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## MICHELLE J. BUDIG

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### EDUCATION

- 2001 University of Arizona, Tucson, Arizona, Ph.D. in Sociology  
1996 University of Arizona, Tucson, Arizona, MA in Sociology  
1993 Augsburg College, Minneapolis, Minnesota, BA in Sociology and English (Summa Cum Laude, Honors Program Graduate)

### PROFESSIONAL EXPERIENCE

#### Higher Education Leadership Experience

- 2018-present **Vice Provost for Faculty Development**, University of Massachusetts (UMass)  
2018-2019 **HERS Executive Leadership Institute Trainee**, Wellesley, MA  
2018 **Chancellor's Leadership Fellow**, Office of the Provost, UMass  
2015-2018 **Department Chair** (2015-2018), Department of Sociology, UMass  
2012-2014 **Undergraduate Program Director**, Department of Sociology, UMass  
2004-2007 **Associate Director**, Social & Demographic Research Institute, UMass

#### Academic Appointments

- 2001-present **Professor** (2012-present), Associate Professor (2006-12), Assistant Professor (2001-06), Department of Sociology, University of Massachusetts  
2004-present **Faculty Associate**, School of Public Policy, University of Massachusetts  
2001-2012 **Faculty Research Associate**, Social & Demographic Research Institute, 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

- 1996-2001     **Research Associate/Assistant**, University of Arizona, Department of Sociology and at the University of Pennsylvania, Population Studies Center.
- 2000           **Instructor**, University of Pennsylvania, 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**

- 2016 Dean’s Faculty Excellence in Research Award, College of Social and Behavioral Sciences, University of Massachusetts
- 2012 Article of the Year Award, American Sociological Association Section on the Family
- 2011 Reuben Hill Award, Research and Theory Section, National Council on Family Relations
- 2011 Rosabeth Moss Kanter Award for Research Excellence in Families & Work, Center for Families at Purdue University and the Boston College Center for Work & Family
- 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

- 2019           “Wages for Nurturant and Reproductive Care Workers: Individual and Job Characteristics, Occupational Closure, and Wage-Equalizing Institutions.” Michelle J. Budig, Melissa Hodges,\* and Paula England. *Social Problems* 66:294-319.
- 2016           “Do Highly Paid, Highly Skilled Women Experience the Largest Motherhood Penalty?” Paula England, Jonathan Bearak\*, Michelle Budig, and Melissa Hodges\*. *American Sociological Review* 81(6):1161-1189.

*\*\*Finalist for the 2017 Kanter Award for Excellence in Work-Family Research\*\**

- 2016 “Cohort Differences and the Marriage Bonus: Emergence of Gender-Neutral Household Specialization Effects.” Michelle J. Budig and Misun Lim\*. *Journal of Marriage and the Family* 78:1352-70.
- 2016 “Work-Family Policy Tradeoffs for Mothers? Unpacking the Cross-National Variation in the Motherhood Earnings Penalties.” Michelle J. Budig, Joya Misra, and Irene Boeckmann\*. *Work and Occupations* 43(2):119-77.
- 2015 “Cultural and Institutional Factors Shaping Mothers’ Employment and Working Hours in Postindustrial Countries.” Irene Boeckmann\*, Joya Misra, and Michelle Budig. *Social Forces* 93(4): 1301-33.
- 2014 “Statistical Models and Empirical Evidence for Differences in the Motherhood Wage Penalty Across the Earnings Distribution: A Reply to Killewald and Bearak.” Michelle J. Budig and Melissa Hodges.\* *American Sociological Review* 79(2):358-64.
- 2013 “From the Shop Floor to the Kitchen Floor: Maternal Job Complexity and Children’s Reading and Math Skills.” Ayse Yetis-Bayraktar\*, Michelle J. Budig, and Donald Tomaskovic-Devey. *Work and Occupations* 40(1):38-65.
- 2012 “The Motherhood Pay Gap Cross-Nationally: How Work-Family Policies and Cultural Attitudes Intersect.” Michelle J. Budig, Joya Misra, and Irene Boeckmann\*. *Social Politics* 19(2):163-193.
- 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.
- Reprinted in Steven Sweet, ed. 2012. Anticipated and Unanticipated Consequences of Work-Family Policy. New York: Routledge.
- 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.
- \*\*Winner of the 2012 Article of the Year Award, American Sociological Association Section on the Family\*\*
- \*\* Winner of the 2011 Reuben Hill Award, Research and Theory Section, National Council on Family Relations\*\*
- 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.

