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## MICHELLE J. BUDIG

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Updated September 7, 2011

### EDUCATION

#### Ph.D. August 2001

Sociology, University of Arizona, Tucson, Arizona

Title: "Professionals, Carpenters, and Child Care Workers: Sex Differences in Self-Employment Participation and Earnings"

Dissertation Advisor: Paula England

Dissertation Committee: Richard Arum, Paula England, Theodore Gerber, and Donald S. Grant

#### M.A. December 1996

Sociology, University of Arizona, Tucson, Arizona

"Male Tokens in Female Dominated Occupations: Are They Riding a Glass Escalator?"

#### B.A. May 1993

Majors in Sociology and English, Minors in Women's Studies and Religion

Augsburg College, Minneapolis, Minnesota

Summa Cum Laude, Honors Program Graduate

1991-1992 Study of English Literature

University of Aberdeen, Scotland

### PROFESSIONAL EXPERIENCE

2001-present **Associate Professor**, (2001-2006 Assistant Professor) Department of Sociology and **Faculty Research Associate**, Social & Demographic Research Institute, University of Massachusetts.

2004-present **Faculty Associate**, Center for Public Policy and Administration, University of Massachusetts

2007-2008 **Humboldt Fellow and Guest Researcher**, Max Planck Institute for Demographic Research, Rostock, Germany

July 2008 **Visiting Professor**, Institute for Small Business Research, University of Mannheim, Germany

June 2008 **Visiting Scholar**, Luxembourg Income Study, Luxembourg

2004-2007 **Associate Director**, Social & Demographic Research Institute, University of Massachusetts

- 1996-2001     **Research Associate/Assistant** for Paula England at the University of Arizona, Department of Sociology and at the University of Pennsylvania, Population Studies Center.
- 2000           **Instructor**, University of Pennsylvania, Department of Sociology.
- Sum., 1999     **Research Associate** for Richard Arum at the University of Arizona, Department of Sociology.
- 1998           **Instructor**, University of Arizona, Department of Sociology.
- 1993-1995     **Research Associate**, Wilder Research Center, Wilder Foundation, St. Paul, MN.
- 1991-1993     **Research Assistant**, the Minnesota Minority Education Partnership, Inc. (MMEP), Minneapolis, MN.

#### **AWARDS AND HONORS**

- 2011 Reuben Hill Award, Research and Theory Section, National Council on Family Relations
- 2009 World Bank / Luxembourg Income Study Gender Research Award
- 2003 Rosabeth Moss Kanter Award for Research Excellence in Families & Work, Center for Families at Purdue University and the Boston College Center for Work & Family
- 1999 Thompson Award, ASA Section on Organizations, Occupations, & Work
- 1999 Honorable Mention for Sally Hacker Award, ASA Section on Sex & Gender
- 1999 Second Place for Best Graduate Student Paper, ASA Section on the Family
- 1998 Thompson Award, ASA Section on Organizations, Occupations, & Work
- 1998 Sally Hacker Award, ASA Section on Sex & Gender
- 1997 and 1998 Bowers Awards, University of Arizona
- 1994 Rose Award, Sociologists of Minnesota

#### **PUBLICATIONS AND WORKS IN PROGRESS**

\* *Denotes graduate student advisee as co-author*

##### Peer-Reviewed Articles and Chapters

- 2011            “Cross-National Patterns in Individual and Household Employment and Work Hours by Gender and Parenthood.” Joya Misra, Michelle J. Budig, and Irene Boeckmann\*. *Research in the Sociology of Work* 22:169-208.
- 2011            “Work-Family Policy Consequences of Employment and Wages of Mothers.” Joya Misra, Michelle J. Budig, and Irene Boeckmann\*. *Community, Work, and Family* 14(2):139-57.
- 2010            “Differences in Disadvantage: How the Wage Penalty for Motherhood Varies Across Women’s Earnings Distribution.” Michelle J. Budig and Melissa Hodges\*. *The American Sociological Review* 75(5):705-28.
- 2010            “Care Work Employment and Earnings in a Cross-National Perspective.” Michelle J. Budig and Joya Misra. *The International Labour Review* 149(4):

441-60.

