

KIMBERLEE A. SHAUMAN

Department of Sociology
University of California – Davis
One Shields Ave., Davis, CA 95616

Phone: (530) 754-0773
E-mail: kashauman@ucdavis.edu

EDUCATION

- Ph.D. University of Michigan, Ann Arbor
Sociology, Population Demography and Ecology: August, 1997
Dissertation: “The Education of Scientists: Gender Differences During the Early Life Course”
- M.A. University of Michigan, Ann Arbor
Sociology: May, 1994
- B.A. University of Michigan, Ann Arbor
Sociology: May, 1992
B.A. awarded with High Honors, College of Literature, Science, and the Arts

CURRENT & PRIOR POSITIONS

Professor of Sociology, University of California at Davis, 2013-present.
Special Faculty Assistant to the Vice Provost–Academic Affairs, University of California at Davis, 2014-2018.
Member, Pay Equity Task Force of the California Commission on the Status of Women and Girls, 2016-2018.
Faculty Affiliate, UC Davis Center for Poverty Research, 2011-present.
Associate Professor of Sociology, University of California at Davis, 2005-2013.
Associate Director, UC Davis ADVANCE Program, 2013-2014.
Director, UC Davis ADVANCE Program, 2012-2013.
Director, *Social Science Data Service*, University of California, Davis, 2012-2013.
Director, *Economy, Justice and Society Program*, University of California, Davis, 2011-2012.
Assistant Professor of Sociology, University of California at Davis, 1997-2005.
Statistical Consultant, Population Studies Center, University of Michigan, 1995-1996.
NIH/NICHHD Trainee and Research Assistant, Department of Sociology and Population Studies Center, University of Michigan, 1992-1997.

RESEARCH & TEACHING INTERESTS

Social stratification, gender, sociology of education, family and kinship, work and occupations, adolescence, quantitative methods, demography.

GRANTS & FELLOWSHIPS

Spencer Foundation, Lyle Spencer Research Award. 2018-2024.
Project Title: *Discriminating Language: Race, Gender, Letters of Recommendation and Outcomes in Academic Hiring*
Award: \$556,821
PI: Kimberlee Shauman, Sociology, UC Davis
Co-PI: Catherine Albiston, School of Law, UC Berkeley, Victoria Plaut, School of Law, UC Berkeley

National Science Foundation, Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science (NSF INCLUDES). 2018-2024.
Project Title: *NSF INCLUDES Alliance: Inclusive Graduate Education Network*
Award #1834528: Total – \$1,205,635; UC Davis – \$69,997

PI: Julie Posselt, Rossier School of Education, University of Southern California
Co-PI: Kimberlee Shauman, Sociology, UC Davis; Michael T Ashby, Chemistry and Biochemistry,
University of Oklahoma Norman

National Science Foundation, Education and Human Resources (EHR) and the Science of Broadening Participation (SBP) Program. 2018-2024.

Project Title: *Network Connections in Formal Hiring Processes*

Award #1756691: \$709,515

PI: Kimberlee Shauman, Sociology, UC Davis

Co-PI: Catherine Albiston, School of Law, UC Berkeley, Susan Carlson, Vice Provost Academic Personnel and Programs, UC Office of the President; Victoria Plaut, School of Law, UC Berkeley; Marc Goulden, Director of Data Initiatives, Office for Faculty Equity & Welfare, UC Berkeley

National Science Foundation, EHR Core Research (ECR) Program. 2015-2022.

Project Title: *Recruiting STEM Faculty: A Systematic Analysis of the Faculty Hiring Process at Research-Intensive Universities* (Collaborative research project with total funding = \$1,873,582)

Award #1535509: \$1,184,546; Award # 1631658: \$197,206 (supplemental funding)

PI: Kimberlee Shauman, Sociology, UC Davis

Co-PI: Susan Carlson, Vice Provost Academic Personnel and Programs, UC Office of the President

Award #1535435: \$491,830

PI: Catherine Albiston, School of Law, UC Berkeley

Co-PIs: Victoria Plaut, School of Law, UC Berkeley; Marc Goulden, Director of Data Initiatives, Office for Faculty Equity & Welfare, UC Berkeley.

National Science Foundation, Advance Institutional Transformation 2012-2017

Project Title: *UC Davis ADVANCE: Institutional Transformation to Build and Sustain a Diverse Community of Innovative STEM Scholars*

Award # 1209235: \$3,724,039

PI: Linda P.B. Katehi, Chancellor, UC Davis

Co-PIs: Kimberlee A. Shauman, Sociology, UC Davis; Maureen Stanton, Vice Provost Academic Affairs, UC Davis; Adela de la Torre, Chicana/o Studies and Director of the Center for Transnational Health, UC Davis; Raymond Rodriguez, Molecular and Cellular Biology, UC Davis.

