

KATHERINE WEISSHAAR

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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.”
Dissertation Committee: David Grusky, Michael Rosenfeld, Shelley Correll, Michelle Jackson, Cristobal Young, Jesper Sørensen.
- 2010 B.A., Sociology Major, Mathematics Minor, Northwestern University.

ACADEMIC POSITIONS

- 2016-present Assistant Professor of Sociology.
Faculty Fellow at the Carolina Population Center.
University of North Carolina at Chapel Hill.

PUBLICATIONS

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 invited for a chapter 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.

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.

WORKS IN PROGRESS

Weisshaar, Katherine*, Koji Chavez*, and Tania Cabello-Hutt⁺. “An Imperfect Match? Gender and Racial Discrimination in Hiring and the Unequal Burden of Proof of Skills and Experience Matching.” *Equal authorship. Under review.

Chavez, Koji, Katherine Weisshaar, and Tania Cabello-Hutt⁺. “The COVID-19 Pandemic and Gender and Racial Discrimination in Hiring: Evidence from a Natural Experiment.” *Equal authorship. Under review.

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

Weisshaar, Katherine, Inés Martínez Echagüe⁺, and Esra Burak Ho. “The Underpaid Woman CEO: Experimental Evidence on Extra-Organizational Salary Information and the Gender Gap in Pay.” Draft available.

Weisshaar, Katherine. Invited essay on Gender for *Social Forces*’ centennial celebration.

⁺ indicates graduate student co-author.

FELLOWSHIPS, GRANTS, AND AWARDS

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.

2020-2022 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 Graduate Student Teaching 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).
- 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 Center for Research on Race and Ethnicity in Society Faculty Research Grant (Indiana University, Co-PI with Koji Chavez).
- 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.
- 2015 Stanford Sociology Graduate Research Opportunity Grant.
- 2014 Stanford VPGE Graduate Research Opportunity Grant.
- 2014 Stanford VPGE Diversity Dissertation Research Opportunity Grant.
- 2013 Center on Poverty and Inequality Graduate Research Grant.
- 2011-2014 National Poverty Fellow, Stanford University Center on Poverty and Inequality.

SELECTED INVITED TALKS AND CONFERENCE PRESENTATIONS

Katherine Weisshaar, Koji Chavez, and Tania Cabello-Hutt. “An Imperfect Match? Gender and Racial Discrimination in Hiring Across Skill Matching.”

- Cornell University, Cornell Population Center, March 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. Washington, D.C., 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. (Postponed 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.

Mabel Abraham and Katherine Weisshaar. “From Self-Diagnoses to Change: Organizational Narratives and Gender Inequality.” Annual Meeting of the Academy of Management. July, 2021.

Koji Chavez, Katherine Weisshaar, and Tania Cabello-Hutt. “The COVID-19 Pandemic and Gender and Racial Discrimination in Hiring: Evidence from a Natural Experiment.”

- Annual Meeting of the American Sociological Association. August, 2021.

Katherine Weisshaar. “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. Chicago, IL, August, 2015.

Katherine Weisshaar and Tania Cabello-Hutt. “The Long-Term Effects of Employment Trajectories on Wages.”

- Annual Meeting of the American Sociological Association. Philadelphia, PA., August 2018.
- Annual Meeting of the Population Association of America. Denver, CO., April 2018.

Katherine Weisshaar. “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. Chicago, IL., April 2017.

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

- Work and Family Researchers Network conference. Washington, D.C., June 2016.
- Session on the HCMST dataset, Annual Meeting of the Population Association of America. San Diego, CA., April 2015.
- Session on the HCMST dataset, Annual Meeting of the American Sociological Association. San Francisco, CA., August 2014.
- Annual Meeting of the Population Association of America. San Francisco, CA., April 2012.
- Annual Meeting of the American Sociological Association. Denver, CO., August 2012.

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

- Annual Meeting of the American Sociological Association. New York, NY., August 2013.

Katherine Weisshaar. “The Gendered Recession.”

- Annual Meeting of the American Sociological Association. Denver, CO., August 2012.

TEACHING

2021	Sociology 412: Social Stratification; Inequality Workshop.
2020	Sociology 124: Sex and Gender in Society; Inequality Workshop.
2019	Sociology 851: Sociology of Gender; Inequality Workshop.
2018	Sociology 124: Sex and Gender in Society; Inequality Workshop.
2017	Sociology 124: Sex and Gender in Society; Sociology 851: Sociology of Gender; Inequality Workshop.
2016	Sociology 124: Sex and Gender in Society.

ADVISING

Primary graduate advisor:

- Tania Cabello-Hutt – in progress.
- Inés Martínez Echagüe – in progress.
- Patrick Casey – in progress.

Dissertation committee member:

- Alyssa Browne – in progress.
- Brionca Taylor – in progress.
- Caiping Wei – in progress.
- Laura Krull – completed 2020.
- Michael Schultz – completed 2020.

- Alanna Gillis – completed 2020.
- Samuel Fishman – completed 2019.
- Batool Zaidi – completed 2019.
- Autumn McClellan – completed 2018.
- Renee Ryberg – completed 2018.

Master's committee member:

- Jordan Young – in progress.
- Christopher Lee – in progress.
- Katherine Furl – completed 2020.
- Jiyeon Kim – completed 2020.
- Sarah Davis – completed 2018.
- Abigail Newell – completed 2018.
- Ashley Hedrick – completed 2018.
- Claire Chipman – completed 2017.

Undergraduate senior thesis advisor:

- Kayla Cook – 2021-2022.
- Jonathan Webber – 2021-2022.
- Della Tao – 2020-2021.

PROFESSIONAL AND UNIVERSITY SERVICE

UNC-CHAPEL HILL

- 2020-2021: Colloquium committee member; Gender comprehensive exam committee chair; Stratification comprehensive exam committee member; Social Forces Advisory Committee member.
- 2019-2020: Colloquium committee member; Search committee member; Gender comprehensive exam committee chair; Stratification comprehensive exam committee member.
- 2018-2019: Gender comprehensive exam committee chair; Stratification comprehensive exam committee member.
- 2017-2018: Social committee chair; Executive committee member; Gender comprehensive exam committee chair; Stratification comprehensive exam committee member.
- 2016-2017: Social committee member; Stratification comprehensive exam committee member.

TO THE DISCIPLINE

- 2019-present: Member of the *American Sociological Review* Editorial Board.
- 2021: 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.

- 2020: Program Committee Member, Population Association of America Annual Meeting.
- 2020: Member of the Inequality, Poverty, and Mobility graduate student paper award committee.
- 2018: Discussant, ASA Annual Meeting, “Mate Selection and Relationship Formation” panel, 2018.
- 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.
- 2017: Program Committee Member, Population Association of America Annual Meeting.
- 2017: Discussant, ASA Annual Meeting, “Labor Markets: Emerging Issues and New Approaches” panel.
- Ongoing: reviewer for *American Sociological Review*, *American Journal of Sociology*, *Demography*, *Social Forces*, *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.

REFERENCES

David Grusky

Professor - Department of Sociology, Stanford University
Email: grusky@stanford.edu
Phone: (650) 723-4241

Shelley Correll

Professor – Department of Sociology, Stanford University
Email: scorrell@stanford.edu
Phone: (650) 723-1994

Michael Rosenfeld

Professor – Department of Sociology, Stanford University
Email: mrosenfe@stanford.edu
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