

## ELIZABETH H. GORMAN

Department of Sociology  
University of Virginia  
108 Randall Hall, P.O. Box 400766  
Charlottesville, VA 22903  
(434) 924-6514, [egorman@virginia.edu](mailto:egorman@virginia.edu)  
<http://sociology.virginia.edu/people/faculty/elizabeth-gorman>

### ACADEMIC POSITIONS

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*Associate Professor*, Department of Sociology, University of Virginia, 2009- present  
*Visiting Scholar*, Department of Sociology, Harvard University, 2004-2005  
*Assistant Professor*, Department of Sociology, University of Virginia, 2001- 2009  
*Instructor*, Program on Social Studies, Harvard University, 2000-2001

### AREAS OF RESEARCH AND TEACHING

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Work, occupations and professions, inequality, organizations, economic sociology, research design, quantitative methods.

### EDUCATION

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Ph.D. Harvard University, Sociology, 2001  
A.M. Harvard University, Sociology, 1996  
J.D. University of Chicago School of Law, 1985  
A.B. Harvard University, *magna cum laude*, History and Literature, 1980

### PUBLICATIONS

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#### *Edited Special Journal Issues*

2009-2011 Guest Editor, Special Issue of *Work and Occupations* on “Transformations in Professional and Expert Work: Broadening Horizons and Bridging Divides” (with Rebecca Sandefur).

#### *Peer-Reviewed Journal Articles and Book Chapters*

Kay, Fiona M., and Elizabeth H. Gorman. 2016. “Which Kinds of Law Firms Have the Most Minority Lawyers? Organizational Context and the Representation of African-Americans, Latinos, and Asian-Americans.” Pp. 263-300 in *Diversity in Practice: Race, Gender, and Class in Legal and Professional Careers*, edited by Robert Nelson, Spencer Headworth, Ronit Dinovitzer, and David Wilkins. Cambridge University Press.

Gorman, Elizabeth H. 2015. "Getting Ahead in Professional Organizations: Individual Qualities, Socioeconomic Background, and Organizational Context." *Journal of Professions and Organization*, 2: 122-147.

Selected by the *JPO* editors as one of 5 articles showcasing the most interesting research published in the first 3 volumes of the journal.

Gorman, Elizabeth H. 2014. "Professional Self-Regulation in North America: The Cases of Law and Accounting." *Sociology Compass* 8: 491-508.

Kay, Fiona M. and Elizabeth H. Gorman. 2012. "Developmental Practices, Organizational Culture, and Minority Representation in Organizational Leadership: The Case of Partners in Large U.S. Law Firms." *Annals of the Academy of Political and Social Science* 639: 91-113.

Gorman, Elizabeth H. and Rebecca L. Sandefur. 2011. "'Golden Age,' Quiescence, and Revival: How the Sociology of Professions Became the Study of Knowledge-Based Work." *Work and Occupations* 38: 275-302.

Gorman, Elizabeth H. and Fiona M. Kay. 2010. "Racial and Ethnic Minority Representation in Large U.S. Law Firms." *Studies in Law, Politics, and Society: Law Firms, Legal Culture, and Legal Practice* 52: 211-238 (Special Issue: Law Firms, Legal Culture, and Legal Practice).

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

A Sage Publications 2010 "most downloaded article" and "most cited article" (of all articles published in Sage journals in 2009 and 2010).

Gorman, Elizabeth H., and Julie A. Kmec. 2009. "Hierarchical Rank and Women's Organizational Mobility: Glass Ceilings in Corporate Law Firms." *American Journal of Sociology* 114: 1428-1474.

Reprinted in abridged form in David Grusky (ed.), *Social Stratification: Class, Race, and Gender in Sociological Perspective*, 4<sup>th</sup> ed., pp. 890-902. Boulder, CO: Westview Press, 2014.

Kay, Fiona M., and Elizabeth H. Gorman. 2008. "Women in the Legal Profession." *Annual Review of Law and Social Science* 4:299-332.

Reprinted in Andrew L. Kauffmann and David Wilkins (eds.), *Problems in Professional Responsibility*, 5th ed. Durham, NC: Carolina Academic Press, 2010.

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

Gorman, Elizabeth H. 2006. "Work Uncertainty and the Promotion of Professional Women: The Case of Law Firm Partnership." *Social Forces* 85: 865-890.