NOTE: Kimberlee A. Shauman was Co-PI for this grant 9/2012 – 9/2014

Supplemental NSF Grant

Project Title: *UC Davis ADVANCE Career Life Balance-ADVANCE IT Supplemental Funding for Dual Career Support* 2013-2015

Award # 1209235: \$199,968

PI on the supplemental grant: Kimberlee A. Shauman, Sociology, UC Davis

Spencer Foundation Research Grant 2011-2013, \$40,000.

Project Title: *Course characteristics and gender inequality in postsecondary education: Testing the impact of the gender composition and competitiveness of class contexts on achievement and choice of major*

Co-PI with Michal Kurlaender, School of Education, UC Davis

UC Davis IGA Junior Faculty Research Grant (co-PI with Eric Grodsky), 2002-2003, \$3,700.

National Science Foundation, Sociology Program, 2002-2004, \$96,627.

Project Title: *The Geographic Mobility of Dual-Career Families: Patterns, Causes, and Consequences*

National Science Foundation, ADVANCE Leadership Program, 2002-2004, \$200,000.

Project Title: *Stepping up the Academic Ladder: Examining the Progress of Women as Department Chairs*

Co-PI: Debbie Niemeier, Civil and Environmental Engineering, UC Davis

W.E. Upjohn Institute for Employment Research Mini-grant, 2001, \$5,000.

UC Davis IGA Junior Faculty Research Grant, 2000, \$2,000.

National Academy of Education/Spencer Foundation Postdoctoral Fellowship 1999-2001, \$25,000.

Project Title: *Gender Differences in Educational and Occupational Choice During the Early 1990s: The Influence of Individual Characteristics and Career Attributes*

UC Davis Faculty Research Grant, 1997-98, 1998-99, 1999-2000, 2005-6, 2007-8, 2009-10, 2012-13, 2013-14, 2015-16.

UC Davis Junior Faculty Summer Research Fellowship, 1999.

AWARDS

Social Sciences Dean's Leadership Award, UC Davis, 2013-2014.

Soaring to New Heights Faculty Citation Award of the Diversity and Principles of Community Awards for 2015 (awarded to the founding members of the STEAD committee).

PUBLICATIONS

BOOK

Yu Xie and Kimberlee A. Shauman. 2003. *Women in Science: Career Processes and Outcomes*. Cambridge, MA: Harvard University Press.

PEER-REVIEWED ARTICLES

Kimberlee A. Shauman and Jill Huynh. 2023. "Gender, race-ethnicity and postdoctoral hiring in STEMM fields." *Social Science Research* 113:102854.

Mary R. Jackman and Kimberlee A. Shauman. 2019. "The Toll of Inequality: Excess African American Deaths in the United States over the Twentieth Century." *Du Bois Review: Social Science Research on Race* 16(2):291-340.

Kimberlee A. Shauman, Lydia P Howell, Debora A Paterniti, Laurel A Beckett, and Amparo C Villablanca. 2018. "Barriers to Career Flexibility in Academic Medicine: A Qualitative Analysis of Reasons for the Underutilization of Family-Friendly Policies, and Implications for Institutional Change and Department Chair Leadership." *Academic Medicine* 93:246-255.

Kimberlee A. Shauman. 2017. "Gender Differences in the Early Employment Outcomes of STEM Doctorates." *Social Sciences* 6(1), 24.

Kimberlee A. Shauman. 2016. "Gender Differences in the Early Career Outcomes of College Graduates: The Influence of Sex-type of Degree Field across Four Cohorts." *RJF: The Russell Sage Foundation Journal of the Social Sciences*, 2(4), 152–193.

Yu Xie, Michael Fang, and Kimberlee A. Shauman. 2015. "STEM Education." *Annual Review of Sociology* 41: 331-357.

Robin Pleau and Kimberlee A. Shauman. 2012. "Trends and Correlates of Post-Retirement Employment, 1968 to 2010." *Human Relations* 66(1): 113-141.

Kimberlee A. Shauman. 2010. "Gender Asymmetry in Family Migration: Occupational Inequality or Interspousal Comparative Advantage?" *Journal of Marriage and Family* 72:375-392.

Kimberlee A. Shauman. 2009. "Are There Sex Differences in the Utilization of Educational Capital Among College-Educated Workers?" *Social Science Research* 38:535-571.

