

JILL E. YAVORSKY

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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 doctoral program at University of
North Carolina Charlotte

TEACHING AND RESEARCH INTERESTS

Gender; Work and Organizations; Family; Stratification and Inequality

PEER-REVIEWED PUBLICATIONS

⁺ *Indicates coauthorship with a graduate student*

Yavorsky, Jill E and Yue Qian. (**equal authorship*) Forthcoming. “The Under-utilization of Women’s Talent: Academic Achievement and Future Leadership Positions” *Social Forces*

Sargent, Amanda⁺, **Jill E. Yavorsky**, and Rosalyn Sandoval⁺. Forthcoming. “Organizational Logic in Coworking Spaces: Inequality Regimes in the New Economy.” *Gender & Society*.

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

Negraia, Daniela, **Yavorsky, Jill E.**, and Denys Dukhovnov. 2020. “Mothers’ and Fathers’ Well-being While Parenting: Does the Gender Composition of Children Matter?” *Journal of Marriage and Family*

Yavorsky, Jill E., Lisa Keister, and Yue Qian. 2020. “Gender in the One Percent” *Contexts*. February.

* Top Press Coverage: Quartz

Yavorsky, Jill E., and Janette Dill. (**equal authorship*) 2020. “Unemployment and Men’s Entrance into Female-Dominated Jobs.” *Social Science Research*.

* Invited blogpost for Work in Progress (ASA sponsored sociology blog)

* Feature article in The Conversation

* Top Press Coverage: New York Times, Washington Post, PBS NewsHour, Business Insider, Fast Company, Forbes

Yavorsky, Jill E., and Claudia Buchmann. 2019. “Gender Typicality and Academic Achievement Among American High School Students.” *Sociological Science*.

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

* Nominee for 2020 Rosabeth Moss Kanter International Award for Research Excellence in Work and Family (one of 15 nominated out of 2,500 published articles)

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

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

* Invited blogposts: Work in Progress (ASA sponsored sociology blog); London School of Economics US Centre

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

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.

OTHER PUBLICATIONS

Roscigno, Vincent J. and **Jill E. Yavorsky**. 2015. "Discrimination, Diversity and Work." in *Routledge International Handbook of Diversity Studies*, edited by Steven Vertovec. Routledge Publishers.

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

FUNDING SUBMITTED

Yavorsky, Jill (with Lisa Keister and Sarah Thébaud) "Collaborative Research: Gender Dynamics in Elite Couples. Proposal submitted to *National Science Foundation*, Sociology Program (Submitted Aug 2020, \$594,084)

MANUSCRIPTS UNDER REVIEW

Yavorsky, Jill E., Enrica Ruggs, and Janette Dill. "Passing up the Job? Men, Unemployment, and Female-typed Work." Under review at *Gender, Work and Organization*

Jill E. Yavorsky, Lisa A Keister, Yue Qian, and Sarah Thébaud. “Separate Spheres in the New Gilded Age: Mapping the Gender Division of Labor in Families by Income and Wealth” Under review at *American Journal of Sociology*

MANUSCRIPTS IN PREPARATION

Dill, Janette, **Jill E. Yavorsky**, and Melissa Hodges. “Double Penalty?: Carework in the Home and at Work”

Yavorsky, Jill*, Qian, Yue*, and Amanda Sargent. (**equal first authorship*) “The Gendered Pandemic: The Impact of COVID-19 on Family and Work. In preparation for *Sociological Compass*

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 PRESENTATIONS

“The Shock of Unemployment: Men’s Entrance into Female-dominated Jobs.” University of North Carolina Charlotte, Charlotte, NC, Board of Trustees Quarterly Meeting, February 2020.

