FIONA M. KAY

5 JANUARY 2022

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EDUCATION

1992	Ph.D., Sociology, University of Toronto Advisor: John Hagan Dissertation: *A Profession in Transition: Gender and Career Mobility in Law* Comprehensive exam areas: Crime, deviance and law (with distinction) Research methodology (with distinction)
1988	M.A., Sociology, University of Toronto
1987	B.A.H., Sociology, Queen's University (honours, with distinction)

POSITIONS HELD

Current	Professor, Department of Sociology, Queen's University (as of July 2010)
2019	Invited Researcher, Centre de Recherche en Droit Public, Faculté de Droit, Université de Montréal
2000-2010	Associate Professor, Department of Sociology, Queen's University
1998-1999	Visiting Scholar, Centre de Recherche en Droit Public, Faculté de Droit, Université de Montréal
1997-2000	Associate Professor, Department of Anthropology and Sociology, University of British Columbia
1992-1997	Assistant Professor, Department of Anthropology and Sociology, University of British Columbia

AREAS OF RESEARCH AND TEACHING

Sociology of law, work, occupations and professions, inequality, life course and careers, criminology, methods.

HONORS AND FELLOWSHIPS

2010 Distinguished Visitor at the Department of Sociology, University of Toronto
2009 Distinguished Visitor to the Institute for Feminist Legal Studies, Osgoode Hall Law School, York University

AWARDS

2021	Alumni Award for Excellence in Teaching, Queen's University
2021	W. J. Barnes Teaching Excellence Award for Arts and Science Undergraduate Society (ASUS)
2021	Nomination, Queen's University Alumni Teaching Award
2019	Nomination, Award for Excellence in Graduate Supervision, Queen's University
2018	Nomination, Frank Knox Teaching Excellence Award, AMS, Queen's University
2015	Nomination, Frank Knox Teaching Excellence Award, AMS, Queen's University
2007	Nomination, Frank Knox Teaching Excellence Award, AMS, Queen's University
2000	Queen's National Scholar
2000	Nomination, Faculty of Arts Undergraduate Teaching Award, U.B.C.
1996	Nomination, Faculty of Arts Undergraduate Teaching Award, U.B.C.
1998	Izaak Walton Killam Memorial Faculty Research Fellowship ($10,000)
1990-1992	Social Sciences and Humanities Research Council Scholarship ($18,000/year)
1990	Marty Memorial Prize (declined award) ($16,000/year)
1989	Junior Fellow Award, Centre of Criminology, University of Toronto ($2,000/year)
1988	Ontario Graduate Scholarship ($15,000/year)
1987	University of Toronto Fellowship ($12,000/year)
1987	Gold Medal Award, Sociology, Queen's University

PUBLICATIONS

Books

Kay, Fiona M. and Richard Johnston (Editors). 2007. *Social Capital, Diversity, and the Welfare State*. Vancouver, BC: University of British Columbia Press. (340 pages)

Hagan, John and Fiona Kay. 1995. *Gender in Practice: A Study of Lawyers' Lives*. Oxford, UK: Oxford University Press. (235 pages)

Peer-Reviewed Journal Articles
Notation: [GS]graduate student, [PDF]post-doctoral fellow

Kay, Fiona M. and Robert Granfield (*in press 2022*). "When Altruism is Remunerated: Understanding the Drivers and Targets of Voluntary Service among Lawyers." *Law & Society Review* 56(1). DOI:10.1111/lasr.12586.

Kay, Fiona M. and Robert Granfield (*in press*). "Altruism at Work: An Integrated Approach to Voluntary Public Service among Private Practice Lawyers." *Law & Social Inquiry*.

Kay, Fiona and [GS]Martine Rondeau (*in press*). « La culture des cabinets d'avocats et la rétention des avocats et avocates. » *Sociologie et sociétés.*

Wallace, Jean E. and Fiona M. Kay (*published online December 2021*). "Supportive Relations in a Feminized Occupation: How Male and Female Veterinarians Compare." *Canadian Review of Sociology*. http://doi.org/10.1111/cars.12366

Gorman, Elizabeth H. and Fiona M. Kay. 2020. "Skill Development Practices and Racial-Ethnic Diversity in Elite Professional Firms." *Research in the Sociology of Work* 34:115-145.

[PDF]Choroszewicz, Marta and Fiona Kay. 2020. "The Use of Mobile Technologies for Work-to-Family Boundary Permeability: The Case of Finnish and Canadian Male Lawyers." *Human Relations* 73(1): 1-27. Published online 2019: https://doi.org/10.1177/0018726719865762

Kay, Fiona M. 2019. "Social Capital, Relational Inequality Theory and Earnings of Racial Minority Lawyers." *Research in the Sociology of Work* 32:63-90.

Plickert, Gabriele, Fiona M. Kay, and John Hagan. 2017. "Depressive Symptoms and the Salience of Job Satisfaction across the Life Course of Professionals." *Advances in Life Course Research* 31:22-33. DOI: http://dx.doi.org/10.1016/j.alcr.2016.11.001

Kay, Fiona M., [GS]Stacey Alarie, and [GS]Jones Adjei. 2016. "Undermining Gender Equality: Female Attrition from Private Law Practice." *Law & Society Review* 50(3): 766-801.

Kay, Fiona M., [GS]Stacey Alarie, and [GS]Jones Adjei. 2013. "Leaving Private Practice: How Organizational Context, Time Pressures, and Structural Inflexibilities Shape Departures from Private Law Practice." *Indiana Journal of Global Legal Studies* 20(2): 1223-1260.

Wallace, Jean E. and Fiona M. Kay. 2012. "Tokenism, Organizational Segregation, and Coworker Relations in Law Firms." *Social Problems* 59(3): 389-410.

Kay, Fiona M. and Elizabeth H. Gorman. 2012. "Developmental Practices, Organizational Culture, and Minority Representation in Organizational Leadership: The Case of Partners in

Large U.S. Law Firms." *The Annals of the American Academy of Political and Social Science*. 639: 91-113.

Hagan, John and Fiona M. Kay. 2011. "The Emotional Toll and Exhilaration of Human Rights Activism: Gender and Legal Work at The Hague International Criminal Tribunal." *Queen's Law Journal* 37(1): 257-301.

Hagan, John and Fiona M. Kay. 2010. "The Masculine Mystique: Living Large from Law School to Later Life." *Canadian Journal of Law and* Society 25(2): 195-226.

Gorman, Elizabeth H. and Fiona M. Kay. 2010. "Racial and Ethnic Minority Representation in Large U.S. Law Firms." Special Issue: Law Firms, Legal Culture, and Legal Practice. *Studies in Law, Politics and Society* 52: 211-238.

Kay, Fiona M. and Jean E. Wallace. 2010. "Is More Truly Merrier?: Mentors and the Practice of Law." *Canadian Review of Sociology* 47(1): 1-26.

Kay, Fiona M. 2009. "Intra-professional Competition and Earnings Inequalities across a Professional Chasm: The Case of the Québec Legal Profession." *Law & Society Review* 43(4): 901-938.

Kay, Fiona M. and Jean E. Wallace. 2009. "Mentors as Social Capital: Gender and Career Rewards in Law Practice." *Sociological Inquiry* 79(4): 418-452.

Kay, Fiona M. 2009. "'The First Legal Profession' of New France in Jeopardy or Revival?: History and Futures of the Quebec Notariat." *International Journal of the Legal Profession* 16(1): 1-32.

Wallace, Jean E. and Fiona M. Kay. 2009. "Are Small Firms More Beautiful or is Bigger Better?: A Study of Compensating Differentials and Law Firm Internal Labor Markets." *Sociological Quarterly* 50: 475-498.

Kay, Fiona M. 2009. "Professional Monopolies and Divisive Practices in Law: 'Les Femmes Juridiques' in Civil Law Canada." *The International Journal of Law in Context* 4(3): 187-215.

Kay, Fiona M., John Hagan, and Patricia Parker. 2009. "Principals in Practice: The Importance of Mentorship in the Early Stages of Career Development." *Law & Policy* 31(1):69-110.

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

**Reprinted* in: Andrew L. Kaufman and David B. Wilkins (editors.). 2009. *Problems in Professional Responsibility.* Fifth edition. Durham, NC: Carolina Academic Press.

Wallace, Jean E. and Fiona M. Kay. 2008. "The Professionalism of Practising Law: A Comparison Across Work Contexts." *Journal of Organizational Behavior* 29: 1021-1047.

Kay, Fiona M. 2007. "The Social Significance of the First Women Lawyers." *Osgoode Hall Law Journal* 45(2): 379-424.

Baron, Stephen W., David R. Forde, and Fiona M. Kay. 2007. "Self-Control, Risky Lifestyles, and Situation: The Role of Opportunity and Context in the General Theory." *Journal of Criminal Justice* 35: 119-136.

Hagan, John and Fiona M. Kay. 2007. "Even Lawyers Get the Blues: Gender, Depression and Job Satisfaction in Legal Practice." *Law & Society Review* 41(1): 51-78.

Kay, Fiona M. 2004. "Professionalism and Exclusionary Practices: Shifting the Terrain of Privilege and Professional Monopoly*." International Journal of the Legal Profession* 11(1): 3-11.

Kay, Fiona M. and John Hagan. 2003. "Building Trust: Social Capital, Distributive Justice and Loyalty to the Firm." *Law & Social Inquiry* 28(2): 483-519.

Kay, Fiona M. 2002. "Crossroads to Innovation and Diversity: The Careers of Women Lawyers in Quebec." *McGill Law Journal* 47(4): 699-742.

Kay, Fiona M. and Joan Brockman. 2000. "Barriers to Gender Equality in the Canadian Legal Establishment." *Feminist Legal Studies* 8: 169-198.

> **Reprinted* in: Ulrike Schultz and Gisele Shaw (editors). *Women in the World's Legal Professions* (Oxford: Hart Publishers, 2003), pages 49-75.

Kay, Fiona M. and John Hagan. 1999. "Cultivating Clients in the Competition for Partnership: Gender and the Organizational Restructuring of Law Firms in the 1990s." *Law & Society Review* 33(3): 517-555.

Arnold, Bruce L. and Fiona M. Kay. 1999. "Early Transitional Stages and Heterogeneity in Criminal Careers among Young Offenders." *Canadian Review of Sociology and Anthropology* 36(2): 157-177.

Kay, Fiona M. and John Hagan. 1998. "Raising the Bar: The Gender Stratification of Law Firm Capitalization." *American Sociological Review* 63(5): 728-743.

Kay, Fiona M. 1997. "Flight from Law: A Competing Risks Model of Departures from Law Firms." *Law & Society Review* 31(2): 301-335.

Arnold, Bruce L. and Fiona M. Kay. 1995. "Social Capital, Violations of Trust, and the Vulnerability of Isolates: The Social Organization of Law Practice and Professional Self-Regulation." *The International Journal of the Sociology of Law* 23: 321-346.

> **Reprinted* in: Eric L. Lesser (editor). *Knowledge and Social Capital: Foundations and Applications* (Boston: Butterworth-Heinemann, 2000), Pp. 201-222.

Kay, Fiona M. and John Hagan. 1995. "The Persistent Glass Ceiling: Gendered Inequalities in the Earnings of Lawyers." *British Journal of Sociology* 46(2): 279-310.

Kay, Fiona M. and John Hagan. 1994. "The Changing Opportunities for Partnership for Men and Women Lawyers during the Transformation of the Modern Law Firm." *Osgoode Hall Law Journal* 32(3): 413-456.

Hagan, John, Marjorie Zatz, Bruce Arnold, and Fiona Kay. 1991. "Cultural Capital, Gender and the Structural Transformation of Legal Practice," *Law & Society Review* 25(2): 239-262.

> **Reprinted* in: Stewart Macaulay, Lawrence M. Friedman, and John Stookey (Eds.). *Law and Society: Readings on the Social Study of Law* (New York: W.W. Norton and Company, 1995), pages 808-811.

Hagan, John and Fiona Kay. 1990. "Gender and Delinquency in White-Collar Families: A Power-Control Perspective." *Crime and Delinquency* 36(3): 391-407.

> **Reprinted* in: Neil Guppy (Ed.). *Sociological Insights.* Vancouver, B.C.: University of British Columbia, 1992.

Book Chapters

Notation: [GS]graduate student, [PDF]post-doctoral fellow

[PDF]Choroszewicz, Marta and Fiona Kay (2022, *in press*). "Understanding Gender Inequality in the Legal Profession." Chapter 6 In Hilary Sommerlad, Ole Hammerslev, Ulrike Schultz and Richard Abel (editors). *Comparing Legal Professions Thirty Years after "Lawyers in Society."* Volume 2. Oxford, UK: Hart Publishing.

Granfield, Robert and Fiona M. Kay. (2022, *in press*). "Pro Bono Legal Work in Canada." In Scott L. Cummings, Fabio Costa Morai De Sa E. Silva, and Louise G. Trubek, 112-143. *Global Pro Bono: Diffusion, Contestation, Learned Lessons*. Cambridge, UK: Cambridge University Press.

Kay, Fiona M. 2019. "Gender and Crime." Pp. 215-236 in Neil Boyd (Editor). *Understanding*

Crime in Canada. (Second edition). Toronto, ON: Emond Montgomery Publications.

> **First edition*: Kay, Fiona M. 2014. "Gender and Crime." In Neil Boyd (Editor). *Understanding Crime in Canada*. Toronto, ON: Emond Montgomery Publications, Pp. 215-240.

Kay, Fiona M. 2019. "Launching Careers in Law: Entry to First Jobs after Law School." Pp. 95-113 in Marta Choroszewicz and Tracey L. Adams (eds.). *Gender, Age and Inequality in the Professions*. (New York, NY: Routledge Press).

Deflem, Mathieu & Fiona M. Kay. 2019. "Legal Profession." In *The Wiley-Blackwell Encyclopedia of Sociology, Second Edition*, edited by George Ritzer and Chris Rojek. Malden, MA: Wiley-Blackwell.

