

## **VITAE**

S. Melissa Latimer  
Professor of Sociology  
Director, WVU ADVANCE Center  
Adjunct Professor of Women's and Gender Studies

### **CONTACT INFORMATION**

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### **EDUCATION**

Ph.D. September 1994    University of Kentucky  
Major: Sociology    Area: Work, Gender, and Inequality  
Dissertation: "Multi-Level Analyses of Work and Welfare"

M.A. 1988    University of Kentucky  
Major: Sociology  
Thesis: "Gender and Structure: Explanations for the Subjective and Objective Work  
Characteristics of Upper Level Management Women"

B.S. 1985    Millsaps College  
Major: Sociology  
Undergraduate Thesis: "Against Time: Women, Men, and Sport"

### **ACADEMIC HONORS AND AWARDS**

Merit Scholarship, Millsaps College, 1981-85  
Best Undergraduate Research Paper, Mid-South Sociological Convention, 1984  
Undergraduate Honor's Thesis, with distinction, Millsaps College, 1985  
Alpha Kappa Delta Research Award in Sociology, Millsaps College, 1985  
B.S., with honors, Millsaps College, 1985  
Graduate Student Fellowship, University of Kentucky, 1985-86  
Research Grant, The Center for Computational Sciences,  
University of Kentucky, 1990-1992  
Outstanding Graduate Student Teaching Award, 1993-1994  
Nominated, Outstanding Teaching Award in the Eberly College of Arts and Sciences,  
West Virginia University, 1997, 2000, 2003  
Winner, Golden Apple Outstanding Professor Award, Golden Key National Honor Society, West  
Virginia University, 1998  
Nominated, Eberly College Woodburn Professor, 2006  
Nominated, Robert C. Byrd Professorship, 2006, 2007, 2008  
Nominated, WVU Innovation Award, 2013  
Mary Catherine Buswell Award, 2013

## **EMPLOYMENT**

2011-	Director, WVU ADVANCE Center
2010-2011	Interim Director, WVU ADVANCE Center
2006-2011	Chair, Department of Sociology and Anthropology, West Virginia University
2013-	Professor, Department of Sociology and Anthropology, West Virginia University
2000-2012	Associate Professor, Division of Sociology and Anthropology, West Virginia University
1994-2000	Assistant Professor, Department of Sociology and Anthropology, West Virginia University
1993-1994	Teaching Assistant, Women's Studies Program, University of Kentucky
1993-1994	Part-time Research Assistant, College of Nursing, University of Kentucky—"Medication Use Among the Elderly" and "Smoking Among Women"
1992-1993	Teaching Assistant, Department of Sociology and Women's Studies Program, University of Kentucky
1992	Crisis Line Counselor, Suicide Crisis Line, Comprehensive Care Center
1990-1992	Research Assistant, Center for Computational Sciences, University of Kentucky—"Using the National Longitudinal Surveys to Examine the Labor Market Experiences of Mothers and their Children".
1989-1990	Research Assistant, Sociology Department, University of Kentucky— "Drug Abuse Among Homosexuals: A Longitudinal Study", Department of Health and Human Services.
1988-1989	Teaching Assistant, Sociology Department, University of Kentucky
1987-1988	Research Assistant, Sociology Department, University of Kentucky— "Rural Poverty and Labor Markets", Aspen Institute/Ford Foundation Rural Economic Policy Program.
1985-1987	Teaching Assistant, Sociology Department, University of Kentucky
Summer 1987	Research Assistant, Sociology Department, University of Kentucky—"Sex

Differences in Patterns of Career Advancement”, National Science Foundation.

Summer 1986      Research Assistant (interviewer), Agricultural Economics Department, University of Kentucky.

## AREAS OF SPECILIZATION

Stratification and Inequality  
Feminist Theories  
Work and Labor Markets

Gender, Race, and Ethnicity  
Poverty and the Welfare System  
Group Dynamics and Organizational Change

## PUBLICATIONS

- 2018      Sharon Bird and **Melissa Latimer** “Examining Models of Departmental Engagement for Greater Equity: A Case Study of Two Applications of the Dual Agenda Approach” accepted for publication in *Equality, Diversity, and Inclusion: An International Journal*.
- 2017      J. Kasi Jackson, **Melissa Latimer**, and Rachel Stoiko. “The Dynamic between Knowledge Production and Faculty Evaluation: Perceptions of the Promotion and Tenure Process across Disciplines” *Innovative Higher Education* 42(3):193-205.
- 2016      Beth Mitchneck, Jessi L. Smith, and **Melissa Latimer**. “A Recipe for Change—Creating a More Inclusive Academy” *Science* 352(6282):148-149.
- 2016      Leslie Tower and **Melissa Latimer**. “Cumulative Disadvantage: Effects of Early Career Childcare Issues on Faculty Research Travel” *Affilia*  
Published online before print January 12, 2016,  
doi:10.1177/0886109915622527, 31(3):317-330.
- 2016      Lisa DeFrank-Cole, **Melissa Latimer**, Presha Neidemeyer, and Michele Wheatly. “Understanding ‘Why’ One University’s Women’s Leadership Development Strategies are So Effective” *Advancing Women in Leadership Journal*” 36:26-35.
- 2014      **Melissa Latimer**, Kasi Jackson, Lisa Dilks, Jim Nolan, and Leslie Tower. “Organizational Change and Gender Equity in Academia: Using Dialogical Change to Promote Positive Departmental Climates” pp. 333-353 in *Advances in Gender Research: Gender Transformation in the Academy*, vol. 19, edited by Vasilikie Demos, Catherine White Berheide, and Marcia Texler Segal, Emerald Group Publishing.
- 2014      Lisa Defrank-Cole, **Melissa Latimer**, Maryanne Reed, and Michele Wheatly “The Women’s Leadership Initiative: One University’s Attempt to Empower Females on Campus” *Journal of Leadership Accountability*

*and Ethics* Vol. 11(1):50-64.

