

**Mary Blair-Loy**  
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### **Academic and Administrative Appointments**

Associate Vice Chancellor-Faculty Diversity and Equity, UC San Diego (2014-present)  
Founding Director, Center for Research on Gender in the Professions, UCSD (2009-present)  
Associate Professor, Dept. of Sociology, UC San Diego (2004-present)  
Director of Graduate Studies, Dept. of Sociology, UC San Diego (2011-14 and 2005-08)

**Education**    Ph.D., Sociology, University of Chicago  
                  M.Div., Religion, Harvard University  
                  B.A., Sociology (Honors), University of Chicago

**Fields**            Work and Organizations, Inequality, Culture, Economic Sociology, Gender, Family

### **Publications**

#### Book

M. Blair-Loy. 2003. *Competing Devotions: Career and Family among Women Executives*. Cambridge, MA: Harvard University Press.  
(Received the 2005 William J. Goode Book Award from the American Sociological Association's Family Section and listed as one of the 100 most-cited works in Sociology).

#### Edited Volume

Amy Binder, M. Blair-Loy, John H. Evans, Kwai Ng, and Michael Schudson. 2008. *Cultural Sociology and Its Diversity*. Special issue of the *Annals of the American Academy of Political and Social Science*. Vol. 619 (September).

#### Articles

Erin A. Cech and M. Blair-Loy. 2014. "Consequences of Flexibility Stigma among Academic Scientists and Engineers." *Work and Occupations* 41: 86-110.  
(Covered in <https://www.insidehighered.com/news/2014/04/01/work-place-flexibility-stigma-affects-non-parents-too-study-suggests>  
<http://workinprogress.oowsection.org/2014/04/03/not-just-a-workers-problem-the-consequences-of-flexibility-stigma-among-science-and-engineering-faculty-2/>)

Joan Williams, M. Blair-Loy, and J. Berdahl. 2013. "Cultural Schemas, Social Class, and the Flexibility Stigma." *Journal of Social Issues* 69: 209-234.  
(Summarized in Williams, Blair-Loy & Berdahl. 2013. "Flexibility Stigma: Work Devotion vs. Family Devotion. *Rotman Magazine* Winter 2013).

Articles (continued)

M. Blair-Loy, Amy S. Wharton, and Jerry Goodstein. 2011. "Exploring the Relationship between Mission Statements and Work-Life Practices in Organizations." *Organization Studies* 32: 427-450.

Erin A. Cech and M. Blair-Loy. 2010. "Perceiving Glass Ceilings? Meritocratic vs. Structural Explanations among Women in Science and Technology." *Social Problems* 57: 371-397.

M. Blair-Loy. 2009. "Work Without End? Scheduling Flexibility and Work-to-Family Conflict among Stockbrokers." *Work and Occupations* 36:279-317. (Kanter Award Finalist)

Amy S. Wharton, Sarah Chivers, and M. Blair-Loy. 2008. "Use of Formal and Informal Work-Family Policies on the Digital Assembly Line." *Work and Occupations* 35: 327-350.

Amy S. Wharton and M. Blair-Loy. 2006. "Long Work Hours and Family Life: A Cross-National Study of Employees' Concerns." *Journal of Family Issues*. 27:415-436.

M. Blair-Loy and Michal Frenkel. 2005. "Societal Cultural Models of Work and Family: An International Perspective." In M. Pitt-Catsouphes and P. Raskin, eds., *Work-Family Encyclopedia*, Chestnut Hill, MA: Sloan Work and Family Research Network [http://wfnetwork.bc.edu/encyclopedia\\_template.php?id=1960](http://wfnetwork.bc.edu/encyclopedia_template.php?id=1960)

M. Blair-Loy and Amy S. Wharton. 2004. "Mothers in Finance: Surviving and Thriving." *Annals of the American Academy of Political and Social Science*. 596:151-171.

M. Blair-Loy and Amy S. Wharton. 2004. "Organizational Commitment and Constraints on Work-Family Policy Use: Corporate Flexibility Policies in a Global Firm." *Sociological Perspectives* 47:243-267.

