

## Sharon R. Bird

Professor and Director of Women's & Gender Studies,  
and Professor of Sociology  
West Virginia University  
505B Hodges Hall, Morgantown, WV 26505  
Phone: 304.293.2065 (office)  
Email: sharon.bird@mail.wvu.edu

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### EDUCATION

- Ph.D.** Sociology  
Washington State University, 1998
- M.S.** Sociology  
University of Oklahoma, 1989
- B.A.** Public Administration  
University of Oklahoma, 1987

### ACADEMIC POSITIONS

- West Virginia University
  - 2019 – present: Professor and Director of Women's & Gender Studies, and Professor of Sociology, Eberly College of Arts & Sciences
- Oklahoma State University
  - 2015 – 2019: Department Head and Professor with tenure, College of Arts and Sciences, Department of Sociology
  - 2018 – 2019: OSU College of Arts and Sciences Administrative Fellow for Research Development (Grant Proposal Development)
  - 2017 – 2019: Women's & Gender Studies Program Affiliate Faculty
- National Science Foundation
  - September 2016 – November 2017: Program Director, Education and Human Resources, Directorate, Human Resource Development Division
- Iowa State University
  - 2012 – 2015: Professor with tenure, Arts & Sciences College, Sociology Department (with positions including Graduate Director 2013-2015, and Faculty Senate Member 2013-2015)
  - 2012 – 2015: Professor-in-Charge, Department Enhancement Program, Office of Executive VP and Provost
  - 2005 – 2012: Tenured Associate Professor, Arts & Sciences College, Sociology Department
  - 2006 – 2012: Research Director/Grant Co-PI (NSF ADVANCE Institutional Transformation Project, Office of Executive VP and Provost)
  - 2005 – 2006: Deputy Editor, *Gender & Society* journal
  - 1998 – 2005: Tenure-track Assistant Professor, Arts & Sciences College, Sociology Department
  - 1998 – 2015: Women's & Gender Studies Affiliate Faculty Member
  - 1999 – 2015: African American Studies Affiliate Faculty Member
  - 1999 – 2005: Industrial Relations Affiliate Faculty Member
- Washington State University
  - 1991 – 1998: Graduate Teaching Assistant/Research Assistant, College of Arts & Sciences, Sociology Department (and Graduate College, Summer 1992)
- Academic Cultural Exchange (Japan)
  - 1990-1991, English as a Second Language Instructor, Takamatsu, Kagawa, Japan

## LEADERSHIP EDUCATION

- ADVANCE Dialogues (Enhancing Diversity Dialogues in Higher Education) Training, Certificate  
West Virginia University, Morgantown, WV – August 2018
- Grant Program Management, Program Director Certificate  
National Science Foundation, Arlington, VA - Fall 2016
- National Science Foundation Merit Review Process (Grant Proposal Review), Courses I-IV  
National Science Foundation, Arlington, VA - Fall 2016–Spring 2017
- Certificate, Intensive Department Chair Seminar  
Council of Colleges of Arts & Sciences (CCAS), San Diego, CA - Fall 2015

## HONORS AND AWARDS

- *Lessen Prize for Research on Teaching and Learning*  
American Association of Philosophy Teachers, 2016
- *Institutional Service Award*  
Iowa State University, 2015
- *Distinguished Faculty Award*,  
American Association of University Women, 2013
- *Women Impacting ISU Award*  
Catt Center for Women in Politics, Iowa State University, 2013
- *Gender Equity Award*  
Iowa State University Margaret Sloss Women's Center 2008
- *Bogardus Award for Excellence in Teaching*  
Iowa State University, Department of Sociology 2005
- *Bogardus Award for Excellence in Teaching*  
Iowa State University, Department of Sociology 2000
- *James F. Short Graduate Research Award*  
Washington State University 1995
- *Graduate Research Paper Award*  
Southwest Sociological Association 1989
- *ESL Japan Funded Instructorship*  
Academic Cultural Exchange, Takamatsu, Kagawa Prefecture, Japan 1990-1991
- *Public Policy and Social Science Graduate Fellowship*  
Department of Sociology, University of Oklahoma 1987-1988

## RESEARCH AND TEACHING AREAS OF EXPERTISE

Research: Gender & Work; Intersectionality & Work Organizations; Gender Theory; Enhancing Diversity in Higher Education; Work and Occupations; Social Inequality; Equity and Opportunity Policy; Action Research; Research Methods; Evaluation Sociology

Teaching: Intersectional Approaches to Understanding Social Inequality; Sociology Gender; Sociology of Masculinities; Race and Ethnic Inequalities; Feminist Theory; Social Class and Inequality; Addressing Systemic Inequities in Education; Sociology of Work and Organizations; Research and Evaluation Methods; Sociological Theory; Grant Writing/ Research Development

## REFEREED JOURNAL ARTICLES/BOOK CHAPTERS

(Google Scholar citations: 2,500+)

- **Bird, Sharon R.** and Laura A. Rhoton. 2021. "Seeing Isn't Always Believing: Gender, Academic STEM, and Women Scientists' Perceptions of Career Opportunities." *Gender & Society* 35(3): 422-448.
- **Bird, Sharon R.**, and Laura A. Rhoton. 2021. "Women Scientists and the Academic STEM Workplace: Why Perceptions of Meritocracy Matter." *Gender & Society Blog* (Press Release, peer reviewed (article not published in any form in any other publication) May 6, 2021. <https://gendersociety.wordpress.com/>.
- **Bird, Sharon R.** and Melissa Latimer. 2019. "Examining Models of Departmental Engagement for Greater Equity: A Case Study of Two Applications of the Dual Agenda Approach" *Equality, Diversity and Inclusion: An International Journal*. 38(2): 211-225.
- DeAro, Jessi, **Sharon R. Bird**, and Shermaine Ryan 2019. "NSF ADVANCE: Past, Present and Future." *Equality, Diversity and Inclusion: An International Journal* 38(2):131-139.
- **Bird, Sharon R.** 2016. "Review of *Taking the Heat: Women Chefs and Gender Inequality in the Professional Kitchen*" by Deborah A. Harris and Patti Guiffre. *American Journal of Sociology* 122(1): 313-15.
- Juliana Nnoko-Mewanu, Robert Mazur, **Sharon R. Bird** and Ruth Meinzen-Dick. 2015. "Gendered Resource Relations and Changing Land Values: Implications for Women's Access, Control, and Decision Making over Natural Resources." (pp. 75-77) Proceedings of the LANDac International Conference on Land Governance for Equitable and Sustainable Development. Utrecht, Netherlands.
- Padgett-Walsh, Kate, Anastasia Prokos, **Sharon R. Bird**. 2014. "Building a Better Term Paper: Integrating Peer Review with Scaffolded Writing." *Teaching Philosophy* 37(4): 481-497.
- **Bird, Sharon R.** 2013. "Transforming Fatherhood and Feminist Transformations: Problematizing the Gendered Substructures of Capitalist Economy." *Contemporary Sociology* 43(2):172-176.
- **Bird, Sharon R.** 2013. "Small Business." Chapter in *Sociology of Work: An Encyclopedia*, edited by Vicki Smith. Thousand Oaks, CA: Sage Publications.
- Loscocco, Karyn, and **Sharon R. Bird**. 2012. "Gendered Paths: Why Women Lag Behind Men in Small Business Success." *Work and Occupations* 39(2): 183-219.
- **Bird, Sharon R.** 2011. "Unsettling Universities' 'Incongruous, Gendered Bureaucratic Structures': A Case Study Approach." *Gender, Work and Organization*. 18(2): 202-230.
- **Bird, Sharon R.** and Laura A. Rhoton. 2011. "Women Professionals' Gender Strategies: Negotiating Gendered Organizational Barriers." Chapter (pp. 245-262) in *Handbook of Gender, Work and Organization*, edited by Emma Jeanes, David Knights, and Patricia Yancey Martin. Blackwell/Wiley Publishing.
- **Bird, Sharon R.** and Karla A. Erickson. 2010. "A Constructive Controversy Approach to Case Studies." *Teaching Sociology* 38(2):119-131.

- Guiffre, Patti, Cynthia Anderson and **Sharon R. Bird**. 2008. "Teaching the Sociology of Gender and Work." *Teaching Sociology* 36 (January): 66-78.
  - **Bird, Sharon R.** and Sergei Zhrebkin. 2008. "Introduction" to Sharon R. Bird and Sergei Zhrebkin (eds), *Zapadnye Teorii Masculinnosti i Postssovetskie Praktiki* [Western theories of Masculinity and Post-Soviet Practices]. Saint Petersburg: Aleteya. 296 pages.
  - **Bird, Sharon R.** 2008. "Masculinity Studies." *International Encyclopedia of the Social Sciences, 2nd Edition*, edited by William A. Darity, Jr. Volume 5, pp. 5-11. Detroit, MI: Macmillan Reference USA.
  - **Bird, Sharon R.** 2006. "Theorizing Masculinities: Recent Trends in the Social Sciences." *Gender Studies Journal (of Eastern Europe)* 14(1): 1-21.
  - **Bird, Sharon R.** 2006. "Masculinities in Rural Small Business Ownership: Between Community and Capitalism." In M. Bell, H. Campbell, and M. Finney (eds.) *Country Boys: Masculinity and Rural Life*. University Park, PA: The Pennsylvania State University Press.
  - Bystydzienski, Jill, and **Sharon R. Bird**. 2006, "Introduction." Pp. 1-19 in Jill Bystydzienski, and Sharon R. Bird (eds.) *Removing Barriers: Women in Academic Science, Engineering, Technology and Mathematics Careers*. Bloomington, IN: Indiana University Press.
  - Cast, Alicia and **Sharon R. Bird**. 2005. "Participation in Housework and Paid Labor: Effects of Role-Taking in Marriage." *Social Psychology Quarterly* 68(2): 143-159.
  - **Bird, Sharon R.** and Leah Sokolofski. 2005. "Gendered Socio-Spatial Practices in Public Eating and Drinking Establishments in the United States." *Gender, Place and Culture* 12(2): 213-230.
  - **Bird, Sharon R.** and Stephen G. Sapp. 2004. "Understanding the Gender Gap in Small Business Success: Urban and Rural Comparisons." *Gender & Society* 18 (1): 5-28.
  - **Bird, Sharon R.**, Jacquelyn Litt, and Yong Wang. 2004. "Creating a Status of Women Report: Institutional Housekeeping as Women's Work." *National Women's Studies Association Journal*, 16 (1):194-206.
  - **Bird, Sharon R.** 2003. "Sex Composition, Masculinities and the Quality of Men's Workplace Social Relations." *Gender, Work and Organization* 10 (5): 579-604.
  - **Bird, Sharon R.** 2003. "De-Gendering Practice/Practicing De-Gendering." *Gender & Society* 17 (3): 367-369.
  - Sapp, Stephen G. and **Sharon R. Bird**. 2003. "The Effects of Trust on Consumer Perceptions of Food Safety." *Social Behavior and Personality* 31 (4): 413-421.
  - **Bird, Sharon R.**, Stephen G. Sapp, and Motoko Y. Lee. 2001. "Small Business Success in Rural Communities: Explaining the Sex Gap." *Rural Sociology* 66:507-531.
  - Wharton, Amy S., Thomas Rotolo, and **Sharon R. Bird**. 2000. "We've Got You Surrounded: Social Context and Satisfaction at Work." *Sociological Forum* 15:65-90.
  - **Bird, Sharon R.** 1996. "Welcome to the Men's Club: Homosociality and the Maintenance of Hegemonic Masculinity." *Gender & Society* 10:120-132.
- \_\_\_\_\_. 2008. Reprinted in *Temple University Reader on Gender*. Bedford/St. Martin's Press.

