of AFHVS, ASFS and SAFN. Conference on Food & Agriculture under the Big Sky: People, Partnerships and Policies. Missoula, MT. June 2011.
- “Signaling Diversity and Increasing Share Value: Conflicting, Complementary or Unrelated Goals? (with Alison Cook). 2012 Western Academy of Management Annual Meetings. ***President’s Best Paper Nominee.**
- “Beyond Cultural Beliefs: Under What Conditions do Employers Discriminate Against Mothers?” (with Anita Harker-Armstrong). Paper presented at the 2011 Annual Meetings of the Pacific Sociological Association, Regular Session on Gender and Work. Seattle, WA. March 2011.
- “The Rationality of Discrimination? Recruitment, Hiring and Promotion in Post-Socialist Hungary” (with Eva Fodor). Paper presented at the 2010 Annual Meetings of the American Sociological Association, Regular Session on Gender and Work. Atlanta, GA. August 2010.
- “From the Fast Track to the Mommy Track? Firm-Level Recruitment, Hiring and Promotion Practices in Post-Socialist Hungary” (with Eva Fodor). Paper presented at the 2010 Annual Meetings of the Pacific Sociological Association, Regular Session on Gendered Inequalities. Oakland, CA. April 2010.
- “Toward a New European Model of Welfare? Comparing Political Attitudes in Central, Eastern and Western Europe.” (with Sandy Marquart-Pyatt). Paper presented at the 2010 Annual Meetings of the Midwestern Political Science Association. Thematic Session on New Directions in Social Policy in Europe: West and East. Chicago, IL. April 2010.

- “Does Diversity Damage Corporate Value? Measuring Stock Price Reaction to Diversity Awards” (with Alison Cook). 2010 Academy of Management Annual Meetings.
- “Gender Inequality in Hiring: Why Women Scientists Turn Down Jobs.” Paper presented at the 2009 Annual Meetings of the Pacific Sociological Association. Thematic Session on Gender Inequality in Science. April, San Diego, CA.
- “Department Climate and Faculty Hiring Outcomes: Achieving Gender Diversity in Academic Science, Technology, Engineering and Mathematics.” 2009 Annual Meetings of the Midwest Sociological Society.
- “But Can S/he Lead? Market Assessments of Black Leadership in Corporate America.” (with Alison Cook). 2009 Western Academy of Management Annual Meetings. ***President’s Best Paper Nominee.**
- “Getting a Job in the Academy: Barriers to the Recruitment and Hiring of Women in Science” (with Krista Lynn Minnotte). Paper presented at the 2008 Annual Meetings of the American Sociological Association, Regular Session on Workplace Diversity, August 2008.
- “When Markets Blink: Stock Price Response to the Appointment of Minority Leaders” (with Alison Cook). Paper presented at the 2008 Annual Meetings of the American Academy of Management, Anaheim, California, August 2008.
- “Shareholder Reaction to Announcements of Women in Top Management” (with Alison Cook). Paper presented at 2007 National Academy of Management Conference. Philadelphia, PA.
- “Men in Top Management: The Impact of Race and Ethnicity on Investor Reaction” (with Alison Cook). Paper presented at the 2007 National Academy of Management Conference. Philadelphia, PA.
- “Obesity and Social Capital: Does Gaining Weight Mean Bowling Alone?” (with S. Marquardt-Pyatt and E. Reither). Paper presented at the 2007 Annual Meetings of the Population Association of America’s Regular Session on Effects of Health on Development of Human Capital. New York, NY,
- “The Transformation of Work Time in Bulgaria, Hungary, Poland and Russia.” Paper presented at the 2006 Annual Meetings of the American Sociological Association’s regular session on Workplace Transformation. Montreal, Canada.
- “Sex, Economics and the State: Toward a New Legal Definition of Marriage.” Paper presented at the 2006 Annual Meetings of the American Sociological Association’s regular session on Marriage, Civil Unions, and Cohabitation. Montreal, Canada.
- “The (Bumpy) Road to Capitalism: Gender Inequality in Eastern Europe.” Paper presented at the 2006 Annual Meetings of the American Sociological Association’s regular session on Gender and Work in International Perspective. Montreal, Canada.
- “Women’s Employment and the Transition to a Market Economy: The Case of Eastern Europe.” Paper presented at the 2004 Annual Meetings of the American Sociological Association’s regular session on Gender and Work. San Francisco, CA.