- Kimberlee A. Shauman and Mary C. Noonan. 2007. "Family Migration and Labor Force Outcomes: Sex Differences in Occupational Context." *Social Forces* 85:1735-1764.
- Kimberlee A. Shauman. 2006. "Occupational Sex Segregation and the Earnings of Occupations: What Causes the Link Among College-Educated Workers?" *Social Science Research* 35:577-619.
- Kimberlee A. Shauman and Yu Xie. 2003. "Explaining Sex Differences in Publication Productivity Among Postsecondary Faculty." In *Equal Rites, Unequal Outcomes: Women In American Research Universities*, edited by Lilli Hornig. New York: Kluwer Academic/Plenum Publishers.
- Yu Xie and Kimberlee A. Shauman. 1998. "Sex Differences in Research Productivity: New Evidence About and Old Puzzle." *American Sociological Review* 63:847-870.
- Sandra Hofferth, Kimberlee A. Shauman, Robin Henke, and Jerry West. 1998. *Characteristics of Children's Early Care and Education Programs: Data from the 1995 National Household Education Survey*. Washington, DC: U.S. Department of Education, National Center for Education Statistics (NCES 98-128).
- Yu Xie and Kimberlee A. Shauman. 1997. "Modeling the Sex-Typing of Occupational Choice: Influences of Occupational Structure." *Sociological Methods and Research* 26: 233-261.
- Kimberlee A. Shauman and Yu Xie. 1996. "Geographic Mobility of Scientists: Sex Differences and Family Constraints." *Demography* 33: 455-468

SHORT ARTICLES

- Kimberlee A. Shauman. 2013. "Human Capital." In *Sociology of Work: An Encyclopedia*, edited by Vicki Smith. Thousand Oaks, CA: Sage Publications.
- Kimberlee A. Shauman. 2013. "Discrimination: Institutional, Statistical, and Direct." In *Sociology of Work: An Encyclopedia*, edited by Vicki Smith. Thousand Oaks, CA: Sage Publications.

BOOK REVIEWS

- Kimberlee A. Shauman. Forthcoming. "Review of *Misconceiving Merit: Paradoxes of Excellence and Devotion in Academic Science and Engineering*, by Mary Blair-Loy and Erin A. Cech." *American Journal of Sociology*.
- Kimberlee A. Shauman. 2012. "Review of *Gender Stratification in the IT Industry: Sex, Status and Social Capital*, by Kenneth W. Koput and Barbara A. Gutek." *Contemporary Sociology: A Journal of Reviews* 41(6):817-819.

LIMITED DISTRIBUTION PAPERS AND REPORTS

- Kimberlee A. Shauman. 2005. "Women in Science: Recognizing and Realizing the Potential." Paper prepared for the Center for Work-Life Policy.

PRESENTATIONS

PRESENTATIONS AT PROFESSIONAL MEETINGS

- Kimberlee A. Shauman. 2023. "Gender, Race-ethnicity, and the Influence of Intellectual "Fit" in Faculty Hiring." Presented at the Spring Meeting of International Sociological Association Research Committee on Stratification (RC28) at Sciences Po in Paris.
- Kimberlee A. Shauman and Jessica Gold. 2022. "Who's Connected? Gender, Race-Ethnicity and Network Connections in the Faculty Job Market." Presented at the Spring Meeting of International Sociological Association Research Committee on Stratification (RC28) at the London School of Economics, and at the Symposium on Networks and Labor Market Inequalities at the Copenhagen Business School.
- Kimberlee A. Shauman and Jill Huynh. 2021. "Gender, Race-Ethnicity and Postdoctoral Hiring in STEM Fields." Presented at the Annual Meeting of the Association for the Study of Higher Education (ASHE), San Juan, Puerto Rico, and the Association for Public Policy Analysis & Management (APPAM) Fall Research Conference, Austin, Texas.