- Wharton, Amy S. and **Sharon R. Bird**. 1996. "Stand by Your Man: Homosociality, Work Groups and Men's Perceptions of Difference." Pp. 97-114 in C. Cheng (ed.) *Masculinities in Organizations*. Thousand Oaks, California: Sage Publications.
- Grasmick, Harold, Linda Patterson Wilcox, and **Sharon R. Bird**. 1990. "The Effects of Religious Fundamentalism and Religiosity on Preference for Traditional Family Norms." *Sociological Inquiry* 60:352-369.

## EDITED VOLUMES

- Bird, Sharon R. and Sergei Zherebin (eds.). 2008. *Zapadnye Teorii Masculinnosti i Postssovetskie Praktiki* [Western theories of Masculinity and Post-Soviet Practices]. Saint Petersburg: Aleteya. 296 pages.
- Bystydzienski, Jill and **Sharon R. Bird** (eds.). 2006. *Removing Barriers: Women in Academic Science, Engineering, Technology and Mathematics Careers*. Edited book, Indiana University Press (Bloomington, IN). 360 pages.

### Reviewed in:

- Riegle-Crumb, Catherine. 2009. "Review of *Removing Barriers: Women in Academic Science, Engineering, Technology and Mathematics Careers*." *American Journal of Sociology* 114(4): 121-123.
- Etzkowitz, Henry. 2008. "Review of *Removing Barriers: Women in Academic Science, Engineering, Technology and Mathematics Careers*." *Contemporary Sociology* (A journal of the American Sociological Association) 37(1):24-25.
- Jesse, Jolene Kay. 2006. "Redesigning Science: Recent Scholarship on Cultural Change, Gender, and Diversity." *Bioscience* 56(10) 831-838.

### Featured publication of:

- National Science Foundation: [http://www.nsf.gov/pubs/2006/nsf0659/nsf0659\\_5.pdf](http://www.nsf.gov/pubs/2006/nsf0659/nsf0659_5.pdf) (Grant no: 00-94556).

## TEACHING PUBLICATIONS OF THE AMERICAN SOCIOLOGICAL SOCIETY

- Guiffre, Patti A. and **Sharon R. Bird** (eds.). 2006. *The Sociology of Gender and Work*, 3<sup>rd</sup> Edition. Washington, D.C.: The American Sociological Association.
- **Bird, Sharon R.** 2002. Teaching the Sociology of Masculinities and Manhood, In *The Sociology of Gender: Syllabi & Other Instructional Materials (5th Edition)*, Amy Blackstone and Betsy Lucal (eds.). Washington, D.C.: American Sociological Association.

## GRANTS FOR RESEARCH/SCHOLARSHIP

\*Grant proposal activity suspended while on temporary detail at the National Science Foundation, September 2016 – November 2017. Restricted from PI activity for NSF proposals until November 2018, as required under Intergovernmental Personnel Act.

Grants/ Funded (Total grant dollars received: \$3,909,264, plus 2016-17 NSF Program Director position)

- 2019-2021 National Science Foundation, EHR Directorate/HRD Division, AGEP Program. "AGEP EAGER: Exploring Conditions for Systemic Equity Transformation that Advance women and Minority STEM Faculty." Kasi Jackson and Sharon R. Bird (West Virginia University) **\$295,639**.
- 2016-2017 National Science Foundation, Education and Human Resources Directorate/Division of Human Research Development, Program Director, ADVANCE Program and Alliances for Graduate Education and the Professoriate Program. Funding: **Salary to home institution and travel subsidies**.
- 2012-2015 Iowa State University, ADVANCE Department Enhancement Program. Continuation of Project implemented as part of the ISU ADVANCE Program for Institutional Transformation. The Department Enhancement Program (DEP) was (and continues to be) funded by the ISU Office of the Senior Vice President and Provost (SVPP). Funding: **Annual Program budget and partial salary**.
- 2006-2012 National Science Foundation, ADVANCE Program for Institutional Transformation, "Comprehensive Institutional Intervention Strategy. Principal Investigator: Elizabeth Hoffman (2010-2011). Susan L. Carlson (2006-2010). Co-Principal Investigators: Sharon R. Bird, Bonnie Bowen, Diane Debinski and Carla Fehr. Funding: **\$3,296,157** (total for 5 years). Bird wrote the research design for the funded proposal and is a NSF Co-Principal Investigator and Research Director. Funded.  
[http://www.advance.iastate.edu/pdfs/advance\\_reports/ISUgrantproposalOct05.pdf](http://www.advance.iastate.edu/pdfs/advance_reports/ISUgrantproposalOct05.pdf)
- 2011-2012 Bird, Sharon R., Anastasia Prokos and Katie Padgett-Walsh. Implementation of Writing Groups & Peer Evaluation in Large Undergraduate Courses. Iowa State University College of Liberal Arts and Sciences. Funding: **\$24,000**.
- 2010 Iowa State University Department of Liberal Arts and Sciences Small Grant to present research at the Gender, Work and Organization international conference at Keele University in Staffordshire, England. Principal Investigator: Sharon R. Bird. Funding: **\$1,000**.
- 2005 Iowa State University Women's Studies Program Travel Grant to present research at Pacific Sociological Association meetings, Portland, OR. Principal Investigator: Sharon R. Bird. Funding: **\$500**.
- 2003–2006 Bureau of Educational and Cultural Affairs (U.S. Department of State), under the FREEDOM Support Educational Partnerships Program (Iowa State University, US and Kharkiv National University, Ukraine). Principal Investigator: Jill Bystydzienski. Co-Principal Investigators: Irena Zherebkin (Kharkiv National

University, Ukraine), Ardith Maney (Iowa State University), Sharon R. Bird (Iowa State University). Funding: **\$296,687** (total for 3 years).

- 2002 Iowa State University Research Grant: Small Business Ownership and Social Relations on Main Street in Rural Communities. 2002. (College of Liberal Arts and Sciences) Principal Investigator: Sharon R. Bird. Funding: **\$17,981** (total for 1 year). Funded.
- 2001 Iowa State University Women's Studies Program Travel Grant to present research at Gender, Work and Organizations Conference, Keele University, England. Principal Investigator: Sharon R. Bird. Funding: **\$500**.
- 2001 Iowa State University Faculty Travel Grant to present research at Gender, Work and Organizations Conference, Keele University, England. Principal Investigator: Sharon R. Bird. Funding: **\$800**.

Grants Submitted but Not Funded (\*Some proposals were subsequently resubmitted and funded --to Iowa State University after I took my current position at Oklahoma State University)

- Submitted Jan. 2016 National Science Foundation, ADVANCE Institutional Transformation proposal entitled: Oklahoma State University's "Pathways to Diversity". Principal Investigator: Jean Van Delinder. Co-Principal Investigators: Sharon R. Bird (and three other administrators). Proposal to be submitted to National Science Foundation in January 2016. Funding proposed: \$3,000,000.
- Submitted Nov. 2014 National Science Foundation, Improving Undergraduate STEM Education-Revolutionizing Engineering Departments (IUSE/RED), "PORTAL: Practice-Oriented Reinvention." Principal Investigator: Rich Wlezien. Co-PIs: Sharon R. Bird, Christina Bloebaum, Monica Lamm, Eliot Winer. \*Submission deadline: November 28, 2014. Total requested amount: \$2,000,000.
- Submitted Nov. 2013 National Science Foundation, "Collaborative Research: AGEP-T: Developing the Next Generation of Diverse Educators through the CIRTL Network." Principal Investigators: Craig Ogilvie, Sharon R. Bird. Total requested amount: \$692,704.00
- Submitted Nov. 2010 National Science Foundation, "ADVANCE PAID: Partnership for Enhancing Departmental Leadership (program solicitation NSF 10-593). Principal Investigator: Sharon R. Bird. Co-Principal Investigators: Kristen Constant (Iowa State University), Amy S. Wharton (Washington State University), Kirsten Dellinger (University of Mississippi), and Traci Craig (University of Idaho). Funding proposed for \$749,999 (total for 3 years). Proposal submitted November 8, 2010.

