

# Ember Skye W. Kane-Lee

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I am a research driven social scientist and feminist scholar with years of hands on experience working with a range of clientele across disciplines. My intersectional perspective on issues, social science background, and multi-method approach to research allows my work to be intervention and solutions oriented.

## EDUCATION

University of Massachusetts Amherst, Sociology  
University of Massachusetts Amherst, Sociology  
Brooklyn College, Sociology

PhD, degree conferred 2023  
MA, 2020  
BA, 2013

## WORK EXPERIENCE:

University of Massachusetts, Amherst (2013-Present)

### **Research Manager (2023-Present), Economic and Public Policy Research (EPPR), Donahue Institute**

- Assist various clients from across Massachusetts by constructing and managing research teams to address and answer client's unique economic and public policy queries.

### **Qualitative Methodology Consultant (2021-2023), Institute for Social Science Research (ISSR)**

- Assisted over 70 clients a year with their unique research issues involving data collection, analysis of research materials, translating research for broader audiences and operating qualitative research software.
- Designed and facilitated workshops on methodological techniques such as interviewing, focus groups, ethnographic data collection, pandemic impacts on research and operating data analysis software program (NVivo) for over 100 people each year, including for classrooms and research groups.

### **Research Assistant (2019-2023), National Science Foundation ADVANCE Institutional Transformation**

- Co-collaborator of a research team collecting and analyzing data aimed at cultivating workplace equity, organizational inclusion and gender equity in higher education
- Managed Research: Led research team in the creation and implementation of an evaluative study of the UMass ADVANCE program, which will inform future programming and interventions. Findings will be shared with the program's external evaluators.
- Conducted Research: Assisted in research project design, obtained and stored 80 confidential documents, facilitated 10 focus group interviews, analyzed 58 departmental bylaws, analyzed over 1,750 pages of data
- Communicating Research: two published interdisciplinary journal articles, three journal articles under review, two column pieces with Inside Higher Ed and two publicly available tools on fostering inclusion and equity in higher education - Data collected has been presented at 10 conferences

### **Project Manager, (2018-2023), Sociology Department**

- Responsible for managing a research project examining campus student pranking and bullying culture.
- Trained and supervised seven people on interviewing techniques, who then went on to collect, transcribe, thematically code (using NVivo software) and analyze data collected with interviews done with 60 people
- Preliminary research is under revision with Socius Journal
- Discussed research live in an interview with Wisconsin public radio (The Larry Mieller Show)

### **Research Analyst (2013-2022), Sociology Department**

- Planned and coordinated the facilitation of several long term independent research projects aimed at examining gender and racial inequality in organizations
- Managed research design and data collection logistics of focus group interviews, one-on-one interviews and observation-based research

### **Teaching Instructor (2013- 2015, 2018), Sociology Department**

- Assisted with creation of course syllabi, facilitated discussions for 30-40 students per class, assisted in conflict resolution between students, constructed assignments and content assessment tools.

## SELECT PRESENTATIONS

Presenter with Joya Misra. 2019. *Diversifying Science and Retaining Diversity: Learning from women of color faculty in STEM fields*. ARC Network: Equity in STEM Community Convening. Cleveland, Ohio.

Guest speaker. 2019. *Why we pull pranks*. Wisconsin Public Radio, The Larry Meiller Show.

Panelist. 2018 & 2017. *Navigating the Fellowship Application Process*. University of Massachusetts Amherst Graduate School: Office of Professional Development.

Lecturer. 2016. *Gender Inequality within Sport: An American History*. University of Massachusetts Amherst Sociology.

## SELECT PUBLICATIONS AND REPORTS

**E.S. Kanelee**, E. Mickey, and L. Smith-Doerr. 2022. [Chair's Checklist: Creating Equitable Shared Decision-Making in Departments](#). University of Massachusetts ADVANCE.

**E.S. Kanelee**, E. Mickey, and L. Smith-Doerr. 2022. [Setting the Stage for Equity in Faculty Shared Decision-Making](#). University of Massachusetts ADVANCE.

J. Misra, E. Mickey, **E.S. Kanelee**, and L. Smith-Doerr. 2022. [Creating Inclusive Department Climates in STEM Fields: A Study of Multiple Faculty Perspectives on the Same Departments](#). Journal of Diversity in Higher Education.

**E.S. Kanelee**, J. Misra, and E. Mickey. 2021. [Fostering Inclusion for Black Faculty](#). Understanding and Dismantling Privilege Journal.

J. Misra, **E.S. Kanelee**, E. Mickey. 2021. [Institutional approaches to mentoring faculty colleagues](#). Inside Higher Ed.

E. Mickey, **E.S. Kanelee**, J. Misra. 2020. [10 Small steps for Department Chairs to foster inclusion](#). Inside higher Ed.

**Ember Kanelee**. 2015. [Throw Like a Girl: Challenging and Unpacking Modern Day Gender Norms Within Sport](#). In-class teaching aide. Teaching Resources and Innovations Library for Sociology.

**E.S. Kanelee**, J. Abrams and J. Wynn. "When Does "Messing Around" Get Serious?: Understanding the borders of collegiate social interactions around pranking, hazing, harassment, and bullying." (Under Peer Review)

L. Smith-Doerr, E. Mickey and **E.S. Kanelee**. "Gendered and Racialized Unanticipated Consequences" in Faculty Shared Decision Making: Using research for more equitable departmental practices." (Under Peer Review)

## SELECT FELLOWSHIPS AND AWARDS

Received over \$153,000 in fellowships, grants and awards from a variety of organizations including the National Science Foundation, the American Sociological Association Section on Teaching and Learning in Society, The University of Massachusetts Amherst, Brooklyn College and the City University of New York Graduate Center.

## COMMUNITY ENGAGEMENT

### Western Massachusetts community discussion facilitator (2019-Present)

- Organized and facilitated group discussions on topics impacting the local queer community.
- Discussion topics include Cancel Culture in modern times; Diversity & Allyship in queer spaces; Building communication in Multiple Relationship Forms & How to navigate them

### Committee Coordinator (2014- 2016)

Sociology Graduate Student Association, University of Massachusetts

- Supervised 9 committees and assessed their efficiency and task performance, assisted with issues as they arose, guided committee representatives to all needed resources.

### Conference Co-Organizer (2015)

MASS-CONN Symposium of Qualitative Sociology, Boston College

- Developed a professional conference for researchers which involved logistical management of event programming, securing funding for the event, presenter recruitment and selection processes

## TECHNOLOGIES AND PLATFORMS

Research (Qualtrics, NVivo, MAXQDA, STATA)

Microsoft and Administration (Excel, Word, Powerpoint, Office, Docusign, Zoom)

Social Media (Instagram, Twitter, Facebook)