Gorman, Elizabeth H. and Fiona M. Kay. 2016. "Which Kinds of Law Firms Have the Most Minority Lawyers?: Organizational Context and the Representation of African-Americans, Latinos, and Asian-Americans." Pages 263-300 in *Racial Diversity in the Legal Profession.* Edited by Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer, and David B. Wilkins. Cambridge, UK: Cambridge University Press.

Deflem, Mathieu & Fiona M. Kay. 2015. "Legal Profession." In *The Blackwell Encyclopedia of Sociology, Online edition*, edited by George Ritzer and Chris Rojek. Malden, MA: Wiley-Blackwell. DOI: 10.1002/9781405165518.wbeosl028.pub2.

Kay, Fiona M. 2015. "Lawyers: The Social Organization of the Profession." In Levine Kay, Rosann Greenspan, and Barbara Painsack (editors). *International Encyclopedia of Social and Behavioral Sciences*, 2nd Edition. Philadelphia, PA: Elsevier, Pp. 628-634.

Kay, Fiona M. 2010. "John Hagan and Bill McCarthy: Social Capital Theory." In Francis Cullin and Pamela Wilcox (Eds.). *The Encyclopedia of Criminological Theory* (Sage Publications), Pp. 424-427.

Tindall, David B., Fiona M. Kay, Dan M. Zuberi, and [GS]Kerri Lynn Bates. 2008. "Urban and Community Studies." In Lester R. Kurtz (Editor), Volume 3 of *Encyclopedia of Violence, Peace, and Conflict*, Volume 3 (Second edition). Oxford: Elsevier, Pp. 2224-2244.

Kay, Fiona M., [GS]Cristi Masuch, and [GS]Paula Curry. 2006. "Growing Diversity and Emergent Change: Gender and Ethnicity in the Legal Profession." In Elizabeth Sheehy and Sheila McIntyre (Editors). *Calling for Change: Women, Law and the Legal Profession* (Ottawa: University of Ottawa Press), Pp. 203-236

Kay, Fiona M. and Richard Johnston. 2006. "Ubiquity and Disciplinary Contrasts of Social Capital." In Fiona Kay and Richard Johnston (Editors). *Social Capital, Diversity, and the*

Welfare State (Vancouver: University of British Columbia Press, 2006), Pp.18-40.

Kay, Fiona M. and Richard Johnston. 2006. "Introduction." In Fiona Kay and Richard Johnston (Editors). *Social Capital, Diversity, and the Welfare State* (Vancouver: University of British Columbia Press, 2006), Pp. 1-17.

Kay, Fiona M. and Paul Bernard. 2006. "The Dynamics of Social Capital: Processes of Inclusion and Exclusion." In Fiona Kay and Richard Johnston (Editors). *Social Capital, Diversity, and the Welfare State* (Vancouver: University of British Columbia Press, 2006), Pp. 41-66.

Kay, Fiona M. and John Hagan. 2005. "Social Mobility and Hierarchical Structure in Law Practice." In William Felstiner (Editor). *Reorganization and Resistance: Legal Professions Confront a Changing World* (Oxford: Hart Publishing of Oxford), Pp. 281-311.

Tindall, David B., Fiona M. Kay, and [GS]Kerri Lynn Bates. 1999. "Urban and Community Studies." In Lester R. Kurtz (Editor), *Encyclopedia of Violence, Peace, and Conflict*, Volume 3. San Diego, CA: Academic Press, Pp. 603-624.

Kay, Fiona M. 1997. "Balancing Acts: Career and Family among Lawyers." In Susan Boyd (Editor). *Challenging the Public/Private Divide: Feminism and Socio-Legal Policy* (Toronto: University of Toronto Press), Pp. 184-218.

Hagan, John and Fiona Kay. 1996. "Hierarchy in Practice: The Significance of Gender in Ontario Law Firms." In Carol Wilton (Ed.). *Inside the Law: Canadian Law Firms in Historical Perspective* (Toronto: Osgoode Society for Canadian Legal History and University of Toronto Press), Pp. 331-372.

Electronic Journals & Web Publications

Kay, Fiona M. 2005. "Integrity in a Changing Profession: Issues of Diversity and Inclusion." Chief Justice of Ontario's Advisory Committee on Professionalism. (Toronto: Law Society of Upper Canada). Website: http://www.lsuc.on.ca/news/a/hottopics/committee-on-professionalism/

Hagan, John and Fiona M. Kay. 2004. "Gender and the Restructuring of Law Firms." In Bryant Garth, Robert Nelson, and Victoria Saker Woeste (Editors). *Law's Disciplinary Encounters: Readings in Law and Social Sciences.* Collection at American Bar Foundation website: http://www.abf-sociolegal.org/

Book Reviews

Kay, Fiona M. 2010. Review of *Perceptions in Litigation and Mediation: Lawyers, Defendants, Plaintiffs, and Gendered Parties* by Tamara Relis (Cambridge University Press, 2009). In *Canadian Review of Sociology* 35(3): 514-517.

Kay, Fiona M. 2009. Review of *Lives of Lawyers Revisited* by Michael J. Kelly. In *Law & Society Review* 43(4): 939-941.

Kay, Fiona M. 2009. Review of *Bar Codes: Women in the Legal Profession* by Jean McKenzie-Leiper. In *Labour/Le Travail*. 63: 269-272.

Kay, Fiona M. 2009. Review of *Gender and Social Capital* edited by Brenda O'Neill and Elizabeth Gidengil. In *Canadian Journal of Sociology* 34(1): 233-237.

Kay, Fiona M. 2001. Review of *Trust: A Sociological Theory* by Piotr Sztompka. In *Canadian Journal of Political Science* 34 (4): 882-4.

Kay, Fiona M. 2001. Review of *Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America* by Robert L. Nelson and William P. Bridges. In *American Journal of Sociology* 106(6): 1798-1800.

Kay, Fiona M. 1996. Review of *Global Crime Connections: Dynamics and Control* by Frank Pearce and Michael Woodiwiss (Editors). In *International Journal of Comparative Sociology* 37(3-4): 305-308.

Kay, Fiona M. 1995. Review of *Wheeling and Dealing: An Ethnography of an Upper-level Drug Dealing and Smuggling Community* by Patricia Adler. In *International Journal of Comparative Sociology* 36(1): 96-97.

Kay, Fiona M. 1994. Review of *Bad Business: Corporate Crime in Canada* by Laureen Snider. In *Canadian Review of Sociology and Anthropology* 31(2): 215-216.

Research Reports

Notation: [GS]graduate student, [PDF]post-doctoral fellow

Kay, Fiona M. 2015. *Brief Summary and Comparison of Two Recent Ontario Studies of Departures from Private Practice: Leaving Law and Barriers to Re-entry (2013) and the Diversification of Career Paths in Law (2015).* A Report to Law Society of Upper Canada. January 2015. Toronto, ON: Law Society of Upper Canada. (11 pages)

Kay, Fiona M., [GS]Jones Adjei, and [GS]Stacey Alarie. 2014. *The Diversification of Career Pathways in Law*. A Report to Law Society of Upper Canada. January 2015. Toronto, ON: Law Society of Upper Canada. (118 pages) https://lawsocietyontario.azureedge.net/media/lso/media/legacy/pdf/f/fiona_kay_diversification_report_jan_2015(1).pdf ;

Gorman, Elizabeth H. and Fiona M. Kay. 2013. *Law Firm Employment Practices and the Representation of Minority Associates and Partners*. A Report to the Law School Admissions Council. May 2013. Toronto, ON: Law Society of Upper Canada. (110 pages) http://www.lsac.org/docs/default-source/research-%28lsac-resources%29/gr-14-01.pdf

Kay, Fiona M., [GS]Stacey Alarie, and [GS]Jones Adjei. 2013. *Leaving Law and Barriers to Re-entry: A Study of Departures from and Re-entries to Private Practice.* A Report to the Law Society of Upper Canada. Toronto, ON: Law Society of Upper Canada. (86 pages) See: https://lawsocietyontario.azureedge.net/media/lso/media/legacy/pdf/e/equity_retention_and_barriers_fiona_kay_2_april_2013.pdf

Kay, Fiona M., [GS]Stacey Alarie, and [GS]Jones Adjei. 2012. *Leaving Law and Barriers to Re-entry: A Study of Departures from and Re-entries to Private Practice.* A Report to the Law School Admission Council. Newton, PN: Law School Admission Council. (86 pages)

Hagan, John and Fiona M. Kay. 2009. *The Masculine Mystique: Living Large from Law School to Later Life.* The Law School Admissions Council. Newton, PN: Law School Admission Council. (44 pages) http://members.lsac.org/Public/MainPage.aspx?ReturnUrl=%2fPrivate%2fMainPage2.aspx

Kay, Fiona M., [GS]Cristi Masuch, and [GS]Paula Curry. 2004. *Contemporary Lawyers: Diversity and Change in Ontario's Legal Profession*. Report submitted to the Law Society of Upper Canada. Toronto: The Law Society of Upper Canada. (157 pages) See: http://rc.lsuc.on.ca/pdf/equity/diversityChange.pdf

Kay, Fiona M., [GS]Paula Curry, and [GS]Cristi Masuch. 2004. *Turning Points and Transitions: A Longitudinal Study of Ontario Lawyers from 1975 to 2002*. Report submitted to the Law Society of Upper Canada. Toronto: The Law Society of Upper Canada. (147 pages) See: http://rc.lsuc.on.ca/pdf/equity/womenTurningPoints.pdf

Kay, Fiona M. 2001. *Crossroads to Innovation and Diversity: The Careers of Quebec Lawyers.* A report submitted to le Barreau du Québec. Montréal, PQ: Barreau du Québec. (40 pages)

Kay, Fiona M., [GS]Nancy Dautovich, and [GS]Chantelle Marlor.1996. *Barriers and Opportunities within Law: Women in a Changing Legal Profession*. A report submitted to the Law Society of Upper Canada. Toronto, ON: The Law Society of Upper Canada. (250 pages)

Kay, Fiona M. 1994. *Leaving the Practice of Law: The Effects of Departures from Law on Women's Representation in the Profession.* A report submitted to the Canadian Bar Association. Ottawa, ON: Canadian Bar Association. (26 pages)

Kay, Fiona M. and John Hagan. 1993. *The Structural Dynamics of the Law Firm.* Appendix 13 to the Report of the Canadian Bar Association Task Force on Gender Equality in the Legal Profession. Ottawa, ON: Canadian Bar Association. (62 pages)

Kay, Fiona M. 1991. *Transitions in the Ontario Legal Profession: A Survey of the Past Fifteen Years of Bar Admissions.* A Report Submitted to the Law Society of Upper Canada. Toronto, ON: The Law Society of Upper Canada. (123 pages)

Kay, Fiona M. 1991. *Summary of the Committee for Bencher Accountability: Survey of Candidates for the 1991 Bencher Election.* A Report Submitted to the Committee for Bencher Accountability. Toronto, ON: Law Society of Upper Canada. (32 pages)

Kay, Fiona M. 1989. *Women in the Legal Profession.* A Report Submitted to the Law Society of Upper Canada. Toronto, ON: The Law Society of Upper Canada. (171 pages)

> **Reprinted* in: Kay, Fiona M. 1989. "Demographic Data Relating to Women in the Legal Profession." In Nancy L. Backhouse et al. (Eds.). *Women in the Legal Profession: The Law Firm of the 1990's: Attracting and Retaining Women Practitioners*. Toronto, ON: Department of Education, The Law Society of Upper Canada, pp. D*i*-D180. (190 pages)
>
> **Reprinted* in: Kay, Fiona M. 1990. "Women in the Legal Profession." *Law Society Gazette* 24(1): 55-64.

Sacco, Vince, Elia Zureik, and Fiona Kay. 1988. *Attitudes to Computer Crime and Computer Ethics.* Research Report Submitted to the Solicitor General, Canada. Contract #ORS-87-009 Ottawa, ON: The Solicitor General, Canada. (180 pages)

MANUSCRIPTS UNDER REVIEW

Kay, Fiona M. "Law Firm Culture and the Revolving Door for Women Lawyers." [Submitted to *Law & Social Inquiry*, 7 Sept. 2021]

RESEARCH GRANTS

External Grants

2020 S.S.H.R.C. Insight Development Grant. Title: *Paralegals and Access to Justice: Regulation, Job Rewards, and Legal Services during COVID-19 Pandemic.* Principal Investigator: Fiona Kay. Period of research: April 2021 - 2026 (5 years). Amount: $172,760.

2016-2021 S.S.H.R.C. Insight Major Grant. Title: *Employment Transitions among Professionals at Late Career Stage: Bridging to Retirement, Job Innovation, and Volunteerism*. Principal Investigator: Fiona Kay. Period of research: April 2016 - 2021 (5 years). Amount: $168,079.

2013-2016 S.S.H.R.C. Insight Major Grant. Title: *Racial Diversity in Corporate Law Firms: A Longitudinal Study of Organizational Practices Shaping Hiring, Retention, and Promotions*. Principal Investigator: Fiona Kay, Queen's University; Collaborator: Elizabeth Gorman, University of Virginia. Period: 1 May 2013 – 1 May 2016 (3 years). Amount: $93,399.

2010-2013 Law School Admission Council Grant. Title: *Law Firm Employment Practices and the Representation of Minority Associates and Partners*. Principal Investigator: Elizabeth Gorman, University of Virginia; Co-investigator: Fiona Kay. Period of Research: 1 June 2010 – 31 December 2013 (3 years). Amount: $71,295 (U.S.).

2009-2012 S.S.H.R.C. Grant. Title: *Gendered Career Trajectories: A Longitudinal Study of Women and Men Lawyers' Law Practices and Pro Bono Service Commitments*. Principal Investigator: Fiona Kay. Period of research: April 2009- 2012 (3 years). Amount: $102,576.

