

Matt L. Huffman

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Education

- Ph.D. in Sociology, University of California at Santa Barbara, 1997
- MA in Sociology, University of California at Santa Barbara, 1992
- BA in Sociology (with honors), San Diego State University, 1989

Academic Appointments

- 2009–, Director, MA Program in Demographic and Social Analysis, University of California at Irvine
- 2004–, Associate Professor, Department of Sociology, University of California at Irvine
Faculty affiliate:
 - Center for Organizational Research
 - Center for Demographic and Social Analysis
 - Center for Research on Immigration, Population and Public Policy
- 1999–2004, Assistant Professor, Department of Sociology, University of California at Irvine
- 1997–1998, Visiting Assistant Professor, Department of Sociology, The George Washington University
- 1990–1997, Teaching Assistant, University of California at Santa Barbara
 - Department of Sociology
 - Department of Statistics & Applied Probability

Awards

- 2009. Distinguished Article Award (with Philip N. Cohen). Sex and Gender Section of the American Sociological Association
- 1989. Outstanding Graduate. Department of Sociology, San Diego State University

Publications

Peer-Reviewed Journal Articles and Chapters

- 2010. Matt L. Huffman, Philip N. Cohen and Jessica Pearlman. "Engendering Change: Organizational Dynamics and Workplace Gender Desegregation, 1975–2005." (Forthcoming, *Administrative Science Quarterly*).
- 2010. Leah Ruppanner and Matt L. Huffman. "Local Labor Markets, Organizations, and the Distribution of Family Responsive Benefits in the United States." (Forthcoming, *Gender, Work and Organization*).
- 2009. Philip N. Cohen, Matt L. Huffman and Stefanie Knauer. "Stalled Progress? Gender Segregation and Wage Inequality among Managers, 1980–2000." *Work & Occupations* 36: 318–342.
- 2007. Philip N. Cohen and Matt L. Huffman. "Working for the Woman? Female Managers and the Gender Wage Gap." *American Sociological Review* 72: 681–704.
 - Winner, 2009 Distinguished Article Award, Sex and Gender Section of the American Sociological Association.
 - Nominee (top 20), Rosabeth Moss Kanter Award for Excellence in Work-Family Research.
 - Reprinted in *Women and Management (International Library of Critical Writings in Business and Management)*, Cary L. Cooper, et al. (Eds.). E. Elgar Publishing (in press).
- 2007. Philip N. Cohen and Matt L. Huffman. "Black Underrepresentation in Management across U.S. Labor Markets." *The Annals of the American Academy of Political and Social Science* 609 (January): 181–199.
- 2004. Matt L. Huffman and Philip N. Cohen. "Racial Wage Inequality: Job Segregation and Devaluation across U.S. Labor Markets." *American Journal of Sociology* 109: 902–936.
- 2004. Lisa Torres and Matt L. Huffman. "Who Benefits? Gender Differences in Returns to Social Network Diversity." *Research in the Sociology of Work* 14: 17–33.
- 2004. Matt L. Huffman and Philip N. Cohen. "Occupational Segregation and the Gender Gap in Workplace Authority: National Versus Local Labor Markets." *Sociological Forum* 19: 121–147.
- 2004. Matt L. Huffman. "Gender Inequality Across Local Wage Hierarchies." *Work & Occupations* 31: 323–344.
- 2004. Matt L. Huffman. "More Pay, More Inequality? The Influence of Average Wage Levels and the Racial Composition of Jobs on the Black–White Wage Gap." *Social Science Research* 33: 498–520.