“Family Policies and Care Work in Post-State Socialist Societies.” Paper presented at the 2002 Annual Meeting of the American Sociological Association’s regular session on Gender, Race, and the Welfare State. Chicago, IL.

“Welfare during Transition: Family, Parental, and Childcare Policies in Hungary, Poland, and Romania.” Paper presented at 2002 Polish Academy of Sciences Conference titled, “Poverty, Ethnicity, and Gender in Transitional Societies.” Madralin, Poland.

“Welfare States in Transition: A Comparative Analysis of Hungary, Poland and Romania” Paper presented at the 2002 Society for Comparative Research Annual Graduate Student Retreat. Budapest, Hungary.

“Between Families and Markets: Gender and Welfare Policies During Transition.” 2002. Paper presented at the 13th International Conference of Europeanists, sponsored by The Council for European Studies. Chicago, IL.

“Gender and Unemployment in Hungary and Poland: Theories and Evidence.” Paper presented at the 2001 Society for Comparative Research Annual Graduate Student Retreat. New Haven, CT.

GRANTS & FELLOWSHIPS

Research Support

External Grants and Awards

- 2019 Women Lawyers of Utah/Utah Bar Association, “Barriers to the Advancement and Retention of Women Lawyers in Utah.” *Principal Investigator*, \$28,000
- 2014 Institute for Advanced Study, Central European University, “Opting Out or Leaning In? How Professional Mothers Navigate the Professional Labor Market.” *Co-Principal Investigator*, \$1,800.
- 2013 National Science Foundation, Doctoral Dissertation Improvement Grant, “Employer Recruitment and Hiring Practices and Motherhood Penalties.” *Principal Investigator/Project Advisor* for Elizabeth Kiester, \$5,776.
- 2013 Institute for Advanced Study, Central European University, “‘Managing Motherhood’: Analyzing Employer Practices in Finance and Business Services.” *Co-Principal Investigator*, \$1,800.
- 2011 National Science Foundation/American Sociological Association Fund for the Advancement of the Discipline, “Global Migrants, Guest Workers and Good Mothers: A Study of Gender and (Con)Temporary Labor Migration to Spain.” *Principal Investigator*, \$6,978.
- 2010 Central European University Summer University Grant, “Gender, the State and Welfare in a Global Economy.” *Co-Principal Investigator*, \$24,500.

- 2009 International Brotherhood of Electrical Workers (IBEW), "Professional Status, Employment Conditions and Union Attitudes in the Intermountain West." *Principal Investigator*, \$37,980.
- 2009 Central European University Summer University Grant, "Work and Inequality in the Global Economy." *Co-Principal Investigator*, \$20,590.
- 2006 National Science Foundation/ADVANCE Grant, "Recruitment and Hiring of Women Faculty in Science, Technology, Engineering and Math (STEM)." *Principal Investigator/Sub-award recipient*, \$16,000.
- 2004 Gill Foundation Research Grant, "The Economics of Marriage: Challenging the Federal Protection of Marriage Amendment using Socioeconomic Data." *Principal Investigator*, \$15,000

