

KIM A. WEEDEN

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February 2013

ACADEMIC EMPLOYMENT:

Cornell University, 2001-present.

Professor (2012-present).

Robert S. Harrison Director of the Institute for the Social Sciences (Jan 2013-present).

Interim Director, Center for the Study of Inequality (Jan 2013-present).

Chair, Department of Sociology (Jan 2007-July 2010).

Co-Director and co-PI, CU-ADVANCE (2008-present).

Associate Professor (2005-2012).

Assistant Professor (2001-2005).

Faculty Affiliate, Cornell Population Center (2008-present).

Executive Committee Member, Center for the Study of Inequality (2001-2012).

Faculty Affiliate, Center for the Study of Economy and Society (2010-present).

Research Fellow, Institute for Compensation Studies (2009-present).

University of Chicago, 1999-2001.

Assistant Professor, Department of Sociology and the College.

Research Affiliate, Alfred P. Sloan Center on Parents, Children, and Work.

Research Affiliate, Population Research Center.

EDUCATION:

Stanford University

Ph.D. in Sociology, 1999.

Prospectus defended with distinction. June, 1997.

Qualifying examination in Organizations. Sept., 1995.

Qualifying examination in Social Stratification with distinction. July, 1994.

M.A. in Sociology, 1993.

Willamette University

B.A. in Sociology and B.S. in Psychology (*Summa Cum Laude*), 1989.

GRANTS:

- Institute for the Social Sciences Faculty Fellowship and Research Grant. Fall 2012. In-residence fellowship and \$10,000 research grant.
- NSF (SES-1023798): Principal Investigator (with Stephen L. Morgan) of "Feeding the Pipeline: Preparing and Planning for STEM Careers." Sept. 1, 2010-Aug. 31, 2011, with no-cost extension to Aug. 31, 2012. \$137,360.

- NSF (SES-0957200): Principal Investigator (with Victor Nee) of “Collaborative Research: Understanding the Economic Crisis and its Social Impacts through Collaborative Postdoctoral Fellowships,” March 15, 2010-Feb 15, 2015. \$265,321.
- NSF Advance Institutional Transformation Award (HRD-0547373). Co-PI (with Kent Fuchs [PI], Sheila Hemami, and Marjolein van der Meulen) of “ACCEL: Accelerating Cornell’s Commitment to Excellence and Leadership,” Nov 1, 2006-Oct 31, 2011 with no-cost extension to June 30, 2013. \$3,300,000.
- NSF (SES-0824682): “Doctoral Dissertation Research: Gender and Overwork,” Youngjoo Cha, dissertator. Aug 15, 2008-Aug 14, 2009. \$5,740.
- NSF (SES-0802329): “Doctoral Dissertation Research: A Cross-National Study of Entrepreneurship, Institutions, and Cognitive Bias.” Sarah Thébaud, dissertator. May 15, 2008-May 14, 2009. \$7,488.
- NSF (SES-0751509): “Doctoral Dissertation Research in DRMS: Stress, Status, and Gender in Decision-Making Groups.” Catherine Taylor, dissertator. Feb 2008-Feb 2009. \$7,499.
- Institute for the Social Sciences Seed Grant, Cornell University. 2005. \$5,000.
- NSF (SBE-9906419). “The Micro-Level Structure of Social Classes.” With David B. Grusky (PI) and Jesper B. Sørensen. 1999-2003. \$299,815.
- NSF (SBE-9711510; David Grusky, PI). “Doctoral Dissertation Research: Occupational Closure and Earnings.” 1997-1998. \$7,499.

PUBLICATIONS:

- Morgan, Stephen L., Dafna Gelbgiser, and Kim A. Weeden. Conditional accept. “Feeding the Pipeline: Gender, Occupational Plans, and College Major Selection.” *Social Science Research*.
- Morgan, Stephen L., Theodore S. Leenman, Jennifer J. Todd, and Kim A. Weeden. Forthcoming. “Stutter-Step Models of Performance in School.” *Social Forces*.
- Morgan, Stephen L., Theodore S. Leenman, Jennifer J. Todd, and Kim A. Weeden. Forthcoming (2013). “Occupational Plans, Beliefs about Educational Requirements, and Patterns of College Entry.” *Sociology of Education*.
- Grusky, David B., and Kim A. Weeden. 2013. “Why is There So Much Poverty?” Pp. 71-88 in *Occupy the Future*, edited by David B. Grusky, Doug McAdam, Rob Reich, and Debra Satz. Boston Review/MIT Press.
- Weeden, Kim A, and David B. Grusky. 2012 (May). “The Three Worlds of Inequality.” *American Journal of Sociology* 117(6): 1723-85.
- Grusky, David B., and Kim A. Weeden. 2011. “Is Market Failure Behind the Takeoff in Income Inequality?” *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender, 2nd edition*, edited by David B. Grusky. Boulder: Westview.

