

**Curriculum Vitae**  
**Lindsey Trimble O'Connor**

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**Work Address**

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**Academic Positions**

- 2019- Associate Professor, Department of Sociology, California State University Channel Islands
- 2013-2019 Assistant Professor, Department of Sociology, California State University Channel Islands
- 2012-2013 Postdoctoral Fellow, Michelle R. Clayman Institute for Gender Research, Stanford University

**Education**

- 2012 Ph.D. in Sociology, Washington State University  
*Dissertation Title:* "Ask and You Shall (Not) Receive: A Study of Social Network Contacts and Employment Assistance"
- 2008 M.A. in Sociology, Washington State University  
*Thesis Title:* "The Spatial Mismatch of Job Information: How Does Geographic Proximity of Networks Ties Affect Job Information Dissemination?"
- 2004 B.A. in Sociology and Psychology, Indiana University, Bloomington

**Research and Teaching Interests**

Work and Labor Markets, Gender, Work/Family Interface, Social Networks and Work, Occupational Race/Sex Segregation, Work Organizations, Stratification

**Peer-Reviewed Publications**

- O'Connor, Lindsey Trimble, and Julie A. Kmec. 2020. "Is it Discrimination, or Fair and Deserved? How Beliefs about Work, Family, and Gender Shape Recognition of Family Responsibilities Discrimination." *Social Currents* 7(3): 212-230.
- Downey, Dennis, Lindsey Trimble O'Connor, Leslie Abell, Daniel Armenino, Mark Jepson, Reha Kadakal, Sunghee Nam, Luis Sánchez, Elizabeth Sowers. 2019. "Navigating the Process of Curriculum Redesign in Sociology: Lessons from One Program." *Teaching Sociology* 47(2).

Munsch, Christin, and Lindsey Trimble O'Connor\*. "What I Think You Think about Family and Work: Pluralistic Ignorance and the Ideal Worker Norm." 2018. *Contemporary Perspectives in Family Research*.

\*authors equally contributed to this paper

Munsch, Christin, Jonathon R. Weaver, Jennifer Bosson, and Lindsey Trimble O'Connor. 2018. "Everybody but Me: Pluralistic Ignorance and the Consequences of Misperceiving Masculinity Contest Norms." *Journal of Social Issues* 74(3): 551-578.

O'Connor, Lindsey Trimble, and Erin A. Cech. 2018. "Not Just a Mothers' Problem: The Negative Consequences of Workplace Flexibility Bias for All Workers." *Sociological Perspectives* 61(5): 808-829.

**Select Media Attention:**

The California State University, May 14, 2018, "It's Not Enough for Companies to Say They are Flexible." <https://www2.calstate.edu/csu-system/news/Pages/It%E2%80%99s-Not-Enough-to-Say-You%E2%80%99re-a-Flexible-Workplace.aspx>

Futurity, April 30, 2018. "Inflexible Jobs Also Make Non-Parents Miserable." <https://www.futurity.org/work-life-balance-flexibility-bias-1744682/>

Erin A. Cech and Lindsey Trimble O'Connor\*. 2017. "Like Second-Hand Smoke": The Toxic Effect of Workplace Flexibility Bias for Workers' Health." *Community, Work, & Family* 20(5): 543-572. \*authors contributed equally to this paper and are listed alphabetically

Albiston, Catherine, and Lindsey Trimble O'Connor. 2016. "Just Leave." *Harvard Journal of Law and Gender* 39: 1-65.

O'Connor, Lindsey Trimble, Julie A. Kmec, and Elizabeth C. Harris. 2015. "Giving Care and Perceived Discrimination: The Social and Organizational Context of Family Responsibility Discrimination." *Research in the Sociology of Work (Work and Family in the New Economy)* 26: 249-276.

**Media Attention:** Work and Family Researcher's Network, Research Spotlight Series, May 2014, <https://workfamily.sas.upenn.edu/sites/workfamily.sas.upenn.edu/files/May%202014%20Research%20Spotlight.pdf>.

