

Sheryl L. Skaggs, Ph.D.
Curriculum Vitae

School of Economic, Political and Policy Sciences – Sociology and Public Policy
The University of Texas at Dallas
800 W. Campbell Rd., GR 31; Richardson, TX 75080-3021
972-883-4460; slskaggs@utdallas.edu

Educational History

Ph. D. in Sociology, 2001, North Carolina State University, Sociology
Dissertation title: “Discrimination Litigation: Implications for Women and Minorities in Retail Supermarket Management.”
Chair: Donald Tomaskovic-Devey
Concentration areas: Work, Organizations and Industry; Inequality

Inter-university Consortium for Political and Social Research, 1998
Summer training program in Quantitative Methods Course: Introduction to LISREL Models

M.A. 1997, University of Texas at Arlington, Sociology
Thesis title: “Industry Sectors, Income Differentials, and Engineering Occupations.”
Chair: Dana Dunn

Inter-university Consortium for Political and Social Research, 1996
Summer training program in Quantitative Methods Courses: Regression Analysis; Categorical Data Analysis

B. A., 1988, University Center at Tulsa, Sociology

Professional Experience

Principal Positions:

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|----------------|---|
| 2009 – Present | Associate Professor of Sociology and Public Policy, University of Texas at Dallas |
| 2010 – Present | Associate Program Head, Sociology, University of Texas at Dallas |
| 2002-2009 | Assistant Professor of Sociology, University of Texas at Dallas |
| Spring 2002 | Visiting Assistant Professor of Sociology, University of Texas at Dallas |
| 2001 | Research Associate, The Cecil and Ida Green Center for the Study of Sciences and Society, University of Texas at Dallas |
| 2000-2001 | Instructor, Department of Sociology, Richland College |
| 1997-2000 | Research Assistant, Department of Sociology, North Carolina State University |
| 1997 | Instructor, Department of Sociology, Tarrant County College |
| 1997 | Instructor, Department of Sociology, University of Texas at Arlington |
| 1995 | Teaching Assistant, Department of Sociology, University of Texas at Arlington |
| 1992-1995 | Investigative Specialist, Texas Department of Protective and Regulatory Services, Dallas TX |
| 1991-1992 | Adult Probation Officer, Hunt County Community Supervision, Greenville, TX |
| 1989-1991 | Probation and Parole Officer, Oklahoma Department of Corrections, Tulsa, OK |

Other Employment:

2001 Lecturer, School of Social Sciences, University of Texas at Dallas
Summer 2001 Research Consultant, Cornerstone Assistance Network
Summer 1996 Research Consultant, Department of Management, University of Texas at Arlington

Professional Memberships

Member of the American Sociological Association,
Section on Occupations, Organizations, and Work
Section on Race, Gender, and Class

Member of Southern Sociological Society
Membership Committee 2006-2009

Biltmore Who's Who Among Executives and Professional Women, 2010

Awards and Honors

Who's Who Among America's Teachers, 2005/06

Gamma Sigma Delta Honor Society, initiated 2000

Joseph S. Himes Award, presented by the North Carolina Sociological Association for outstanding graduate student paper, 1999

Outstanding Young Women of America, 1997

Alpha Kappa Delta Honor Society, initiated 1995

Achievements in Original Investigation

Articles in refereed journals:

“Checking the Pulse of Diversity among Healthcare Professionals: An Analysis of West Coast Hospitals.”

Sheryl Skaggs and Julie A. Kmec

The ANNALS of the American Academy of Political and Social Science, forthcoming 2011.

“Organizational Culture as a Predictor of Organizational Diversity Practices.”

Richard Herrera, Phyllis Duncan, Mark Green, Malcolm Ree and Sheryl Skaggs

The Business Journal of Hispanic Research, 5:1, 2011.

“The Relationship between Attitudes Toward Diversity Management in the Southwest USA and the GLOBE Study Cultural Preferences.”

Richard Herrera, Phyllis Duncan, Mark Green, Malcolm Ree and Sheryl L. Skaggs

The International Journal of Human Resources Management, 22:2629-2646, 2011.

“Organizational Approaches to Inequality: Inertia, Relative Power, and Environments.”

Kevin Stainback, Donald Tomaskovic-Devey and Sheryl Skaggs

Annual Review of Sociology, 36:225-267, 2010

“Legal-Political Pressures and African American Access to Managerial Jobs.”