- 2013      **Melissa Latimer** and L. Christopher Plein “Responding to Welfare Reform: Competing Perspectives of Social Service Delivery in an Economically Disadvantaged Rural State” *Journal of Applied Social Science* 7(1):3-23.
- 2010      **Melissa Latimer** and Corey Colyer “Country Road Bureaucracy: The Challenges of Social Service Delivery in Economically Disadvantaged Rural State” *Journal of Applied Social Science* 4 (1):64-78.
- 2010      **Melissa Latimer** and Rachael Woldoff “Good Country Living?: Exploring Four Housing Outcomes Among Poor Appalachians” *Sociological Forum* 25 (2): 315-334.
- 2008      Melissa Latimer “The View From the Bottom: Former Welfare Recipients Evaluate the System” *The Journal of Poverty* 12 (1):77-101.
- 2006      Melissa Latimer “‘We Have Never Asked for Help that Was Not Desperately Needed’: Patterns of Stigma Management Among Former Welfare Recipients in West Virginia” *Journal of Appalachian Studies* 12 (2):88-109.
- 2005      **Melissa Latimer**, Eleanor Blakely, Barry Locke, Christopher Plein, and David Williams. “WV WORKS 2004: Information and Perspectives Provided by WV WORKS Recipients Nearing Their 60-Month Eligibility Limitation”. *West Virginia Public Affairs Reporter* 22 (3):2-15.
- 2004      **Melissa Latimer** and Ann Oberhauser, “Exploring Gender and Economic Development in Appalachia”. *Journal of Appalachian Studies* 10 (3): 269-291.
- 2004      Robert Dilger, Eleanor Blakely, **Melissa Latimer**, Barry Locke, Christopher Plein, Lucinda Potter, and David Williams, “WV Works 2003: Perspectives of Former Recipients Who Have Exhausted Their 60 Months of Program Eligibility”. *The West Virginia Public Affairs Reporter* 21 (2):2-20.
- 2004      Robert Dilger, Eleanor Blakely, **Melissa Latimer**, Barry Locke, F. Carson Mencken, Christopher Plein, Lucinda Potter, and David Williams. *Welfare Reform in West Virginia*, Morgantown, WV: West Virginia University Press.
- 2004      Melissa Latimer “Setting the Socioeconomic Context for Welfare Reform

- in Central Appalachia". Pp. 23-24 in *Welfare Reform in West Virginia*, Morgantown, WV: West Virginia University Press.
- 2004 Melissa Latimer "Training Opportunities and Outcomes for West Virginia WORKS Recipients". Pp 209-235 in *Welfare Reform in West Virginia*, Morgantown, WV: West Virginia University Press.
- 2004 Melissa Latimer "Between a Rock and a Hard Place: The Socioeconomic Status of Former TANF Recipients in West Virginia" *Sociological Spectrum* 24 (1): 93-123.
- 2003 Melissa Latimer "A Comprehensive Analysis of Sex and Race Inequalities in Unemployment Insurance Benefits" *Journal of Sociology and Social Welfare* 30 (4):95-122.
- 2003 **Melissa Latimer** and Carson Mencken "Extractive Industry Dependency: A Case Study of Appalachian Coal Dependent Counties from 1969-96". Pp. 79-103 in William W. Falk, Michael D. Schulman, and Ann R. Tickamyer (eds.) *Communities of Work*, Athens, OH: Ohio University Press.
- 2003 Elizabeth McGaha and **Melissa Latimer**. "Life After Welfare: Hardship in the Mountain State" *The West Virginia Public Affairs Reporter* 20 (2) 2-7.
- 2001 Melissa Latimer. Book review of *The Road to Poverty: The Making of Wealth and Hardship in Appalachia* by Dwight Billings and Kathleen Blee. *Social Forces* 80(1):364-365.
- 2001 Robert Dilger, Eleanor Blakely, **Melissa Latimer**, Barry Locke, Carson Mencken, Christopher Plein, Lucinda Potter, and David Williams. "WV WORKS 2000: The Recipients' Perspective". *The West Virginia Public Affairs Reporter* 18 (3):2-19.
- 2000 Robert Dilger, Eleanor Blakely, Karen Dorton, **Melissa Latimer**, Barry Locke, Carson Mencken, Christopher Plein, Lucinda Potter, David Williams, and Dong Pil Yoon, "WV WORKS Case Closure Study" *The West Virginia Public Affairs Reporter* 17 (1):2-15.
- 2000 **Melissa Latimer**, "A Contextual Analysis of the Effects of Gender and Place on Worker's Incomes" *Sociological Spectrum* 20(3):345-356.
- 1999 Melissa Latimer. Book review of *We the Poor People: Work, Poverty, and Welfare* by Joel F. Handler and Yeheskel Hasenfeld in *Contemporary Sociology* 28(1):60-61.

