

ELIZABETH H. GORMAN

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ACADEMIC POSITIONS

Associate Professor, Department of Sociology, University of Virginia, 2009- present
Visiting Scholar, Department of Sociology, Harvard University, 2004-2005
Assistant Professor, Department of Sociology, University of Virginia, 2001- 2009
Instructor, Program on Social Studies, Harvard University, 2000-2001

AREAS OF RESEARCH AND TEACHING

Work, occupations and professions, inequality, organizations, economic sociology, sociology of law, research design, quantitative methods.

EDUCATION

Ph.D. Harvard University, Sociology, 2001
A.M. Harvard University, Sociology, 1996
J.D. University of Chicago School of Law, 1985
A.B. Harvard University, *magna cum laude*, History and Literature, 1980

PUBLICATIONS

Peer-Reviewed Journal Articles and Book Chapters

Kay, Fiona M. and Elizabeth H. Gorman. 2024. "The Customer is Always Right? Corporate Client Influence and Women's Attainment in Large U.S. Law Firms." *Journal of Professions and Organization*. doi.org/10.1093/jpo/joae005.

Winner of the *Journal of Professions and Organizations* 2023-2024 Best Paper Award.

Gorman, Elizabeth H., and Fiona M. Kay. 2020. "Skill Development Practices and Racial-Ethnic Diversity in Elite Professional Firms." Pp. 115-145 in *Professional Work: Knowledge, Power and Social Inequalities*, vol. 34 of *Research in the Sociology of Work*, edited by Elizabeth H. Gorman and Steven Vallas. Bingley, UK: Emerald.

Gorman, Elizabeth H., and Steven P. Vallas. 2020. "Introduction: Expertise and the Changing Structure of Professional Work." Pp. 1-8 in *Professional Work: Knowledge, Power and Social Inequalities*, vol. 34 of *Research in the Sociology of Work*, edited by Elizabeth H. Gorman and Steven Vallas. Bingley, UK: Emerald.

Gorman, Elizabeth H. and Sarah Mosseri. 2019. "How Organizations Shape Gender Difference and Inequality at Work." *Sociology Compass*. DOI: 10.1111/soc4.12660.

Among papers published in *Sociology Compass* in 2019 and 2020, one of the top 10 most downloaded papers during the 12 months following publication.

Kay, Fiona M., and Elizabeth H. Gorman. 2016. "Which Kinds of Law Firms Have the Most Minority Lawyers? Organizational Context and the Representation of African-Americans, Latinos, and Asian-Americans." Pp. 263-300 in *Diversity in Practice: Race, Gender, and Class in Legal and Professional Careers*, edited by Robert Nelson, Spencer Headworth, Ronit Dinovitzer, and David Wilkins. Cambridge University Press.

Gorman, Elizabeth H. 2015. "Getting Ahead in Professional Organizations: Individual Qualities, Socioeconomic Background, and Organizational Context." *Journal of Professions and Organization*, 2: 122-147.

Selected by the *JPO* editors as one of 5 articles showcasing the most interesting research published in the first 3 volumes of the journal.

Gorman, Elizabeth H. 2014. "Professional Self-Regulation in North America: The Cases of Law and Accounting." *Sociology Compass* 8: 491-508.

Kay, Fiona M. and Elizabeth H. Gorman. 2012. "Developmental Practices, Organizational Culture, and Minority Representation in Organizational Leadership: The Case of Partners in Large U.S. Law Firms." *Annals of the Academy of Political and Social Science* 639: 91-113.

Gorman, Elizabeth H. and Rebecca L. Sandefur. 2011. "'Golden Age,' Quiescence, and Revival: How the Sociology of Professions Became the Study of Knowledge-Based Work." *Work and Occupations* 38: 275-302.

Gorman, Elizabeth H. and Fiona M. Kay. 2010. "Racial and Ethnic Minority Representation in Large U.S. Law Firms." *Studies in Law, Politics, and Society: Law Firms, Legal Culture, and Legal Practice* 52: 211-238 (Special Issue: Law Firms, Legal Culture, and Legal Practice).