- Submitted March 2010 National Science Foundation, "GSE/RES: Understanding Gendered Gaps between STEM Faculty Expectations and Students' Academic Success Strategies" (program solicitation NSF 10-516). Principal Investigator: Sharon R. Bird. Co-Principal Investigators: Adin Mann, Lori Patton, Loreto Prieto and Anastasia Prokos. Funding proposed for \$512, 922 (total for 3 years). Proposal submitted March 23, 2010.
- Submitted Oct. 2008 National Institutes of Health, "A Contextual Study of Faculty in Engineering, Biomedical, and Social Sciences" (R01). Principal Investigator: Dana M. Britton (Kansas State University). Multi-university proposal. Iowa State University Sub-Award Principal Investigator: Sharon R. Bird. Funding proposed for ISU sub-award \$274,590. Proposal submitted October 21, 2008.
- Submitted March 2005 National Institutes of Health, "Developmental Trajectories of Stigmatized Rural Young Adults." Principal Investigator: Carolyn Cutrona. Co-Principal Investigators: Nancy Evans. Investigator (Senior Research Personnel): Sharon R. Bird. Direct costs requested for proposed support, \$2,077,412 for 5 years).

### PROFESSIONAL PRACTICE AND EVALUATION RESEARCH: POLICY MONOGRAPHS

(\*Research monographs supported by funding from the National Science Foundation, the Iowa State University Agricultural Experiment Station, and the ISU Provost Office)

#### Manuscripts, Reports and White Papers: 2006-2012 NSF ADVANCE GRANT PROJECT

- **Bird, Sharon R.** and Anastasia Prokos. 2013. *ISU Departmental Enhancement Project (extension of ISU ADVANCE Program-Collaborative Transformation Project), Focal Department Report: Apparel Merchandizing, Event and Hospitality Management.* 22 pages.
- Prokos, Anastasia and **Sharon R. Bird** 2013. *ISU Departmental Enhancement Project (extension of ISU ADVANCE Program-Collaborative Transformation Project), Focal Department Report: History.* 26 pages.
- **Bird, Sharon R.**, Carla Fehr, Lisa Larson, and Molly Sween. 2011. *ISU ADVANCE Collaborative Transformation Project: Final Focal Department Synthesis Report.* March 2011. 23 pages. National Science Foundation grant no. SBE 06003999.
- **Bird, Sharon R.** 2010. *ISU ADVANCE Focal Department Report: Physics and Astronomy.* 28 pages. National Science Foundation grant no. SBE 06003999.
- **Bird, Sharon R.**, Laura Rhoton, Carla Fehr and Lisa M. Larson. 2010. *ISU ADVANCE Collaborative Transformation: Rounds 1 & 2 Focal Department Synthesis Report.* April 2010. 17 pages. National Science Foundation grant no. SBE 06003999.
- **Bird, Sharon R.** 2009. *ISU ADVANCE Focal Department Report: Chemistry.* 31 pages. \* National Science Foundation grant no. SBE 06003999.
- **Bird, Sharon R.**, Kristen Constant, Fred Janzen and Jo Anne Powell-Coffman. 2008. "ISU ADVANCE Collaborative Transformation Project: First Round Focal Department Transformational Strategies and Outcomes, January 2008 – January 2009)." 9 pages. Ames,

Iowa: Iowa State University ADVANCE Institutional Transformation Program. National Science Foundation grant no. SBE 06003999.

- **Bird, Sharon R.** and Florence A. Hamrick. 2008. *ISU ADVANCE Collaborative Transformation Synthesis Report of Year 1 Department-Level Findings*. 33 pages. National Science Foundation grant no. SBE 06003999..
- Constant, Kristen, **Sharon R. Bird** and Florence A. Hamrick. 2008. "Advancing Women Faculty in Engineering through Institutional Transformation: The Iowa State University ADVANCE Program in the College of Engineering." Brief prepared for presentation at the American Society for Engineering Education 2008 Conference. 13 pages. National Science Foundation grant no. SBE 06003999.
- **Bird, Sharon R.** and Florence A. Hamrick. 2007. *ISU ADVANCE Focal Department Report: Materials Science and Engineering*. 30 pages. National Science Foundation grant no. SBE 06003999.
- **Bird, Sharon R.** and Florence A. Hamrick. 2007. *ISU ADVANCE Focal Department Report: Ecology, Evolution and Organismal Biology*. 45 pages. National Science Foundation grant no. SBE 06003999.
- Hamrick, Florence A. and **Sharon R. Bird**. 2007. *ISU ADVANCE Focal Department Report: Genetics, Development and Cell Biology*. 20 pages. National Science Foundation grant no. SBE 06003999.

#### REFEREED CONFERENCE PROCEEDINGS (NATIONAL CONFERENCES)

- **Sharon R. Bird**, Melissa Latimer and Amy Wharton. 2014. "Are Chair-Focused and Department-Level Projects Achieving NSF ADVANCE-IT Goals?" (26 pages) in *National Science Foundation 2014 ADVANCE IT and PAID Co-PI Meetings*. Alexandria, VA. NSF ADVANCE Portal Website, Virginia Tech University.
- **Sharon R. Bird**, Anastasia Prokos and Sandra Gahn. 2014. "Iowa State University's Departmental Collaborative Transformation Project, 2006-2014." (12 pages) in *National Science Foundation 2014 ADVANCE IT and PAID Co-PI Meetings*. Alexandria, VA. NSF ADVANCE Portal Website, Virginia Tech University.
- Constant, Kristen P. and **Sharon R. Bird**. 2009. "Recognizing, Characterizing and Unsettling Unintended Bias in the Faculty Search Process in Engineering: A Case Study." Proceedings of the American Society for Engineering Education (ASEE) Annual Conference.
- Constant, Kristen, **Sharon R. Bird**, and Florence Hamrick. 2008. "Advancing Women Faculty in Engineering through Institutional Transformation: The Iowa State University Advance Program in the College of Engineering." Pp. 1-10 in American Society for Engineering Education (ASEE) Annual Conference.
- **Bird, Sharon R.**, Florence A. Hamrick, Kristen P. Constant, Fred Janzen, and Jo Anne Powell-Coffman. 2008. "Iowa State University ADVANCE: Collaborative Transformation Project: Enhancing Departmental Cultures, Practices and Structures." Pp. 1- 4 in *National Science Foundation 2008 ADVANCE IT and PAID Co-PI Meetings*. Alexandria, VA. NSF ADVANCE Portal Website, Virginia Tech University.

## REFEREED PROFESSIONAL POSTERS (NATIONAL CONFERENCES)

- Carlson, Susan, **Sharon R. Bird**, Bonnie Bowen, Kristen Constant, Diane Debinski, Carla Fehr, Sandy Gahn, Flo Hamrick. 2009. "Iowa State University ADVANCE Program—Dissemination to Professional Societies." Invited Session on Broadening Participation: A Societal Imperative for Gender Equity: 2009. National Science Foundation ADVANCE IT-PI meeting. Alexandria VA. October 2009.
- Carlson, Susan, **Sharon R. Bird**, Bonnie Bowen, Diane Debinski, Sandy Gahn, Carla Fehr, Flo Hamrick. 2008. "ISU ADVANCE Program's Collaborative Transformation: Advancing Women Faculty in STEM Fields." National Science Foundation ADVANCE IT-PI meeting. Arlington, VA. May 2008.
- Carlson, Susan, **Sharon R. Bird**, Bonnie Bowen, Kristen Constant, Diane Debinski, Carla Fehr, Sandy Gahn, Chuck Glatz, Flo Hamrick, Carolyn Heising, Fred Jansen, Frankie Laanan, Lisa Larsen, JoAnne Powell-Coffman, Jan Thompson "ISU ADVANCE Program." National Science Foundation ADVANCE IT-PI meeting. Arlington, VA. June 2007.

## **INVITED KEYNOTE PRESENTATIONS**

- **Bird, Sharon R.** 2018. Keynote Speaker, Purdue University, Office of the Provost/Susan Bulkeley Butler Center for Leadership Excellence forum, March 8, 2018. "Enhancing Academic Department Climates/Distributing Academic Workloads." West Lafayette, Indiana.
- **Bird, Sharon R.** 2018. Keynote Speaker, University of Oklahoma, Office of the Associate Provost. NSF, Social Science Research, and Multidisciplinary Grant Proposal Development, February 9, 2018. Norman, Oklahoma.
- **Bird, Sharon R.** 2017. "ADVANCE: Increasing the Participation and Advancement of Women in Academic STEM." Panel presentation at the Council of Graduate Schools (Host) Alliances for Graduate Education National Forum, February 24, 2017. Washington, D.C.
- **Bird, Sharon R.** 2015. Keynote Speaker, University of Nevada-Las Vegas Women's Council Luncheon. September 24, 2015. "Enhancing Opportunities for Women and Underrepresented Minorities in Academic Faculty Careers: The NSF ADVANCE IT Program." Las Vegas, Nevada.
- **Bird, Sharon R.** 2013. Keynote Speaker, American Association for the Advancement of University Women. April 27, 2013. "Advancing Women in STEM via ISU's Institutional Transformation Program." Dennison Iowa.
- **Bird, Sharon R.** 2012. Keynote Speaker, University of Alaska-Fairbanks Women's and Gender Studies Program 25<sup>th</sup> Anniversary celebration, September 24, 2012: "Navigating Barriers: Women Faculty Members' Personal Career Strategies and the Advancement of Collective Goals." Fairbanks, Alaska.
- **Bird, Sharon R.** 2012. Keynote Speaker, University of Alaska-Fairbanks Women Faculty Luncheon, September 25, 2012: "Unsettling Systemic Barriers to the Advancement of Women and Minorities in Academic Science and Engineering." Fairbanks, Alaska.
- **Bird, Sharon R.** 2012. Keynote Speaker, Sociologists for Women in Society Plenary Session, February 3, 2012: "Sociological Research and the National Science Foundation ADVANCE Program." St. Petersburg, Florida."

- **Bird, Sharon R.** 2010. Keynote Speaker, National Science Foundation *ADVANCE IT and PAID PI Meetings*. Keynote Title: “Iowa State University ADVANCE: Collaborative Transformation Project: Enhancing Departmental Cultures, Practices and Structures.” Alexandria, VA.
- **Bird, Sharon R.** 2010. Keynote Speaker, Auburn University ADVANCE Program: “Small Wins” Workshop on Post Tenure Pathways. Keynote Title: “Moving the Middle: Unsettling Systemic Barriers to the Advancement of Women in Academic Stem.” May 17-18, 2010, Auburn, Alabama.
- **Bird, Sharon R.** 2008. Keynote Speaker, National Science Foundation *ADVANCE IT and PAID PI Meetings*. Alexandria. Keynote Title: “Iowa State University ADVANCE: Collaborative Transformation Project: Enhancing Departmental Cultures, Practices and Structures.” Alexandria, VA. Presentation available on the NSF ADVANCE Portal Website, Virginia Tech University.
- **Bird, Sharon R.** 2007. “Iowa State University ADVANCE Program Overview and Key Elements.” Presentation to University of Nebraska-Lincoln Science and Technology faculty, administrators and NSF Institutional Transformation (ADVANCE) grant writing Team. July 13, 2007. Lincoln, Nebraska.