- 2010 “Who Gets the Daddy Bonus? Markers of Hegemonic Masculinity and the Impact of First-time Fatherhood on Men’s Earnings.” Melissa Hodges\* and Michelle J. Budig. *Gender & Society*, 24(6):717-745.
- 2010 “Exploring the Heterogeneity of Women’s Entrepreneurship in Europe and USA: The Impact of Family Structure and Family Policies in Europe and the US.” Vartuhi Tonoyan, Michelle J. Budig, and Robert Strohmeier. Pp. 137-62 in Women Entrepreneurs and the Global Environment for Growth, edited by A. de Bruin, C.G. Brush, E.J. Gatewood, and C. Henry. Cheltenham, UK: Edward Elgar Publishing.
- 2009 “Race and Childlessness in America, 1988-2002.” Jennifer Lundquist, Michelle J. Budig, and Anna Curtis\*. *Journal of Marriage and the Family* 71(3):741-55.
- 2008 "The Romance of College Attendance: Higher Education Stratification and Mate Selection." Richard Arum, Josipa Roksa\*, and Michelle J. Budig. *Research in Social Stratification and Mobility* 26:107-21.
- 2007 “Work-Family Policies and Poverty for Partnered and Single Women in Europe and North America.” Joya Misra, Stephanie Moller, and Michelle J. Budig. *Gender & Society* 21(6):804-27.
- \*\*Finalist for the 2009 Kanter Award for Excellence in Work-Family Research\*\*
- 2007 “Reconciliation Policies and the Effects of Motherhood on Employment, Earnings and Poverty.” Joya Misra, Michelle J. Budig, and Stephanie Moller. *Journal of Comparative Policy Analysis* 9(2):135-155.
- 2007 “Why Are Some Academic Fields Tipping Toward Female?” With Paula England, Paul Allison, Sun Li, Jennifer Thompson, Noah Mark, and Han Sun. *Sociology of Education* 80(January):23-42.
- 2006 “Intersections on the Road to Self-Employment: Gender, Family, and Occupational Class.” Michelle J. Budig. *Social Forces* 84(4):2223-39.
- Full article reprinted in (Forthcoming May 2009) Rural Employment Generation: Issues and Strategies. Hyderabad, India: ICFAI University Press.
- 2006 “Gender, Self-Employment, and Earnings: The Interlocking Structures of Family and Professional Status.” Michelle J. Budig. *Gender & Society* 20(6):725-53.
- 2004 “Feminism and the Family.” Michelle J. Budig. Pp. 416-434 in The Blackwell Companion to Sociology of the Family, edited by Jacqueline L. Scott, Judith K. Treas, and Martin Richards. Oxford: Blackwell Publishers Ltd.
- 2004 “Activity, Proximity, or Responsibility? Measuring Parental Childcare Time.” Michelle J. Budig and Nancy Folbre. Pp. 51-68 in Family Time: The Social Organization of Care, edited by Nancy Folbre and Michael Bittman. New York: Routledge.
- 2003 “Are Women’s Employment and Fertility Histories Interdependent? An

Examination of Causal Order Using Event History Analysis.” Michelle J. Budig. *Social Science Research* 32(3):376-401.

2002 “Male Advantage and the Gender Composition of Jobs: Who Rides the Glass Escalator?” Michelle J. Budig. *Social Problems* 49(2):258-277.

*\*\* Winner of the 2003 Rosabeth Moss Kanter Award for Excellence in Work-Family Research\*\**

2002 “Wages of Virtue: The Relative Pay of Care Work.” Paula England, Michelle J. Budig, and Nancy Folbre. *Social Problems*. 49(4):455-473.

2001 “The Wage Penalty for Motherhood.” Michelle J. Budig and Paula England. *American Sociological Review* 66:204-225.

Reprinted in Cary L. Cooper, Caroline Gatrell, and Ellen Ernst Kossek, ed. Forthcoming. Women and Management. Surrey, UK: Edward Elgar Publishing.

Condensed version reprinted in Amy Wharton, ed. 2005. The Sociology of Gender: An Introduction to Theory and Research. Malden, MA: Blackwell Publishers. Pp. 162-165.

Reprinted in Cary L. Cooper and Gary Starbuck, ed. 2005. Work and Workers. Thousand Oaks, CA: Sage Publications.

*\*\*Named as one of the top ten most influential articles in the field of Organizations, Occupations and Work by ASA section on Organizations, Occupations, and Work in 2004 \*\**

*\*\*Finalist for the 2002 Kanter Award for Excellence in Work-Family Research\*\**

2001 “Labor Market Regulation and the Growth of Self-Employment.” Richard Arum, Michelle J. Budig and Donald S. Grant. *International Journal of Sociology* 30(4):3-27.

1998 “Gary Becker on the Family: His Genius, Impact, and Blind Spots.” Paula England and Michelle J. Budig. Pp. 95-111 in Required Reading: Sociology’s Most Influential Books, edited by Dan Clawson. Amherst, MA: University of Massachusetts Press.

### Short Articles

2009 “Self-Employment.” Melissa Hodges\* and Michelle J. Budig. Pp. 396-399 in Encyclopedia of the Life Course and Human Development, Deborah Carr, editor. Detroit, MI: MacMillan Reference USA.

