

KATHERINE WEISSHAAR
Department of Sociology
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EDUCATION

- 2016 Ph.D., Department of Sociology, Stanford University.
Dissertation: “From ‘Opt Out’ to Blocked Out: The Negative Consequences of Intermittent Employment.”
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

University of North Carolina at Chapel Hill

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

PUBLICATIONS

Weisshaar, Katherine, and Patrick Casey⁺. Forthcoming. “100 Years of Sex and Gender in *Social Forces*.” Invited essay for the *Social Forces* centennial.

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

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

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

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

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

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

- Winner of the Rosabeth Moss Kanter Award for Excellence in Work-Family Research.
- Winner of the Devah Pager Outstanding Article Award, Inequality, Poverty, and Mobility Section of the American Sociological Association.
- *Media coverage*: The Economist, Business Insider, Harvard Business Review, CNBC, Axios, The Conversation, Work in Progress Blog, Moneyish, LSE USAPP, Work Flexibility Blog, Seattle Times, The American Lawyer.
- Condensed version 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.

WORKING PAPERS

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.

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

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.”

⁺ indicates graduate student co-author.

FELLOWSHIPS, GRANTS, AND AWARDS

2020-2023	National Science Foundation. Principle Investigator. “A Perfect Match? How Job Demands Shape Gender and Minority Differences in Hiring” (with Koji Chavez, co-PI). \$267,529.
2020-2022	Russell Sage Foundation Presidential Grant, Future of Work program. Principle Investigator. “A Perfect Match? How Job Demands Shape Gender and Racial Discrimination in Hiring” (with Koji Chavez, co-PI). \$49,510.
2021-2022	Graduate Student Mentoring Award, UNC-Chapel Hill Sociology Department.
2019-2020	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.

COMMENTARY AND MEDIA ARTICLES

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

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

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

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

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

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

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

SELECTED 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."

- Yale University School of Management, February 2022.
- Harvard University, Kennedy School, Women & Public Policy Program, October 2021.
- Northwestern University, Department of Sociology, May 2021.
- London School of Economics, Department of Methodology, February 2021.
- University of North Carolina-Charlotte, Department of Sociology, November 2020.
- Annual Meeting of the Population Association of America. 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."

- Berkeley Culture Conference. January 2022.
- 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."

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

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

2022	Sociology 412: Social Stratification; Inequality Workshop
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:

- Erin Davenport – in progress.
- Sarah Brown – in progress.
- Alyssa Browne – in progress.
- Brionca Taylor – completed 2022.
- Caiping Wei – completed 2022.
- 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:

- Christopher Lee – in progress.
- Jordan Young – completed 2022.
- 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 DEPARTMENT OF SOCIOLOGY

- 2021-2022: Colloquium committee member; Carolina Population Center Population Sciences Training Program committee member; Gender comprehensive exam committee chair; Stratification comprehensive exam committee member; Social Forces Advisory Committee member.

- 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

- 2022-present: Member of the *Journal of Marriage and Family* Editorial Board.
- 2019-2022: 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.