Erin L. Kelly
CURRICULUM VITAE

Sloan Distinguished Professor
Work and Organization Studies
MIT Institute for Work and Employment Research
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Employment

Sloan Distinguished Professor of Work and Organization Studies, MIT Sloan School of Management, 2015 – present
Other MIT appointments:
Co-Director, MIT Institute for Work and Employment Research, 2020 – present
Head of Work and Organization Studies Group, 2023 – present

Professor and Martindale Chair in Sociology, University of Minnesota, 2012 – 2015
Other appointments:
Graduate Faculty, Carlson School of Management, 2010 – 2015
Director, Life Course Center, 2012 – 2015
Faculty Affiliate, Minnesota Population Center, 2004 – 2015
Associate Professor, Department of Sociology, University of Minnesota, 2007 – 2012
Assistant Professor, Department of Sociology, University of Minnesota, 2000 – 2006

Education

Princeton University, Ph.D., 2000
Dissertation: "Corporate Family Policies in U.S. Organizations, 1965-1997"
Committee: Frank Dobbin (chair), Paul DiMaggio, Sara McLanahan, Bruce Western
Princeton University, M.A. Sociology, 1993 - 1995
Rice University, B.A. Sociology, magna cum laude, 1989 - 1993

Book

Overload: How Good Jobs Went Bad and What We Can Do About It by Erin L. Kelly and Phyllis Moen. 2020. Princeton University Press. (Paperback with new forward, 2021)

- 2021 Max Weber Award – Organizations, Occupations and Work section of the American Sociological Association
- Honorable Mention for the 2021 Viviana Zelizer Award – Economic Sociology section of the American Sociological Association
- Business Insider's 10 Books to Learn about the Future of Work (2020)

Peer-Reviewed Articles (* denotes co-author was graduate student at time of publication)

Siebach, Kirsten F.*, Yaminette Díaz-Linhart, Laura D. Kubzansky, Lisa Berkman, Molin Wang, Lin Ge, Alexander M. Kowalski, Hazhir Rahmandad, and Erin L. Kelly. (forthcoming.) "Effectiveness of a Participatory Voice Intervention on Psychological Well-being among Warehouse Workers: Results from the Fulfillment Center Intervention Study." *American Journal of Public Health*.

Mun, Eunmi, Shawna Vican, and Erin L. Kelly. 2024. "Points of Departure: Family Leave Policy and Women's Representation in Management in US Workplaces." *Social Forces*. 103 (2): 520-549. https://doi.org10.1093/sf/soae080

Kelly, Erin L., Kirsten F. Siebach, Grace DeHorn*, and Meg Lovejoy. 2024. The Fulfillment Center Intervention Study: Protocol for a group-randomized control trial of a participatory workplace intervention. *PLOS One.* https://doi.org/10.1371/journal.pone.0305334

Berkman, Lisa F., Erin L. Kelly, Leslie B. Hammer, et al. 2023. "Employee Cardiometabolic Risk Following a Cluster-Randomized Workplace Intervention from the Work, Family and Health Network." *American Journal of Public Health*. 113 (12): 1322-1331. https://doi.org/10.2105/AJPH.2023.307413

Kelly, Erin L., Hazhir Rahmandad, Nathan Wilmers, and Aishwara Yadama*. 2023. "How Do Employer Practices Affect Economic Mobility?" *ILR Review*. 76(5): 792-832. https://doi.org/10.1177/00197939231186607

Yang, Duanyi, Erin L. Kelly, Laura D. Kubzansky, and Lisa F. Berkman. 2023. "Working from Home and Worker Wellbeing: New Evidence from Germany." *ILR Review*. 76(3): 504-531. https://doi.org/10.1177/00197939221148716

Fox, Kimberly, Sydney T. Johnson*, Lisa F. Berkman, Marjaana Sianoja, Yenee Soh*, Laura D. Kubzansky & Erin L. Kelly. 2022. "Organisational- and group-level workplace interventions and their effect on multiple domains of worker well-being: A systematic review." *Work & Stress*. https://doi.org/10.1080/02678373.2021.1969476

Lovejoy, Meg, Erin L. Kelly, Laura D. Kubzansky, and Lisa F. Berkman. 2021. "Work Redesign for the 21st Century: Promising Strategies for Enhancing Worker Well-Being." *American Journal of Public Health* 111(10): 1787-1795. https://doi.org/10.2105/AJPH.2021.306283

Sorensen, Glorian, Jack T. Dennerlein, Susan E. Peters, Erika L. Sabbath, Erin L. Kelly, and Gregory R. Wagner. 2021. "The Future of Research on Work, Safety, Health, and Well-Being: A Guiding Conceptual Framework." *Social Science and Medicine*. https://doi.org/10.1016/j.socscimed.2020.113593

Fan, Wen, Phyllis Moen, Erin L. Kelly, Leslie Hammer, Lisa F. Berkman. 2019. "Job strain, time strain, and well-being: A longitudinal, person-centered approach in two industries." *Journal of Vocational Behavior*. https://doi.org/10.1016/j.jvb.2018.10.017

Kaduk, Anne, Katie Genadek, Erin L. Kelly, and Phyllis Moen. 2019. "Involuntary vs. Voluntary Flexible Work: Insights for Scholars and Stakeholders." *Community, Work, and Family*. 22 (4): 412-442. https://doi.org/10.1080/13668803.2019.1616532

Kochan, Thomas A., Duanyi Yang*, William T. Kimball*, and Erin L. Kelly. 2019. "Worker Voice in America: Is There a Gap between What Workers Expect and What They Experience?" *ILR Review*. 72(1): 3-38. https://doi.org/10.1177/0019793918806250

O'Donnell, Emily M.*, Lisa F. Berkman, Erin L. Kelly, Leslie B. Hammer, Jessica Marden, and Orfeu M. Buxton. 2019. "Cardiometabolic Risks Associated with Work-to-family Conflict: Findings from the Work Family Health Network." *Community, Work & Family.* 22 (2): 203-228.

Almeida, David M., Soomi Lee*, Kim N. Walter, Katie M. Lawson, Erin L. Kelly, Orfeu M. Buxton. 2018. "The effects of a workplace intervention on employees' cortisol awakening response." *Community, Work & Family*. 21 (2) :151-167.