Kmec Julie A., Lindsey Trimble O'Connor, and Scott Schieman. 2014. "Not Ideal: The Association between Working Anything but Full Time and Perceived Unfair Treatment." *Work & Occupations* 41: 63-85.

**Media Attention:** The London School of Economics, USAPP Blog, March 2013, <http://blogs.lse.ac.uk/usappblog/2014/03/03/working-mothers-see-penalties-when-they-adjust-work-schedules-after-having-children/>.

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

O'Connor, Lindsey Trimble. 2013. "Ask and You Shall Receive: Social Network Contacts' Provision of Help during the Job Search." *Social Networks* 35: 593-603.

Trimble, Lindsey B. and Julie A. Kmec. 2011. "The Role of Social Networks in the Job Attainment Process." *Sociology Compass* 5: 165-178.

Kmec, Julie A., Steve McDonald, and Lindsey B. Trimble. 2010. "Making Gender Fit and "Correcting" Gender Misfits: Sex Segregated Employment and the Non-Search Process." *Gender & Society* 24: 213-236.

Kmec, Julie A. and Lindsey B. Trimble. 2009. "Does it Pay to Have a Network Contact? Social Network Ties, Workplace Racial Context, and Pay Outcomes" *Social Science Research* 38: 266-278.

### **Manuscripts in Progress**

O'Connor, Lindsey Trimble. "Are All Referrals Created Equal? The Effect of Sponsor Gender on Getting a Job."

O'Connor, Lindsey Trimble. "The Effects of 9/80 Work Schedules on Worker Productivity, Engagement, and Family and Personal Life."

O'Connor, Lindsey Trimble, and Julie A. Kmec. "How do Employee's Gender, Race, and Class Affect the Likelihood of Seeing Them as Victims of Family Responsibilities Discrimination?"

Munsch, Christin L., Lindsey Trimble O'Connor, and Susan R. Risk. "Gender and the Disparate Payoffs of Overwork."

Julie A. Kmec, Lindsey Trimble O'Connor, and Shekinah Hoffman. "Engineers are Men, Women are Not: Beliefs about Gender and Meritocracy and the Evaluation of Sexual Harassment in a University Engineering Department."

### **Media Publications**

O'Connor, Lindsey Trimble, and Erin A. Cech. 2018. "Your Flex Work Culture Doesn't Help Employees If It Hurts Their Careers." *Harvard Business Review*. June 12<sup>th</sup>, 2018 (<https://hbr.org/2018/06/your-flex-work-culture-doesnt-help-employees-if-it-hurts-their-careers>).

O'Connor, Lindsey Trimble. 2014. "Pluralistic Ignorance Drives Stigma against Flexible Work." *Gender News* <http://gender.stanford.edu/news/2014/pluralistic-ignorance-drives-stigma-against-flexible-work>

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O'Connor, Lindsey Trimble, and Christin L. Munsch 2013. "Today's Employees No Longer Look Like Don Draper, So Why Is Work Still Designed for Him?" *Huffington Post* ([http://www.huffingtonpost.com/lindsey-trimble-oconnor/todays-employees-no-longer\\_b\\_4214099.html](http://www.huffingtonpost.com/lindsey-trimble-oconnor/todays-employees-no-longer_b_4214099.html))

Trimble, Lindsey B. 2013. "Stanford professor examines promotion barriers in academia. New study asks why there are so few female full professors." *Gender News* (<http://gender.stanford.edu/news/2013/stanford-professor-examines-promotion-barriers-academia>).

Trimble, Lindsey B. 2013. "Is the Ideal Dad and Ideal Worker? Despite Influx of Flexible Work Options, Researchers Find Stigma Against Dads Who Use Flexibility Policies." *Gender News* (<http://gender.stanford.edu/news/2013/ideal-dad-ideal-worker>).

