
Julie A. Kmec

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EDUCATION

- Ph.D., 2002 University of Pennsylvania, Philadelphia, Pennsylvania (Sociology)
- M.A., 1998 The Ohio State University, Columbus, Ohio (Sociology)
- B.A., 1996 Indiana University, Bloomington, Indiana (Sociology), Magna Cum Laude,
Phi Beta Kappa

PROFESSIONAL EXPERIENCE

- Associate Professor, Department of Sociology, Washington State University, 2008-present
- Assistant Professor, Department of Sociology, Washington State University, 2002-2008
- Affiliate Faculty, Women's Studies, 2006-present

PUBLICATIONS (student co-authors underlined)

Refereed

- Kmec, Julie A. and Elizabeth Gorman. (Forthcoming). "Gender and Discretionary Work Effort: Evidence from the United States and Britain." *Work and Occupations*.
- Gorman, Elizabeth and Julie A. Kmec. 2009. "Hierarchical Rank and Women's Organizational Mobility: Glass Ceilings in Corporate Law Firms." *American Journal of Sociology* 114: 1428-74.
- Kmec, Julie A., and Lindsey B. Trimble. 2009. "Does it Pay to have a Network Contact? Social Network Ties, Workplace Racial Context, and Pay Outcomes." *Social Science Research* 38: 266-278.
- Kmec, Julie A. and Sheryl L. Skaggs. 2009. "Organizational Variation in Equal Employment Opportunity Structures." *Sociological Forum* 24: 47-75.
- Hirsh, Elizabeth and Julie A. Kmec. 2009. "Human Resource Structures: Reducing Discrimination or Raising Rights Awareness?" *Industrial Relations* 48(3):512-32 (authors contributed equally, listed alphabetically).
- Kmec, Julie A. 2008. "The Process of Sex Segregation in a Gender-Typed Field: The Case of Male Nurses." *Sociological Perspectives* 51: 259-280.
- Gorman, Elizabeth and Julie A. Kmec. 2007 "We (Have to) Try Harder: Gender and Required Work Effort in Britain and the United States." *Gender & Society* 21: 828-856.

- Kmec, Julie A. 2007. "Ties that Bind? Race and Networks in Job Turnover." *Social Problems* 54:483-503.
- Kmec, Julie A. 2007. "Occupational Segregation." In John. H. Moore (ed.) *Encyclopedia of Race and Racism*. Farmington Hills, MI: Thompson Gale.
- Kmec, Julie A. 2006. "White Hiring Agents' Organizational Practices and Out-Group Hiring." *Social Science Research* 35:668-701.
- Kmec, Julie A. 2005. "Setting Occupational Sex Segregation in Motion: Demand-Side Explanations of Sex Traditional Employment." *Work and Occupations* 32: 322-354.
- Fischer, Mary J. and Julie A. Kmec. 2004. "Neighborhood Socioeconomic Conditions as Moderators of Family Resources: High School Completion among At-Risk Adolescents." *Sociological Perspectives* 47: 1-30. (authors contributed equally, listed alphabetically)
- Kmec, Julie A. 2003. "Minority Job Concentration and Wages." *Social Problems* 50: 38-59.
- Kmec, Julie A. 2003. "Collecting and Using Worker-Employer Matched Data." *Sociological Focus* 36: 81-95.
- Kmec, Julie A., and Frank F. Furstenberg, Jr. 2002. "Racial and Gender Differences in the Transition to Adulthood: A Follow-Up Study of Philadelphia Youth." In Richard Settersten and Timothy J. Owens (Eds.) *New Perspectives in the Life Course: Socialization*, Volume 7. UK: Elsevier.
- Kmec, Julie A. 1999. "Multiple Aspects of Work-Family Conflict." *Sociological Focus* 32: 265-285.
- Reskin, Barbara F., Debra B. McBrier, Julie A. Kmec. 1999. "The Determinants and Consequences of the Sex and Race Composition of Organizations." *Annual Review of Sociology* 25: 335-61.