Shafer, Emily Fitzgibbons, Erin L. Kelly, Orfeu Buxton, and Lisa F. Berkman. 2018. "Partners' overwork and individuals' wellbeing and experienced relationship quality." *Community, Work & Family*. 21 (4): 410-428. [doi: 10.1080/13668803.2017.1311839]

Bray, Jeremy W., Jesse M. Hinde*, David J. Kaiser, Michael J. Mills, Georgia T. Karuntzos, Katie R. Genadek, Erin L. Kelly, Ellen E. Kossek, and David A. Hurtado. 2017. "Effects of a Flexibility/Support Intervention on Work Performance." *American Journal of Health Promotion*. 2017:1-8. [doi: 10.1177/0890117117696244].

Lee, Soomi*, Susan M. McHale, Ann C. Crouter, Erin L. Kelly, Orfeu M. Buxton, and David M. Almeida. 2017. "Perceived time adequacy improves daily well-being: day-to-day linkages and the effects of a workplace intervention." *Community, Work, & Family*. 2017: 500-522.

Moen, Phyllis, Erin L. Kelly, J. Michael Oakes, Shi-Rong Lee*, Jeremy Bray, David M. Almeida, Leslie Hammer, David Hurtado, and Orfeu Buxton. 2017. "Can a Flexibility/Support Initiative Reduce Turnover Intentions and Exits? Results from the Work, Family, and Health Network." *Social Problems*. 64: 53-85. [doi: 10.1093/socpro/spw033]

Lawson, Katie M., Kelly D. Davis, Susan M. McHale, David M. Almeida, Erin L. Kelly, and Rosalind B. King. 2016. "Effects of a Workplace Intervention on Affective Well-being in Employees' Children." *Developmental Psychology*. 52 (5): 772-777.

Moen, Phyllis, Erin L. Kelly, Wen Fan, Shi-Rong Lee*, David M. Almeida, Ellen Ernst Kossek, and Orfeu M. Buxton. 2016. "Does a Flexibility/Support Organizational Initiative Improve High-Tech Employees' Well-Being? Evidence from the Work, Family, and Health Network." *American Sociological Review*. 81: 134-164. [doi:10.1177/0003122415622391]

Moen, Phyllis, Erik Kojola*, Erin L. Kelly, and Yagmur Karakaya*. 2016. "Men and Women Expecting to Work Longer: Do Changing Work Conditions Matter?" *Work, Aging and Retirement*. [doi: 10.1093/workar/waw018].

Okechukwu, Cassandra A., Erin L. Kelly, Janine Bacic, Nicole DePasquale, David Hurtado, Ellen Kossek, and Grace Sembajwe. 2016. "Supporting Employees' Work-Family Needs Improves Health Care Quality: Longitudinal Evidence from Long-Term Care." *Social Science & Medicine*. 157: 111 - 119. [doi:10.1016/j.socscimed.2016.03.031].

Barbosa, Carolina, Jeremy W. Bray, William N. Dowd, Michael J. Mills, Phyllis Moen, Brad Wipfli, Ryan Olson, and Erin L. Kelly. 2015. "Return on Investment of a Work-Family Intervention: Evidence from the Work, Family, and Health Network." *Journal of Occupational and Environmental Medicine.* 57 (9).

Berkman, Lisa F., Sze Yan Liu, Leslie B. Hammer, Phyllis Moen P, Laura C. Klein, Erin L. Kelly, Martha Fay, Kelly D. Davis, Mary Durham, Georgia Karuntzos, and Orfeu M. Buxton. 2015. "Work–Family Conflict, Cardiometabolic Risk, and Sleep Duration in Nursing Employees." *Journal of Occupational Health Psychology*.

Davis, Kelly D., Katie M. Lawson, David M. Almeida, Erin L. Kelly, Rosalind B. King, Leslie B. Hammer, Lynne M. Casper, Cassandra Okechukwu, Ginger C. Hanson, and Susan M. McHale. 2015. "Parents' daily time with their children: A workplace intervention." *Pediatrics* [doi: 10.1542/peds.2014-2057].

Fan, Wen*, Jack Lam*, Phyllis Moen, Erin Kelly, Rosalind King, and Susan McHale. 2015. "Constrained Choices? Linking Employees' and Spouses' Work Time to Health Behaviors." *Social Science & Medicine.* 126: 99-109.

Hammer, Leslie B., Ryan C. Johnson, Tori L. Crain, Todd Bodner, Ellen Ernst Kossek, Kelly D. Davis, Erin L. Kelly, Orfeu M. Buxton, Georgia Karuntzos, L. Casey Chosewood, and Lisa Berkman. 2015. "Intervention Effects on Safety Compliance and Citizenship Behaviors: Evidence From the Work, Family, and Health Study." *Journal of Applied Psychology*. [doi: 10.1037/apl0000047]

Kramer, Karen, Erin L. Kelly, and Jan McCulloch. 2015. "Stay-at-Home Fathers: Definitions and Characteristics Based on 34 Years of CPS Data." *Journal of Family Issues.* 36: 1651-1673. [doi: 10.1177/0192513X13502479]

Lam, Jack*, Kimberly Fox, Wen Fan*, Phyllis Moen, Erin L. Kelly, Leslie Hammer, and Ellen Ernst Kossek. 2015. "Manager Characteristics and Employee Job Insecurity around a Merger Announcement: The Role of Status and Crossover." *The Sociological Quarterly*. 56: 558-580. [doi: 10.1111/tsq.12092]

Lee, Soomi*, David M. Almeida, Kelly D. Davis, Rosalind B. King, Leslie B. Hammer, and Erin L. Kelly. "Latent profiles of perceived time adequacy for paid work, parenting and partner roles." *Journal of Family Psychology*. 29 (5): 788-798. [doi:10.1037/a0039433]

McHale, Susan M., Katie M. Lawson, Kelly D. Davis, Lynne M. Casper, Erin L. Kelly, and Orfeu M. Buxton. "Effects of a Workplace Intervention on Sleep in Employees' Children." 2015. *Journal of Adolescent Health* 56(6): 672–677. [doi:10.1016/j.jadohealth.2015.02.014]

McHale, Susan M., Kelly D. Davis, K. Green, Lynne M. Casper, Marni Kan, Erin L. Kelly, Rosalind B. King, and Cassandra A. Okechukwu. 2015. "Effects of a Workplace Intervention on Parent–Child Relationships." *Journal of Child and Family Studies*. 1-9. [doi:10.1007/s10826-015-0254-z]

Kelly, Erin L., Phyllis Moen, Wen Fan*, J. Michael Oakes, Cassandra Okechukwu, Kelly Davis, Leslie Hammer, Ellen Kossek, Rosalind B. King, Ginger Hanson, Frank Mierzwa, and Lynne Casper. 2014. "Changing Work and Work-Family Conflict: Evidence from the Work, Family, and Health Network." *American Sociological Review.* 79 (3): 485-516.
2015 Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Correll, Shelley J., Erin L. Kelly, Lindsey Trimble-O'Connor, and Joan Williams. 2014. "Redesigning, Redefining Work." *Work & Occupations.* 41 (1): 3-17.