Kmec, Julie A. and Elizabeth H. Gorman. 2010. "Gender and Discretionary Work Effort: Evidence from the United States and Britain." *Work and Occupations* 37: 3-36.

A Sage Publications 2010 "most downloaded article" and "most cited article" (of all articles published in Sage journals in 2009 and 2010).

Gorman, Elizabeth H., and Julie A. Kmec. 2009. "Hierarchical Rank and Women's Organizational Mobility: Glass Ceilings in Corporate Law Firms." *American Journal of Sociology* 114: 1428-1474.

Reprinted in abridged form in David Grusky (ed.), *Social Stratification: Class, Race, and Gender in Sociological Perspective*, 4th ed., pp. 890-902. Boulder, CO: Westview Press, 2014.

Kay, Fiona M., and Elizabeth H. Gorman. 2008. "Women in the Legal Profession." *Annual Review of Law and Social Science* 4:299-332.

Reprinted in Andrew L. Kaufman and David Wilkins (eds.). 2009. *Problems in Professional Responsibility*, 5th ed. Durham, NC: Carolina Academic Press.

Gorman, Elizabeth H., and Julie A. Kmec. 2007. "We (Have to) Try Harder: Gender and Required Work Effort in Britain and the United States." *Gender and Society* 21: 828-856.

Gorman, Elizabeth H. 2006. "Work Uncertainty and the Promotion of Professional Women: The Case of Law Firm Partnership." *Social Forces* 85: 865-890.

Gorman, Elizabeth H. 2005. "Gender Stereotypes, Same-Gender Preferences, and Organizational Variation in the Hiring of Women: Evidence from Law Firms." *American Sociological Review* 70: 702-728.

Marsden, Peter V., and Elizabeth H. Gorman. 2001. "Social Networks, Job Changes and Recruitment." Pp. 467-502 in *Sourcebook of Labor Markets: Evolving Structures and Processes*, edited by Ivar Berg and Arne L. Kalleberg. New York: Plenum Press.

Gorman, Elizabeth H. 2000. "Marriage and Money: The Effect of Marital Status on Attitudes toward Pay and Finances." *Work and Occupations* 27: 64-88.

Gorman, Elizabeth H. 1999. "Moving Away from 'Up or Out': Determinants of Permanent Employment in Law Firms." *Law and Society Review* 33: 637-666.

Reprinted in Milton Regan and Jeffrey Bauman (eds.), *Regan and Bauman's Legal Ethics and Corporate Practice*. Thomson, 2006.

Gorman, Elizabeth H. 1999. "Bringing Home the Bacon: Marital Allocation of Income-Earning Responsibility, Job Shifts, and Men's Wages." *Journal of Marriage and the Family* 61: 110-122.

Marsden, Peter V., and Elizabeth H. Gorman. 1999. "Social Capital in Internal Staffing Practices." Pp. 180-196 in *Corporate Social Capital and Liability*, edited by Roger Leenders and Shaul Gabbay. Amsterdam: Kluwer Academic Publishers.

Edited Volumes and Journal Special Issues

Gorman, Elizabeth H. and Steven Vallas (eds.) 2020. *Professional Work: Knowledge, Power, and Social Inequalities*. Vol. 34 in the series *Research in the Sociology of Work*. Bingley, UK: Emerald Publishing.

Gorman, Elizabeth H. and Rebecca Sandefur (eds.) 2011. Special Issue of *Work and Occupations* on "Transformations in Professional and Expert Work: Broadening Horizons and Bridging Divides."

Book Reviews

2024. "Getting to Diversity: What Works and What Doesn't," by Frank Dobbin and Alexandra Kalev. *Administrative Science Quarterly* 69(3): NP43-NP45. DOI: 10.1177/00018392241235909.

2019. "High Tech and High Touch: Headhunting, Technology and Economic Transformation," by William Finlay and James Coverdill. *Contemporary Sociology* 48:408-410.

2017. "The Oxford Handbook of Professional Service Firms," edited by Laura Empson, Daniel Muzio, Joseph Broschak, and Bob Hinings. *Work and Occupations* 44: 233-235.