M. Blair-Loy and Jerry A. Jacobs. 2003. "Globalization, Work Hours, and the Care Deficit among Stockbrokers." *Gender & Society* 17:230-249.

Reprint. 2006. In M. K. Zimmerman, J. S. Litt, and C.E. Bose, eds., *Global Dimensions of Carework*. Stanford University Press.

M. Blair-Loy and Gretchen DeHart. 2003. Family and Career Trajectories among African American Female Attorneys." *Journal of Family Issues* 24:908-933.

Reprint. 2006. In P. J. Dubeck, ed. *Workplace/Women's Place*, 3<sup>rd</sup> edition. Roxbury Publishing Company.

M. Blair-Loy and Amy S. Wharton. 2002. "Employees' Use of Family-Responsive Policies and the Workplace Social Context." *Social Forces* 80: 813-845.

Amy S. Wharton and M. Blair-Loy. 2002. "The 'Overtime Culture' in a Global Corporation: A Cross National Study of Finance Professionals' Interest in Working Part-Time." *Work and Occupations* 29:32-63.

M. Blair-Loy. 2001. "Cultural Constructions of Family Schemas: The Case of Women Executives." *Gender & Society* 15:687-709.

### Articles (continued)

M. Blair-Loy. 2001. "It's Not Just What You Know, It's Who You Know: Technical Knowledge, Rainmaking, and Gender among Finance Executives." *Research in the Sociology of Work* 10: 51-83.

(Second most cited article in this journal, per email to me from former editor, Steven Vallas, August, 2013).

M. Blair-Loy. 1999. "Career Patterns of Executive Women in Finance: An Optimal Matching Analysis." *American Journal of Sociology* 104:1346-97.

Jerry A. Jacobs and M. Blair-Loy. 1996. "Gender, Race, Local Labor Markets, and Occupational Devaluation." *Sociological Focus* 29:209-230.

Reprint. 2001. In E. Anderson and D. S. Massey, eds. 2001. *The Problem of the Century: Racial Stratification in the United States*. Russell Sage Foundation.

Ross M. Stolzenberg, M. Blair-Loy and Linda J. Waite. 1995. "Religious Participation in Early Adulthood: Age and Family Life Cycle Effects on Church Membership." *American Sociological Review* 60:84-103.

### Chapters in Edited Collections

M. Blair-Loy. 2013. "Moral Meanings in the Work-Family Literature." *ASA/NSF Report on the Science of Morality: Disciplinary and Interdisciplinary Approaches Now and in the Future*. Washington, DC: American Sociological Association.

M. Blair-Loy and Stacy Williams. 2013. "Male Model of Career." In Vicki Smith, ed. *Sociology of Work: An Encyclopedia*. Sage Publications.

M. Blair-Loy. 2010. "Moral Dimensions of the Work-Family Nexus." In S. Hitlin and S. Vaisey, eds. *Handbook of the Sociology of Morality*. New York: Springer.

Jerry Goodstein, M. Blair-Loy, and Amy S. Wharton. 2009. "Organization-Based Legitimacy: Core Ideologies and Moral Action." In I. Reed and J. Alexander, eds. *Meaning and Method: The Cultural Approach to Sociology*. Boulder, CO: Paradigm Publishers.

Amy Binder, M. Blair-Loy, John H. Evans, Kwai Ng, and Michael Schudson. 2008. "The Diversity of Culture." *Cultural Sociology and its Diversity*. Special issue of the *Annals of the American Academy of Political and Social Science*. Vol. 619 (September).

M. Blair-Loy. 2004. "Work Devotion and Work Time." In C. F. Epstein and A. Kalleberg, eds., *Fighting for Time: Shifting Boundaries of Work and Family*. Russell Sage Foundation.

## **Grants- Extramural**

Norwegian Research Council. “Cracks in the glass ceiling? Female career patterns in the United States and Norway.” I am PI at UCSD of Subproject 222, part of larger Project #236770, “Gender Segregation in the Labour Market: Comparative Perspectives and Welfare State Challenges,” Institute for Social Research (ISF), Oslo. (\$51,500 for UCSD subproject).