Kossek, Ellen E., Leslie B. Hammer, Erin L. Kelly, and Phyllis Moen. 2014. "Designing Work, Family & Health Organizational Change Initiatives." *Organizational Dynamics*. 43 (1): 53-63.

Perlow, Leslie A. and Erin L. Kelly. 2014. "Toward a Model of Work Redesign for Better Work and Better Life." *Work & Occupations.* 41 (1): 111-134.

Baek, Kyungmin* and Erin L. Kelly. 2013. "Noncompliance with Parental Leave Provisions in Korea: Extending Institutional Research to a New Legal Context." *Law & Social Inquiry*. 39 (1): 176-202. [doi: 10.1111/lsi.12033]

Hill, Rachelle*, Eric Tranby, Erin L. Kelly, and Phyllis Moen. 2013. "Relieving the Time Squeeze? Effects of a White-Collar Workplace Change on Parents." *Journal of Marriage and Family*. 75: 1014-1029.

Moen, Phyllis, Erin L. Kelly, and Jack Lam*. 2013. "Healthy Work Revisited: Does Reducing Time Strain Promote Women's and Men's Well-Being?" *Journal of Occupational Health Psychology.* 18 (2): 157-72.

Moen, Phyllis, Wen Fan*, and Erin L. Kelly. 2013. "Team-Level Flexibility, Work-Home Spillover, and Health Behaviors". *Social Science & Medicine.* 84: 69-79.

Moen, Phyllis, Jack Lam*, Samantha Ammons, and Erin L. Kelly. 2013. "Time Work by Overworked Professionals: Strategies in Response to the Stress of Higher Status." *Work & Occupations*. 40: 79-114.

Baek, Kyungmin*, Erin L. Kelly and Yong Suk Jang. 2012. "Work Family Policies in Korean Organizations: Human Resources Management and Institutional Explanations." *Asian Business & Management.*

Kelly, Erin L., Phyllis Moen, and Eric Tranby*. 2011. "Changing Workplaces to Reduce Work-Family Conflict: Schedule Control in a White-Collar Organization." *American Sociological Review*. 76: 265-290.

Moen, Phyllis, Erin L. Kelly, Eric Tranby*, and Qinlei Huang*. 2011. "Changing Work, Changing Health: Can Real Work-Time Flexibility Promote Health Behaviors and Well-Being?" *Journal of Health and Social Behavior*. 52: 404-429.

Moen, Phyllis, Erin L. Kelly, and Rachelle Hill*. 2011. "Does Enhancing Work-Time Control and Flexibility Reduce Turnover? A Naturally-Occurring Experiment." *Social Problems.* 58 (1): 69-98.

Kelly, Erin L., Samantha K. Ammons, Kelly Chermack*, and Phyllis Moen. 2010. "Gendered Challenge, Gendered Response: Confronting the Ideal Worker Norm in a White-Collar Organization." *Gender & Society.* 24 (3): 281-303.

Kelly, Erin L. 2010. "Failure to Update: An Institutional Perspective on Noncompliance with the Family & Medical Leave Act." *Law & Society Review*. 44 (1): 33-66.

Ammons, Samantha* and Erin L. Kelly. 2008. "Social Class and the Experience of Work-Family Conflict during the Transition to Adulthood." *New Directions for Child and Adolescent Development*. 119: 71-84.

Dahlin, Eric*, Erin L. Kelly, and Phyllis Moen. 2008. "Is Work the New Neighborhood? Social Networks in the Workplace, Family and Neighborhood." *The Sociological Quarterly*. 49: 719-738.

Kelly, Erin L., Ellen E. Kossek, Leslie Hammer, Mary Durham, Jeremy Bray, Kelly Chermack*, and Lauren Murphy*. 2008. "Getting There from Here: Research on the Effects of Work-Family Initiatives on Work-Family Conflict and Business Outcomes." *Academy of Management Annals*. 2 (1): 305 – 340.

Kelly, Erin L., Eric Dahlin*, Donna Spencer*, and Phyllis Moen. 2008. "Making Sense of a Mess: Phased Retirement Policies and Practices in the United States." *Journal of Workplace Behavioral Health*. 23 (1/2): 147-168.

Moen, Phyllis, Erin L. Kelly, and Qinlei Huang*. 2008. "Work, Family, and Life-course Fit: Does Control over Work Time Matter?" *Journal of Vocational Behavior*. 73: 414-425.

Moen, Phyllis, Erin L. Kelly, and Reiping Huang*. 2008. "Fit Inside the Work-Family Black Box: Conceptual and Operational Issues in Predicting Perceived Health and Well-Being." *Journal of Occupational and Organizational Psychology*. 81: 411-433.

Kelly, Erin L. and Phyllis Moen. 2007. "Rethinking the Clockwork of Work: Why Schedule Control May Pay Off at Work and Home." *Advances in Developing Human Resources*. 9 (4): 487-506.

Dobbin, Frank and Erin L. Kelly. 2007. "How to Stop Harassment: Professional Construction of Legal Compliance in Organizations." *American Journal of Sociology*. 112 (4): 1203-43.

Dobbin, Frank, Alexandra Kalev, and Erin Kelly. 2007. "Diversity Management in Corporate America." *Contexts*. 6 (4): 21-27.

Kalev, Alexandra, Frank Dobbin and Erin L. Kelly. 2006. "Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies." *American Sociological Review*. 71: 589-617.

Kelly, Erin L. and Alexandra Kalev. 2006. "Managing Flexible Work Arrangements in U.S. Organizations: Formalized Discretion or 'A Right to Ask.'" *Socio-Economic Review*. 4: 379-416.

Kelly, Erin L. 2003. "The Strange History of Employer-Sponsored Child Care: Interested Actors, Uncertainty, and the Transformation of Law in Organizational Fields." *American Journal of Sociology*. 109: 606-49.