#### **INTERNATIONAL INVITED PRESENTATIONS**

(Including Papers Presented, Panel Sessions and Panel Presentations)

- **Bird, Sharon R.** 2005. Invited paper. “Masculinity and Nationalism in the United States: An Overview.” Kharkiv National University, Ukraine.
- **Bird, Sharon R.** 2005. Invited paper. “What Makes Feminist Methodologies *Feminist*?” Kharkiv National University, Ukraine, May, 2005.
- **Bird, Sharon R.** 2005. Invited paper. “Women and Men Owners of Small Businesses: Key Influences on Success in the United States,” Kharkiv University, Ukraine.
- **Bird, Sharon R.** 2005. Invited paper. “Teaching about Men and Masculinities from a Feminist Perspective,” Kharkiv University, Ukraine.
- **Bird, Sharon R.** 2005. Invited paper. “Qualitative Methods of Social Science Research,” Kharkiv Polytec Institute, Ukraine.

#### **NATIONAL INVITED PRESENTATIONS**

(Including Papers Presented, Panel Sessions and Panel Presentations)

- **Bird, Sharon R.** 2021. NSF ADVANCE – 20 Year Celebration (5-part webinar celebration held online due to COVID pandemic). March 3, 2020 (12-1:30 pm). \*Presentation: “Looking Back, Looking Forward: 20 years of NSF ADVANCE from the Perspective of a Former Program Officer.” National Science Foundation, Education and Human Resources Directorate, ADVANCE Program. March 3rd Panel Topic: Building Gender Equity in the Academy: Institutional Strategies for Change.
  - Abstract: NSF ADVANCE celebrates 20 years of awardees in March 2021 in a month-long seminar series to be held virtually due to the COVID pandemic. The first session

of the 5-part series provides an overview of institutional strategies for change. Former program officer, Sharon R. Bird (2016-2017 rotating Program Officer) will give introductory remarks in her presentation entitled, "Looking Back, Looking Forward: 20 years of NSF ADVANCE from the Perspective of a Former Program Officer."

- **Bird, Sharon R.** 2020. Plenary Invited Presentation (Presenter/Discussant), "Transformative Theories/Theorizing Transformation." Paper presented at the session "Celebrating 50 Years of Women's, Gender, and Sexuality Studies: Looking Backwards, Looking Forwards," at the Sociologists for Women in Society Annual Winter Conference. San Diego, CA. February 1, 2020.
- **Bird, Sharon R.** 2020. Regular Paper Session (Presenter), "Writing Successful Grant Proposals." Paper presented at the session "Grant Proposals and Gender Research," at the Sociologists for Women in Society Annual Winter Conference. San Diego, CA. February 1, 2020.
- Jolene Jessie, Jessie DeAro, **Sharon R. Bird**, and Shermaine Ryan. 2017. Session Presenter, "Intersectionality, Equity and Transformation Institutions of Higher Education," at the Association for Women in Science (Host) Annual PI Workshop: NSF ADVANCE, October 9, 2017. Washington, D.C.
- Bird, Sharon R. (co-panelist with Kirsten Dellinger and Linda Renzulli) "What is Leaning In Leaving Out?" Southern Sociological Society Annual Meetings, Atlanta, GA, April 14-17, 2016.
- **Bird, Sharon R.** 2016. Author Meets Critic: *Taking the Heat: Women Chefs and Gender Inequality in the Professional Kitchen* by Deborah A. Harris and Patti Giuffre. Invited by Authors to serve as one of four critics. Southern Sociological Society Annual meetings, Atlanta, GA. April 14-17, 2016.
- **Bird, Sharon R.** 2016. "Feminist Administrators: Changing Academia from Within?" Invited by organizers (Marjukka Ollilainen, Catherine Solomon and Kris De Welde). Sociologists for Women in Society Annual Winter meetings, February 4, 2016.
- **Bird, Sharon R.** 2015. "Introducing a Model of Departmental Engagement for Greater Equity: Two Applications of a Dual-Agenda Approach in Academic Work Settings." Department of Sociology, University of Nevada-Las Vegas, September 25, 2015.
- **Bird, Sharon R.** 2014. Author Meets Critic: *No More Invisible Man: Race and Gender in Men's Work* by Adia Harvey Winfield. \*Invited by the President of the Pacific Sociological Association, Portland, Oregon, March 29, 2014.
- **Bird, Sharon R.** 2012. "Response to Mary Frank Fox: Women in Science and Engineering – Assessing Progress and Identifying Barriers." Midwest Sociological Association Meetings, March 30, 2012. Minneapolis, MN.
- **Bird, Sharon R.** 2012. "Organizational Change in the Academy: Multi-level Efforts for Creating Work Contexts that Support Faculty Members' Family Lives." Work and Family Researchers Network Conference. June 2012. New York, NY.
- Fehr, Carla J., **Sharon R. Bird** and Trina Ramirez. 2010. "ISU ADVANCE Institutional Transformation: Diversity Initiatives. Co-authored presentation. National Science Foundation *ADVANCE IT and PAID PI Meetings*. Alexandria, National Science Foundation *ADVANCE IT and PAID PI Meetings*. Alexandria, VA.

- **Bird, Sharon R.** 2010. Paper presented as part of a Panel Session on the Effective Interventions for Transforming Institutions of Higher Education via the National Science Foundation ADVANCE Program. "Iowa State University's Top-Down/Bottom-Up Approach to Organizational Transformation." Pacific Sociological Association meetings. Oakland, CA. April 2010.
- **Bird, Sharon R.** 2009. Paper presented as part of a Panel Session—In Honor of Southern Sociological Association Roll of Honor Inductee, Patricia Yancey Martin. "If We Told You Back Then How Hard it Would Be, You Might Have Had Second Thoughts!" Southern Sociological Association meetings. New Orleans, April 2009.
- **Bird, Sharon R.** 2007. Paper presented as part of a Panel Session. "Teaching Gender and Work." Session of the American Sociological Association meetings, New York, New York, August 2007.
- **Bird, Sharon R.** 2006. Paper presented as part of a Panel Session. "Gendered Organizations: A Panel Discussion." Sociologists for Women in Society Annual Winter Meetings, San Juan, Puerto Rico, January 2006.
- **Bird, Sharon R.** 2001. Paper presented as part of a Panel Session. "Business As Usual?: Creating Gendered Spaces in Full-Service Restaurants." Invited presentation for special session in honor Patricia Yancey Martin, recipient of the Beard Distinguished Award for Scholarly work on Gender. Southern Sociological Society. Atlanta.

#### **ELECTED POSITIONS IN PROFESSIONAL ASSOCIATIONS**

- Elected - Publications Committee Senior Co-Chair (*Gender & Society* journal), Sociologists for Women in Society, 2019 – 2020.
- Elected (as part of being Publications Committee Senior Co-Chair) - Operations, Management and Budget Committee, Sociologists for Women in Society, 2019 – present.
- Elected - Publications Committee member (*Gender & Society* journal), Sociologists for Women in Society, 2017 – present.
- Elected - Executive Council Member, Sociologists for Women in Society, 2013 – 2015.
- Elected Treasurer, Sociologists for Women in Society Association, 2013-2015 (3-year term includes treasure elect, current treasurer, past treasurer duties)
- Elected - American Sociological Association, Sex and Gender Section, Awards Committee, 2005-2007.
- Elected - Sociologists for Women in Society, Feminist Lectureship Award Committee, 2003-2004.
- Elected - Society for the Study of Social Problems, Chair of Labor Division Distinguished Book Award Committee, 2002.
- Elected - Sociologists for Women in Society, Miller Award committee member, 2000.
- Elected - Society for the Study of Social Problems, Labor Studies Division Braverman Award Committee member (Graduate Paper Award), 1999.

#### **CONFERENCE ORGANIZING**

### International

- 2009 – 2010. Selected by the International Gender, Work and Organization conference organizers, Deborah Kerfoot and David Knights (Keele University, Staffordshire, England) to organize 19 paper sessions on “Organizations, Organizing and Gender Inequality” for the 6th bi-annual International Gender, Work and Organization conference.

### National

- (2017) Appointed by Pacific Sociology Association President (Karen Pyke) to serve as Program Advisor for the 2017 PSA annual meetings, Portland, OR, and to organize a session on transformation in institutions of higher education.
- (2012) Selected by the 2011-2012 President of the organization, Sociologists for Women in Society (Patricia Yancey Martin), to co-organize the plenary sessions of the annual winter meetings (held in February 2012) on the topic of “Recruiting, Retaining and Promoting Women and Underrepresented Minorities in Academia: NSF ADVANCE.”
- (2012) Selected by the 2011-2012 President of the Work and Family Researchers Network (Jerry Jacobs) to organize a special session of the inaugural Work and Family Researchers Network conference (held in June 2012) on the topic of “NSF ADVANCE and Work-Life Balance Research.”
- (2010) National Science Foundation ADVANCE Institutional Transformation/PAID - Principal Investigators Annual Conference. Panel: The Life-Cycle an NSF ADVANCE Institutional Transformation Grant. Alexandria, Virginia. November 7-9, 2010.