National Science Foundation. Advance PAID-Research, “Divergent trajectories: A Longitudinal Study of Organizational and Departmental Factors Leading to Gender and Race Differences in STEM Faculty Advancement, Pay, and Persistence” (with Co-PIs Jeanne Ferrante and Erin A. Cech), 2011-2016 (Award #1107074), (\$554,231).

Labor and Employment Fund, University of California. “Work-Family Balance, California Paid Family Leave, and Executive Men,” 2005-2007 (\$31,793).

Citigroup Behavioral Sciences Research Council, "Understanding the Use and Perceptions of Corporate Work-Family Policies II" (with Amy S. Wharton), 2000-2004 (\$226,976).

Alfred P. Sloan Foundation. “Extended Stock Market Hours and the Restructuring of Financial Service Work” (with Jerry A. Jacobs), 1999-2002 (\$260,500).

Citicorp Behavioral Sciences Research Council Exploratory Grant, "Understanding the Use and Perceptions of Corporate Work-Family Policies" (with Amy S. Wharton), 1998 (\$15,000).

Henry Murray Research Center at the Radcliffe Institute for Advanced Study, "Careers of African American Female Attorneys: An Optimal Matching Analysis," 1998 (\$5,000).

National Science Foundation Doctoral Dissertation Improvement Grant, 1995 (\$4,000) (with my dissertation advisor Andrew Abbott listed as PI).

## **Grants for my Graduate Students research, listing me as PI**

Chancellor’s Interdisciplinary Collaboratories Grant for “Gender Inequality: Ideology and Consequences” to support my graduate students Erica Bender, Melissann Herron and Stacy Bender and two Humanities students (with Co-PIs Rebecca Plant [History] and Jeanne Ferrante [Jacobs School of Engineering], 2012-2014 (\$90,000 total).

National Science Foundation, “Doctoral Dissertation Research: The Expressive Edge of Inequality” with student Erin Cech, 2009-2011, (\$6,706).

National Science Foundation, “Doctoral Dissertation Research: Taking Measure of Conversion Therapy Outcomes” with student Thomas Waidzunas, 2008-2010 (\$8,000).

National Science Foundation “Doctoral Dissertation Research: Learning to Love Labor: Low-Income Mothers, Work-Family Balance, and Public Assistance” with student Judith Hennessy, 2003-2004 (\$7,451).

## Reviews

2014. Review of Mary Ann Mason, Micholas H. Wolfinger, and Marc Goulden, *Do Babies Matter? Gender and Family in the Ivory Tower*. *Gender and Society*. October 2014; vol. 28 (5): 777-779.

2014. Review of Jamie L. Mullaney and Janet Hinson Shope, *Paid to Party: Working Time and Emotion in Direct Home Sales*. *American Journal of Sociology* January 2014; vol. 119 (4): 1181-1183.

2013. Review of Kevin J. Delaney. *Money at Work: On the Job with Priests, Poker Players, and Hedge Fund Traders*. *Accounts* (Newsletter of Economic Sociology Section of American Sociological Association) 12 (1): 18-20. <http://www.asanet.org/sectionecon/accounts-vol12issue1.htm>

2013 (with Melissann L. Herron). "The Resilience of Gender and Gender Inequality in the Contemporary United States." Review of Cecelia Ridgeway, *Framed by Gender: How Gender Inequality Persists in the Modern World*. *Sex Roles* 68: 621-625.

2009. Review of Marjorie L. DeVault, ed., *People at Work: Life, Power, and Social Inclusion in the New Economy*. *Contemporary Sociology* 38: 200-201.

2006. Review of Karen V. Hansen, *Not-so-Nuclear Families: Class, Gender, and Networks of Care*. *Contemporary Sociology* 35:257-258.

2005. Review of Ellen Ernst Kosek and Susan J. Lambert, eds., *Work and Life Integration: Organizational, Cultural, and Individual Perspectives*. *Admin. Sci. Quarterly* 50: 642-644.