Kelly, Erin L. and Frank Dobbin. 1999. "Civil Rights Law at Work: Sex Discrimination and the Rise of Maternity Leave Policies." *American Journal of Sociology*. 105: 455-92.
2000 Rosabeth Moss Kanter Award for Excellence in Work-Family Research
2000 Mary Parker Follett Award from the American Political Science Association

Kelly, Erin L. 1999. "Theorizing Corporate Family Policies: How Advocates Built the 'Business Case' for 'Family-Friendly' Policies." *Research in the Sociology of Work*. 8: 169-202.

Kelly, Erin L. and Frank Dobbin. 1998. "How Affirmative Action Became Diversity Management: Employer Response to Anti-discrimination Law, 1961-1996." *American Behavioral Scientist*. 41 (7): 960-984.
Reprinted: Skrentny, John David. 2001. Pages 87-117 in *Color Lines: Affirmative Action, Immigration and Civil Rights Options for America*. Chicago: University of Chicago Press.

Selected Writing for Practitioners, Policy, and General Audiences

Siebach, Kirsten, et al. July 2025. Starting a Workplace Health and Well-Being Committee: A Step-By-Step Guide for Managers. https://mitsloan.mit.edu/sites/default/files/2025-07/Starting%20a%20HaWC%20Guide%20July%202025.pdf

Kelly, Erin L., May 2025. America's job-quality crisis and how to revive workers' pay, dignity, job advancement, and economic well-being. Washington Center for Equitable Growth series. https://equitablegrowth.org/americas-job-quality-crisis-and-how-to-revive-workers-pay-dignity-job-advancement-and-economic-well-being/

Kellogg, Katherine C., Erin L. Kelly, and Constance N. Hadley. March 5, 2023. Why Neglecting Work Relationships Can Sabotage Innovation and Productivity. *Fast Company.* https://www.fastcompany.com/90856240/managing-hybrid-teams-network-ties

Kelly, Erin L., January 20, 2022. Happier, Healthier, Hybrid. *Staffing.com.* https://www.staffing.com/hybrid-work-schedule-benefits/

Kelly, Erin L., Lisa F. Berkman, Laura D. Kubzansky, and Meg Lovejoy. Oct. 12, 2021. 7 Strategies to Improve Your Employees' Health and Well-Being. *Harvard Business Review*. https://hbr.org/2021/10/7-strategies-to-improve-your-employees-health-and-well-being

Kelly, Erin L. and Phyllis Moen. May 18, 2021. A blueprint for designing hybrid work policies. *Fortune.com*. https://fortune.com/2021/05/17/hybrid-remote-work-from-home-jobs-burnout/

Kelly, Erin L. and Phyllis Moen. May 28, 2021. How to keep hybrid work from burning everyone out. *Boston Globe*. https://www.bostonglobe.com/2021/05/28/opinion/how-keep-hybrid-work-burning-everyone-out/

Kelly, Erin L. and Phyllis Moen. 2020. Fixing the Overload Problem at Work. *MIT Sloan Management Review*. 61 (3): 1-8. https://sloanreview.mit.edu/article/fixing-the-overload-problem-at-work/

Kelly, Erin L. and Phyllis Moen. March 10, 2020. Coronavirus may finally force businesses to adopt workplaces of the future. *Fortune.com*. https://fortune.com/2020/03/10/coronavirus-remote-flexible-work-from-home/

Edited Volumes

Ammons, Samantha and Erin L. Kelly, editors. 2015. *Research in the Sociology of Work: Work and Family in the New Economy*. Emerald Publishing, Volume 26.

Selected Chapters in Edited Volumes and Reports

Lam, Jack, Phyllis Moen, Shi-Rong Lee, Erin L. Kelly, and Orfeu M. Buxton. 2016. "Boomer and Gen X Managers and Employees at Risk: Evidence from the Work, Family & Health Network Study." Pages 51-73 in *Beyond the Cubicle: Job Insecurity, Intimacy, and the Flexible Self*, edited by Allison Pugh. New York: Oxford Unviersity Press.

Moen, Phyllis, Erin L. Kelly, and Kelly Chermack*. 2009. "Learning from a Natural Experiment: Studying a Corporate Work-Time Policy Initiative." Pages 97-131 in *Work-Life Policies that Make a Real Difference for Individuals, Families, and Organizations*, edited by Ann C. Crouter and Alan Booth. Washington, DC: Urban Institute Press.

Moen, Phyllis, Erin L. Kelly, and Rachel Magennis. 2008. "Gender Strategies: Socialization, Allocation, and Strategic Selection Processes Shaping the Gendered Adult Life Course." In M.C. Smith and T.G. Reio Jr. (Eds.) *Handbook of Research on Adult Development and Learning.* pp 378-411. Mahwah, NJ: Lawrence Erlbaum, Inc.
Reprinted in *Familie, Bindungen, und Fuersorge*. 2012. Edited by Hans Bertram and Nancy Ehlert. Berlin: Barbara Budrich Publishers (and also reprinted in English volume).

Kelly, Erin L. 2006. "Work-Family Policies: The United States in International Perspective." Pages 99-123 in *Work-Family Handbook: Multi-disciplinary Perspectives and Approaches*, edited by Marcie Pitt-Catsouphes, Ellen Kossek, and Stephen Sweet. New York: Lawrence Erlbaum Associates.

Kelly, Erin L. 2005. "Discrimination against Caregivers? Gendered Family Responsibilities, Employer Practices, and Work Rewards." Pages 341-362 in *The Handbook of Employment Discrimination Research*, edited by Laura Beth Nielsen and Robert L. Nelson. New York: Kluwer Academic Publishers.

McLanahan, Sara and Erin L. Kelly. 1999. "Feminization of Poverty: Past and Present." Pages 127-146 in *Handbook of the Sociology of Gender,* edited by Janet Saltzman Chafetz. New York: Kluwer Academic Publishing.

Selected External Research Grants

National Institute for Occupational Safety and Health. Fulfillment Center Intervention Study, a project of the Harvard Center for Work and Well-Being. MIT sub-award ~$615,000. 2021-2025.

WorkRise, Urban Institute. Employer Practices Landscape Report. $11,000. 2021.

Robert Wood Johnson Foundation. Learning from Workers: Resilience in the Time of Pandemic. MIT sub-award ~$25,000. 2020-2021.

Washington Center for Equitable Growth. Scheduling Strategies for Warehouse Work. Principal Investigator: Erin Kelly. Co-Principal Investigators: Alex Kowalski, Hazhir Rahmandad. $80,000. 2019-2020.

Robert Wood Johnson Foundation. Workplace Redesign for Worker Well-Being: Blueprint for Resilience. (PIONEER program). Principal Investigator: Lisa Berkman. Co-Principal Investigators: Erin Kelly, Laura Kubsansky. $500,000. 2017-2019.

