
BIOGRAPHICAL SKETCH

NAME: Jennifer L. Glass

eRA COMMONS USER NAME: JLGLASS

POSITION TITLE: Barbara Bush Regents Professor of Liberal Arts, Department of Sociology

EDUCATION/TRAINING

INSTITUTION AND LOCATION	DEGREE	Completion Date MM/YYYY	FIELD OF STUDY
New College of Florida, Sarasota, FL	BA	05/1977	Social Sciences
University of Wisconsin, Madison, WI	MS	08/1979	Sociology
University of Wisconsin, Madison, WI	PhD	08/1983	Sociology

A. Personal Statement

I am a family demographer who focuses on the impact of changing work and family characteristics on individual well-being and socioeconomic inequalities. My current research deals with several interrelated questions at the intersection of labor market characteristics and family health: (1) how are flexible work practices distributed across occupations and workers, and what are their contributions to socioeconomic inequality and family functioning? (2) what are the consequences of work-family incompatibility for parental and child well-being and perceived health, and can public policies ameliorate the negative effects of work-family stressors? I have received multiple NIH and NSF awards to facilitate this work. In the next five years, I will continue my current mixed-method work on the early career attrition of women and ethnic minorities in STEM employment, and the impact of flexible work practices on mothers' employment, earnings, and well-being, but also build upon this work in two directions. First, focusing on paid sick leave, I will explore how various proposed policy strategies would impact non-exempt workers in different family configurations, specifying the proportion who would report to work when sick and the proportion who would lose pay to stay home under each strategy. Second, I will expand my research on cross-national variation in work-family policies to model their impacts on children's health and well-being, especially in single-mother and low-income households, in collaboration with Robin Simon at Wake Forest University and Bill O'Hare.

My research cuts across three of the PRCs primary research areas: Family Demography and Intergenerational Relationships, Education, Work and Inequality, and Population Health. I am an active participant in the PRC working group engaged in research on families (FAMDEM) and Executive Director of the Council on Contemporary Families, a research dissemination and outreach organization within the PRC designed to provide the media, policymakers, and general public with the best contemporary research on families. CCF holds a thematic conference every two years at UT Austin to showcase the work done by many NICHD-sponsored demographers. I was training director for the PRC during 2014-15 and currently sit on the standing panel for Study Section A, Social Sciences and Population Program, National Institute of Child Health and Human Development for the term 2015-2019. The PRC infrastructure, especially the Administrative and Science & Technology cores have been crucial in my productivity at UT. In fact, the expertise in grant-writing and grants administration, management and security of confidential data, survey data collection and coding, and technical support for statistical modeling have singularly contributed to my ability to handle multiple projects and complex collaborations with scholars at other universities. The core technical support of the PRC will be crucial over the next five years as my team continues to merge ever larger and more complex longitudinal data on our STEM graduates.

B. Positions and Honors

Positions and Employment

1983-1985 Assistant Professor, Department of Sociology, University of Southern California and Research Associate, Andrus Gerontology Research Institute.

1985-1994 Assistant and Associate Professor, Department of Sociology, University of Notre Dame.

1993-1994 Chair, Gender Studies Program, University of Notre Dame

1994-1996 Associate Professor, Department of Sociology, University of Iowa.

1996-2008 Professor, Department of Sociology, University of Iowa

1998-2003 Chair, Department of Sociology, University of Iowa
 2005-2008 Professor, Departments of Sociology and Women's Studies, University of Iowa
 2008-2009 Professor, Dept. of Policy Analysis and Management, Cornell University
 2009-2011 Chair, Dept. of Gender and Sexuality Studies, University of Iowa
 2012-present Barbara Bush Professor of Liberal Arts, Department of Sociology University of Texas-Austin
 2012-present Faculty Research Associate, Population Research Center, University of Texas at Austin
 2014-2015 NICHD Training Director, Population Research Center, University of Texas at Austin

