

**Catherine J. Taylor**  
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## EDUCATION

Ph.D. Cornell University  
Sociology, Spring 2010 (expected)  
Committee: Shelley J. Correll (Chair), Elaine Wethington, and Edward Lawler  
Minor: Feminist, Gender, and Sexuality Studies  
Field Exams: Social Inequality, Gender, Social Psychology

Dissertation Title: “Minorities, Status, and Biological Stress Response in the Workplace: Does Gender Matter?”

Dissertation Abstract: I examine the relationship between minority status, social integration, and socially induced stress response. I document experiences of people who are in the minority by sex in the workplace using nationally-representative data and laboratory experiments, in which I collect biological measures of stress response. The dissertation explores how the interaction between social structures and individual physiological responses interact to create and maintain social systems, especially systems of inequality. I theorize that social arrangements influence biological outcomes, which in turn contribute to the reproduction of social inequality. This dissertation contributes a sociological understanding to the documented relationship between individual physiological responses and threats to status or hierarchy in a group – a relationship that has historically been interpreted in a manner that is demeaning to minority groups and empirically unfounded. In contrast, by taking a sociological approach to understanding the relationship between biology and society I reframe this relationship in a way that contributes more productively to understandings of social inequality.

Research and Teaching Areas: Gender; Social Inequality; Social Psychology; Organizational Diversity; Sociology of Work; Stress and Health; Bio-social and/or Experimental Methods; Education; Feminist, Gender, and Sexuality Studies

M.A. Cornell University  
Human Development, 2003  
Committee: Phyllis Moen, Elaine Wethington, and Rachel Dunifon

B.A. Smith College  
Economics, Dean’s List, 1995

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## PUBLICATIONS

**Taylor, Catherine J.** Conditional Accept. “Occupational Sex-Composition and the Gendered Availability of Workplace Support.” *Gender & Society*.

**Taylor, Catherine J.** and Karl Pillemer. In Press. "The Role of Emotion in Understanding Employee Turnover: An Occupationally-Based Test of an Experimentally-Derived Theory." *Sociological Perspectives*.

Mock, Steven E., **Catherine J. Taylor**, and Ritch C. Savin-Williams. 2006. "Aging Together: The Retirement Plans of Same-Sex Couples." Pp. 152-174 in *Research and Clinical Perspectives on Lesbian, Gay, Bisexual, and Transgender Aging*, edited by D. Kimmel, T. Rose, and S. David. New York: Columbia University Press.

Comings, John, Sondra Cuban, Johannes M. Bos, and **Catherine J. Taylor**. 2001. "I know this is the Place For Me: Stories of Library Literacy Learners and Programs." Pp. 6-16 in *Literacy and Libraries: Learning From Case Studies*, edited by G. A. DeCandido. Chicago and London: Office for Literacy and Outreach Services, American Library Association.

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### **FELLOWSHIPS, GRANTS, AND AWARDS**

NSF Dissertation Improvement Grant. 2008-2009. "Stress, Status, and Gender in Decision Making Groups." \$7,499 (with Shelley Correll)

Awarded Institute for the Social Sciences Small Grant, Cornell University. 2007. "Stress and Status Processes in Task Groups." \$5000 (with Shelley Correll) (Declined grant when other dissertation funding became available)

Seed Grant, Center for the Study of Inequality, Cornell University. 2007. "Stress, Status, and Gender in Decision-Making Groups." \$750

Seed Grant, Center for the Study of Inequality, Cornell University. 2006. "Stress, Gender, and Numerical Minority in Goal Oriented Groups." \$750

TESS Data Collection. 2006. "Nature or Nurture?: Explanations for Observed Gender Differences and their Effect on Gender Ideology and Political Opinions." Awarded funding for national survey of 8000 respondent questions.

Department of Sociology Award for Excellence in Teaching, Cornell University. 2004-2005. \$500

Cornell Graduate Fellowship, Cornell University. 2002 and 2003

Sloan Fellow at the Cornell Employment and Family Careers Institute, Cornell University. 2001-2002 and Summer 2003

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### **CONFERENCE PRESENTATIONS AND INVITED TALKS**

**Catherine J. Taylor**. "The Role of Unconscious Bias in the Faculty Search Process." Invited Talk at a Diversity and Compliance Workshop at the Office of Workforce Diversity and Inclusion at Cornell University. Ithaca, NY. November 2009.