### **ADVISORY BOARDS AND CONSULTING**

- (2019 – 2022) **Advisory Board member**, NSF Grant awarded, ECR EEI DCL: Innovation Networks: The Creation and Diffusion of Gender Equity Ideas in Universities (PI: Kathrin Zippel, Northwestern University), pro bono.
- (2019-2020) **Consulting, NSF ADVANCE Grant proposal development**, University of Mississippi (University of Mississippi contacts: Associate Dean of Arts and Sciences, Kirsten Dellinger; Vice Chancellor for Diversity and Community Engagement, Katrina Caldwell), pro bono.
- (2020) **Consulting, NSF ADVANCE Grant proposal development**, University of Oklahoma (University of Oklahoma contact: Associate Dean of Arts and Sciences, Georgia Kosmopoulou; proposal submitted and pending review), pro bono.
- (2020) **Consulting, NSF ADVANCE Grant proposal development**, Wayne State University (Wayne State University contact: Krista Brumley, Associate Professor of Sociology and Research Director of NSF ADVANCE project; proposal submitted and awarded in 2020), pro bono.
- (2020) **Consulting, NSF ADVANCE Grant proposal development**, University of Arkansas (University of Arkansas contact: Shauna Morimoto, Chair and Associate Professor of Sociology), pro bono.
- (2018) **Master Social Scientist**, West Virginia University ADVANCE Dialogues Program.
- (2018) **Research Development Consultant**, Kathrin Zippel (PI), Research on the Networks of Academic Leaders-NSF ADVANCE Program. Northeastern University.

- (2018 – present ) **Advisory Board**, Research on the Networks of Academic Leaders-NSF ADVANCE Program. Kathrin Zippel (PI), Northeastern University.
- (2015) **Consultant** to University of Nevada Las Vegas, Office of the Provost and grant writing team for National Science Foundation Institutional Transformation (ADVANCE) proposal, Las Vegas, Nevada.
- (2011 – 2016) **External Advisory Board member**. West Virginia University ADVANCE program, National Science Foundation Institutional Transformation (ADVANCE) grant. WVU grant funded in fall, 2011.
- (2009 – 2014) **External Advisory Board member**. The Ohio State University ADVANCE program, National Science Foundation Institutional Transformation (ADVANCE) grant. OSU grant funded in fall, 2009.
- (2012) **Consultant** to University of Alaska Fairbanks, Office of the Provost and exploratory grant writing team for National Science Foundation (ADVANCE) proposal, Fairbanks, Alaska.
- (2007) **Consultant** to University of Nebraska-Lincoln Science and Technology faculty grant-writing team for National Science Foundation Institutional Transformation (ADVANCE) grant. Lincoln, Nebraska.

#### **EXTERNAL GRANT REVIEW PANELS, NSF INSTITUTIONAL AWARD SITE VISIT TEAMS, ACADEMIC PROGRAM REVIEWS, NATIONAL PROGRAM WORKING GROUPS**

- (2021-March) National Science Foundation Grant Proposal Review, Education and Human Resources Directorate, NSF ADVANCE.
- (2021-March) National Science Foundation Grant Proposal Review Panel Reviewer member, Education and Human Resources Directorate, NSF INCLUDES.
- (2020-November) **National Science Foundation Grant Proposal Review Panel Reviewer** member, Education and Human Resources Directorate, Education Core Research Program (ECR) (November 2-3, 2020).
- (2020-October) **Program Evaluation consulting**, Windrose Vision (program evaluation company) of NSF ADVANCE program (October 20, 2020, plus additional input by email).
- (2020-September) **Program Reviewer**, Department of Sociology and Criminology, University of Arkansas, (program review conducted (October 12-13, 2020) and report completed and then submitted on October 28, 2020)
- (2020-July) **National Science Foundation Grant Proposal Review Panel Reviewer** member, Education and Human Resources Directorate, Alliances for Graduate Education and the Professoriate Program (AGEP) (Review conducted July 23-24, report then completed and submitted July 24, 2020)
- (2020-July) **National Science Foundation Grant Proposal Review Panel Reviewer** member, Education and Human Resources Directorate, ADVANCE Program (Review conducted July 21-22, report then completed and submitted August 10, 2020)
- (2020) **Program Reviewer**, Florida Atlantic University, Department of Women's & Gender Studies (program review conducted (February 16-18, 2020) and report then completed and submitted, February 28, 2020).

- (2019-December) National Science Foundation Grant Proposal Review Panel, Education and Human Resources Directorate. \*NSF confidentiality agreements prevent specifying which panel I served on.
- (2019- September) National Science Foundation Institutional Site Visit, Education and Human Resources Directorate. \*NSF confidentiality agreements prevent specifying which panel I served on.
- (2019- June) National Working Group, Evaluation and Assessment, National Science Foundation, Education and Human Resources Directorate.
- (2019- March) National Science Foundation Institutional Site Visit, Education and Human Resources Directorate.
- (2019- March) National Science Foundation Reverse Site Visit, Education and Human Resources Directorate (March 2019)
- (2019- February) National Science Foundation Grant Proposal Review Panel, Education and Human Resources Directorate
- (2018) – Program Review, Utah State University, Department of Sociology (appointed fall 2017; report completed spring 2018)
- \*Reviewing suspended from July 2016-November 2017 because I received a rotating NSF Program Director appointment under the Intergovernmental Personnel Act
- (2015- November) National Science Foundation Grant Proposal Review Panel, Education and Human Resources Directorate
- (2014- March) National Science Foundation Grant Proposal Review Panel, Education and Human Resources Directorate
- (2008 – present) Ad hoc Reviewer, National Science Foundation, Social and Behavioral Sciences, Human Resource Development
- (2004) Ad hoc Reviewer, National Institutes of Health
- (2001) Ad hoc Reviewer, National Research Initiative (USDA, Rural Development Program)

## REFEREED PAPERS PRESENTED AT PROFESSIONAL ASSOCIATION MEETINGS

### International

- Juliana Nnoko-Mewanu, Robert Mazur, **Sharon R. Bird** and Ruth Meinzen-Dick. “Gendered Resource Relations and Changing Land Values: Implications for Women’s Access, Control, and Decision Making over Natural Resources.” LANDac International Conference on Land Governance for Equitable and Sustainable Development, July 8, 2015. Utrecht, Netherlands.
- **Bird, Sharon R.** and Laura Rhoton. 2010. “We Can Work It Out? Women Scientists Gender Strategies for Career Success.” June 2010. Gender, Work and Organization International Conference, Keele University, Staffordshire, England.
- **Bird, Sharon R.** 2001. “Men’s Social Relations and Intimacy in Men’s Work Lives: Issues and Implications.” June 2001. International Gender, Work and Organization Conference, Keele University, Staffordshire, England.

### National

- Jackson, Kasi, **Sharon Bird** and Malayna Bernstein. 2020. “Equity and Inclusivity in Academe: Diversifying the Faculty by Transferring Solutions to New Contexts.” Paper accepted for

presentation/August 20-23, 2020 conference postponed due to COVID pandemic. The Association for Feminist Epistemologies, Methodologies, Metaphysics, and Science Studies.

- **Bird, Sharon R.** and Laura A. Rhoton. 2019. "An Equal Playing Field?: Women Scientists' Perceptions of Career Opportunities and Systemic Inequities." Paper presented at peer-reviewed research session of the American Sociological Association annual meetings, New York, NY, August 11, 2019.
- **Bird, Sharon R.** and Laura A. Rhoton. 2017. "Understanding Perceptions of Career Barriers and the Gendered Career Strategies of Women Scientists in Academia." Paper presented at peer-reviewed research session of the American Sociological Association annual meetings, Montreal, Canada, August 15, 2017.
- **Bird, Sharon R.** "Systemic Organizational Transformation Learning Lab" (Panel member presenting on Transformations in Institutions of Higher Education) *National Science Foundation 2016 ADVANCE/GSE Workshop*, Alexandria, VA. May 22-24, 2016.
- Larson, Lisa M., Mary Schenkenfelder, and **Sharon R. Bird**. "Transforming the Institution One Department at a Time" (Poster presentation). *National Science Foundation 2016 ADVANCE/GSE Workshop*, Alexandria, VA. May 22-24, 2016.
- **Bird, Sharon R.** "I Wouldn't Want to Be Called a Whiner: Women's Gendered Career Strategies and How They are Shaping Efforts to Equalize Opportunities in Academic Careers." Southern Sociological Society Annual Meetings, Atlanta, GA. April 14-17, 2016.
- **Bird, Sharon R.**, Melissa Latimer and Anastasia Prokos. 2015. "Toward a Model for Transforming Academic Workplaces and Enhancing More Equal Opportunities for Academic Career Success." Society for the Study of Social Problems meetings, Chicago, IL, August 2015.
- **Bird, Sharon R.** (Panel presenter): Women in Academic Respond to Sandberg's Call to 'Lean In'. Southern Sociological Society annual meetings, New Orleans, April 2015.
- **Bird, Sharon R.**, Anastasia Prokos, and Sandra Gahn. 2014. "University Departmental Structures, Cultures and Practices: Overcoming Obstacles to Advancement for Women Faculty." Pacific Sociological Association Meetings, Portland, Oregon, March 29, 2014.
- **Bird, Sharon R.** and Laura Rhoton. 2011. Women Scientists' Strategies for Career Success in Academia: Collective and Individualist Outcomes. American Sociological Association meetings, Las Vegas, August 2011.
- Loscocco, Karyn and **Sharon R. Bird**. 2011. "Gendered Paths: Why Women Lag Behind Men in Small Business Success." American Sociological Association meetings, Las Vegas, August 2011.
- **Bird, Sharon R.** and Laura Rhoton. 2009. "Gender Strategies of Women Scientists in Academia: Finding Common Ground for Action or Perpetuating Divisions?" Southern Sociological Society meetings, New Orleans, April 2009.
- Constant, Kristen and **Sharon R. Bird**. 2009. "Recognizing, Characterizing and Combating Unintended Bias in the Faculty Search Process in Engineering." American Society for Engineering Education (ASEE) annual meeting, Austin, TX, June 2009.
- **Bird, Sharon R.** and Laura Rhoton. 2008. "We can Work it Out?: Gender Strategies of Women Scientists in Academia." Society for the Study of Social Problems meetings, Boston, MA, August 2008.

