

Irene Padavic
Curriculum Vitae
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Department of Sociology
Florida State University
Tallahassee, FL 32306-2270
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Education

Ph.D., Sociology, University of Michigan, 1987
M.A., Sociology, University of Michigan, 1984
A.B., Sociology and Religion, Smith College, 1979

Present Position

Assistant Professor to Professor, Florida State University, 1987 to Present
Chair, Department of Sociology, 2007-Present

Research Interests

Inequality, Work, Gender, Race, Family

Grants and Awards

FSU Graduate Faculty Mentor Award
FSU Sociology Graduate Student Union, "Contribution to Graduate Education, 2005-06" Award
Co-PI, NICHD, Federal Policies and Childcare Arrangements among the Poor, \$141,143
FSU Council for Instruction Award, 2002
Fellow, Radcliffe Institute for Advanced Study at Harvard University, 2000-01
Association for Institutional Research Award, 2000
Sociologists for Women in Society Mentoring Award, 1999
ASA/NSF Fund for the Advancement of the Discipline Award, 1999
Committee on Faculty Research Support Award, 1999
Board of Regents Distinguished Community Service Award, 1999
Sociology Department "Best Teacher Award," 1998
Division of Student Affairs "Being There Award," 1998
Teaching Incentive Program Award, 1994 and 1999
"Problems of the Discipline" Grant, ASA, 1989
Committee on Faculty Research Support, 1989
Florida State University Summer Support, 1988

Teaching Experience

Race and Gender in Organizations (graduate)
Inequalities: Race, Class, and Gender (graduate)
Family-Work Linkages (graduate)
Gender and Work (graduate)
Professional Socialization (graduate)
Family Problems and Social Change
Social Problems
Gender and Work
Ethnographies of Work
Masculinities

Publications

- 2007 Robin Ely and Irene Padavic. "A Feminist Analysis of Organizational Research on Sex Differences". Academy of Management Review 32(4): 1121-1143.
- 2007 Douglas P. Schrock and Irene Padavic. "Negotiating Hegemonic Masculinity in a Batterer Intervention Program" Gender & Society 21(5): 625-649.
- 2007 Cheryl L. Robbins and Irene Padavic. "Structural Influences on Racial and Ethnic Disparities in Women's Health Care." Sociology Compass 1(2): 682-700.
- 2005 Irene Padavic. "Laboring Under Uncertainty: Identity Renegotiation among Contingent Workers." Symbolic Interaction 28(1): 111-134.
- 2005 Anastasia Prokos and Irene Padavic. "An Examination of Competing Explanations for the Pay Gap Among Scientists and Engineers." Gender & Society 19(4): 523-543.
- 2005 Lori Reid and Irene Padavic. "Employment Exits and the Race Gap in Young Women's Employment." Social Science Quarterly 86: 1242-1260.
- 2005 Mindy Stomblor and Irene Padavic. "Sister Acts: Resistance in Sweetheart and Little Sister Programs." P. 233-51 in The Legacy and the Vision: A Critical Look at African American Fraternities and Sororities. Edited by Tamara L. Brown, Gregory S. Parks, and Clarenda M. Phillips. Lexington: University of Kentucky Press.
- 2004 Irene Padavic. "Gender and the Construction of Workplace Dignity." Contemporary Sociology 33(1): 10-12.
- 2003 Irene Padavic and Barbara Reskin. "The Wage Gap." Encyclopedia of Men and Masculinities, edited by Michael Kimmel. NY:ABC-Clio.
- 2002 Irene Padavic and Barbara Reskin. Women and Men at Work, Second edition. Thousand Oaks CA: Pine Forge Press.
- 2002 Karin Brewster and Irene Padavic. "No More Kin Care?" Change in Black Mothers' Reliance on Relatives for Childcare, 1997-1994." Gender & Society 16(4) 546-63.
- 2002 Anastasia Prokos and Irene Padavic. "There Oughtta Be a Law Against Bitches: Masculinity Lessons in Police Academy Training." Gender, Work, and Organization 9 (4) 438-58.
- 2000 Karin Brewster and Irene Padavic. "Change in Gender Ideology, 1977-1996: The Contributions of Intracohort Change and Population Turnover." Journal of Marriage and the Family 62:477-487.
- 2000 Anastasia Prokos and Irene Padavic, "Earn all that You Can Earn: Income Differences between Women Veterans and Non-Veterans." Journal of Political and Military Sociology 28(1):60-74.
- 1999 Alexandra Berkowitz and Irene Padavic. "Getting a Man or Getting Ahead: A Comparison of White and Black Sororities." Journal of Contemporary Ethnography 27:530-557.