- Albert, Kyle, and Kim A. Weeden. 2010. "Occupations and Professions." *Oxford Bibliographies Online: Sociology*, edited by Jeff Manza. Oxford: Oxford University Press. [peer-reviewed]
- Grusky, David B., and Kim A. Weeden. 2008. "Are there Social Classes? A Framework for Testing Sociology's Favorite Concept." Pp. 65-92 in *Social Class: How Does it Work?*, edited by Annette Lareau and Dalton Conley. New York: Russell Sage Foundation.
- Weeden, Kim A. 2008. "Occupational Closure and Earnings Inequality." Pp. 176-186 in *Social Stratification: Class, Race, and Gender in Sociological Perspective, 3rd edition*, edited by David B. Grusky (in collaboration with Manwai C. Ku and Szonja Szelenyi). Boulder: Westview Press.
- Weeden, Kim A., Young-Mi Kim, Matthew Di Carlo, and David B. Grusky. 2008. "Is the Labor Market Becoming More or Less Gradational?" Pp. 249-267 in *Social Stratification: Class, Race, and Gender in Sociological Perspective, 3rd edition*, edited by David B. Grusky (with Manwai C. Ku and Szonja Szelenyi). Boulder: Westview Press.
- Grusky, David B., and Kim A. Weeden. October, 2007. "Measuring Poverty: The Case for a Sociological Approach." Ch. 2 in *The Many Dimensions of Poverty*, edited by Nanak Kakwani and Jacques Silber. Hampshire, UK: Palgrave MacMillan.
- Weeden, Kim A., Young-Mi Kim, Matthew Di Carlo, and David B. Grusky. 2007. "Social Class and Earnings Inequality." *American Behavioral Scientist* 50(5): 702-36.
- Weeden, Kim A. 2007. "Occupational Segregation." Pp. 3244-7 in *Blackwell Encyclopedia of Sociology*, edited by George Ritzer. Oxford: Blackwell Publishing. [peer-reviewed]
- Grusky, David B., and Kim A. Weeden. 2006. "Does the Sociological Approach to Studying Social Mobility Have a Future?" Pp. 85-108 in *Mobility and Inequality: Frontiers of Research from Sociology and Economics*, edited by Stephen L. Morgan, Gary Fields, and David B. Grusky. Stanford: Stanford University Press.
- Weeden, Kim A., and David B. Grusky. 2005. "The Case for a New Class Map." *American Journal of Sociology* 111(1): 141-212.
- Weeden, Kim A., and David B. Grusky. 2005. "Are There Any Big Classes at All?" Pp. 3-56 in *The Shape of Social Inequality: Stratification and Ethnicity in Comparative Perspective*, edited by David Bills (festschrift in honor of Archibald Haller). Published as Volume 22 of *Research in Social Stratification and Mobility*. Amsterdam: Elsevier. [peer-reviewed]
- Weeden, Kim A. 2005. "Is There a Flexiglass Ceiling? Flexible Work Arrangements and Wages in the United States." *Social Science Research* 34(2):454-82.
- Weeden, Kim A. 2004. "Profiles of Change: Sex Segregation in the United States, 1910-2000." Pp. 131-78 in *Occupational Ghettos: The Worldwide Segregation of Men and Women*, by Maria Charles and David B. Grusky. Palo Alto, CA: Stanford University Press.
 - 2005 Max Weber Award for Distinguished Scholarship [book] from the Organizations, Occupations, and Work section of the American Sociological Association.