- 1999 Melissa Latimer "A Longitudinal Analysis of Unemployment Insurance Receipt:1987-1991" *Sociological Focus* 4(32):383-400.
- 1998 Melissa Latimer "A Multi-Level Analysis of the Barriers to Labor Force Participation Among Welfare Recipients in West Virginia". *Southern Rural Sociology Journal* 14:67-90.
- 1998 **Melissa Latimer** and Sharon Sheahan, "Gender Differences in the Causal Factors Affecting the Health Status of Older Adults" the *American Journal of Health Behavior* 22(4):298-307.
- 1995 Sharon Sheahan and *Melissa Latimer*, "Correlates of Smoking, Stress, Depression, and Coping Among Women". *Health Values* 19(1):29-36.
- 1995 Sharon Sheahan, Stephen Coons, Cynthia Robbins, Steve Martin, Jon Hendricks, and **Melissa Latimer** "Falls, Psychoactive Medication and Alcohol Use Among the Elderly". *The Journal of Behavioral Medicine* 18(2):127-140.
- 1994 Jennie Sargent, Sharon Sheahan, and **Melissa Latimer** "Demographic Predictors of Smoking at Initiation of Antenatal Care". *Journal of American Academy of Nurse Practitioners* 6(12):573-579.
- 1994 Christy Halbert and **Melissa Latimer**, "'Battling' Gendered Language: A Comparison of Sports Commentators' Language Used in a Televised Coed Tennis Competition". *Sociology of Sport Journal* 2:298-308.
- 1994 Ann Tickamyer and **Melissa Latimer**, "Longitudinal Data for Rural Policy," in J. Christensen et al (eds.) *Rural People, Data and Policy: Information Systems for the 21st Century*, Boulder CO: Westview Press.
- 1993 Ann Tickamyer and **Melissa Latimer**, "A Multilevel Analysis of Income Sources of the Poor and Near Poor," in J. Singelmann and F.A. Deseran (eds.) *Inequalities in Labor Market Areas*, Boulder CO: Westview Press.
- 1991 Teresa Wood and **Melissa Latimer**, Review of *The Economics of Comparable Worth* by Mark Killingsworth in *Growth and Change: A Journal of Urban and Regional Policy*, 22(1), Winter.
- 1991 Ann Tickamyer and **Melissa Latimer**, *National Longitudinal Surveys: A Guide for Rural Poverty Analysts*. The Aspen Institute Rural Economic Policy Program, Washington, D.C., July, ISBN #0-89843-099-2.
- 1991 Melissa Latimer, "Women and Sports" in Helen Tierney (ed.) *The Women's Studies Encyclopedia*, vol.1, Peter Bedrick Books, New York, pp.358-360.

## PEER REVIEWED IN PROCESS

Maja Holmes, Kasi Jackson, and Melissa Latimer. "Dialogues: Leadership Practices to Promote Inclusive Workplace Climates".

Rachel Stoiko; J. Kasi Jackson; S. Melissa Latimer "Reflections of Scholarly Boundaries in College and Department Promotion and Tenure Documents".

## TECHNICAL AND OTHER PUBLICATIONS

- 2006                    **Melissa Latimer**, Christopher Plein, Barry Locke, and Corey Colyer. *Case Study of Region 4*. Prepared for the West Virginia Department of Health and Human Resources.
- 2005                    **Melissa Latimer**, Eleanor Blakely, Barry Locke, Christopher Plein, and David Williams. *Qualitative Information and Perspectives Provided by 2004 WV WORKS' Recipients Nearing Their 60-Month Eligibility Limitation*. Prepared for the West Virginia Department of Health and Human Resources.
- 2004                    **Melissa Latimer**, Eleanor Blakely, Barry Locke, Christopher Plein, and David Williams. *WV WORKS 2004: Information and Perspectives Provided by WV WORKS Recipients Nearing Their 60-Month Eligibility Limitation*. Prepared for the West Virginia Department of Health and Human Resources.
- 2003                    Robert Dilger, Eleanor Blakely, **Melissa Latimer**, Barry Locke, Christopher Plein, Lucinda Potter, and David Williams. *WV WORKS 2003: Perspectives of Former Recipients Who Have Exhausted Their 60 Months of Program Eligibility*. Prepared for the West Virginia Department of Health and Human Resources.
- 2000                    Robert Dilger, Eleanor Blakely, **Melissa Latimer**, Barry Locke, Carson Mencken, Christopher Plein, Lucinda Potter, and David Williams. *WV WORKS 2000: The Recipients' Perspective*. Prepared for the West Virginia Department of Health and Human Resources.
- 1999                    Robert Dilger, Eleanor Blakely, Karen Dorton, **Melissa Latimer**, Barry Locke, Carson Mencken, Christopher Plein, Lucinda Potter, David Williams, and Dong Pil Yoon. *WV WORKS Case Closure Study*. Prepared for the West Virginia Department of Health and Human Resources.

## TEACHING PUBLICATIONS

- 2001                    Race Relations Syllabus. Pp.50-57in the American Sociological Association *Teaching Race and Ethnic Relations Syllabi and Instructional Materials*, Fourth Edition,edited by Donald Cunnigen.

1997 Teaching Aids for Race relations. Pp. 236-247 in the American Sociological Association *Teaching Race and Ethnic Relations Syllabi and Instructional Materials*, Third Edition, edited by Donald Cunnigen.

## GRANTS

**M. Latimer**, 2013 NSF Career-Life Balance (CLB)-Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers (ADVANCE) Program, Institutional Transformation (IT) Supplemental funding for Dual Career Support, \$240,500.

**M. Latimer**, F. King, J. Jackson, and L. Tower, 2010 WVU Program for Retaining Institutional Diversity and Equity, funded for \$3,607,840 ((HRD-1007978) by National Science Foundation, an ADVANCE IT award.

**M. Latimer**, K. Jackson, M. McLaughlin, M. Darrah, M. Withers, and L. Tower, 2009 proposal funded for \$50,473 by the Eberly College ARTS Grant.

T. Gurley, C. Plein, and **M. Latimer**, 2008 award for the Medicaid Transformation Project for \$172,777 by West Virginia Department of Health and Human Resources.

**M. Latimer**, E. Blakely, B. Locke, and C. Plein, 2005 Award for the grant titled-Region IV Caseworker Study for \$13,640 by the West Virginia Department of Health and Human Resources.

**M. Latimer**, C. Plein, E. Blakely, B. Locke, and David Williams, 2005 \$9,000 extension on the grant titled-Information and Perspectives Provided by WV WORKS Former Recipients Nearing Their 60 month Eligibility Limitation for the West Virginia Department of Health and Human Resources

R. Dilger, E. Blakely, **M. Latimer**, B. Locke, C. Plein, and D. Williams, 2004 Award for the grant titled-Information and Perspectives Provided by WV WORKS Former Recipients Nearing Their 60 month Eligibility Limitation for \$99,484 by the West Virginia Department of Health and Human Resources

Melissa Latimer 2003. West Virginia University Center for Women's Studies' Judy Mossburg Fund for Faculty, Staff, and Student Development, \$300.

