

## Mary Blair-Loy

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### Academic Appointments

Associate Professor, Dept. of Sociology, Univ. of California, San Diego. 2004-present.  
Assistant Professor, Dept. of Sociology, Univ. of California, San Diego. 2003-2004.  
Assistant Professor, Dept. of Sociology, Washington State University. 1997-2003

### Education

Ph.D., Sociology, University of Chicago, 1997.  
M.Div., Religion, Harvard University, 1987.  
B.A., Sociology (Honors), University of Chicago, 1983.

**Fields:** Gender, Work and Organizations, Culture, Economic Sociology, 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).

#### 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

M. Blair-Loy. Forthcoming. "Work Without End? Scheduling Flexibility and Work-to-Family Conflict among Stockbrokers." *Work and Occupations*.

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.

Articles (continued)

M. Blair-Loy and Michal Frenkel. 2005. "Societal Cultural Models of Work and Family: An International Perspective." In Marcie Pitt-Catsouphes and Patricia Raskin, eds., *Work-Family Encyclopedia*, Chestnut Hill, MA: Sloan Work and Family Research Network at Boston College. [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.

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

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.

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.

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.

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

Blair-Loy, M. Forthcoming. "Moral Dimensions of the Work-Family Nexus." In S. Hitlin and S. Vaisey, eds. *Handbook of the Sociology of Morality*. Springer. A shorter version published as a report at the National Science Foundation Morality Workshop, June 2009, <http://www.sociology.uiowa.edu/nsfworkshop/>

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." Pp. 1-9 in *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.

### **Reprints**

M. Blair-Loy and Jerry A. Jacobs. 2006. "Globalization, Work Hours, and the Care Deficit among Stockbrokers." 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. 2006. "Family and Career Trajectories among African American Female Attorneys." In P. J. Dubeck, ed. *Workplace/Women's Place*, 3<sup>rd</sup> edition. Roxbury Publishing Company.

Jerry A. Jacobs and M. Blair-Loy. 2001. "Gender, Race, Local Labor Markets, and Occupational Devaluation." Pp. 347-374 in E. Anderson and D. S. Massey, eds. 2001. *The Problem of the Century: Racial Stratification in the United States*. Russell Sage Foundation.

### **Book in Progress** *The Power and the Glory: Work Devotion and Masculinity among Executive Men*

This is qualitative study of powerful, white, male, business elites who are captured by cultural schemas of work devotion and hegemonic masculinity. The work devotion schema defines work as the central focus of their lives and guards a masculine identity that is under siege by the market.

In contrast to widely-held views of an amoral capitalist world, I show how executive men understand their work dedication as moral: externally binding, socially beneficial, and personally redemptive. In contrast to the ideology of investor capitalism, which defines the firm as simply the means managers use for increasing shareholder value or augmenting personal riches, I find that executive men persist in finding intrinsic meaning in their long working days and their abdication of family life. At the same time they use their symbolic and material resources to enforce the mandate of work devotion among others, guaranteeing its reproduction.

The tenacity of the work devotion schema contributes toward a broader trend of stalling gender egalitarianism in U.S. society. This schema hinders corporate and public policy efforts to make elite jobs more accommodating to workers who wish to be involved parents, and it clashes with rising cultural expectations for parenthood. It also raises questions about how narrow, seemingly moral choices can collectively have destructive implications. I discuss implications for the sociologies of gender, work-family, culture, and economic sociology.

## Working Papers

M. Blair-Loy, Amy S. Wharton, and Jerry Goodstein. "Exploring the Relationship between Mission and Value Statements and Family-Friendly Practices in Organizations."

M. Blair-Loy and Erin Cech. "Demands and Devotion: Work-Family Overload-Imbalance among Women in Science and Technology Industries."

Erin Cech and M. Blair-Loy. "Perceiving Glass Ceilings? Meritocratic versus Structural Explanations of Gender Inequality among Women in Science and Technology."

Anne E. Lincoln and M. Blair-Loy. "Brokering the Relationship between Marriage and Earnings: The Marital Wage Premium in Financial Consulting."

## Grants

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

Committee on Research, UCSD, "Net Worth: Moral Meanings of Work and Family among Executive Men", 2009-2010 (\$14,946).

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

Committee on Research, UCSD, "Work-Family Balance and Executive Men," 2004-2005 (\$10,000).

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).

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).

Edward R. Meyer Fund, Washington State University, "The Patterning of Financial Executive Careers by Gender and Race." 1997, 1998 (\$7,740).

## Grants (continued)

National Science Foundation Doctoral Dissertation Improvement Grant, 1995 (\$4,000).

## Reviews

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

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

2002. *Managing our Margins: Women Entrepreneurs in the Suburbs*, *American Journal of Sociology* 107:1109-1110.

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.

## Selected Professional Activities

Founding Director, Center for Research on Gender in the Professions, UCSD (2009-present).

Editorial Boards: *Social Problems* (2008-present); *American Journal of Sociology* (2007-present); *Work and Occupations* (2007-present); *American Sociological Review* (2003-2006).

### Forthcoming and Recent Invited Talks

July, 2009. "The Work Devotion Schema." Flexibility Stigma Working Group Conference, Center for WorkLife Law, UC Hastings College of the Law.

## **Selected Professional Activities (continued)**

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

December, 2008. "Demands and Devotion." Investor Capitalism." Department of Sociology, University of Southern California.

July, 2008. "'Work Devotion Schema' Approach Confronts Scholarly 'Others.'" Culture and Economics Panel, American Sociological Association Culture Section 20<sup>th</sup> Anniversary Symposium. Harvard University.

February, 2008. "Work Devotion, Work and Family Responsibilities, and Overload-Imbalance: The Case of Women in Science and Technology Industries." SCANCOR Seminar, Stanford University.

"The Moral Lens Perspective in Organizational Research: Work-Family Policies and Beyond" Harvard University Department of Sociology Colloquium (2005); SCANCOR, Stanford University (2005); Yale University, Center for Cultural Sociology (2005).

## American Sociological Association (ASA) Recent Activities

Regular presentations at annual meetings.

*Officer positions:* Council, Economic Sociology Section (2006-2009) and Organizations, Occupations and Work Section (2005-2008);

*Recent Sessions Organized:* 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).

*Committees:* 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.

## Other Scholarly Activities

Faculty Fellow, Center for Cultural Sociology, Yale University.

Research Affiliate, Berger Institute for Work, Family & Children, Claremont McKenna College.

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

### Other Scholarly Activities (continued)

Author Meets Critics Sessions featuring *Competing Devotions* at the Pacific Sociological Society Meetings, 2005 and the Eastern Sociological Society Meetings, 2004.

Co-coordinator, Gender, Work and Family Network, Society for the Advancement of Socio-Economics (SASE), 2004-5.

Member: American Sociological Association; Sociologists for Women in Society; Society for the Study of Social Problems.

### **Teaching and Service at UC San Diego**

*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 course:* Sociology of Gender.

### Department of Sociology Service, UCSD

2008- Present. Coordinator, Gender/ Inequalities Workshop.

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

2005-08. Director of Graduate Studies, Department of Sociology.

I directed our graduate program prior to and during our successful external review in 2006, 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.

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

This vibrant series draws scholars across the U.S. and 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, and Michael Schudson, eds.)

2004-05 Chair, Recruitment Committee, Department of Sociology (3 searches)

2003-04 Member, Recruitment Committee, Department of Sociology (2 searches)

2003-04 Member, Undergraduate Curriculum Committee.

### University Service, UCSD

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.