- Weeden, Kim A., and Jesper B. Sørensen. 2004. "A Framework for Analyzing Industrial and Occupational Sex Segregation in the United States." Pp. 245-96 in *Occupational Ghettos: The Worldwide Segregation of Men and Women*, by Maria Charles and David B. Grusky. Palo Alto, CA: Stanford University Press.
- Weeden, Kim A. 2002. "Why do Some Occupations Pay More than Others? Social Closure and Earnings Inequality in the United States." *American Journal of Sociology* 108(1):55-101.
 - 2004 Richard S. Scott Award for Distinguished Scholarship [article] from the Organizations, Occupations, and Work section of the ASA.
- Grusky, David B., and Kim A. Weeden. 2002. "Class Analysis and the Heavy Weight of Convention." *Acta Sociologica* 45(3):229-36.
- Grusky, David B., and Kim A. Weeden. 2001. "Decomposition Without Death: A Research Agenda for the New Class Analysis." *Acta Sociologica* 44(3): 203-18.
- Grusky, David B., Kim A. Weeden, and Jesper B. Sørensen. 2001. "The Case for Realism in Class Analysis." *Political Power and Social Theory* 14:291-305.
- Weeden, Kim A. 1998. "Revisiting Occupational Sex Segregation in the United States, 1910-1990: Results from a Log-Linear Approach." *Demography* 35(4), November:475-87.
- Grusky, David B. and Kim A. Weeden. 1998. "Models of Influence." Pp. 121-134 in *Required Reading: Sociology's Most Influential Books*, edited by Dan Clawson. Amherst: University of Massachusetts Press.
- Cauce, Ana Marie, Charles Morgan, Victoria Wagner, Elizabeth Moore, Jennifer Sy, Kathryn Wurzbacher, Kim Weeden, Sandy Tomlin, and Trish Blanchard. 1994. "Effectiveness of Intensive Case Management for Homeless Adolescents: Results of a 3-Month Follow-Up." *Journal of Emotional and Behavioral Disorders* 2(4): 219-227.

MANUSCRIPTS UNDER REVIEW AND IN PREPARATION

- Weeden, Kim A., and David B. Grusky. "Inequality and Market Failure." Under review.
- Cha, Youngjoo, and Kim A. Weeden. "Overwork and the Slow Convergence in the Gender Gap in Wages." R&R, in revision.
- Bol, Thijs, and Kim A. Weeden. "Occupational Closure and Wage Inequality in Germany and the United Kingdom."
- Weeden, Kim A., Sarah Thébaud, and Dafna Gelbgiser. "Degrees of Difference: Gender Segregation of US Doctorates by Field and Program Prestige."
- Weeden, Kim A., and Dafna Gelbgiser. "Walking the Talk: Gender Differences in Intent to Leave and Job Departures among Tenure-Line Faculty."

BOOK REVIEWS AND OTHER REPORTS:

- Weeden, Kim A., and Marin Clarkberg. 2011. "ADVANCE Participation and Changes in Faculty Work-Life Satisfaction." Report prepared for CU-ADVANCE. Ithaca, New York.
- Thébaud, Sarah E., and Kim A. Weeden. 2009. "Job Mobility of Women Academic Scientists." Review and annotated bibliography prepared for CU-ADVANCE. Ithaca, New York.
- Weeden, Kim A. 2008. "Cohort Analysis of Cornell STEM Faculty Retention and Promotion, by Gender and Discipline." Report prepared for CU-ADVANCE. Ithaca, New York.
- Weeden, Kim A. 2006. Review of Getting Rich: America's New Rich and How They Got That Way, by Lisa A. Keister. *American Journal of Sociology*: 112(1): 291-2.
- Thébaud, Sarah E., and Kim A. Weeden. 2006. Review of Fighting for Time: Shifting Boundaries of Work and Social Life, edited by Cynthia Fuchs Epstein and Arne L. Kalleberg. *Social Forces* 84(4):2370-1.
- Weeden, Kim A. 2005. "Stata algorithm for backcoding 2000 Census occupation codes into 1990 Census occupation codes." Department of Sociology, Cornell University.
- Weeden, Kim A. 2005. "Stata algorithm for backcoding 1980 Census occupation codes into 1970 Census occupation codes." Department of Sociology, Cornell University.
- Weeden, Kim A. 2002. Review of The Breakdown of Class Politics: A Debate on Post-Industrial Stratification, edited by Terry Nichols Clark and Seymour Martin Lipset. *American Journal of Sociology* 108(3):675-7.