*\*\*Winner of the 2012 Kanter Award for Excellence in Work-Family Research\*\**

- 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
- Forthcoming “Discrimination.” Michelle J. Budig. Sexual Harassment and Misconduct: An Encyclopedia. Gina Robertiello, Editor. ABC-CLIO/Greenwood/Praeger
- 2019 “Gender Pay Gap.” Joo-Hee Han and Michelle J. Budig. In Oxford Bibliographies in Sociology. Lynette Spillman, Editor. New York: University of Oxford Press.
- 2013 “Gender Gap.” Jessica Dickson Looze\* and Michelle J. Budig. Sociology of Work: An Encyclopedia, Vicki Smith, editor. Sage Publications.
- 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.

#### Testimony, Reports and Popular Press Articles

- 2014 “The Fatherhood Bonus and the Motherhood Penalty: Parenthood and the Gender Gap in Pay.” Report prepared for the Third Way *Next Research Report* series. <http://www.thirdway.org/report/the-fatherhood-bonus-and-the-motherhood-penalty-parenthood-and-the-gender-gap-in-pay>
- 2014 “The Motherhood Penalty vs. the Fatherhood Bonus: A Child Helps Your Career, if You’re a Man.” Claire Cain Miller. *The New York Times*, Business Section. 9/6/2014. [http://www.nytimes.com/2014/09/07/upshot/a-child-helps-your-career-if-youre-a-man.html?\\_r=0&abt=0002&abg=0](http://www.nytimes.com/2014/09/07/upshot/a-child-helps-your-career-if-youre-a-man.html?_r=0&abt=0002&abg=0)
- 2012 Work-Family Policy Indicators. Irene Boeckmann, Michelle Budig, and Joya Misra. Database funded by NSF Grants #0600926 and #0751505. Release date: March 2012. Permanent link: <http://www.lisdatacenter.org/wp-content/uploads/resources-other-work-family-policy-indicators.pdf>
- 2010 “Testimony: Michelle J. Budig, Associate Professor of Sociology, University of Massachusetts-Amherst.” Pp. 134-148 in *Invest in Women, Invest in America: A*

*Comprehensive Review of Women in the U.S. Economy*, edited by Rep. Carolyn B. Maloney. Washington, DC: United States Congress.

[http://jec.senate.gov/public/?a=Files.Serve&File\\_id=9118a9ef-0771-4777-9c1f-8232fe70a45c](http://jec.senate.gov/public/?a=Files.Serve&File_id=9118a9ef-0771-4777-9c1f-8232fe70a45c)

- 2010 “Parenthood Exacerbates the Gender Pay Gap.” Michelle J. Budig. *The Hill*, 09/30/2010.
- 2010 “The Motherhood Wage and Management Gap: The Policies that Work.” Michelle J. Budig. *Women Make News*, 09/29/2010.  
<http://www.fem2pt0.com/?p=2200>
- 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

“Racial and Gender Disparities in Educational Attainment and the Wage Returns of Education.” Michelle J. Budig, Melissa Hodges\*, and Misun Lim\*. Under Review at *Social Science Research*.

#### Work in Progress

“Women's Self-Employment Cross-Nationally: Work-Family Balance, Avoiding the Mommy Track, or Opting Back In?” With Misun Lim\* and Breana Swain\*.

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

#### Grants

- 2017-20, “Do Israeli Mothers Pay a Penalty for Children During their Life Course?” Asaf Levanon (PI), Michelle J. Budig (Co-PI), and Vered Kraus (Co-PI). US-Israel Binational Science Foundation, \$99,000.
- 2014-2016, “Cross-national Differences in Gendered Self-Employment Participation and Earnings: The Role of Work-Family Policy and Cultural Contexts,” Michelle J. Budig, PI. National Science Foundation, \$179,997.
- 2013-2014 “The Fatherhood Bonus and the Motherhood Penalty: Parenthood and the Gender Gap in Pay.” The Third Way Next Research Report series. \$5,000
- 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

