

JILL E. YAVORSKY

Department of Sociology
University of North Carolina Charlotte
476 Fretwell Building
9201 University City Blvd
Charlotte, North Carolina 28223

[Email: jyavorsk@uncc.edu](mailto:jyavorsk@uncc.edu)

EDUCATION

- PhD 2017, The Ohio State University, Department of Sociology, Dissertation:
*Occupational Segregation and Employer Discrimination: An Audit
Analysis of Gendered Hiring Biases and Practices*
- MA 2012, The Ohio State University, Department of Sociology
- BS 2006, The Ohio State University, Fisher College of Business

EMPLOYMENT

2017 – Present, Assistant Professor of Sociology at University of North Carolina Charlotte
2017 – Present, Faculty member of Organizational Science at University of North Carolina
Charlotte

TEACHING AND RESEARCH INTERESTS

Gender; Work and Organizations; Family; Stratification and Inequality

PUBLICATIONS

Yavorsky, Jill E. 2019. “Uneven Patterns of Inequality: An Audit Analysis of Hiring-related Practices by Gendered and Classed Contexts.” *Social Forces*. 1-32.

* Brief Report, Council on Contemporary Families (CCF) Symposium. Hiring related Discrimination: Sexist Beliefs and Expectations Hurt both Women’s and Men’s Career Options

* Top Press Coverage: CNN, New York Times

Yavorsky, Jill E, Lisa Keister, Yue Qian, and Michael Nau. 2019. “Women in the One Percent: Gender Dynamics in Top Income Positions.” *American Sociological Review*. 84(1):54-81

* Top Press Coverage: Washington Post, CNBC, MarketWatch, Boston Globe, Chicago Tribune, Harper, Science Daily, 24/7 Wall St.

* Live interviews: MSNBC; Wisconsin NPR (The Morning Show)

Kamp-Dush, Claire, **Jill E. Yavorsky**, and Sarah Schoppe Sullivan. 2018. “What are Men Doing While Women Perform Extra Unpaid Labor? Leisure and Specialization at the Transition to Parenthood.” *Sex Roles*. 1-16.

Yavorsky, Jill E. 2016. "Cis-gendered Organizations: Trans-women and Inequality in the Workplace." *Sociological Forum* 31(4):948-969.

* Winner of 2013 Clyde W. Franklin Award for Contributions on Gender and Race, The Ohio State University

Yavorsky, Jill E., Philip N. Cohen, and Yue Qian. 2016. "Man Up, Man Down: Race-ethnicity and the Gendered Hierarchy of Men in Female-dominated Work." 57(4): *The Sociological Quarterly* 733-758.

Schoppe-Sullivan, Sarah J., **Jill E. Yavorsky,** Mitchell Bartholomew, Jason M. Sullivan, Meghan A. Lee, Claire M. Kamp Dush, and Michael Glassman. 2016. "Doing Gender Online: Associations between New Mothers' Psychological Characteristics and their Facebook Use" *Sex Roles*: 1-14.

Yavorsky, Jill E., Claire M. Kamp Dush, and Sarah J. Schoppe-Sullivan. 2015. "Production of Inequality: Gender division of labor across the transition to parenthood." *Journal of Marriage and Family* 77(3):662-679.

* 2014 Jesse Bernard Award for Outstanding Contribution to Feminist Scholarship, National Council on Family Relations

* Top Press Coverage: New York Times, TIME, Washington Post, Newsweek, Slate, Chicago Tribune, LA Times

* Brief Report, Council on Contemporary Families (CCF) Symposium on Housework, Gender and Parenthood

Roscigno, Vincent J. and **Jill E. Yavorsky.** 2014. "Discrimination, Diversity and Work." in *Routledge International Handbook of Diversity Studies*, edited by Steven Vertovec. Routledge Publishers.

Yavorsky, Jill E. and Liana Sayer. 2013. "'Doing Fear.' The Influence of Hetero-femininity on (Trans)women's Fears of Victimization" *The Sociological Quarterly* 54(4):511-533.

FELLOWSHIPS AND GRANTS

2014 Doctoral Dissertation Research Improvement Grant, National Science Foundation, \$11,060

2014 The Presidential Fellowship, The Ohio State University, \$25,750

2014 Graduate School Alumni Grant for Graduate Research and Scholarship, The Ohio State University, \$2,000

2014 Critical Difference for Women Research Grant. Coca-Cola Foundation, The Ohio State University, \$1,200

2010 University Fellowship, Graduate School, The Ohio State University, \$14,060

MANUSCRIPTS UNDER REVIEW

Yavorsky, Jill E. and Janette Dill. (*Equal Authorship) “Unemployment and Men’s Entrance into Female-dominated Work.” Revise and Resubmit at *Social Science Research*

Yavorsky, Jill E., Lisa Keister, and Yue Qian. “Who is the One Percent? White, Heterosexual, Married Men’s Dominance in Elite Income Positions.” Conditionally Accepted at *Contexts*

Yavorsky, Jill E., and Daniela Negraia. (*Equal Authorship) “Mothers’ and Fathers’ Well-being While Parenting: Does the Gender Composition of Children Matter?” Under review at *Journal of Marriage and Family*

MANUSCRIPTS IN PREPARATION

Yavorsky, Jill E. and Yue Qian. (*Equal Authorship) “Academic Achievement, Gender and Future Occupational Leadership Roles: Do Good Grades Matter?”