2009-2011 Law School Admission Council Grant. Title: *Career Pathways in Law: A Study of Gender and Job Transitions.* Title Principal Investigator: Fiona Kay. Period of research: July 2009-2011 (2 years). Amount: $65,000.00 (US) or $72,000.00 (Canadian).

2005-2007 Law School Admissions Council Grant. Title: *From Law School to Later Life: A Twenty-Year Panel Study of the Careers of Women and Men Lawyers*. Principal Investigator: John Hagan (Northwestern University). Co-investigator: Fiona Kay. Period of research: Spring 2005-Spring 2007 (2 years). (Amount: $120,577 USD).

2002-2003 Law Society of Upper Canada, Law Foundation of Ontario, and Law Foundation of Ontario Grants. Title: *Social Capital and Professional Careers in Transition: A Study of Diversity, Clientele, Time and Legal Tactics among Lawyers*. Principal investigator: Fiona Kay. (Value: $133,820.00), SSHRC grant. Period of research April 2002 - April 2007 (5 years). Project funded by the Law Society of Upper Canada (Value $25,000.00) and Law Foundation of Ontario (Value: $25,000.00) grant competition. Period of research: April 2002 - April 2003 (one year).

1997-2003 S.S.H.R.C.C. Multi-collaborative Research Initiative Grant. Title: *Equality, Security, and Community: Explaining and Improving the Distribution of Well-Being in Canada*. Director: Jon Kesselman (Economics, UBC). Steering Committee: David Green (Economics, UBC), Kathryn Harrison (Political Science, UBC), Richard Johnston (Political Science, UBC), Fiona Kay (Sociology, UBC). Team Members: Keith Banting (School of Policy Studies, Queen's), Charles Beach (Economics, Queen's), Neil Guppy (Sociology, UBC), John Helliwell (Economics, UBC), George Hoberg (Political Science, UBC), Lars Osberg (Economics, Dalhousie), Krishna Pendakur (Economics, S.F.U.), Garnett Picot (Statistics Canada), Craig Riddell (Economics, UBC), Claire Young (Law, UBC). Value: $1,774,227.00 1998-2003 (5 years). **Fiona Kay, Acting Director 1999-2000.*

1996-1999 S.S.H.R.C.C. Strategic Grant (Theme: Women and Change). Title: *Barriers and Opportunities within Law: Prospects for Women and Minorities in a Changing Legal Profession*. Principal investigator: Fiona Kay. Co-investigator: John Hagan (University of Toronto). Value: $78,000.00. Partnership project with the Law Society of Upper Canada (Value $40,000.00). Period of research: April 1996 - April 1999 (3 years).

1996-1997 S.S.H.R.C.C. Research Grant. Title: *Transitions and Turning Points in Histories of Crime: Offending and Incarceration among Serious Habitual Offenders*. Principal Investigator: Bruce Arnold (University of Calgary). Co-investigator: Fiona Kay. Value: $24,850.00. Period of research: April 1996 - May 1997 (one year).

1995-1996 S.S.H.R.C.C. Grant and The Law Society of Upper Canada. Title: *Transitions II: A Longitudinal Study of Ontario Lawyers, 1990-1996.* Principal Investigator: Fiona Kay. Co-investigators: John Hagan (North Carolina at Chapel Hill),

Patricia Parker (University of Toronto). Value: $40,000.00 (Partnership with S.S.H.R.C.C.). Period of research: October 1995 - October 1996 (one year)

1995-1998 S.S.H.R.C.C. Strategic Grant (Theme: Women and Change). Title: *Women, Minorities and the Transformation of the Legal Profession.* Principal investigator: John Hagan. Co-investigator: Fiona Kay. Value: $56,000.00. Period of research: April 1995 - April 1998 (3 years).

1994-1995 Canadian Bar Association Research Grant. Title: *Gender in Practice: A Study of Lawyers' Lives.* Principal Investigator: Fiona M. Kay. Value: $3,000.00. Period of research: October 1994 - August 1995.

1993-1996 S.S.H.R.C.C. Strategic Grant (Theme: Women and Change). Title: *Challenging the Public/Private Divide: Women, Law, and Social Change.* Principal Investigator: Susan Boyd, Chair Women and Law, Faculty of Law, University of British Columbia, Vancouver, B.C. Co-Investigators: Nitya Iyer, Fiona Kay, Marlee Kline, Judy Mosoff, Katherine Teghtsoonian, and Claire Young. Value: $137,116.00. Period of research: April 1993 - April 1996 (3 years)

Internal Grants

2011-2012 Queen's University. Principal's Development Fund and Senate Advisory Research Committee (SARC). Title: *Racial and Ethnic Diversity in Large U.S. Law Firms: A Longitudinal Study of Organizational Dynamics and Firm Hiring, Promotion, and Retention Patterns.* Principal Investigator: Fiona M. Kay. Value: $8,168. Period of research: May 2011 - May 2012.

2008-2009 Queen's University. SSHRC-4A. Title: *Career Pathways in Law: Job Transitions and Career Exits across a 20-year Longitudinal Study of Professionals*. Value: $5,000.00

2007 Queen's University. Office of Research Services Travel Award. Value: $750.00

2007 Queen's University. Blakely Fund. Travel Grant. Value: $750.00

2007-2008 Queen's University. Advisory Research Committee. Title: *Gaining Access to Justice: Legal Aid, Pro Bono Work, and Paralegals.* Principal Investigator: Fiona M. Kay. Value: $6,652.00. Period of research: May 2007 - May 2008.

2001-2002 Queen's University. Advisory Research Committee. Title: *Criminal Law Practice: A Study of Gender Dynamics, Clientele, and Legal Strategies among*

Defense Lawyers. Principal Investigator: Fiona M. Kay. Value: $9,876.13. Period of research: May 2001 - May 2002.

1999-2000 U.B.C. - H.S.S. Research Grant. Title: *Professional Mentorship: The Role of Principals in Establishing Careers in Law Practice.* Principal Investigator: Fiona M. Kay. Value: $1,890.00. Period of research: April 1999 - March 2000.

1998-2000 U.B.C. - Hampton Fund Research Grant. Title: *The Challenge of Change: Rethinking Law as a Discipline*. Principle Investigator: Marilyn T. MacCrimmon. Value: $40,000.00. Period: 1 May 1998 - 30 April 2000.

1998-1999 U.B.C. - H.S.S. Research Grant. Title: *Law Practice in Firm Settings and Criminal Courts: Research on Mobility in Firm Practice to a Study of Criminal Lawyers in Courts.* Principal Investigator: Fiona M. Kay. Value: $2,300.00. Period of research: May 1998 - May 1999.

1996-1997 U.B.C - H.S.S. Research Grant. Title: *Transitions in Life Histories of Crime: A Study of Offenses and Incarceration among Serious Habitual Offenders*. Principal Investigator: Fiona M. Kay. Value: $1,325.00. Period of research: May 1996 - May 1997.

1995-1996 U.B.C - H.S.S. Research Grant. Title: *Transitions in the Profession of Law: Career Dynamics and the Changing Structure of Law Practice*. Principal Investigator: Fiona M. Kay. Value: $4,984.00. Period of research: May 1995 - May 1996.

1994-1995 U.B.C. - H.S.S. Research Grant. Title: *The Social Organization of Legal Practice, Unethical Behaviour, and Professional Self-Regulation.* Principal Investigator: Fiona M. Kay. Value: $1,892.00. Period of research: May 1994 - May 1995.

1993-1994 U.B.C. - H.S.S. Research Grant. Title: *Balancing Work and Family: Sources of Satisfaction and Accommodation in the Practice of Law.* Principal Investigator: Fiona M. Kay. Value: $1,750.00. Period of research: May 1993 - May 1994.

1993-1994 U.B.C. Challenge 1993 Grant. Title: *Gender and the Legal Profession in Canada: A Study of Structures, Access, and Mobility*. Principal Investigator: Fiona M. Kay. Value: $2,231.00. Period of research: May 1993 - May 1994.

1992-1993 U.B.C. - H.S.S. New Faculty Research Grant. Title: *Gender and the Legal Profession in Canada: A Study of Structures, Access, and Mobility.* Principal Investigator: Fiona M. Kay. Value: $1,920.00. Period of research: September 1992 - September 1993.

Grant-based Funding of Students (2000-current, Queen's University)

Graduate Students			Undergraduates
Sociology		Other departments	Sociology
Martine Rondeau Ann-Marie Helou William Hollingshead Jade Monaghan Zinaida Zaslawski Hannah Champion Stacey Alarie Jones Adjei Jessica Grimaldi	Tara Carnochan Julie Coulthard Karen Hindle Janet Gwilliam Joanna Kim Cristi Masuch Paula Curry Nancy Dautovich Chantelle Marlor	Nicolas Bader (Law) Kendra Schott (Industrial Relations) 2 (French Department)	Rebecca Cornale Jessica Rubin Antonella Bader Ryan Causton Katharine Zang

INVITED LECTURES

Notation: [GS]graduate student, [PDF]post-doctoral fellow

2021 "Women's Exits from Private Law Practice." In *To make it count!: Using Quantitative Methods in Research*. Department of Sociology. California State Polytechnic University Pomona. 16 March 2021.

2017 "Incorporating Volunteer Work into Course Assignments." *Showcase of Teaching and Learning at Queen's University*. Center for Teaching and Learning, Queen's University. 3 May 2017.

"Opting Out, Opting In, or Shifting Sideways?: Gender and the Careers of Law's Private Practitioners." *Gendered Globalization of the Legal Profession*. Lausanne, Switzerland. 20 March 2017. (Thursday 23 and Friday 24th March 2017; Wed-Sun).

2016 "Success at Writing Grants: Advice for Faculty Applying for SSHRC Insight Grants." *Office of Research Services*, Queen's University, May and September 2016.

2015 "Levelling the Playing Field? Developmental Practices and Diversity in Professional Service Firms." Sociology Department, Vanderbilt University, 9 April 2015 (with Elizabeth Gorman).

"Contemporary Careers of Ontario Lawyers: Results of Two Recent Surveys." Law Society of Upper Canada. Toronto, Ontario, 12 January 2015.

2014 Keynote address. <<Vingt ans après le Rapport Wilson portant sur la condition des avocates au Canada, où en sommes-nous? Quelles sont les perspectives d'avenir?>> Forum des femmes juristes, Association du Barreau Canadien. Montréal, Québec. Le 12 novembre 2014.

"The Diversification of Career Pathways in Law: Tracking Movement out of Private Practice among a Recent Two Decade Cohort of Law Graduates." Law Society of Upper Canada, Toronto, Ontario, September 2014.

"Tracking Lawyers' Job Movement out of Private Practice: Longitudinal and Contemporary Cross-sectional Surveys." *Diversity and Inclusion: Methods, Metrics and Motivation*. Conference hosted by A Call to Action Canada (ACTAC) Annual Spring Conference. Toronto, 13 May 2014.

"Diversifying Career Paths among Law Graduates." Panel Discussion: *The Law Society of Upper Canada and Lawyers: Research, Programs and Services.* Faculty of Law, Queen's University (with Stacey Alarie and Jones Adjei).

2013 *Leaving Law and Barriers to Re-entry: A Study of Departures from and Re-entries to Private Practice.* A Report to the Law Society of Upper Canada. Equity and Aboriginal Issues Committee, Law Society of Upper Canada. 11 April 2013 (with Stacey Alarie and Jones Adjei).

2012 "Leaving Law and Barriers to Re-entry: A Study of Gender and Departures from Private Practice." *Law, Gender and Equality Seminar*. Faculty of Law, Queen's University. 20 November 2012.

"The Diversification of Career Trajectories: A Study of Career Pathways in Law." Queen's University Faculty of Law. 23 January 2012 (with [GS]Stacey Alarie and [GS]Jones Adjei).

2011 "Changing Professional Structures and Cultures: Women's Presence & Pathways in Law." Le séminaire << Justice en action >>, organize conjointement par l'Institut des Sciences Sociales du Politique (Université Paris-Ouest Nanterre la Défense, ENS-Cashan), le Centre Maurice Halbwachs (EHESS-ENS Ulm), Le Centre de Recherche sur l'action locale, Université Paris XIII-Nord en collaboration avec le Réseau Thématique 13 << Sociologie du droit at de la justice >> de l'Association Française de Sociologie. Le 14 décembre 2011.

2010 "The Representation of Racial and Ethnic Minorities in Large Law Firms." Distinguished Visiting Scholar. Department of Sociology, University of Toronto.

2009 "Women in Large Law Firms." Keynote Address. *Second Annual Women Lawyers and Intellectual Property Workshop.* Hosted by Intellectual Property, Osgoode Hall Law School and The Institute for Feminist Legal Studies. 6 November 2009.

2009 "Gender Inequality in the Professions: Inroads to Change." *Persons Day 2009: Achieving our Potential*. The Advisory Committee on Women at Justice. Department of Justice. Government of Canada. Ottawa. 29 October 2009.

"AJD Study and Comparative Perspectives." *After the JD: International Conference on Research on Legal Careers in Transition*. Harvard Law School. Cambridge, Massachusetts. May 2009.

"Mentors as Social Capital: Gender, Mentors, and Career Rewards in Law Practice" Sociology Department Seminar Series. March 2009.

"Women in the Legal Profession: Career Pathways." Legal Foundations Program, Queen's Faculty of Law. 30 January 2009.

2007 "Contemporary Challenges for Women in the Legal Profession." Federal Department of Justice, Advisory Committee on Women at Justice. 17 October 2007.

"Gender, Racial and Cultural Diversity in the Profession of Law." *Diversity and Women and Minorities in the Legal Profession* hosted by Feminist Legal Studies Queen's. Queen's Faculty of Law, 13 November 2007.

"Gender, Cultural Diversity, and Shifting Careers in Law." *Summit on Gender, Diversity and Retention in the Legal Profession.* Faculty of Law, University of Toronto, 1 May 2007.