Trimble, Lindsey B. 2013. "School of Medicine Initiative Helps Faculty Achieve Balance." *Gender News* (<http://gender.stanford.edu/news/2013/school-medicine-initiative-helps-faculty-achieve-balance>).

Trimble, Lindsey B. 2012. "New Ways of Working, Same Old Gender Inequality." *Gender News* (<http://gender.stanford.edu/news/2012/new-ways-working-same-old-gender-inequality>).

### **Non-Refereed Publications**

Trimble, Lindsey B., Julie A. Kmec, and Steve McDonald. 2013. "Social Networks and the Job Search: A Focus on People who Are Asked to Provide Job Assistance." *Nova Science Publishers*.

Trimble, Lindsey B. 2013. "Homophily." In Vicki Smith (ed.) *Sociology of Work: An Encyclopedia*. Thousand Oaks, CA: Sage Publications.

McDonald, Steve, S. Michael Gaddis, Lindsey B. Trimble, and Lindsay M. Hamm. 2013. "Frontiers of Sociological Research on Networks, Employment, and Inequality." *Research in the Sociology of Work: Networks, Work, and Inequality* 24: 1-41.

Catanzarite, Lisa, and Lindsey Trimble. 2007. "Latinos in the U.S. Workforce at Mid-Decade." *Latino Policy & Issues Brief*, Chicano Studies Research Center, UCLA.

Catanzarite, Lisa, and Lindsey Trimble. 2007. "Latinos in the United States Labor Market." In Havidán Rodríguez, Rogelio Saenz, and Cecilia Menjivar (eds.) *Latinos/as in the United States*. Springer.

### **Grant, Fellowship, and Awards Activity**

2020 Foreign Language Enrichment Grant, California State University Channel Islands, \$500.00

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- 2019 Instructionally Related Activities Grant for proposal, “Social Research Methods Trip to Santa Rosa Island,” California State University Channel Islands, \$5225.00—Cancelled due to Covid-19 Pandemic
- 2018 Faculty Mini-Grant, California State University Channel Islands, \$7,000.00
- 2016 Faculty Mini-Grant, California State University Channel Islands, \$8,580.00
- 2015 Faculty Mini-Grant, California State University Channel Islands, \$10,554.11
- 2014 Student Access to Santa Rosa Island Research and Educational Opportunities Grant, California State University Channel Islands, \$416
- Faculty Mini-Grant, California State University Channel Islands, \$10,554.11
- Nominee for Exceptional Female Leader in the Faculty Category, Women’s Recognition Luncheon, California State University Channel Islands
- 2013 ISLAS Faculty Fellow, California State University Channel Islands, \$1,500
- Early Career Scholar, Work and Family Researchers Network \$1,000
- 2012 Washington State University, James F. Short, Jr., Research Award \$500.00
- 2010 National Science Foundation, Doctoral Dissertation Improvement Grant, SES-1003692, \$9,900.00
- Washington State University, Graduate School, Doctoral Scholarship \$1,000.00
- Washington State University, Department of Sociology, Ann Marsden Depew Memorial Scholarship \$800.00
- Washington State University, Department of Sociology, Dissertation Grant \$500.00
- 2009 Washington State University, Department of Sociology, Fred R. Yoder Memorial Graduate Fellowship in Sociology \$1000.00
- 2008 Washington State University Department of Sociology, Fred R. Yoder Memorial Graduate Fellowship in Sociology \$1500.00
- 2007 Washington State University, Department of Sociology, Fred R. Yoder Memorial Graduate Fellowship in Sociology \$350.00
- 2006 Washington State University, Department of Sociology, Ann DePauw Scholarship \$250.00