Negraia, Daniela and **Jill E. Yavorsky.** (*Equal Authorship) “Mothers’ and Fathers’ Time with Children: How does the Gender Composition of Children Matter?”

Roscigno, Vincent, **Jill E. Yavorsky**, and Natasha Quadlin. “Gendered Dignity at Work: How Discrimination and Sexual Harassment Matter.”

Sargent, Amanda, **Jill E. Yavorsky**, and Rosalyn Sandoval. “Coworking Spaces, Gender, and Alternative Organizational Logics.”

Quadlin, Natasha and **Jill E. Yavorsky.** “Gender, Effort, and Social Perceptions: How Do People Think about Hard Work?”

Yavorsky, Jill E. and Claudia Buchmann. “Masculinity and High School Boys’ Underachievement.”

Berrigan, Miranda, Claire Kamp Dush, **Jill E. Yavorsky**, and Sarah Schoppe Sullivan. “New Parent’s Estimation of Work: Individual Characteristics and Relationship Factors that Contribute to Time Diary and Survey Discrepancies.”

Yavorsky, Jill E., Enrica Ruggs, and Janette Dill. “Will Unemployed Men Apply for Female-dominated or Feminized Jobs?”

RESEARCH AWARDS

2015 Best Graduate Student Paper Award, Southern Sociologists for Women in Society

2015 Best Graduate Student Paper Award, Midwest Sociologists for Women in Society

2015 Clyde W. Franklin Award for Contributions on Gender and Race, The Ohio State University

- 2014 Jesse Bernard Paper Award for Outstanding Contribution to Feminist Scholarship, National Council on Family Relations
- 2013 Outstanding Master's Student Award, Department of Sociology, The Ohio State University
- 2011 Clyde W. Franklin Award for Contributions on Gender and Race, The Ohio State University

TEACHING AWARDS

- 2014 Graduate Associate Teaching Award, The Ohio State University Graduate School, \$1,500
- 2014 Outstanding Faculty for Enhancing Student Wellness Award, University Housing Faculty and Academic Partner Program, The Ohio State University
- 2013 Teaching Excellence Award, Department of Sociology, The Ohio State University
- 2013 Outstanding Teaching Award, Sociology Graduate Student Association, The Ohio State University

INVITED TALKS

“Women in the One Percent: Gender Dynamics in Top Income Positions” University of South Carolina, Columbia, SC, Sociology Department Speaker Series, February 2019

“The Polarization of Discrimination. An Audit Analysis of Gendered and Classed Hiring-related Practices.” North Carolina State, Raleigh, NC, Sociology Departmental Speaker Series, December 2017

“Demand-side Processes of Occupational Segregation: Hiring-related Discrimination” University of North Carolina Charlotte, Charlotte, NC, Organizational Science Speaker Series, November 2017

CONFERENCE PRESENTATIONS

“Unemployment and Men's Entrance into Female-dominated Work” (with Janette Dill) *American Sociological Association*, New York City, NY, August 2019

“Mothers' and Fathers' Well-being While Parenting: Does the Gender Composition of Children Matter?” (with Daniela Negraia) *Population Association of America*, Austin, TX April 2019

“Mothers' and Fathers' Well-being While Parenting: Does the Gender Composition of Children Matter?” (with Daniela Negraia) *International Association for Time Use Research (IATUR)*, Washington DC, July 2019

“Being a Professor: The Similarities and Differences of Working at Various Academic

Institution Types.” (session organizer, presider, and panel participant) *Southern Sociological Society*, Atlanta, GA, April 2019.

“The Transition to Parenthood and Women’s Unequal Responsibilities: What Are Men Doing While Women Perform Extra Unpaid Labor?” (with Claire Kamp Dush and Sarah Schoppe-Sullivan) *Southern Sociological Society*, New Orleans, LA, April 2018.

“White-collar Hiring-Practices: Gender-based Discrimination Based on Gendered Attributes in Job Advertisements.” *Breaking Bias: Leadership Excellence and Gender in Organizations Conference*, Lafayette, Indiana, March 2018

“The Workplace Foundations of Inequality Beliefs.” (Vincent Roscigno, George Wilson, Martha Crawley, and Oneya Okuwobi) *American Sociological Association*, Philadelphia, Pennsylvania, August 2018

“Women in the One Percent: Gender Dynamics in Top Income and Wealth Positions.” (with Lisa Keister and Michael Nau) *American Sociological Association*, Montreal, Canada, August 2017

“Women in the One Percent: How Education and Entrepreneurship Matters for Reaching Top Income Positions ” (with Lisa Keister and Michael Nau) *Southern Sociological Association*, Greenville, SC 2017

“Man Up, Man Down: Race-ethnicity and the Hierarchy of Men in Female-dominated Work.” (with Philip Cohen and Yue Qian) *American Sociological Association*, Seattle, WA, August 2016