2006 "Professional Integrity and Rules of Conduct: The Practice of Law Confronts Diversity." Faculty of Law, University of Windsor, 23 October 2006.

"Contested Boundaries: Law Practice in Quebec." Centre of Criminology, University of Toronto, 10 April 2006.

2005 "Integrity in a Changing Profession: Issues of Diversity and Inclusion." Chief Justice of Ontario's Advisory Committee on Professionalism 2005 Conference, Kingston, Ontario.

2004 "Contemporary Lawyers: Diversity and Change in Ontario's Legal Profession." The Law Society of Upper Canada, Toronto.

"Turning Points and Transitions: A Longitudinal Study of Ontario Lawyers from 1975 to 2002." The Law Society of Upper Canada, Toronto.

2003 "Professional Careers in Transition: Challenges of Diversity within the Legal Profession." *Equity and Diversity Panel*. Faculty of Law, Queen's University.

2002 "Changing the Legal Landscape: Women in the Legal Profession." Keynote address to the Faculty of Law, University of Ottawa.

2001 "Les Femmes dans la Profession Juridique au Québec." Le Barreau du Québec, Montréal, Québec.

"Law Practice in the Province of Quebec: Preliminary Results from a Survey of the Profession." Faculty of Law, Queen's University.

2000 "Building Trust: Social Capital, Distributive Justice, and Loyalty to the Firm." Department of Sociology, Queen's University.

1999 "Building Trust: Social Capital, Distributive Justice, and Loyalty to the Firm." Department of Sociology, University of Toronto.

"Femmes dans la Profession Juridique: Recherches Nouvelles." Congrès du Barreau, Québec, Québec.

"Law Practice in the Nineties: Exclusionary Tactics in the Tournament of Lawyers." Department of Anthropology and Sociology, University of Windsor.

"Comparative Research on Legal Professions in Common Law and Civil Law Jurisdictions of Canada." *Canadian Law and Society Association / Association Canadienne Droit et Société Midwinter Conference*. Vancouver, British Columbia.

1997 "Social Capital and Sociology." *Social Capital Conference*. C. D. Howe Institute, Toronto, Ontario.

1996 Bruce Arnold and Fiona Kay. "Early Transitional Stages and Heterogeneity in Criminal Careers among Young Offenders." Presented at Centre for Legal Studies, Kannur (Calicut) University, Palayad, Thalassery-Kerala, India; The HCM Rajasthan Institute for Public Administration, Jaipur, Rakasthan, India; and Centre for Canadian Studies, University of Rajasthan, Rajasthan, India.

1996 "Gender in Practice: A Study of Lawyers' Lives." *The West Coast Law and Society Seminar Series*, University of British Columbia.

1995 "Women and Minorities in Law: Researching Lawyers' Lives in Transition." *Green College Scholar Series,* University of British Columbia.

"Careers in Conflict: The Case of the Legal Profession." Department of Sociology, McGill University, Montréal, Québec.

"Role Overload, Conflict, and Enhancement in the Careers of Lawyers." Department of Sociology, the University of Calgary, Calgary, Alberta.

"Researching Law and Society: The Role of Lawyers in Social Transformation." School of Criminology, Simon Fraser University. Burnaby, British Columbia.

"The Public/Private Divide in Occupational Segregation: The Case of the Legal Profession." *Challenging the Public/Private Divide: Women, Family, Work, and Law*. A Workshop at the Faculty of Law, University of British Columbia. Funded by the S.S.H.R.C.C. Women and Change Strategic Program.

1992 "Career Mobility Within and From Firm Practice." Panel Discussion titled, "Changing Canadian Law Firms." *1992 Reunion University of Toronto Faculty of Law.* Toronto, Ontario.

"A Profession in Transition: Gender and Career Mobility in Law; Highlights of Research Findings." Presented to the Women in the Legal Profession Standing Committee, *The Law Society of Upper Canada.* Toronto, Ontario.

1991 "Career Mobility Within and From Firm Practice." Panel Discussion titled, "The Gender Challenge." *1991 Reunion University of Toronto Faculty of Law.* Toronto, Ontario.

1989 "Stratification in the Ontario Legal Profession." Presentation of Findings from the Report Submitted to the Law Society of Upper Canada. Presented at the *Women's Law Association of Ontario Seminar.* Toronto, Ontario.

CONFERENCE PRESENTATIONS

Notation: [GS]graduate student, [PDF]post-doctoral fellow

2021 "Law Firm Culture and The Revolving Door for Women Lawyers." *Suites, Streets, and States: A Conference Celebrating the Research of John L. Hagan. American Bar Foundation*, Chicago, IL. May 31, 2021.

2020 "Skill Development Practices and Racial-ethnic Diversity in Elite Professional Firms." Society for the Advancement of Socio-Economics (SASE) Virtual Conference, July 2020 (with Elizabeth Gorman).

2019 "Supportive Relations in a Feminized Occupation: How Male and Female Veterinarians Compare." *Canadian Sociology Association Annual Meeting, Canadian Congress*, Vancouver, British Columbia, June 2019 (with Jean E. Wallace).

"Corporate Clients and the Progress of Women in U.S. Law Firms." *Law & Society Association Annual Meeting.* Washington, D.C., June 2019 (with Elizabeth Gorman).

2018 "Mobile Technologies and Work-to-Family Boundary Permeability as a Professional Norm in the Private Law Practice in Finland and Canada." *Gendered Globalization of the Legal Professions Conference*. Geneva, Switzerland, May 2018 (with PDFMarta Choroszewicz).

2017 "Developmental Practices and Organizational Race and Gender Diversity," Section on Organizations, Occupations, and Work Open Topic. *American Sociology Association Annual Meeting*. Montreal, Quebec, August 2017 (with Elizabeth Gorman).

"Clientele and the Progress of Women and Racial Minorities in U.S. Corporate Law Firms." *Joint mini-conference sponsored by Economic Sociology and Organizations, Occupations, and Work Sections of American Sociology Association*, Desautels Faculty of Management, McGill University, Montreal, Quebec, 11 August 2017.

"Diversity and Equality among Lawyers in Civil Law Context: A Comparison of Finland and Quebec, Canada." *Law & Society Association Annual Meeting*. Mexico City, Mexico. 20-23 June 2017 (with PDFMarta Choroszewicz).

"Work Satisfaction, Mentoring Relationships, and Gendered Careers in Law." Being a Lawyer in Europe and Canada: Careers, Inequalities, Transformations. Conférence organisée par le Centre de Droit Comparé Européen et International (UNIL) et le Centre en Etudes Genre (UNIL), Mercredi 22 mars 2017, Université de Lausanne, Lausanne, Switzerland.

2016 "Undermining the Pipeline to Gender Equality: Female Attrition from Private Law Practice." American Sociology Association Annual Meeting, Seattle, Washington, 22 August 2016 (with GSStacey Alarie and GSJones Adjei).

"Clientele and the Progress of Women and Racial Minorities in U.S. Corporate Law Firms." *Law & Society Association* annual meeting. New Orleans, Tennessee. June 2-5, 2016 (with Elizabeth Gorman).

"Clientele and the Progress of Women and Racial Minorities in U.S. Corporate Law Firms." *Society for the Advancement of Socio-Economics* annual meeting. Berkeley, California, June 2016 (with Elizabeth Gorman).

Critic on author-meets-critics panel: *Oxford Handbook of Professional Service Firms* edited by Laura Empson, Daniel Muzio, Joe Broschak, and Bob Hinings. *Society for the Advancement of Socio-Economics* annual meeting. Berkeley, California, June 2016.

2015 "Mentors and Retention: Do Mentors Stem the Flow of Talent from Law Firms?" *Society for the Advancement of Socio-Economics*. London School of Economics and Political Science, 2-4 July 2015.

"Levelling the Playing Field? Developmental Practices and Diversity in Professional Service Firms." *Society for the Advancement of Socio-Economics*. London School of Economics and Political Science, 2-4 July 2015 (with Elizabeth Gorman).

"Leveling the Playing Field? Developmental Practices and Minority Representation in Law Firms." *American Law & Society Association Annual Meeting*. Seattle, Washington. May 2015 (with Elizabeth Gorman).

"Levelling the Playing Field? Developmental Practices and Minority Representation in Professional Service Firms." *American Sociological Association Annual Meeting.* Chicago, Illinois, August 2015 (with Elizabeth Gorman).

"Longitudinal Studies of Lawyers Careers Across Borders." Panel member of roundtable, "Globalization and its Influence on Methodology: Approaches for Studying Lawyers and the Legal Profession." Session organizers: Carole Silver (Northwestern) and Jayanth Krishnan (Indiana-Bloomington). *American Law & Society Association Annual Meeting.* Seattle, Washington. May 2015.

"Leveling the Playing Field? Developmental Practices and Minority Representation in Law Firms." *Southern Sociological Society.* New Orleans. March 2015 (with Elizabeth Gorman).

2014 "Early Career Innovation among Law Firm Lawyers: Staying the Course, Bridges Outbound, and Gateways In." *American Law & Society Association Annual Meeting*. Minneapolis, 30 May 2014.

2013 "Developmental Practices and Minority Representation in Among Law Firm Partners: Patterns in 1996 and 2005." *American Bar Foundation Diversity in the Legal Profession Conference*. 10-11 May 2013 (with Elizabeth Gorman).

"Diversifying Career Paths in Law." *Law & Society Association Annual Meetings.* Boston, Massachusetts. 30 May to 2 June 2013 (with [GS]Stacey Alarie and [GS]Jones Adjei).

2012 "Practices, Organizational Culture, and Minority Representation in Law Firm Leadership: Change from 1996 to 2005." *American Sociological Association*. Denver, Colorado,

August 2012 (with Elizabeth Gorman).

"Leaving Law and Barriers to Re-Entry: A Study of Gender and Departures from Sectors of Law Practice" *American Law and Society Association Annual Meeting*. Honolulu, Hawaii (with [GS]Stacey Alarie and [GS]Jones Adjei).

"Racial Diversity in Large U.S. Corporate Law Firms." *The American Southern Sociological Society meeting*, March 21-24, New Orleans (with Elizabeth Gorman).

"Racial Diversity in Large U.S. Corporate Law Firms." *Conference on Power, Status, and Influence at Northwestern University*, May 2012 (with Elizabeth Gorman).

2011 "The Value of Practice or the Practice of Values? Training, Culture, and Racial Integration in Law Firms." *American Law and Society Annual Meeting*, San Francisco (with Elizabeth Gorman).

"The Value of Practice or the Practice of Values? Training, Culture, and Racial Integration in Law Firms." *American Southern Sociological Society meeting* (with Elizabeth Gorman).

2010 "Open Doors and Locked Vaults: Ethnic Diversity and Earnings Attainment in the Practice of Law." *Society of Legal Studies Conference: The Human Rights Act Ten Years On.* The University of Southampton, Southampton, England.

"Tokenism, Organizational Segregation and Coworker Relations in Law Firms." *American Sociological Association Annual Meeting*. Atlanta, Georgia (with Jean Wallace).

"Minorities, Promotions and Resistance in the Large Law Firm." *American Sociological Association Annual Meeting*. Atlanta, Georgia (with Elizabeth Gorman).

"Racial and Ethnic Minority Representation in Large U.S. Law Firms." *American Law and Society Association Annual Meeting.* Chicago, Illinois (with Elizabeth Gorman).

2009 "Building Bridges, Breaking Bonds: Ethnic and Racial Diversity and Earnings in the Legal Profession." *American Law and Society Association Annual Meeting.* Boulder, Colorado.

2008 "The More the Merrier: Mentors and the Practice of Law." *Working Group for Comparative Study of Legal Professions* (RCSL), Berder, France (with Jean E. Wallace).

"Professional Monopolies and Divisive Practices in Law: 'Les Femmes Juridiques' in Civil Law Canada." *U.S. and Canadian Joint Law and Society Association Annual Meeting,* Montreal, Quebec.

2007 "Why Having Mentors Makes a Difference: A Study of Mentorship within Law Practice." *American Sociological Association Annual Meeting*. New York, New York (with Jean E. Wallace).

2006 "The Professionalism of Practising Law: A Comparison Across Work Contexts." *American Sociological Association Annual Meeting*. Montreal, Quebec (with Jean E. Wallace).

"Principals in Practice: The Importance of Mentorship in the Early Stages of Career Development." *American Law and Society Association Annual Meeting.* Baltimore.

2005 "Integrity in a Changing Profession." *The Chief Justice of Ontario's Advisory Committee on Professionalism Colloquium on the Legal Profession: Honour, Integrity and Professionalism in the Legal Profession*. Kingston, Ontario.

2004 "The Quebec Notariat: 'The First Legal Profession' in Jeopardy." *American Law and Society Association Annual Meeting.* Chicago, Illinois.

"Transitions across Time: Women's Impact on the Legal Profession." "The Touchstones Report Ten Years on and Counting: Revising the Issues and Re-Thinking the Questions*." Canadian Bar Association*. Ottawa, Ontario.

2002 "Social Mobility and Hierarchical Structure in Law Practice." *American and Canadian Law and Society Association Joint Meeting*. Vancouver, British Columbia (with John Hagan).

2001 "Crossroads to Innovation and Diversity: The Careers of Quebec Lawyers." *Canadian Law and Society Association Annual Meeting*. Québec, Québec.

1999 "Gender and Lawyering." In Terence Halliday, Bryant Garth, and Robert Nelson (Editors). *New Frontiers in Law's Engagement with the Social Sciences*. Conference hosted by the American Bar Foundation. Chicago, Illinois (with John Hagan).

"Building Trust: Social Capital, Distributive Justice, and Loyalty to the Firm." *American Law and Society Association Annual Meeting*. Chicago, Illinois (with John Hagan).

"Leaving Law: A Study of Gender and Departures from Sectors of Law Practice." *Canadian Law and Society Association Annual Meeting, Congress of the Social Sciences and Humanities of Canada*. Sherbrooke, Québec, Canada.