- Constant, Kristen, **Sharon R. Bird** and Florence A. Hamrick. 2008. "Advancing Women Faculty in Engineering through Institutional Transformation: The ISU ADVANCE Program in the College of Engineering" American Society of Engineering Education (ASEE) annual meeting. Also submitted, reviewed, accepted and published in conference proceedings (ASEE); and nominated for a "Best Paper" award for the division.
- **Bird, Sharon R.** and Florence A. Hamrick. 2007. "Strategies of Collaborative Transformation: Toward Greater Gender Equity in Science, Technology, Engineering and Mathematics Departments at a Research 1 University." Society for the Study of Social Problems meetings, New York, New York, August 2007.
- **Bird, Sharon R.** and Florence A. Hamrick. 2007. "Workplace Diversity Training: Use of Case Studies to Reveal Subtle Mechanisms of Gender and Race Exclusion" Pacific Sociological Association meetings, Oakland, CA.
- **Bird, Sharon R.** 2006. "Gendered Power Relations, the Work-Family Balance and Small Business Ownership. Society for the Study of Social Problems meetings, Montreal, Canada.
- **Bird, Sharon R.** 2005. "Gendering Small Business: Increasing Women's Opportunities or Overstating Their Potential for Increasing Gender Equity? Pacific Sociological Association meetings. Portland, OR.
- **Bird, Sharon R.** 2004. "Gender and Small Business Ownership: How Gendered Power Relations Constrain Female and Male Owners' Business and Family Options" American Sociological Association meetings, San Francisco.
- **Bird, Sharon R.** and Jacquelyn Litt. 2004. "Work, Family, and Careers: The Perspectives of Women Engineers." Eastern Sociological Society meetings, New York, February.
- **Bird, Sharon R.** and Alicia Cast. 2003. "Participation in 'Non-Traditional Spheres' and the Role-Taking of Husbands and Wives." American Sociological Association meetings, Atlanta.
- Heising, Carolyn D. and **Sharon R. Bird.** 2003. "The Rational Man in Technoscience: Masculinities in the Practice of Engineering." American Men's Studies Association Annual Conference, Nashville.
- **Bird, Sharon R.** 2002. "Constructing Gendered Spaces and Places: Small Business Owners' and Customers' Relations in Rural Communities." Rural Sociological Society, Chicago.
- **Bird, Sharon R.,** Jacquelyn Litt and Yong Wang. 2002. "Report on the Status of Women at Iowa State University." Retaining Women in Early Academic Science, Mathematics, Engineering, and Technology Careers Conference, Ames.
- **Bird, Sharon R.** and Stephen G. Sapp. 2001. "Understanding the Sex Gap in Small Business Success: Rural and Urban Comparisons." Rural Sociological Society, Albuquerque.
- **Bird, Sharon R.** and Stephen G. Sapp. 2001. "Sex Gap in Earnings v. Small Business Success: Similarities and Difference in Rural and Urban Areas." American Sociological Association, Anaheim.
- Stephen G. Sapp and **Sharon R. Bird.** 1999. "Small Business Success in Rural Communities: Explaining the Gap between Women's and Men's Business Success." Rural Sociological Society, Chicago.
- **Bird, Sharon R.** 1998. "What's Gender Got to Do With It?: Gender Differences, Sex Composition, and the Quality of Men's Work." American Sociological Association, San Francisco.

- **Bird, Sharon R.** and Amy S. Wharton. 1996. "Demographic Heterogeneity, Homosociality and Perceptions of Similarity." Society for the Study of Social Problems, New York City.
- **Bird, Sharon R.** 1996. "Gender Categories versus Sex Categories: The Differing Impacts of Sex and Gender on Work-group Cohesion and Job Satisfaction." Pacific Sociological Association, Seattle.
- **Bird, Sharon R.** 1994. "Conceptualizing Masculinities." American Sociological Association, Los Angeles.
- **Bird, Sharon R.** 1993. "Masculinity and Male Conversation." Pacific Sociological Association, Portland, OR.
- **Bird, Sharon R.** 1992. "Sports and the Marginalization of Minorities." Conference on Women and Sport, Slippery Rock, Pennsylvania.
- **Bird, Sharon R.** 1989. "The Effects of Personal Religious Commitment and Perceived Doctrinal Conservatism on Socio-Political Attitudes" Southwest Sociological Association, Little Rock, AR.

#### **EDITORIAL BOARD ACTIVITIES AND MEMBERSHIPS**

- Member, Editorial Board, American Sociological Association Rose Series in Sociology, 2012 - 2016.
- Member, Editorial Board, *Contemporary Sociology* (Journal of the American Sociological Association).
- January, 2009 – present.
- Member, Editorial Board, *Gender & Society*. May, 2008 – 2012
- Deputy Editor, *Gender & Society*. May, 2006 – May 2008.
- Member, Editorial Board, *National Women's Studies Association Journal*. 2003 – 2004.
- Member, Editorial Board, *Research in Political Sociology*. 2000 – 2003.
- Member, Editorial Board, *Theory and Science*. 2000 – 2004.

#### **JOURNAL AND BOOK MANUSCRIPT REVIEWER ACTIVITIES**

- Reviewer, *Gender & Society* (2003 – present, multiple manuscripts each year)
- Reviewer, *Gender, Work and Organization* (1998, 1999, 2001-2005, 2007, 2009 – present (multiple manuscripts)
- Reviewer, *Social Forces* (2004, 2005, 2008, 2012 - 2018)
- Reviewer, *Work and Occupations* (2007, 2010, 2011, 2012, 2013- present)
- Reviewer, *Journal of Women and Minorities in Science and Engineering* (2011 – present)
- Reviewer, *Gender, Science and Technology* (2009, 2010, 2011, 2014 - present)
- Reviewer, *American Sociological Review* (2004, 2006, 2009, 2013- present)
- Reviewer, *Social Problems* (2005, 2007, 2008, 2013)
- Reviewer, *American Journal of Sociology* (2005, 2007, 2014 -2017)
- Reviewer, *Journal of Contemporary Ethnography* (2009)
- Reviewer, *Rural Sociology* (2006, 2008)

- Reviewer, *Sociological Perspectives* (2003, 2008, 2010)
- Reviewer, *The Sociological Quarterly* (2003, 2005, 2009)
- Reviewer, *Research in Political Sociology* (2000)
- Reviewer, *Theory and Science* (1999 -2003 (multiple manuscripts)
- Reviewer, *National Women's Studies Association Journal* (2003, 2004, 2005, 2007)
- Reviewer, Bullfrog Educational Films: "Boys Will Be Men" by Tom Weidlinger. Dateline Productions (2002)
- Reviewer, Mayfield Publishing (1996-2000)
- Reviewer, University of Florida Press (1998-1999)

## **PROFESSIONAL ACTIVITIES IN PROFESSIONAL ASSOCIATIONS**

- Discussant, Plenary session, "50 Years of Women's Studies: Looking Backwards, Looking Forward," Annual Winter Meetings of Sociologists for Women in Society, February 1, 2020
- Session presider, American Sociological Association annual meetings, Organizations/Occupations/Work table presider for session on Gendered Work, Montreal, Canada, August 14, 2017.
- Appointed to Investments Committee (junior member), Sociologists for Women in Society Association, 2016 – summer 2019.
- Program Committee of the Pacific Sociology Association President (Karen Pyke) and to serve as Program Advisor for the 2017 PSA annual meetings, Portland, OR, April 2017. (2017)
- Gender, Work and Organization Conference, Stream Leader (with Joan Acker, Patricia Yancey-Martin and Amy S. Wharton) and Presider. Keele University, Keele, England. June 2010.
- American Sociological Association Conference, Presider and Discussant, Sex and Gender Roundtables, 2007.
- Sociologists for Women in Society Meetings, Workshop (Job Search Training) Organizer, 2007.
- American Sociological Association Conference, Discussant, Rural Sociology Regular Session, 2006.
- American Sociological Association Conference, Presider, Rural Sociology Regular Session, 2006.
- American Sociological Association Conference, Organizer, Gendered Organizations Regular Session, 2005.
- American Sociological Association Conference, Presider, Gendered Organizations Regular Session, 2005.
- American Sociological Association Conference, Presider, Work and Occupations Roundtables, 2004.
- Pacific Sociological Association Conference, Discussant, Session on Family and Work, San Francisco, 1998.
- Pacific Sociological Association Conference, Discussant, Session on Gender and Work, Seattle, 1996.
- American Sociological Association Conference, Presider/Discussant, Roundtable on Identity and Social Location, Washington, DC, 1995.

## SERVICE TO THE PROFESSION AS AN EXTERNAL REVIEWER OF TENURE AND PROMOTION CASES

- 2020 – 2 cases, promotion to full professor, for faculty at Carnegie Highest Research activity (R1) institutions, Sociology
- 2019 – 2 cases, promotion to full professor, for faculty at Carnegie Highest Research activity (R1) institutions, Sociology
- 2018 – 1 case, promotion to full professor, for faculty at Carnegie Highest Research activity (R1) institution, Sociology
- 2017 – 2 cases, 1 promotion to full (Sociology), 1 promotion to associate professor (Higher Education Leadership) for faculty at Carnegie Highest Research activity (R1) institutions
- 2016 – 1 case, promotion to full, Sociology, for faculty at Carnegie Highest Research activity (R1) institution
- 2015 – 2 cases, 1 promotion to full (Sociology), one promotion to associate professor (Women's & Gender Studies), for faculty at Carnegie Higher/Highest Research activity (R1/R2) institutions
- 2014 – 2 cases, 1 promotion to associate (Sociology), one promotion to associate professor (Management), for faculty at Carnegie Highest Research activity (R1) institutions
- 2013 - 1 case, promotion to associate, Sociology, for faculty at Carnegie Highest Research activity (R1) institution
- 2012 - 1 case, promotion to associate, Sociology, for faculty at Carnegie Highest Research activity (R1) institution
- 2009 - 1 case, promotion to associate, Sociology, for faculty at Carnegie Highest Research activity (R1) institution

## OTHER PROFESSIONAL ACTIVITIES

- Presenter, Small Towns and Economic Shocks: Business Networks and Entrepreneurial Communities Research Symposium, Iowa State University (2005).
- Participant, Kharkiv Polytechnic University, Conference on Women in Higher Education, Kharkiv, Ukraine (2005).
- Participant, "Writing Winning Grants" Workshop (2001).
- Participant, "Writing Successful Proposals/Grants" Workshop (1999).
- Participant, "Overseeing Contracts and Grants" Workshop, presented by The ISU Contracts and Grants Office and The Office of Sponsored Programs (1998).
- Member, Washington State University Graduate Studies Committee (1995-96).
- Instructor, Academic Cultural Exchange, Takamatsu, Kagawa Prefecture, Shikoku, Japan (1990-1991).
- Survey Supervisor, The Oklahoma City Metropolitan Area Social Survey (1998-1990).