- 2012-13 Institute for Social Science Research Faculty Scholar, University of Massachusetts.
- 2009 & 2010 Summer Writing Fellowships, University of Massachusetts.
- 2008 Visiting Scholar, Luxembourg Income Study.
- 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**

- 2019 2<sup>nd</sup> Annual Faculty Success Professionals Summer Conference (Kansas City, KS)  
“Faculty Orientation, Onboarding, Dual Career, and Work-Life Support.” With Jack Finney.
- 2019 2<sup>nd</sup> Annual Faculty Success Professionals Summer Conference (Kansas City, KS)  
“Supporting Faculty After Tenure.” With Annmarie Cano, Kevin Delaney, and Janet Kistner.
- 2019 Haifa University (Haifa, Israel) “Racial and Gender Disparities in Educational Attainment and the Wage Returns of Education.” With Misun Lim and Melissa Hodges.
- 2019 International Sociological Association RC28 Annual Meeting (Princeton, NJ) “Partners’ Economic Standing and Their Impact on the Cost of Motherhood: the Case of a High Fertility Country, Israel 1996-2012.” With Asaf Levanon and Vered Kraus.
- 2019 International Sociological Association RC28 Spring Meeting 2019 (Frankfurt, Germany)  
“Ethno-National Variation in the Motherhood Wage Penalty, 1966-2012.” With Asaf Levanon and Vered Kraus.
- 2018 American Sociological Association (Philadelphia, PA) “Racial and Gender Disparities in the Wage Returns for Educational Attainment.” With Misun Lim and Melissa Hodges.
- 2017 University of Bamberg Graduate School of Social Sciences (Bamberg, Germany)  
“Attitudes, Work-Family Policies, and the Wage Penalty for Motherhood in Comparative Perspective.”
- 2017 Population Association of America (Chicago, IL) “Wages for Nurturant and Reproductive Care Workers: Adjudicating Individual and Structural Arguments of Sources of the Care Penalty.” With Paula England and Melissa Hodges.
- 2016 American Sociological Association (Seattle, WA) “How the Motherhood Penalty Varies by Wage, Cognitive Skill, and Race.” With Paula England, Jonathan Bearak, and Melissa Hodges.
- 2016 American Sociological Association (Seattle, WA) “Cohort Differences and the Marriage Premium: Emergence of Gender-Neutral Household Specialization Effects.” With Misun Lim.
- 2016 Work-Family Researchers Network (Washington, DC) “Contrasting Care Work: The Limitation of Occupational Closure and Human Capital in Reducing the Care Work Earnings Penalty.” With Melissa Hodges.
- 2016 Work-Family Researchers Network (Washington, DC) “Decomposing the Self-Employment Gender Gap Across Countries: The Importance of Contextual Factors.” With Misun Lim.

- 2016 Population Association of America (Washington, DC) “Cohort Differences and the Marriage Premium: Emergence of Gender-Neutral Household Specialization Effects.” With Misun Lim.
- 2016 Yale University (New Haven, CT) “Enduring Gender Inequality: Parenthood, Pay, and Work-Family Policies.”
- 2015 U.S. Government Accountability Office (Boston) “Gender Inequality: Motherhood Penalties, Fatherhood Bonuses, and Work-Family Policies.”
- 2015 Family Dynamics Symposium, University of Queensland (Brisbane, Australia) “Work and Families: How Self-Employment Is a Solution to Work-Family Conflict in Cross-National Perspective.”
- 2015 School of Social and Political Sciences Seminar Series, University of Melbourne (Melbourne, Australia) “Are Work-Family Policies Good or Bad for Gender Inequality?”
- 2015 International Life Course Conference (Brisbane, Australia) “Cohort Change in the Marriage Bonus: The Emergence of Gender-Neutral Household Specialization.” With Misun Lim.
- 2015 American Sociological Association (Chicago) “Women's Self-Employment Cross-Nationally: Work-Family Balance, Avoiding the Mommy Track, or Opting Back In?” With Misun Lim, Irene Boeckmann and Breana Swain.
- 2015 Diana Entrepreneurship Research Conference, Babson College (Wellesley, MA) “Unpacking the Gender Gap in Self-Employment in a Cross-National Perspective.” With Misun Lim and Breana Swain.
- 2015 Population Research Center at NORC, University of Chicago (Chicago) “A Cross-National Perspective on Women's Self-Employment: Motherhood, Occupation, Socio-Economic Context, and Work-Family Policies.”
- 2015 Keynote Speaker, Women’s History Month, University of Massachusetts Medical School (Worcester, MA) “Gender Inequalities: Motherhood Penalties, Fatherhood Bonuses, and Work-Family Policies.”
- 2014 Work-Family Researchers Network (New York) “Women’s Self-Employment in Cross-National Perspective: The Importance of Work-Family Policies and Cultural Context.” With Irene Boeckmann, Misun Lim, and Chantal Newkirk.
- 2014 Work-Family Researchers Network (New York) “Women’s Employment Participation and Working Hours in 19 Wealthy Western Countries: How Cultural and Institutional Factors Shape the Motherhood Gap in Employment.” With Irene Boeckmann and Joya Misra.
- 2014 Population Association of America (Boston) “Motherhood, Marriage & Entrepreneurship in Cross-National Perspective” with Misun Lim, Irene Boeckmann, & Chantal Newkirk.
- 2014 Maryland Population Center, University of Maryland (College Park) “Mompreneurs or Just Women in Business? The Impacts of Public Policy, Cultural Norms, and Family Structure on Women’s Entrepreneurship in 15 Countries.”