**Catherine J. Taylor**. "Cornell University's Effective Search Practices and DVD: It Depends on the Lens." Succeeding As Women in Higher Education Conference. Cortland, NY. October 2009.

**Catherine J. Taylor.** “Glass Ceiling or Glass Escalator? The Social Environments of Tokens in the Workplace.” American Sociological Association Meetings. San Francisco, CA. August 2009.

**Catherine J. Taylor.** “Stress, Social Exclusion, and Minority Status: A Biosocial Approach.” Group Processes Conference at the American Sociological Association Meetings. San Francisco, CA. August 2009.

**Catherine J. Taylor.** “Cortisol Response to Structural Characteristics of a Group.” The 11<sup>th</sup> International Conference on Social Stress Research. Santa Fe, NM. May 2008.

**Catherine J. Taylor.** “Cortisol Response to Gendered Phenomena in Group Interaction.” Invited Talk at Pennsylvania State University. University Park, PA. June 2007.

**Catherine J. Taylor.** “The Differential Effects of Gender Composition of the Workplace on Men and Women.” American Sociological Association Meetings. Montreal, Canada. August 2006.

**Catherine J. Taylor.** “The Role of Emotion in Understanding Employee Turnover in Nursing Home Staff.” Group Processes Conference at the American Sociological Association Meetings. Philadelphia, PA. August 2005.

**Catherine J. Taylor,** Steven E. Mock, and Ritch C. Savin-Williams. “Aging Together: The Retirement Plans of Same-Sex Couples.” Eastern Sociological Society Meetings. New York City, NY. February 2005.

**Catherine J. Taylor.** “Gender and Authority in the Workplace.” Poster presentation at the Society for Personality and Social Psychology Meetings. Austin, TX. January 2004.

**Catherine J. Taylor,** Johannes M. Bos, Kathy Endaya, Leslie McGinnis, Nora Jones, K. English, and Bruce Carmel. “Tracking Learner Persistence in Library-Based Adult Literacy Programs.” American Library Association Meetings. San Francisco, CA. June 2001.

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## **WORKS IN PROGRESS**

“Minorities, Status, and Biological Stress Response in the Workplace: Does Gender Matter?”

“The Association between Hormonal Stress Response and Voice Features using Data Collected from Sociometric Badges.” (With Daniel Olguin and Alex “Sandy” Pentland of the MIT Media Laboratory and Christopher Cameron)

“The Role of Graduate School Experiences in Men's and Women's Scientific Career Paths.” (With Sarah Thébaud)

“Gender Differences in Academic Mobility.” (With Kim Weeden and Sarah Thébaud)

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## **POLICY REPORTS**

Correll, Shelley, Susan Cabrera and **Catherine J. Taylor.** 2008. “Integration of New Faculty at Cornell University”. (A report to the National Science Foundation from the Cornell University ADVANCE Center) Retrieved November 18, 2008 (<http://www.advance.cornell.edu/reports.html>).

Dunifon, Rachel and **Catherine J. Taylor**. 2004. "Characteristics of Relative Caregivers and Children in their Care". (Research Brief) Retrieved February 14, 2006 ([www.parenting.cit.cornell.edu/research.html](http://www.parenting.cit.cornell.edu/research.html)).

Dunifon, Rachel and **Catherine J. Taylor**. 2002. "Is Maternal Work Behavior Affected by Children's Health and Behavior Problems?" Working Paper No. 02-22, Bronfenbrenner Life Course Center, Cornell University, Ithaca, NY.

Comings, John, Sondra Cuban, Johannes M. Bos, and **Catherine J. Taylor**. 2001. *I Did it for Myself: Studying Efforts to Increase Adult Student Persistence in Library Literacy Programs*. New York: Manpower Demonstration Research Corporation.

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## TEACHING EXPERIENCE

### Research Assistant Supervisor

Sociology 401: "Independent Study", Supervised 5-12 undergraduate research assistants per semester who assisted with my dissertation research. Had sole supervisory responsibility for a total of 54 undergraduate research assistants and 1 graduate research assistant between Fall 2006 and Spring 2009, for collecting my dissertation data. Supervised another 10 undergraduate research assistants for ADVANCE grant data collection projects under the supervision of Shelley Correll and Kim Weeden between Fall of 2008 to present.

### Instructor (Future)

"Introduction to Sociology", I was selected by the Cornell Prison Education Program (CPEP) to teach "Introduction to Sociology" at the Auburn Correctional Facility in Spring 2010.