- 2003. Philip N. Cohen and Matt L. Huffman. "Individuals, Jobs, and Labor Markets: The Devaluation of Women's Work." *American Sociological Review* 68: 443–463.
- 2003. Philip N. Cohen and Matt L. Huffman. "Occupational Segregation and the Devaluation of Women's Work Across U.S. Labor Markets." *Social Forces* 81: 881–908.
- 2003. Judith M. P. de Ruijter and Matt L. Huffman. "Gender Composition Effects in the Netherlands: A Multilevel Analysis of Wage Inequality." *Social Science Research* 32: 312–334.
- 2002. Matt L. Huffman and Lisa Torres. "Is It Only Who You Know That Matters? Gender and Personal Contacts Among Professional, Technical, and Managerial Workers." *Gender & Society* 16: 793–813.
- 2002. Lisa Torres and Matt L. Huffman. "Social Networks and Job Search Outcomes Among Male and Female Professional Technical, and Managerial Workers." *Sociological Focus* 35: 25–42.
- 2001. Dennis J. Downey and Matt L. Huffman. "Attitudinal Polarization and Trimodal Distributions: Measurement Problems and Theoretical Implications." *Social Science Quarterly* 82: 494–505.
- 2001. Matt L. Huffman and Lisa Torres. "Job Search Methods: Consequences for Gender-Based Earnings Inequality." *The Journal of Vocational Behavior* 58: 127–141.
- 2001. Cynthia H. Deitch and Matt L. Huffman. "Family-Responsive Benefits and the Two-Tiered Labor Market." Pp. 103–130 in *Working Families: The Transformation of the American Home*, Edited by Rosanna Hertz and Nancy Marshall. Berkeley, CA: University of California Press.
- 1999. Matt L. Huffman. "Who's in Charge? Organizational Influences on Women's Representation in Managerial Positions." *Social Science Quarterly* 80: 738–756.
- 1997. Matt L. Huffman and Steven C. Velasco. "When More is Less: Sex Composition, Organizations, and Earnings in U.S. Firms." *Work & Occupations* 24: 214–244.
- 1996. Matt L. Huffman, Steven C. Velasco, and William T. Bielby. "Where Sex Composition Matters Most: Comparing the Effect of Job Versus Occupational Sex Composition on Earnings." *Sociological Focus* 29: 189–207.
- 1995. Matt L. Huffman. "Organizations, Internal Labor Market Policies, and Gender Inequality in Workplace Supervisory Authority." *Sociological Perspectives* 38: 381–397.

Book Reviews and Commentaries

- 2009. Review of *Transnational Tortillas: Race, Gender, and Shop–Floor Politics in Mexico and the United States*, by Caroline Bank Muñoz (2007). Ithaca, NY: Cornell University Press. *Work & Occupations*, in press.
- 2008. Review of *Sex Segregation and Inequality in the Modern Labour Market*, by Jude Browne (2006). Bristol, UK: The Policy Press. *Contemporary Sociology* 37: 25–26.
- 2002. Review of *Gender, Power and Organisations*, by Susan Halford and Pauline Leonard (2001). Houndmills and New York: Palgrave. *Contemporary Sociology* 31: 35–36.
- 2002. Review of *Impacts of Affirmative Action: Policies and Consequences in California*, Edited by Paul Ong (1999). Walnut Creek, CA: AltaMira Press. *Review of Radical Political Economics* 35: 84–85.
- 1998. Review of *Unlevel Playing Fields: Understanding Wage Inequality and Discrimination*, by Randy Albelda, Robert Drago, and Steven Shulman (1997). New York: McGraw–Hill. *Social Science Quarterly* 79: 680–681.
- 1998. Comment on Patricia Drentea’s “Consequences of Women’s Formal and Informal Job Search Methods for Employment in Female–Dominated Jobs.” *Gender & Society* 12: 466–468 (with Lisa Torres and Steven C. Velasco).

Work in Progress

Books

- *Management Matters: Gender Inequality and the Rise of Women Managers* (under contract with Stanford University Press)
 - Chapters Drafted
 - “Gender, Managers and Workplace Inequality in the United States.”
 - “Does Management Matter? Female Managers, Wage Inequality and Workplace Segregation.”