"Barriers to Gender Equality in the Canadian Legal Establishment." *Women in the Legal Profession Conference*. Oñati, Spain (with Joan Brockman).

1998 "Measuring Social Capital and Trust in the Study of Social Stratification and Mobility." Paper presented at the annual conference of the S.S.H.R.C.C. Multi-collaborative Research Initiative Team. *Equality, Security, and Community: Explaining and Improving the Distribution of Well-Being in Canada*. Vancouver, British Columbia.

"Partners and Pyramids: The Social Embeddedness of Promotion in Law Firms." Paper presented at the *Working Group on the Comparative Study of the Legal Professions.* Fifth Biennial Meeting, Oñati, Spain (with John Hagan).

1997 "Early Transitional Stages and Heterogeneity in Criminal Careers among Young Offenders." *American Criminology Annual Meeting*. San Diego, California (with Bruce Arnold).

"Leaving Law: Job Satisfaction, Professional Commitment, and Authority in Legal Practice." *American Sociological Association Annual Meeting.* Toronto, Ontario.

1996 "Law Firm Culture and Partnership Prospects." *Joint Meeting of the American Law and Society Association and the International Sociology of Law Association*. Glasgow, Scotland (with John Hagan).

1995 "'Making Partner': Cultural Capital and a Theory of Law Practice." *The American Law and Society Association Annual Meeting*. Toronto, Ontario.

"Pleasures and Perils of Practice: A Panel Study of Toronto Lawyers." *American Law and Society Association Annual Meeting*. Toronto, Ontario (with John Hagan).

"Flight from Law: A Competing Risks Model of Departures from the Practice of Law." *Canadian Law and Society Association Annual Meeting*. Montréal, Québec.

1994 "Transitions in the Gendered Careers of Lawyers: Exploring Theories of Law Practice." *XIII World Congress of Sociology.* Bielefeld, Germany (with John Hagan).

"Gender in Practice: A Study of Lawyers' Lives." Presented *The Third European Conference on Legal Professions* (Working Group on Comparative Studies of Legal Professions. Research Committee on Sociology of Law. International Sociological Association). Rouen, France (with John Hagan).

"Ascending the Partnership Ladder: Gender Disparities in Opportunities for Promotion." *Canadian Sociology and Anthropology Annual Meeting.* Calgary, Alberta.

"Careers in Transition: Work Histories and Family Dynamics in the Practice of Law." *Canadian Law and Society Annual Meeting.* Calgary, Alberta.

"The Persistent Glass Ceiling: Gendered Inequalities in the Earnings of Lawyers." *Canadian Sociology and Anthropology Annual Meeting.* Calgary, Alberta (with John Hagan).

1991 "Gender and the Legal Profession in Canada." *American Law and Society Association Annual Meeting.* Amsterdam, Netherlands (with John Hagan).

1990 "Discrete and Continuous Time Approaches to the Analysis of Events in Women's Life Histories." *International Workshop on Statistical Modelling.* Toulouse, France (with Charles Jones).

"Segmentation and Stratification in the Practice of Law: Locating Gender Dynamics in a Changing Profession." *Canadian Law and Society Association Annual Meeting.* Victoria, British Columbia.

"Gender and Delinquency in White-Collar Families: A Power-Control Perspective." *Canadian Sociology and Anthropology Association Annual Meeting.* Victoria, British Columbia (with John Hagan).

"Gender and Delinquency in White-Collar Families: A Power-Control Perspective." *Conference on White-Collar Crime.* Indiana University, Bloomington, Indiana (with John Hagan).

OTHER PARTICIPATION AT CONFERENCES

2021 *Panelist.* Author-meets-critics panel. Swethaa Ballakrishnen's book, *Accidental Feminism. Society for the Advancement of Socioeconomics* (SASE) Annual Meeting, July 2021.

2014 *Session Organizer.* Sociology of Law Section. *American Sociology Association Annual Meeting.* San Francisco, California.

2008 *Chair and Discussant*. "Lawyers, Personal Injury Law, and the Media" Panel. *American Annual Law and Society Annual Meeting*. Montreal.

2006 *Chair and Discussant*. "Gender and the Legal Profession" Panel. *American Law and Society Annual Meeting*. Baltimore.

2004 *Reader.* Author Meets Critic Book Panel. "Review of Richard Abel's book, English Lawyers between Market and State." *American Law and Society Annual Meeting*. Chicago, Illinois.

2002 *Chair*. "Divorce Lawyers" Book Panel. Author: Lynn Mather. *American and Canadian Law and Society Association Joint Meeting*. Vancouver, British Columbia.

2001 *Chair.* "Issues about Research / Questions de Recherche." *Canadian Law and Society Association Annual Meeting*. Québec, Québec.

Chair. "Law and Globalization / Droit et Globalisation." *Canadian Law and Society Association Annual Meeting*. Québec, Québec.

Chair. "Gender, Couples and Reproduction / genre, couples et reproduction." *Canadian Law and Society Association Annual Meeting*. Québec, Québec.

Participant. "Federalism and Federations." *Social Sciences and Humanities Research Council of Canada and P.C.O.-Intergovernmental Affairs joint initiative*. Ottawa.

Participant. "Les facteurs d'inclusion sociale ont-ils changé?" Colloque organisé par le *Centre de recherche interuniversitaire sur les transformations et les régulations économiques et sociales (CRITERES) et le Projet de recherche sur les politiques (PRP).* L'Université de Montréal.

2000 *Chair*, "Law and Social Change: Women, First Nations and Backlash." *Canadian Law and Society Association Annual Midyear Winter Meeting*. St. John's College, University of British Columbia.

1999 *Participant.* "L'arrivée des femmes dans la profession juridique." Table ronde. *Le Congrès du Barreau du Québec,* la Ville de Québec, Québec.

Discussant. "Income and Job Satisfaction in the Legal Profession." *American Law and Society Association Annual Meeting*. Chicago, Illinois.

1997 *Chair and Discussant.* Historical Issues I. *American Criminology Annual Meeting*. San Diego, California.

Moderator. "Challenging the Legal Profession." *Law and Power in the Margins Conference*, sponsored by U.B.C.'s Faculty of Graduate Studies, the Faculty of Law, and Green College. Vancouver, British Columbia.

1995 *Discussant.* "Legal Education, Legal Ethics, Legal Work" session. *American Law and Society Association Annual Meeting*. Toronto, Ontario, Canada.

Participant. Law and Society Association 1995 Summer Institute for Socio-Legal Studies." Hosted by Baldy Center for Law and Social Policy, SUNY-Buffalo, School of Law. Held in Niagara-on-the-Lake.

1994 *Chair.* "Gender Dynamics and the Legal Profession" session. *Canadian Sociology and Anthropology Annual Meeting.* Calgary, Alberta.

Chair. Roundtable on Using the Computer in Substantive Sociology Courses. *Canadian Sociology and Anthropology Association Annual Meeting.* Calgary, Alberta.

Workshop Presentation. "The Job Search: The Curriculum Vitae, Covering Letter, and Job Application Process," roundtable on job strategies. *Canadian Sociology and Anthropology Association Annual Meeting.* Calgary, Alberta.

Workshop Presentation. "Computer Applications in Criminology Courses." Roundtable on Using the Computer in Substantive Sociology Courses. *Canadian Sociology and Anthropology Association Annual Meeting.* Calgary, Alberta.

1992 *Workshop and Roundtable Leader.* "Structural Change in Large Law Firms." *Canadian Bar Association Conference: Gender Equality--A Challenge for the Legal Profession.* Toronto, Ontario.

1991 *Participant*. Student Workshop and Development Program. *American Law and Society Association Annual Meeting.* Amsterdam, Netherlands.

Roundtable Discussant. "Women in the Legal Profession" roundtable. *American Law and Society Association Annual Meeting.* Amsterdam, Netherlands.

Discussant. "Women and Elites in Canadian Society" session. *Canadian Law and Society Association Annual Meeting.* Kingston, Ontario.

1990 *Discussant. "*White-Collar Crime" session of the *Canadian Sociology and Anthropology Association Annual Meeting.* Victoria, British Columbia.

TEACHING

COURSES TAUGHT

Graduate Level Courses

Work and Occupations
Criminology
Sociology of Law
Quantitative Research Methods
Research Design and Techniques
Advanced Methodological Issues

Undergraduate Level Courses

S305 Sociology of Professions and Occupations
S457 Law & Social Structure
S458 Law & Ideology
S470 Crime & Justice
S389 Gender, Law & Crime
S380 Social Survey Research Methods
S321 Research Methodology
S210 Social Research Methods

Directed Readings Courses:

Graduate Level

Gender & Work
Work-Life Interface
Law & Globalization: International Human Rights
Advanced Study of Social Survey Design and Analysis
Advanced Statistical Analyses of Crime and Victimization
Sociology of Organized Crime
Women and Law: Lawyers and Clientele Relations
Interpersonal Conflict and Domestic Violence
Sociology of Law
Alterative Dispute Resolutions

Undergraduate Level

Applied Sociology: Social Surveys and Evaluation Research
Advanced Statistics
Sociology of Professions
Juvenile Delinquency and the Canadian Youth Justice System

COURSES TAUGHT AND STUDENT EVALUATION SCORES (2019-PRESENT)

Course Information			**Evaluation Scores on 1-5 Scale (2019-present)** Department means shown in brackets			
Course number and name		Term	Effective teacher	Showed concern	Course well organized	Presented clearly
S458	Law & Ideology	Winter 2022				
S389	Gender, Law & Crime	Winter 2022				
S457	Law & Social Structure	Fall 2021				
S210	Research Methods	Fall 2021				
S210	Research Methods[a]	Fall 2010	4.15	4.43	4.20	3.92
S305	Professions & Occup.[b]	Winter 2020	n/a	n/a	n/a	n/a
S389	Gender, Law & Crime[b]	Winter 2020	n/a	n/a	n/a	n/a
S458	Law & Ideology	Fall 2019	5.0 (4.2)	4.7 (4.2)	4.8 (4.2)	4.8 (4.2)
S210	Research Methods	Fall 2019	4.4 (4.2)	4.3 (4.2)	4.2 (4.2)	4.2 (4.2)
S305	Professions & Occup.	Winter 2019	4.6 (4.2)	4.5 (4.3)	4.4 (4.2)	4.3 (4.1)
S210	Research Methods	Fall 2018	4.7 (4.2)	4.7 (4.2)	4.5 (4.2)	4.5 (4.2)
S935	Work & Occupations	Fall 2018	5	5	4.8	5
Kay's Mean (2018-2020)			*4.74*	*4.64*	*4.54*	*4.56*
Department Mean (2018-2019)			*4.2*	*4.2*	*4.2*	*4.2*

[a]Data collected through anonymous survey in onQ/D2L. No department comparisons available.
[b]No USATs were collected due to pandemic.

COURSES TAUGHT AND STUDENT EVALUATION SCORES (2000-2018)

Course Information			**Evaluation Scores on 1-5 Scale (2000-2018)** Department means shown in brackets			
Course number and name		Term	Effective teacher	Showed concern	Course well organized	Presented clearly
389	Gender, Law & Crime	Winter 2018	4.8 (4.1)	4.7 (4.3)	4.7 (4.1)	4.6 (4.0)
389	Gender, Law & Crime	Fall 2016	4.5 (4.3)	4.4 (4.2)	4.3 (4.2)	4.2 (4.2)
457	Law & Social Structure	Fall 2016	4.9 (4.3)	4.8 (4.2)	4.7 (4.2)	4.8 (4.2)
902	Sociology of Law	Winter 2016	5.0 (3.8)	5.0 (4.1)	4.9 (3.7)	4.9 (3.7)
458	Law & Ideology	Winter 2016	4.7 (3.8)	4.7 (4.1)	4.7 (3.7)	4.7 (3.7)
210	Research Methods	Fall 2015	4.3 (4.2)	4.1 (4.3)	4.1 (4.2)	4.1 (4.1)
389	Gender, Law & Crime	Fall 2015	4.5 (4.2)	4.3 (4.3)	4.4 (4.2)	4.3 (4.1)
389	Gender, Law & Crime	Winter 2015	4.2 (4.0)	4.4 (4.1)	4.1 (3.9)	4.2 (3.8)
457	Law & Social Structure	Fall 2014	4.9 (4.3)	4.8 (4.3)	4.7 (4.2)	4.8 (4.2)
210	Research Methods	Fall 2014	4.3 (4.3)	4.2 (4.3)	4.3 (4.2)	4.4 (4.2)
457	Law & Social Structure	Winter 2013	4.6 (3.9)	4.3 (4.2)	4.3 (3.9)	4.2 (3.8)
458	Law & Ideology	Winter 2012	4.4 (4.0)	4.7 (4.2)	4.2 (4.0)	4.3 (3.9)
389	Gender, Law & Crime	Winter 2012	4.1 (4.0)	4.4 (4.2)	3.9 (4.0)	3.9 (3.9)
458	Law & Ideology	Fall 2012	4.8 (4.3)	4.7 (4.4)	4.4 (4.2)	4.4 (4.1)
389	Gender, Law & Crime	Fall 2012	4.4 (4.3)	4.4 (4.4)	4.2 (4.2)	4.2 (4.1)
389	Gender, Law & Crime	Winter 2009	4.7 (4.0)	4.8 (4.3)	4.6 (4.0)	4.6 (3.9)
458	Law & Ideology	Winter 2009	4.9 (4.0)	4.8 (4.3)	4.3 (4.0)	4.4 (3.9)
457	Law & Social Structure	Fall 2009	4.7 (4.0)	4.7 (4.1)	4.6 (3.9)	4.5 (4.0)
210	Research Methods	Fall 2009	4.4 (4.0)	4.1 (4.1)	4.3 (3.9)	4.3 (4.0)
458	Law & Ideology	Winter 2009	4.9 (4.0)	4.8 (4.3)	4.3 (4.0)	4.4 (3.9)
389	Gender, Law & Crime	Winter 2009	4.7 (4.0)	4.8 (4.3)	4.6 (4.0)	4.6 (3.9)
457	Law & Social Structure	Fall 2008	4.8 (4.1)	4.8 (4.3)	4.7 (4.1)	4.7 (4.0)
210	Research Methods	Fall 2008	4.4 (4.1)	4.5 (4.3)	4.2 (4.1)	4.4 (4.0)
389	Gender, Law & Crime	Winter 2008	4.6 (4.0)	4.7 (4.2)	4.5 (4.0)	4.3 (3.9)
458	Law & Ideology	Winter 2008	4.9 (4.0)	4.7 (4.2)	4.5 (4.0)	4.8 (3.9)
457	Law & Social Structure	Fall 2007	4.7 (4.2)	4.5 (4.4)	4.6 (4.1)	4.6 (4.1)
210	Research Methods	Fall 2007	4.1 (4.2)	4.2 (4.4)	4.2 (4.1)	4.1 (4.1)
389	Gender, Law & Crime	Fall 2006	4.3 (4.2)	4.6 (4.3)	4.2 (4.2)	4.0 (4.0)
210	Research Methods	Fall 2006	4.0 (4.2)	4.2 (4.3)	3.9 (4.2)	3.8 (4.0)
458	Law & Ideology	Winter 2006	4.7 (4.1)	4.7 (4.3)	4.6 (4.0)	4.4 (3.9)
389	Gender, Law & Crime	Winter 2006	4.2 (4.1)	4.1 (4.3)	4.2 (4.0)	4.1 (3.9)
389	Gender, Law & Crime	Winter 2005	4.4 (4.2)	4.6 (4.3)	4.3 (4.0)	4.0 (3.9)
210	Research Methods	Fall 2005	4.5 (4.2)	4.3 (4.2)	4.3 (4.2)	4.4 (4.2)
457	Law & Social Structure	Winter 2003	5.0 (3.8)	4.8 (4.0)	4.9 (3.8)	4.9 (3.7)
210	Research Methods	Fall 2002	4.6 (4.1)	4.4 (4.3)	4.5 (4.0)	4.5 (3.9)
457	Law & Social Structure	Fall 2001	4.8 (4.1)	4.7 (4.2)	4.6 (4.0)	4.5 (3.9)
321	Research Methodology	Fall 2001	4.5 (4.1)	4.4 (4.2)	4.4 (4.0)	4.4 (3.9)
457	Law & Social Structure	Winter 2001	4.7 (3.9)	4.4 (4.0)	4.6 (3.9)	4.5 (3.8)
321	Research Methodology	Fall 2000	4.3 (4.2)	4.5 (4.4)	4.1 (4.0)	4.2 (4.0)
210	Research Methods	Fall 2000	4.7 (4.2)	4.6 (4.4)	4.7 (4.0)	4.7 (4.0)
Kay's Mean (2000-2018)			*4.6*	*4.5*	*4.4*	*4.4*
Department Mean (2000-2018)			*4.1*	*4.3*	*4.1*	*4.1*