### Instructor

Sociology 100: "Gender Beliefs and Current Policy Issues", Writing-intensive freshman seminar, Cornell University, Fall 2006.

### Teaching Assistant

Sociology 270: "Gender: Meanings and Practice", Shelley J. Correll, Cornell University, Spring 2005. John S. Knight Center writing-intensive course for majors.

### Head Teaching Assistant

Human Development 150: "Introduction to Human Development", Christine Schelhas-Miller, Cornell University, Fall 2001.

### English Teacher

Centro Superior de Idiomas and private lessons, Barcelona, Spain. 1997-1998.

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## CONSULTING AND COMMUNITY OUTREACH

Consulting with academic institutions and organizations on how to reduce unconscious gender and racial bias in hiring

Present research on the topic of gender bias when hiring faculty members in higher education. Funded partially by an ADVANCE (NSF) grant to Cornell University.

Presentations to members of the following groups: The New Jersey/Eastern Pennsylvania/ Delaware Higher Education Research Consortium (HERC), University of California (UC) System Chairs Retreat, University of Rochester, Dartmouth University, Rutgers University, University of Nebraska, Washington and Lee University/The Mid-Atlantic Higher Education Research Consortium (HERC), and Cornell University. Audience members include Deans, Department Chairs, and Faculty Hiring Committees. Fall 2008-Present.

Statistical Consulting

For “The Analysis Factor”. Fall 2006.

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**RESEARCH POSITIONS AND RELEVANT WORK EXPERIENCE**

Laboratory Manager

Social Science Laboratory. Fall 2008 – Present.

Research Assistant on ADVANCE grant

Principal Researchers: Kim Weeden and Melissa Thomas-Hunt. Cornell University, Department of Sociology. Fall 2008 – Present.

Research Assistant

Principal Researcher: Shelley J. Correll. Cornell University, Department of Sociology. Fall 2005 – Spring 2008.

Research Assistant

Principal Researcher: Karl Pillemer. Cornell University, Department of Human Development. Fall 2004.

Research Assistant

Principal Researcher: Elaine Wethington. Cornell University, Department of Human Development. Summer 2002 and Summer 2004.

Research Assistant

Principal Researcher: Rachel Dunifon. Cornell University, Department of Policy Analysis and Management. 2003-2004.

Research Analyst

Manpower Demonstration Research Corporation (MDRC), San Francisco, CA. 1998 and 1999-2001.

Project Manager

People’s Computer Company, Berkeley, CA. 1998-1999.

Options Clerk

Pacific Options Exchange, Kessler/Asher Clearing, San Francisco, CA 1996-1997.

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**ACADEMIC SERVICE**

Reviewer for: Sociological Perspectives; Human Relations; Edited volume “Social Psychology of Gender” (Part of the “Advances in Group Processes Series”); Sloan Work and Family

Research Network on-line Work and Family Encyclopedia at  
<http://wfnetwork.bc.edu/encyclopedia.php?mode=nav> (edited by Stephen Sweet & Judi Casey)

Co-chair, Graduate Students Association, Department of Sociology (Elected), Cornell University, 2005-2006.

Co-organizer, Group Process Conference Committee, Fall 2004 – Summer 2005.

Graduate Studies Committee Member, Department of Human Development (Elected), Cornell University, 2002-2005.

Graduate and Professional Student Assembly (GPSA) Representative from the Social Sciences (Elected), Cornell University, 2003-2004.

Co-chair of the Pay and Benefits Committee of the GPSA, Cornell University, 2002-2004.

Department of Human Development Speaker Series Committee, Cornell University, 2002-2004.

Council of Representatives for the GPSA (Elected), Cornell University, 2002-2003.

Department of Human Development Prospective Graduate Student Committee, Cornell University 2002-2004.

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## MEMBERSHIPS

American Sociological Association	2003 to present
Sociologists for Women in Society	2006 to present
Academy of Management	2009 to present

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## SOFTWARE EXPERTISE

STATA, SAS, SPSS, ATLASi, Microsoft ACCESS

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## REFERENCES

Shelley J. Correll  
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Stanford University  
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Elaine Wethington  
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Edward Lawler  
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(607) 255-7432, ejl3@cornell.edu

Karl Pillemer  
Department of Human Development  
G44 Martha Van Rensselaer Hall  
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