Sheryl Skaggs.

American Sociological Review, 74:225-244, 2009

“Organizational Variation in Formal Equal Employment Opportunity Structures.”

Julie A. Kmec and Sheryl Skaggs

Sociological Forum, forthcoming, 24:47-75, 2009

“Producing Change or Bagging Opportunity? The Effects of Discrimination Litigation on Women in Supermarket Management.”

Sheryl Skaggs

American Journal of Sociology, 113:1148-83, 2008

“Making Change in Female Supermarket Managerial Representation: Examining the Role of Legal, Institutional, and Political Environments.”

Sheryl Skaggs

Research in Political Sociology, 14:181-209, 2005

“Understanding the Effects of Workforce Diversity on Employment Outcomes: A Multidisciplinary and Comprehensive Framework.”

Sheryl Skaggs and Nancy DiTomaso.

Research in the Sociology of Work, 14:279-306, 2004

“Sex Segregation, Labor Processes, Organizations and Gender Earnings Inequality.”

Donald Tomaskovic-Devey and Sheryl Skaggs

American Journal of Sociology, 108:102-28, 2002

“Does Bureaucratization Create Gender Segregated Employment?”

Donald Tomaskovic-Devey and Sheryl Skaggs

Kolner Zeitschrift fur Soziologies und Sozialpsychologie, 41:308-31, 2002

Articles in refereed journals continued:

“An Establishment Level Test of the Statistical Discrimination Hypothesis.”
Donald Tomaskovic-Devey and Sheryl Skaggs
Work and Occupations, 26:420-43, 1999

“Degendered Jobs? Organizational Processes and Gender Segregated Employment.”
Donald Tomaskovic-Devey and Sheryl Skaggs
Research in Social Stratification and Mobility, 17:139-72, 1999

Articles appearing as chapters in edited volumes:

“Gender and Paid Work in Industrial Nations.”
Dana Dunn and Sheryl Skaggs
Handbook of the Sociology of Gender edited by Janet Saltzman Chafetz, New York: Springer Publishing, 321-342, 1999

Other writings:

“Review of Christine L. Williams’s *Inside Toyland: Working, Shopping, and Social Inequality*.”
Sheryl Skaggs
Contemporary Sociology, 36:153-55, 2007

“2005 Texas Glass Ceiling Report”
Sheryl Skaggs
Texas Diversity Council, 2006

“Nonprofits, Women and Social Entrepreneurship.”
Sheryl Skaggs
Work supported by the Kaufman Foundation, 2003

“Latino/a Employment Growth in North Carolina: Ethnic Displacement or Replacement?”
Sheryl Skaggs, Donald Tomaskovic-Devey and Jeffrey Leiter
<http://sasw.chass.ncsu.edu/jeff/latinos/latino.htm>

“Review of Jean Lipman-Blumen’s *The Connective Edge: Leading in an Interdependent World*.”
Sheryl Skaggs
Contemporary Sociology, 29:640-41, 2000

“How Faculty Members Spend Their Time: A Closer Look.”
Beth Anne Shelton and Sheryl Skaggs
Academe, 20:16-20, 1996

Funded Projects:

“Collaborative Research: Diversity in Fortune 500 Companies, 1996-2008.”
Sheryl Skaggs
National Science Foundation (\$59,248) 2011 - 2012

Invited or Refereed Talks/Presentations to Professional Meetings and Seminar Assemblies:

“Driving Organizational Effectiveness: Racial and Gender Managerial Diversity and the Ties that Bind.”
Sheryl Skaggs, Orlando Richard and Goce Andrevski.

Presented at Massachusetts Institute of Technology, Sloan School of Management, Organization Studies Group Seminar Series, 2011

“Driving Financial Performance: An Examination of Managerial Diversity within the U.S. Auto Industry.”

Sheryl Skaggs, Orlando Richard and Goce Andrevski.

Annual Meeting of the Southern Sociological Society, Jacksonville, FL, 2011

Invited Panelist for Session on Equal Employment Opportunity in the Workplace with EEO Commissioner Chai Feldblum and Professor Patricia Yancey Martin.

Annual Meeting of the Sociologists for Women in Society, San Antonio, TX, 2011

“The Racial/Ethnic Composition of Hospital Professionals: An Organizational Analysis.”