UNDERGRADUATE RESEARCH AND MENTORING

Honours Essay Projects

2019 Samantha Gallagher. *Rethinking Recidivism: An Exploratory Analysis of the Youth Criminal Justice Act and Programming and Their Effectiveness at Reducing Youth Criminal Recidivism.* Sociology. Queen's University.

2019 Kristina Wagram. *Justice for All? An Examination of Anti-Black Racism in the Colourblind U.S. Criminal Justice System*. Sociology. Queen's University.

2019 Emily Rombiero. *An Overview of Elder Abuse and Elder Law*. Sociology. Queen's University.

2017 Rebecca Cornale. *Human Trafficking: A Rights-based Problem and Response*. Sociology. Queen's University.

2016 Nicole Capogna. *Legal Competence and Sexual Assault*. Queen's University.

2016 Priyanka Patel. *Domestic Violence and Reluctance to Report.* Sociology, Queen's University.

2016 Erika Canossini. *First Nations Women Post-Imprisonment: A Life Course Perspective on Desistance*. Sociology, Queen's University.

2014 Sarah Yun. *Oppa, I Love You!: A Sociological Examination of Korean K-Pop Fans and the Stalking Behaviours of Sasaeng Fans.* Sociology, Queen's University.

2013 Katherin Irwin. *Social Capital and Students with Disabilities*. Sociology, Queen's University.

2012 Megan, Tyrell. *Criminal Trajectories and Early Intervention Programs in Canada.* Sociology, Queen's University.

2010 Christopher Yu. *Opportunity and Crime: A Routine Activities Approach to Understanding and Preventing Crime.* Sociology, Queen's University.

2010 Sarah Cahill. *Why do Women Stay in Abusive Relationships? A Socialization Perspective*. Sociology, Queen's University.

2010 Allison Kwong. *The Dark Side of Globalization and its Effect on Human Trafficking.* Sociology, Queen's University.

2009 Danni Wu. *Torture and International War Crimes*. Sociology, Queen's University.

2009 Georgette Andreapolous. *The Social Construction of Familicide*. Sociology, Queen's University.

2009 Stephanie Racine. *Virgin, Harlot, or Madwoman – Let the Media Decide: An Examination of Female Offenders and Victims as Depicted in the Media.* Sociology, Queen's University.

2009 Natsumi Hagiwara. *A Comparative Meta-Analysis of North America and Japan: Crime, Social Stratification and the Legacy of Merton's Strain Theory.* Sociology, Queen's University.

2009 Lori Latendresse. *Women's Corrections in Canada: History, Philosophies, and Future Directions*. Sociology, Queen's University.

2007 Devon Robertson. *The Social Construction of Gender in Correctional Work: Multilevel Perspective, Multilevel Implications.* Sociology, Queen's University.
2006 André Léger. *Restorative Justice: An Application to Adult Offending In Canada*. Sociology, Queen's University.
2006 Kristen Horner. *Framing Domestic Violence: How Scholars, Activists, and the Media Shape Understandings of a Social Problem.* Sociology, Queen's University.
2003 Karen Sim. *Ecstacy: An Examination of Peer Influence and the Efficacy of Canadian Drug Laws.* Sociology, Queen's University.
2003 Amanda Schulze. *Law School Admission Test: A Study of Predictability, Equality, and Alternatives.* Sociology, Queen's University.
2002 Emily McLennan. *Governance of Educators: A Study of the Laws Regulating Teachers in Ontario.* Sociology, Queen's University.
2001 Cindy Dionne. *Serial Homicide: An Analysis of Social Perceptions*. Sociology, Queen's University.
2001 Karen Hindle. *"Intent" and "Consent" in Landmark Supreme Court Decisions: The Influence of Widespread Attitudes about Alcohol on Attributions of Responsibility in Sexual Assault Cases*. Sociology, Queen's University.
1998 Carolyn Yule. *"Soft Sentencing": Harsher Penalties in the Debate to Reform the Young Offenders Act.* Sociology, U.B.C.
1997 Laura Funk. *Risk, Burden and Responsibility: Considering Smoking-related Illnesses in the Debate over Rationing Health Care*. Sociology, U.B.C.
1997 Joëlle Frigon. *Systematic Racism in the Canadian Criminal Justice System*. Sociology, U.B.C.
1997 Tracy Matsuo. *Throwaway Kids: The Creation of Canada's Street Youth*. Sociology, U.B.C.
1997 Kevin Jodery. *On Institutionalized Education in Law: A Preliminary Study of the Anthropology of Law*. Anthropology, U.B.C.
1993 Charlotte Wintrup. *A Sociohistorical Analysis of Rape in the Context of War.* Sociology, U.B.C.

GRADUATE SUPERVISION

Doctoral Dissertations

2021- Jayzer Flores. Sociology, Queen's University.
2021- Sidra Hashmi. Sociology, Queen's University.
2019- Martine Rondeau. *Organizational Culture and Social Inequality in Law Practice: Gender and Cultural Minorities in the Quebec Legal Profession*. Sociology, Queen's University.
2017 Sara Pavan. *Going Political: Integration Policies, Group Resources and the Opportunities for Immigrants' Political Voice*. Co-supervisor Keith Banting, Department of Political Studies, Queen's University.
2013 Jones Adjei. *Contextual Influences on Family Role Transitions in Sub-Sahara Africa: The Case of Ghana.* Sociology, Queen's University.

Masters Theses

2020- Joe Stieb. *Precarious Work during Covid-19 Pandemic*. Sociology, Queen's University.
2016 Zinaida Zaslawski. *Not Everyone Is a Target: An Analysis of Online Identity Crime Victimization Using Routine Activities Theory.* Sociology, Queen's University.
2014 James Lant. *Intimate Partner Victimization in Canada: A Test of Risk Factors, Self-Control, Routine Activities, Social Disorganization, and Collective Efficacy.* Sociology, Queen's University.
2009 André Léger. *Restoration or Retribution: An Empirical Examination of the Recidivistic Patterns of a Group of Young Offenders from New York City.* Sociology, Queen's University.
2009 Jessica Grimaldi. *Sexual Scripts and Structured Action: Exploring Gendered Language in Cases of Female Sexual Offending*. Sociology, Queen's University.
2005 Kendra Schott. *Workplace Benefits and Labour-Management Relations*. School of Industrial Relations, Queen's University.
2004 Karen Hindle. *Professionalism and Client Autonomy in the Law Office: Lawyers' Perspectives on their Relationships with their Clients.* Sociology, Queen's University.
2004 Joanna Kim. *Mentorship within Law: Building an Integrative Model of Professional Commitment among Articling Students.* Sociology, Queen's University.
2000 Luce Gélinas. *Evaluation of Static and Dynamic Predictors of Recidivism among Federally Sentenced Aboriginal Sex Offenders*. Sociology, U.B.C.
2000 Michelle McConnell. *Comparison of Restraint Practices for Persons with Dementia Residing In and Outside Special Care Units in British Columbia*. Sociology, U.B.C.
1997 Tammy Brimner. *Domestic Violence Research in Canada: An Assessment and Redirection*. Sociology, U.B.C.
1997 Andrew Paravantes. *Contesting Perspectives: Reading Women's Public Fear through Three Interpretive Approaches.* Sociology, U.B.C.
1996 Peter York. *Recidivism among Habitual Offenders Serving a Life Sentence: A Survival Analysis of the Effects of Incarceration, Offense Characteristics, and Social Bonds.* Sociology, U.B.C.
1996 Anne van Beers. *Gender and the Engineering Workplace: Work Norms and Preferences*. Sociology, U.B.C.
1996 Sara Eliesen. *Delinquent Associations: Interactive Effects of Peer Relationships on Delinquency*. Sociology, U.B.C.

Masters Major Research Papers (MRPs)

2020 Angela Won. *Diverting from the Real Causes of Crime: Examining the Benefits and Negatives of State-Run Restorative Justice in Manitoba.* Sociology, Queen's University.
2019 Caitlyn Stevens. *The Diffusion of Law: Lessons from New Zealand's Corporal Punishment Ban.* Sociology, Queen's University.
2019 Bailey MacKenzie. *The Potential Impacts of Alternative Socialization within Prisons: Expending Emotional Zones.* Sociology, Queen's University.

2017 Emma Dawson. *Ageing Crisis among Incarcerated Men in Canada*. Sociology, Queen's University.
2017 Santana Stallberg. *Lasting Effects: An Analysis of the Effectiveness of the Current Criminal Justice System Approaches on Aboriginal Offenders.* Sociology. Queen's University.
2017 Blaine Cowan. *Neo-Colonialism and the Prison Industry*. Sociology. Queen's University.
2015 Nicole Zambri. *Punishing the Socially Disadvantaged: Aboriginal Peoples and the Law in a Canadian Context.* Sociology. Queen's University.
2014 Brenda Mitchell. *Canadian Crimes of Elder Abuse and Neglect: A Socio-Legal Exploration of Institutional Anomie Theory and the American Dream in Canadian Culture.* Sociology, Queen's University.
2014 Catherine Brynn Marie Rogers. *Perceptions of Federally Sentenced Women: Assessing the Expectations and Concerns Regarding the New Minimum-Security Unit at Grand Valley Institution for Women.* Sociology, Queen's University.
2013 Danika Adam. *The Legislation of Sexual Morality: A Socio-Legal Discussion of Sex Work Inequality in Canada.* Sociology, Queen's University.
2013 Natalie Bridal-Fisher. *Parental Leave Policy and Gender Equity: Facilitating Men's Involvement in the 'Private Sphere.'* Sociology, Queen's University.
2011 Hope Hutchins. *Moving Beyond the "Official Version" of the Discipline Process of a Law Society: The Need to Explore the Lived Reality of Complainants and Web Content.* Sociology, Queen's University.
2010 Deborah Lobbezoo. *Sex Work Law in Canada*. Sociology, Queen's University.
2009 Jennifer Abrams. *Mentally Disordered Offenders and the Right to Refuse Treatment: Where Choice and Risk Collide.* Sociology, Queen's University.
2009 Kellie Redmond. *The Career Trajectories of Female Lawyers, Work-Family Conflict and Policies for Change*. Sociology, Queen's University.
2005 Lauren Perry. *To Report or Not to Report: The Criminal Justice System, Sexual Assault & Reporting Rates.* Sociology, Queen's University.

COMMITTEE MEMBER OF GRADUATE THESES

Doctoral Dissertations

2019- Kasia McNaughton, Faculty of Law, Queen's University.
2016- Michele Leering. *Developing an Integrated Reflective Practice: A New Vision for Legal Education and for the Legal Profession.* Faculty of Law, Queen's University.
2021 Till-Arne Hahn. *The Practice of Tax in Canada: Examining a De Facto Profession*. Smith School of Business, Queen's University.
2017 Alicia Horton. *Clashes in Confinement: Men's Gendered Experiences with Conflict in Canadian Prisons*. Department of Sociology, Queen's University.
2015 Nicholas Cofie. *The Consequences of Spousal Abuse: An Examination of Pregnancy Outcomes, Childhood Mortality and Economic Outcomes in an African Setting.* Sociology, Queen's University.