Honors, Other Experience, and Professional Memberships

1987 Reuben Hill Award, National Council on Family Relations, for outstanding contribution to research and theory.

1996-98 Chair, Jessie Bernard Award Committee, American Sociological Association
 1996-1999 Dorothy Thomas Award Selection Committee, Population Association of America
 1996-1999 Editorial Board, *Social Forces*
 1998-2000 Editorial Board, *Journal of Health and Social Behavior*
 1998-2005 Editorial Board, *Work and Occupations* Guest Editor, Special Issue on "Gender and Ethnicity in the Workplace,"

1998 CIC (Committee on Institutional Cooperation) Academic Leadership Fellow
 2000-2003 Deputy Editor, *Sociological Quarterly*
 2001-2002 Chair (elected), Sex and Gender Section; American Sociological Association
 2001-2005 Editorial Board, *Journal of Marriage and the Family*
 2002-2005 Elected Member, Executive Council of the American Sociological Association
 2003 Semi-Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
 2003-2004 Fund for the Advancement of the Discipline Selection Committee, American Sociological Association

2004 Site Review Team, September, National Science Foundation ADVANCE Institutional Transformation Program

2004-2006 Editorial Board, *Gender and Society*, (also 1989-1992)
 2005 Semi-Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
 2005 Elected Member, Sociological Research Association
 2005-2006 Chair (elected), Family Section; American Sociological Association
 2005-2008 Editorial Board, *American Sociological Review*, (also 1992-1995, 2000-2002)
 2006-2007 Consultant, Departments of Sociology, Duke University and University of Maryland. "Explaining Family Change and Variation." (RFP NICHD 2003-03).

2007 Jean Jew Women's Rights Award, University of Iowa
 2007-2008 Chair (elected), Organizations, Occupations, and Work Section; American Sociological Association

2008-2014 Public Affairs Committee, Population Association of America.
 2008-2016 Board of Directors (elected), Council on Contemporary Families
 2008-2010 At-Large Member, Executive Office and Budget Committee, American Sociological Association

2009-2010 Consultant, Flexibility Stigma Working Group, Center for WorkLife Law, UC-Hastings College of Law, Prof. Joan Williams, Director.

2010 Grant Review Panel, Demographic and Behavioral Sciences Branch, National Institute of Child Health and Human Development, September (also served on ad hoc panels in April, 2005; July, 2003; November 1998)

2011-2013 Vice-President Elect and Vice-President, American Sociological Association
 2012, 2013 Nominations Committee, Work-Family Research Network
 2012-2013 Program Committee, Council on Contemporary Families
 2012-2015 Editorial Board, *Social Science Research*
 2013-2014 Program Committee, Work-Family Research Network
 2014-2016 Deputy Editor, *Journal of Marriage and Family*,
 2015- Executive Director, Council on Contemporary Families

C. Contributions to Science

Work-Family Policies and Mothers' Labor Market Attainment and Earnings. The U.S. is unusual in its

lack of statutory protections for workers with caregiving responsibilities; employees must ask for accommodations in most workplaces and control over work hours, schedules, and location is awarded selectively based on workers' market power. This has grave consequences for mothers' earnings and child poverty. In work with Tori Brescoll at Yale University, I investigated gender differences in employees' willingness to ask for accommodations, and managers' willingness to grant requests for flexibility from mothers and fathers. Results suggest that fathers who request flexibility for reasons unrelated to family care are most likely to have their requests granted than mothers who are unlikely to receive flexibility for any reason at all. With support from the Sloan Foundation, Mary Noonan at the University of Iowa and I have investigated the impact of overtime work and telecommuting on wage growth among mothers, fathers, and childless women and men from 1989 to 2008 using the NLSY 1979 panel. We found that the majority of telecommuting hours occur after 40 hours of work or more are already performed on site for both women and men, making telecommuting the handmaiden for longer work hours rather than a useful innovation for limiting time away from home. Further, these overtime hours worked from home contribute virtually nothing to subsequent wage growth for both women and men. We also found, consistent with others, that workers pay a steep wage price for reducing work hours below 30 per week and that these hour reductions are most harmful for women (with or without children). While women and men are equally likely to work from home, women are far more likely to reduce their work hours below 30 per week.