Book Reviews

- Kmec, Julie A. 2009. Review of *Telling Stories Out of Court: Narratives about Women and Workplace Discrimination* edited by Ruth O'Brien. *Work & Occupations* 36: 261-263.
- Kmec, Julie A. 2006. Review of *Discrimination at Work: The Psychological and Organizational Bases* edited by Robert L. Dipboye and Adrienne Colella. *Social Forces* 84: 2367-2368.
- Kmec, Julie A. 2005. Review of *Labor's Time: Shorter Hours, the UAW, and the Struggle for American Unionism* by Jonathan Cutler. *Contemporary Sociology* 34: 632-633.
- Kmec, Julie A. 2003. Review of *Organizational Change and Gender Equity: International Perspectives on Fathers and Mothers at the Workplace* edited by Linda L. Haas, Philip Hwang, and Graeme Russell. *Contemporary Sociology* 32: 583-584.

MANUSCRIPTS UNDER REVIEW

Kmec, Julie A., Steve McDonald, and Lindsey B. Trimble. "Gender and Non-Searching for Employment."

Trimble, Lindsey B. and Julie A. Kmec. "Social Networks and their Impact on Getting a Job."

MANUSCRIPTS IN PROGRESS

Skaggs, Sheryl L. and Julie A. Kmec. "Predictors of Organizational Race Segregation among Hospital Professionals."

GRANT/FELLOWSHIP ACTIVITY

Under Review

August 2009

"Collaborative Research: Legal Compliance & Workplace Equality: Investigating Human Resource Policies & Discrimination Charges." National Science Foundation." National Science Foundation (\$200,790)

Reviewed, Unfunded

2008

"Human Resource Practices and Discrimination at Work." Upjohn Institute for Employment Research (\$60,565)

"Collaborative Research: Legal Compliance & Workplace Equality: Investigating Human Resource Policies & Discrimination Charges." National Science Foundation (\$189,074)

"Legal Compliance & Workplace Equality: Investigating Human Resource Policies & Discrimination Charges." Society for Human Resource Management (\$192,495)

Funded

2008

"Involving Students in the Effort to Reduce Workplace Discrimination." Fall 2008 Berry Family CLA Faculty Excellence Fellowship, Washington State University (\$7,000)

"Human Resource Policies and Discrimination Charges: A Multi-Industry Analysis." Summer 2008 Edward R. Meyer Grant Development Award, Washington State University (\$5,000)

"Human Resource Policies and Discrimination Charges." Institute for the Social Science, Cornell University. Co-PI along with Elizabeth Hirsh (\$7,500)

2006

Washington State University Competitive Travel Grant (\$1,000)

"Gender and Academic Careers at Washington State University." Gender Research Across the Campuses, Washington State University, Co-PI along with Kelly Ward (School of Education), Monica Kirkpatrick Johnson (Department of Sociology), Tracy

Skaer (School of Pharmacy), and Gretal Leibnitz (College of Engineering and Architecture) (\$2,250)

2003 "Pacific Northwest Employer Survey: A Pilot Investigation of Hospitals" New Faculty Seed Grant, Washington State University (\$10,000)

"An Empirical Investigation of the Processes and Practices that Pattern Workplace Inequality." Fall 2003 Edward R. Meyer Grant Development Award, Washington State University (\$5,000)

AWARDS

2009 Certificate of Honor, Outstanding Mentor, Women & Leadership Alliance Forum, Washington State University

2005 Certificate of Honor, Outstanding Mentor, Women & Leadership Alliance Forum, Washington State University

2002 James A. Thompson Award for outstanding graduate student paper, Organizations, Occupations, and Work Section, American Sociological Association

Honorable Mention, W.E. Upjohn Institute for Employment Research 2002 Dissertation Award

Runner-up, Pitney Bowes Award for 2001 Dissertation Proposal on Diversity, George Harvey Program on Redefining Diversity, SEI Center for Advanced Studies in Management, The Wharton School, University of Pennsylvania