### Select Presentations

- 2020 “Bringing it on Themselves: How Gender, Race, and Class Shape Perceptions of Workers as Discrimination Victims.” Presented virtually at the Annual Meeting of the American Sociological Association.
- “Twice as Long, Half as Far: Gender and the Disparate Payoffs of Overwork.” Accepted at the Annual Meeting of the American Sociological Association.
- “Twice as Long, Half as Far: Gender and the Disparate Payoffs of Overwork.” Accepted at the Work-Family Researcher’s Network Bi-Annual Meeting, New York, NY.—Cancelled due to Covid-19 Pandemic
- “Discrimination of Not? Workers’ Gender, Race, and Class and the Likelihood of Seeing Them as Victims of Family Responsibilities Discrimination.” Accepted at the Work-Family Researcher’s Network Bi-Annual Meeting, New York, NY.—Cancelled due to Covid-19 Pandemic
- 2019 “Late Night at the Office: Gender and the Performance of Overwork.” Sociologists for Women in Society summer meeting. New York, NY. August 2019.
- 2018 “What’s to Complain About? That’s Not Discrimination!” Knowledge of Family Responsibilities Discrimination and How Views about Work, Family, and Gender Shape Understanding of It.” Presented at the Annual Meeting of the American Sociological Association. Philadelphia, PA.
- “Redesigning the Sociology Curriculum: Principles, Priorities, and Challenges.” Presented at the Pacific Sociological Association Meeting, Long Beach, CA.
- 2017 “Doing Ideal Work: Work as Gendered Performance.” Presented at the American Sociological Association Annual Meeting, Montreal, CA.
- 2016 “Like Second-Hand Smoke”: The Toxic Effect of Workplace Flexibility Bias for Workers’ Health.” Presented at the Work-Family Researcher’s Network Bi-Annual Meeting, Washington D.C.
- “Are All Referrals Created Equal? The Effect of Sponsor Gender on Getting a Male-Dominated Job.” Presented at the American Sociological Association Annual Meeting, Seattle, WA.
- 2015 “Networking and Career Success: What Women Need to Know.” Invited presentation at Mt. Saint Mary’s Women’s Leadership Conference, Los Angeles, CA.
- “Not Just A Caregiver’s Problem: The Negative Consequences of Workplace Flexibility Bias for All Workers.” Presented at the American Sociological Association Annual Meeting, Chicago, IL.

“Research Round-up.” Invited presentation at the Clayman Institute for Gender Research Corporate Partner Program, Stanford, CA.

“Is Joan more likely to get the job when Steve or Stephanie refers her? An investigation of the role of referrals in maintaining occupational sex segregation.” Presented at the University of California-Santa Barbara Sociology Gender Workshop, Santa Barbara, CA.

“Translating and Disseminating Scholarly Research through OpEds and Blogs.” Presented at the Pacific Sociological Association Annual Meeting, Long Beach, CA.

2014 “Social Barriers to Taking Paid Family Leave in California: Lessons for Proposed Federal Paid Family Leave Legislation.” Presented at the CSUCI Library Lecture Series, Simi Valley, CA.

“Giving Care and Perceived Discrimination: The Social and Organizational Context of Family Responsibility Discrimination.” Presented at the Work Family Researcher’s Network Bi-Annual Meeting, New York.

“Social Obstacles to Exercising Legally Mandated Leave Rights.” Presented at the Work Family Researcher’s Network Bi-Annual Meeting, New York.

2013 “Work Life Balance in the Age of Smartphones and Modern Parenting.” Invited talk at the St. John’s Hospital Healthy Self Women’s Conference.

2012 “Social Network Contacts and the Job Search: Identifying the Pathways to Sex Segregated Employment.” Presented at the Michelle R. Clayman Institute for Gender Research, Faculty Fellow Luncheon.

“Parental Status and Its Impact on Women and Men’s Perceptions of Workplace Sex Discrimination” Presented at the Annual Meeting of the American Sociological Association, Denver, CO.

2011 “Helping with a Job Search: Job Seekers’ Characteristics, Tie Strength, and Gender.” Presented at the Annual Meeting of the American Sociological Association, Las Vegas, NV.