Reprinted in Pp. 132-150 in The Family Experience: A Reader in Cultural Diversity, 4th ed., edited by Mark Hutter. Boston, MA: Pearson Education, Inc.

Reprinted in Inside Social Life: Readings in Social Psychology and Microsociology, 4th ed., edited by Spencer E. Cahill. Los Angeles, CA: Roxbury Publishing Company.

- 1999 Barbara Reskin and Irene Padavic. "Sex, Race, and Ethnic Inequality at Work." Pps. 343-374 in Handbook on Gender Sociology, edited by Janet Chafetz. New York: Plenum.
- 1997 Irene Padavic and James D. Orcutt. "Perceptions of Sexual Harassment in the Florida Legal System: A Comparison of Dominance and Spillover Explanations." Gender & Society 11:682-698.
- 1997 Mindy Stomblor and Irene Padavic. "Sister Acts: Accommodation and Resistance to Men's Domination in Fraternity Little Sister Programs." Social Problems 44:257-275.
- 1996 Irene Padavic. "Women in Blue-Collar Jobs." Pages 147-151 in Women and Work: A Handbook, New York: Garland Publishing. (Reprinted in paperback by Rutgers, 1997, as Women and Work: A Reader.)
- 1994 Barbara Reskin and Irene Padavic. Women and Men at Work. Thousand Oaks: Pine Forge Press, Sage Publications.
- 1994 Irene Padavic and William Earnest. "Paternalism as a Component of Managerial Strategy." The Social Science Journal 31:389-404.
- 1993 Irene Padavic. "Agricultural Restructuring and the Spatial Dynamics of U.S. Women's Employment in the 1970s." Rural Sociology 58:210-232.
- 1993 Janet Kodras and Irene Padavic. "Economic Restructuring and Women's Sectoral Employment in the 1970s: A Spatial Investigation Across 380 U.S. Labor Market Areas." Social Science Quarterly 74:1-27.
- 1992 Irene Padavic. "Labor Control in a 'New South' Community." Humanity and Society 16:350-368.
- 1992 Irene Padavic. "White-Collar Work Values and Women's Interest in Blue-Collar Jobs." Gender & Society 6:215-230.
- 1991 Irene Padavic. "Attractions of Male Blue-Collar Jobs for Black and White Women: Economic Need, Exposure, and Attitudes." Social Science Quarterly 72:33-49.
- 1991 Irene Padavic. "The Re-Creation of Gender in a Male Workplace." Symbolic Interaction 14:279-294.
- 1990 Irene Padavic and Barbara Reskin. "Men's Behavior and Women's Interest in Blue-Collar Jobs." Social Problems 37:613-628.
- 1988 Barbara Reskin and Irene Padavic. "Supervisors as Gatekeepers: Male Supervisors' Response to Women in Blue-Collar Plant Jobs." Social Problems 35:536-550.