Gorman, Elizabeth H. 2005. "Gender Stereotypes, Same-Gender Preferences, and Organizational Variation in the Hiring of Women: Evidence from Law Firms." *American Sociological Review* 70: 702-728.

Marsden, Peter V., and Elizabeth H. Gorman. 2001. "Social Networks, Job Changes and Recruitment." Pp. 467-502 in *Sourcebook of Labor Markets: Evolving Structures and Processes*, edited by Ivar Berg and Arne L. Kalleberg. New York: Plenum Press.

Gorman, Elizabeth H. 2000. "Marriage and Money: The Effect of Marital Status on Attitudes toward Pay and Finances." *Work and Occupations* 27: 64-88.

Gorman, Elizabeth H. 1999. "Moving Away from 'Up or Out': Determinants of Permanent Employment in Law Firms." *Law and Society Review* 33: 637-666.

Reprinted in Milton Regan and Jeffrey Bauman (eds.), *Regan and Bauman's Legal Ethics and Corporate Practice*. Thomson, 2006.

Gorman, Elizabeth H. 1999. "Bringing Home the Bacon: Marital Allocation of Income-Earning Responsibility, Job Shifts, and Men's Wages." *Journal of Marriage and the Family* 61: 110-122.

Marsden, Peter V., and Elizabeth H. Gorman. 1999. "Social Capital in Internal Staffing Practices." Pp. 180-196 in *Corporate Social Capital and Liability*, edited by Roger Leenders and Shaul Gabbay. Amsterdam: Kluwer Academic Publishers.

#### *Book Reviews*

2017. "The Oxford Handbook of Professional Service Firms," edited by Laura Empson, Daniel Muzio, Joseph Broschak, and Bob Hinings. *Work and Occupations*. Available online ahead of print at <http://journals.sagepub.com/doi/full/10.1177/0730888416675483>

2010. "The Unfinished Revolution: How a New Generation is Reshaping Family, Work, and Gender in America," by Kathleen Gerson. *Gender and Society* 24: 702-704.

2008. "The Politics of Sexual Harassment: A Comparative Study of the United States, the European Union and Germany," by Kathrin Zippel. *Gender and Society* 22: 828-830.

2007. "Urban Lawyers: The New Social Structure of the Bar," by John Heinz, Robert Nelson, Rebecca Sandefur, and Edward Laumann. *American Journal of Sociology* 113: 890-892.

2007. "The Work and Family Handbook: Multi-Disciplinary Perspectives and Approaches," edited by Marcie Pitt-Catsouphes, Ellen Ernst Kossek, and Stephen Sweet. *Contemporary Sociology* 36: 41-43.

2005. "The Sociology of Financial Markets," by Karin Knorr Cetina and Alex Preda. *Journal of Investment Management* 3: 93-94.

2005. "Feminist Activism in the Supreme Court," by Christopher Manfredi. *Gender and Society* 19: 418-429.

### *Other Publications*

Gorman, Elizabeth H. 2014. "The End of 'Organizational Sociology' as We Know It?" *Work in Progress* blog, <http://workinprogress.oowsection.org/2014/11/20/the-end-of-organizational-sociology-as-we-know-it/>.

Gorman, Elizabeth H. 2013. "The Legal Definition of 'Discrimination'; the Declining Significance of Occupational Segregation." *Work in Progress* blog, <http://workinprogress.oowsection.org/category/panels/panel-occupational-segregation/>.

Gorman, Elizabeth H. 2006. "Explaining the Spread of Firm In-House General Counsel Positions." *North Carolina Law Review* 84: 1577-1589.

### **WORK IN PROGRESS**

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Gorman, Elizabeth H., and Fiona M. Kay. "Growing Future Partners? Developmental Practices and Diversity in Professional Firms" (under review).

Gorman, Elizabeth H., Joris Gjata, and Sarah Mosseri. "The Politics of Professional Regulation: The Accounting Profession and the Sarbanes-Oxley Act" (in preparation).