2010. "The Unfinished Revolution: How a New Generation is Reshaping Family, Work, and Gender in America," by Kathleen Gerson. *Gender and Society* 24: 702-704.
2008. "The Politics of Sexual Harassment: A Comparative Study of the United States, the European Union and Germany," by Kathrin Zippel. *Gender and Society* 22: 828-830.
2007. "Urban Lawyers: The New Social Structure of the Bar," by John Heinz, Robert Nelson, Rebecca Sandefur, and Edward Laumann. *American Journal of Sociology* 113: 890-892.
2007. "The Work and Family Handbook: Multi-Disciplinary Perspectives and Approaches," edited by Marcie Pitt-Catsouphes, Ellen Ernst Kossek, and Stephen Sweet. *Contemporary Sociology* 36: 41-43.
2005. "The Sociology of Financial Markets," by Karin Knorr Cetina and Alex Preda. *Journal of Investment Management* 3: 93-94.
2005. "Feminist Activism in the Supreme Court," by Christopher Manfredi. *Gender and Society* 19: 418-429.

Other Publications

- Gorman, Elizabeth H. 2021. "In Elite Professional Firms, Skill Development Practices Help and Hurt Racial and Ethnic Minorities." *Work in Progress* blog, <http://www.wipsociology.org/?s=Gorman>.
- Gorman, Elizabeth H. 2014. "The End of 'Organizational Sociology' as We Know It?" *Work in Progress* blog, <http://workinprogress.oowsection.org/2014/11/20/the-end-of-organizational-sociology-as-we-know-it/>
- Gorman, Elizabeth H. 2013. "The Legal Definition of 'Discrimination'; the Declining Significance of Occupational Segregation." *Work in Progress* blog, <http://workinprogress.oowsection.org/category/panels/panel-occupational-segregation/>.
- Gorman, Elizabeth H. 2006. "Explaining the Spread of Firm In-House General Counsel Positions." *North Carolina Law Review* 84: 1577-1589.

WORK IN PROGRESS

The Professional Regulatory Bargain and the Shift Toward State-Controlled Regulation: Accounting Reform in the United States, 1996-2002 (under review)

Gorman, Elizabeth H. "The Role of Organizations in Professional Regulation" (in preparation).

RESEARCH GRANTS AND FELLOWSHIPS

- 2024 University of Virginia Center for Global Inquiry and Innovation Center Grant, “Hybrid Forms of Professional Regulation: Comparing US Accountants and English Lawyers” (\$2,500)
- 2022 University of Virginia Research Support in the Arts, Humanities and Social Sciences, “Policing the Corporate Advisors: New Forms of Professional Regulation in the United States and the United Kingdom” (\$3,000).
- 2022 University of Virginia Page-Barbour and Richard Lectures Committee, “Charismatic Bureaucracies”; research workshop funding (\$9,000) (with Mitu Gulati, Law School)
- 2020 National Science Foundation research grant, “The Expanding Role of the State in Professional Regulation” (\$90,440)
- 2019 University of Virginia Research Support in the Arts, Humanities and Social Sciences, “Institutions, Politics, and State Regulation of Professional Services” (\$2,262).
- 2019 University of Virginia Faculty Stipend for Summer Research in the Humanities and Social Sciences, “Transformers and Regulators: Expertise, Ethics, and Artificial Intelligence” (\$5,000).
- 2017 University of Virginia Faculty Stipend for Summer Research in the Humanities and Social Sciences, “The Politics of Professional Regulation: Accounting and the Sarbanes-Oxley Act” (\$5,000).
- 2016-2017 National Science Foundation Doctoral Dissertation Improvement Grant for Joris Gjata: “The Legal Incorporation of Private Regulation: Transforming Ratings in Finance and Healthcare.”
- 2013-2016 Social Sciences and Humanities Research Council (Canada), “Racial and Ethnic Diversity in Corporate Law Firms: A Longitudinal Study of Organizational Practices Shaping Hiring, Retention and Promotions” (with Fiona Kay, Queen’s University, Canada), 2013-2016, \$93,399 (Canadian).
- 2010-2013 Law School Admissions Council, “Law Firm Employment Practices and the Representation of Minority Associates and Partners” (with Fiona Kay, Queen’s University, Canada) (\$71,295).
- 2010 University of Virginia Faculty of Arts and Sciences Research Grant, “Minority Representation in Law Firms,” 2010 (\$1,500).
- 2006 University of Virginia Faculty of Arts and Sciences Research Grant, “Cultivating Employees: Training Norms, Gender, and Promotion in Law Firms,” 2006 (\$1,500); renewed 2007 (\$900).
- 2005 University of Virginia Sesquicentennial Fellowship (Fall Semester)