Presentations (last 10 years)

- 2008 Critic at Author-meets-Critics session on Pamela Stone's *Opting Out? Why Women Really Quite Careers and Head Home*. Southern Sociological Society, Richmond.
- 2007 Irene Padavic and Mindy Stomblor. "Show Me the Subway, and I'll Go Down: Contestation over Masculinity in Rap, Hip Hop, and R&B." Society for the Study of Social Problems. New York.
- 2007 Irene Padavic and Mindy Stomblor. "Show Me the Subway, and I'll Go Down: Contestation over Masculinity in Rap, Hip Hop, and R&B." Southern Sociological Society. Atlanta.
- 2006 Douglas Schrock and Irene Padavic. "Negotiating Manhood: Contests over Masculinity in a Men's Anti-Battering Program Paper presented at the American Sociological Association meeting, Montreal.
- 2006 Critic at Author-meets-Critics session on Epstein and Kalleberg's *Fighting for Time*, Southern Sociological Society meeting, New Orleans.

- 2006 Douglas Schrock and Irene Padavic. "Competing Definitions of Manhood." Paper presented at the Southern Sociological Society meeting, New Orleans.
- 2005 "Lisa Weinberg and Irene Padavic. "Of Babes and Babies: The Reproduction of Gender on Web Portals." Paper presented at the Southern Sociological Association meeting. Charlotte.
- 2005 Robin Ely and Irene Padavic. "A Feminist Analysis of Organizational Research on Sex Differences: Suggestions for Advancing the Field." Academy of Management meeting, Honolulu.
- 2005 "Studies of Gender in the Workplace: What's Race Got to Do with It"? Invited presentation at Vanderbilt University, AKD induction.
- 2004 Lori Reid, Karin Brewster, Irene Padavic. "Marriageability and Black Women's Employment" Paper presented at the American Sociological Society meeting, San Francisco.
- 2004 Patricia Martin, Monica Boyd, Irene Padavic. "Gender, Computer Usage and Earnings." Paper presented at the American Sociological Association, San Francisco.
- 2004 Anastasia Prokos and Irene Padavic. "Women Veterans' Earnings." Paper presented at the Society for the Study of Social Problems, San Francisco.
- 2004 Irene Padavic. "Historic Trends and Future Implications of Labor Force Participation and Sex Segregation." Presented at the annual Journalism/Work-Family Conference sponsored by Brandeis University.
- 2003 Irene Padavic and Karin Brewster. Race Differences in the Use of Relatives as Childcare Providers. Presented at the American Sociological Association in Atlanta.
- 2003 Anastasia Prokos and Irene Padavic. The Wage Gap Among Scientists and Engineers. Presented at the American Sociological Association in Atlanta.
- 2003 Irene Padavic and Karin Brewster. "Kin Care and Preschool Children: The Interaction of Race and Marital Status." Presented at the Southern Sociological Society in New Orleans.
- 2003 Irene Padavic. "Author Meets Critics: Randy Hodson's *Dignity at Work*." Presented at the Southern Sociological Society in New Orleans.
- 2003 Irene Padavic and Karin Brewster. "Kin Care and Preschool Children: The Interaction of Race and Marital Status." Presented at the Population Association of America in Minneapolis.
- 2002 Karin Brewster and Irene Padavic. "No More Kin Care? Change in Black Mothers' Reliance on Relatives for Child Care, 1987-1994." Presented at the ASA meetings in Chicago.
- 2002 Karin Brewster and Irene Padavic. "No More Kin Care?" Change in Black Mothers' Reliance on Relatives for Childcare, 1997-1994." Annual meeting of the Population Association of America. Atlanta.
- 2001 "Explaining the Sex Pay Gap in Science and Engineering Fields" (with Anastasia Prokos). Presented at the annual meetings of the ASA, Anaheim.
- 2000 "Sociological Perspectives on Gender and Work." Invited presentation at the Radcliffe Institute for Advanced Study at Harvard University, Cambridge MA, November.
- 2000 "Fathers' Involvement in Child Care: Race Effects and Change Over Time" (with Karin Brewster and John Fulton). Presented at the PAA meetings, LA.
- 2000 "Fathers' Involvement in Child Care: Race Effects and Change Over Time" (with Karin Brewster and John Fulton). Presented at the "Work and Family: Expanding the Horizons" conference sponsored by UC-Berkeley/Business and Professional Women's Foundation, Berkeley.
- 2000 "Sociological Perspectives on Gender and Work." Presented at Radcliffe Institute's Public Lecture Series. Cambridge MA.
- 1999 "Incorporating Gender and Race into Theorizing about the Employment Relationship." Presented at the FSU School of Business.
- 1999 "The Changing Determinants of Child Care Choice in the United States: 1977 to 1994 (with Karin Brewster and John Fulton). Presented at the Annual Meetings of the American Sociological Association, Chicago.
- 1999 "Incorporating Race and Gender in Thinking about the Employment Relationship." Presented at the Annual Meetings of the Academy of Management, Chicago.
- 1999 "Coping with Contingency: Workers' Adaptations to the New Globalism." Invited presentation at Smith College.
- 1998 "Changes in Gender Ideology, 1977-1996: The Contributions of Intracohort Change and Population Turnover." (with Karin Brewster). Presented at the Annual Meetings of the American Sociological Association, San Francisco.