2008 “Feminist Theory.” Katherine Jones\* and Michelle J. Budig. In Encyclopedia of Social Problems, Vincent N. Parrillo, editor. Sage Publications.

2008 “Pay Equity.” Dustin Avent-Holt\* and Michelle J. Budig. Pp. 402-05 in Encyclopedia of Race and Racism, edited by John H. Moore. Detroit: Macmillan Reference USA.

2005 “Discrimination.” Michelle J. Budig and Jesse Barba\*. Pp. 144-147 in

International Encyclopedia of Economic Sociology, edited by Jens Beckert and Milan Zafirovski. New York: Routledge.

- 2004 “Sex Differences.” Michelle J. Budig. Pp. 713-717 in Men and Masculinities: A Social, Cultural, and Historical Encyclopedia, edited by Michael Messner and Amy Aronson. Santa Barbara, CA: ABC-Clio Press.

### Book Reviews

- 2010 “Gendered Trajectories: Women, Work, and Social Change in Japan and Taiwan,” by Wei-Hsin Ju. Michelle J. Budig. *Social Forces* 89(1):351-54.
- 2010 “Changing Contours of Work: Jobs and Opportunities in the New Economy,” by Stephen Sweet and Peter Meiksins. Michelle J. Budig. *Journal of Family Theory and Review* 2(1):94-6.
- 2008 “Changing Rhythms of American Family Life,” by Suzanne M. Bianchi, John P. Robinson, and Melissa A. Milkie. Michelle J. Budig. *Industrial and Labor Relations Review* 61(3):426-27.
- 2007 “Selling Women Short: Gender and Money on Wall Street,” by Louise Marie Roth. Michelle J. Budig. *Contemporary Sociology* 36(6):548-49.
- 2004 “It's About Time: Couples and Careers” edited by Phyllis Moen. Michelle J. Budig. *Work and Occupations: An International Sociological Journal* 31(3):1-3.
- 2004 “Women and the Economy: A Reader” edited by Ellen Mutari & Deborah Figart. Michelle J. Budig and Afiya Amzil\*. *Contemporary Sociology* 33(6):676-77.

### Service Articles and Reports

- 2010 “Parenthood Exacerbates the Gender Pay Gap.” Michelle J. Budig. *The Hill*, 09/30/2010. <http://thehill.com/blogs/congress-blog>
- 2010 “The Motherhood Wage and Management Gap: The Policies that Work.” Michelle J. Budig. *Women Make News*, 09/29/2010. <http://womenmakenews.com/content/story/motherhood-wage-and-management-gap-policies-work>
- 2008 “How Employment in Care Work Shapes Earnings in a Cross-National Perspective.” Michelle J. Budig and Joya Misra. Report for the United Nations Research Institute for Social Development.
- \*\* Winner of the 2009 World Bank / Luxembourg Income Study Gender Research Award
- 2001 “Attention Graduate Students! Advice for Going on the Job Market.” Michelle J. Budig. *ASA Sex and Gender Section Newsletter*, March 2001.
- 1992 *Race Relations and Public Schools: An Annotated Bibliography*. Michelle J. Budig with the Minnesota Minority Education Partnership, Inc. Minneapolis, MN: Starsetters Press.

### Work Under Review

“Estimating the Multilevel Effects of Work-Family Reconciliation Policies on the Wage Penalty for Motherhood Cross-Nationally.” Michelle J. Budig, Joya Misra, and Irene Boeckmann\*. *Under Review at the American Sociological Review*.

“Effects of Maternal Job Quality on Children’s Reading Achievement.” Ayse Yetis-Bayraktar\*, Michelle J. Budig, and Donald Tomaskovic-Devey. *Revised and Resubmitted at the Journal of Marriage and the Family*.

“The Motherhood Wage Gap in Cross-National Perspective: The Importance of Work-Family Policies and Cultural Attitudes.” Michelle J. Budig, Joya Misra, and Irene Boeckmann\*. *Revised and Resubmitted at Social Politics*.

### Work in Progress

“The Impact of Fatherhood on Men's Earnings Across 8 North American and European Welfare States” With Irene Boeckmann\*. In preparation for submission to *Social Problems*.

“Racial Differences in the Effects of Education on Earnings: Findings from the NLSY, 1979-2000.” With Melissa Fugiero\*, Melissa Hodges\*, and Sharla Alegria\*. In preparation for submission to *Sociology of Education*.

“The Impact of Work-Family Policies on Women's Work Hours Cross-Nationally.” With Joya Misra and Irene Boeckmann\*. In preparation for submission to the *American Journal of Sociology*.

“A Cross-National Analysis of Gender Ideology and the Wage Premium for Fatherhood.” With Irene Boeckmann\* and Janet Gornick.