- Glass, Jennifer and Mary Noonan. 2016. "Telecommuting and Earnings Trajectories Among American Women and Men 1989-2008". *Social Forces*, forthcoming.
- Brescoll, Tori, Jennifer Glass, and Alexandra Sedlovskaya. 2013. "Ask and ye shall receive? Employer provided flexible work options and the need for public policy." *Journal of Social Issues* 69:367-388.
- Noonan, Mary, and Jennifer Glass. 2012. "The Hard Truth About Telecommuting", *Monthly Labor Review*, June: 38-45.
- Noonan, Mary, Sarah Beth Estes, and Jennifer Glass. 2007. "Do Flexible Work Practices Influence Time Spent in Domestic Labor?" *Journal of Family Issues* 28: 263-288.

Gender Differences in Retention and Satisfaction Among STEM Workers. Another set of projects with colleagues Yael Levitte and Sharon Sassler at Cornell University look at the specific problems associated with the retention of women workers in STEM (science, technology, engineering and mathematics) occupations, which are among the highest-paid jobs in the U.S. economy. While many have hypothesized that male-dominated STEM fields prove particularly difficult for women to navigate through their childbearing years, our work tries to document precisely where the roadblocks exist. We find that female STEM majors in college are just as likely to transition into STEM employment as male STEM majors, but that the women experience shorter tenures at the first job and are far more likely to leave the labor force following the arrival of children than men. Men, on the other hand, are more likely to leave STEM for managerial positions. We also found that women were significantly more likely to attrite from STEM employment than were similar women working in time-intensive professional or managerial jobs. This short tenure at first job and higher attrition from field compared to professional jobs led to my current investigation funded by NSF that intensely scrutinizes the early careers of STEM college graduates using survey and in-depth interviews over five years. Our goal is to pinpoint the cultural and structural factors giving rise to women's early disillusionment with lucrative STEM careers.

- Glass, Jennifer, Sharon Sassler, and Kathy Michelmore. "What's the Trouble with STEM? Gender Similarities and Differences in Retention in STEM Occupations." Draft in progress.
- Sassler, Sharon, Jennifer Glass, Yael Levitte, and Katherine Michelmore. 2017. "The Missing Women in STEM? Accounting for Gender Differences in Entrance into STEM Occupations." *Social Science Research*, forthcoming.
- Glass, Jennifer, Sharon Sassler, Yael Levitte, and Katherine Michelmore, 2013. "What's So Special about STEM? A Comparison of Women's Retention in STEM and Other Professional Occupations." *Social Forces* 92: 723-756.

Public Work-Family Policies and Cross-National Differences in Parental and Child Well-Being. The incompatibility of paid work and family care may help explain the negative effect of parenthood on well-being in the U.S, but not all nations leave workplace accommodations to free-market negotiation between employees and employers. In my NSF-funded work with collaborator Robin Simon, I explore the impact of public policies

governing paid leave, flexible work practices, and child care on parent's self-reported happiness and health, using the European Social Surveys and the International Social Survey Programme. We find that nation states with strong public support for paid leave and child care have smaller or non-existent gaps in well-being between parents and nonparents, while those with weaker protections for employees show larger parental status gaps in well-being. We are currently extending this work on policy contexts to look at cross-national differences in the protective effects of marriage on well-being and cross national differences in children's well-being. This work has attracted considerable media attention.

- Collins, Caitlyn and Jennifer Glass. Forthcoming 2017. "Parenthood and Wellbeing: Effects of Work-Family Reconciliation Policies in OECD Countries." In Tine Rostgaard and Guony Eydal (Eds.), *Handbook of Child and Family Policy*, Cheltenham, UK and Northampton, MA: Edward Elgar Publishing.
- Glass, Jennifer, Robin Simon and Matthew Andersson. 2016. "Parenthood and Happiness: Effects of Work-Family Reconciliation Policies in 22 OECD Countries." *American Journal of Sociology*, forthcoming.
- Andersson, Matthew A., Jennifer Glass and Robin W. Simon. 2012. "Users Beware: Variable Effects of Parenthood on Happiness Within and Across International Datasets." *Social Indicators Research*.
- Glass, Jennifer. 2009. "Work-Life Policies: Future Directions for Research." In Alan Booth and Nan Crouter (Eds.), *Work Life Policies that Make a Difference*. New York: Russell Sage, pp.231-250.