### **RESEARCH GRANTS AND FELLOWSHIPS**

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| 2017      | University of Virginia Faculty Stipend for Summer Research in the Humanities and Social Sciences, "The Politics of Professional Regulation: Accounting and the Sarbanes-Oxley Act" (\$5,000).   |
| 2016-2017 | National Science Foundation Doctoral Dissertation Improvement Grant for Joris Gjata: "The Legal Incorporation of Private Regulation: Transforming Ratings in Finance and Healthcare."   |
| 2013-2016 | Social Sciences and Humanities Research Council (Canada), "Racial and Ethnic Diversity in Corporate Law Firms: A Longitudinal Study of Organizational Practices Shaping Hiring, Retention and Promotions" (with Fiona Kay, Queen's University, Canada), 2013-2016, \$93,399 (Canadian). |
| 2012-2013 | University of Virginia Sesquicentennial Fellowship (research leave).  |
| 2010-2013 | Law School Admissions Council, "Law Firm Employment Practices and the Representation of Minority Associates and Partners" (with Fiona Kay, Queen's University, Canada) (\$71,295).  |
| 2010      | University of Virginia Faculty of Arts and Sciences Research Grant, "Minority Representation in Law Firms," 2010 (\$1,500).   |

- 2006 University of Virginia Faculty of Arts and Sciences Research Grant, “Cultivating Employees: Training Norms, Gender, and Promotion in Law Firms,” 2006 (\$1,500); renewed 2007 (\$900).
- 2005 University of Virginia Sesquicentennial Fellowship (Fall Semester)
- 2004-2005 Bankard Fund, “Organizational Culture and Gender Differences in Organizational Mobility,” 2004-2005 (\$25,000).
- 2004 University of Virginia Faculty Stipend for Summer Research in the Humanities and Social Sciences, “Rethinking Organizational Culture: Dimensions of Variation” (\$5,000).
- 1998-2000 National Science Foundation Dissertation Improvement Grant No. SBR-9811144, 1998-2000 (\$5,000).
- 1997-1998 Harvard Graduate Society Dissertation Fellowship (\$3,000).

#### **INVITED LECTURES AND PRESENTATIONS**

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- “Leveling the Playing Field? Developmental Practices and Diversity in Professional Service Firms.” Department of Sociology, Vanderbilt University, April 9, 2015.
- “Organizational Context and Gender and Racial Inequality at Work.” Conference on Power, Status, and Influence conference, Kellogg School of Business, Northwestern University, May 5, 2012.
- “Gender, Hiring, and Promotion: Evidence from Law Firms.” NSF ADVANCE Workshop on Evaluation of Competence and Merit, Rutgers University, April 9, 2010.
- “Open Questions in Employment Discrimination Research.” John M. Olin Conference on Combating Workplace Discrimination, University of Virginia Law School, April 2009.
- “Hierarchical Rank and Women’s Organizational Mobility: Glass Ceilings in Corporate Law Firms.” School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, January 30, 2009.
- “Hierarchical Rank and Women’s Organizational Mobility: Glass Ceilings in Corporate Law Firms.” Department of Sociology, Northeastern University, November 6, 2008.
- “Do Women (Have to) Work Harder than Men? Gender and Work Effort in the United States and Britain.” Guest lecture, Studies in Women and Gender 210, University of Virginia, November 17, 2008.
- “Hierarchical Rank and Women’s Organizational Mobility: Glass Ceilings in Corporate Law Firms.” Inequalities Workshop, Sociology Department, University of California-San Diego. October 21, 2008.

“Do Women (Have to) Work Harder than Men? Gender and Work Effort in the United States and Britain.” Office of African-American Affairs Mentoring Program, University of Virginia, April 21, 2008.

“Gender, Hiring, and Promotion in Law Firms.” Center for the Study of Race and Law, University of Virginia Law School, November 2006.

“Gender and Success in Large Law Firms.” University of Virginia Law Women, University of Virginia Law School, February 2006.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” Department of Sociology, Boston University, November 2005.

“A Social Science Perspective on Gender and Mobility in Large Law Firms.” Guest lecture to Professor David Wilkins’ course on the legal profession, Harvard Law School, October 2005.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” Sloan School of Management, Massachusetts Institute of Technology, September 2005.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” Conference on Careers, Wharton School, University of Pennsylvania, July 2005.

“Employers’ Cognitive Biases and Gender Differences in Hiring: Evidence from Law Firms.” Department of Sociology, Dartmouth College, November 2004.

“Hiring Criteria and Gender Disparities in Hiring.” Social Psychology Colloquium, Psychology Department, University of Virginia, November 2003.