## MEMBERSHIPS IN PROFESSIONAL ASSOCIATIONS

- American Sociological Association, 1990-present, Sections: Work & Occupations (1995-present), Sex & Gender (1995-present), Race/Gender/Class (1998-2002; 2006 - present).

- Association for Women in Science (2007-2012, 2016, 2018, 2020)
- National Women's Studies Association (2002-2004, 2008-2010, 2013, 2018-present)
- Society for the Study of Social Problems (1997-2018)
- Sociologists for Women in Society (1998-present)
- Pacific Sociological Society (1990-1999, 2003-2015, 2016-2018)
- Midwest Sociological Society (1998-2014)
- Southern Sociological Society (2008-2010, 2012-2014, 2016-2018).
- Sigma Xi, Scientific Research Society (1999-present)

## **COURSES TAUGHT**

### Undergraduate

- Social Class and Inequality
- Ethnic and Race Relations
- Sociology of Gender
- Sociology of Masculinities & Manhood/Men & Masculinities
- Sociology of Gender
- Introduction to Sociology
- Political Sociology
- Social Problems
- Research Methods
- Independent Study: Men, Masculinity & Work
- Intimate Relationships
- Sociology of Family

### Graduate

- Systemic Inequalities
- Race, Class and Gender Inequalities
- Social Stratification
- Sociology of Gender
- Independent Study
  - Qualitative research methods
  - Action research
  - Research Evaluation

### Undergraduate Course Modules Developed for International U.S./Ukraine Partnership

- Masculinity and Nationalism in Ukraine and the United States
- Masculinity and Stereotypes in Former Soviet Republics and the United States
- Conceptualizing Gender: East-West Comparative Views

**CHAIR/MEMBER OF STUDENT COMMITTEES, WEST VIRGINIA UNIVERSITY (2019 – present)**

Ph.D.

- Brittany Kowalski (committee member), Sociology.
- Stephanie House Niamke (committee member), Sociology.
- Marina Mohd Hamdan (committee member), Sociology

**CHAIR/MEMBER OF STUDENT COMMITTEES, OKLAHOMA STATE UNIVERSITY  
(2015 - 2019)**

Dissertation

- Daniel Clark (committee member), School of Educational Foundations, Leadership and Aviation (anticipated graduation date: May 2020).
- Kim Pearsall (committee member), School of Educational Foundations, Leadership and Aviation (anticipated graduation date: May 2020).
- Matthew Haffner (committee member), Geography (Completed May 2018). \*Current position: Assistant Professor of Geography, University of Wisconsin Eau Claire.
- Edward Scott (committee member), Business Management (completed August 2017). \*Current position: Endowed Professor, Accounting and Finance, Point Park University (PA).

**CHAIR/MEMBER OF STUDENT COMMITTEES, IOWA STATE UNIVERSITY  
(1998 - 2015)**

Dissertation (completed)

- Juliana Nnoko-Mewanu (committee member and Inequality Area advisor), Sociology, (completed: December 2015). \*Current position: Senior Researcher, Human Rights Watch, Women's Rights Division (NY).
- Amy Shin (committee member), Sociology (completed: May 2015). \*Current position: Director of Institutional Research, Benedictine University, (IL).
- Tim Phillips (committee member) Higher Education (completed: May 2015). \*Current position: Dean of Students, St. Ambrose University (IA).
- Andres Lopez (committee member), Sociology, (transferred to Oregon State, Fall 2015) \*Current position: PhD candidate, Ethnic Studies, Oregon State University (OR).
- Angie Carter (committee member), Sociology (2012-2013). \*Current position: Assistant Professor, Rural Sociology, Michigan Technological University (MI).
- Laurie Linhart (committee member), Sociology (2011-2013). \*Current position: Professor, Des Moines Area Community College (IA).
- Katie Malone (committee member), Sociology (completed: May 2013) \*Current position: Unknown.
- Molly Sween (committee member), Sociology (completed 2011). \*Current position: Associate Professor, Criminal Justice, Weber State University (UT).

- Trina Ramirez (committee member), Higher Education (completed 2011). \*Current Position: Senior Principle Research Analyst, Office of Institutional Research, University of Kansas (KS).
- Jill Moravek (co-chair), Sociology (completed 2010). \*Current position: Professor, Social Sciences, Western Iowa Tech (IA).
- Bridget Welch (committee member), Sociology (completed 2010). \*Current position: Assistant Professor, Sociology, University of South Dakota (SD).
- Laura Rhoton (chair), Sociology (completed 2009). \*Current positions: Institutional Research Data Specialist/Occupational Therapy Fieldwork Specialist, Elizabethtown College (PA).
- Jason Pontius (committee member), Higher Education (completed 2009). \*Current position: Associate Chief Academic Officer, State of Iowa Board of Regents (IA).
- Pat Archer (committee member), Sociology (completed 2008). \*Current position: Professor and Chair, Sociology, St. Ambrose University (IA).
- Chad Timm (committee member), Higher Education (completed 2008). \*Current position: Associate Professor, Curriculum and Instruction, Simpson College (IA).
- Audrey Lair (committee member), Sociology (completed 2007). \*Current position: Faculty member, Des Moines Area Community College.
- Elizabeth Cox (committee member), Higher Education (student shifted focus and selected new outside member, 2007).
- Nancy McKee (committee member) Higher Education (student shifted focus and selected new outside member, 2007).
- Denise Fischer (committee member), Apparel and Hospitality Management (completed 2007).
- Vijay Kanagala (committee member), Higher Education and Sociology (student shifted focus and dropped Sociology second major, 2007)
- Erin Pederson (committee member), Psychology (completed 2006). \*Current position: Staff Psychologist and Diversity Coordinator, Iowa State University (IA).
- JoAnn Rogers (committee member), Sociology (completed 2006). \*Current position: Associate Professor, Sociology, Clarkson University (NY).
- Shaun Keister (committee member), Sociology (completed 2004). \*Current position: Vice Chancellor for Development and Alumni Relations, University of California Davis (CA).
- Kerry Agnitch (committee member), Sociology (completed 2003). \*Current position: Assistant Director, Institutional Review Board, Iowa State University (IA).

Master's Thesis or Project (completed)

- Eui-Seuk Hwang (chair), Sociology (completed 2013)
- Lamont Fields (committee member), Higher Education (completed 2013)

- Jasper Crutison (committee member), Interdisciplinary Studies (completed 2013). \*Current position: Security Manager, Homeland Security (TX).
- Megan Allen (committee member), Higher Education (completed 2009)
- Amy Molina (committee member), Higher Education (completed 2008). \*Current position: PhD student, Education Leadership, University of Colorado Boulder (CO).
- Michael Brown (committee member), Higher Education (completed 2007)
- Sarah Goers (committee member), Higher Education (completed 2006)
- Ellen Semran (committee member), Higher Education (completed 2006). \*Current position: Director, LGBTQ services, University of New Hampshire (NH).
- Annice Fisher (committee member), Higher Education (completed 2005). \*Current position: Founder and Chief Executive Officer, Developing Capacity Consulting company (MA), (after receiving ED. L.D. from Harvard).
- Collette Ryder-Hall (committee member), English (completed 2004)
- Suzanne Harle (committee member), Higher Education (completed 2004). \*Current position: International Student Support Advisor, Iowa State University (IA).
- Yujia Kou (committee member), Sociology (completed 2004)
- Catherine Pope (chair), Interdisciplinary Studies (completed 2004). \*Current position: Title IX Coordinator, Allegheny College (PA).
- Leah Sokolofski (committee member), Sociology (completed 2004). \*Current position: Executive Officer, Solar Energy Company Executive (CA).
- Alissa King (chair), Sociology (completed 2003). \*Current position: Discipline Chair and Professor, Social Sciences, Kirkwood Community College, (after receiving Ph.D. from Iowa State University in Higher Education Leadership)
- Julie Snyder-Yuly (committee member), Interdisciplinary Graduate Studies (completed 2003)
- Erin Bresnan (chair), Interdisciplinary Studies (completed 2001)

Undergraduate Honors Thesis and/or McNair Scholar Program Advisor

- Patricia Coleman, Sociology, also a McNair Scholar (completed 2004)
- Derek Glissman, Liberal Studies (completed 2003)
- Shalon Shelton, Family and Consumer Sciences, also a McNair Scholar (completed 2002)
- Alissa King, Sociology (completed 2000)

**SERVICE TO PROGRAM OR DEPARTMENT, COLLEGE AND UNIVERSITY SERVICE** (Major Service Responsibilities only) **TO WEST VIRGINIA UNIVERSITY**

Eberly College of Arts and Sciences

- Dean's Social Justice Advisory Group (advising on matters pertaining to "social justice strategic vision plan," . . . "social justice education, policy and community engagement." (2020 – present)

#### WVU Women's and Gender Studies Program

- Leadership and service are documented separately and reported annually. (2019 – present)

#### WVU Sociology Department

- Serve on graduate student preliminary exam and dissertation committees (2019-present)
- Attend some faculty meetings; meet with WVU Sociology Dept Chair; and meet with WVU Sociology Grad Director to discuss grad support and courses (2019 – present)

### **BRIEF SUMMARY OF PRIOR UNIVERSITY SERVICE – OTHER INSTITUTIONS**

#### **PREVIOUS SERVICE TO DEPARTMENT, COLLEGE AND UNIVERSITY SERVICE (Major Service Responsibilities to Iowa State University) TO OKLAHOMA STATE UNIVERSITY**

##### University

- Arts and Sciences Dean Search Committee Member, 2018-2019. Nominated by Interim Dean, appointed by Provost Office.
- (NOTE: \*I was on temporary leave from OSU for assignment at National Science Foundation from August 2016-December 2017)
- University grant writing team for application to the National Science Foundation's ADVANCE Institutional Transformation Program (as project co-PI), 2016-2016.