Journal Articles

- Houchang Modanlou, Charles Phillips, Robin Koeppel, Jack Sills, Jacqueline Lomax, Molly Rapini and Matt L. Huffman. “Capillary Blood Draws in the NICU: The Use of Quick-Draw Whole Blood Collection Systems Versus Traditional Capillary Blood Draws.” (Revise & Resubmit, *Journal of Neonatal Nursing*).
- Andrew Penner, Harold Jose Toro-Tulla and Matt L. Huffman. “Do Women Managers Ameliorate Gender Differences in Wages? Evidence from a Large Grocery Retailer.” (Under review, *Research in Social Stratification and Mobility*).

Grants

- 2007–2008. National Science Foundation (\$139,827). “Management Matters: Consequences of Managerial Composition” (co-PI with Philip N. Cohen)
- 2007–2008. Center for Organizational Research, University of California at Irvine (\$800). “Managerial Composition and Gender Segregation in U.S. Work Establishments, 1964–2001”
- 2001–2002. U.C. Institute for Labor and Employment (\$10,000). “Gender Inequality in the United States: The Interaction of Organizational and Labor Market Characteristics” (Co-PI with Philip N. Cohen)
- 2001–2002. University of California at Irvine Career Development Award (\$250 and a 1-course teaching release)
- 1999–2000. School of Social Sciences, University of California at Irvine Seed Grant (\$4,950)
- 1998–1999. 2001–2002. University of California at Irvine Faculty Career Development Award (\$600)

Participation at Professional Meetings

Papers Presented

- 2010. “Do Women Managers Ameliorate Gender Differences in Wages? Evidence from a Large Grocery Retailer.” *Research Committee 28 on Social Stratification and Mobility* (RC28) annual meeting, Haifa, Israel (with Andrew Penner and Harold Jose Toro-Tulla).
- 2008. “Women in Management, 1970–2000: Revisiting Glorified Secretaries, Resegregation and Title Inflation as Gender Equality Stalls.” *Population Association of America* annual meeting, New Orleans (with Philip N. Cohen and Stefanie Knauer).
- 2008. “Organizations, Local Labor Markets, and the Distribution of Family Responsive Benefits in the United States.” *American Sociological Association* annual meeting, Boston (with Leah Ruppner).
- 2007. “The Consequences of Managerial Composition for Workplace Segregation in U.S. Establishments.” *American Sociological Association* annual meeting, New York (with Philip N. Cohen).
- 2007. “The Relation of Embeddedness and Transaction Costs to Executives’ Hiring and Outsourcing Decisions.” *American Sociological Association* annual meeting, New York (with Stella Treas).
- 2006. “Working for the Woman? Female Managers and the Gender Wage Gap.” *American Sociological Association* annual meeting, Montreal (with Philip N. Cohen).