- Kimberlee A. Shauman. 2021. "Contributions to Diversity' Statements and Faculty Recruitment: Policy, Pushback, Engagement and Effects." Presented at the Annual Meeting of the Association for the Study of Higher Education (ASHE), San Juan, Puerto Rico.
- Kimberlee A. Shauman. 2019. "Who Applies for STEM Faculty Positions? Gender, Race and Selectivity in the STEM Academic Labor Market." Presented at the Annual Meeting of the Sociology of Education Association (SEA), Pacific Grove, CA.
- Kimberlee A. Shauman. 2018. "Simple Supply or More Complex Conditioning Context? Race, Gender, Representation and Outcomes in the Hiring Process." Presented at the Stanford University Sociology Colloquium.
- Kimberlee A. Shauman. 2018. "Race, Gender and His/Her/Their Qualifications: Disparities in the Attribution of Achievement in Letters of Recommendation." Presented at the Annual Meetings of American Association of Physics Teachers (AAPT), San Diego, CA, and of the Sociology of Education Association (SEA), Pacific Grove, CA.
- Kimberlee A. Shauman. 2017. "Who Applies for STEM Faculty Positions? Gender and Racial Differences in Applications and Qualifications." Presented at the Annual Meeting of the Population Association of America, Chicaco, IL and at the Broom Demography Center's research workshop, "Gender Inequality in STEM Education and Occupations," UC Santa Barbara.
- Kimberlee A. Shauman. 2016. "Competitive Environments and Gender Differences in Postsecondary STEM Achievement and Persistence." Presented at the Annual Meeting of American Sociological Association, Seattle, WA.
- Kimberlee A. Shauman, Michal Kurlaender, and Erika Jackson. 2016. "Testing the Influence of Course-Level Gender Representation on Postsecondary Achievement in STEM Courses." Presented at the Annual Meeting of International Sociological Association Research Committee on Stratification (RC28). National University of Singapore.
- Kimberlee A. Shauman. 2015. "Gender Differences in the Early Career Outcomes of College Graduates: The Influence of Sex-type of Degree Field across Four Cohorts." Presented at the Annual Meeting of the Population Association of America. San Diego, CA.
- Kimberlee A. Shauman. 2015. "Gender Differences in the Early Career Outcomes of College Graduates: The Influence of Sex Type of Degree Field across Three Cohorts" Presented at the Russell Sage Foundation Conference "Changing Roles and the Status of Women: Effects on Society and the Economy." New York, NY.
- Kimberlee A. Shauman. 2012. "Competitive Environments and Gender Differences in Postsecondary STEM Achievement and Persistence." Presented at the Annual Meeting of International Sociological Association Research Committee on Stratification (RC28). University of Virginia, Charlottesville, VA.
- Kimberlee A. Shauman and Mary C. Noonan. 2012. "Do State Worksite Breastfeeding Statutes Influence Post-Birth Work Behavior of Mothers?" Presented at the Work and Family Researchers Network inaugural conference. New York, NY.
- Kimberlee A. Shauman. 2012. "Gender, College Dropout, and the 'Structural Characteristics' of STEM Majors." Presented at the Annual Meeting of the Population Association of America. San Francisco, CA.
- Kimberlee A. Shauman, Michal Kurlaender, and Erika Jackson. 2011. "Testing the Influence of Course-Level Gender Representation on Postsecondary Achievement in STEM Courses." Presented at the Annual Meetings of International Sociological Association Research Committee on Stratification (RC28). University of Essex, Institute for Social & Economic Research, Colchester, UK, the Population Association of America, Washington, DC, and the Sociology of Education Association, Pacific Grove, CA.
- Kimberlee A. Shauman. 2010. "Colocation or Tied Migration: Choice of Destination Location Among Dual-Earner Families." Presented at the Annual Meeting of the Population Association of America. Dallas, TX.

- Kimberlee A. Shauman and Mary C. Noonan. 2009. "Legislating Equality: State-level Anti-Discrimination Laws and Labor Force Sex Stratification." Presented at the Annual Meeting of the Population Association of America. Detroit, MI.
- Kimberlee A. Shauman and Robin Pleau. 2009. "Trends and Correlates of Post-Retirement Employment, 1968 to 2007." Presented at the Annual Meeting of the Population Association of America. Detroit, MI.
- Kimberlee A. Shauman. 2008. "Are There Sex Differences in the Utilization of Educational Capital Among College-Educated Workers?" Presented at the Annual Meeting of the Population Association of America. New Orleans, LA.
- Kimberlee A. Shauman. 2007. "Sex Asymmetry in Family Migration: Familial Gender Roles or Occupational Inequality?" Presented at the Annual Meeting of the Population Association of America. New York, NY.
- Mary R. Jackman and Kimberlee A. Shauman. 2007. "How many African Americans are missing? Differential racial mortality, excess African American deaths, and lost population growth in the United States, 1900-2000." Presented at the Annual Meeting of the Population Association of America. New York, NY.
- Kimberlee A. Shauman. 2006. "Life Course Trajectories of Inter-Spouse Income Inequality." Presented at the Annual Meeting of the Population Association of America. Los Angeles, CA.
- Kimberlee A. Shauman. 2006. "Sex Differences in the Utilization of Educational Capital Among College-Educated Workers." Presented at the Annual Meeting of the Population Association of America. Los Angeles, CA.
- Kimberlee A. Shauman. 2006. "Women in Science: Past Progress and Persistent Challenges." Presented at the Annual Meeting of the American Association for the Advancement of Science (AAAS). St. Louis, MO.
- Kimberlee A. Shauman. 2005. "Specialization, Joint Production and Other Arrangements: Investigating the existence of distinct patterns of inter-spouse income inequality." Presented at the 2005 Annual Meeting of International Sociological Association Research Committee on Stratification (RC28). Los Angeles, CA.
- Kimberlee A. Shauman and Mary Noonan. 2005. "Family Migration and Career Mobility: Gender Differences in Occupational Context." Presented at the Annual Meeting of the Population Association of America, Philadelphia, PA.
- Kimberlee A. Shauman. 2003. "What are you doing with your degree? Within-major gender differences in occupational characteristics." Paper presented at the 2003 Annual Meeting of International Sociological Association Research Committee on Stratification (RC28), New York, NY.
- Kimberlee A. Shauman. 2003. "Migration and Changing Family Characteristics in the U.S. 1981-2002." Presented at the Annual Meeting of the Population Association of America, Minneapolis, MN.
- Kimberlee A. Shauman. 2001. "Gender Differences in Choice of College Major: Effects of Values and Expected Earnings." Presented at the Annual Meeting of the American Sociological Association, Anaheim, CA.
- Kimberlee A. Shauman. 2000. "Gender Differences in Choice of College Major: The Influence of Individual and Institutional Characteristics." Presented at the National Academy of Education Annual Meeting, October, 2000, New York University.
- Kimberlee A. Shauman and Yu Xie. 1999. "Gender Differences in the Attainment of a Science/Engineering Bachelor's Degree." Presented at the Annual Meeting of the American Sociological Association, Chicago, IL.
- Kimberlee Akin. 1996. "Science in College: Migration Into and Out of Science/Engineering Majors." Presented at the Annual Meeting of International Sociological Association Research Committee on Stratification (RC-28), Ann Arbor, MI.
- Kimberlee Akin and Yu Xie. 1995. "Migration of Scientists: Roles of Gender and the Family." Presented at the Annual Meeting of the Population Association of America, San Francisco, CA.