2009 “Gender, Job Segregation, and Non-Searching for Jobs.” Presented at the Annual Meeting of the American Sociological Association, San Francisco, CA.

“Social Networks and “Good” Jobs: How Does Gender of Contact, Job Seeker and Occupational Gender Composition Affect Job Quality?” Presented at the Annual Meeting of the Pacific Sociological Association, San Diego, CA.

2008 “Social Network Ties and Pay Outcomes.” Co-presenter. Presented at the Annual Meeting of the Pacific Sociological Association, Portland, OR.

“The Spatial Mismatch of Job Information: How Do Neighborhood Networks Affect Job Searching Behavior?” Presented at the Annual Meeting of the Pacific Sociological Association, Portland, OR.

### **Teaching Experience**

SOC 310—*Introduction to Social Research Methods*, California State University Channel Islands, Fall 2017, Spring 2018, Fall 2018, Spring 2019  
SOC 494—*Independent Study*, California State University Channel Islands, Spring 2017  
SOC 499—*Capstone*, California State University Channel Islands, Fall 2014, Spring 2015, Fall 2015, Fall 2016, Spring 2017, Fall 2017, Fall 2018, Fall 2019  
UNIV 498—*Faculty-Student Collaborative Research*, California State University Channel Islands, Fall 2014  
SOC 100—*Introduction to Sociology*, California State University Channel Islands, Spring 2014, Fall 2015, Spring 2017, Spring 2019  
SOC 410—*Sociology of Gender & Sexuality*, California State University Channel Islands, Fall 2013, 2014, Spring 2015, Fall 2016, Spring 2017  
SOC 490—*Social Networks and Inequalities*, California State University Channel Islands, Fall 2013  
SOC 384—*Sociology of Gender*, Washington State University (WSU), Spring 2011, Fall 2011/Spring 2012 (online)  
SOC 351—*Sociology of the Family*, WSU, Fall 2010  
SOC 320—*Introduction to Social Research Methods*, WSU, Summer 2010  
SOC 102—*Social Problems*, WSU, Fall 2009  
SOC 390—*Gender & Work*, WSU, Fall 2008, Spring 2009, Spring 2010

### **Professional Service/Activities**

#### ***Service to Department***

Program Personnel Committee, Fall 2019, Fall 2020  
AKD Advisor, Fall 2017-Spring 2020  
Disciplinary Search Committee, Latino Sociology, California State University Channel Islands, 2017-2018  
Disciplinary Search Committee, Environmental Sociology Position, California State University Channel Islands, 2015-2016  
Sociology Club, Co-Faculty Advisor, California State University Channel Islands, 2014-2017  
Sociology Curriculum Coordinator, California State University Channel Islands, 2014-2020  
Sociology Search Committee, Sociology Lecturer Positions, California State University Channel Islands, 2014  
Awards Committee, Washington State University, 2010-2011  
Colloquium Committee, Washington State University, 2007-2008  
Graduate Representative to the Faculty, Washington State University, 2007-2009  
Sociology Graduate Student Organization, Washington State University, 2005-2011  
Staff Appreciation Day Organizer, Washington State University, 2005-2011