- 2006. "Separate but Equal? Gender Segregation and University Teaching Load Disparities." *American Sociological Association* annual meeting, Montreal (with Lisa M. Frehill and Judy Stepan-Norris).
- 2005. "Investigating the Spatial Patterning of Workplace Racial-Ethnic Segregation using EEO-1 Reports." *American Sociological Association* annual meeting, Philadelphia (with Wendy Paulson).
- 2003. "Black-White Wage Inequality and Local Wage Hierarchies." *American Sociological Association* annual meeting, Atlanta.
- 2003. "Racial Wage Inequality: Job Composition Effects Across U.S. Labor Markets." *Population Association of America* annual meeting, Minneapolis (with Philip N. Cohen).
- 2002. "Race and Gender Devaluation across U.S. Labor Markets." *American Sociological Association* annual meeting, Chicago (with Philip N. Cohen).
- 2001. "The Devaluation of Women's Work: The Influence of Establishment Characteristics and Local Labor Market Context on Sex Composition Effects." *American Sociological Association* annual meeting, Anaheim (with Philip N. Cohen).
- 2000. "Job Search and Recruitment Strategies: Consequences for Gender-Based Earnings Inequality." *American Sociological Association* annual meeting, Washington, DC (with Lisa Torres).
- 2000. "To Your Health: Individual and Stratification Effects on Health Benefits and Expenses." *Pacific Sociological Association* annual meeting, San Diego (with Olga Bright).
- 2000. "Is it Really Who You Know? Social Networks and Gendered Employment Outcomes Among Professional, Technical, and Managerial Workers." *American Sociological Association* annual meeting, Washington, DC (with Lisa Torres and Steven C. Velasco).
- 2000. "Family Friendly Employer Policies, Career Ladders, Glass Ceilings, and Sticky Floors." *Work and Family: Expanding the Horizons* conference, sponsored by the Business and Professional Women's Foundation, the Center for Working Families at the University of California, Berkeley, and the Alfred P. Sloan Foundation (with Cynthia H. Deitch).
- 1999. "Organizational Recruitment, Job Search Methods, and Sex Segregation: Further Evidence." *American Sociological Association* annual meeting, Chicago (with Lisa Torres and Steven Velasco).
- 1999. "You Can't Get There From Here: Formal and Informal Job Search Strategies and the Sex Segregation of Jobs." *Pacific Sociological Association* annual meeting, Portland (with Lisa Torres and Steven Velasco).

- 1998. "Family-Friendly Workplace Policies and the Two-Tiered Labor Market." *Work and Family: Today's Realities and Tomorrow's Visions* conference, sponsored by the Sloan Foundation, the Business and Professional Women's Foundation, and the Wellesley College Center for Research on Women (with Cynthia H. Deitch).
- 1998. "Job Search Strategies of Unemployed Professional and Technical Workers." *Pacific Sociological Association* annual meeting, San Francisco (with Lisa Torres and Steven Velasco).
- 1997. "The Job and Organizational Contexts of Perceptions of Equity in the Workplace." *Pacific Sociological Association* annual meeting, San Diego.
- 1996. "Employee and Employer Narratives about Workplace Arrangements: Who is a Knowledgeable Organizational Informant?" *American Sociological Association* annual meeting, New York (with William T. Bielby and Steven Velasco).
- 1996. "The Effect of Gender Composition of Managerial Positions on Earnings: The Case of Work Establishments in the United States." *American Sociological Association* annual meeting, New York (with Steven Velasco).
- 1995. "Who Works Hard for the Money? Efficiency Wages, Work Organization, and Gender Differences in the Allocation of Work Effort." *American Sociological Association* annual meeting, Washington, DC (with William T. Bielby, Denise D. Bielby, and Steven Velasco).
- 1994. "The Effects of Sex Composition of Managerial Positions on Wage Dispersion." *University of Nevada, Las Vegas, Graduate Student Conference in the Social Sciences and Humanities*, Las Vegas (with Steven Velasco).
- 1994. "Gender, Work, and Authority: A Status Attainment Model of Supervisory Status." *Pacific Sociological Association* annual meeting, San Diego.

Other Conference Activities

- 2010. SESSION ORGANIZER AND PRESIDER. "Race and Gender at Work" paper session. *American Sociological Association* annual meeting, Atlanta.
- 2009. SESSION ORGANIZER AND PRESIDER. "Sociology of Occupations: Processes and Outcomes" paper session. *American Sociological Association* annual meeting, San Francisco.
- 2009. SESSION ORGANIZER. "Sociology of Occupations: New Occupational Studies" paper session. *American Sociological Association* annual meeting, San Francisco.
- 2008. SESSION PRESIDER. "Institutionalizing Work-Family Issues" roundtable session. *American Sociological Association* annual meeting, Boston.
- 2006. DISCUSSANT. "Gender Inequality in the Labor Market" paper session. *Population Association of America* annual meeting, Los Angeles.