E. Blakely, **M. Latimer**, B. Locke, and N. Newfield, 2003 Internal grant for Focus Group Research on WV WORKS Former Recipients Who Have Exhausted Their 60 month Eligibility for \$17,612 by the West Virginia University Division of Social Work.

R. Dilger, E. Blakely, **M. Latimer**, B. Locke, N. Newfield, C. Plein, and D. Williams, 2003 Award for the grant titled-Information and Perspectives Provided by WV WORKS Former Recipients Who Have Exhausted Their 60 month Eligibility for \$39,919 by the West Virginia Department of Health and Human Resources.



Melissa Latimer (with Elizabeth McGaha) 2002. Faculty Summer Research Grant titled--Life After Welfare Reform: Hardship in the Mountain State from the WVU Institute for Public Affairs for \$2,500.

Melissa Latimer 2001, Eberly College Student Capstone for the New Millennium grant for the Division of Sociology and Anthropology funded for \$10,000 by the West Virginia University Eberly College of Arts and Sciences.

R. Dilger, E. Blakely, **M. Latimer**, B. Locke, C. Mencken, C. Plein, and D. Williams, 2000 Award for the grant titled-WV Works 2000, funded for \$106,479 by the West Virginia Department of Health and Human Resources.

Melissa Latimer, 1999-2000 Regional Research Institute Bridge Grant proposal titled-Assessing the Impact of Welfare Reform on West Virginia Residents, funded for \$1,364 by the West Virginia University Regional Research Institute.

R. Dilger, E. Blakely, K. Harper, **M. Latimer**, B. Locke, C. Mencken, C. Plein, D. Williams, and D. Yoon, 1999 Award for the grant titled-TANF/WV Works Case Closure Study, funded for \$99,000 by the West Virginia Department of Health and Human Resources.

E. Blakely, K. Harper, **M. Latimer**, B. Locke, C. Plein, and D. Williams, 1999 Award for Research Team Scholarship (ARTS) program grant titled-Welfare Reform's Impact on the Poor and Near Poor in Appalachia, funded for \$35,900 by the Eberly College of Arts and Sciences, West Virginia University.

Melissa Latimer, 1996-97 Senate Research Grant titled-A Multi-Level Analysis of Welfare Inequality in West Virginia, funded for \$6,000 by the West Virginia University Senate Committee on Research, Research Grants and Publications.

#### **GRANTS NOT FUNDED**

J. Prucz, J. Jackson, **M. Latimer**, V. Mucino, and K. Sierros "A Flexible Framework for Tailoring Engineering Education to Emerging Professional Expectations and Learning Styles of Future Generations of Students", a \$1,995,106 IUSE/Professional Formation of Engineers: Revolutionizing Engineering Departments (RED) grant submitted to the National Science Foundation.

**M. Latimer**, C. Bilen-Green, J. Carpenter, M. Holmes, and J. Jackson. Departmental Dialogues: Fostering Participatory Governance to Promote Gender Equity among STEM faculty \$749,982 ADVANCE PLAN IHE grant submitted to the National Science Foundation.

#### **PAPERS PRESENTED AT PROFESSIONAL MEETINGS AND CONFERENCES**

2018 James J. Nolan, Melissa Latimer, Kasi Jackson, and Maja Holmes.  
"ADVANCING Institutional Transformation Theory: Structure, Agency, and Psychodynamic Processes" presented at the American Association of Behavioral and Social Sciences, February 26-27 in Las Vegas, NV.

- 2016 Kasi Jackson, Maja Holmes, and Melissa Latimer. “Dialogues: Leadership Practices to Promote Inclusive Workplace Climates” presented at the International Leadership Association's 18th annual Global Conference, the *Dynamics of Inclusive Leadership*, November 2 - 5 in Atlanta, Georgia.
- 2016 James Hougland, Marjorie Darrah, Kasi Jackson, and Melissa Latimer. “Promoting Work-Life Balance for University Faculty: The Role of Policy and Mentoring” presented at the 79<sup>th</sup> Southern Sociological Society Annual Meetings, April 13-16 Atlanta GA.
- 2015 Maja Holmes, Kasi Jackson, Lisa Dilks, Melissa Latimer. “Examining the Relationship between Relational Leadership Practices, Departmental Dialogues, and Positive Academic Climates” presented at the International Leadership Association, 17<sup>th</sup> Annual Global ILA Conference, October 14-17.
- 2015 Sharon Bird, Melissa Latimer, and Anatasia Prokos. “Introducing a Model of Departmental Engagement for Greater Equity: Two Applications of a Dual Agenda Approach” presented at the Society for the Study of Social Problems 65<sup>th</sup> Annual Meeting, Chicago, IL, August 21-23.
- 2015 Maja Husar Holmes, Kasi Jackson, Lisa M. Dilks, and Melissa Latimer. “Departmental Dialogues: Facilitating Workplace Relationships to Support, Retain, and Promote Women in Engineering Departments” presented at the ADVANCE/GSE Program Workshop, Baltimore Maryland.
- 2015 Lisa Defrank-Cole, Melissa Latimer, Presha E. Neidermeyer, and Michele Wheatly. “Understanding ‘Why’ West Virginia University’s Women’s Leadership Development Strategies are So Effective” presented at the the Second biennial Conference of the International Leadership Association’s Women and Leadership Affinity Group Conference (WLAG) Advancing Women in Leadership: Waves of Possibilities June 7-10 in Pacific Grove, CA at the Asilomar Conference Grounds.
- 2015 Canan Bilen-Green, Roger Green, Jenna Carpenter, Patrick O’Neal, Melissa Latimer, Kristen Jellison, Marci Levine, Karen Horton, and Stacy Doore. “Implementation of Advocates and Allies Programs to Support and Promote Gender Equity in Academia” presented at the 2015 ASEE Annual Conference and Exposition. Seattle Washington.
- 2014 Kasi Jackson and Melissa Latimer “Faculty Perceptions of the Promotion & Tenure Process: Exploring Similarities & Differences across Low and High Consensus Disciplines” presented at the Science, Technology, and Gender Conference, August 10-13 at the University of Waterloo, Canada.