Internal Grants and Awards

- 2020 Utah Agricultural Experiment Station (UTA01535), "The Future of Work: Supporting the Recruitment, Retention & Advancement of Utah's New Labor Force." *Principal Investigator*, \$45,922/annually through 2025.
- 2020 Peak Summer Research Fellowship (Mentor), "Barriers to the Advancement and Retention of Women Lawyers in Utah". *Principal Investigator/Faculty Mentor* for Brook Hutchinson. \$5,000.
- 2017 Center for Women and Gender (CWG) Research Grant. "Who Shall Lead? Gender, Race & Weight Bias in Leader Evaluation." *Co-Principal Investigator*, \$10,689 (+\$10,00 matching funds from SSWA.)
- 2017 CHaSS CARE Grant. "Gender and Employment in the 'Global Office.'" *Principal Investigator*, \$2,000.
- 2017 CHaSS Travel Grant. "Gender and Employment in the Global Office: A Comparative Analysis." *Principal Investigator*, \$1,200
- 2017 CHaSS Summer Mentorship Grant, "Leaning In or Opting Out? Analyzing Gender Differences in Career & Family Aspirations." *Principal Investigator/Faculty Mentor* for Rachael Gulbrandsen and Mary Briggs (Honors Undergraduate Research Fellows), \$7,000.
- 2016 USU Diversity Council. "Academic Climate for Women Graduate Students and Students of Color." *Principal Investigator*, \$5,000.
- 2016 Center for Women and Gender (CWG), College of Science, SSWA. "Academic Climate for STEM Faculty and Students." *Co-Principal Investigator*, \$20,000.
- 2015 Utah Agricultural Experiment Station (UAES), "Gender Inequality, Professional Mobility & Leadership in Finance, Law and Tech." *Principal Investigator*, \$28,000/annually through 2020.
- 2014 CHaSS Dean's Office. Travel funding. \$750

- 2013 Mountain West Center Small Grants Program, “The Return of the Guest Worker Program? The Case of Utah.” *Principal Investigator*, \$2,000.
- 2012 Utah Agricultural Experiment Station (UAES) Competitive Grants Program, “State-Level Guest Worker Programs: Toward a Utah Model?” *Co-Principal Investigator*, \$19,300.
- 2011 CHaSS Dean’s Office. Research Retention Funds. \$10,000
- 2010 Utah Agricultural Experiment Station (UAES), “The Role of Employer Recruitment and Hiring Driving Migration to the Mountain West.” *Principal Investigator*, \$22,000/annually through 2015.
- 2008 CHaSS Research and Creative Activities Grant, “Ethical for Whom? A Comparative Study of Spain’s Guest Worker Program.” *Co-Principal Investigator*, \$5,446.
- 2008 Women and Gender Research Institute (WIGRI) Travel Grant \$500
- 2007 Women and Gender Research Institute (WIGRI) Travel Grant \$500
- 2006 New Faculty Research Grant, “Gender Inequality in Work Organizations: Firm-Level Analysis of Hiring, Promotion and Wage Setting Decisions in Hungarian Firms.” *Principal Investigator*, \$13,494.

TEACHING, ADVISING & MENTORING

Undergraduate Courses

Introduction to Sociology
 Sociology of Gender
 Sociology of Work & Inequality
 Senior Research Capstone Seminar
 Honors Book Lab (2017)

Graduate Courses

Issues in Contemporary Theory
 Social Change & Development
 Work & Inequality in a Global Economy
 Theory & Research in Social Change
 Work & Organizations

Advising & Mentoring

Ph.D. Committees (9 current)

Jesse Shircliff (Co-Chair)
Jamie Singer (Chair)
 Rana Abdulbasal (Co-Chair)
 Alicia Ingersoll (Chair)
 Paul Jacobs (Chair)
 Karin Abel, Sociology (Chair)
 Elizabeth Kiester (Chair)
 Anita Armstrong, (Chair)
Taylor Adams (OSU)
Erika-Danielle Lindstrom
Teresa Larsen
Niyonta Chowdhury-Magaña (Psych)
Kat Adams (HDFS)
Amand Hardiman (HDFS)

Saeed Ahmad
 Elham Hoominfar
 Ennea Fairchild
 Chris Daley (English)
 Jennifer Scucchi (English)
 Stephanie Malin
 Rebecca Smith
 Joyce Mumah
 Lori Porecca
 Angie Dahl
 Yan Guo
 Hyojun Park
 Jennifer Pope
 M Christine Brower

Master's Committees (1 current)

Latrisha Fall (Chair)

Brook Hutchinson (Chair)

Rachael Gulbrandsen (Chair)

Ace Borchia (Chair)

