

**Sheryl L. Skaggs, Ph.D.**  
**Curriculum Vitae**

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Business Contact: 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

**Employment History**

**Principal Positions:**

2009 – Present	Associate Professor of Sociology and Public Policy, 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 Recognitions, Honors, Memberships**

**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

**Professional Memberships:**

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

Member of Sociologists for Women in Society

Member of Southern Sociological Society  
Membership Committee 2006-present

## **Achievements in Original Investigation**

### **Articles in refereed journals:**

“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

“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

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

“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

2<sup>nd</sup> 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

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

“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

“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,  
March 22-26, 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  
August 15-17, 2002

“Gender, Bureaucracy and Authority in Organizations”  
Sheryl Skaggs, panel discussant  
American Sociological Association Meetings, Section on Sociology of Sex and Gender  
Chicago, IL  
August 16-19, 2002

**Works In Progress:**

Submitted for publication

“Workplace Context, Sex Discrimination and Worker Health.”  
Sheryl Skaggs and Kevin Stainback

“New Directions in Organizational Inequality.”  
Kevin Stainback, Donald Tomaskovic-Devey and Sheryl Skaggs

In preparation

“Women on the Move? A “Top Down” and “Bottom Up” Approach to Understanding the Gender Composition of Managerial Jobs in *Fortune 1000* Firms.”  
Sheryl Skaggs, Kevin Stainback and Phyllis Duncan

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

“Diversity in Hospital Leadership? Checking up on Female and Minority Status.”  
Skaggs, Sheryl and Julie Kmec

**Teaching**

Class, Status and Power  
Work and Occupations  
Social Theory  
Race, Gender and Class  
Socio-Economic Theories (graduate)

Gender and Work  
Social Welfare Policy  
Social Problems  
Introduction to Sociology