“Unemployment and Men’s Entrance into Female-dominated Work” The Ohio State University, Columbus, Ohio, Sociology Department, Power, Inequality, and the Economy Speaker Series, September 2019

“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 Department 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

REFERREED PRESENTATIONS

“Mothers’ and Fathers’ Well-being While Parenting: Does the Gender Composition of Children Matter?” (with Daniela Negraia) Conference on Multidisciplinary Perspectives on Gender Gaps in Health, Villa Vigoni, Italy, October 2019

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

“Coworking Spaces, Gender, and Alternative Organizational Logics.” (with Amanda Sargent and Rosalyn Sandoval) *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

COURSES TAUGHT

Macro Organizational Theory (8621, graduate course), Department of Sociology and Organizational Science, University of North Carolina Charlotte, Spring 2018, Spring 2019

Gender, Work, and Organizations (6090, graduate course), Department of Sociology and Organizational Science, University of North Carolina Charlotte, Spring 2018, Spring 2019

Human Sexuality (3261, undergraduate course), Department of Sociology, University of North Carolina Charlotte, Fall 2017, Fall 2018, Fall 2019

Gender, Work, and Family (4091, undergraduate course), Department of Sociology, University of North Carolina Charlotte, Fall 2017 & Fall 2018

PROFESSIONAL EXPERIENCE

Editorial Board Member, *Journal of Marriage and Family* – official journal of *National Council on Family Relations*. Nov 2019 – Present

Editorial Board Member, *Social Currents* – official journal of *Southern Sociological Society*. July 2018 – Present

Editorial Board Member, *Socius* – open-access journal of the *American Sociological Association*. July 2018 – Present

Committee Member, Committee on Professions for *Southern Sociological Society*. July 2018 – Present

Expert Contributor, *Council on Contemporary Families*, May 2015 - Present

Occasional Reviewer of: *American Sociological Review*, *American Journal of Sociology*, *Journal of Marriage and Family*, *Socius*, *Social Currents*, *Work and Occupations*, *Journal of Family Issues*

Professional Member of 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

DEPARTMENT AND UNIVERSITY SERVICE

Intellectual Engagement Committee, UNCC Sociology Department, Fall 2019 – Present

Director, Organizational Science Summer Institute, August 2019 - Present.

Advisory Board Member, UNCC Organizational Science, July 2018 – Present

Faculty Mentor, Organizational Science Summer Institute, 2018 & 2019

Sociology Hiring Committee, UNCC Sociology Department, Fall 2017

COMMUNITY ENGAGEMENT

Sole-authored a widely-read op-ed for Slate, “Searching for an Equal Co-Parent: Six Factors That Influence Whether Dad Pulls His Weight at Home”, 2017

Panel Discussant Member, Levine Museum of the New South, Shaping CLT Speaker Series. 2018

Panel Discussant Member, UNCC Belk College of Business, Women in Business Signature Event, 2019

STUDENTS SUPERVISED

Undergraduate:

- Mackenzie Goodwin, Undergrad Honor’s Thesis, Department of Sociology, 2019
- Kaitlyn Maine, Undergraduate Honor’s Thesis, Department of Sociology, 2018
- Katherine Finch, Undergraduate Honor’s Thesis, Department of Sociology, 2018
- Morgan Flitt, Undergraduate Honor’s Thesis, Department of Sociology, 2018

Graduate:

- Cody Reed, MA Thesis Committee, Department of Sociology, 2019
- Amanda Drake, MA Thesis Committee, Department of Sociology, 2019
- Kevin Benson, MA Thesis Committee, Department of Sociology, 2019
- Michael Rejtig, MA Thesis Committee, Department of Sociology, In Progress
- Amanda Sargent, MA Thesis Committee and Qualifying Exam, Organizational Science, MA Thesis Completed 2019; Qualifying Exam in Progress
- Allison Chandler, Qualifying Exam and Doctoral Thesis Committee, Organizational Science, Passed Qualifying Exam 2019, Doctoral Thesis in Progress
- Mary Hausfeld, MA Thesis Committee, Organizational Science, MA Thesis Completed 2019; Qualifying Exam in Progress
- Karoline Summerville, Qualifying Exam Committee, Organizational Science, 2019
- Ashleigh Dickson, MA Thesis Committee, Organizational Science, In Progress
- Rosalyn Sandoval, Qualifying Exam, Organizational Science, Passed Qualifying Exam 2019, Doctoral Thesis in Progress

- Adoril Oshana Adeh, MA Thesis Committee, Organizational Science, In Progress
- Amanda Sargent, Adviser for Qualifying Exam and Dissertation, Organizational Science, In Progress
- Kelcie Grenier, Qualifying Exam Committee, Organizational Science, In Progress

REFERENCES

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

Dr. Rachel Dwyer
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