“Trends in Women’s and Men’s Self-Employment Participation, 1950-2000.” With Melissa Hodges\*.

“One and Done? Understanding the Rise of Only-Child Fertility Outcomes of American Women, 1988-2001.” With Jennifer Lundquist and Emmanuel Harris\*.

“Self-Employment Participation and Family Policies in Europe.” With Melissa Hodges\*.

### **GRANTS, FELLOWSHIPS, AND SCHOLARSHIPS**

#### Grants

- 2011-12, “Penalties for Paid and Unpaid Carework,” Paula England, Suzanne Bianchi, Michelle J. Budig, and Joan Kahn (Co-PIs). Russell Sage Foundation. \$146,515.
- 2010-11, Funding for an academic-year graduate student research assistant for the project “Self-Employment, Gender & Policy: Do National Work-Family Policies Shape Gender Differences in Self-Employment Participation & Earnings?” Center for Research on the Family, University of Massachusetts. \$27,000.
- 2009-10, Supplemental Funding for “Estimating the Cross-National Effects of Family Policies on the Wage Penalty for Motherhood Using Multilevel Models,” Michelle J. Budig (PI) and Joya Misra (Co-PI). National Science Foundation, \$11,971.
- 2010, Flex Grant for Teaching/Faculty Development, University of Massachusetts. \$500.
- 2009, Mellon Foundation Mutual Mentoring Grant for Mid-Career Faculty, University of Massachusetts, \$1,000.
- 2008-09, “Estimating the Cross-National Effects of Family Policies on the Wage Penalty for Motherhood Using Multilevel Models,” Michelle J. Budig (PI) and Joya Misra (Co-PI). National Science Foundation, \$70,000.
- 2008, “Self-Employment, Gender & Policy: Do National Work-Family Policies Shape Gender Differences in Self-Employment Participation & Earnings?” Michelle J. Budig (PI). Kauffman Foundation, \$25,000.
- 2008, “Wage Penalties Associated with Working in the Care Sector: A Cross-National Analysis.” Michelle J. Budig and Joya Misra. United Nations Research Institute for Social Development (UNRISD), \$5,000.
- 2007-08, Humboldt Research Fellowship “Work-Family Reconciliation Policies, Women’s Employment, and Family Formation Outcomes: A Cross-National Analysis.” The Alexander von Humboldt Foundation to conduct research at the Max Planck Institute for Demographic Research, Rostock, Germany. Michelle J. Budig (PI), \$43,000.
- 2006-08, “The Cross-National Effects of Work-Family Policies on the Wage Penalty for Motherhood,” Joya Misra (PI) and Michelle J. Budig (Co-PI). National Science Foundation, \$108,000
- 2004 College of Social and Behavioral Sciences Faculty Research Grant, \$2,500
- 2004 College of Social and Behavioral Sciences Travel Grant, University of Massachusetts, \$500.
- 2002 Faculty Travel Grant, University of Massachusetts

#### Fellowships and Scholarships

- 2009 & 2010, Summer Writing Fellowships, University of Massachusetts.
- 2008, Visiting Scholar, Luxembourg Income Study, Michelle J. Budig.
- 2007, Entrepreneurship Boot Camp Research Workshop. Funding from the Frank Hawkins Kenan Institute of Private Enterprise, University of North Carolina at Chapel Hill, Raleigh, NC.
- 2006-07 Family Research Fellow, Center for Research on Families, University of Massachusetts
- 2005 College of Social and Behavioral Sciences Faculty Proposal Preparation Course Release, University of Massachusetts
- 2003 Summer Workshop for the National Longitudinal Survey of Youth 1997 Cohort, Bureau of Labor Statistics

- Pre-doctoral funding from the MacArthur Network on the Family & the Economy, August 1997-June 2001
- 1995-96 Graduate Student Fellowship, University of Arizona
- 1994-95 Graduate Student Fellowship, University of Minnesota
- 1989-93 President's Scholarship, Augsburg College
- 1989 Elks Foundation Scholarship, Owatonna, Minnesota

