

KATHERINE WEISSHAAR

Department of Sociology

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EDUCATION

- 2016 Ph.D., Department of Sociology, Stanford University.
Dissertation: “From ‘Opt Out’ to Blocked Out: The Negative Consequences of Intermittent Employment.”
- 2010 B.A., Sociology Major, Mathematics Minor, Northwestern University.

ACADEMIC POSITIONS

Northwestern University

- July 2024- Associate Professor of Sociology.
Sept. 2024- Faculty Fellow at the Institute for Policy Research.

University of North Carolina at Chapel Hill

- 2022-2024 Associate Professor of Sociology.
2016-2024 Faculty Fellow at the Carolina Population Center.
2016-2022 Assistant Professor of Sociology.

PUBLICATIONS

Rivera, Lauren A., Katherine Weisshaar, and András Tilcsik. 2024. “Disparate Impact? Career Disruptions and COVID-19 Impact Statements in Tenure Evaluations.” *Sociological Science* 11: 626-648.

Weisshaar, Katherine*, Koji Chavez*, and Tania Hutt. 2024. “Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification Across Job Transitions in Software Engineering.” *American Sociological Review* 89(3): 584-613. *Equal authorship.

Weisshaar, Katherine, and Patrick Casey. 2022. “100 Years of Sex and Gender in *Social Forces*.” *Social Forces* 101(2): 546-557.

Chavez, Koji*, Katherine Weisshaar*, and Tania Cabello-Hutt. 2022. “Gender and Racial Discrimination in Hiring Before and During the COVID-19 Pandemic: Evidence from a Field Experiment of Accountants, 2018-2020.” *Work and Occupations* 49(3): 275-315. *Equal authorship.

Weisshaar, Katherine. 2021. "Employment Lapses and Subsequent Hiring Disadvantages: An Experimental Approach Examining Types of Discrimination and Mechanisms." *Socius: Sociological Research for a Dynamic World* 7: 1-23.

Correll, Shelley, Katherine Weisshaar, Alison Wynn, and JoAnne Wehner. 2020. "Inside the Black Box of Organizational Life: The Gendered Language of Performance Assessment." *American Sociological Review* 85(6): 1022-1050.

Weisshaar, Katherine*, and Tania Cabello-Hutt*. 2020. "Labor Force Participation Over the Life Course: The Long-Term Effects of Employment Trajectories on Wages and the Gender Wage Gap." *Demography* 57: 33-50. *Equal authorship.

Jusko, Karen, and Katherine Weisshaar. 2019. "Are We Providing Enough to Those Who Have Too Little?: Measuring Poverty Relief." *Political Science Research and Methods* 7(2): 331-347.

Weisshaar, Katherine. 2018. "From Opt Out to Blocked Out: The Challenges for Labor Market Re-entry After Family-Related Employment Lapses." *American Sociological Review* 83(1): 34-60.

- Winner of the Rosabeth Moss Kanter Award for Excellence in Work-Family Research.
- Winner of the Devah Pager Outstanding Article Award, Inequality, Poverty, and Mobility Section of the American Sociological Association.
- *Media coverage*: The Economist, Business Insider, Harvard Business Review, CNBC, Axios, The Conversation, Work in Progress Blog, Moneyish, LSE USAPP, Work Flexibility Blog, Seattle Times, The American Lawyer.
- Condensed version will be published in *Social Stratification: Class, Race, and Gender in Sociological Perspective* (5th edition), edited by David B. Grusky, Nima Dahir, and Claire Daviss.

Weisshaar, Katherine. 2017. "Publish and Perish?: An Assessment of Gender Gaps in Promotion to Tenure in Academia." *Social Forces* 96(2): 529-560.

- *Media coverage*: Inside Higher Ed; Science Magazine; American Council on Education, Work in Progress Blog, The Society Pages.

Weisshaar, Katherine. 2014. "Earnings Equality and Relationship Stability for Same-Sex and Heterosexual Couples." *Social Forces* 93(1): 93-123.

- Honorable Mention, Graduate Paper Award, Family Section of the American Sociological Association
- Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Social Stratification: Class, Race, and Gender in Sociological Perspective (4th edition). 2014. Edited by David B. Grusky in collaboration with Katherine Weisshaar. Boulder: Westview Press.