- 2003. SESSION PRESIDER. “Work, Women, and Gender” roundtable session. *American Sociological Association* annual meeting, Atlanta.
- 2001. SESSION ORGANIZER AND PRESIDER. “Gender Discrimination in Work Organizations” paper session. *Pacific Sociological Association* annual meeting, San Francisco.
- 2001. SESSION ORGANIZER AND PRESIDER. “Race and Gender Inequality in the Workplace” paper session. *Pacific Sociological Association* annual meeting, San Francisco.
- 2000. DISCUSSANT. “Demography of Educational and Occupational Attainment” paper session. *Population Association of America* annual meeting, Los Angeles.
- 2000. SESSION ORGANIZER AND PRESIDER. “Racial and Ethnic Stratification” paper session. *Pacific Sociological Association* annual meeting, San Diego.

Testimony and Consultation as an Expert Witness

- *Donna M. Anastasio v. Toshiba America Information Systems, Inc.*
Court: Orange County, CA Superior Court (case number 03CC12680)
Counsel: Blumberg Law Corporation, Long Beach, CA (John P. Blumberg)
Deposition Testimony, Trail Testimony

Professional Association Memberships

- American Sociological Association
 - Section memberships:
 - Organizations, Occupations and Work
 - Sex and Gender
 - Race, Class, and Gender
- Society for the Study of Social Problems

Teaching and Advising

Teaching

- Courses taught over career (G=graduate; U=undergraduate)
 - Research Design (G, U), Race and Gender Discrimination (U), Social Data Analysis (G), Techniques of Data Analysis (G), Probability and Statistics (U), Gender (G), Gender Inequality (G), Social Inequality (G), Race and Gender Inequality in the Workplace (G,U), Introduction to Sociology (U), Social Research Methods (U), Graduate Proseminar (G), Sociology Majors’ Seminar (U)

Graduate and Undergraduate Advising

- Ph.D. Awarded
 - James Bachmeier (Dissertation committee member)
 - Leah E. Ruppanner (Dissertation committee member) Assistant Professor of Sociology, University of Hawaii at Hilo
 - Matthew Mahutga (Dissertation committee member) Assistant Professor of Sociology, University of California at Riverside.
 - Christin Hilgeman (Dissertation committee member) Statistician, U.S. Census Bureau
 - Carolyn Hunt (Dissertation committee member) Special Assistant to the Chancellor, University of California at Irvine
 - Christina Baker (Dissertation committee member) Assistant Professor, Department of American and Multicultural Studies, Sonoma State University
 - Makiko Fuwa (Dissertation committee Co-Chair) Postdoctoral Fellow, University of Tokyo
 - Danielle MacCartney (Dissertation committee Chair) Assistant Professor of Sociology, Webster University
 - Eric Anderson (Dissertation committee member) Lecturer, Department of Education, University of Bath, England
 - Derek Martin (Dissertation committee member) Assistant Professor of Sociology, Southern Illinois University
 - Steven C. Velasco (Dissertation committee member, University of California at Santa Barbara) Director, Office of Institutional Research and Planning, University of California at Santa Barbara
 - Sandrine Zerbib (Dissertation committee Chair) Assistant Professor of Sociology, St. Cloud State University
 - Olga Bright (Dissertation committee member)
 - Natahsa Varn–Davis (Dissertation committee Chair)
- Master’s Level
 - Sociology Department MA Advisor: Kimberly Marx (co–advisor), Christina Baker, Olga Bright, Sandrine Zerbib (co–advisor)
 - Demographic and Social Analysis Program, MA Advisor: Wendy McMullin, Amanda Ford (*winner of the 2007 UC Irvine Best Demography Paper Award*), Sandy Yang, Marisa Agama, Shañon Gonzales, Anthony Wirth, Jonathan Liu (co–advisor)
- “Outside” Committee Member or Qualifying Exam Committee Member

