

## ELIZABETH H. GORMAN

Department of Sociology  
University of Virginia  
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### EDUCATION

- Ph.D. Harvard University, Sociology, 2001
- A.M. Harvard University, Sociology, 1996
- J.D. University of Chicago School of Law, 1985
- A.B. Harvard University, *magna cum laude*, History and Literature, 1980

### PROFESSIONAL EXPERIENCE

- Associate Professor*, Department of Sociology, University of Virginia, 2009- present
- Assistant Professor*, Department of Sociology, University of Virginia, 2001- 2009
- Visiting Scholar*, Department of Sociology, Harvard University, 2004-2005
- Instructor*, Program on Social Studies, Harvard University, 2000-2001
- Tutorial Instructor*, Department of Sociology, Harvard University, 2000
- Teaching Assistant*, Department of Sociology, Harvard University, 1993, 1995, 1999
- Associate*, Sullivan & Cromwell, New York, NY, 1988-1991
- Associate*, Covington & Burling, Washington, DC, 1986-1988
- Judicial Clerk*, Hon. Francis D. Murnighan Jr., U.S. Court of Appeals for the Fourth Circuit, Baltimore, MD, 1985-1986

### AREAS OF SPECIALIZATION

Work, labor markets, professions, organizations, gender, inequality, law, economic sociology, quantitative methods.

### PUBLICATIONS

#### *Articles and Book Chapters*

Kmec, Julie A. and Elizabeth H. Gorman. "Gender and Discretionary Work Effort: Evidence from the United States and Britain." Forthcoming, *Work and Occupations*.

Gorman, Elizabeth H., and Julie A. Kmec. 2009. "Hierarchical Rank and Women's Organizational Mobility: Glass Ceilings in Corporate Law Firms." *American Journal of Sociology* 114: 1428-1474.

Fiona Kay and Elizabeth H. Gorman. 2008. "Women in the Legal Profession." *Annual Review of Law and Social Science* 4:299-332.

Gorman, Elizabeth H., and Julie A. Kmec. 2007. "We (Have to) Try Harder: Gender and Required Work Effort in Britain and the United States." *Gender and Society* 21: 828-856.

Gorman, Elizabeth H. 2006. "Work Uncertainty and the Promotion of Professional Women: The Case of Law Firm Partnership." *Social Forces* 85: 865-890.

Gorman, Elizabeth H. 2006. "Explaining the Spread of Firm In-House General Counsel Positions." *University of North Carolina Law Review* 84: 1577-1589.

Gorman, Elizabeth H. 2005. "Gender Stereotypes, Same-Gender Preferences, and Organizational Variation in the Hiring of Women: Evidence from Law Firms." *American Sociological Review* 70: 702-728.

Marsden, Peter V., and Elizabeth H. Gorman. 2001. "Social Networks, Job Changes and Recruitment." Pp. 467-502 in *Sourcebook of Labor Markets: Evolving Structures and Processes*, edited by Ivar Berg and Arne L. Kalleberg. New York: Plenum Press.

Gorman, Elizabeth H. 2000. "Marriage and Money: The Effect of Marital Status on Attitudes toward Pay and Finances." *Work and Occupations* 27: 64-88.

Gorman, Elizabeth H. 1999. "Moving Away from 'Up or Out': Determinants of Permanent Employment in Law Firms." *Law and Society Review* 33: 637-666.

Reprinted at pp. 324-333 in *Regan and Bauman's Legal Ethics and Corporate Practice*, edited by Milton Regan and Jeffrey Bauman. Thomson (2006).

Gorman, Elizabeth H. 1999. "Bringing Home the Bacon: Marital Allocation of Income-Earning Responsibility, Job Shifts, and Men's Wages." *Journal of Marriage and the Family* 61: 110-122.

Marsden, Peter V., and Elizabeth H. Gorman. 1999. "Social Capital in Internal Staffing Practices." Pp. 180-196 in *Corporate Social Capital and Liability*, edited by Roger Leenders and Shaul Gabbay. Amsterdam: Kluwer Academic Publishers.