- 2014 Kasi Jackson, Melissa Latimer, and Rachel Stoiko "Promotion and Tenure Documents: A Comparison of How Low & High Consensus Disciplines Define Standards" presented at the Science, Technology, and Gender Conference, August 10-13 at the University of Waterloo, Canada.
- 2014 Melissa Latimer, Lisa Dilks, Kasi Jackson, Marjorie Darrah, and James Hougland. "Small Steps Toward Big Change: Strategies for Changing a University's Climate". Association for Applied and Clinical Sociology, Pittsburgh, PA.
- 2014 Melissa Latimer, Kasi Jackson, Lisa Dilks, Jim Nolan, and Leslie Tower. "Organizational Change and Gender Equity in the Academia: Using Dialogical Change to Promote Positive Departmental Climates." American Sociological Society Meetings, San Francisco, CA.
- 2014 Melissa Latimer and Kasi Jackson "Faculty Perceptions of the Promotion and Tenure Process: Exploring Similarities across Low and High Consensus Disciplines". Southern Sociological Society Meetings, Charlotte, NC.
- 2014 Lisa Dilks, Kasi Jackson, Melissa Latimer, Jim Nolan, and Leslie Tower. "New Interventions from the ADVANCE Community: Can a Dialogical Change Process and strategic Planning be Used to Promote Inclusive Academic Departments?:" North Central Sociological Society Meetings, Cincinnati, OH.
- 2014 Melissa Latimer, Kasi Jackson, Lisa Dilks, Jim Nolan, and Leslie Tower. "Are Chair-Focused and department-Level Projects Achieving ADVANCE IT Goals?" Annual ADVANCE PI Meetings, Alexandria, VA.
- 2013 Foster, L., Jackson, K. Latimer, M., Heiliger, V., Giordano S., and Jen C. Roundtable on Next Generation Feminist Science Studies: Technoscience Futures and Historical Residues presented at the National Women's Studies Association in Cincinnati, OH.
- 2013 Lisa Defrank-Cole and Melissa Latimer "The Women's Leadership Initiative: One University's Attempt to Empower Females on Campus" presented at the at the International Leadership Association's Women and Leadership Affinity Group Inaugural Conference (WLAG) Building, Bridging, and Blazing Pathways for Women and Leadership: Celebrating the Past, Present, and Future June 9-13 in Pacific Grove, CA at the Asilomar Conference Grounds.
- 2012 Melissa Latimer and Kasi Jackson "Are We Really That Different?: What

Humanities, Social Science, and Natural Science Faculty Want”, to be presented at the annual meeting of the Association for Feminist Epistemologies Methodologies, Metaphysics, and Science Studies (FEMMSS) May 10-12, 2012 at the Pennsylvania State University.

- 2012 Jim Nolan, Kasi Jackson, Melissa Latimer, Awilda Borres, and Leslie Tower “A Dialogical Change Process for Strategic Planning to Diversify Academic Departments” to be presented at the 23<sup>rd</sup> Annual National Conference of Women in Engineering ProActive Network (WEPAN) June 25-27, 2012 in Columbus Ohio.”
- 2012 Melissa Latimer, Kasi Jackson, and Katie Stores “ADVANCing Women and STEM Faculty Members through Strategic Career Planning” to be presented at the 23<sup>rd</sup> Annual National Conference of Women in Engineering ProActive Network (WEPAN) June 25-27, 2012 in Columbus Ohio.”
- 2010 Melissa Latimer and Chris Plein “Competing Perspectives on Social Service Delivery in an Economically Disadvantaged Rural State” presented at the Association for Applied and Clinical Sociology Meetings, October 14-17, St. Louis, MO.
- 2009 Corey Colyer and Melissa Latimer “‘Working from Shotgun Blast to Shotgun Blast’: The Challenges of Social Service Delivery in the Mountain State” presented at the North Central Sociological Association Meetings, April, Dearborn, MI.
- 2009 Melissa Latimer and Corey Colyer “Implementing ‘Street-Level Bureaucracy’ on Country Roads: The Challenges of Social Service Delivery in an Economically Disadvantaged Rural State” presented at the 104<sup>nd</sup> American Sociological Association Annual Meetings, August, San Francisco, CA.
- 2008 Melissa Latimer and Corey Colyer “Country Roads Bureaucrats: The Challenges of Social Service Delivery in an Economically Disadvantaged Rural State” presented at the Association for Applied and Clinical Sociology Annual Meetings, Jacksonville, FL.
- 2007 Melissa Latimer “Ten Years Later: Reflections on Welfare Reform in West Virginia” presented at the 47<sup>th</sup> Annual National Association for Welfare Research and Statistics Workshop and Conference, August 19-22, Charleston, WV.
- 2007 Rachael Woldoff and Melissa Latimer “Good Country Living?: Exploring Four Housing Outcomes Among Poor Appalachians” presented at the 102<sup>nd</sup> American Sociological Association Annual Meetings, August 11-

14, New York City.