#### **SELECTED PRESENTATIONS AND INVITED TALKS**

- 2011 Catalyst, Inc. (New York, New York), "Gender, Parenthood, Wage Inequalities, and Work-Family Policies." Invited talk.
- 2010 U.S. Congressional Joint Economic Committee (Washington, DC), Hearing on "New Evidence for the Gender Pay Gap for Women in Management." Invited expert witness testimony.  
[http://jec.senate.gov/public/index.cfm?p=Hearings&ContentRecord\\_id=10d3c1d3-ce9e-4dcc-a68f-4c05f4c5eb0b&ContentType\\_id=14f995b9-dfa5-407a-9d35-56cc7152a7ed&Group\\_id=cb5dcfe4-afee-419f-94ee-e51eb07de989&MonthDisplay=9&YearDisplay=2010](http://jec.senate.gov/public/index.cfm?p=Hearings&ContentRecord_id=10d3c1d3-ce9e-4dcc-a68f-4c05f4c5eb0b&ContentType_id=14f995b9-dfa5-407a-9d35-56cc7152a7ed&Group_id=cb5dcfe4-afee-419f-94ee-e51eb07de989&MonthDisplay=9&YearDisplay=2010)
- 2010 American Sociological Association Annual Meetings (Atlanta) "A Cross-National Perspective on Gender, Parenthood, and Earnings." With Joya Misra and Irene Boeckmann.
- 2010 Population Association of American Annual Meetings (Dallas) "The Wage Penalty for Motherhood in a Cross-National Perspective: The Importance of Work-Family Policies and Cultural Attitudes." With Joya Misra and Irene Boeckmann.
- 2010 Eastern Sociological Society Annual Meetings (Boston) "Work-Family Policy Consequences of Employment and Wages of Mothers." With Joya Misra and Irene Boeckmann.
- 2010 Max Planck Institute for Demographic Research, Conference on Research on Interrelations Between Demographic and Political Processes: Comparative Databases—Existing Experiences and Future Potentials (Berlin) "Challenges to Measuring Family Policy Changes in Comparative Research." With Irene Boeckmann.
- 2009 American Sociological Association Annual Meetings (San Francisco) "He's Having a Baby: The Impact of First-time Fatherhood on Men's Earnings." With Melissa Hodges.
- 2009 American Sociological Association Annual Meetings (San Francisco) "Work-Family Policies and the Wage Penalty to Mothers." With Joya Misra and Irene Boeckmann.

- 2009 RC19 Annual Meetings (Montreal, Canada) "Women's Full-time and Part-time Employment Rates in Cross-national Perspective." With Joya Misra and Irene Boeckmann.
- 2009 Luxembourg Income Study Annual Workshop (Luxembourg) "How Care Work Employment Shapes Earnings in a Cross-National Perspective." With Joya Misra.
- 2009 International Association for Feminist Economics (Boston, MA) "How Care Work Employment Shapes Earnings in a Cross-National Perspective." With Joya Misra.
- 2009 Population Association of America Annual Meetings (Detroit, MI) "Modeling the Effect of Children on Women's Wage Distribution: a Quantile Approach." With Melissa Hodges.
- 2009 Eastern Sociological Society Annual Meetings (Baltimore, MD) "Modeling the Effects of Maternal Job Quality on Children's Reading Achievement." With Ayse Yetis- Bayraktar and Donald Tomaskovic-Devey.
- 2008 Diana International Research Symposium (Belfast, Ireland) "Exploring the Heterogeneity of Women's Entrepreneurship in Europe and USA: The Impact of Human Capital, Prior Job Characteristics, and Family Structure on Women's Entry into Low-Skilled versus High-Skilled Occupations." With Robert Strohmeyer and Vartuhi Tonoyan.
- 2008 American Sociological Association Annual Meetings (Boston, MA) "Sons, Daughters, and Fathers: the Effect of Child Gender on Men's Employment Outcomes in Cross-National Perspective." With Janet Gornick and Irene Boeckmann.
- 2008 American Sociological Association Annual Meetings (Boston, MA) "Differences in Disadvantage: How the Wage Penalty for Motherhood Varies Across Women's Earnings Distribution." With Melissa Hodges.
- 2008 Institute for Small Business Research, University of Mannheim (Mannheim, Germany) "How Gender, Family Structure, and Occupational Class Shape the Returns to Self-Employment Activities in the United States."
- 2008 Swedish Institute for Social Research, Stockholm University (Stockholm, Sweden) "The Effect of Work-Family Policies on Women's Risk of Poverty in Europe and North America."
- 2008 Network Meeting of the Alexander von Humboldt Foundation (Berlin, Germany) "How Work-Family Policies Shape the Impact of Motherhood on Employment, Earnings, and Poverty."
- 2008 Centre for European Economic Research (ZEW): Gender and the Labour Market (Mannheim, Germany) "Variation in the Motherhood Penalty Across Women's Earnings Distribution: Evidence from the U.S."
- 2008 Eastern Sociological Society Annual Meetings (New York, NY) "Race, Education and Earnings: Do African-Americans and Whites Receive Comparable Returns