#### *Book Reviews*

2008. "The Politics of Sexual Harassment: A Comparative Study of the United States, the European Union and Germany," by Kathrin Zippel. *Gender & Society* 22: 828-830.

2007. "Urban Lawyers: The New Social Structure of the Bar," by John Heinz, Robert Nelson, Rebecca Sandefur, and Edward Laumann. *American Journal of Sociology* 113: 890-892.

2007. "The Work and Family Handbook: Multi-Disciplinary Perspectives and Approaches," edited by Marcie Pitt-Catsouphes, Ellen Ernst Kossek, and Stephen Sweet. *Contemporary Sociology* 36: 41-43.

2005. "The Sociology of Financial Markets," by Karin Knorr Cetina and Alex Preda. *Journal of Investment Management* 3: 93-94.

2005. "Feminist Activism in the Supreme Court," by Christopher Manfredi. *Gender and Society* 19: 418-429.

## **WORK UNDER REVIEW AND IN PREPARATION**

“Law Firms' Employment Practices and the Representation of Minority Associates and Partners.” In preparation.

“The Changing Worlds of Professional Work: New Markets, New Morals, New Models.” *Work and Occupations* (with Rebecca Sandefur). Editorial review essay in preparation for special issue.

“Cultivating Employees: Training Norms, Gender, and Promotion in Law Firms” (with Tristan Bridges). In preparation.

“Culture and Structure in Multinational Law Firms” (with Fiona Kay). In preparation.

## **RESEARCH GRANTS AND FELLOWSHIPS**

University of Virginia Faculty of Arts and Sciences Research Grant, “Cultivating Employees: Training Norms, Gender, and Promotion in Law Firms,” 2006 (\$1,500); renewed 2007 (\$900).

University of Virginia Sesquicentennial Fellowship (research leave), 2005.

Bankard Fund, “Organizational Culture and Gender Differences in Organizational Mobility,” 2004-2005 (\$25,000).

University of Virginia Summer Faculty Fellowship, “Rethinking Organizational Culture: Dimensions of Variation,” 2004 (\$5,000).

National Science Foundation Dissertation Improvement Grant No. SBR-9811144, 1998-2000 (\$5,000).

Harvard Graduate Society Dissertation Fellowship, 1997-1998 (\$3,000).

## **INVITED LECTURES AND PRESENTATIONS**

“Hierarchical Rank and Women’s Organizational Mobility: Glass Ceilings in Corporate Law Firms.” School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, January 30, 2009.

“Hierarchical Rank and Women’s Organizational Mobility: Glass Ceilings in Corporate Law Firms.” Department of Sociology, Northeastern University, November 6, 2008.

“Do Women (Have to) Work Harder than Men? Gender and Work Effort in the United States and Britain.” Guest lecture, Studies in Women and Gender 210, University of Virginia, November 17, 2008.

“Hierarchical Rank and Women’s Organizational Mobility: Glass Ceilings in Corporate Law Firms.” Inequalities Workshop, Sociology Department, University of California-San Diego. October 21, 2008.

“Do Women (Have to) Work Harder than Men? Gender and Work Effort in the United States and Britain.” Office of African-American Affairs Mentoring Program, University of Virginia, April 21, 2008.

“Gender, Hiring, and Promotion in Law Firms.” Center for the Study of Race and Law, University of Virginia Law School, November 2006.

“Gender and Success in Large Law Firms.” University of Virginia Law Women, University of Virginia Law School, February 2006.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” Department of Sociology, Boston University, November 2005.

“A Social Science Perspective on Gender and Mobility in Large Law Firms.” Guest lecture to Professor David Wilkins’ course on the legal profession, Harvard Law School, October 2005.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” Sloan School of Management, Massachusetts Institute of Technology, September 2005.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” Conference on Careers, Wharton School, University of Pennsylvania, July 2005.

“Employers’ Cognitive Biases and Gender Differences in Hiring: Evidence from Law Firms.” Department of Sociology, Dartmouth College, November 2004.

“Hiring Criteria and Gender Disparities in Hiring.” Social Psychology Colloquium, Psychology Department, University of Virginia, November 2003.