- 2004-2005 Bankard Fund, “Organizational Culture and Gender Differences in Organizational Mobility,” 2004-2005 (\$25,000).
- 2004 University of Virginia Faculty Stipend for Summer Research in the Humanities and Social Sciences, “Rethinking Organizational Culture: Dimensions of Variation” (\$5,000).
- 1998-2000 National Science Foundation Dissertation Improvement Grant No. SBR-9811144, 1998-2000 (\$5,000).
- 1997-1998 Harvard Graduate Society Dissertation Fellowship (\$3,000).

INVITED LECTURES AND PRESENTATIONS

“The Expanding Role of the State in Professional Regulation: The Case of Accounting in the United States.” Department of Sociology, Indiana University, November 15, 2024.

“What Explains Change in Professional Regulation? The Regulatory Bargain, the Institutional Context, and the Case of U.S. Accounting.” Symposium in Honor of Peter Marsden, Department of Sociology, Harvard University, March 22, 2024.

“Skill Development Practices and Racial-Ethnic Diversity in Elite US Law Firms.” International Sociological Association's RC52 (Professional Groups) webinar (via Zoom), March 25, 2021.

Panelist, “Berkeley Law Conversations: Race & the Legal Profession,” University of California-Berkeley (via Zoom), March 4, 2021.

“Leveling the Playing Field? Developmental Practices and Diversity in Professional Service Firms.” Department of Sociology, Vanderbilt University, April 9, 2015.

Panelist, author-meets-critics panel for *Documenting Desegregation*, by Kevin Stainback and Donald Tomaskovic-Devey, Eastern Sociological Society, March 2013, Boston, MA.

“Organizational Context and Gender and Racial Inequality at Work.” Conference on Power, Status, and Influence conference, Kellogg School of Business, Northwestern University, May 5, 2012.

“Gender, Hiring, and Promotion: Evidence from Law Firms.” NSF ADVANCE Workshop on Evaluation of Competence and Merit, Rutgers University, April 9, 2010.

“Open Questions in Employment Discrimination Research.” John M. Olin Conference on Combating Workplace Discrimination, University of Virginia Law School, April 2009.

“Hierarchical Rank and Women’s Organizational Mobility: Glass Ceilings in Corporate Law Firms.” School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, January 30, 2009.

“Hierarchical Rank and Women’s Organizational Mobility: Glass Ceilings in Corporate Law Firms.” Department of Sociology, Northeastern University, November 6, 2008.

“Do Women (Have to) Work Harder than Men? Gender and Work Effort in the United States and Britain.” Guest lecture, Studies in Women and Gender 210, University of Virginia, November 17, 2008.

“Hierarchical Rank and Women’s Organizational Mobility: Glass Ceilings in Corporate Law Firms.” Inequalities Workshop, Sociology Department, University of California-San Diego. October 21, 2008.

“Do Women (Have to) Work Harder than Men? Gender and Work Effort in the United States and Britain.” Office of African-American Affairs Mentoring Program, University of Virginia, April 21, 2008.

“Gender, Hiring, and Promotion in Law Firms.” Center for the Study of Race and Law, University of Virginia Law School, November 2006.

“Gender and Success in Large Law Firms.” University of Virginia Law Women, University of Virginia Law School, February 2006.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” Department of Sociology, Boston University, November 2005.

“A Social Science Perspective on Gender and Mobility in Large Law Firms.” Guest lecture to Professor David Wilkins’ course on the legal profession, Harvard Law School, October 2005.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” Sloan School of Management, Massachusetts Institute of Technology, September 2005.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” Conference on Careers, Wharton School, University of Pennsylvania, July 2005.

“Employers’ Cognitive Biases and Gender Differences in Hiring: Evidence from Law Firms.” Department of Sociology, Dartmouth College, November 2004.