Grusky, David B. and Katherine Weisshaar. 2014. "The Questions We Ask About Inequality." In David B. Grusky and Katherine Weisshaar (Eds.) *Social Stratification: Class, Race, and Gender in Sociological Perspective* (4th edition). Boulder: Westview Press: 1-16.

Grusky, David B. and Katherine Weisshaar. 2014. "A Compressed History of Inequality." In David B. Grusky and Katherine Weisshaar (Eds.) *Social Stratification: Class, Race, and Gender in Sociological Perspective (4th edition)*. Boulder: Westview Press: 44-51.

WORKING PAPERS

Chavez, Koji*, Katherine Weisshaar*, and Tania Hutt. "An Imperfect Match? Gender and Racial Discrimination in Hiring and the Unequal Burden of Proof of Skills and Experience Matching." *Equal authorship. Invitation to Revise and Resubmit.

Weisshaar, Katherine, Christianne Corbett, and Koji Chavez. "In the Room Where it Happens: The Gendered Dynamics of Access and Returns to Workplace Social Capital." Draft available.

Schachter, Ariela, and Katherine Weisshaar. "Survey Experiments in Sociology." Invited article for *Annual Review of Sociology*. Draft available.

FELLOWSHIPS, GRANTS, AND AWARDS

- 2024-2025 Senior Faculty Research and Scholarly Leave Award, UNC-Chapel Hill (declined).
- 2023-2024 DEI Research Grant, UNC-Chapel Hill.
- 2020-2023 National Science Foundation. Principle Investigator. "A Perfect Match? How Job Demands Shape Gender and Minority Differences in Hiring" (with Koji Chavez, co-PI). \$267,529.
- 2020-2022 Russell Sage Foundation Presidential Grant, Future of Work program. Principle Investigator. "A Perfect Match? How Job Demands Shape Gender and Racial Discrimination in Hiring" (with Koji Chavez, co-PI). \$49,510.
- 2021-2022 Graduate Student Mentoring Award, UNC-Chapel Hill Sociology Department.
- 2019-2020 NSF-Funded Time-Sharing Experiments for the Social Sciences, "An Imperfect Match? How Gender and Race Influence Perceptions of Job Applicants by Qualification Levels" (with Koji Chavez).
- 2019-2020 Graduate Student Teaching Award, UNC-Chapel Hill Sociology Department.
- 2020 Junior Faculty Development Grant, UNC-Chapel Hill.
- 2019 Winner of the Rosabeth Moss Kanter Award for Excellence in Work-Family Research, "From Opt Out to Blocked Out."
- 2019 Devah Pager Outstanding Article Award, Inequality Poverty and Mobility Section of the American Sociological Association, "From Opt Out to Blocked Out."

- 2019-2020 Carolina Women’s Center Faculty Scholars Grant, UNC-Chapel Hill.
- 2019-2020 Carolina Population Center Seed Grant, UNC-Chapel Hill.
- 2019-2020 Schwab Academic Excellence Award from the Institute for the Arts and Humanities, UNC-Chapel Hill.
- 2017-2018 Work and Family Researchers Network Early Career Fellow.
- 2015-2016 Institute for Research in the Social Sciences Graduate Fellowship, Stanford University.
- 2012-2015 National Science Foundation Graduate Research Fellowship.
- 2015 Finalist for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research.
- 2015 ASA Family Section Graduate Paper Award, Honorable Mention.

COMMENTARY AND MEDIA ARTICLES

Katherine Weisshaar. 2020. “Employment gaps cause career troubles, especially for former stay-at-home parents.” *The Conversation*. <https://theconversation.com/employment-gaps-cause-career-trouble-especially-for-former-stay-at-home-parents-130501>.

Cabello-Hutt, Tania, and Katherine Weisshaar. 2019. “Unequal pay for a life of unequal work: Employment over the life course and the gender wage gap.” *Council on Contemporary Families* blog at *The Society Pages*. <https://thesocietypages.org/ccf/2019/08/13/unequal-pay-for-a-life-of-unequal-work-employment-over-the-life-course-and-the-gender-wage-gap/>.

Weisshaar, Katherine. 2018. “Stay-at-home Moms are Half as Likely to Get a Job Interview as Moms Who Got Laid Off.” *Harvard Business Review*. <https://hbr.org/2018/02/stay-at-home-moms-are-half-as-likely-to-get-a-job-interview-as-moms-who-got-laid-off>.