Yu Xie, Kimberlee Akin, and Charles Peek III. 1993. "Gender Differences in Career Choice After College: 1978-1988 US." Presented at the Annual Meeting of International Sociological Association Research Committee on Stratification (RC-28), Durham, NC.

Yu Xie and Kimberlee Akin. 1992. "Sex-Typing of Occupational Choice: A Test of the Role Model Theory." Presented at the Annual Meeting of the Population Association of America, Denver, CO.

INVITED PRESENTATIONS:

"Inscribing Bias? Testing for Differences by Gender and Race-ethnicity in Letters of Recommendation for STEM Faculty Job Applicants." Presented at the University of Pennsylvania Sociology Colloquium. April 2023.

"Can Requiring 'Diversity Statements' Diversify Faculty Hiring? Policy, Practice and Empirical Evidence." Presented in the virtual seminar series entitled "What's in a diversity statement?" to the Departments of Biological Sciences and Psychology at the University of Toronto, Scarborough. February 2023.

Discussion of "The Toll of Inequality" with Jelani Cobb and Mary Jackman. *The Lipman Dialogues*, Columbia School of Journalism. February 2022.

"How Gendered Family Roles Generate Career Inequalities in STEM." Presented at the Workshop on Promising Practices for Improving the Inclusion of Women in Science, Engineering, and Medicine: Lessons from Kuwait and the United States sponsored by the National Academies of Sciences, Engineering, and Medicine (NASEM) and the Kuwait Foundation for the Advancement of Sciences (KFAS). October 2020.

Invited participant in the Workshop on Understanding the Institutional Barriers to Implementing Effective Interventions for Improving the Representation of Women in Science, Engineering, and Medicine. National Academies of Science, Engineering, and Medicine, Committee on Addressing the Underrepresentation of Women in Science, Engineering, and Medicine. Washington, DC. February 2019.

"Inscribing Bias? Testing for Disparities by Gender and Race in Letters of Recommendation." Presented at the Columbia Center for Wealth and Inequality Seminar Series. March 2019.

"Applicant Pool Diversity and Hiring Outcomes: Examining the Association Across the Hiring Process." UC Irvine Sociology Colloquium. February 2018.

"The Use of Contribution to Diversity Statements in Faculty Hiring: Who requires them? Who submits them? What do they say? Do they impact outcomes?" UC Irvine Inclusive Excellence Seminar. February 2018.

"The toll of inequality: Racial inequality and excess death in the United States, 1900-2000." Presented (with Mary Jackman) at the Berkeley Population Center, University of California, Berkeley. January 2016.

"Taking Stock of Gender: Where We Are in 2014." Panel participant at the conference, "Gender Rules: Conversations About Access, Outcome, and Equality." Yale University. November 2014.

"Forging Effective Partnerships to Sustain Institutional Change" Panel Participant at the Association of Public and Land-grant Universities (APLU) Annual Meeting. Orlando, FL. November 2014.

"Gender Differences in Early Employment Outcomes among Doctorates in STEM Fields." Presented at the 2012 Talent Management Alliance Conference, "STEM: Attracting, Developing and Retaining World-Class Talent." San Francisco, CA. August 2012.

"Structural causes of inequities in STEM hiring and promising strategies for increasing diversity." Presented at the UC ADVANCE PAID Roundtable, "Using Research and Data to Improve the Faculty Search Process in STEM Disciplines." UC Berkeley. April 2012

"Challenges for Future Research on Women in Science." Keynote address, European Commission Conference "Beyond the Leaky Pipeline: Challenges for Future Research on Women in Science." Brussels, Belgium. October 2010.

"Gender Differences in Early Employment Outcomes among Doctorates in STEM Fields." Presented at the conference on Gender in Academia. Skanör, Sweden. Organized by the Maria Stanfors, Department of Economic History, Center for Economic Demography, Lund University. June 2010.