“Hiring Criteria and Gender Disparities in Hiring.” Social Psychology Colloquium, Psychology Department, University of Virginia, November 2003.

SELECTED CONFERENCE PRESENTATIONS

“Rethinking the Regulatory Bargain: The Expanding Role of the State and the Case of US Accounting.” Society for the Advancement of Socioeconomics, July 2025, Montreal, Canada.

“What Explains Change in Professional Regulation? The Regulatory Bargain and the Case of US Accounting.” Society for the Advancement of Socioeconomics, June 2024, Limerick, Ireland.

“The Role of Firms in Professional Regulation.” Conference on the Transformation of Large Law Firms, October 2023, University of Virginia Law School.

“The Expanding Role of the State in Professional Regulation: The Case of Accounting in the United States.” American Sociological Association, August 2023, Philadelphia, PA.

“Skill Development Practices and Racial-Ethnic Diversity in Elite Professional Firms” (with Fiona Kay). Society for the Advancement of Socioeconomics, July 2020 (online conference).

“Corporate Clients and the Progress of Women in US Law Firms” (with Fiona Kay). Law and Society Association, June 2019, Washington DC.

“Institutions, Politics, and State Regulation of Professions: Establishing the U.S. Public Companies Accounting Oversight Board” (with Joris Gjata and Sarah Mosseri). American Sociological Association, August 2018, Philadelphia, PA.

“Clientele and the Progress of Women and Minorities in U.S. Corporate Law Firms” (with Fiona Kay). American Sociological Association, August 2017, Montreal, Canada.

“Political Contestation, Legitimacy Crises, and Increasing State Regulation of Professions” (with Joris Gjata and Sarah Mosseri). Society for the Advancement of Socio-Economics, June 2017, Lyon, France.

“Clientele and the Progress of Women in Corporate Law Firms” (with Fiona Kay). Society for the Advancement of Socio-Economics, June 2016, Berkeley, CA.

“Leveling the Playing Field? Developmental Practices and Diversity in Organizations” (with Fiona Kay). American Sociological Association, August 2015, Chicago, IL.

“Leveling the Playing Field? Developmental Practices and Diversity among Law Firm Partners” (with Fiona Kay). Society for the Advancement of Socio-Economics, July 2015, London, UK.

“Leveling the Playing Field? Developmental Practices and Minority Representation among Law Firm Partners” (with Fiona Kay). Law and Society Association, May 2015, Seattle, WA.

“Developmental Practices, Organizational Culture, and Minority Representation in Law Firm Leadership: Change from 1996 to 2005.” American Sociological Association, August 2012, Denver, CO.

“Toward the Study of Modes of Regulation of Professional and Expert Work.” American Sociological Association, August 2011, Las Vegas, NV.

“Law Firms’ Employment Practices and the Representation of Minority Associates” (with Fiona Kay). American Sociological Association, August 2010, Atlanta, GA.

“Racial and Ethnic Minority Representation in Large U.S. Law Firms” (with Fiona Kay). Law and Society Association, May 2010, Chicago, IL.

“Gender and Self-Reported Discretionary Work Effort” (with Julie Kmec). American Sociological Association, August 2008, Boston, MA.

“Law Firms’ Employment Practices and the Representation of Minority Associates and Partners.” Law and Society Association, May 2008, Montreal, Canada.

“Taking Work Seriously: Gender and Self-Assessments of Required Work Effort in Britain and the United States” (with Julie Kmec). American Sociological Association, August 2007, New York, NY.

“Cognitive Biases and Gender in Hiring: Processes and Applications to Sociology Departments.” American Sociological Association, August 2006, Montreal, Canada.

“Seeing the Glass Clearly: Conceptualizing and Measuring Glass Ceilings in Organizations” (with Julie Kmec). Law and Society Association, July 2006, Baltimore.

“Seeing the Glass Clearly: Conceptualizing and Measuring Glass Ceilings in Organizations” (with Julie Kmec). Eastern Sociological Society, February 2006, Boston.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” American Sociological Association, August 2005, Philadelphia.

