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Updated August 17, 2007

### 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

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

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

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**

- 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**

##### Academic Articles and Chapters

- Forthcoming    “Work-Family Policies and Poverty for Partnered and Single Women in Europe and North America.” With Joya Misra and Stephanie Moller. *Gender & Society*, December 2007.
- Forthcoming    “Pay Equity.” With Dustin Avent-Holt. In Encyclopedia on Race and Racism, John H. Moore, editor. MacMillan Press.
- 2007            “Employment, Wages, and Poverty: Reconciliation Policies and Gender Equity.” 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.
- 2006            “Gender, Self-Employment, and Earnings: The Interlocking Structures of Family and Professional Status.” Michelle J. Budig. *Gender & Society* 20(6):725-53.
- 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 “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.
- 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.
- 2003 “Are Women’s Employment and Fertility Histories Interdependent? An Examination of Causal Order Using Event History Analysis.” Michelle J. Budig. *Social Science Research Review* 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.  
  
Condensed version reprinted in Amy Wharton, ed. 2004. Gender Theory and Research: An Introduction. Malden, MA: Blackwell Publishers.  
  
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.

### Book Reviews

- Forthcoming “Selling Women Short: Gender and Money on Wall Street,” by Louise Marie Roth. Michelle J. Budig. *Contemporary Sociology*.
- 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

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

"Race and Childlessness in America: Similarities in Trends and Pathways to Childlessness among Black and White Women, 1988-2002." With Jennifer Lundquist and Anna Curtis. *Under Review at Demography*.

"The Romance of College Attendance: Higher Education Stratification and Mate Selection." With Richard Arum and Josipa Roksa. *Under Review at Research in Social Stratification and Mobility*.

"Feminist Theory." With Katherine Jones. Invited essay for Encyclopedia of Social Problems, Vincent N. Parrillo, editor. Sage Publications. *Under Review*.

#### Work in Progress

"Sons and Fathers: The Effect of Child Gender on the Wage Premium for Fatherhood in a Cross-National Perspective." With Janet Gornick and Irene Boeckmann.

"Racial Differences and Similarities Among Childless, Only-Child, and Multiple Children American Women, 1988-2001." With Jennifer Lundquist, Anna Curtis, and Emmanuel Harris.

"Family Policies and the Wage Penalty for Mothers Cross-Nationally." With Joya Misra and Irene Boeckmann.

"Racial Differences in the Effects of Education on Earnings: Findings from the NLSY, 1979-2000." With Melissa Fugiero.

"Differences in Disadvantage: How the Wage Penalty for Motherhood Varies Across Women's Earnings Distribution." With Melissa Hodges.

"Trends in Women's and Men's Self-Employment Participation, 1950-2000." Michelle J. Budig.

"Employment Quality and the Work Trajectories of Non-College Youth." Michelle J. Budig.

"Changing Rhythms of American Family Life," by Suzanne M. Bianchi, John P. Robinson, and Melissa A. Milkie. Michelle J. Budig. Book Review for *Industrial and Labor Relations Review*.

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

- Under Review, “The Cross-National Impact of Social Policies on Family Well-Being,” with Joya Misra. Submitted to National Institute for Child Health and Development.
- 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.
- 2006-08, “The Cross-National Effects of Work-Family Policies on the Wage Penalty for Motherhood,” with Joya Misra. National Science Foundation, \$108,000
- 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
- 2004 College of Social and Behavioral Sciences Faculty Research Grant, \$2,500
- 2004 College of Social and Behavioral Sciences Travel Grant, University of Massachusetts
- 2003 Summer Workshop for the National Longitudinal Survey of Youth 1997 Cohort, Bureau of Labor Statistics
- 2002 Faculty Travel Grant, University of Massachusetts
- 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

## **PRESENTATIONS AND INVITED TALKS**

- 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 Population Association of America (New York, NY) Discussant for Session, “Gender and Work.”
- 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 American Sociological Association (Montreal, Canada) Discussant for Sex and Gender Paper Session, “Emerging Issues in Gender Inequality and Work.”
- 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, Wages, 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]

*Dissertation Committees:*

Catherine Haskins [2007 expected]

*Masters Committees Chaired:*

Ayse Yetis [2007]

Melissa Fugiero [2006]

*Masters Committees:*

Carla Russell [2007]

Kathleen Boggs [2007]

Amrita Pande [2006]

Collette Nadeau [2004]

Yujia Liu [2004]

*Comprehensive Exam Committees Chaired:*

Melissa Hodges [2008 expected]

Irene Boeckmann [2007 expected]

Emmanuel Harris [2007 expected]

Melissa Fugiero [2006]

Dustin Avent-Holt [2005]

*Comprehensive Exam Committees:*

Jessica Looze [2007 expected]

Amrita Pande [2006]

Hilton Kelly [2004; 2005]

Gregory Adams [2003]

Cathryn Brubaker [2002]

**SERVICE**



### National Service for the Discipline

- Organizer, Population Association of America Annual Meeting, 2008
- Council Member (elected), 2007-2009, American Sociological Association section on Sex & Gender
- Organizer, American Sociological Association Section on Sex & Gender Annual Meeting Roundtables, 2007
- Chair, Nominations Committee, American Sociological Association Section on Sex & Gender, 2005-06
- Member, Committee on the Status of Women, Eastern Sociological Society, 2005-07
- Member, Nominations Committee, American Sociological Association Section on Organizations, Occupations, and Work, 2005-06
- Member, Rose Laub Coser Committee, Eastern Sociological Society, 2005-06
- 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.
- Award Committee Member, 2004 - 2006 Rosabeth Moss Kanter Awards 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, American Sociological Association section on Organizations, Occupations, & Work
- Session Organizer, American Sociological Association Annual Meeting 2003
- Session Organizer, Population Association of America Annual Meeting 2002
- Session Presider, Population Association of America Annual Meeting 2001
- Council Member, ASA Section on Sex & Gender, 2000-01
- Council Member, ASA Section on Organizations, Occupations, & Work, 1998-2000
- Program Committee Member, ASA Section on Organizations, Occupations, & Work, 1999

### Journal Referee

*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

- 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, 2006-2007
- Reviewer, Israel Science Foundation, Israel Academy of Sciences and Humanities, 2004
- 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
- Reviewer, National Science Foundation, Sociology Program, Economics Program, 2002

#### 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, Sociologists for Women in Society, 2001-present

#### University Service

- Member, College of Social and Behavioral Sciences Research Council, 2006-2007 University of Massachusetts
- Member, Personnel Committee, 2006-2007, University of Massachusetts
- Member, Departmental Chair Search Committee, 2005-2006, University of Massachusetts
- Faculty Reviewer, 2004-2006, 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> Annual Undergraduate Conferences, Commonwealth College, University of Massachusetts
- Member, Recruitment Committee, 2005-2006, University of Massachusetts
- Member, Recruitment Committee, 2003-2004, University of Massachusetts
- Member, Recruitment Committee, 2002-2003, University of Massachusetts
- Member, Graduate Studies Committee, 2002-2003, University of Massachusetts
- Member, Hiring Committee for Research Support Analyst, 1998, University of Arizona
- Member, Recruitment Committee, 1995-1996, University of Arizona

#### Professional Service to the Community

- Member, Williamsburg Library Planning Community Committee, June-October 2004, Williamsburg, Massachusetts
- Delegate, Massachusetts Democratic Convention, May 2002, Worcester, Massachusetts
- Participant, Working Families Massachusetts Conference, October 2001, Boston, Massachusetts