National Institute of Child Health and Human Development (National Institutes of Health). Phase 2 of Work, Family & Health Network. Flexible Work and Well-Being Center at the University of Minnesota. Principal Investigator: Erin Kelly. Co-Principal Investigator: Phyllis Moen. $6,450,538. 2008-2014.

National Institute of Child Health and Human Development (National Institutes of Health). "Youth Development Study: Second Generation." Principal Investigator: Jeylan Mortimer. Co-Investigators: Erin Kelly, Carolyn Liebler, Ann Meier, Teresa Swartz, Chris Uggen. $1,756,314. 2008-2013.

Society for Human Resources Management. Unhealthy Balance? The Consequences of Work and Family Demands and Resources on Employees' Health and Health Care Consumption. Principal Investigators: Theresa Glomb and Jean Abraham. Co-Investigator: Erin Kelly. $98,361. 2010-2012.

National Institute of Child Health and Human Development (National Institutes of Health). Phase 1 of Work, Family & Health Network. Flexible Work and Well-Being Center at the University of Minnesota. Principal Investigator: Phyllis Moen. Co-Principal Investigator: Erin Kelly. $1,316,466. 2005-2008.

National Institute of Child Health and Human Development (National Institutes of Health). "Work Experience and Mental Health: A Panel Study of Youth." Principal Investigator: Jeylan Mortimer. Co-Investigator: Scott Eliason, Michael Finch, Doug Hartmann, Erin Kelly, Ross Macmillan, Michael Shanahan, Chris Uggen. $1,401,560. 2002-2006.

Alfred P. Sloan Foundation. Co-Principal Investigator with Frank Dobbin. "Employment Law and Corporate Work-Family Practices: Parental Status Protection, Legalism, and Compliance." $106,185. 1999-2001.

Alfred P. Sloan Foundation. Co-Investigator. "The Evolution of Corporate Work-Family Policies in the United States." Principal Investigator: Frank Dobbin. $30,000. 1997-1998.

Selected Appointments, Awards, and Fellowships

Labor and Employment Relations Association (LERA) Academic Fellow, 2025.
Ellen Galinsky Generative Researcher Award from the Work and Family Researchers Network, 2024.
WZB (Berlin Social Science Center) Research Fellow, 2022-2027.
Visiting Researcher, WZB (Berlin Social Science Center), 2022.
Committed to Caring Award, MIT, 2018.
Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2015.
Scholar of the College, College of Liberal Arts, University of Minnesota, 2014.
Faculty Mentoring Award, Department of Sociology, University of Minnesota, 2007 and 2014.
Institute for Advanced Studies, University of Minnesota, Fellow, Spring 2008.
Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2000.
Mary Parker Follett Award, Politics and History Section American Political Science Association, 2000.
National Science Foundation Doctoral Dissertation Improvement Fellowship, 1997-1999.
National Science Foundation Graduate Fellowship, 1993-1996.

Selected Presentations to Academic Audiences

"Does a new voice channel reduce turnover and improve work? Evidence from a cluster randomized trial in U.S. fulfillment centers?" (paper name shifted over time; with Alex Kowalski, Hazhir Rahmandad, Kirsten Siebach)

Haas School of Business (Management and Organizations seminar), September 2025.
University of Michigan (ICOS seminar), November 2024.
WZB Globalization, Work and Production group symposium, WZB, October 2024.
People & Organizations Conference, Wharton, September 2024.
Triad 2024 / Labor and Employment Relations Association conference, June 2024.
Humans in Digital Logistics (HuLog) meeting, Hasselt University, May 2024.
Stanford University (Work, Technology, and Organizations seminar), April 2024.
Yale School of Management (Organizational Behavior seminar), April 2024.
Wharton School (Management Department seminar), March 2024.
MIT Institute for Work and Employment Research seminar, March 2024.

"Effectiveness of a Participatory Voice Intervention on Psychological Well-being among Warehouse Workers: Results from the Fulfillment Center Intervention Study"
Labor and Employment Relations Association conference, June 2025.
Institute for Work and Health (Toronto), October 2025.
"The Toll of Toil: Problematic Schedules and Worker Turnover" (with Alex Kowalski)
People & Organizations Conference, Wharton, September 2023.
"Voice and Warehouse Workers' Well-being"
Harvard Kennedy School (Stone Inequality & Social Policy seminar), April 2023.
Harvard Business School (Organizational Behavior seminar), April 2023.
Labor and Employment Relations Association, June 2023.
"Points of Departure: Family Leave Policy and Women's Representation in Management in U.S. Organizations"
WZB Social Inequality Writing Group, November 2022.
"The Future of Work and Family: Creating Inclusive Hybrid Workplaces"
Work Family Researchers Network, New York, June 2022.
"The Consequences of Flexible Work Policies: Considering Gender and Rank in Professional Advancement" (with Vanessa Conzon, Duanyi Yang, Dongwoo Park)
Academy of Management, Boston, August 2023.
Work Family Researchers Network, New York, June 2022.
"Overload and Workplace Flexibility – Organizational Changes and Challenges"
Max Planck Institute for Demographic Research/University of Rostock, September 2022.
Globalization, Work, and Production group at WZB, April 2022.
"Overload: How Good Jobs Went Bad and What We Can Do About It."
London Business School, OB Seminar, November 2021.
University of California Santa Barbara Demography Seminar, September 2021.
Washington University in St. Louis Sociology Seminar, March 2021.
University of North Carolina Sociology Seminar, April 2021.
University of Texas Sociology Seminar, January 2021.
University of Kent Sociology Seminar, November 2020.
Duke University Sociology Seminar, January 2020.
Emory Goizueta Business School Organizations & Management Seminar, January 2019.
University of Sydney Business School, July 2018.
MIT Institute for Work and Employment Research seminar, April 2018.
National Academy of Sciences Expert Workshop on "Promising Practices for Improving the Inclusion of Women in Science, Engineering, and Medicine: Lessons from Kuwait and the United States," October 2019.
National Academy of Sciences Planning Meeting on "Work, the Workplace, and Aging," September 2019.
Author Meets Critics session for *Working for Respect: Community and Conflict at Wal Mart*, by Adam Reich and Peter Bearman. American Sociological Association, August 2019.
"Can the Risk be Mitigated? Examining variations in work scheduling practices in volatile demand environments and their workforce implications" Alex Kowalski, Erin L. Kelly, and Hazhir Ramandad. Labor and Employment Relations Association, June 2019.
Expert Workshop on "New ways of working require new measures and approaches to data collection?" Hans Böckler Foundation (Berlin, Germany), April 2019.
"Time In and Time Out in "Good Jobs": Does the Timing of Work Predict Burnout and Other Work Attitudes?" Erin L. Kelly, Marjaana Sianoja, and Phyllis Moen