Weisshaar, Katherine. 2018. “Stay-at-home parents face a big job market penalty when they try to re-enter the workforce.” *LSE American Politics and Policy* blog. <https://blogs.lse.ac.uk/usappblog/2018/05/15/stay-at-home-parents-face-a-big-job-market-penalty-when-they-try-to-re-enter-the-workforce/>.

Weisshaar, Katherine. 2018. “From opt out to blocked out: stay-at-home parents face challenges re-entering the workforce.” *Work in Progress* blog. <http://www.wipsociology.org/2018/04/24/from-opt-out-to-blocked-out-stay-at-home-parents-face-challenges-re-entering-the-workforce/>.

Weisshaar, Katherine. 2018. "Not by productivity alone: understanding gender gaps in promotion to tenure in academia." *Work in Progress* blog. <http://www.wipsociology.org/2018/02/18/not-by-productivity-alone-understanding-gender-gaps-in-promotion-to-tenure-in-academia/>.

Jusko, Karen, and Katherine Weisshaar. 2014. "The Poverty and Inequality Report: Safety Net." *Pathways: A Magazine on Poverty, Inequality, and Social Policy*. Special Issue 2014.

SELECTED TALKS AND CONFERENCE PRESENTATIONS

"'Hiring Folks for Diversity': Diversity Commodification of Gender and Race in Software Engineering Hiring Across Job Transitions."

- Stanford University, Family Workshop. May 2023.

"In the Room Where it Happens: The Gendered Dynamics of Access and Returns to Workplace Social Capital."

- Stanford University, Gender Workshop. May 2023.
- Annual Meeting of the American Sociological Association. August 2024.

"An Imperfect Match? Gender and Racial Discrimination in Hiring Across Skill Matching."

- Yale University School of Management. February 2022.
- Harvard University, Kennedy School, Women & Public Policy Program. October 2021.
- Northwestern University, Department of Sociology. May 2021.
- London School of Economics, Department of Methodology. February 2021.
- University of North Carolina-Charlotte, Department of Sociology. November 2020.
- Annual Meeting of the Population Association of America. April 2020. (Session canceled due to COVID-19).
- University of California-Berkeley, Department of Sociology. April 2020. (Canceled due to COVID-19).
- Cornell University, Center for the Study of Inequality conference on gender inequality and labor markets. March 2020. (Canceled due to COVID-19).
- Columbia University Center for the Study of Wealth and Inequality. March 2020.
- Duke University Social Psychology Brown Bag Series. December 2019.

"The COVID-19 Pandemic and Gender and Racial Discrimination in Hiring: Evidence from a Natural Experiment."

- University of North Carolina Kenan Institute, Business & Society Research Working Group. April 2022.
- Cornell University, Cornell Population Center. March 2022.
- Annual Meeting of the American Sociological Association. August 2021.

"Intermittent Labor Force Participation: a Source of Bias?: An Experimental Approach Examining Mechanisms and Types of Discrimination."

- University of Washington Center for Studies in Demography and Ecology Seminar. February 2019.

- MIT Institute for Work and Employment Research Seminar. October 2018.
- Harvard Weatherhead Initiative on Gender Inequality seminar. October 2018.
- Annual Meeting of the American Sociological Association. August 2015.

“The Long-Term Effects of Employment Trajectories on Wages.”

- Annual Meeting of the American Sociological Association. August 2018.
- Annual Meeting of the Population Association of America. April 2018.

“From ‘Opt Out’ to Blocked Out: The Negative Consequences of Intermittent Employment.”

- Purdue University Center for Families. May 2020. (Canceled due to COVID-19).
- Boston College Center for Work & Family. November 2019.
- The University of Toronto Department of Sociology. February 2018.
- Carolina Population Center Seminar Series. November 2017.
- Annual Meeting of the Population Association of America. April 2017.

“Earnings Equality and Relationship Stability for Same-Sex and Heterosexual Couples.”

- Work and Family Researchers Network conference. June 2016.
- Annual Meeting of the Population Association of America. April 2012.
- Annual Meeting of the American Sociological Association. August 2012.

“Does Productivity Shatter the Glass Ceiling? An Assessment of Gender Discrimination in Academia.”

- Annual Meeting of the American Sociological Association. August 2013.

“The Gendered Recession.”

- Annual Meeting of the American Sociological Association. August 2012.