## **CONFERENCE PRESENTATIONS**

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“Clientele and the Progress of Women in Corporate Law Firms” (with Fiona Kay). Society for the Advancement of Socio-Economics, June 2016, Berkeley, CA.

“Leveling the Playing Field? Developmental Practices and Diversity in Organizations” (with Fiona Kay). American Sociological Association, August 2015, Chicago, IL.

“Leveling the Playing Field? Developmental Practices and Diversity among Law Firm Partners” (with Fiona Kay). Society for the Advancement of Socio-Economics, July 2015, London, UK.

“Leveling the Playing Field? Developmental Practices and Minority Representation among Law Firm Partners” (with Fiona Kay). Law and Society Association, May 2015, Seattle, WA.

“Leveling the Playing Field? Developmental Practices and Diversity in Higher Organizational Ranks” (with Fiona Kay). Southern Sociological Society, March 2015, New Orleans, LA.

Panelist, author-meets-critics panel for *Documenting Desegregation*, by Kevin Stainback and Donald Tomaskovic-Devey, Eastern Sociological Society, March 2013, Boston, MA.

“Developmental Practices, Organizational Culture, and Minority Representation in Law Firm Leadership: Change from 1996 to 2005.” American Sociological Association, August 2012, Denver, CO.

“Toward the Study of Modes of Regulation of Professional and Expert Work.” Annual Meeting of the American Sociological Association, August 2011, Las Vegas, NV.

“The Value of Practice or the Practice of Values? Training, Culture, and Racial Integration in Law Firms” (with Fiona Kay). Southern Sociological Society, April 2011, Jacksonville, FL.

“Law Firms’ Employment Practices and the Representation of Minority Associates” (with Fiona Kay). American Sociological Association, August 2010, Atlanta, GA.

“Racial and Ethnic Minority Representation in Large U.S. Law Firms” (with Fiona Kay). Law and Society Association, May 2010, Chicago, IL.

“Gender and Willingness to Exert Discretionary Work Effort: Evidence from the United States and Britain” (with Julie Kmec). Southern Sociological Society, April 2009, New Orleans, LA.

“Gender and Self-Reported Discretionary Work Effort” (with Julie Kmec). American Sociological Association, August 2008, Boston, MA.

“Law Firms’ Employment Practices and the Representation of Minority Associates and Partners.” Law and Society Association, May 2008, Montreal, Canada.

“Taking Work Seriously: Gender and Self-Assessments of Required Work Effort in Britain and the United States” (with Julie Kmec). American Sociological Association, August 2007, New York, NY.

“Cognitive Biases and Gender in Hiring: Processes and Applications to Sociology Departments.” American Sociological Association, August 2006, Montreal, Canada.

“Seeing the Glass Clearly: Conceptualizing and Measuring Glass Ceilings in Organizations” (with Julie Kmec). Law and Society Association, July 2006, Baltimore.

“Seeing the Glass Clearly: Conceptualizing and Measuring Glass Ceilings in Organizations” (with Julie Kmec). Eastern Sociological Society, February 2006, Boston.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” American Sociological Association, August 2005, Philadelphia.

“Glass Ceilings in Organizations” (with Julie Kmec). American Sociological Association, August 2005, Philadelphia.

“Work Uncertainty, Gender, and Promotions in Large Law Firms.” Law and Society Association, June 2005, Las Vegas.

“Work Uncertainty, Gender, and Promotions in Large Law Firms.” Eastern Sociological Society, March 2005, Washington, DC.

“Employers’ Cognitive Biases and Gender Differences in Hiring: Evidence from Law Firms.” American Sociological Association, August 2004, San Francisco.

“Hiring Criteria and Gender Disparities in Hiring.” Eastern Sociological Society, February 2004, New York.

“Role-Incumbent Profiles and Gender Differences in Organizational Hiring: Evidence from Law Firms.” American Sociological Association, August 2002, Chicago.

“Role-Incumbent Profiles and Hiring in Law Firms.” Eastern Sociological Society, March 2002, Boston.

“Gender and Cognitive Bias in Hiring.” American Sociological Association, 2000, Washington, DC.

“Probationary and Permanent Employment in Professional Services: Evidence from Law Firms.” American Sociological Association, August 1998, San Francisco.

“Job Shift Processes and the Marriage Premium in Men’s Wages.” Eastern Sociological Society, March 1998, Philadelphia.