American Sociological Association, Philadelphia, August 2018.
"Reflections on Interdisciplinary Intervention Research."
University of Melbourne, Sociology symposium, July 2018.
"Redesigning Professional Work: Findings from the Work, Family, and Health Network,"
Gender & Tech conference, Harvard Kennedy School, June 2018.
"Voice Gaps at Work, Options for Closing Them, and Challenges for Future Actions and Research." Tom Kochan, Will Kimball, Duanyi Yang, and Erin Kelly
Labor and Employment Relations Association, June 2018.
"Redesigning Professional Work: Findings from the Work, Family, and Health Network,"
Weatherhead Initiative on Gender Inequality, "It's About Time" conference, April 2018.
"Redesigning Professional Work: Findings from the Work, Family, and Health Network,"
Yale School of Management (OB group), January 2018.
Keynote, International Conference on Work and Family, IESE, July 2017.
"'Am I the Frog in the Pot?' Globalized Professional Work and the Causes of Overload,"
American Sociological Association, Montreal, August 2017.
"Selling & Sustaining New Ways of Working," Mini-conference of the Economic Sociology and Organizations, Occupations and Work sections of the ASA, Montreal, August 2017.
"Redesigning Professional Work: Highlights from the Work, Family, and Health Network"
Organizational Behavior Seminar, Stanford Graduate School of Business, March 2017.
Center for Work, Health and Wellbeing Seminar, Harvard School of Public Health, November 2016.
Harvard Center for Population and Development Studies Seminar, Harvard University, September 2016.
"Redesigning Work: Findings from the Work, Family, and Health Network and Implications for Gender Inequality"
MIT/Harvard Economic Sociology Seminar, Harvard University, February 2016.
Center for Organizational Research & Sociology Department Seminar, University of California Irvine, March 2016.
Women and Public Policy Program, Harvard Kennedy School, April 2016.
Wharton Society for the Advancement of Women in Business Academia Conference (Keynote), Wharton School of the University of Pennsylvania, April 2016.
"Gender Equality at Work: Persistent Barriers and Potential Solutions."
Invited panel, American Sociological Association, Chicago, August 2015.
"Flexible Work Practices over Time in an IT Organization: Evidence from the Work, Family and Health Network Study." (with Anne Kaduk as first author)
Population Association of America, San Diego, April 2015.
"Partners' Overwork and Women's Well-Being." (with Emily Shafer as first author)
American Sociological Association, San Francisco, August 2014.
"Job Insecurity, Job Satisfaction, and Turnover Intentions in Changing Organizational Contexts." (with Phyllis Moen as first author)
American Sociological Association, San Francisco, August 2014.
"Career Consequences of Flexible Work Practices." (with Katie Genadek as first author)
Population Association of America, Boston, May 2014.
"New Ways of Working? Implementing a Participatory Workplace Intervention to Improve Work and Life."
American Sociological Association, NYC, August 2013.
Academy of Management, Philadelphia, August 2014.

"Changing Work and Work-Family Conflict in an Information Technology Workplace: A Group-Randomized Trial."
Workshop at Institute for Work and Employment Research, MIT Sloan, Sept. 2012.
Work Family Researchers' Network, NYC, June 2012.
Workshop in Sociology, Indiana University, April 2012.

"Worker Uncertainties during a Merger Announcement: A multi-level analysis of employee job security." (with Jack Lam as first author)
American Sociological Association, Denver, August 2012.

"Constrained Choices: Linking Work Conditions to the Health Behaviors of Employees, Spouses, and Children." (with Wen Fan as first author)
American Sociological Association, Denver, August 2012.

Invited symposium speaker on "A Different Beast? Flexibility in Professional Positions vs. Hourly Jobs."
Work Family Researchers' Network, NYC, June 2012.

Invited symposium speaker on "Intervention Research in the Workplace."
Work Family Researchers' Network, NYC, June 2012.

"Workplace Barriers to Partnership and Parenthood" (with Michelle Blocklin as first author)
Population Association of America, May 2012.

"Work-Team Contexts of Work-Family Conflict, Stress, and Psychological Distress: A Multilevel Analysis." (with Phyllis Moen and Anne Kaduk as first two authors)
Population Association of America, May 2012.

"They work, work, work": Work-Family Policies & Practices in Nursing Homes." (Co-authored with Cassandra Okechukwu, Grace Sembajwe, and Lisa Berkman.)
Work, Stress, and Health, Orlando, FL, May 2011.
American Sociological Association, Las Vegas, August 2011.

"Stay-at-Home Fathers: Definitions and Characteristics Based on 40 Years of CPS Data." (Co-authored with Karen Kramer and Jan McCulloch.)
American Sociological Association, Las Vegas, August 2011.

"Corporate Family Leave Policies, the Family & Medical Leave Act, and Women's Occupational Standing in U.S. Firms." (Co-authored with Alexandra Kalev and Frank Dobbin)
Sociology Colloquium and Baldi Center for Legal Studies, University of Buffalo (SUNY), March 2011.
Population Association of America, Washington, March 2011.

"Healthy Work Revisited: Does Reducing Time Strain Promote Women's and Men's Well-Being?" (Co-authored with Phyllis Moen and Jack Lam)
Eastern Sociological Society, Philadelphia, February 2011.
Midwestern Sociological Society, St. Louis, March 2011.
Population Association of America, Washington, March 2011.

"Changing Workplaces to Reduce Work-Family Conflict: Schedule Control in a White-Collar Workplace." (Co-authored with Phyllis Moen and Eric Tranby)
Sociology Colloquium, University of Washington, Seattle, May 2010.

"Making Changes or Feeling Like You Can: Parents' Time and Control over Work Time in a Changing Workplace." (Co-authored with Rachelle Hill, Eric Tranby, and Phyllis Moen)
Population Association of America, Dallas, April 2010.

"Improving Employee Wellness: Can an Organizational Time Change Make a Difference?" (Co-authored with Phyllis Moen, Eric Tranby, and Qinlei Huang)
American Sociological Association, San Francisco, August 2009.