- for Human Capital Investments?" With Melissa Fugiero.
- 2007 Vienna Institute of Demography Conference: Can Policies Enhance Fertility in Europe? (Vienna, Austria) "Work-Family Policies and Poverty for Partnered and Single Women in Europe and North America."
- 2007 Laboratory of Contemporary European Fertility and Family Dynamics, Max Planck Institute for Demographic Research (Rostock, Germany) "Welfare State Strategies, Work-Family Policies, and the Impact of Motherhood on Employment, Earnings and Poverty."
- 2007 American Sociological Association (New York, NY) "Racial Differences in the Effects of Education on Earnings: Findings from the NLSY, 1979-2000." With Melissa Fugiero.
- 2007 American Sociological Association (New York, NY) "Predictors of US Childless and Only Child Families, 1988-2002? Extending the Question to African American Women." With Jennifer Lundquist.
- 2007 Population Association of America (New York, NY) "Racial Differences and Similarities among Childless American Women, 1988 – 2002." With Jennifer Lundquist.
- 2007 Yale University, Inaugural Conference for the Center for Research on Inequalities and the Life Course (CIQLE) (New Haven, CT) "The Romance of College Attendance: Higher Education Stratification and Mate Selection." With Richard Arum and Josipa Roska.
- 2006 Cornell University, Department of Organizational Behavior (Ithaca, New York) "Self-Employment Participation and Earnings: The Effects of Gender, Family, and Professional Status"
- 2006 National Center for Health Statistics National Survey of Family Growth Research Conference (Hyattsville, MD) "A Time Series Approach to Racial Differences and Similarities Among Childless, Only-Child, and Multiple Children American Women, 1988-2002." With Jennifer Lundquist.
- 2006 Eastern Sociological Association (Boston, MA) "Racial Differences and Similarities Among Childless, Only-Child, and Multiple Children American Women, 1988-2001." With Jennifer Lundquist, Emmanuel Harris, and Anna Curtis.
- 2006 Center for Public Policy Administration, University of Massachusetts (Amherst, MA) "Employment, Wags, Poverty, and Parenthood: Family Reconciliation Policies and Gender Equity in a Comparative Perspective."
- 2005 International Sociological Association Research Committee 19 Annual Conference "Rethorizing Welfare States: Restructuring States, Restructuring Analyses" (Chicago, IL) "Employment, Wages, and Poverty: Reconciliation Policies and Gender Equity." With Joya Misra and Stephanie Moller.
- 2005 American Sociological Association (Philadelphia, PA) "Employment, Wages, and

- Poverty: Reconciliation Policies and Gender Equity.” With Joya Misra and Stephanie Moller.
- 2005 Congressional Briefing sponsored by the Center for Economic Policy Analysis (Washington, DC) “The Wage Penalty for Motherhood.”
- 2005 Southern Sociological Society (Charlotte, NC) “Employment, Wages, and Poverty: Family Policies and Gender Equity.” With Joya Misra and Stephanie Moller.
- 2005 Eastern Sociological Association (Washington DC) “Gender, Wages, and Poverty: Family Policies and Gender Equity.” With Joya Misra and Stephanie Moller.
- 2004 University of Connecticut, Center for Population Research, (Storrs, CT) “Intersections on the Road to Self-Employment: Gender, Family, and Occupational Class.”
- 2004 Linking Informal and Formal Carework: Perspectives from Research, Policymakers, and Advocates, 4<sup>th</sup> Annual Carework Conference (San Francisco, CA) “Family Policies and the Wage Penalty for Mothers Cross-Nationally.” With Joya Misra.
- 2004 International Sociological Association conference on Work-Life Balance Across the Lifecourse (Edinburgh, Scotland) “Mother-Workers and Glass Ceiling Breakers: Dual Pathways to Women’s Self-Employment Participation.”
- 2004 Population Association of America (Boston, MA) “Why Are Some Academic Fields Tipping towards Female?” With Paula England, Paul Allison, and Sun Li.
- 2004 Eastern Sociological Association (New York City) “The Wage Penalties of Caring Occupations and Caring for Children.”
- 2003 American Sociological Association (Atlanta, GA) “Sex Differences in Self-Employment Participation in the United States, 1950-2000.”
- 2003 Population Association of America (Minneapolis, MN) “Trends in Women’s Self-Employment Participation, 1950-2000.”
- 2002 International Association for Time Use Research (Lisbon, Portugal) “Child Care vs. Child-Minding: Measuring Activities, Responsibilities, and Time.”
- 2002 Population Association of America (Atlanta, GA) “Boon or Bust? Sex Differences in Returns to Earnings for Self-Employment.”
- 2001 American Sociological Association (Anaheim, CA) “Gender, Family Status, and Job Characteristics: Determinants of Self-Employment Participation for a Young Cohort, 1979-1998.”
- 2000 American Sociological Association (Washington, DC) “The Sex Gap in Pay and Characteristics of Self-Employed Men and Women: Findings from the NLSY 1998.”