2001 Delivered the Annual Pollak Lecture, Department of Sociology, University of Pennsylvania

Honorable Mention, Eastern Sociological Society Rose Laub Coser Award for the Best Dissertation Proposal in the Area of Family or Gender Studies

2000 Otto and Gertrude Pollak Summer Research Fellowship, Department of Sociology, University of Pennsylvania

1998 Phi Kappa Phi, The Ohio State University

PRESENTATIONS

Invited

2006 "Gender and Methods." GRACe Luncheon colloquium, Washington State University, Pullman, WA

2005 "Race Matched Referrals and Job Turnover: A Test of the Social Enrichment Hypothesis" Race & Ethnicity Brown Bag Series, University of Wisconsin-Madison, Department of Sociology

Select Papers Presented at Professional Meetings/Conferences

- 2008** "Gender and Extra Effort." American Sociological Association (ASA) Annual Meeting, Boston, MA (with Elizabeth Gorman)
- "Does it Pay to Know Someone Like You? Social Network Ties and Pay Level." Pacific Sociological Association (PSA) Annual Meeting, Portland, Oregon (with Lindsey Trimble)
- 2006** "The Impact of Human Resource Structures: Reducing Employers' Discrimination or Raising Employees' Rights Awareness?" American Sociological Association (ASA) Annual Meeting, Montreal, Quebec (with Elizabeth Hirsh)
- "Race, Job Turnover, and Network Ties: Are All Ties that Bind Equal?" ASA Annual Meeting, Montreal, Quebec
- "Exploring the Links between Race, Referral Hiring, and Worker Turnover: Do Referral Networks Operate Differently for Whites and Minorities?" Race and Ethnicity Conference, Pullman, WA
- 2005** "Reconceptualizing the Glass Ceiling as an Organizational Characteristic." ASA Annual Meeting, Philadelphia, PA (with Elizabeth Gorman)
- "Determinants of Varying Levels of Equal Employment Opportunity Structures: Evidence from a Sample of Hospitals." ASA Annual Meeting, Philadelphia, PA (with Sheryl L. Skaggs)
- "Parenting Strategy Effects on Adult Transitions: How do they Vary by Gender?" Pacific Sociological Association (PSA) Annual Meeting, Portland, OR (with Christopher Weiss)
- 2004** "Affirmative Action, Job Race-Sex Composition, and Wages: Evidence from a Study of Registered Nurses." ASA Annual Meeting, San Francisco, CA
- "Team Racial Diversity and Performance: Results from a Longitudinal Study of Men's Major League Soccer." Society for the Advancement of Socio-Economics Annual Meeting, Washington, DC (with Michelle L. Robertson)
- "Linking Adolescent Cumulative Risk, Parental Protective Strategies, and Later Life Outcomes." PSA Annual Meeting, San Francisco, CA (with Frank F. Furstenberg, Jr.)
- 2003** "How Adolescent Family Management Strategies Influence Later Life Outcomes." ASA Annual Meeting, Atlanta, GA. (with Frank F. Furstenberg, Jr.)
- 2002** "Sources of Establishment Race Composition: A Strong Case for In-Group Preferences." ASA Annual Meeting, Chicago, IL
- "Race and Gender In-Group Preferences in Hiring." Association of Black Sociologists Annual Meeting, Chicago, IL
- "How Adolescent Family, Neighborhood, and School Contexts Jointly Affect Three Domains of Early Adulthood." Society for Research on Adolescence Annual Meeting, New Orleans, LA (with Mary J. Fischer)

- 2001** "The Influences of Inner-City Neighborhoods on Young Adult Success." ASA Annual Meeting, Anaheim, CA (with Mary J. Fischer)
- "Does Co-Worker Race Matter? A Test of Three Theories of Workplace Racial Composition." ASA Annual Meeting, Anaheim, CA
- "The Effect of Job Race Composition on Individual Wages and Job Benefits" Rethinking Gender, Work, and Organization Conference, Keele University, Staffordshire, England
- 2000** "The Intersection of Race and Gender in the Transition to Adulthood: The Intersection of Race and Gender in the Transition to Adulthood: A Follow-Up Study of Urban Philadelphia Youth." ASA Annual Meeting, Washington, DC (with Frank F. Furstenberg, Jr.)
- "Managing Early Adulthood: A Follow-up to the Philadelphia Youth Study." Harvard Inequality Summer Institute, Harvard University, Cambridge, MA (with Frank F. Furstenberg, Jr.)