2015 Adelina Iftene. *Elderly Inmates in Canadian Prisons: Specific Needs and Institutional Responses*. Faculty of Law, Queen's University.
2010 Steve Bittle. *Still Dying for a Living: Shaping Corporate Criminal Liability after the Westray Mine Disaster*. Sociology, Queen's University.
1998 Brenda Beagan. *Personal, Public, and Professional Identities: Conflicts and Congruences in Medical School*. Sociology, U.B.C.
1995 Bruce Arai. *Self-Employment and the Nature of the Contemporary Canadian Economy.* Sociology, U.B.C.

Masters Theses

2021 MacKenzie Cooper. Sociology, Queen's University.
2021 Annie Baxter. Sociology, Queen's University.
2020 Kyla Maine. *Exploring Victimization Experiences of Sexual Minority Adolescents and their Effects on Mental Health and Help-Seeking Behaviours: A Minority Stress Perspective*. Psychology, Queen's University (External examiner)
2020 Megan St. John. *Canadian Prison-Based Needle and Syringe Programs: Harm Reduction and the Impact on HIV/AIDS and HCV.* Sociology, Queen's University.
2019 Ann-Marie Helou. *Whose Government and What Law? A Political Sociological Investigation of Corruption in Lebanon and its Effect on Government, Legality, and the People*. Sociology, Queen's University.
2015 Ryan McNeil. *A Problem of Corporate Convenience: A Case Study of the GM Ignition Switch Recall.* Sociology, Queen's University.
2014 Alexander Marar. *All Bark and no Bite: A Socio-Legal Study of Corporate Criminal Liability in Criminal Law.* Sociology, Queen's University.
2013 Katherine Boucher. *Social Capital and Mental Health: Public Perceptions of Mental Illness and the Accrual of Social Capital.* Sociology, Queen's University.
2013 Christian Rojas. *Differential Coercion and Homelessness: A Criminological Approach to Homeless Street Youth in Mexico*. Sociology, Queen's University.
2013 Gregory Cullen. *Family Structure and Delinquency: Testing the Leading Theoretical Perspectives.* Sociology, Queen's University.
2011 Stephen Wettlaufer. *In the Mounties We Trust: A Study of Royal Canadian Mounted Police Accountability.* Sociology, Queen's University.
2011 Jacqueline Ferrari. *Female Federal Incarceration in Canada: What Happened to 'Empowerment'*? Sociology, Queen's University.
2010 Michael Klein. *Panic Attack: A Micro-Situational Perspective of the Violent Actions of Police*. Sociology, Queen's University.
2009 Diana Lea Zawadzski, *Fellowship as Social Capital: Student Religious Belief and Religious Organization on a Canadian University Campus,* Sociology, Queen's University.

2002 Paula Elizabeth Curry. *Of Manure and Men: A Case Study of Problematic Practices Brought to Light through Part I of the Walkerton Inquiry.* Sociology, Queen's University.
2001 Janet Elizabeth Gwillian. *To Tell the Truth, the Whole Truth and Nothing But the Truth: Censorship, Sexuality, and the Politics of Expertise.* Sociology, Queen's University.
2000 Chantelle Marlor. *No Class Here: Social Organization in Lethbridge, Alberta*. Sociology, U.B.C.
1999 Sandra Enns. *Processing Performance Evaluations in Same-Sex Groups.* Sociology, U.B.C.
1998 Robyn M. Sinclair. *The Transitional Experiences of Life Partners of Recruit Police Constables During the Recruit Training Process.* Counselling Psychology, U.B.C.
1997 Dan Cram. *The Underemployment of B.C. College Graduates.* Sociology, U.B.C.
Miriam McClellan. *He's Depressed; She's Oppressed: The Maintenance of Patriarchy in Policing.* Counselling Psychology, U.B.C.
1994 Beth Simpson. *Highly Educated Women Employed in Fixed-Term Contract Labour*. Sociology, U.B.C.
1994 Dolores Madaisky. *Single and Married Mothers' Child Care Arrangements and their Resulting Work/Family Balance*. School of Family and Nutritional Sciences, U.B.C.

Masters Major Research Papers (MRPs)

2021 Nikki. Sociology, Queen's University.
2020 Christina Hinds-Hueglin. *The Underrepresentation of Indigenous Persons in Higher Education: Socio-Economic Disparity, The Indian Residential School System, and Racism*. Sociology, Queen's University.
2017 Jade Monaghan. *Engaging Citizens on Climate Change: Policy Recommendations for Communicating Climate Science*. Sociology, Queen's University.
2016 Brittany Derochie. *The Construction of Wrongful Convictions in News Media.* Sociology, Queen's University.
2016 Madison Smith. *The Price of Poverty: An Analysis of the Relationship between Poverty, Failure to Complete Schooling, Unemployment, and Delinquent Behaviour.* Queen's University.
2016 Patrick Haynes-Gay. *Moving Beyond the Mad and the Bad: A Comparative Review of Crowd Composition, Intergroup Dynamics, and Public Order Policing Styles across Protests, Football Matches and Celebratory Riots*. Sociology, Queen's University.
2016 Dylan Reynolds. *Does Crime Cause Crime? How Ecological Labels Could Cause Outward Mobility and Increased Crime.* Sociology. Queen's University.
2016 Shaina McHardy. *Secondary Victimization and the Underreporting of Sexual Assault: A By-product of Victims Interacting with the Criminal Justice System.* Sociology. Queen's University.
2015 Natalie Kisielewicz. *Moffitt's Delinquency Abstention: An Examination of the Predictors of Adolescent Refrainment from Crime.* Sociology. Queen's University.

2015 Jessica Salmon. *From Jack the Ripper to OJ Simpson: An Examination of Reporting Trends that Perpetuate Sensationalism in Crime Reporting.* Sociology, Queen's University.
2011 Diana Milanovic. *Barker's Hypothesis, Embodiment and Health Inequality: Navigating the Origins of the Obesity Epidemic*. Sociology, Queen's University.
2011 Tamar Swartz. *Framing, Claiming and Blaming: The Social Construction of Collective Memory and Victimhood in Contemporary North American Holocaust Narratives.* Sociology, Queen's University.

EXAMINER

Program Evaluator

2021 External Program Evaluator, Institutional Quality Assurance Process (IQAP) of the undergraduate Criminal Justice & Public Policy (CJPP) (https://www.cjpp.uoguelph.ca) and graduate (MA) Criminology & Criminal Justice Policy Programs (https://ccjp.uoguelph.ca) at the University of Guelph.

Internal-External (same university) Doctoral Dissertation Examiner

2019 Rebecca Wallace (PhD, Political Studies, Queen's University)
2018 Lawrence Daoust (PhD, School of Business, Queen's University)
2016 Tom Harrison (PhD, Faculty of Law, Queen's University)
2016 Rebecca Stead (PhD, Psychology, Queen's University)
2013 Erin Tolley (PhD, Political Studies, Queen's University)
2010 Kevin Rounding (MSc, Psychology, Queen's University)
2002 Kathryn Boone (PhD, Faculty of Law, Queen's University)
2002 Shelley Brown (PhD, Psychology, Queen's University)
1998 Craig MacMillan (PhD, Law, U.B.C.)
1996 Ulrich Rauch (PhD, Sociology, U.B.C.)
1996 Brenda O'Neil (PhD, Political Science, U.B.C.)

External (outside university) Doctoral Dissertation Examiner

2019 Kouri Keenan, PhD. School of Criminology, Simon Fraser University
2013 Marta Choroszewicz. PhD. Department of Social Sciences, Sociology. Faculty of Social Sciences and Business Studies. University of Eastern Finland
2010 Yanick Charette, MA, École de criminologie, Université de Montréal.
2007 Zhiyun Wu, LLM, Faculty of Law, Queen's University
2006 Gina Papageorgious, LLM, Osgoode Hall Law School. York University
2001 Alana Mullaly, MA, School of Urban and Regional Planning, Queen's University
2000 Annette Nierobitz, PhD, Department of Sociology. University of Toronto
2000 Jennifer Cliff, PhD, Faculty of Commerce and Business Administration, University of British Columbia
1996 Tyler Dean, MA, School of Criminology, Simon Fraser University

Postdoctoral Researchers Supervised

2017 Marta Choroszewicz, Department of Social Sciences, University of Eastern Finland, Joensuu Campus. Research project: "Gender, career and law: Integrating parenting to the demanding legal career in Finland and Canada." August-December 2017.

PROFESSIONAL SERVICE

Professional Associations and Memberships

- American Sociological Association
- American Law and Society Association
- Canadian Law and Society Association
- Canadian Sociological Association
- American Bar Foundation Research Group on Legal Diversity

Professional Association Committees

- Crime, Law and Deviance (CLD) & Sociology of Law (SL) Peterson- Krivo Mentoring Award (2022)
- Co-organizer, Notaries Across Borders, International Research Collaboration (IRC), Law & Society Association (co-organizers: Julie Paquin, Université d'Ottawa, Ulrike Schultz, FernUniversität, Hagen, Germany; Manon Ferrand, Université de Montréal) (2020-).
- Member, Research Advisory Council, American Bar Association Presidential Initiative, Achieving Long-Term Careers for Women in the Law, 2017-2018.
- Finance and Budget Committee, Law & Society Association (2017-2019).
- Board of Trustees (elected position), Law & Society Association, 2016-2018.
- Co-Chair, Graduate Student Workshop, Law & Society Association (US) Annual Meeting, Minneapolis, May 2014.
- Session organizer. American Sociology Association Annual Meetings San Francisco 2014.
- Stanley Wheeler Mentorship Prize Committee, Law & Society Association (2013-4)
- Chair, Nominations Committee, Sociology of Law Section, American Sociological Association (2013-14)
- Chair-Elect, Nominations Committee, Sociology of Law Section, American Sociological Association (2012-13)
- Officer, Sociology of Law Section, American Sociological Association (2011-13 elected position)
- Canadian Sociological Association's John Porter Tradition of Excellence Book Award nominations committee (2011-14)
- Membership and Professional Issues Committee, Law and Society Association (2010-2011)

- Law and Society Association Board of Trustees (elected position, 2009-12)
- Best Article Award, Law and Society Association (US) (2007, 2008).
- Council member, Sociology of Law Section, American Sociological Association (2004-7 elected position)
- Outstanding Scholar Committee, Canadian Sociology and Anthropology Association, (2004-5)
- Law and Society Association (US) Jacob Book Prize Committee (2004-5)
- Conference Program Committee for the Joint Law & Society/Canadian Law & Society Meetings, Vancouver, British Columbia, May 30th - June 2, 2002
- Board of Directors, Canadian Law and Society Association (1998-2001)
- Editor, Canadian Law and Society Association / Association Canadienne Droit et Société bi-annual newsletter, *The Bulletin* (1999-2001).
- Member of the Student Prize Committee, Sociology of Law Section of the American Sociological Association (1998-9)
- Porter Book Award Committee, Canadian Sociology and Anthropology Association (1996-8)

Grant and Scholarship Committee Service

- Social Sciences and Humanities Research Council of Canada, Insight Grants competition, (2016-17).
- Social Sciences and Humanities Research Council of Canada, Insight Grants competition, Criminology/Law Division (2011-12).
- Committee 410-23 (Criminology and Law) of the Standard Research Grants competition of the Social Sciences and Humanities Research Council of Canada (2009-2012)
- National committee on SSHRC graduate fellowships (member and chair of adjudication committee and member of national review committee) (2002)
- Federalism committee SSHRC (2002)
- Adjudication committee member SSHRC graduate fellowships (2000)

Editorial Boards

- Editorial Board of *Law and Social Inquiry* (2022-2024)
- Editorial Board of the *Canadian Journal of Law & Society* (2011-2014)
- Editorial Advisory Board of *Law & Society Review* (2007-2010)
- Editorial Board of the *Empirical and Applied Criminal Justice Research*: An Online Journal of the Research in Criminal Justice Network (1999-2008)

Referee Duties

Grants: Alberta Heritage Foundation for Medical Research, Law School Admission Council (U.S.), National Science Foundation (U.S.), Social Sciences and Humanities Research Council of Canada.

Fellowship Competitions: Killam Trust Award, National Committee on Social Sciences and Humanities Research Council of Canada Graduate Fellowships (member, chair and national review committee member, 2000-2).

Book Manuscripts: *Harcourt Brace, Nelson Canada Press, Oxford University Press, Sage Publications, University of British Columbia Press, Wilfred Laurier University Press.*

Sociology Journals: *American Sociological Review, American Journal of Sociology, Social Forces, Canadian Review of Sociology, Canadian Journal of Sociology, Social Problems, Social Science Research.*

Specialty Journals: *Academy of Management Review, Canadian Journal of Law and Society, Canadian Journal of Policy Studies, Canadian Journal of Political Science, Canadian Journal of Women and the Law, Canadian Legal Education Annual Review, Critical Criminology: An International Journal, Gender, Work & Organizations, Industrial Relations, Journal of Canadian Studies, Journal of Criminal Law and Criminology, Journal of Empirical Legal Studies, Journal of International Migration and Integration, Manitoba Law Journal, Journal of Women, Journal of Women, Politics, and Justice, Law & Society Review, Law and Social Inquiry, Legal Ethics, Manitoba Law Journal, National Women's Studies Association Journal, Political and Legal Anthropology Review, Politics & Policy, Sociology of Education, The Sociological Review, University of British Columbia Law Review, Work and Occupations; Work, Employment & Society; Gender, Work and Organizations; Human Relations.*

Foundations/Government: *Canadian Policy Research Networks, National Science Foundation (US) Law & Social Science Program.*

External Evaluator for Promotions

2020 Ethan Michelson, Faculty of Law and Department of Sociology, University of Indiana (external assessment promotion to full professor)
2018 Robert L. Nelson, American Bar Foundation (academic assessment, promotion to Director)
2018 Sida Liu, Sociology, University of Toronto (external reviewer, tenure & promotion)
Diana Yung-Yi Pan. Brooklyn College, City University of New York (CUNY) (external reviewer, tenure and promotion).
2015 Tom Buchanan, Mount Royal University (external reviewer, promotion to Full Professor)
Myrna Dawson, Guelph University (external reviewer, promotion to Full Professor)
2011 Elizabeth Hirsh, Sociology, University of British Columbia (external reviewer, tenure & promotion)
2010 Ronit Dinovitzer, Sociology, University of Toronto (external reviewer, tenure & promotion)
2008 Bruce Hoffman, Sociology, Department of Sociology and Anthropology, Ohio University (external reviewer, tenure & promotion)

2007 Éric Lacourse, Sociologie, Université de Montréal (external reviewer, tenure & promotion)
2006 Paul Paton, Faculty of Law, Queen's University (contract renewal tenure stream)
2005 Kate L. Harkness, Department of Psychology, Queen's University (internal/external, tenure & promotion)
2003 Jerry Van Hoy, Department of Sociology & Anthropology, Toledo University (external reviewer, tenure & promotion)

RESEARCH CONSULTATION

2020 Consultant to the Challenges Faced by Racialized Licensees Working Group, Law Society of Ontario. Evaluation of Stratcom report, *Challenges Facing Racialized Licensees*, research design, and debates regarding equity initiatives.