“Glass Ceilings in Organizations” (with Julie Kmec). American Sociological Association, August 2005, Philadelphia.

“Work Uncertainty, Gender, and Promotions in Large Law Firms.” Law and Society Association, June 2005, Las Vegas.

“Work Uncertainty, Gender, and Promotions in Large Law Firms.” Eastern Sociological Society, March 2005, Washington, DC.

“Employers’ Cognitive Biases and Gender Differences in Hiring: Evidence from Law Firms.” American Sociological Association, August 2004, San Francisco.

“Hiring Criteria and Gender Disparities in Hiring.” Eastern Sociological Society, February 2004, New York.

“Role-Incumbent Profiles and Gender Differences in Organizational Hiring: Evidence from Law Firms.” American Sociological Association, August 2002, Chicago.

“Role-Incumbent Profiles and Hiring in Law Firms.” Eastern Sociological Society, March 2002, Boston.

TEACHING AND RESEARCH SUPERVISION

Undergraduate courses

Organizations; Work and Occupations; Gender and Work; Topics in the Sociology of Work; Professional Work; Law, Inequality and Social Change; Research Methods; Introductory Statistics; Distinguished Majors Thesis Seminar.

Graduate courses

Organizations; Sociology of Work; Research and Writing Seminar; Introductory Statistics; Intermediate Statistics.

Undergraduate Student Supervision

Undergraduate honors thesis advisor, Erin Skye Snider (2023-2024), Haley Benjamin (2020-2021), Casey Eilbert (Political and Social Thought, 2016-2017), Mary St. Julien (2016-2017), Dmitry Tumin (2008-2009), Cassandra Roeder (2006-2007), Bradford Willard (2003-2004), Kathleen Shea (2002-2003).

Graduate Student Supervision

Dissertation committee chair, Di Shao (2020-present), Joris Gjata (PhD 2017).

Dissertation committee member, Julia Dessauer (2021-present), Joel Anderson (Nursing, PhD 2022), Sarah Mosseri (PhD 2019), Matthew Braswell (PhD 2016), Tristan Bridges (PhD 2011), Nicole Lindner (Psychology, PhD 2011), Holly Lord (PhD 2008), Julia Wilson (PhD 2006), Megan Fulcher (Psychology, PhD 2004).

Comprehensive examination committee member, Shahnaj Khan (Work, 2025), Mahso Gichki and Eleanor Fang (Gender, 2025), Di Shao (Work, 2019-2020), Fauzia Hussain and Gabriella Smith (Gender, 2015-2016), Sarah Mosseri (Work, 2014-2015), Joris Gjata (Organizations, 2012-2013), Ryan Hubbard (Organizations, 2003); Bhavani Arabandi (Gender, 2003).

Qualifying paper/master's thesis advisor, Shahnaj Khan (2026), Di Shao (2018-2019), Joris Gjata (2011-2012), Sarah Mosseri (2011-2012), Matthew Braswell (2010-2011), Michael Wayne (2008-2009).

Master's thesis committee member, Paul Rosenstein (2011-2012), Brice McKeever (2009-2010), Daniel Potter (2006-2007), Tara Tober (2006-2007), Elizabeth Williamson (2001-2002).

PROFESSIONAL ACTIVITIES AND SERVICE

Department of Sociology, University of Virginia

Director of Undergraduate Programs (2021-2025).

Director of Graduate Studies (2009-2012).

Chair, Peer Evaluation Committee (2025, 2018).

Chair, Third-Year Contract Renewal Committee (2016-2017).

Organizer, Work in Progress workshop (2007-2008).

Member, Undergraduate Studies Committee (2008-2009, 2005-2006, 2008-2009, 2018-2021).

Member, Peer Evaluation Committee (2023, 2017).

Member, Department Chair Selection Committee (2023, 2004, 2002).

Member, Colloquium Committee (2017-2018).

Member, Graduate Admissions Committee (2016, 2014, 2009, 2004, 2002).

Member, Promotion and Tenure Committee (2024, 2011).

Member, Graduate Studies Committee (2007-2009, 2002-2003).

Member, Senior Search Committee (2007-2008).

College and Graduate School of Arts and Sciences, University of Virginia

Member, Committee on Faculty Rules (2023-2026).