#### ***Service to University***



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Faculty Development Coordinator, Faculty Development, California State University Channel Islands, 2019-January, 2021  
Search Committee Member, Assistant Professor of Business Ethics, California State University Channel Islands, 2019  
Research and Sponsored Programs Advisory Committee, California State University Channel Islands, 2019-2020  
Search Committee Member, Faculty Development Director, California State University Channel Islands, 2018  
Search Committee Member, Assistant Professor of English, California State University Channel Islands, 2018  
Faculty Affairs Committee, 2018-2020  
Professional Development Advisory Committee, 2015-2017  
Faculty Development Advisory Committee, California State University Channel Islands, 2015-January, 2020  
Student Research Steering Committee, California State University Channel Islands, 2013-2015  
Faculty Search Coordinating Committee, California State University Channel Islands, 2014-2020  
Recreation & Athletic Fee Committee, California State University Channel Islands, 2013-2015  
Search Committee Member, Director of Campus Recreation, California State University Channel Islands, Spring 2014  
Search Committee Member, Assistant Professor of Dance Position, California State University Channel Islands, Fall 2014-Spring 2015  
Co-creator and organizer of the Faculty and Staff Professional Development Workshop Series, California State University Channel Islands, Spring 2014 and Spring 2015  
Sustainability Task Force Committee, California State University Channel Islands, 2013-2014  
Co-organizer of panel discussion, “Working in STEM: Broadening Perspectives and Breaking Barriers,” Fall 2013

### ***Service to Profession***

#### ***Professional Affiliation Membership***

American Sociological Association (sections: Occupations, Organizations, and Work; Sex and Gender), Sociologists for Women in Society, Work and Family Researchers Network

#### ***Professional Meeting Service***

- 2019 Director, Early Career Work Family Scholars Fellowship Program, Work-Family Researchers Network
- 2017 Discussant for “Gender, Family, and Work,” Annual Meeting of the American Sociological Association, Montreal, CA.
- 2016 Organizer and Presider of “Gender Inequality at Work,” and “Workplace Diversity: Demography, Policy, and Practice,” Annual Meeting of the American Sociological Association, Seattle, WA.

Session Organizer of “Determinants of Organizational Work-Family Policy Access and Use,” “Organizational Work-Family Policies and Practices and their Effects on

Workers,” and “Work-Family Policy in the Academy: Promises and Pitfalls to Organizational Change” for the Biannual Meeting of the Work-Family Researcher’s Network, Washington DC.

Co-organizer for the Organizations, Occupations, and Work Regular Sessions of the Annual Meeting of the American Sociological Association, Seattle, WA.

2015 Organizer for the Organizations, Occupations, and Work Roundtables of the Annual Meeting of the American Sociological Association, Chicago, IL.

2012 Regular Session Presider, “Occupational Sex Segregation,” Annual Meeting of the American Sociological Association, Denver, CO

2011 Regular Session Presider, “The Role of Audience and Culture in Shaping Organizations” Annual Meeting of the American Sociological Association, Las Vegas, NV.

Session Organizer, “Gender and the Work/Family Interface” Annual Meeting of the Pacific Sociological Association, Portland, OR

Session Organizer, “Gender & Work: Focus on Emotional Labor” Annual Meeting of the Pacific Sociological Association, Portland, OR

Session Organizer, “Gender Inequality at Work and in the Home” Annual Meeting of the Pacific Sociological Association, Portland, OR

2010 Roundtable Presider, “Improving Work Quality” Annual Meeting of the American Sociological Association, Atlanta, GE

2009 Session Organizer, “The Effects of Welfare Reform,” Annual Meeting of the Pacific Sociological Association, April

Session Organizer, “Issues Surrounding Poverty and Low Wage Work,” Annual Meeting of the Pacific Sociological Association, April

***Professional Committee Service Work***

American Sociological Association, Organization, Occupations & Work Committee, Program Committee, 2015-2016

Work Family Researchers Network, Creator of the Special Interest Group (SIG) on Organizational Work-Life Policy: Structures and Outcomes, 2015-2017

American Sociological Association, Organization, Occupations & Work Committee, Thompson Award Committee, 2014

Work Family Researchers Network, Committee to Connect Research, Policy, and Practice, 2014-2015

***Occasional Manuscript Reviewer***

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*American Sociological Review, American Journal of Sociology, Gender & Society, Social Problems, Work & Occupations, European Sociological Review, Sociological Focus, Qualitative Sociology, Sociological Inquiry, Sociological Forum, Sociological Perspectives*

**References available upon request**