Religious Influences on the Transition to Adulthood: Variation by Gender and Race. Gender differentiation in life pathways and well-being can be exacerbated by cultural influences, and no influence is more important in the contemporary U.S. than conservative Christianity. Conservative Protestantism, in particular, promotes a vision of sexual exclusivity within marriage and limited means of fertility postponement, along with sharply gender differentiated responsibilities for breadwinning and family care. In a series of papers, I find that this leads to early school-leaving, early family formation and an "accelerated transition to adulthood" among whites and Hispanics raised in conservative Protestant families, but not African-Americans. This, along with the emphasis on family care for adult women, leads to dramatically lower earnings among conservative Protestant mothers, inside or outside marriage. Further exploration revealed that early family formation can explain much but not all of the association between divorce rates and local concentrations of conservative Protestants (the "red state paradox"). This work has also received substantial media attention.

- Glass, Jennifer, April Sutton, and Scott Fitzgerald. 2015. "Leaving the Faith: How Religious Switching Changes Pathways to Adulthood among Conservative Protestant Youth." *Social Currents* 1: 1-18.
- Glass, Jennifer and Philip Levchak. 2014. "Red States, Blue States, and Divorce – Understanding the Impact of Conservative Protestantism on Regional Variation in Divorce Rates." *American Journal of Sociology* 119: 1– 44.
- Fitzgerald, Scott and Jennifer Glass. 2014. "Conservative Protestants, Normative Pathways, and Adult Attainment." In Lisa Keister and Darren Sherkat (Eds.), *Religion and Inequality*, Cambridge Univ Press.
- Glass, Jennifer and Jerry Jacobs . 2005. "Childhood Religious Conservatism and Adult Attainment Among Black and White Women." *Social Forces* 83: 555-579.

D. Research Support

Ongoing Research Support

NCSE-1538721 (J.Glass, PI)

09/01/15-08/31/18

National Science Foundation,

Collaborative Research: Diversifying the STEM Labor Force: Are Women and the Foreign-Born Complementary or Additive?

The project uses federal SESTAT data to focus on the experiences of recent graduates in STEM fields. The goal is to better understand the labor market incorporation of women and foreign-born employees and the role of H1B visas in either promoting or retarding the incorporation of women into STEM employment.

Role: Principal Investigator

Responsibilities: Create statistical models for the central questions posed, review and guide the work of postdoctoral fellow, coordinate research reports and formulate tables and charts for public presentation, guide the writing of papers for publication

DGE-1432673 (J.Glass, PI)

09/01/14-08/30/19

National Science Foundation,
Collaborative Research: Early Career Transitions into STEM Employment: Processes Shaping Retention and Satisfaction

Surveys complete cohorts of STEM graduates at two leading universities, then follows them for their first four years post-graduation to understand the push and pull factors leading women and men STEM majors away from STEM occupations early in the career.

Role: Principal Investigator

Responsibilities: Create survey and interview instruments, coordinate the data collection activities of project staff across two sites, handle administrative responsibilities and reporting, create and supervise the content coding of interview data, coordinate the analysis and write-up of all data.

Completed Research Support

R01NR011988 (Levitte, Y., PI)

09/01/09-06/30/13

National Institutes of Health

Entry and Retention of Women in the Sciences: A Cohort Comparison

Analyzed 29 years of longitudinal information to find any gender differences in the determinants of college graduates transitions into STEM employment and retention in STEM jobs over time.

Role: Co-Investigator

Responsibilities: Create statistical models for the analyses of longitudinal NLSY data, review and guide the work of graduate assistants, coordinate research reports and guide the writing of papers for publication