2004. Review of Phyllis Moen, ed., *It's About Time: Couples and Careers*. *Contemporary Sociology* 33:308-310.

2004. Review of Eva Fodor, *Working Difference: Women's Working Lives in Hungary and Austria, 1945-1995*. *American Journal of Sociology* 109: 998-1000

2002. Review of Kimberly A. Reed, *Managing our Margins: Women Entrepreneurs in the Suburbs*, *American Journal of Sociology* 107:1109-110.

1999. Review of Jackson W. Carroll and co-authors' *Being There*, *American Journal of Sociology*. 104:1879-1880.

1998. Review of Janice M. Steil's *Marital Equality: Its Relationship to the Well-Being of Husbands and Wives*, *Contemporary Sociology* 27: 248-9.

1995. Review of Michael Roper's *Masculinity and the British Organization Man since 1945*, *American Journal of Sociology* 100:1341-1343.

## Reports

Mary Blair-Loy, Erin A. Cech, Laura Pecenco, and Stacy J. Williams. 2013. "The Persistence of Male Power and Prestige in the Professions" with Case Studies on the "Science and Engineering Professions," "Legal Professions," and "Medical Professions." Center for Research on Gender in the Professions ([crgp.ucsd.edu](http://crgp.ucsd.edu)).

(The Reports have received attention from news sources, such as the *Huffington Post*, *WBUR Radio Boston*, *KPBS*, and *NBC-7's Politically Speaking*.)

## Recognitions

2013-14. Fellow, Center for Advanced Study in the Behavioral Sciences at Stanford University (CASB) (declined).

2012. *Competing Devotions* listed as one of the 102 most cited works in sociology, 2008-2012, <http://nealcaren.web.unc.edu/the-102-most-cited-works-in-sociology-2008-2012/>

2010. "Work Without End? Scheduling Flexibility and Work-to-Family Conflict among Stockbrokers" (*Work and Occupations*) Finalist for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (6 finalists out of 2500 work-family articles considered)

2005. *Competing Devotions* received the William J. Goode Book Award from the American Sociological Association's Family Section.

## Selected Professional Activities

Founding Director, Center for Research on Gender in the Professions, UC San Diego, [crgp.ucsd.edu](http://crgp.ucsd.edu) (2009-present).

### Editorial Boards for Journals (J.):

*International J. of Gender and Power* (2013 – present); *Amer. J. of Cultural Sociology* (2012 - present); *Social Problems* (2008 - ~2011); *Amer. J. of Sociology* (2007 - ~2010); *Work and Occupations* (2007-present); *Amer. Sociological Review* (2003-2006).

Working Groups (invitation-only, small groups of top scholars and practitioners outside of academia who collaborate and publish on a major social issue and reach out to broad public audience.)

Working group on "Work as a Masculinity Contest," Sauder School of Business, University of British Columbia, November 2014 – present (2-year commitment).

Working Group on "Redesigning and Redefining Work," Clayman Institute for Gender Research, Stanford University, 2011-2013.

Working Group on "The Flexibility Stigma" at the Center for WorkLife Law, UC Hastings College of Law, 2009-2011.

## **Selected Professional Activities, continued**

International Expert for project on “New Theoretical perspectives on the Nordic Model of Work-Family Reconciliations” (Grant PIs: Professors Berit Brandth and Elin Kvande, NTNU [Norwegian University of Science and Technology, Trondheim] and Dr. Sigtona Halrynjo, Institute for Social Research/ Norwegian National Center for Research on Gender Equality, Oslo) (2012-Present).

### American Sociological Association (ASA) Recent Activities

*Officer positions:*

**Chair, Organizations, Occupations and Work Section (2013-14).**

Council, Economic Sociology Section (2006-2009)

Council, Organizations, Occupations and Work Section (2005-2008)

Regular presentations at annual meetings.

*Recent Sessions Organized at ASA:* Work, Careers, Organizations, and Labor Markets in STEM Fields 2014 (Organizations Occupations and Work Section); Professional Authority, Bureaucracy, and the Market 2011 (thematic session); Gender, the Economy, and Work 2009 (co-sponsored by the Economic Sociology and Sex & Gender Sections); Occupational Cultures 2007 (Culture Section); Work-Family Research 2006 (co-sponsored by the Family and the Organizations, Occupations and Work Sections).