- 1999 American Sociological Association (Chicago, IL) “The Wage Penalty for Motherhood.” With Paula England.
- 1999 American Economic Association (New York, NY) “The Effects of Motherhood on Wages in Recent Cohorts: Findings from the National Longitudinal Survey of Youth.” With Paula England.
- 1998 American Sociological Association (San Francisco, CA) “Are Women’s Employment and Fertility Histories Interdependent? An Examination of Causal Order.”
- 1997 American Sociological Association (Toronto, Canada) “Women’s Employment and Fertility Histories: An Examination of Causal Order by Race.”
- 1996 American Sociological Association (New York, NY) “Male Tokens in Female Dominated Occupations: Are They Riding a Glass Escalator?”
- 1995 American Educators and Educational Professionals Annual Meeting (Orlando, FL) “Outcomes of a Truancy Intervention Project.”
- 1993 Sociologists of Minnesota Annual Meeting (Minneapolis, MN) “Anafranil Fraud: A Case Study in Organizational Deviance.”

## **TEACHING EXPERIENCE**

### Courses Taught

#### *University of Massachusetts*

Graduate Seminars “Gender and Employment,” “Gender and Society,” “Labor Market Inequality,” & “Introduction to Statistical Methods”

Undergraduate Courses “Elementary Statistics,” “Gender and Society,” “Work and Society,” & “Race, Class, Gender, and Ethnicity”

#### *University of Pennsylvania*

Undergraduate Courses “Sociology of Gender” & “Social Problems and Public Policy”

#### *University of Arizona*

Undergraduate Course “Sociology of Women”

### Graduate Students Supervised

#### *Dissertation Committees Chaired:*

Cathryn Brubaker [2007]  
Irene Boeckmann (co-chair) [2011 expected]

#### *Dissertation Committees:*

Catherine Haskins [2011 expected]  
Dustin Avent-Holt [2011 expected]

#### *Masters Committees Chaired:*

Ayse Yetis [2008]

Melissa Fugiero [2006]

*Masters Committees:*

Carla Russell [2007]  
Kathleen Boggs [2007]  
Amrita Pande [2006]  
Collette Nadeau [2004]  
Yujia Liu [2004]

*Comprehensive Exam Committees Chaired:*

Dwanna Robertson [2011 expected]  
Jessica Looze [2011]  
Melissa Hodges [2008]  
Irene Boeckmann [2008]  
Ayse Yetis [2008]  
Melissa Fugiero [2006]  
Dustin Avent-Holt [2005]

*Comprehensive Exam Committees:*

Eiko Strader [2011 expected]  
Melissa Hodges [2011]  
Irene Boeckmann [2009]  
Jessica Looze [2009]  
Emmanuel Harris [2007]  
Amrita Pande [2006]  
Hilton Kelly [2004; 2005]  
Gregory Adams [2003]  
Cathryn Brubaker [2002]

**SERVICE**

National and International Service for the Discipline

- Elected Officer, Committee on Committees, 2010-12, American Sociological Association (ASA).
- Chair-Elect, Erwin O. Smigel Award Committee, 2010-11, Society for the Study of Social Problems (SSSP).
- Advisory Board Member, 2009-present, Max Planck Institute for Demographic Research, Cross-National Demographic Policy Database.
- Elected Council Member, 2009-12, ASA Section on the Family
  - Committee Member, 2011-12, Best Article Award Committee
  - Chair, 2009-10, Distinguished Career Award Committee
  - Committee Member, 2008-09, Distinguished Career Award
- Elected Council Member, 2007-10, ASA Section on Sex & Gender
  - Committee Member, 2009-10, Nominations Committee
  - Chair, 2008-09, Best Article Award Committee

- Committee Member, Committee on the Status of Women, Eastern Sociological Society (ESS), 2005-10
- Pre-Conference Ad-hoc Committee Member, 2008-09, ASA Section on Organizations, Occupations, and Work
- Organizer, ASA Family Section Roundtables, 2009
- Organizer, Population Association of America Annual Meeting (PAA), 2008
- Organizer, ASA Section on Sex & Gender Annual Meeting Roundtables, 2007
- Chair, Nominations Committee, ASA Section on Sex & Gender, 2005-06
- Member, Nominations Committee, ASA Section on Organizations, Occupations, and Work, 2005-06
- Member, Rose Laub Coser Committee, ESS, 2005-06
- Committee Member, 2004-06 Rosabeth Moss Kanter Award for Excellence in Work-Family Research, Center for Families at Purdue University and the Boston College Center for Work and Family
- Candidate for Council Member, 2004, ASA Section on Organizations, Occupations, & Work
- Session Organizer, ASA Annual Meetings 2003
- Session Organizer, PAA Annual Meetings 2002
- Council Student Member, ASA Section on Sex & Gender, 2000-01
- Program Committee Member, ASA Section on Organizations, Occupations, & Work, 1999
- Council Graduate Student Member, ASA Section on Organizations, Occupations, & Work, 1998-2000

#### Editorial Boards and Journal Referee

Board of Advisory Editors for *Social Problems*, 2008 – present.