Sheryl Skaggs and Julie Kmec

Annual Meeting of the American Sociological Association, Atlanta, GA, 2010

“Does Workplace Sex Discrimination Affect Mental and Physical Health?”

Sheryl Skaggs and Kevin Stainback

Annual Meeting of the American Sociological Association, San Francisco, CA, 2009

“Shaking Things Up or Business as Usual? The Influence of Female Leaders and Non-Managers on Women’s Managerial Representation”

Sheryl Skaggs, Kevin Stainback and Phyllis Duncan

Annual Meeting of the Southern Sociological Society, New Orleans, LA, 2009

“The Impact of Class Action Lawsuits, Federal Court Context and Societal Pressures on African American Access to Management”

Sheryl Skaggs and Chad King

Annual Meeting of the American Sociological Association, Montreal, Canada, 2006

“2005 Texas Glass Ceiling Report”

Sheryl Skaggs

2nd Annual Texas Diversity and Leadership Conference, Dallas, TX, 2006

“Determinants of Varying Levels of Equal Employment Opportunity Structures: Evidence from a Sample of Hospitals”

Julie Kmec and Sheryl Skaggs

Annual Meeting of the American Sociological Association, Philadelphia, PA, 2005

“Understanding the Effects of Workforce Diversity on Employment Outcomes: A Multidisciplinary and Comprehensive Framework”

Sheryl Skaggs and Nancy DiTomaso

Annual Meeting of the American Sociological Association, San Francisco, CA, 2004

Invited or Refereed Talks/Presentations to Professional Meetings and Seminar Assemblies, continued:

“Producing Change or Bagging Opportunity? The Effects of Discrimination Litigation on Women and Minorities in Supermarket Management”

Sheryl Skaggs

Annual Meeting of the American Sociological Association, Chicago, IL, 2002

“Displacement or Replacement? Changes in Occupational Distributions and Wages in the North Carolina Industries Where Latinos Went to Work in the 1990s”

Jeffrey Leiter, Corre Robinson, and Sheryl Skaggs

Annual Meeting of the Southern Sociological Society, Baltimore, MD, 2002

“Gender Differences in Promotion: An Intrafirm Analysis”

Sheryl Skaggs

Annual Meeting of the American Sociological Association, Chicago, IL, 1999

“Degendered Jobs: Organizational Processes and Gender Segregated Employment”

Donald Tomaskovic-Devey and Sheryl Skaggs

Annual Meeting of the American Sociological Association, San Francisco, CA, 1998

“Research and/or Teaching? How Faculty Allocate Time”

Beth Anne Shelton and Sheryl Skaggs

Annual Meeting of the American Sociological Association, San Francisco, CA, 1998

“Industry Sectors, Engineers, and The Earnings Determination Process”

Sheryl Skaggs

Annual Meeting of the American Sociological Association, Toronto, Canada.

“Earnings Inequality, Industry Sectors, and Engineering Occupations: The Effects of Race and Gender”

Sheryl Skaggs

Annual Meeting of the Southwestern Sociological Association, New Orleans, LA, 1997

Contributed (unrefereed) Abstracts and/or Oral Presentations at Professional Meetings:

“Author Meets Critics session for Fredrik Andersson, Harry J. Holzer, and Julia I. Lane's manuscript *Moving Up or Moving On: Who Advances in the Low-Wage Labor Market?*”

Sheryl Skaggs, panel discussant

Annual Meeting of the Southern Sociological Society, New Orleans, LA, 2006

“Race, Gender, and Workplace Inequality”

Sheryl Skaggs, panel discussant

Annual Meeting of the Society for the Study of Social Problems, Labor Studies Division
Chicago, IL, 2002

“Gender, Bureaucracy and Authority in Organizations”

Sheryl Skaggs, panel discussant

American Sociological Association Meetings, Section on Sociology of Sex and Gender
Chicago, IL, 2002

Works In Progress:

Submitted for publication

“Shaking Things Up or Business as Usual?”
Sheryl Skaggs, Kevin Stainback and Phyllis Duncan
Submitted to *Social Science Research*

“Workplace Sex Discrimination and Health: Does Workplace Context Matter?”
Sheryl Skaggs and Kevin Stainback
Submitted to *Social Science Quarterly*

In preparation

“Driving Organizational Effectiveness: Racial and Gender Managerial Diversity and the Ties that Bind.”
Sheryl Skaggs, Orlando Richard and Goce Andrevski.