Helga Van Miegroet (Chair)

Jessica Sondregger (Chair)

Sadelle Crabb (Chair)

Paul Jacobs (Chair)

Elizabeth Kiester (Chair)

Karin Abel (Chair)

Kevin Hanks (Chair)

Matt Cottrell (Chair)

Steven VanGeem (Chair)

Mattie Mortensen (Political Science)

Sofiya Zuvshanova

Paige Tuft (History)

Peter Crosby (Political Science)

Kelly Lawrence

Jessica Nelson (History)

Logan Reid

Theresa Fedor

James Dwyer (Political Science)

Undergraduate Research Fellows Advising & Mentorship

Brook Hutchinson, Peak Fellow in Sociology (Faculty Mentor) (2019-2021)

Rachel Gulbrandson, Research Fellow in Sociology (Faculty Mentor) (2015-2019)

Mary Briggs, Research Fellow in Sociology (Faculty Mentor) (2016-2019)

Grant Holyoak, Presidential Fellow in Sociology (Faculty Mentor) (2011-2017)

Undergraduate/Honors Research Advising & Mentorship (1 current)

Carson Hair (2023-)

Londyn McMurdie (2022-2023)

River Johnson (2021-2022)

Katrina Flansburg (2021)

Lindsay Jones (2019-2020)

Cassidy Bastian (2019-2020)

Josh Haas (2016-2018)

Savannah Odekirk (2016-2018)

Hadley Hunsaker (2017-2018)

Mackenzie Garrison (2016)

Anna Drichta (2016-2017)

Heidi Hoskins (2015-2016)

Parker Beus (2015-16)

Justin Zizumbo (with S. Browne) (2014)

Whitney Smith (w. S. Browne) (2014)

Bryan Rieben (with S. Browne) (2012)

Michelle Jones (w. S. Browne) (2012)

Rachel Jaggi (2011)

Jylisa Doney (with A. Austin) (2011)

Ryan Gabriel (with P. Petrzalka) (2011)

Justin Barton (with S. Browne) (2011)

Janae Serrine (with S. Browne) (2010)

Dani Baum (2010)

J. DuMouchel (with P. Petrzalka) (2009)

Corbrett Hodson (2008)

R.J. Leamaster (2008)

Ryan Bair (2008)

Traci Strong (2008)

Kevin Hanks (with P. Petrzalka) (2007)

Brandi Harline (2007)

PROFESSIONALS MEMBERSHIP & SERVICE

Professional Memberships

- European Academy of Management (2023-)
- American Sociological Association (2003-)
- Pacific Sociological Association (2005-)
- Sociologists for Women in Society (2003-2006)
- Council for European Studies (2002-2006)
- International Society for Comparative Research (2000-2005)

Professional Service

- Co-Facilitator, Mellon Intersectional Pedagogy Collective (2022-2023)
- Invited Mentor, American Academy of Management/DEI Faculty Consortium (2023)