Eastern Sociological Society, Boston, March 2010 (Mini-conference on Work & Inequality)

"Intervening in the Workplace for Chronic Disease Prevention: Organizational Change and Its Implications." Invited Workshop convened by National Heart, Lung, and Blood Institute, National Institute for Child Health and Human Development, and National Institute for Occupational Safety and Health. Washington, DC, May 2009.

"Changing Times, Changing Lives: Creating More Supportive Work Organizations."
Council on Contemporary Families, Chicago, April 2009.

"Control over Work Time and Work-Family Conflict: Evidence from a Natural Experiment in a White-Collar Workplace."
Department of Sociology, University of Arizona, February 2009.
Department of Sociology, University of Minnesota, February 2009.

"Subtle Gender Bias at Work." Faculty Workshop conducted at Iowa State University as part of their NSF-funded ADVANCE Project on women in sciences and engineering. October 31, 2007.

"Are Family-Friendly Policies Woman Friendly? The Effects of Corporate Work-Family Policies on Women's Representation in Management." Co-authored with Alexandra Kalev and Frank Dobbin.
American Sociological Association, New York, August 2007.
Carlson School of Management, University of Minnesota, April 2007.

"Challenging a Gendered Ideal Worker Norm while Creating a Flexible Work Culture?" Co-authored with Samantha Ammons and Phyllis Moen.
American Sociological Association, New York, August 2007.
Academy of Management, Philadelphia, August 2007.

"The Flexible Work and Well-Being Study: Preliminary Results." Co-authored with Phyllis Moen.
Academy of Management, Philadelphia, August 2007.
Carlson School of Management, University of Minnesota, April 2007.

"Is Work the New Neighborhood? Social Networks in the Workplace, Family and Neighborhood." Co-authored with Eric Dahlin and Phyllis Moen.
American Sociological Association, Montreal, August 2006.

"Author Meets Critics: *Working in a 24-7 Economy* by Harriet Presser."
American Sociological Association, Montreal, August 2006.

"Teaching Workshop: Teaching Social Policy."
American Sociological Association, Philadelphia, August 2005.

"Explaining Non-Compliance with the Family and Medical Leave Act."
American Sociological Association, Philadelphia, August 2005.
Law and Society Association, Chicago, May 2004.
Center for Work and Family Research, Penn State University, February 2005.

"Employers in the Middle: Employers' Responses to Public Policies for Working Families."
International Women's Policy Conference, Sponsored by the Institute for Women's Policy Research, Washington, DC, June 2005.
American Sociological Association, San Francisco, August 2004.

"Making Sense of a Mess: Phased Retirement Policies and Practices in a Complex Legal Environment." Co-authored with Eric Dahlin, Donna Spencer, and Phyllis Moen.
Law and Society Association, Las Vegas, June 2005.
Eastern Sociological Society, Washington, DC, March 2005.

Selected Presentations to Other Audiences (Business and Policy Engagement; excluding executive education programs through MIT Sloan)

Invited Speaker, JFF Employee Voice Forum, June 2025.
Invited Panelist, Aligning Innovation and Equity in the Digital Economy, Shaping the Future of Work Initiative, MIT, January 2025.
Reunions Workshop for MIT Sloan Alumni, Work Design for Health, May 2024.
Invited Panelist, Charting a Resilient Future for US Workers virtual conference, WorkRise / Urban Institute, October 2022.
Invited Keynote, NOCA (Network of Corporate Academies, Denmark HR association), February 2022.
Briefing, US Department of Labor convening on scheduling and job quality, February 2022.
Webinar, MIT Sloan Executive Education, September 2021.
Invited Keynote, National Institutes of Health – NICHD Extramural Staff Training, May 2021.
Invited Keynote, National Institutes of Health - Deputy Director for Management (DDM) Special Topics Series, March 2021.
Invited Speaker, MIT Sloan School, Dean's North America Board, October 2019.
Invited Keynote, MIT Sloan Global Women's Conference, September 2019.
Invited Participant, Workable Health and the Future of Work Expert Workshop, sponsored by the Robert Wood Johnson Foundation and the Institute for the Future, August 2019.
Invited Speaker, Massachusetts Health & Hospital Association (Taskforce on Wellbeing), July 2019.
Invited Speaker, Robert Wood Johnson Foundation (Program Staff Briefing), June 2019.
Invited Speaker, The Conference Board, Women's Leadership Conference, May 2017.
Invited Speaker, OXIDE (Diversity and Equity in Chemistry initiative), April 2017.
Invited Speaker, New England College of Occupational and Environmental Medicine, December 2016.
Invited Speaker, Sloan Women in Management Conference, "Breaking the Mold," March 2016.
Invited Speaker, NIOSH Total Worker Health Webinar, "Advancing Working Family Well-Being," January 2016.
Invited Speaker, Department of Labor "Future of Work" Conference, December 2015.
Invited Speaker, Boston College Center for Work and Family Business Roundtable and 25th Anniversary Conference, Boston College, November 2015.
Invited Keynote, Corporate Partners Program, Clayman Center for Gender Research, Stanford University, December 2014.
Invited Speaker, Institute for Law and the Workplace, IIT Chicago – Kent College of Law, November 2014.
Invite Speaker, Work – Life Expo, Minneapolis, September 2014.
Invited Plenary Speaker, Redesigning & Redefining Work, Stanford University, November 2013.
Invited Keynote, Alliance for Work-Life Progress annual conference, Baltimore, 2013.
Invited Speaker for Multicultural Forum on Workplace Diversity, Minneapolis, 2012.
Invited Speaker for Work-Life Expo, Minneapolis, October 2011.
Invited Participant, Department of Labor Forum on Advancing Workplace Flexibility, 2011.
Invited Participant, Working Group on Work-Life Fit in Hourly Jobs, Kellogg Foundation, 2011
Invited Speaker (webinar) for Minnesota Chamber of Commerce, 2011
Invited Participant and Discussant, Future of Children Conference on Work-Family Issues, Princeton University and Urban Institute, 2010
Invited Participant, NIH / CDC Working Group on Worksite Chronic Disease Prevention, 2010
Invited Speaker for National Work & Family Roundtable, organized by Boston College Center for Work & Family, 2010