- Jennifer Graves (Economics), Michelle Walker (Criminology, Law, and Society), Anita Ross–Grub (Paul Merage School of Business), Rebekah Dibble (Paul Merage School of Business), Timothy Clark (Chemistry), Andrew Drummond (Political Science), Ryan Fischer (Criminology, Law, and Society), Shivajit Mohapatra (Information and Computer Science), Amanda Moore (Anthropology), Judith Pajo (Anthropology), Darcy Purvis (Criminology, Law, and Society), Sara Rab (Sociology, University of Pennsylvania), Connie Stivers–Ireland (Criminology, Law, and Society), Kevin Wortman (Information and Computer Science)
- Undergraduate Advisees
 - Tom H. McEnroe, Undergraduate senior thesis advisor
 - Nellie Day, Sociology honors thesis advisor (winner, 2004 Robin M. Williams undergraduate paper award)
 - Zahira Bhatia, Undergraduate Research Opportunities Program project advisor
 - Gilbert Hueyopa, Undergraduate Research Opportunities Program project advisor
 - Maria Muñoz, UC Irvine Sociology honors thesis advisor

Professional Service

Service to the Discipline

- Journal Service
 - *Social Problems*
 - Associate Editor (2008–)
 - Editorial Board (2005–2008)
 - *American Sociological Review*
 - Editorial Board (2009–)
- Professional Positions Held, Committee Service
 - Positions
 - *Secretary-Treasurer*, Organizations, Occupations and Work Section of the American Sociological Association (2007–2010)
 - *Secretary*, District of Columbia Sociological Society (1998)
 - Committee Service
 - *Committee Member*, Distinguished Article Award, Sex and Gender Section of the American Sociological Association (2009–2010)
 - *Committee Member*, W. Richard Scott Paper Award, Organizations, Occupations and Work Section of the American Sociological Association (2007–2008)

- *Chair, Nominations Committee, Organizations, Occupations and Work Section of the American Sociological Association (2007–2008)*
- Manuscript Reviewer
 - *Journals: American Sociological Review; American Journal of Sociology; Gender and Society; Social Forces; Sociological Perspectives; Social Problems; Social Science Research; Social Science Quarterly; Sociological Focus; Work and Occupations; Sociological Forum; Gender, Work and Organization; Research in the Sociology of Work; The Sociological Quarterly; Human Relations; Industrial Relations; Sociological Inquiry; The Journal of Urban Affairs; Law and Society Review; The Sociological Quarterly, Sociology Compass*
 - *Books and textbooks: International Thompson Publishing, McGraw Hill, Prentice Hall, Sage Publications, Routledge, Lynne Rienner Publishers*
- Grants
 - *National Science Foundation Dissertation Panel (December 7-8, 2009; May 4-5, 2010)*
 - *Russell Sage Foundation*

University, School and Department service

- University and School Service
 - UC Irvine Campuswide Honors Program Board (September 2010–)
 - Director, MA Program in Demographic and Social Analysis (2009–)
 - Freshman Seminar Instructor (Spring 2008, Spring 2007, Fall 2007, Fall 2005)
 - Faculty Forum for Freshman Instructor (January 2004, October 2003, October 2002)
 - Demographic and Social Analysis MA Program, Executive Committee Member (2002–2009)
 - A. Kimball Romney Graduate Paper Award Committee (2001)
 - Baccalaureate Marshal, School of Social Sciences Commencement Ceremony (2003)
- Department Service
 - Co-Director of Graduate Studies, Department of Sociology (2004–2008)
 - Co-Instructor of 4-day Statistics Refresher Course for incoming Sociology graduate students (September 2007)
 - Robin M. Williams Jr. Paper Award Committee (2003 and 2005)
 - Sociology Department Graduate Committee Member (2002–2003)
 - Organizer, Sociology Open House for Prospective Graduate Students (2003)
 - Sociology Department Webmaster (1999–2002)

- Work and Organizations Faculty Search Committee Chair (2000–2001 and 1999–2000)
- Race and Ethnicity Faculty Search Committee Member (1998–1999)