- Mellon Grant Sounding Board, University of Utah (2021-2023)
- External Reviewer, The Swiss National Science Foundation (2023)
- Advisory Board, NSF project “STEM Workforce for Diverse Young Adults” (pending)
- External Reviewer, The Icelandic Science Foundation (2021)
- External Reviewer, PoliceOne Implicit Bias Training, USHE (2021)
- Program Committee, *Pacific Sociological Association* (2012-2017, 2019-2020)
- Co-Organizer, Utah’s Gender Research Network (UGRIN) (2018-2019)
- Committee on Committees (Elected), *Pacific Sociological Association* (2018-2020)
- Invited Discussant, PSA Undergraduate Roundtable (2018)
- Session Organizer (Invited), *American Sociological Association* (2017-2018)
- National Science Foundation ADVANCE Review Panel (Invited), 2017
- Invited External Reviewer, Icelandic Science Foundation (ISF), 2017
- Editorial Review Board (Invited), *Academy of Management Review Theory Forum*
- Nominations Committee (Elected), *Pacific Sociological Association* (2015-2017)
- Editorial Board Member, *International Journal of Sociology* (2013-present)
- Membership Committee, Pacific Sociological Association (2011-2014)
- External Reviewer, New York University Press (2014)
- External Reviewer, National Endowment for the Humanities (2009)
- External Reviewer, Israeli Science Foundation (2008)
- External Reviewer, PhD Candidate, Central European University (2007)
- Reviewer, *SAGE, Pine Forge Press, Rowan & Littlefield*
- Invited Discussant, Conference on Middle East/Central Asia Politics, Economies & Societies (2006)
- External Reviewer, Honors Program, Department of History and Sociology, Southern Utah University (2006)
- Editorial Assistant, *In Critical Solidarity*, Newsletter of the ASA Section on Labor and Labor Movements (2005)
- Editorial Assistant, *Sociological Theory* (2004-5)
- Assistant Director, *International Society for Comparative Research* (2000-2)
- Ad hoc Reviewer, Ongoing
 - *American Sociological Review, American Journal of Sociology, Academy of Management Journal, Social Forces, Social Politics, Sociological Theory, Work and Occupations, Gender & Society, Human Resource Management, Social Problems, Gender, Work & Organizations, European Management Review*

University and College Service

- Presidential Search Committee (2023)
- USU DEI Council (2022-)
- USU Title IX Review Team (2022-)
- CIGSR Advisory Board (2022-)
- Central Tenure and Promotion Committee (2022-2023)
- Aspire Alliance IChange Network, USU Leadership Team (2020-2023)
- President’s Diversity Award Panel & Reviewer (2021)
- CHaSS Jones Faculty Fellow Award Committee (2020-2021)
- USU Center for Women and Gender Advisory Taskforce, co-chair (2019-2020)
- USU Equity & Inclusion Taskforce Committee (2019-2021)
 - Member, Subcommittee on Hiring & Retention (2019-2021)

- USU Gender Discrimination Taskforce Steering Committee (2018-2019)
- USU Psychology Undergraduate Program Assessment, Internal Reviewer (2019)
- CHaSS Awards Committee (2017)
- USU President's Sexual Violence Task Force (2016-2019)
- Chair, Dean's Equity & Diversity Advisory Committee (2016-2018)
- PI, USU Diversity Council Assessment of Graduate Student Climate (2016-2018)
- PI, USU Assessment of STEM Faculty Climate (2016-2018)
- CHaSS Dean Search Committee (2016)
- USU Honors Admissions Committee (2015-2018)
- Ombudsperson, CHaSS (2015-present)
- Organizer/Founder, USU's Gender Research in Interdisciplinary Perspective Group (GRIN) (2013-2018)
- CHaSS Research Awards Committee (2014-2015)
- Organizer, Tanner Symposium (2014-2015)
- CHaSS Research Grant Review Committee (2013-2014)
- Member, Undergraduate Research Advisory Board (URAB) (2011-2014)
- Faculty Reviewer, URCO grants (2010-2012)
- CHaSS Curriculum Committee/EPC Subcommittee (2012-2017)
- CHaSS Tanner Symposium Committee (2012-2014)
- CHaSS Research Symposium Faculty Reviewer (2012)
- CHaSS Awards Committee (2009, 2012)
- Reviewer, *Discovery*, USU's Undergraduate Research Journal (2012)
- USU Center for Women & Gender Curriculum Committee (2010)
- Search Committee, Director of USU Center for Women and Gender (2010)
- Invited Keynote for Women's History Month Celebration (2010)
- Faculty Judge, Graduate Student Research Symposium (2008-2010)
- HASS Internationalization Steering Committee (2009-10)
- USU Honors Program Judge, Scholarship Reception & Mock Interviews (2009)
- Graduate Student Recruitment, *University of Michigan Graduate Recruitment Fair*, Ann Arbor, Michigan, October (2008-2009)
- USU Fulbright Campus Committee Member (2008)
- ALLIES on Campus Representative, International Student Orientation (2007)
- Keynote Address, Women & Gender Studies Graduation Banquet (2006)
- Women & Gender Studies Program Steering Committee (2006-2010)
- Panelist for session on "First Year Faculty Experiences" for USU faculty (2006)
- Faculty Advisor for USU Students Against Sweatshops (2005)
- Graduate Student Recruitment, *California Forum for Diversity in Graduate Education*, Sacramento, California (2005)