- 2013 Minnesota Population Center, University of Minnesota (Minneapolis) “Work- Family Policies and Women’s Entrepreneurship in Cross-National Perspective: Preliminary Findings”
- 2013 Population Association of America (New Orleans) “Is it Enough to Stay in School? Race and Gender Differences in the Wage Returns of Educational Attainment.” With Misun Lim, Melissa Hodges, and Melissa Fugerio.
- 2013 Population Association of America (New Orleans) “Mothers’ Employment in 19 Wealthy Western Countries: How Do Cultural and Institutional Factors Shape the Motherhood Employment Participation and Working Hours Gap Among Women with Different Levels of Educational Attainment?” With Irene Boeckmann and Joya Misra.
- 2012 American Sociological Association (Denver) “Overqualified and Underpaid: Understanding the Mechanisms Producing the Earnings Penalty for Care Workers.” With Melissa Hodges.
- 2012 European Population Conference (Stockholm) “How Work-Family Policies Combine to Shape the Motherhood Wage Penalty in Cross-National Perspective.” With Joya Misra and Irene Boeckmann.
- 2012 Population Association of American Annual Meetings (San Francisco) “Is the Motherhood Wage Penalty Worse at the Top or Bottom?” With Paula England, Jonathan Bearak, and Melissa Hodges.
- 2012 Population Association of American Annual Meetings (San Francisco) “How Cultural Attitudes and Work-Family Policies Combine to Predict Maternal Earnings Cross-Nationally.” With Joya Misra Irene and Boeckmann.
- 2012 Center for the Study of Wealth and Inequality, Columbia University (New York) “Gender, Parenthood, and Wage Inequalities in Cross-National Perspective: Do Work-Family Policies and Cultural Context Matter?” Invited talk.
- 2012 Eastern Sociological Society Annual Meetings (New York) “‘Mompreneurs’ in Westernized Countries: How Mothers’ Self-employment Participation Links to Work-Family Policy and Cultural Attitudes.”
- 2011 Catalyst, Inc. (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 & 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 & 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 Strohmeier 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 & 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 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.
- 2006 Cornell University, Department of Organizational Behavior (Ithaca, New York) “Self-Employment Participation & Earnings: The Effects of Gender, Family, & 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.
- 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 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 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:*

- Misun Lim [2019]
- Skylar Davidson [2018]
- Melissa Hodges [2015]
- Irene Boeckmann [2014]
- Jessica Dickson Looze [2014]
- Cathryn Brubaker [2007]

*Dissertation Committees:*

- Nathan Meyers [2020 expected]
- Selin Secil Akin [2019 expected]
- Dustin Avent-Holt [2012]

*Masters Committees Chaired:*

- Misun Lim [2014]
- Ayse Yetis [2008]
- Melissa Fugiero [2006]

*Masters Committees:*

- Karen Brummond [2015]
- Carla Russell [2007]
- Kathleen Boggs [2007]
- Amrita Pande [2006]
- Collette Nadeau [2004]
- Yujia Liu [2004]

*Comprehensive Exam Committees Chaired:*

- Skylar Davidson [2017]