*ASA Committees:* Chair, Max Weber Award, Organizations, Occupations and Work Section 2011; Chair, Viviana Zelizer Distinguished Scholarship Award Committee, Economic Sociology Section 2007; Member, William J. Goode Book Award Committee, Family Section 2007; Member, Nominations Committee, Culture Section 2005-06; Chair, Best Article Committee, Culture Section 2005.

## **Recent Invited Talks**

### University of California

October, 2013. “Diversity, Leadership, and Teaching-Mentoring: Linking Personal Values to Disciplinary Norms among STEM Faculty.” UC-wide ADVANCE PAID Conference Roundtable on Role of Contributions to Diversity in Academic Hiring and Review, hosted at UC San Diego.

March, 2013. “Intensive work commitment among executive men: Cultural inheritance and contemporary meanings.” Department of Social and Behavioral Sciences, University of California, San Francisco.

March, 2013. “Opportunities and Challenges for Women in STEM Fields.” 5th Annual UC San Diego Women’s Conference.

March, 2013. “Gender in STEMM Professions: Implicit Biases rooted in Culture.” GradWISE (Grad. Students Women in Science and Engineering) Event on Leadership Skills.





### International Invited Talks

Forthcoming June 2015. “How shatterproof are glass ceilings in the business sector? Cultural and structural factors reinforcing gender inequality in the US and Norway.” Keynote for Conference on the Glass Ceiling by Norwegian University of Science and Technology (NTNU) and CORE (Center for Research on Gender Equality), Trondheim, Norway.

Forthcoming March 2015. “Work Devotion and Masculinity among Executive Men.” International Conference on Fathers in Work Organizations: Inequalities and Capabilities, Rationalities and Politics” at Ctr for Interdisciplinary Research, Bielefeld Univ., Germany.

Forthcoming, March 2015. Guest Lecturer, “Work Devotion and Masculinity among Executive Men.” Bielefeld University, Germany.

November, 2013. Panelist for “Reconciling Work and Family – The impact of Culture, the Economy and the Welfare State,” Norwegian National Center for Research on Gender Equality, Oslo (unable to attend due to bicycle accident).

April, 2013. “Gendered Cultural Understandings of Devotion, Inclusion and Exclusion in Academia.” Frauen in der Spitzenforschung (Women in Cutting-Edge Research) Conference, University of Hamburg, Germany.

### National Invited Talks

June, 2014. Plenary: “Arlie Hochschild’s *The Second Shift: 25 Years Later.*” Work and Family Researchers Network Biannual Meetings.

August, 2013. “Gendered Cultural Understandings in Academia.” Presidential Panel, American Sociological Association Annual Meetings.

April, 2012. “The Subtleties of Cumulative Disadvantage among Women and Men Faculty in STEM.” Women’s Faculty Cabinet, University of Minnesota.

April, 2012. “Intensive Work Commitment among Executive Men.” Department of Sociology, University of Minnesota.

2011. “Work Devotion.” Redesigning and Redefining Work Group, Clayman Institute for Gender Research, Stanford University.

March, 2010. “Demands and Devotion.” Department of Sociology, UC Berkeley.

September, 2010. “Progressive Family Values: Work Life and Home Life.” American Constitution Society panel held at Thomas Jefferson School of Law, San Diego, CA.

June, 2009. “Moral Dimensions of the Work-Family Nexus.” National Science Foundation Morality Conference. Arlington, VA.

## Recent Other Scholarly Activities

Panelist for International Symposium on Work-Family Reconciliations and Gender Equality in the Intersections between State, Market and the Family. Work and Family Researchers Network (WFRN) Biannual Meeting (New York City) June, 2014.

Founding Member, Work and Family Researchers Network, [workfamily.sas.upenn.edu](http://workfamily.sas.upenn.edu)  
Faculty Fellow, Center for Cultural Sociology, Yale University.  
Research Affiliate, Berger Inst. for Work, Family & Children, Claremont McKenna College.