- 2006 Melissa Latimer and Rachael Woldoff "American Dream or American Nightmare? Exploring Housing and Home Outcomes for the Poor in the Mountain State" presented at the 69th Annual Rural Sociological Society Meetings, August 10-13, Louisville, KY.
- 2004 Melissa Latimer and Carson Mencken "Telephone Surveys and Selection Bias: Surveying Current and Former Welfare Recipients" presented at the Annual Meeting of the Society for Applied Sociology, November 4-6, Bethesda, MD.
- 2004 Ann Oberhauser and Melissa Latimer "Closing the Gap? Analyzing Spatial and Gender Inequalities in Appalachia" presented at the Annual Meeting of the East Lakes Division of the Association of American Geographers, October 15-16, Ohio University, Athens, Ohio.
- 2004 Melissa Latimer "The View From the Bottom: Former Welfare Recipients Evaluate the System" presented at the 2004 North Central Sociological Association Annual Meeting, April 1-4, Cleveland, Ohio.
- 2003 Melissa Latimer "Another View From the Bottom: Patterns of Stigma Management Among Welfare Recipients in West Virginia" presented at the 2003 Annual Meeting of the Southern Sociological Society Meetings, March 26-30, New Orleans, Louisiana.
- 2000 Melissa Latimer and Carson Mencken "Extractive Industry Dependency: A Case Study of Appalachian Coal Dependent Counties from 1969-96" presented at the 63rd Annual Rural Sociological Society Meetings, August 13-17, Washington, D.C.
- 1999 Melissa Latimer "A Comprehensive Analysis of Unemployment Insurance Receipt in West Virginia" presented at the 62nd Annual Rural Sociological Society Meetings, August 4-8, Chicago, Illinois.
- 1998 Melissa Latimer and Yvonne Simerman "Factors Affecting Job Training Opportunities and Outcomes for West Virginia Welfare Recipients", presented at the North Central Sociological Association Meetings, April 16-19, Cleveland, Ohio.
- 1997 Sharon L. Sheahan and Melissa Latimer. "Tobacco Cessation Motives Among Older Kentuckians", presented at the 125th Annual Meeting of the American Public Health Association, November, Indianapolis, Indiana.
- 1997 Melissa Latimer, "Women in Economic Crisis in West Virginia" presented at the 1997 West Virginia Sociological Association Meetings, October 23-

25, West Virginia State College, Institute, West Virginia.

- 1997 Sandra Elmore, Melissa Latimer, and Nancy Maihoff "Women in Sports in West Virginia Higher Education" presented at the 1997 West Virginia Sociological Association Meetings, October 23-25, West Virginia State College, Institute, West Virginia.
- 1997 Melissa Latimer "An Historical Overview of the Welfare System and Its Treatment of Women, Children, and People of Color" presented at the 1997 North Central Sociological Association Meetings, April 24-27, Indianapolis, Indiana.
- 1997 Melissa Latimer "A Multi-Level Analysis of the Barriers to Labor Force Participation Among Welfare Recipients in West Virginia" presented at the 1997 Annual Meeting of the Rural Sociological Society, August 13-16, Toronto, Canada.
- 1996 Melissa Latimer "A Sporting Chance: Raising Girls for Success in School, Sports, and Life" presented at the Combined Eighth Annual State Sex Equity Leadership & Title IX Compliance and Training Conference, Pipestem State Park, West Virginia, April 10-12.
- 1996 Melissa Latimer "Rural and Urban Differences in Unemployment Insurance Receipt from 1987-92" presented at the Rural Sociological Society Meetings, Des Moines, Iowa August 15-18.
- 1996 Melissa Latimer and Carson Mencken "Economic Change and Its Effects on Appalachian Workers from 1987-92" presented at the Rural Sociological Society Meetings, Des Moines, Iowa August 15-18.
- 1996 Sharon Sheahan and Melissa Latimer "Causal Connections of Social Class, Gender, and Health Among Older Adults" presented at Making a World of Difference: Nurse Practitioners A Global Perspective, Edinburgh, Scotland, August 22-24.
- 1995 Melissa Latimer "Income Inequality Within the Appalachian Region" presented at the Appalachian Studies Conference, Morgantown, West Virginia, March 17-19.
- 1995 Melissa Latimer "Multi-Level Analyses of Income Inequality" presented at the Southern Sociological Meetings, Atlanta, Georgia, April 6-9.
- 1995 Melissa Latimer "Welfare Inequality Within Rural Areas" presented at the Rural Sociological Society Meetings, Washington, D.C., August 16-19.
- 1995 Melissa Latimer "Absorbing the Cost of Budget Cuts: Some Potential Consequences of Block Grants on Women and People of Color in Rural

Areas" invited paper presented at the "Workshop on Welfare Reform In Rural America", Washington, D.C., September 21-22.

- 1994 Jennie Sergeant, Sharon Sheahan, and Melissa Latimer "Demographic Predictors of Smoking at Initiation of Antenatal Care" presented at the American Academy of Nurse Practitioner's Annual Symposium, Washington, D. C., June 11, 1994.
- 1993 Sharon Sheahan, Melissa Latimer, Cynthia Robbins, Jon Hendricks, Steve Martin, and Stephen Coons "Correlates of Social Class, Gender, Health, and Medication Use Among Older Women" presented at the 1993 APHA Annual Meeting in San Francisco, CA, October.
- 1993 Melissa Latimer and Christy Halbert "'Battling' Gendered Language: A Comparison of Sports Commentators' Language Used in a Televised Coed Tennis Competition" presented at the 7th Annual Women's Studies Conference, Bowling Green, Kentucky, September.
- 1993 Sharon L. Sheahan, Stephen J. Coons, Cynthia A. Robbins, Steve Martin, Jon A. Hendricks, and Melissa Latimer "Falls, Psychoactive Medication and Alcohol Use Among the Elderly" presented at the UK/USA Experience, London, England.
- 1991 Ann Tickamyer and Melissa Latimer "A Multilevel Analysis of Income Sources of the Poor and Near Poor" presented at the Annual Rural Sociology Society Meetings, Columbus, Ohio, August.
- 1990 Ann Tickamyer and Melissa Latimer "A Multilevel Analysis of Income Generating Strategies of the Poor and Near Poor" presented at the Annual Meetings of the Southern Sociological Society, Louisville, Kentucky, March.
- 1988 Melissa Latimer "Challenging the Myth of Separate Spheres: The Interaction of Work and Family on the Perceptions, Attitudes, Aspirations, and Behavior of Upper Level Management Women" presented at the Annual Meeting of the Southern Stratification Research Group, Norfolk, Virginia, April.
- 1987 Ann Tickamyer, Janet Bokemeier, Susan Scollay, Teresa Wood, and Melissa Latimer "Perceptions of Sex Discrimination in Higher Education Administration" presented at the Midwest Sociological Society annual meeting, Chicago, Illinois, April.
- 1985 Melissa Latimer "Research and Methodology: Social Change Beyond the Ivory Towers" Presented at the Association for Humanist Sociology Tenth Annual Conference, Atlanta, Georgia, November.