COURSES TAUGHT

- 2002-2009** Social Inequality (undergraduate)
Research Methods (undergraduate)
Honors Introduction to Sociology (undergraduate)
Introduction to Sociology (undergraduate)
Labor Market Inequality (graduate)
Research Methods (graduate)

PROFESSIONAL, UNIVERSITY, AND DEPARTMENT SERVICE

Professional:

- 2009** Pacific Sociological Association, Session Organizer, 2010 Annual Meeting
Pacific Sociological Association, Program Committee, 2009 Annual Meeting
Editorial Board, *Sociological Perspectives*
Editorial Board, *Gender & Society*
Editorial Review Board, *Equal Opportunities International*
ASA Section Organizations, Occupations, and Work Max Weber Book Award Committee
- 2008** Pacific Sociological Association, Program Committee, 2009 Annual Meeting
Editorial Board, *Sociological Perspectives*
Editorial Review Board, *Equal Opportunities International*
Co-Secretary/Treasurer, Sex and Gender Section of the ASA (until August 2008)
National Science Foundation Panel Review Member, March 2008
- 2007** Editorial Board, *Sociological Perspectives*
Editorial Review Board, *Equal Opportunities International*
Co-Secretary/Treasurer, Sex and Gender Section of the ASA
- 2006** Editorial Board, *Sociological Perspectives*
Editorial Review Board, *Equal Opportunities International*
Co-Secretary/Treasurer, Sex and Gender Section of the ASA

- 2005** Editorial Board, *Sociological Perspectives*
Co-Secretary/Treasurer, Sex and Gender Section of the ASA
- 2004** Editorial Board, *Sociological Perspectives*
Co-Organizer, Regular Session on "Workplace Diversity," ASA Annual Meeting, San Francisco, CA
Discussant, Roundtable Session, "Sex Composition and Pay Differentials" ASA Annual Meeting, San Francisco, CA
ASA Section Organizations, Occupations, and Work James S. Thompson Award Committee
- 2003** Discussant, Regular Session, "Labor Markets: Racial Segregation and Market Segments," ASA Annual Meeting
Discussant, Roundtable Session, "Networks and Organizations" ASA Annual Meeting
- 2002** Panel Chair, "Multi-contextual Influence in Adolescence," Society for Research on Adolescence Annual Meeting

Presider, Regular Session, "Ascription Processes and the Transition to Adulthood," ASA Annual Meeting
- 1998** Discussant, Roundtable Session, "Sex and Gender," ASA Annual Meeting
- 1997** Discussant, Roundtable Session, "Family," ASA Annual Meeting

Occasional Journal Manuscript Reviewer for: *Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Gender & Society, Research in Social Stratification and Mobility, Sociological Perspectives, Social Problems, Social Forces, Social Science Research, Sociological Focus, The Sociological Quarterly, Work and Occupations*

Occasional Grant Reviewer for: National Science Foundation, Russell Sage Foundation

Occasional Journal Manuscript Reviewer for: Lynne Rienner Publishers

University/College:

- 2009-2010** Advisor, Undergraduate Honors Thesis (Eric Dohrman, Fall 2009-Spring 2010; Gunnar Nietzsche, Fall 2008-Fall 2009)
Voting member, President's Commission for the Status of Women
- 2008-09** Member, Curriculum Committee, College of Liberal Arts
Voting member, President's Commission for the Status of Women
Guest lecturer, September 24, 2008 *University 590*
Mentor, Summer Doctoral Fellows Program, Graduate School (Bridget Welch, Summer 2008)
Mentor, McNair Scholar Program (Daniel Widner, Fall 2008-Summer 2009)
Advisor, Undergraduate Honors Thesis (Gunnar Nietzsche, Fall 2008-Fall 2009)
- 2007-08** Member, Curriculum Committee, College of Liberal Arts
Voting member, President's Commission for the Status of Women