Misun Lim [2014]  
Jessica Looze [2011]  
Melissa Hodges [2008]  
Irene Boeckmann [2008]  
Ayse Yetis [2008]  
Melissa Fugiero [2006]  
Dustin Avent-Holt [2005]

*Comprehensive Exam Committees:*

Young-Joon Bae [2019]  
Misun Lim [2016]  
Tanya Whitworth [2014]  
Eiko Strader [2012]  
Dwanna Robertson [2011; 2013]  
Melissa Hodges [2011]  
Irene Boeckmann [2009]  
Jessica Looze [2009]  
Emanuel Harris [2007]  
Amrita Pande [2006]  
Hilton Kelly [2004; 2005]  
Gregory Adams [2003]  
Cathryn Brubaker [2002]

**SERVICE**

National and International Service for the Discipline

- Executive Officer (elected), 2013-16, Work-Family Researchers Network (WFRN)
  - Member, International Committee, 2014-2016
  - Chair, Journal Task Force Committee, 2013-2014
- Organizer, Population Association of America (PAA) Annual Meeting, 2016
- Member, Harriett Presser Award Committee, 2013, PAA
- Thematic Session Organizer, American Sociological Association (ASA) Annual Meeting, 2013
- Organizer, PAA Annual Meeting, 2013
- Chair, Erwin O. Smigel Award Committee, 2010-13, Society for the Study of Social Problems (SSSP).
- Elected Officer, Committee on Committees, 2010-12, ASA.
- Advisory Board Member, 2009-2012, 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, PAA Annual Meeting, 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

Editorial Board, *Social Forces*, 2014-2022

Editorial Board, *Journal of Marriage and the Family*, 2016-2019

Editorial Board, *American Sociological Review*, 2013-2016

Editorial Board, *Social Politics*, 2012-2015

Board of Advisory Editors for *Social Problems*, 2008 – 2012

Occasional Reviewer for: *American Journal of Sociology*, *Demography*, *Feminist Economics*, *Gender and Society*, *Humanistic Sociology*, *Industrial Relations: A Journal of Economy and Society*, *Journal of Family Issues*, *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

- Chair, Gender Equity/MEPA Committee, Office of the Provost, UMass 2018-present
- Co-Chair, UMass Faculty Activity Reporting Working Group, Office of the Provost, UMass 2018-present
- HERS (Higher Education Leadership Development Program) Campus Coordinator, UMass 2018-present
- Member, Advisory Board for the Institute for Social Science Research (ISSR), UMass 2012-present
- Member, Chancellor's Honorary Degree Committee, 2017-present, UMass
- Co-Chair, Dean of the School of Public Health and Health Sciences Search Committee, UMass, 2018-2019
- Member, Student Learning Outcomes Assessment Project, Office of Academic Planning and Assessment, UMass 2018
- Member, Selection Committee for Departmental Inclusion in the UMass-NSF Teaching Evaluation Pilot Program, 2018
- Member, Chair Search Committee, Department of Political Science, UMass 2018
- Department Chair, Sociology, UMass, 2015-2018
- Undergraduate Program Director, 2012-2014, Department of Sociology, University of Massachusetts (UMass)
- Member, Recruitment Committee for Endowed Chair in the Study of Nonviolent Direct Action and Civil Resistance, 2013-2014, UMass
- Chair, Chair Search Committee, 2012, Department of Sociology, UMass
- Co-Chair, Personnel Committee (elected), 2011-12, Department of Sociology, UMass

- Member, Graduate Program Policy Committee, 2010-11, UMass
- Member, Status on Women Council of the Faculty Senate, 2009-12, UMass
- Member (elected), College Personnel 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

- Expert Witness Testimony, Massachusetts Joint Committee on Labor and Workforce Development hearing on the Equal Pay Bill, S.983 and H.1733, (Boston, MA). July 2015.
- National Public Radio with Bob Oakes, WBUR 90.9FM, “The Parenthood Pay Gap: Why Having children Costs Women More than Men.” September 9, 2014.  
<http://www.wbur.org/2014/09/11/parenthood-pay-gap>
- New Hampshire Public Radio Broadcast, WNHN LP 94.7 FM, “Mothers’ Employment in Wealthy Countries,” August 29, 2013.
- Massachusetts 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.