“Specialization and Status in Up-or-Out Systems: Explaining the Dismissal of Nonpromoted Employees.” Academy of Management, August 1997, Boston.

“Selection and Motivation Effects on the Marriage Gap in Men's Earnings.” American Sociological Association, August 1996, New York.

## **TEACHING**

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*Undergraduate courses:* Introduction to Organizations; Work and Occupations; Research Methods; Organizations, Institutions, and Markets; Sociology of Work; Gender and Work; Topics in the Sociology of Work: Professional Work; Distinguished Majors Thesis Seminar.

*Graduate courses:* Intermediate Statistics; Organizations; Sociology of Work; Research and Writing Seminar.

### *Undergraduate Student Supervision*

2016-2017	Undergraduate honors thesis advisor, Casey Eilbert (Political and Social Thought)
2015-2016	Undergraduate honors thesis advisor, Mary St. Julien
2008-2009	Undergraduate honors thesis advisor, Dmitry Tumin
2006-2007	Undergraduate honors thesis advisor, Cassandra Roeder
2003-2004	Undergraduate honors thesis advisor, Bradford Willard
2002-2003	Undergraduate honors thesis advisor, Kathleen Shea



### *Graduate Student Supervision*

2014-present	Dissertation advisor, Joris Gjata
2015-2016	Comprehensive examination chair, Fauzia Hussain and Gabriella Smith (Gender)
2014-2015	Comprehensive examination chair, Sarah Mosseri (Work)
2013	Comprehensive examination chair, Joris Gjata (Organizations and Economic Sociology)
2011-2012	Master's thesis advisor, Joris Gjata
2011-2012	Master's thesis advisor, Sarah Mosseri
2011-2012	Master's thesis committee member, Paul Rosenstein
2010-2011	Master's thesis advisor, Matthew Braswell
2009-2010	Master's thesis committee member, Brice McKeever
2009-2011	Dissertation committee member, Tristan Bridges
2010-2011	Dissertation committee member, Nicole Lindner (Department of Psychology)
2008-2009	Master's thesis advisor, Michael Wayne
2006-2007	Master's thesis committee member, Daniel Potter
2006-2007	Master's thesis committee member, Tara Tober
2005-2008	Dissertation committee member, Holly Lord
2005-2006	Dissertation committee member, Julia Wilson
2002-2004	Dissertation committee member, Megan Fulcher (Department of Psychology)
2003	Comprehensive examination reader, Ryan Hubbard (Organizations and Work)
2003	Comprehensive examination reader, Bhavani Arabandi (Gender)
2001-2002	Master's thesis committee member, Elizabeth Williamson

### **PROFESSIONAL ACTIVITIES AND SERVICE**

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#### *Department of Sociology and University of Virginia*

2016-2017	Chair, Department of Sociology Third-Year Contract Renewal Committee Chair, Arts, Humanities and Social Sciences Summer Stipends Committee Advisor to first- and second-year undergraduate students
2015-2016	Member, Department of Sociology Graduate Admissions Committee Member, Faculty of Arts & Sciences Summer Stipends Committee Advisor to first- and second-year undergraduate students
2013-2014	Member, Department of Sociology Graduate Admissions Committee Member, Arts & Sciences Quantitative Collaborative Steering Committee Member, University Quantitative Reasoning Assessment Committee
2011-2012	Director of Graduate Studies, Department of Sociology Member, committee to select Dissertation Year Fellowship finalists, Jefferson Scholars Foundation Member, Department of Sociology Promotion and Tenure Committee
2010-2011	Director of Graduate Studies, Department of Sociology Conducted professional workshop on publishing for graduate students Conducted professional workshop on grants and fellowships for graduate students
2009-2010	Director of Graduate Studies, Department of Sociology
2008-2009	Undergraduate Affairs Committee member Graduate Studies/Graduate Admissions Committee member Advisor to first- and second-year undergraduate students

- 2007-2008 Organizer and co-coordinator, departmental Work in Progress seminar  
Graduate Studies/Graduate Admissions Committee member
- 2006-2007 Organizer and co-coordinator, departmental Work in Progress seminar  
Senior Search Committee member  
Conducted professional workshop on publishing for graduate students
- 2005-2006 Undergraduate Studies Committee member
- 2003-2004 Graduate Admissions Committee member  
Member of ad hoc committee to select a new Department Chair  
Advisor to first- and second-year undergraduate students
- 2002-2003 Graduate Studies Committee member  
Advisor to first- and second-year undergraduate students
- 2001-2002 Graduate Admissions Committee member  
Member of ad hoc committee to select a new Department Chair  
Conducted professional workshop on publishing for graduate students