#### **CONFERENCE PRESENTATIONS**

“Open Questions in Employment Discrimination Research.” John M. Olin Conference on Combating Workplace Discrimination, University of Virginia Law School, April 2009.

“Gender and Willingness to Exert Discretionary Work Effort: Evidence from the United States and Britain” (with Julie Kmec). Annual Meeting of the Southern Sociological Society, April 2009, New Orleans, LA.

“Gender and Self-Reported Discretionary Work Effort” (with Julie Kmec). Annual Meeting of the American Sociological Association, August 2008, Boston, MA.

“Law Firms’ Employment Practices and the Representation of Minority Associates and Partners.” Annual Meeting of the Law and Society Association, May 28-June 1, 2008, Montreal, Canada.

“Taking Work Seriously: Gender and Self-Assessments of Required Work Effort in Britain and the United States” (with Julie Kmec). Annual Meeting of the American Sociological Association, August 2007, New York, NY.

“Cognitive Biases and Gender in Hiring: Processes and Applications to Sociology Departments.” Annual Meeting of the American Sociological Association, August 2006, Montreal, Canada.

“Seeing the Glass Clearly: Conceptualizing and Measuring Glass Ceilings in Organizations” (with Julie Kmec). Annual Meeting of the Law and Society Association, July 2006, Baltimore.

“Seeing the Glass Clearly: Conceptualizing and Measuring Glass Ceilings in Organizations” (with Julie Kmec). Annual Meeting of the Eastern Sociological Society, February 2006, Boston.

“Uncertainty at Work and Gender Differences in Promotions: The Case of Large Law Firms.” Annual Meeting of the American Sociological Association, August 2005, Philadelphia.

“Glass Ceilings in Organizations” (with Julie Kmec). Annual Meeting of the American Sociological Association, August 2005, Philadelphia.

“Work Uncertainty, Gender, and Promotions in Large Law Firms.” Annual Meeting of the Law and Society Association, June 2005, Las Vegas.

“Work Uncertainty, Gender, and Promotions in Large Law Firms.” Annual Meeting of the Eastern Sociological Society, March 2005, Washington, DC.

“Employers’ Cognitive Biases and Gender Differences in Hiring: Evidence from Law Firms.” Annual Meeting of the American Sociological Association, August 2004, San Francisco.

“Hiring Criteria and Gender Disparities in Hiring.” Annual Meeting of the Eastern Sociological Society, February 2004, New York.

“Role-Incumbent Profiles and Gender Differences in Organizational Hiring: Evidence from Law Firms.” Annual Meeting of the American Sociological Association, August 2002, Chicago.

“Role-Incumbent Profiles and Hiring in Law Firms.” Annual Meeting of the Eastern Sociological Society, March 2002, Boston.

“Gender and Cognitive Bias in Hiring.” Annual Meeting of the American Sociological Association, 2000, Washington, DC.

“Probationary and Permanent Employment in Professional Services: Evidence from Law Firms.” Annual Meeting of the American Sociological Association, August 1998, San Francisco.

“Job Shift Processes and the Marriage Premium in Men’s Wages.” Annual Meeting of the Eastern Sociological Society, March 1998, Philadelphia.

“Specialization and Status in Up-or-Out Systems: Explaining the Dismissal of Nonpromoted Employees.” Annual Meeting of the Academy of Management, August 1997, Boston.

“Selection and Motivation Effects on the Marriage Gap in Men's Earnings.” Annual Meeting of the American Sociological Association, August 1996, New York.

## **TEACHING**

### *Courses Taught*

*At the University of Virginia:* Undergraduate: Organizations, Institutions, and Markets; Gender and Work; Sociology of Work; Introduction to Organizations; Distinguished Majors Thesis Seminar. Graduate: Intermediate Statistics; Organizations.

*At Harvard University:* Undergraduate: Introduction to Social Studies; Sophomore Tutorial in Sociology (both courses covered classical and contemporary social theory).

### *Graduate Student Supervision*

Dissertation committee member: Tristan Bridges (2007-2008); Holly Lord (2005-2008); Julia Wilson (2005-2006); Megan Fulcher (Department of Psychology, 2002-2004).