Occasional Reviewer for: *American Sociological Review*, *American Journal of Sociology*, *Demography*, *Feminist Economics*, *Gender and Society*, *Humanistic Sociology*, *Industrial Relations: A Journal of Economy and Society*, *Journal of Family Issues*, *Journal of Marriage and the Family*, *Population Studies*, *Sex Roles: A Journal of Research*, *Small Business Economics: An International Journal*, *Social Forces*, *Social Problems*, *Social Science Quarterly*, *Social Science Research*, *Sociological Forum*, *The Sociological Quarterly* and *Work and Occupations*.

Occasional Reviewer of Book Proposals for: *Oxford University Press*, *McGraw-Hill*, and *Roxbury Publishing*.

#### Grant Review Activities

- On-Going Ad Hoc Reviewer, National Science Foundation, Sociology Program 2002-present
- On-Going Ad Hoc Reviewer, Israel Science Foundation, Israel Academy of Sciences and Humanities, 2004- present
- Reviewer, Policy Brief Series, University of North Carolina Center on Poverty, Work, and Opportunity, 2006

- Reviewer, College of Social and Behavioral Sciences Grants Subcommittee, University of Massachusetts, 2006-07
- Reviewer, Professional Staff Congress-City University of New York (PSC-CUNY) Research Award Program, 2004 and 2007
- Reviewer, National Science Foundation, Educational Materials Development: Course, Curriculum, and Laboratory Improvement (CCLI) Program, 2003

#### Organizational Memberships

- Member, American Sociological Association (Member of Sex and Gender Section, of Organizations, Occupations and Work Section, and of Section on the Family) 1996-present
- Member, Eastern Sociological Association, 2003-present
- Member, Population Association of America, 2000-present
- Member, Society for the Study of Social Problems, 2005-present
- Member, Sociologists for Women in Society, 2001-present

#### University Service

- Co-Chair, Personnel Committee (elected), 2011-12, Department of Sociology, University of Massachusetts (UMass)
- Member, Graduate Program Policy Committee, 2010-11, UMass
- Member, Status on Women Council of the Faculty Senate, 2009-12, UMass
- Member (elected), Executive Committee, 2009-11, College of Social and Behavioral Sciences, UMass
- Member, Personnel Committee (elected), 2009-10, UMass
- Chair, Recruitment Committee, 2008-09, UMass
- Member, College of Social and Behavioral Sciences Research Council, 2006-07 UMass
- Member, Personnel Committee (elected), 2006-07, UMass
- Member, Departmental Chair Search Committee, 2005-06, UMass
- Faculty Reviewer, 2004-06, 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> Annual Undergraduate Conferences, Commonwealth College, UMass
- Member, Recruitment Committee, 2005-06, UMass
- Member, Recruitment Committee, 2003-04, UMass
- Member, Recruitment Committee, 2002-03, UMass
- Member, Graduate Studies Committee, 2002-03, UMass
- Member, Hiring Committee for Research Support Analyst, 1998, University of Arizona
- Member, Recruitment Committee, 1995-96, University of Arizona

#### Professional Public Service

- Public Radio Broadcast, *The Academic Minute*, “Motherhood and Wages.” May 16, 2011. Link: <http://www.publicbroadcasting.net/wamc/news.newsmain/article/7288/0/1801936/Academic.Minute/Dr..Michelle.Budig..University.of.Massachusetts.Amherst.-.Motherhood.and.Wages>

- Expert Witness Testimony, U.S. Congress Joint Economic Committee's hearing on the gender wage gap (Washington, DC). September 2010.
- Member, Family Responsibility Discrimination Class Action Working Group, funded by the Rockefeller Foundation, Organized by the University of California Hastings Law School. January 2008 to present.
- Invited Speaker, Congressional Briefing sponsored by the Center for Economic Policy Analysis (Washington, DC). June 2005.
- Invited Participant, 4<sup>th</sup> Annual Blue Cross Blue Shield of MA Invitational Journalism-Work/Family Conference (Boston, MA). Co-sponsored by the Community, Families & Work Program at Brandeis University and the Department of Journalism at the Boston University College of Communication. May, 2005.
- Member, Williamsburg Library Planning Community Committee (Williamsburg, Massachusetts). June-October 2004.
- Delegate, Massachusetts Democratic Convention (Worcester, Massachusetts). May 2002.
- Participant, Working Families Massachusetts Conference, Boston, Massachusetts. October 2001.