- “Sex Differences in the Utilization of Human Capital: Degree, Field of Study, and Family Influences.” Paper presented at the University of California, Davis conference “Gender over the Life-Cycle” sponsored by the Program in Economy, Justice and Society. May, 2007.
- “Women in Science: Past Progress and Persistent Challenges.” Presented at the Women in Computer Science Luncheon, University of California, Davis. May 2006.
- “Women in Science: Past Progress and Persistent Challenges.” Presented in the Department of Entomology Seminar Series, University of California, Davis. April 2006.
- “Sex Differences in Science Education at the Secondary and Postsecondary Levels.” Presented at the Fall meeting of the National Research Council Board on Science Education. December 2005.
- “Sex differences in the utilization of educational capital: How do science and engineering compare to other fields?” Presented at the University of Michigan. Sponsored by the University of Michigan NSF ADVANCE Program and the Institute for Research on Women and Gender. November 2005.
- “Workshop on Work-Family Conflict.” Presented at the University of Michigan. Sponsored by the University of Michigan NSF ADVANCE Program and the Institute for Research on Women and Gender. November 2005.
- “Women in Science: Recognizing and Realizing the Potential.” Presented at the October, 2005 meeting of “The Hidden Brain Drain Task Force: Women and Minorities as Unrealized Assets” at the Center for Work-Life Policy, New York, New York. October 2005.
- “Educating Girls and Women in Science.” Keynote address at the California Girls Collaborative Project Kick-Off Conference. University of California, Davis. October 2005.
- “Women in Science” U.S. Congressional briefing. Organized by the American Chemical Society and sponsored by Senator Jeff Bingaman (D-New Mexico and Co-chair of the Science and Technology Caucus). Washington, DC. June 2005.
- “Women in Science: Past Progress and Persistent Challenges.” Presented at the University of Chicago Symposium, “Why So Few Women in Science? Defining the Problem and Taking Action,” co-sponsored by the Kavli Institute for Cosmological Physics and the Materials Research Science and Engineering Center. May 2005.
- “Women in Science: Past Progress and Persistent Challenges.” Presented to the Bay Area Association for Women in Science. May, 2005.
- “Women in Science: Past Progress and Persistent Challenges.” Presented at the University of California at San Francisco. Sponsored by the Center for Gender Equity and the Chancellors Advisory Committee on the Status of Women. April 2005.
- “Sociological Aspects of S/E Career Participation.” Presented at the National Bureau of Economic Research, Cambridge, MA. January 2005.
- “Women in Science: What we know.” Presented at the Barnard College Colloquium “Women, Work and the Academy: Strategies for Responding to 'Post-civil Rights Era' Gender Discrimination,” Barnard College, December 2004.
- “Women in Science: Past Progress and Persistent Challenges.” Presented at the National Institutes of Health, Bethesda, MD. March 2004.
- “Generating Occupational Sex Segregation: Gender Differences in the Choice of College Major.” Presented at the School of Education, Stanford University. November 2002.
- “Gender Differences in the Attainment of a Science/Engineering Bachelor’s Degree.” Presented at the Sociology Department Seminar Series, University of Arizona. November 2001.
- “Explaining Sex Differences in Publication Productivity Among Postsecondary Faculty.” Presented at the Conference for Women in Research Universities, Cambridge, Massachusetts. November 1998.

MEDIA APPEARANCES AND COVERAGE:

“Gender, race-ethnicity and postdoctoral hiring in STEMM fields” (Shauman & Huynh 2022) focus of article in *Science*. August 10, 2023 (<https://www.science.org/content/article/among-u-s-postdoc-applicants-researchers-color-often-fare-worst>).

“The Toll of Inequality” (Jackman & Shauman 2019) featured *New York Times* article, August 11, 2020. (<https://www.nytimes.com/interactive/2020/08/11/opinion/us-coronavirus-black-mortality.html?sea>)

Televised Lecture. “Educating Girls and Women in Science.” UCTV. January 9, 2006.

Featured expert, The News Hour with Jim Lehrer. "Women in Science: Discussion" February 22, 2005.

Featured expert, The Diane Rhem Show, NPR. "Women in Science and Math." January 27, 2005.

Featured expert, On Point, WBUR, Boston Public Radio news program. "Women and Science Don't Mix?" January 19, 2005.

Featured expert, ABC World News with Peter Jennings. January 18, 2005.

Quoted in *The New York Times*, *The Harvard Crimson*, *Newsweek*, *Time*, *The Wall Street Journal*, *The Chronicle of Higher Education*, *The Boston Globe*.

COURSES TAUGHT

UNDERGRADUATE

Intermediate Social Statistics (Soc 106)

Sociology of Adolescence (Soc 122)

The Family (Soc 131)

Social Stratification (Soc 140)

Gender Issues in Education (Soc 190X)

Davis Honors Challenge Freshman Seminars (“The Prevalence, Character and Consequence of Competition” in 2008; “Does inequality make us sick?” in 2009, 2010)

GRADUATE

Methods of Quantitative Research (Soc 207A-B, Soc 208)

Gender, Family, and Society (Soc 234)

Social Stratification (Soc 295)

Group Study (Soc 298) (Data management and practical issues related to statistical modeling)

PROFESSIONAL AFFILIATIONS

American Sociological Association, Population Association of America, International Sociological Association Research Committee on Social Stratification (RC28), National Council on Family Relations, American Association of University Women.