Comprehensive examination committee member: Ryan Hubbard (Organizations and Work, 2003); Bhavani Arabandi (Gender, 2003)

Master's thesis advisor: Michael Wayne (2008-2009)

Master's thesis committee member: Daniel Potter (2006-2007); Tara Tober (2006-2007); Elizabeth Williamson (2001-2002).

### *Undergraduate Student Supervision*

Distinguished Major Honors Essay supervisor: Dmitry Tumin (2008-2009); Cassandra Roeder (2006-2007); Bradford Willard (2003-2004); Kathleen Shea (2002-2003; winner of the Sociology Department's Commonwealth Award for best undergraduate paper).

## **PROFESSIONAL ACTIVITIES AND SERVICE**

### *Department of Sociology and University of Virginia*

2008-2009	Undergraduate Affairs Committee member
2008-2009	Graduate Affairs/Graduate Admissions Committee member
Fall 2008	Organizer and co-coordinator, departmental Work in Progress seminar
2008-2009	Advisor to first- and second-year undergraduate students
2007-2008	Graduate Affairs/Graduate Admissions Committee member
2007-2008	Organizer and co-coordinator, departmental Work in Progress seminar
2006-2007	Senior Search Committee member
2006	Conducted professional workshop on publishing for graduate students
2005-2006	Undergraduate Studies Committee member
2003-2004	Graduate Admissions Committee member
2002-2003	Graduate Studies Committee member
2003-2004	Member of ad hoc committee to select a new Department Chair

2002-2004 Advisor to first- and second-year undergraduate students  
2001-2002 Graduate Admissions Committee member  
2001-2002 Member of ad hoc committee to select a new Department Chair  
2001 Conducted professional workshop on publishing for graduate students

*Editorial and Reviewing Activity*

2009 Guest Editor, Special Issue of *Work and Occupations* on “The Changing Worlds of Professional Work: New Markets, New Morals, New Models” (with Rebecca Sandefur)  
2009 Panelist, National Science Foundation Program on Law and Social Science, Dissertation Improvement Grant review panel  
2007-2010 Editorial Board member, *Gender & Society*  
2008, 2006 External proposal reviewer for the National Science Foundation  
2006 External proposal reviewer for the Israel Science Foundation  
Ongoing Manuscript reviewer for *Administrative Science Quarterly*, *American Sociological Review*, *American Journal of Sociology*, *Gender & Society*, *Law & Social Inquiry*, *Law & Society Review*, *Organization Science*, *Social Forces*, *Social Problems*, *Social Science Research*, *The Sociological Quarterly*, *Work and Occupations*

*American Sociological Association*

2008-2009 Chair, Article Award Committee, Section on Sociology of Law  
2007 Session organizer (Section on Sex and Gender), 2007 Annual Meeting, New York, NY  
2006-2007 Viviana Zelizer Distinguished Scholarship Award Committee member, Section on Economic Sociology  
2006-2007 Nominations Committee member, Section on Organizations, Occupations, and Work  
2006-2007 Nominations Committee member, Section on Sex and Gender  
2002-2003 W. Richard Scott Award Committee member, Section on Organizations, Occupations and Work

*Eastern Sociological Society*

2006 Session co-organizer, Annual Meeting, Boston, MA  
2005-2006 Program Committee member, 2006 Annual Meeting, Boston, MA

*Law and Society Association*

2008-2009 Diversity Committee member  
2008 Session discussant, Annual Meeting, Montreal, Canada

*Law Firms Working Group, American Bar Foundation*

2006-present Steering Committee member

*Southern Sociological Society*

2008-2009 Program Committee member, 2009 Annual Meeting, New Orleans, LA  
2008-2009 Chair, Committee on the Status of Women  
2008-2009 Session organizer (2 sessions), 2009 Annual Meeting, New Orleans, LA

*Memberships*

American Sociological Association

Sections: Organizations Occupations and Work; Sex and Gender; Sociology of Law; Economic  
Sociology

Academy of Management

Eastern Sociological Society

International Sociological Association Research Committee 28 (Social Stratification)

Law and Society Association

Southern Sociological Society

Sociologists for Women in Society