“Does Proximity Matter? Examining the Indirect Effects of Discrimination Litigation on Women's Managerial Representation.” Sheryl Skaggs

Teaching

| | | |
|------------------------------------|------------------------------|-------|
| Class, Status and Power | Gender and Work | |
| Work and Occupations | Social Welfare Policy | |
| Social Theory | Social Problems | Race, |
| Gender and Class | Introduction to Sociology | |
| Socio-Economic Theories (graduate) | Gender and Policy (graduate) | |
| Social Stratification (graduate) | | |

VI. Service

A. Professional:

2011
American Sociological Association, Section on Organizations, Occupations and Work
Thompson Award Committee Member

2011
Invited Panelist for the National Science Foundation (NSF) Graduate Research Fellowship Program

2009/2010
Anonymous Reviewer, *Work and Occupations*

2009/2010
Anonymous Reviewer, National Science Foundation

Summer 2009
Anonymous Reviewer, *American Sociological Review*

Summer 2009

Anonymous Reviewer, *American Journal of Sociology*

Service - Professional continued:

Spring 2009

Anonymous Reviewer, *Research Institute of Asian Women*

Spring 2009

Submission Reviewer, International Conference on Advances in Management

2008/09

Anonymous Reviewer, National Science Foundation

2008/09

Anonymous Reviewer, *American Journal of Sociology*

Summer 2008

Anonymous Reviewer, *American Sociological Review*

Summer 2008

Anonymous Reviewer, *The Sociological Quarterly*

Summer 2008

Organizer for regular session, "Jobs, Occupations and Work" (37 papers submitted)

American Sociological Association Meetings, Boston, MA.

2007/08

Anonymous Reviewer, *The Sociological Quarterly*

2007/08

Anonymous Reviewer, *Social Problems*

Summer 2007

Anonymous Reviewer, *American Journal of Sociology*

Summer 2007

Anonymous Reviewer, *Social Science Research*

2007/08

Journal Reviewer, *Gender, Work & Organization*

2007/08

Anonymous Reviewer, *Social Problems*

2006/07

Anonymous Reviewer, *American Sociological Review*

2006/07

Anonymous Reviewer, *American Journal of Sociology*

2006/07

Advisor and participant for the Gender Diversity Workshop on Graduate Women's Recruitment and

Retention, supported by the National Center for Women and Information Technology, San Diego, CA

Service - Professional continued:

2006/07

Anonymous Reviewer, *Women and International Development Publication Series*

Summer 2006

Anonymous Reviewer, *American Sociological Review*

Summer 2006

Anonymous Reviewer, *Research in Political Sociology*

2005/06

Anonymous Reviewer, *Social Problems*

2005/06

Anonymous Reviewer, *Sex Roles*

2005/06

Anonymous Reviewer, *Work and Occupations*

2005/06

Reviewer, *Social Problems*, John J. Macionis (2nd Edition)

Summer 2005

Advisor to Equal Employment Opportunity Commission Strategic Planning Committee

2004/05

Anonymous Reviewer, National Science Foundation, Sociology Program

2004/05

Anonymous Reviewer, *Social Problems*, May

2004/05

Anonymous Reviewer, *Social Problems*, February

2004/05

Co-Organizer for regular session, "Workplace Diversity" (15 papers submitted) American Sociological Association Meetings, San Francisco, CA.

2004/05

Co-Organizer for Organizations, Occupations and Work roundtables (165 papers submitted), American Sociological Association Meetings, San Francisco, CA.

2003/04

Anonymous Reviewer, National Science Foundation, Sociology Program

2003/04

Co-Organizer for Special invited session, "Gender, Labor, and Globalization" (5 papers submitted) American Sociological Association Meetings, Atlanta, GA.

Service - Professional continued:

Summer 2003

Panel Presider, "Gender, Labor, and Globalization" American Sociological Association Meetings, Atlanta, GA

2002/03

Advisor to Equal Employment Opportunity Commission Strategic Planning Committee

Service – Community:

2005/06

Texas Diversity Council, North Texas Advisory Board

2005/06

Texas Glass Ceiling Commission