Member: American Sociological Association; Sociologists for Women in Society; Society for the Study of Social Problems, Work and Family Researchers Network (WFRN), Scholars Strategy Network (SSN).

## **Service at UC**

### UC-Wide

Member, UC ADVANCE PAID Research Scholars Advisory Board. Advises UC Provost Susan Carlson (PI) and colleagues in support of a UC research and dissemination project, NSF ADVANCE PAID: Meeting the California Challenge—Women and Under-represented Minority Faculty in STEM. 2012-2014.

### UC San Diego

Associate Vice Chancellor-Faculty Diversity and Equity, office of the VC-EDI, UC San Diego (2014-present).

2013-2014. Faculty Leadership Development Course.

2011-Present. Consultant, Chancellor's Committee on the Status of Women

2008-2009. Member, Subcommittee on Faculty Welfare, UCSD Faculty Senate.

2005-07. Member, Subcommittee on Research, UCSD Faculty Senate.

2004-06. Member, Steering Committee, Critical Gender Studies Program.

### UC San Diego, Department of Sociology

2011-14 and 2005-08. Director of Graduate Studies

I directed our graduate program prior to and during our external reviews in 2006 and 2014. I spearheaded curricula reforms, established competitive summer funding for graduate students, set up an internal Department Teaching Assistant training program, and helped institutionalized an annual Spring graduate student conference.

#### Faculty Recruitment Committees

2014-2-15: Member (1 search)

2010-2011: Member (1 search)

**2004-05: Chair (3 searches)**

2003-04: Member (2 searches)

## UC San Diego, Department of Sociology (continued)

2005-10. Co-coordinator of five UCSD Culture Conferences

This vibrant series inspired *Cultural Sociology and Its Diversity*, a special issue of the *Annals of the American Academy of Political and Social Science* (2008, Amy Binder, M. Blair-Loy, John Evans, Kwai Ng, & Michael Schudson, eds.)

2008- 2012. Coordinator, Inequalities Workshop.

2003- 2012. Co-convener, Culture and Society Workshop.

2003-04 Member, Undergraduate Curriculum Committee.

## **Teaching at UC San Diego**

M. Blair-Loy, editor. *Introduction to Sociology: Analysis of the Social World, 2<sup>nd</sup> edition* (2012, Cognella Press). Anthology of readings that includes six topic introductions written by the editor). This Anthology presents the classical theorists and then analyzes the social construction of inequality in the contemporary U.S., with a focus on race/ethnicity, gender, sexuality, and class, and the implications of these inequalities for college students.

*Undergraduate courses:* Introduction to Society (400 students); Gender and Work; Sociology of Gender; Diversity and Inequality (DOC 1) (over 300 students); Gender and Sexuality in Sports; Seeing the Invisible: How Gender and Sexuality Shape Opportunity.

*Graduate courses:* Sociology of Gender; Gender, Work and the Economy.

### *Graduate Students*

Recent Ph.D. graduates include Erin A. Cech (Assistant Professor, Department of Sociology, Rice University) and Thomas Waidzunus (Assistant Professor, Department of Sociology, Temple University).

Chair of dissertation committees for Jon Shafran, Laura Pecenco, Stacy J. Williams, and Laura Rogers. Major advisor for pre-ABD student Cat Crowder.

Regularly employ graduate student researchers to assist with my research projects and Center.

*Undergraduate Student Mentorship* on student projects related to diversity and equity.

Advisor on UCSD Sociology undergraduate honors theses: Hawley Winter (2003-04); Dina Randazzo (2004-05), Rafael Colonna (2005-06), Katherine Jones (2006-07), Kimberly Tran (2009-10), Allie Vogel (2013-14), Yan Ling (Anne) Wong (2014-15).

Advisor on Soc199 Independent Research: Karen Ka Wing Chan (Winter 2004), Alex Pascarzi (Spring 2005), and Rafael Colonna (Fall 2005), Allie Vogel (2012-13), and Yan Ling (Anne) Wong (Fall 2014).