2020 *Consultant* to the Law Society of Ontario. Analysis of official data regarding regulation and accreditation of paralegals in Ontario.

2011 *Consultant* to the Department of Justice, Government of Canada. Advisor to program evaluation survey of formal mentoring program in the Department of Justice.

2005 *Consultant* to le Barreau du Québec, Comité sur les femmes dans la profession. Advisor to social research project (survey and interviews) of lawyers regarding pay equity.

2002 *Consultant* to the Law Society of Upper Canada, Articling and Placement Office, Bar Admission Department. Advisor to survey of bar admission students on hiring practices.

1995 *Consultant* to the Law Society of Upper Canada, Women in the Legal Profession Committee. Advisor to longitudinal research study of contemporary members to the legal profession.

1995 *Consultant* to the Law Society of Upper Canada. Facilitating the co-ordination of a centralized system of data collection from the general membership of the Law Society.

1994 *Consultant* to the Canadian Bar Association Council. Provided the C.B.A. Council with a report on the demographics of the Canadian legal profession, specifically addressing the rates of attrition from the practice of law (Gender Equality Program).

1993 *Consultant* to McCarthy Tétrault Toronto Law Firm. Assisting Canada's largest law firm in a study of the law firm and issues of gender and minority status (Gender/Diversity Committee).

1990 *Consultant* to the Law Society of Upper Canada. Directed a large-scale social survey of junior lawyers in Ontario.

1989 *Consultant* to the Law Society of Upper Canada. Demographic study of the population of lawyers in Ontario.

MEDIA APPEARANCES

Mo./Yr.

2018 Mai Nguyen. "Women and Racial Minorities in the Canadian Legal Profession." *Precedent magazine*. 4 October 2018.

2015 Yamri Taddese. "Traditional Career Path Starting To Fade: Study Finds Lawyers no longer on Single Track to Law Firm Partnerships." *Law Times*. 9 February 2015. http://www.lawtimesnews.com/2012094474/headline-news/traditional-career-path-starting-to-fade

2013 Julius Melnitzer. "Women still leaving law at higher rate than men." *National Post*. 26 April 2013.

2013 Yamri Taddese, "Retention of Women in Law," *Law Times*. May 2013.

2013 Katie Rook. "Why women (and men) leave firms." *Law Society of Upper Canada Gazette.* 26 April 2013.

2009 Redhage, Jill. "Gender Gap in Legal Pay the Widest of Any Profession." *Daily Journal*. 24 April 2009.

2007 Pinker, Susan. "Legal Dropouts: The retreat of female lawyers proves that a few friendly HR policies are no match for a business culture that is deeply hostile to family – and to women's values." *Globe and Mail*. 29 March 2008.

2007 Makin, Kirk. "Gay Lawyers Locked in Closet." *Globe and Mail*. 2 May 2007.

2006 Canadian Bar Association. Comité de mise en oeuvre de l'égalité raciale. "La ré-imagination du rapport Wilson: Une déceniie et plus après Les assises de la réforme: retour et réexamen des question soulevées." Website: http://www.cba.org/abc/Raciale/egalite_raciale/

2006 Stauffer, Julie. "Conjuguer travail et famille: conseils pour jurists." *Canadian Bar Association*. Website: http://www.cba.org/abc/PracticeLinkfr/CTVF/balance.aspx

03/2006 St. Lewis, Joanne. "Law Society of Upper Canada tackles retention of women in profession." *Law Times*. Pp. 7, 16.

08/2005 Press, Marlene. "Racial and Ethnic Diversity in Canada's Legal Profession." *National* (Magazine of the Canadian Bar Association)

07/2005 Taylor, Tracy. "Women's Advancements in the Legal Profession." *Toronto Star*.

12/2004 Pinker, Susan. "Women Leaving Law" *Globe and Mail*.

03/2004 Georgie Binks. "International Women's Day: Legally Doomed." *CBC News Viewpoint.*

12/2004 Crosariol, Beppi. "Female Lawyers Still Face Struggle in Workplace." *Globe and Mail*, p. B12. See also website: http://globecareers.workopolis.com/servlet/Content/qprinter/200041213/PFPROFWO13

12/2004 Crosariol, Beppi. "Minority Lawyers Feel Less Bias than Women, Study Finds." *Globe and Mail*, p. B12. See also website: http://globecareers.workopolis.com/servlet/Content/qprinter/200041213/PFPROFES13

06/2004 Stauffer, Julie. "Balancing Career and Family: Challenges among Sole Practitioners and Small Firm Lawyers." Canadian Bar Association website.

03/2004 Binks, Georgie. "International Woman's Day: Legally Doomed." *CBC News Viewpoint.* See website: http://www.cbc.ca/news/viewpoint/vp_binks/20040308.html

05/2003 Stanton, Danielle. "La féminisation des professions." *La Gazette des Femmes* (Conseil du statut de la femme du Québec).

09/2003 Taylor, Irene E. & Stephanie Wilson. "Carpe Diem! Canada's Top 25 Women Lawyers." *Lexpert: The Business Magazine for Lawyers*. See also website: http://www.lexpert.ca/magazine/article.php?id=521

08/2002 Mucalov, Janice. "Women in Law." *National* (Magazine of the Canadian Bar Association), pp. 12-22.

08/2002 Latour, Julie. "L'éternelle jonglorie: la vie, le droit, la famille...et la difficile poursuite de l'équilibre." *National* (Barreau Canadien), pp. 24-29.

03/1996 "Women in the Legal Profession." *U.B.C. Reports*.

04/1996 Gold, Kerry. "Female Law Students Face Workplace Discrimination." *The Vancouver Courier*.

UNIVERSITY SERVICE

University Committees

2016 Presentation Panel on successful SSHRC applications. Office of Research Services. June and September 2016.

2005 Council of Ontario Universities Undergraduate Program Review Audit Committee, Site Visit Queen's University (Internal Review Team representative)

2005-2006 Principal's Queen's National Scholars Faculty Award Committee.

1999 President's Advisory Committee on the Selection of a Head for the Department of Economics, U.B.C.

1997-2000 President's Advisory Committee on Discrimination and Harassment, U.B.C.

1994-2008 Status of Women Committee, Faculty Association, U.B.C.

1993-2007 West Coast Law and Society Group, Steering Committee, U.B.C.

Faculty of Arts & Science Committees

2014-2015	Arts Graduate Council Fellowship Subcommittee: SSHRC and Trudeau Scholarship adjudication.
2014-2016	Academic Integrity and Conduct Panel, Queen's University
2011-2012	Department of Political Studies, Headship Search Committee, cognate member, Queen's University
2011-2012	Department of Sociology, Headship Search Committee, member, Queen's University
2010-2013	Arts & Science Nominating Committee, Queen's University
2009-2013	Board of Studies, Queen's University
2007-2010	Academic Integrity and Conduct Panel, Queen's University
2005-2007	Arts and Science Academic Orientation Committee, Queen's University
2002-2003	Faculty Mentorship Program, Queen's University
2001-2002	Chair, Internal Academic Review Team of the Department of Mathematics and Statistics, Queen's University
2001-2002	Curriculum Committee, Queen's University
2000	Search Committee for Head of Department, Sociology, Queen's University
1999-2000	Foundations Program for Undergraduate Students, U.B.C.
1997-2008	Dean's Advisory Committee on Undergraduate Statistics Course Instruction, U.B.C.
1997-2008	Dean's Advisory Committee on Research in the Faculty of Arts, U.B.C.
1996-2007	Continuing Education Committee, Faculty of Arts, U.B.C.
1993-2004	Faculty of Arts Mentor Program, U.B.C.

Department Committees

2021	Department Librarian Representative
2020-2022	Unit Research Ethics Review Committee
2020	Department Lead, Migration to Online Learning
2019-2020	Appointments and RTP Committee
2018-2020	Nominating and Workload Committee
2018-2020	Undergraduate Coordinator, Sociology Program (2-year appointment)
2018-2020	Undergraduate Studies Committee (Chair)
2014-2016	Unit Research Ethics Review Committee
2013-2014	Appointments and RTP Committee
2012-2013	Graduate Studies Committee
2011-2012	Nominating and Workload Committee
2011	Undergraduate Committee
2010-2011	Blakely Fund Award Committee, Sociology, Queen's University
2007-2010	Undergraduate Sociology Program Committee, Queen's University

2005-2006	Appointments, Personnel and Tenure Committee (Equity Representative)
2003	Undergraduate Sociology Program Committee, Queen's University
2002	Equity Officer, Department Hiring Committee, Sociology, Queen's University
2002	Hiring committee, Sociology, Queen's University
2001-2002	Research & Seminar Committee, Sociology, Queen's University
2001-2002	Sociology, Advisor to Undergraduate Students, Queen's University
2000-2001	Chair, Departmental Meetings, Sociology, Queen's University
2000-2018	Professional Development Seminars, graduate program Topics: *Conferences and Public Speaking, Job Applications and Interviewing; Writing CVs; Grant and Scholarship Writing; Teaching Large Lecture Classes; Publishing Scholarly Works; Conference Papers; Introduction to the Fundamentals of Multiple Regression Analysis*; *Interpreting Regression: Unpacking Assumptions of Regression Analysis, Diagnostics, and Application of Mediating and Moderating Effects; Research Ethics and Submitting a GREB Application.*
1999-2000	Library and Reserve Reading Room Committee, U.B.C.
1994-1998	Sociology Undergraduate Studies Committee, U.B.C.
1995-1998	Advisor, Sociology Undergraduate Studies, U.B.C.
1998	Computing Committee (Chair, 1998), U.B.C.
1996-1998	Space and Safety Committee (Chair, 1997-98), U.B.C.
1996-1997	Computing Committee, U.B.C.
1995-1996	Strategic Planning Committee, Department of Anthropology/Sociology, U.B.C.
1995	Coordinator, Teaching Assistant Education Program, U.B.C.
1994-1995	Dept. Coordinator, *Freedom of Information and Protection of Privacy Act*
1993-2000	Professional Development Seminars Graduate Level (15 different themes delivered), U.B.C.
1994-1995	Special Events and Seminars Committee, U.B.C.
1992-1994	Sociology Graduate Studies Committee (Curriculum Representative), U.B.C.

Other University Service

2020	Queen's University March Break Open House (March).
2020	Queen's University Fall Preview (October)
2019	*Prof Talk* to welcome event for International Exchange Students (January)
2019	Queen's University March Break Open House (March).
2018	Queen's University Fall Preview (October)
2002-2017	Participation in the annual autumn orientation program, delivering a presentation each year to incoming undergraduate students in the *Prof Talk* session.
2013	Convocation address. Spring Graduation Ceremony, Faculty of Arts & Sciences 2013. Queen's University. http://www.queensu.ca/registrar/currentstudents/convocation/websim/Spring2013/Cer16.html

PROFESSIONAL DEVELOPMENT

Specialist Methods Training Post-Doctorate

1998 Linear Structural Equation Modeling. Intermediate and Advanced Levels. University of Michigan, Ann Arbor. Instructor: Kenneth Bollen (one week).
1995 Event History Analysis. Intermediate and Advanced Levels. University of Michigan, Ann Arbor. Instructor: Jay Teachman. (2 weeks).
1993 Hierarchical Linear Modeling / Multilevel Modeling. University of British Columbia. Instructor: J. Douglas Willms (3 days).

Teaching Development

- On-line learning skill development (total=7): Tony Bates, *Teaching in a Digital Age* (series of videos); Sal Khan, *How to make Kahn-Style instructional videos*, Khan Academy (2021); Eric Mazur, *How to Flip Your Class Online* webinar (2020); *A Roadmap to Quality, Quality Matters* webinar (May 2020); Centre for Teaching & Learning remote learning webinar series (Zoom, MSTeams, D2L platform) (2020).
- *Integrating Volunteer Work as Applied Learning in Course Assignments.* Showcase of Teaching and Learning. Queen's University (presenter and attendant) (2017).
- Classroom technology sessions (total=8): on Q (Desire to Learn, D2L), PowerPoint, WebCT, Moodle, Web design, Clickers in large lecture courses, Queen's University (2000-2017)
- Teaching Development Seminars (total=3) and mentoring sessions with Dr. Andy Léger, Centre for Teaching and Learning, Queen's University (2000-2013)
- Teaching Facilitator Course (one week) (one-week course), University of British Columbia and Douglas College (1995)
- Instructional Skills Workshop (ISW) (3-day course), University of British Columbia (1994)
- Teaching Development Seminars (total=11), Centre for Teaching, Learning and Technology, University of British Columbia (1992-98)