HONORS AND AWARDS

- ISS Faculty Fellow, Institute for the Social Sciences, Cornell University, 2012/13 cohort.
- Fellow, Center for the Study of Poverty and Inequality, Stanford University, 2006-present. Co-Leader, Income Inequality Working Group, 2011-present.
- Helen and Robert Appel Fellowship in the Humanities & Social Sciences, Cornell University, 2005.
- Visiting Fellow, Political Sociology of the Welfare State Program. Department of Sociology, Umeå University (Umeå, Sweden), Spring 2005.
- Richard S. Scott Award for Distinguished Scholarship from the Organizations, Occupations, and Work section of the ASA, 2004.
- Graduate Research Opportunity Grant, Stanford University. 1998.
- Beaver Memorial Fellowship, Department of Sociology, Stanford University. 1998.
- W. Metzler Fellowship, Department of Sociology, Stanford University. 1996, 1998-99.

- Leila Arthur Cilker Fellowship and Departmental Teaching Award. Department of Sociology, Stanford University. 1995.
- G. Herbert Smith Presidential Scholar, Willamette University. 1985-89.

INVITED AND REFEREED PRESENTATIONS (LAST 5 YEARS ONLY):

- “Inequality and Market Failure.” Yale Department of Sociology/CIQLE (Oct 2012).
- “Women in Science: Progress and Remaining Challenges.” Keynote address, EWISE Conference, Cornell University (May, 2012).
- “Inequality and Market Failure in Germany and the UK.” Southern Sociological Association Mini-Conference on Work (March, 2012).
- “Degrees of Difference: Gender Segregation of US Doctorates by Field and Program Prestige.” PAA (March 2011), ASA (August 2011), Princeton Population Center (November 2011); Stanford University Clayman Institute, Center for the Study of Poverty and Inequality, and Department of Sociology (December 2011).

Featured in *Gender News*, the on-line magazine of the Stanford’s Clayman Institute.

- “Overwork and the Slow Convergence in the Gender Earnings Gap.” Human Resources Department, Institute for Labor Relations, Cornell University (March 2011); American Sociological Association meetings, OOW section session (August 2011).
- “The Three Worlds of Inequality.” Center for European Studies, Harvard University (April 2011), University of Washington Department of Sociology (April 2011)
- “Toward a New Guilded Age?” Stanford Institute for Economic Policy Research (Nov. 2009).
Follow-up interview by the editor of *The Financial Times* featured on the *Glasshouse Forum* website (www.glasshouse.org)
- “Big-Class Politics or Occupation Politics?” APSA Annual Meeting, Boston, MA (August 2008).
- “Why Conventional Accounts of the Rise in Inequality are Wrong (and Why We Should Wish They Were Right)” RC28 Meetings of the ISA, Stanford, CA (August 2008).
- “Market Failure, Rents, and the Takeoff in Wage Inequality.” ASA Annual Meeting, Boston, MA (August 2008).
- “Toward a New Guilded Age?” Department of Sociology, Stanford University (April 2007).

TEACHING EXPERIENCE:

Undergraduate courses

- Race, Class, and Gender Research in Practice (Cornell)
- Social Inequality (Cornell)

- Inequality and Social Science (Cornell)
- Interaction, Community, and Culture (Chicago)
- Democracy and Social Science (Chicago Core)
- Social Stratification (Chicago)
- Introduction to Social Inequality (Stanford)
- Guest lectures (Cornell): Inequality, Diversity, and Justice; Introduction to Sociology; Social Problems; Controversies in Inequality; The Gendered Workplace (ILR)

Graduate courses

- Social Inequality: Contemporary Theories, Debates, and Models (Cornell)
- Workshop on Social Inequality (Cornell)
- Social Stratification (Chicago)
- Advanced Seminar in Social Inequality (Chicago, with Ed Laumann)
- Teaching assistant: The General Linear Model (Stanford)

Graduate student dissertation committees

Former students

- Youngjoo Cha (chair): Assistant Professor, University of Indiana - Bloomington
- Sarah E. Thébaud (co-chair): Assistant Professor, UC - Santa Barbara
- Matthew Di Carlo (member): Senior Fellow, Albert Shanker Institute / AFT
- Tomasz Drabowicz (external jury member; European University Institute): Assistant Professor, University of Lodz, Poland
- Young-Mi Kim (member): Assistant Professor, Chung-Ang University, Korea
- Mark McKerrow (member): Assistant Professor, McMaster University, Canada
- Esther Quintero (member): Research Associate, Albert Shanker Institute / AFT
- Jennifer Todd (member): Department of Education

Current students

- Kyle Albert (chair): Cornell University
- Dafna Gelbgiser (co-chair): Cornell University
- Emily Hoagland (member): Cornell University
- In Paik (member): Cornell University
- Erik Schmidt (member): Cornell University
- Trey Spiller (member): Cornell University
- Stephan Stuth (member): WZB (Berlin School of Social Sciences)
- Jessica Su (member): Cornell University