Chair, Family Friendly Committee (Commission for the Status of Women)
Honors College thesis evaluator
Mentor, McNair Scholar Program (Ciera Graham, Fall 2007-Spring 2008)
Member, S. Town Stephenson Award Committee, Honors College
Guest lecturer, September 11, 2007 *University 590*
Guest lecturer, October 17, 2007 *Psychology 324*

2006-07 Voting member, Commission for the Status of Women
Honors College thesis evaluator
Member, S. Town Stephenson Award Committee, Honors College
Guest lecturer, September 20, 2006 *University 590*
Instructor, Summer Cougar Quest program, July 2006

2005-06 Honors College thesis evaluator
Faculty representative, new student convocation, Fall 2005
Guest lecturer, September 21, 2005 *University 590*
Guest lecturer, October 11, 2005 *Psychology 324*
Member, S. Town Stephenson Award Committee, Honors College
Mentor, Summer Doctoral Fellows Program, Graduate School
One-day Instructor, Summer Libby Honors Center

2004-05 Honors College thesis evaluator
Session Moderator, "The Native American Boarding School Experience: Healing Historical Trauma, Reclaiming a Nez Perce Family." Honoring the Heritage of the Plateau Peoples: Past, Present, & Future Conference, Pullman, WA

2003-04 Honors College thesis evaluator
Honors College curriculum evaluation participant

Department:

2008-09 *Department Committees:* Undergraduate Studies Committee,
Inequality Workshop Coordinator, Search Committee—Department Chair

2007-08 *Department Committees:* Undergraduate Studies Committee, Search Committee—
Pullman, Tri-Cities, Spokane (Chair)
Inequality Workshop Coordinator

2006-07 *Department Committees:* Sociology 102 class coordinator, William Julius Wilson
Visiting Scholar Committee
Inequality Workshop Co-coordinator

2005-06 *Department Committees:* Undergraduate Studies Committee, Research Methods
Course Coordinator (until August 2005), William Julius Wilson Professor Search
Committee
Inequality Workshop Coordinator

2004-05 *Department Committees:* Colloquium committee, Undergraduate Studies
Committee, Research Methods Course Coordinator
Inequality Workshop Coordinator

2003-04 *Department Committees:* Colloquium committee, Undergraduate Studies

Committee, Research Methods Course Coordinator, Executive Advisory
Committee Member
Inequality Workshop Coordinator

2002-03 *Department Committees:* Colloquium committee

PROFESSIONAL DEVELOPMENT

2008-09 Tier 1 and Tier II Assessor, University Writing Portfolios, Campus Writing Programs,
Washington State University
Attendee, OGRD, Stephen Russell's Grant Writing Seminar (Fall 2008)

2007-08 Tier 1 and Tier II Assessor, University Writing Portfolios, Campus Writing Programs,
Washington State University

2006-07 Tier 1 and Tier II Assessor, University Writing Portfolios, Campus Writing Programs,
Washington State University

2005-06 Participant, Campus Writing Programs Learning Goals Workshop
Tier 1 Assessor, University Writing Portfolios, Campus Writing Programs,
Washington State University

2004-05 Tier 1 Assessor, University Writing Portfolios, Campus Writing Programs,
Washington State University

2003-04 Participant, Campus Writing Programs, Critical Thinking Project, Washington State
University
Tier 1 Assessor, University Writing Portfolios, Campus Writing Programs,
Washington State University

PROFESSIONAL MEMBERSHIPS

Pacific Sociology Association, Sociologists for Women in Society, Society for the Study
of Social Problems, American Sociological Association (*Sections:* Organizations,
Occupations, and Work; Race and Ethnic Minorities; Sex and Gender)

MEMBERSHIPS IN UNIVERSITY ORGANIZATIONS

Member **2004-07** Faculty Association of Scholarship and Research (FASR)

Member **2002-07** Gender Research Across the Campuses (GRACe)

References available upon request