COURSES TAUGHT

- Sociology 89: First year seminar “Discrimination in the Labor Market”
 - Spring 2023.
- Sociology 124: Sex and Gender in Society
 - Spring 2024; Spring 2023; Spring 2020; Fall 2020; Fall 2018; Spring 2018; Fall 2017; Fall 2016.
- Sociology 412: Social Stratification
 - Fall 2022; Spring 2022; Fall 2021; Spring 2021.
- Sociology 850: Sociology of Gender
 - Spring 2022; Fall 2019.
- Sociology Graduate Inequality Workshop
 - 2023-2024 AY; 2022-2023 AY; 2021-2022 AY; 2020-2021 AY; Fall 2019; Fall 2018; 2017-2018 AY.

ADVISING

- Primary graduate advisor: Tania Cabello-Hutt (2023 PhD. Assistant Professor of Sociology at Pontificia Universidad Católica de Chile); Sarah Brown (2022-present); Inés Martínez Echagüe (2018-present); Patrick Casey (2021-present).
- Dissertation committee member: Imad Alatas (in progress); Katherine Furl (in progress); Jiyeon Kim (2024); Erin Davenport (2023); Alyssa Browne (2023); Brionca Taylor (2022); Caiping Wei (2022); Laura Krull (2020); Michael Schultz (2020); Alanna Gillis (2020); Samuel Fishman (2019); Batool Zaidi (2019); Autumn McClellan (2018); Renee Ryberg (2018).
- Master's committee member: Meredith Riley (in progress); Man Zhang (2023); Pascal Bullock (2023); Jordan Young (2022); Katherine Furl (2020); Jiyeon Kim (2020); Sarah Davis (2018); Abigail Newell (2018); Ashley Hedrick (2018); Claire Chipman (2017).
- Undergraduate senior thesis advisor: Kayla Cook (2021-2022); Jonathan Webber (2021-2022); Della Tao (2020-2021).

PROFESSIONAL AND UNIVERSITY SERVICE

UNC-CHAPEL HILL

- Department of Sociology: DEI Committee (2023-2024); Graduate admissions committee (2022-2024); Faculty search committee (2023, 2022, 2020); Colloquium committee (2019-2022); Executive committee (2017-2018; 2022-2023); Stratification comprehensive exam committee (2016-2024); Gender comprehensive exam committee (2016-2024); Social committee (2016-2018).
- Carolina Population Center: Carolina Population Center Population Sciences Training Program committee (2022-2024).
- College of Arts & Sciences: Data science BA curriculum committee (2022-2023).

TO THE DISCIPLINE

- Consulting Editor, *American Journal of Sociology* (2023-2025).
- Member of the *Journal of Marriage and Family* Editorial Board (2022-present).
- Member of the *American Sociological Review* Editorial Board (2019-2022).
- Organizer, Organizations, Occupations, and Work Section Session, ASA Annual Meeting (2023; 2024).
- Member, Graduate Student Paper Award Committee, Organizations, Occupations, and Work Section, ASA (2024).
- Organizer and Session Chair, “Flash Session: Gender, Sexuality, Work, and Family.” Population Association of America Annual Meeting (2021).
- Discussant, Work Family Researcher’s Network Conference Author Meets Reader Panel: *Opting Back In: What Really Happens When Mothers Go Back to Work*, by Pamela Stone and Meg Lovejoy (2021).
- Program Committee Member, Population Association of America Annual Meeting (2020).
- Member of the Inequality, Poverty, and Mobility graduate student paper award committee (2020).

- Discussant, ASA Annual Meeting, “Mate Selection and Relationship Formation” panel (2018).
- Discussant, PAA Annual Meeting, “Gender Inequality and Women’s Empowerment Over Time” and “Inequality in Women’s Work Patterns over the Life Course” panels (2018).
- Program Committee Member, Population Association of America Annual Meeting (2017).
- Discussant, ASA Annual Meeting, “Labor Markets: Emerging Issues and New Approaches” panel (2017).
- Ongoing: reviewer for *American Sociological Review*, *American Journal of Sociology*, *Demography*, *Social Forces*, *Proceedings of the National Academy of Sciences*, *Sociological Science*, *Social Problems*, *Journal of Marriage and Family*, *Gender and Society*, *European Sociological Review*, *Social Currents*, *Social Science Research*, *Social Networks*, *Socius*, *Work and Occupations*, *Social Psychology Quarterly*, *The Sociological Quarterly*, the National Science Foundation, and the Kanter Award.