DEPARTMENTAL SERVICE

- Interim Director of Graduate Studies, Jan 2013-July 2013
- Chair, Department of Sociology, Cornell University, Jan 2007-July 2010

- Graduate Admissions Committee: Chicago Sociology (2001); Cornell Sociology (2002-2004, 2011-2012, 2012-2013 [chair])
- Awards Committees: Robin M. Williams Jr. Awards Committee (Spring 2008, 2012); Center for the Study of Inequality (2003)
- Search Committees: Chair, Special Search (2007/08); Senior Search (2004/05)
- Colloquium Coordinator (Fall 2003-2006); Web Page Editor (Fall 2003-2006); Bylaws (co-Chair; Fall 2005)

UNIVERSITY SERVICE

- Robert S. Harrison Director of the Institute for the Social Sciences, January 2013-present
- Interim Director, Center for the Study of Inequality, January 2013-present
- Co-Director (Evaluation), Cornell University ADVANCE center, Summer 2008-present
- Executive Committee, Center for the Study of Inequality, 2001-present
- Member, Social Sciences Internal Advisory Council, Fall 2008-2012
- Member, Survey Research Institute Faculty Advisory Committee, July 2009-2011
- Member, University Faculty Senate *ad hoc* Committee on Child Care, June 2010-Oct. 2010
- Middle States Accreditation Planning Committee, Faculty Working Group, 2009-2010
- Member, Provost's Committee for Strategic Planning in the Social Sciences, 2009
- Member, Faculty Advisory Committee, Atkinson Center for a Sustainable Future, 2008/09
- Member, Dean's Advisory Committee on Financial Planning, Fall 2008
- Member, College of Human Ecology Dean Search Committee, Spring 2008
- Member, *ad hoc* tenure review committees: College of Human Ecology (2007, 2012), Johnson Graduate School of Management (2005, 2009 [chair]), Institute for Labor Relations (2009), College of Arts and Sciences (2010)
- Review committee, small grant program, Institute for Social Sciences, 2005-2007
- Voting member, Cornell University Faculty Senate, 2002-2006

PROFESSIONAL SERVICE:

- Chair (elected), ASA Section on Inequality, Poverty, and Mobility. 2012/2013. *Ex officio* member of IPM section council, 2011-present. Founding board, IPM section-in-formation, 2010.
- Nomination committee chair, council member, session organizer, and chair of Richard S. Scott "Best Paper" award committee. Organizations, Occupations, and Work section of the ASA. Member July 2005-present, dates of service vary.
- Editorial Board, *Industrial, Labor, and Relations Review*. 2011-present.
- Conference organizer (with Chris Anderson, Cornell Department of Government), "Making Welfare States Work." Sept. 2009.
- Consulting editor, *American Journal of Sociology*. 1999-2001; Nov. 2004-Nov. 2006.
- Invited expert reviewer, GAO Study on Earnings and Workplace Choices. 2003.

- Member, American Sociological Association. 1992-present. Sections: Inequality, Poverty, and Mobility; OOW; Sex and Gender; Methodology; Sociology of Education.
- Member, Research Committee 28 of the ISA. 2002-present.
- Member, Population Association of America. 1999-present
- Occasional Reviewer: *American Journal of Sociology*, *American Sociological Review*, *British Journal of Sociology*, *Demography*, *Gender and Society*, *International Journal of Comparative Sociology*, *International Sociology*, *Journal of Marriage and the Family*, *Research in Social Stratification and Mobility*, *Social Forces*, *Social Science Research*, *Sociological Focus*, *Sociological Forum*, *Sociological Methodology*, *Sociological Methods and Research*, *Sociological Perspectives*, *The Sociological Quarterly*, *Sociology of Education*, *TESS*, *Work and Occupations*.

CONSULTING AND APPLIED RESEARCH EXPERIENCE:

- Research Consultant, Sociometric Corporation, Los Altos, CA. 1995-96.
“Options for Pre-Teens Evaluation” and “Supplemental Security Income Outreach Demonstration Project Evaluation” (James L. Peterson, Ph.D., PI).
- Research Assistant, YouthCare, Inc., Seattle, WA. 1990-92.
“Seattle Homeless Adolescent Research” (Charles Morgan, Ph.D., PI).