1984                      Melissa Latimer "Against Time: Women, Men, and Sport" Presented at the Mid-South Sociological Annual Convention, Monroe, Louisiana, October.

**COURSES TAUGHT**

Sociology 101	Introduction to Sociology, University of Kentucky, West Virginia University
Sociology 221	Families and Society, University of Kentucky, West Virginia University
Sociology 360	Women and Men in Society, University of Kentucky, West Virginia University
Women's Studies 200	Introduction to Women's Studies in the Social Sciences, University of Kentucky
Sociology 235	Race Relations, West Virginia University
Sociology 191	Honors Program Special Topics: Envisioning A More Egalitarian Society: A Sociological Analysis of Four Science Fiction Novels, West Virginia University
Sociology 191	Honors Program Special Topics: Lived Inequalities: A Sociological Analysis of Poverty, West Virginia University
Sociology 405	An Introduction to Social Inequality, West Virginia University
Sociology 389	Writing Course, West Virginia University
Sociology 488	The Capstone Experience in Sociology, West Virginia University
Sociology 490	Undergraduate Teaching Practicum, West Virginia University
Sociology 491	Undergraduate Professional Field Experience, West Virginia University
Sociology 493	Sex, Lies, and Statistics, West Virginia University
Sociology 494	Advanced Sociological Methods, West Virginia University
Sociology 495	Undergraduate Independent Studies, West Virginia University



Sociology 496	Undergraduate Senior Thesis, West Virginia University
Honors 495	Independent Study for the Honors Program, West Virginia University
Sociology 510	Principles of Research Design, West Virginia University
Sociology 590	Graduate Level Teaching Practicum
Sociology 690	Public Policy Implications of Applied Social Research: the Welfare System, Graduate Level, West Virginia University
Sociology 693	Graduate Level Independent Study

### **INVITED SPEAKER/TRAININGS/WORKSHOPS**

“Learning Organizations as a Model for Shared Governance: Energizing Faculty, Thinking Differently, and Setting Collective Priorities” presented at the Faculty Development Conference at North Dakota State University, August 17, 2018.

“ADVANCE Dialogues and Strategic Planning” a two-day departmental facilitation with Jim Nolan at North Dakota State University, August 2018.

“The 2018 West Virginia University *Dialogues* Workshop” a three day training for faculty from WVU Libraries Systems, North Dakota State University, Oklahoma State University, and University of Nevada at Las Vegas, presented with Maja Holmes, Kasi Jackson, Jim Nolan, Malayna Bernstein, Amena Anderson, Presha Neidermeyer, Rob Lyons, and Lisa Dilks, in Morgantown, WV, August 5-8, 2018.

“ADVANCE Dialogues: Creating and Sustaining Learning Organizations” a two day training for the WVU Libraries Systems with Maja Holmes, Kasi Jackson, Amena Anderson, and Rob Lyons, in Morgantown WV, May 2018.

“ADVANCE Dialogues: Facilitation Skills and Techniques for Leading Inclusive Conversations” presented with Kasi Jackson and Jim Nolan at University of Las Vegas, NV, February 26 2018.

“ADVANCE Dialogues: Facilitation Skills and Techniques for Leading Inclusive Conversations About Implicit Bias” a two day training presented with Maja Holmes, Kasi Jackson, and Jim Nolan at Oklahoma State University, May 2017.

“ADVANCE Dialogues and Strategic Planning” a two-day departmental facilitation with Jim Nolan at North Dakota State University, May 2017.

“ADVANCE Dialogues: Facilitation Skills and Techniques for Leading Inclusive Conversations” a three day training presented with Maja Holmes, Kasi Jackson, Jim Nolan, Liz Skoy, and Ann Burnette at West Virginia University, May 2017.

“Dialogues: Facilitating Inclusion to Improve Departmental Climate”, a three-day training for faculty, presented with Maja Holmes, Kasi Jackson, and Jim Nolan at Montana State University, August 2016.

“Dialogues: Facilitating Inclusion to Improve Departmental Climate”, a three-day training for faculty, presented with Maja Holmes, Kasi Jackson, and Jim Nolan at North Dakota State University, June 2016.

ADVANCE Learning Lab-Systemic Organizational Transformation presented with Sharon Bird, Yvette Huet, Melissa Latimer, and Amy S. Wharton at the 2016 ADVANCE/GSE Program Workshop, May 22-24, Baltimore, MD.

“Welfare Reform In West Virginia: A Case Study of Appalachia” presented as part of the 2015 Spring Wealth and Poverty Public Lecture at Ohio University.

“Improving Department Climate: Concrete Steps Based on Evidence” presented with Laura Kramer a one hour webinar on creating healthy departments for Sociology Chairs for the American Sociological Association in March, 2015.

“Improving Department Climate: Concrete Steps Based on Evidence” presented Deans and Chairs at Montana State University in March, 2015.

“Organizational Change and Gender Equity in the Academy” public lecture at Montana State University in March, 2015.

“Organizational Change and Gender Equity in the Academy” presented at Ohio University in April, 2015.

“Organizational Change and Gender Equity in the Academy” presented at Iowa State University in October, 2014.