Member, Seed Grant Application Review Committee (Spring 2025).

Member, General Education Curriculum Assessment Committee (2017-2019).

Member, Jefferson Scholars Foundation Dissertation Year Fellowship selection committee, (2011-2012).
Chair (2016-2017) and member (2015-2016), Arts, Humanities and Social Sciences Summer Stipends Committee.
Member, Arts & Sciences Quantitative Collaborative Steering Committee (2013-2014).
Member, University Quantitative Reasoning Assessment Committee (2013-2014).
Advisor to first- and second-year undergraduate students (2015-2017, 2008-2009, 2002-2004).

Editorial and Grant Review

Editorial Board member, *Journal of Professions and Organization* (2020-present), *Socio-Economic Review* (2018-2025), *Law and Society Review* (2019-2022), *Research in the Sociology of Work* (book series, 2014-2020), *Work and Occupations* (2014-2022), *American Sociological Review* (2011-2013), *American Journal of Sociology* (2010-2012), *Gender and Society* (2007-2010).
Panelist, National Science Foundation Sociology Program, senior grants panel (2010-2012), Dissertation Improvement Grant review panel (2009-2010).
Panelist, National Science Foundation Program on Law and Social Science, Dissertation Improvement Grant review panel (2008-2009).
External grant proposal referee, National Science Foundation, Israel Science Foundation
Manuscript referee, *Administrative Science Quarterly*, *American Sociological Review*, *American Journal of Sociology*, *Gender and Society*, *Journal of Professions and Organization*, *Law & Social Inquiry*, *Law & Society Review*, *Organization Science*, *Social Forces*, *Social Problems*, *Socio-Economic Review*, *Sociological Forum*, *The Sociological Quarterly*, *Work and Occupations*, *Work*, *Employment and Society*.

Professional Associations

Executive Council Member, Society for the Advancement of Socio-Economics (2020-present).
Co-organizer, Network D: Professions and Expertise, Society for the Advancement of Socio-Economics (2015-present).
Chair-Elect and Chair, American Sociological Association Section on Organizations, Occupations and Work (2022-2024).
Chair-Elect and Chair, American Sociological Association Section on the Sociology of Law (2020-2022).
Council Member, American Sociological Association Section on the Sociology of Law (2019-2020).
Council Member, American Sociological Association Section on Organizations, Occupations, and Work (2011-2014).
Chair (2018-2019) and Member (2016-2018), American Sociological Association Dissertation Award Committee
Chair, Peterson-Krivo Mentoring Award Committee, American Sociological Association Section on Sociology of Law (2019-2020)
Chair, Article Award Committee, American Sociological Association Section on Sociology of Law (2008-2009)
Member, Mentoring Committee, American Sociological Association Section on Sociology of Law (2017-2018)
Member, Weber Book Award Committee, American Sociological Association Section on Occupations, Organizations, and Work (2010-2011)
Member, W. Richard Scott Article Award Committee, American Sociological Association Section on Organizations, Occupations and Work (2002-2003)
Member, Nominations Committee, American Sociological Association Section on Organizations, Occupations, and Work (2006-2007)

Member, Nominating Committee, Section on Economic Sociology (2016-2017)
Member, Viviana Zelizer Distinguished Scholarship Award Committee, American Sociological Association Section on Economic Sociology (2006-2007)
Member, Nominations Committee, ASA Section on Sex and Gender (2006-2007)
Member, Annual Meeting Program Committee member, Southern Sociological Society (2008-2009)

Other Professional Service

Co-organizer (with Mitu Gulati), Conference on the Transformation of Large Law Firms, October 2023, University of Virginia Law School.

Research Advisory Board member, Northeastern University NSF ADVANCE (2009-2013)

Steering Committee Member, Law Firms Working Group, American Bar Foundation (2006-2008)

OTHER PROFESSIONAL EXPERIENCE

Associate, Sullivan & Cromwell, New York, NY, 1988-1991

Associate, Covington & Burling, Washington, DC, 1986-1988

Judicial Clerk, Hon. Francis D. Murnighan, U.S. Court of Appeals for the Fourth Circuit, 1985-1986