Invited Speaker for Congressional Briefing (organized by Workplace Flexibility 2010, co-sponsored by Sen. Tom Harkin and Rep. Earl Blumenauer). Workplace Practice, Health and Well-Being: Initial Research Findings from the Work, Family & Health Network. October 2009
Keynote Speaker for "Twentieth Annual Working Family Support Awards," St. Paul, 2009
Advisory Panel, Institute for Women's Policy Research Consent Decree Project, 2009
Invited Speaker for eWorkplace Initiative, Minneapolis, 2009
Invited Speaker for Human Resources Executive Council, Minneapolis, 2009
Invited Speaker for Lawyers' Committee for Civil Rights under the Law Forum, Minneapolis, 2007
Advisory Board, Minnesota Work-Life Champions Award. 2004-2005, 2005-2006
Testimony before the Legislative Commission on the Economic Status of Women, Minnesota State Capitol. 2004

Teaching

Graduate Courses Taught at MIT Sloan School of Management

Organizational Processes (core course for 2-year MBA, Sloan Fellows)
Work and Employment Relations Theory (PhD seminar)
Leading the Way: Strategies for Advancing Equity and Inclusion (MBA elective)
Managing a Diverse Workforce (Executive MBA & Sloan Fellows elective)

Courses Taught at University of Minnesota

Organizations and Inequality; Sociological Research Methods; Sociology of Gender; Gender, Work, & Family; Senior Projects Seminar; Honors Thesis Pro-Seminar; Sociology of Families

Professional Service and Activities

Selected Professional Service outside of MIT

Advisory Committee on the Future of Work, Russell Sage Foundation, 2025-
Academic Advisory Committee, Boston College Center for Work & Family, 2024-
Academic Vice Chair and Program Committee, Labor and Employment Relations Association, 2024-2025
Council Member-at-Large of the American Sociological Association (elected), 2017-2020
Committee on Sections, American Sociological Association, 2017-2020
Program Committee of the Work Family Researchers' Network, 2020-2021
Executive Committee of the Work Family Researchers' Network (elected), 2016-2018
National Academy of Sciences Expert Workshop on Women in STEM (co-sponsored with Kuwait National Science Foundation), 2019
National Academy of Sciences Expert Workshop on Working Longer (co-sponsored with National Institutes of Health), 2019
National Science Foundation Sociology Advisory Panel, 2016-2019
External Advisory Board for Harvard Center for Work, Health and Wellbeing, 2016-2020
Awards Committee for ASA Section on Labor & Labor Movements Best Book, 2018-2019
Committee on Publications (elected), American Sociological Association, 2012-2015; served as elected chair of Publications Committee, 2013-2014
Program Committee, Work Family Researchers' Network Annual Conference, 2013-2014
Chair (elected), Organizations, Occupations, and Work Section of the American Sociological Association, 2012-2013

Nominations Committee, Sociology of Law Section of the American Sociological Association, 2012
Invited Participant, Redesigning / Redefining Work Working Group, Clayman Institute, Stanford University, 2011-2013
Awards Committee for LERA (Labor & Employment Relations Association) Early & Distinguished Career Awards, 2011
Awards Committee (Graduate Paper), Sociology of Law Section of the American Sociological Association, 2011
Organizer, Work-Family Conflict as a Public Issue Thematic Session (for American Sociological Association), 2011
Co-chair of the Work, Family, and Health Network (elected), 2009-2010
Organizer, Inequality at Work panel (for Organizations, Occupations, and Work Section of the American Sociological Association), 2009
Organizer, The Future of Work and Employment panel (for Organizations, Occupations, and Work Section of the American Sociological Association), 2009
Council Member, Organizations, Occupations, and Work Section of the American Sociological Association (elected), 2006-2009
Awards Committee (Graduate Paper), Sociology of Law Section of the American Sociological Association, 2008
Council Member, Sociology of Law Section of the American Sociological Association (elected), 2005-2008
Organizer, Mini-conference on Public Policies for Working Families, Eastern Sociological Society, March 2005

Selected MIT Service
Master's of Business Analytics Program Committee, 2025-present
MIT Human Insight Collaborative, Steering Committee, 2024-present
Work and Organization Studies Group Head, 2023-present
Sloan Fellows Program Committee, 2023-present
WOS Faculty Search Committee, 2015-2022, 2023-2024, 2025-2026
MIT Faculty Complaint Review Panel, 2020-2023
MIT Work Succeeding Steering Committee, 2020-2021
MIT "Task Force 2021 and Beyond" Phase 1, 2020
Ph.D. committee representative for Behavioral & Policy Studies unit, 2020-2021
MBA Program Committee, 2017-2021
Co-Director of the MIT Institute for Work and Employment Research, 2020-present
Dean's Task Force on Diversity & Inclusion Strategies, 2019-2020
Student Affairs subcommittee (co-chair), Sloan Diversity & Community Committee, 2017-2019
Working group on Unconscious Bias Training, 2016-2017
MIT Council on Family and Work, 2015-2018

Selected University of Minnesota Service
Director, Life Course Center, 2012-2015
Salary Equity Review Committee (co-chair), College of Liberal Arts, 2014-2015
Salary Equity Review Committee (chair), College of Liberal Arts, 2013-2014
Graduate Fellowship Committee, College of Liberal Arts, 2012-2013
Search Committee for Vice President for Equity & Diversity, 2012, 2013

Chair, Women's Faculty Cabinet, 2011-2012
Women's Faculty Cabinet, 2010-2014
Advisory Board, Minnesota Population Center, 2007-2009

Current Association Memberships
Academy of Management
Divisions:
Organizational Behavior
Organization and Management Theory
Human Resources
American Sociological Association
Sections:
Organizations, Occupations and Work
Economic Sociology
Sex and Gender
Aging and Life Course
Labor and Employment Relations Association
Work and Family Researchers Network (founding member)

Selected Editorial Board Service
ILR Review, 2015 – present
Research in the Sociology of Work, 2015 – 2020
Journal of Industrial Relations, 2019 – 2022
Consulting Editor, *American Journal of Sociology*, 2006-2008

Ad Hoc Reviewer, including:
Administrative Science Quarterly; American Journal of Sociology; American Sociological Review; Gender & Society; Gender, Work, & Organizations; Human Relations; Industrial Relations; ILR Review; Journal of Health & Social Behavior; Journal of Marriage and Family; Journal of Occupational Health Psychology; Journal of Vocational Behavior; Law & Society Review; Organization Science; Policy Studies Review; Social Forces; Social Problems; Sociological Forum; Sociological Perspectives; Work & Occupations
National Institutes of Health, Social Sciences & Population Studies Section
National Science Foundation, Sociology Program
National Science Foundation, Law and Society Program
Russell Sage Foundation
Oxford University Press
Pine Forge Press
Princeton University Press
Stanford University Press