"How to Improve Department Climate: Lessons for Chairs from an ADVANCE Funded Department Intervention Project" presented with Kasi Jackson at a roundtable discussion at the Annual American Sociological Association's Department Chairs Conference, August 2014.

Panel Discussant on the Explanations for Domestic Violence for the “Silent Witness Exhibition” every year since 2000, West Virginia University, Morgantown, West Virginia.

Panel Discussant for the "Preparing Future Faculty in the Social Sciences: A Symposium", May 11-12, 1998, University of Kentucky, Lexington, Kentucky.

Panel Discussant for the "Rape in the African American Community" Sexual Assault Awareness presentation, April 15, 1998, West Virginia University.

"Teaching About Racism: Investigating the Consequences of Racism on 'Whites'" presented at

the West Virginia Council for Social Studies Annual Conference, October 3, 1997, Snowshoe, West Virginia.

Panel Discussant at the First Annual Race Relations Forum: "The Dynamics of Race in a Social Justice Context" sponsored by the Center for Black Culture and Research, September 27, 1997, West Virginia University.

"An Introduction to Sociology or Why Your Child Should Major in Sociology" presented as a Faculty Showcase Lecture, July 22, 1997, West Virginia University.

"A Sporting Chance: Raising Girls for Success in School, Sports, and Life" presented at the Combined Eighth Annual State Sex Equity Leadership & Title IX Compliance and Training Conference, Pipestem State Park, West Virginia, April 10-12.

"Absorbing the Cost of Budget Cuts: Some Potential Consequences of Block Grants on Women and People of Color in Rural Areas" invited paper to be presented at the "Workshop on Welfare Reform In Rural America", Washington, D.C., September 21-22, 1995.

"A Feminist Exploration of the Continuing Significance of Gender in U.S. Society" at the Lexington Theological Seminary Convocation, October 7, 1993.

#### **OTHER FACULTY DEVELOPMENT ACTIVITIES RELATED TO TEACHING**

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| 1998 | Attended training to become a charter member of the new Safe Zone Program, West Virginia University. |
| 1997 | Attended training/certification as a Social Justice Liaison Officer, West Virginia University.       |

#### **SERVICE**

##### **University of Kentucky**

Graduate Student Representative, Departmental Chair Search Committee, 1986  
Graduate Student Representative, Personnel Committee, 1986-1988  
Graduate Student Representative, Women's Studies Committee, 1987-1989  
Volunteer, Lexington Rape Crisis Center, 1990-1991  
Graduate Student Representative, Women's Studies Committee, 1992-1993  
Women's Writers Conference Committee, 1993-1994  
Women's Studies Undergraduate Curriculum Committee, 1993-1994  
Women's Studies Executive Committee, 1993-1994

##### **West Virginia University**

Statistical Consultant, University Committee on Sexual Awareness (UCOSA), 1994-1997  
Multi-Cultural Committee, 1994-1996  
University Committee On Healthy Relationships, 1994-98  
University Council on Sexual Orientation, 1996-2001  
CoChair, University Council on Sexual Orientation, 2000-2001  
University Council on Sexual Orientation, Curriculum Committee, 1995-1998, Chair 1999-2001

Women's Studies Curriculum Committee, 1995-1999  
 Women's Studies Faculty Associate, 1995-present  
 Women's Studies Awards Committee, 1999-2000, 2004  
 Women's Studies Search Committee, 2000-2001  
 West Virginia State College System's Athletic Committee, 1996-1998  
 West Virginia University Welfare Reform Panel, 1997  
 Monongalia County Welfare Reform Employment and Training Committee, 1997-98  
 Morgantown Area Chamber of Commerce Vision 2000 Project, 1997-98  
 Social Justice Liaison Officer, 1997-2006  
 Nonprofit Management Committee, School for Applied Social Sciences, 2000-2001  
 SASS Faculty Evaluation Committee, 2001-2002, 2003-2004, 2005-2006  
 Safe Zone Officer, West Virginia University, 1997-2005  
 Graduate Committee, Department of Sociology and Anthropology, 1994-2001  
 Undergraduate Committee, Department of Sociology and Anthropology, 1994-2006  
 Chair, Undergraduate Committee, Department of Sociology and Anthropology, 2000-2005  
 Search Committee, Department of Sociology and Anthropology, 1994-1995, 1999-2000, 2002, 2003, 2005, 2006  
 Search Committee Chair, External Departmental Chair Search, 2013  
 Promotion and Tenure Committee, Department of Sociology and Anthropology, 2013-2014  
 Eberly College Research and Graduate Studies Committee, 2004-2007  
 Master of Arts in Liberal Studies Committee, 2003-2007  
 Eberly College Promotion and Tenure Committee, 2004-2005  
 Faculty Senate, West Virginia University, 2005-2008, 2008-2011  
 Carlson Professor Search Committee, 2006  
 West Virginia University Press, Board of Directors, 2006-2009  
 Eberly College Task Force on External Funding in the Social Sciences 2006-2007  
 Eberly College Dean Search 2010  
 Eberly College Strategic Planning Committee, Infrastructure and Operations Team 2011  
 WVU Vice President for Research Search 2011-12  
 Co-Presenter. "Improving Department Climate: Concrete Steps Based on Evidence." 2014-2015  
 American Sociological Association Department Affiliates Webinar Series. March 10, 2015.  
 Search Committee, Department of Chemistry Chair Search, 2015-2016  
 Search Committee Chair, Director for the School of Social Work, 2016-2017  
 Search Committee Chair, Chair of World Languages, Literature, and Linguistics, 2017-2018

## **PROFESSIONAL AFFILIATIONS**

Southern Sociological Society  
 Association of Applied and Clinical Sociology  
 North Central Sociological Society  
 American Sociological Association  
 Association for Feminist Epistemologies, Methodologies, Metaphysics, and Science Studies  
 Sociologists for Women in Society  
 Society for the Study of Social Problems