“Separate and Unequal: An Audit Analysis Investigating Gender Hiring Discrimination Across the Occupational Hierarchy.” *Southern Sociological Society*, Atlanta, GA, April 2016

“Masculinity and High School Boys’ Underachievement.” (with Claudia Buchmann) *Sociology of Education Association*, Pacific Grove, CA, February 2016

“An Audit Analysis on Gendered Hiring Biases Across Working-class and White-collar Jobs.” *American Sociological Association*, Chicago, IL, August 2015

“High School Boys, Gender, and Academic Achievement: Does Masculinity Negatively Impact Boys’ Grade Point Averages?” (with Claudia Buchmann and Aaron Miles), *Population Association of America*, San Diego, CA, April 2015

“Production of Inequality: Gender division of labor across the transition to parenthood” (with Claire M. Kamp Dush and Sarah J. Schoppe-Sullivan), *American Sociological Association*, San Francisco, CA, August 2014

“Relationship Functioning and the Division of Labor Across the Transition to Parenthood: New Perspectives from Time Diary and Survey Data” (with Claire M. Kamp Dush and Sarah J. Schoppe-Sullivan), *International Association for Relationship Research Conference*, Melbourne, Australia, July 2014

“Marriage in the U.S.: Becker's Specialization in Contemporary Marriages” (with Claire M. Kamp Dush and Sarah J. Schoppe-Sullivan), *National Council on Family Relations*, San Antonio, TX, November 2013

“Examining the Spread of Gender Status Beliefs: Transwomen’s Workplace Experiences” *Midwest Sociological Society*, Chicago, IL, March 2013

“‘Doing Fear.’ The Influence of Hetero-femininity on (Trans)women’s Fears of Victimization” *American Sociological Association*, New York, NY, August 2013

“Primetime Television: The Construction of Race and Gender Stereotypes” (with Alicia Croft) *Pacific Sociological Association*, San Diego, CA, March 2012

“‘Welcome to Womanhood!’ The Impact of (Trans)Gender at Work” *American Sociological Association*, Denver, CO, August 2012

RESEARCH EXPERIENCE

Research Associate for Dr. Vincent Roscigno, Department of Sociology, The Ohio State University, Distinguished Scholar Research Grant, Summer 2014.

Research Associate for Dr. Vincent Roscigno and Dr. Steve Lopez, Department of Sociology, The Ohio State University, Fall 2012 & Spring 2013.

Research Associate for Dr. Tasleem Padamsee, Institute for Population Research, The Ohio State University, Reed Foundation Grant, Winter 2012.

TEACHING EXPERIENCE

Independent Instructor, Sex and Modern Love 2340, Department of Sociology, The Ohio State University. Fall 2014 & Fall 2013.

Independent Instructor, Sociology of Sexuality 5605, Department of Sociology, The Ohio State University. Summer 2016, Summer 2013, & Fall 2012.

Recitation Leader, Introductory Sociology 101, Department of Sociology, The Ohio State University. Spring 2012 & Fall 2011.

PROFESSIONAL EXPERIENCE

Associate Editor, *Social Currents* – official journal of Southern Sociological Society. Co-Editors: Dr. Vincent Roscigno and Dr. Toni Calasanti, April 2013 – Present.

Graduate Associate for Admissions, Department of Sociology, The Ohio State University, Spring 2014, Spring 2013, & Winter 2012.

PROFESSIONAL SERVICE

- Presider American Sociological Association Conference, Sexualities in Family Context session, 2015
- Board Member Women's Fund of Central Ohio and Kirwan Research Institute: Gender Norms Research Project, Advisory Board, 2015
- Committee Member National Council on Family Relations, Jessie Bernard Award Committee, Early Scholar Representative, 2015
- Panel Chair The Pacific Sociological Association Conference, Media Studies Session, 2012
- Chair The Ohio State University, Department of Sociology, Community Service Committee, 2012
- Reviewer *American Sociological Review, American Journal of Sociology, Critical Criminology, Journal of Family Studies, Social Currents, Socius, The Sociological Quarterly*
- Member American Sociological Association - Sections: Race, Gender and Class; Sex and Gender; Sexualities; Organizations, Occupations, and Work; Population Association of America; National Council on Family Relations

REFERENCES

Dr. Vincent Roscigno, Co-Adviser
Distinguished Professor of Sociology
The Ohio State University
Columbus, Ohio
Roscigno.1@osu.edu

Dr. Rachel Dwyer, Co-Adviser
Associate Professor of Sociology
The Ohio State University
Columbus, Ohio
Dwyer.46@sociology.osu.edu

Dr. Claudia Buchmann
Department Chair, Professor of Sociology
The Ohio State University
Columbus, Ohio
Buchmann.4@osu.edu

Dr. Philip Cohen
Professor of Sociology
University of Maryland

College Park, Maryland
pnc@umd.edu

Dr. Liana Sayer
Director of Maryland Time Use Laboratory, Professor of Sociology
University of Maryland
College Park, Maryland
lsayer@umd.edu

Dr. Claire Kamp-Dush
Associate Professor of Human Sciences
The Ohio State University
Columbus, Ohio
Kamp-dush.1@osu.edu