##### College of Arts and Sciences

- Dean of Arts and Sciences Committee for Addressing Racial Justice Issues on Campus/Diversity Hiring Initiative, 2016-2016. Appointed by Dean of Arts and Sciences.

##### Department of Sociology

- Served as Department Head of Sociology, 2015-2019. Completed: annual department assessment reports (2015-2018); Undergraduate/Graduate Program Evaluation (assessment) for Oklahoma Board of Regents (2016); annual appraisal and development for all department faculty (n = 17) and staff (n = 4); oversaw and facilitated undergraduate and graduate curriculum revision and streamlining (fall 2015); managed department budgets and strategic budget planning (e.g., during university budget cuts in 2016); course scheduling (2015-16, 2017-18, 2018-19); completed graduate teaching assistant hiring and summer research support program (2015-16; 2018-19); attended all graduation ceremonies, annual fall convocation, university and college awards ceremonies; supervise all department staff; addressed undergraduate and graduate student concerns and grade appeals; convened all faculty meetings; gave charge to all

faculty committees; initiated and oversaw revamping of Sociology department's web page; initiated and oversaw the development of the Sociologist department's annual newsletter; met with alumni and prospective donors; completed department head's reviews of all faculty for 3<sup>rd</sup> year reviews, promotion and tenure, post tenure reviews, and promotion to full professor reviews.

## **PREVIOUS DEPARTMENT, COLLEGE AND UNIVERSITY SERVICE (Major Service Responsibilities only) TO IOWA STATE UNIVERSITY**

### University

- ISU Faculty Review Board. 2013 - 2015
- ISU Faculty Senate member. 2013 - 2015.
  - Member of Resource Policy and Allocation Council (2013 - 2015)
- ISU Associate Provost's Chair workshop organizer and presenter. Iowa State University Office of the Provost – Department Chair Workshop organizer and presenter. Presentation title: "Strategies for Enhancing Departmental Climate." March 23, 2012. Gold Room, ISU Memorial Union, Iowa State University, Ames, IA.
- ISU College of Liberal Arts and Sciences Search Committee Member. Search committee for Associate Dean of Research, appointed by David Oliver. November 2012.
- ISU College of Agriculture and Life Sciences Search Committee Member. Search committee for Diversity Officer, appointed by Sociology Department Chair, Paul Lasley (at request of CALS Associate Dean, Joe Colletti). October 2012.
- ISU Healthy Campus Initiative Committee member. Appointed by ISU Faculty Senate President, 2011-2012.
- ISU Faculty Senate Documents Committee member. Appointed by ISU Faculty Senate VP. Document Committee Chair and approved by Faculty Senate President, 2012-2014.
- ISU President's luncheon presenter. Iowa State University Office of the Provost – President and Executive Vice President and Provost's Chair Luncheon. Presentation title: "How to Be a Change Agent in Your Department: A Presentation for Departmental Leaders." March 1, 2011. Season's Marketplace, Maple-Willow-Larch, Iowa State University, Ames, IA.
- ISU Chair workshop presenter. Iowa State University Office of the Provost – Department Chair Workshop organizer and presenter. Presentation title: "Assessing and Enhancing Departmental Climate." December 15, 2010. Oak Room, ISU Memorial Union, Iowa State University, Ames, IA.
- ISU Task force member. Iowa State University College of Liberal Arts and Sciences: Dean Michael Whiteford's "Blue Sky Task Force" on the restructuring of the college. Member of the Multi-Departmental Team. August 2010 – December 2010.
- ISU Judicial Affairs Board member. Iowa State University Office of Judicial Affairs – All University Judiciary Board Member, Fall 2009 – 2015.
- ISU ADVANCE workshop organizer and presenter. Iowa State University ADVANCE Spring 2009 Workshop: "ISU ADVANCE Collaborative Transformation Project: First Round Focal Department Transformational Strategies and Outcomes (January 2008-January 2009)." (co-presented by Sharon R. Bird, Kristen Constant, Fred Janzen and Jo Anne Powell-Coffman; organized and facilitated by Sharon R. Bird). January 28, 2009.
- ISU ADVANCE workshop organizer and presenter. Iowa State University ADVANCE Spring 2008 Workshop: [ADVANCE Collaborative Transformation Synthesis Report Workshop](#) (organized, co-

presented and facilitated by Susan Carlson, Sharon Bird, Lisa Larson and Kristen Constant). April 1, 2008.

- Research presentation. Iowa State University Sociology Department Seminar: "Women in Academic Science and Engineering Careers: Sociological Research and the ISU ADVANCE Program." March 27, 2008.
- ISU ADVANCE workshop organizer and presenter. Workshop organizing/planning committee, "Practical Tools for Recognizing and Reducing Unintentional Bias." \*Workshop is based upon work supported by the National Science Foundation under Grant No. SBE 06003999 (October 2007)
- ISU AGEP Council member. Iowa State University Alliance for Graduate Education and Professorate (AGEP), Council Member (Adin Mann, Mechanical Engineering, Council Chair, 2007-20011, Craig Ogilvie, 2011-present) (2007-2015).
- ISU ADVANCE Program presenter. Presentations (multiple) to Deans, Department Chairs, and Department Faculty regarding the NSF-funded ADVANCE Institutional Transformation project (2006-2007)
- ISU ADVANCE Program presenter. Presentation and retreat organizing/planning committee, "ISU ADVANCE Retreat: First Steps toward Institutional Transformation: A Focus on ACTION." (May 2007)
- ISU Women in Science workshop presenter. Presentation to Annual Retreat for Women in Science, Technology, Engineering and Mathematics (May, 2006)
- ISU President's Advisory Committee on Diversity member. (2005-2007)
- Iowa State University President's Advisory Council presenter. "Importance of Diversity Initiatives to the University (2005)
- Iowa State University President's Campus Climate Implementation Committee member. (2004-2005)
- Iowa State University College of Liberal Arts & Sciences Diversity Committee member. (2003-2005)
- Iowa State University NSF ADVANCE Grant proposal writing team Co-PI. NSF grant proposal submitted in 2005 and awarded in 2006 (\$3.3 million). (2004-2006)
- Iowa State University Associate Provost's Retreat for Women in Science, Math, Engineering & Technology facilitator. (2003, 2004)
- Iowa State University Faculty Senate Retreat invited speaker, "Organizational Effectiveness and Diversity: What We Can Learn from Business Organizations." April 2, 2005.
- Iowa State University College of Liberal Arts and Sciences presenter to Departmental Diversity Representatives, "Why Diversity in Higher Education Makes Sense." April 27, 2005.
- Iowa State University College of Liberal Arts & Sciences Dean Search Committee member. (2003-2004)
- Iowa State University Affiliate Faculty, Women's Studies (1998-2015)
- Iowa State University Affiliate Faculty, Industrial Relations (1999-2003; program ended in 2003)
- Iowa State University Entrepreneurship Studies Advisory Board member. (2004-2005)
- Iowa State University Women's Center Advisory Board member. (2003-2009)
- Iowa State University Lavender Graduation Key note address speaker. "A Challenge for the Leaders of Today: Building Alliances for Justice." 2004.
- Iowa State University Women's Studies seminar speaker. "Feminist Pedagogy" (December 2004, Women's Studies)
- Iowa State University Feminist Majority Alliance invited speaker. "Building Alliances between People of Color and White People." Feminist Majority Leadership Alliance. Iowa State University, Ames, 2004.
- College of Liberal Arts and Sciences Diversity Committee member (in charge of survey data collection). Iowa State University College of Liberal Arts and Sciences, Ames, 2003-2004.
- Diversity Course for Engineering Majors consultant. Iowa State University (2003-2004)
- Guest lecturer, Industrial Engineering, Iowa State University (on workplace diversity issues) (2004)

- Faculty Advisor to Iowa State University Men's Outreach Center (2002-2003)
- Iowa State University Feminist Majority Alliance invited speaker. "Feminist Activism." (2001-2004)
- Data Analysis Task Force for the Iowa State University Committee on Women, consultant. 2002.
- Iowa State University Feminist Majority Alliance invited speaker. Invited Presenter. "Studying Gender: Men and Masculinities." 2002.
- Iowa State University Women's Center Seminar Series invited presenter. "Women and Men Sharing Gendered Spaces." 2002.
- Iowa State University Residence Halls Conference on Communication across the Genders, invited presenter. "Overcoming Race, Class and Gender Barriers in Communication." 2002.
- Iowa State University Women's Studies Summer Research Grants Review Committee member, 2000
- Iowa State University Women's Studies Lectures Committee member, 1999-2000

Department (Iowa State University, major commitments only)

- Chair's Advisory Council Chair (2014 - 2015)
- Departmental Program Review Self-Study Team (2013-2014)
- Chair's Advisory Council member (2010 – 2015)
- Department Preliminary Evaluation Committee (PEC) (2012 - 2015)
- Ad-hoc Committee for developing an undergraduate/graduate concentration in the Study of Social Inequalities (with an undergraduate internship) (2012-present)
- Ad-hoc Committee for developing an Applied Sociology Master's degree plan (2010)
- Ad-hoc Committee for revising Sociology Department Governance Document (2008)
- ISU Disability Resources Center Sociology Department Faculty Liaison (2007 – present)
- ISU Alliance for Graduate Education and Professorate (AGEP), Sociology Department Faculty Liaison (2007 – present)
- Executive Committee (2007-2010 [Executive Committee dissolved in 2008 after departmental governance document was rewritten])
- Search Committee: Sociology/Women's Studies (2007)
- Search Committee: Sociology/Communications (2007-2008)
- Promotion and Tenure Evaluation Committee (2004-2006)
- Diversity Committee, chair (2004-2007)
- Social Inequality Concentration Chair (2006-present)
- Social Inequality Concentration Faculty Member (1998-present)
- Social Psychology Concentration Faculty Member (1998-present)
- Undergraduate Curriculum Committee (1998-2003)
- Faculty Advisor for Alpha Kappa Delta (2000)
- Update Social Inequality (Race/Class/Gender) Concentration Reading list (2007)
- Update Social Inequality (Race/Class/Gender) Concentration Reading list (2005)
- Update Social Inequality (Race/Class/Gender) Concentration Reading list (2000)