Departmental Service

- Chair, Faculty Search Committee (2015, 2017, 2019, 2021-2022)
- Undergraduate Program Advisor & Co-Director (2012-2019)
- Sociology Honors Advisor (2006-2018)
- Chair, Undergraduate Scholarship Committee (2012-2018)
- Promotion/Tenure Advisory Committees (**16 current**)
 - **Erin Hofmann (Sociology, Chair) (2023-)**
 - **Aaron Arredondo (Sociology, Chair) (2022-)**
 - **Judson Finley (Anthropology, Chair) (2022-)**

- **Guadalupe Marquez-Vilarde (Sociology, Chair) (2020-)**
- **Jason Twede (Criminal Justice/Sociology) (2023-)**
- **Ann Roemer (IELI) (2023-)**
- **Amber Caron (English) (2022-)**
- **Rebecca Bayeck (ITLS) (2022-)**
- **Adena Rivera-Dundas (English) (2021-)**
- **Jessica Lucero (Social Work) (2020-)**
- **Mehmet Soyer (Sociology) (2020-)**
- **Cree Taylor (English) (2020-)**
- **Mario Suárez (Education) (2019-)**
- **Colleen O'Neill (History) (2019-)**
- **Marcus Brasileiro (LPCS) (2019-)**
- **Sue Shapiro (History) (2018-)**
- Chen Chen (English) (2022-2023)
- Tyler Lefevor (Psychology) (2020-2023)
- Marissa Vigneault (Art) (2015-2023)
- Gabriele Ciciurkaite (Sociology, Chair) (2016-2022)
- Erin Hofmann (Sociology, Chair) (2012-2020)
- Marisela Martinez-Cola (Sociology, Chair) (2018-2021)
- Jennifer Givens (Sociology) (2020-2022)
- Kaitlin Phillips (Communications) (2018-2022)
- So-Jung Lim (Sociology) (2013-2021)
- Dr. Matt Sanders (Communications) (2016-2020)
- Dr. Lynne McNeil (English) (2016-2020)
- Dr. Francois Dengah (Anthropology) (2014-2020)
- Dr. Rachel Walton (Criminal Justice) (2016-2018)
- Dr. Jessica Lucero (Social Work) (2012-2018)
- Dr. Kristina Scharp (Communications) (2015-2018)
- Prof. Fazilat Soukhakian (Art History) (2016-2017)
- Dr. Merideth Ferguson (Management) (2012-2015)
- Anthropology Faculty Search Committee (2012-2013)
- Sociology Faculty Search Committee (2008, 2009, 2010, 2013)
- Chair, Committee on Social Problems & Inequality (2009-2010)
- Graduate Executive Committee (2009-2012)
- Mentor, Undergraduate Teaching Fellow in Sociology (2008)
- Faculty Judge, "Peopling of the New World" Student Debate (2006)
- Member, Department Committee on *Social Problems and Inequality, Social Change & Development, Social Theory, Labor Markets & Social Policy*

Leadership & Professional Engagement

- Utah Center for Legal Inclusion (UCLI), Leadership Council (2020-)
 - Co-Chair, Tracking Progress Committee (2020-)
- USU Representative, *Real Women Run (RWR)* (2015-2021)
 - Chair, Webinar Committee (2020-2021)
 - Chair, Executive Board, *Real Women Run* (2018-2019)
 - Co-Chair, *Real Women Run* Annual Winter Training (2018-2019)
 - Co-Organizer, Northern Utah *Real Women Run* Political Training (2017)
 - Organizing Committee, RWR Winter Training (2016-2017)
- Executive Board Member, *Citizens Against Physical and Sexual Abuse (CAPSA)* (2017-2019)

- Governing Board Member, CAPSA (2018-2019)
- Nominations Committee, CAPSA (2018-2019)