#### *Editorial and Grant Review*

- 2015-present Editorial Board member, *Research in the Sociology of Work*
- 2014-2016 Editorial Board member, *Work and Occupations*
- 2011-2013 Editorial Board member, *American Sociological Review*
- 2010-2012 Consulting Editor, *American Journal of Sociology*
- 2010-2012 Panelist, National Science Foundation Sociology Program, senior grants panel
- 2010 Panelist, National Science Foundation Sociology Program, Dissertation Improvement Grant review panel
- 2009 Panelist, National Science Foundation Program on Law and Social Science, Dissertation Improvement Grant review panel
- 2007-2010 Editorial Board member, *Gender and Society*
- 2006-2010 External proposal reviewer for the National Science Foundation
- 2006 External proposal reviewer for the Israel Science Foundation
- Ongoing Manuscript reviewer for *Administrative Science Quarterly*, *American Sociological Review*, *American Journal of Sociology*, *Gender and Society*, *Law & Social Inquiry*, *Law & Society Review*, *Organization Science*, *Qualitative Sociology*, *Social Forces*, *Social Problems*, *Social Science Research*, *Sociological Forum*, *The Sociological Quarterly*, *Work and Occupations*

#### *Professional Associations*

- 2017-2019 Member, ASA Dissertation Award Selection Committee
- 2016 Organizer, author-meets-critics session for *The Oxford Handbook of Professional Service Firms*, annual meeting of the Society for the Advancement of Socio-Economics (SASE), June 2016.
- 2015-present Co-organizer, Network D, Professions and Professionals in a Globalizing World, Society for the Advancement of Socio-Economics (SASE)
- 2014 Session organizer, “Does Organizational Sociology Have a Future?” American Sociological Association annual meetings (Section on Organizations, Occupations, and Work), San Francisco, CA.
- 2013 Session organizer, American Sociological Association annual meetings (Section on Organizations, Occupations, and Work), New York, NY.
- 2012 Session organizer, American Sociological Association annual meetings (Section on Organizations, Occupations, and Work), Denver, CO.

2011-2014 Council member, American Sociological Association Section on Organizations, Occupations, and Work

2011-2012 Publications Committee member, Southern Sociological Society

2010-2011 Weber Book Award Committee member, American Sociological Association Section on Occupations, Organizations, and Work

2008-2009 Article Award Committee Chair, American Sociological Association Section on Sociology of Law

2008-2009 Diversity Committee member, Law and Society Association

2008-2009 Chair, Committee on the Status of Women, Southern Sociological Society

2008-2009 Annual Meeting Program Committee member, Southern Sociological Society

2008-2009 Session organizer, Southern Sociological Society annual meetings

2006-2007 Session organizer, American Sociological Association annual meetings (Section on Sex and Gender), New York, NY 2007

2006-2007 Viviana Zelizer Distinguished Scholarship Award Committee member, American Sociological Association Section on Economic Sociology

2006-2007 Nominations Committee member, American Sociological Association Section on Organizations, Occupations, and Work

2006-2007 Nominations Committee member, ASA Section on Sex and Gender

2002-2003 W. Richard Scott Article Award Committee member, American Sociological Association Section on Organizations, Occupations and Work

2005-2006 Session co-organizer, Eastern Sociological Society annual meetings, Boston, MA.

2005-2006 Annual Meeting Program Committee member, Eastern Sociological Society

*Other Service*

2010-present Research Affiliate, Center for Research on Gender in the Professions, University of California-San Diego

2009-2013 Research Advisory Board member, Northeastern University NSF ADVANCE

2006-2008 Steering Committee Member, Law Firms Working Group, American Bar Foundation

**OTHER PROFESSIONAL EXPERIENCE**

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*Associate*, Sullivan & Cromwell, New York, NY, 1988-1991

*Associate*, Covington & Burling, Washington, DC, 1986-1988

*Judicial Clerk*, Hon. Francis D. Murnighan, U.S. Court of Appeals for the Fourth Circuit, 1985-1986