- 1997 "Report on the 1993-94 Sexual Harassment Survey at Florida State University." (with Michael Armer). Presented at the Sociologists Against Sexual Harassment Annual meetings, Toronto.
- 1997 "Laboring Under Uncertainty: Contending with the Demands of Contingent Employment." Presented at the Society for the Study of Social Problems Annual meetings, Toronto.
- 1997 "Working Hard or Hardly Working?: Contingent Workers' Commitment to Employers." Presented at the Southern Sociological Society Annual meetings, New Orleans.

Disciplinary Service last 10 years

- 2006-2008 Council member, Organizations, Occupations and Work Section of the ASA
- 2006 Chair, Distinguished Book Award Committee, Sex and Gender section of ASA
- 2004-2008 Member of NSF site-visit team (various locations) for evaluation of ADVANCE program awards
- 2004-2006 Nominations committee of ASA
- 2003-2007 Director, Nag's Heart Seminars
- 2004-2006 Executive Committee, Southern Sociological Society
- 2004-2007 Council member, Sex and Gender Section of the ASA
- 2003-2006 Southern Sociological Society, Committee on the Status of Women; Chair 2006
- 2004 Southern Sociological Society, Program Committee
- 2000-2003 Board of Directors, Society for the Study of Social Problems
- 2000-2004 Editorial Board, Rose Monograph Series
- 1998-2001 Editorial Board, American Sociological Review
- 1997-2002 Editorial Board, Social Problems

University Service

- Subcommittee on faculty recruitment and retention of the FSU Strategic Planning Committee, 2008
- Presenter at Graduate Student Workshop "Oral Presentations in the Social and Behavioral Sciences," 2008
- Featured Speaker at FSU's Annual Celebration of Graduate Student Excellence, 2008
- University Promotion and Tenure Committee. 2006-07
- University Safety Committee. 2005-present
- University Admissions Committee. 1999-present
- Association of Women Faculty and Administrators, Board member, 2003-2005
- Co-Organizer, Winthrop-King Conference on Anti-discrimination Policy in France and the U.S. 2002
- Ad hoc* member, University Graduate Policy Council, 2000
- College Promotion and Tenure Committee. 1999-2000, 2006-07
- College Policy and Academic Affairs Committee. 1997-2000, 2003-07
- Program Committee, Women's Studies. 1993-present
- Mentor for the Office of Women's Concerns. 1993-1998

Departmental Service

- Chair, 2007-present
- Bylaws Rewrite Committee, Chair, fall 2006
- Graduate Program Committee Chair, 2005-06
- Interim Graduate Director, spring 2000
- Policy Committee, 1991-1995; 1996-00; 2001-04, 2006-07
- Awards Committee Chair, 1999
- Sociology Club founder and advisor. 1997-1999; 01-02
- Newsletter Editor and Publicity Coordinator, 1998-2001; 2003
- Undergraduate Advisor. 1993-1995 and fall, 1996
- Sociologists for Women in Society organizer, 1987-2006