PROFESSIONAL SERVICE

PUBLIC SERVICE:

Member, Pay Equity Task Force of the California Commission on the Status of Women and Girls, 2016-18.

SERVICE TO THE DISCIPLINE & BROADER ACADEMIC COMMUNITY:

Occasional reviewer for *National Science Foundation*, *American Sociological Review*, *American Journal of Sociology*, *Proceedings of the National Academy of Sciences*, *Demography*, *Science*, *Science Advances*, *PLOS One*, *Journal of Marriage and Family*, *Sociology of Education*, *Social Forces*, *Economic Geography*, *Sex Roles*, *Social Science Research*, *Social Science Quarterly*, *Sociological Methodology*, *Population*, *Space and Place*, *Population Studies*, *The Sociological Quarterly*, *Work and*

Occupations, Harvard University Press, University of Chicago Press, and the American Association of University Women.

Grant consultation:

The Influence of an Inclusive Climate on STEM Academic Early-Career Outcomes

National Science Foundation, EHR (Education and Human Resources) Core Research (NSF-2000579)

Role: Advisory Board Member

PIs: Isis Settles (Psychology, University of Michigan) and Eric Cech (Sociology, University of Michigan)
2020-2023

Broadening Participation of Marginalized Scholars in STEM: The Longitudinal Influence of Early-Career Climate Experiences on Professional Pathways

National Science Foundation, ECR-EDU Core Research, Division of Equity for Excellence in STEM (NSF-2300709)

Role: Advisory Board Member

PIs: Isis Settles (Psychology, University of Michigan) and Eric Cech (Sociology, University of Michigan)
2023-2028

External Review Letters in Promotion and Tenure Decision Making: Validity and Fairness

National Science Foundation, Division of Equity for Excellence in STEM (NSF-2100034)

Alfred P. Sloan Foundation (G-2021-1675)

Role: Advisory Board Member

PIs: Christiane Spitzmueller (Vice Provost for Academic Affairs And Strategy, UC Merced) and Juan M. Madera (Psychology, University of Houston)
2021-2024

Heising Simons Foundation, Advised the development of a report on ways to make conferences more inclusive, reviewed the final report, Winter 2023.

Columbia School of Journalism, Lipman Center Project, "Uncovering Inequality," Project advisor and report reviewer, 2021-2023.

ASA Doctoral Dissertation Research Improvement Grants (ASA DDRIG) Reviewer, 2022, 2023.

Spencer Foundation, Lyle Spencer Research Awards, Ad Hoc Reviewer, 2020-2021.

National Academy of Education (NAEd) / Spencer Postdoctoral Fellowship Selection Committee 2018-2021.

External Program Evaluation Committee, University of Michigan ADVANCE Program Review, 2018.

National Science Foundation

Panel Reviewer:

- Education Core Research (ECR) Program, 2016.
- ADVANCE Program, 2016.
- Research on Learning and Education (ROLE) Program, 2005.

Ad Hoc Reviewer:

- Sociology Program, 2000, 2004, 2005, 2010, 2012, 2017, 2018, 2020, 2022, 2023
- Education Core Research (ECR) Program, 2021, 2022, 2023.
- ADVANCE Program, 2014, 2020
- Risk and Management Sciences (DRMS) Program, 2018

Nominations Committee of the Sociology of Education Section, American Sociological Association, 2005-06.

Organizer, Organizations Occupations and Work Refereed Roundtables, 2002 Annual Meeting of the American Sociological Association, Chicago.

Panel member. 2014. "Taking Stock of Gender, 2014" session at the "Gender Rules: Conversations About Access, Outcome, and Equality." Symposium co-sponsored by YaleWomen and the Yale Women Faculty Forum. November 1, 2014. New Haven, CT.

Panel member. 2014. “Forging Effective Partnerships to Sustain Institutional Change.” Association of Public and Land-grant Universities (APLU) Annual Meeting. November 2, 2014. Orlando, FL.

DEPARTMENT OF SOCIOLOGY SERVICE:

Sociology Colloquium and Lemert Lecture Committee, 2014-15 (chair), 2020-21 (chair).
Inequality/Poverty Faculty Recruitment Committee, 2013-14 (chair), 2022-23 (chair).
Social Demography Faculty Recruitment Committee, 2008-09 (chair).
Family, Childhood, Adolescence Faculty Recruitment Committee, 2023-24.
Ad Hoc Personnel Review Committee, 1998-99, 2005-06, 2007-08, 2012-13, 2015-16, 2017-18.
Computer Committee, 2003-04, 2006, 2007-08 (chair), 2008-09 (chair), 2010-11 (chair), 2011-12 (chair).
Doctoral Program Preliminary Examination Committee, 2001-02, 2004-05, 2005-06, 2006-07, 2007-08, 2008-09, 2009-10, 2012-13 (chair), 2014-15, 2016-17.
Portfolio Review Committee, 2019-20, 2022-23.
Graduate Admissions Committee, 1997-98, 2002-03, 2005-06, 2017-18 (Chair), 2018-19.
Graduate Program Committee, 1998-99, 2004-05, 2009-10.
Graduate Proseminar, 2009, 2010, 2013, 2016.
Merits Committee, 2006-07, 2007-08.
Race/Ethnicity Recruitment Committee, 2000-01.
Undergraduate Program Committee, 1999-2000, 2003-04, 2015-16, 2020-21.
Undergraduate Advisor, Fall 1999, 2002.
Quantitative Methodologist Recruitment Committee, 2001-02.
Mentor to undergraduate honors students, 2000-01, 2010-11, 2011-12, 2015-16, 2016-17.

GRADUATE GROUP IN EDUCATION SERVICE:

Policy Committee, 2012-2013.

COLLEGE OF LETTERS AND SCIENCES SERVICE:

Faculty Personnel Committee, Division of Social Sciences, 2018-2019 (member), 2019-21 (chair).
Faculty Personnel Committee, Division of Humanities, Arts, and Cultural Studies, 2018-19 (member).
Executive Committee for the Institute for Social Sciences, 2014-15.
Recruitment Committee for Director of the Institute for Social Sciences, 2013-14.
Executive Committee, UC Davis Center for Poverty Research, 2011-12.
Director, Social Science Data Service, UC Davis, 2012-14.
Faculty Advisory Committee, Division of Social Sciences Information Technology Service Center (DSS-IT), UC Davis, 2010-13.
Faculty Advisory Committee, Institute for Government Affairs, UC Davis, 2007-11.
Faculty Advisory Committee, Center for History, Society and Culture, UC Davis, 2007-09.
Faculty Advisory Board, Social Sciences Program, UC Davis, 2002-08.
Quantitative Methodologist Recruitment Committee, Department of Psychology, UC Davis, 2004.
Faculty Advisory Board, Center for Quantitative Social Sciences, UC Davis, 2001-03.
Faculty Advisory Board, Economy, Justice, and Society Program, UC Davis, 2001-11.
Director, Economy, Justice, and Society Program, UC Davis, 2011-12.
Faculty Advisory Board, Social Science Data Service, UC Davis, 2000-05, 2008-11.
Divisional Advisory Committee, Division of Social Sciences, UC Davis, 2000-01.
Faculty Planning Group for the Quantitative Social Sciences Initiative, UC Davis, 1998-99.

UNIVERSITY OF CALIFORNIA, DAVIS CAMPUS SERVICE:

Program Review Committee for the Education Leadership CANDEL Graduate Group (chair), 2023.

Hiring Committee for Associate Director of the Data Lab, 2019.

UC Davis Task Force on Data Governance (member), 2017-19.

UC Davis ADVANCE Program:

- Director 2012-13
- Associate Director 2013-14
- Inclusive Campus Climate Initiative, Co-director 2012-2018
- Capital Resource Network, Co-director 2013-2016
- Research Initiative, Co-director, 2012-13

Strength Through Equity and Diversity (STEAD) Committee, 2012-23 (committee co-chair 2018-23)

Program Review Committee for the Child and Human Development Graduate Group, 2016.

LAUNCH (New Faculty Mentorship) Committee for Sharon Aviran, Assistant Professor of Biomedical Engineering, member 2013-14

Big Data Initiative Committee, DSS representative, UC Davis 2012-13

COACHE Faculty Job Satisfaction Survey, Campus Contact/Director, 2012-14, 2016-18, Advisory Board member, 2019-2021.

Mentorships for Undergraduate Research in Agriculture, Letters, and Science (MURALS) Program Mentor, 2010-11.

McNair Program Mentor, 2010-11, 2014-15.

Faculty Advisor/Mentor for Work Life, UC Davis, 2007-2020.

Advisory Board, Consortium for Women and Research, UC Davis, 1999-2002.

Committee for the Development of a Proposal for the NSF Advance Institutional Transformation Program, 2008-09, 2010-11.

Provost Faculty Advisory Committee led by Faculty Assistant to the Provost, Pam Ronald, 2005-07.

UNIVERSITY OF CALIFORNIA, SYSTEM-WIDE SERVICE:

UC Merced Reserve Committee on Academic Personnel (CAP), Ad Hoc Member, 2022-2023.

UC Recruit Governance Board, Member, 2014-present.

UC Recruit Data Library Advisor to the Access Control Judges, 2022-present.

Research Scholars Advisory Board, UC Advance PAID Grant, Led by Susan Carlson, UCOP Vice Provost for Academic Affairs, 2011-14.

Campus Planning Committee for the 5th UCOP ADVANCE PAID Systemwide Roundtable, (chair) 2013-14.