

## **Curriculum Vitae**

Gail M. McGuire

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Department of Sociology and Anthropology  
Indiana University--South Bend  
1700 Mishawaka Avenue  
South Bend, IN 46634-7111  
(574) 520-4572/520-5031 (fax)  
E-mail: GMcGuire@iusb.edu

1629 Belmont Avenue  
South Bend, IN 46615  
(574) 287-6416

### **ACADEMIC TRAINING**

The Ohio State University, Columbus, Ohio, Ph.D., Sociology, 1997. Dissertation title: "Race and Sex Stratification Behind the Organizational Chart: An Investigation of Employees' Informal Networks in a Work Organization."

University of Illinois, Urbana-Champaign, Illinois, M.A., Sociology, 1991.

University of Connecticut, Storrs, Connecticut, B.A., Magna Cum Laude, Sociology, and Certificate in Women's Studies, 1989.

### **ACADEMIC POSITIONS**

Chair, Department of Sociology and Anthropology, Indiana University--South Bend. July 2007-present.

Associate Professor, Department of Sociology and Anthropology, Indiana University--South Bend. August 2003-present.

Assistant Professor, Department of Sociology and Anthropology, Indiana University--South Bend. August 1997-August 2003.

### **COURSES TAUGHT**

Principles of Sociology (S161), Work in the New Economy (B190), Quantitative Research Methods (S258), Sociology of Gender (S338), Sociology of Work (S315 & H300), Sociology of the Family (S316), Gender Inequality at Work (S410), Social Statistics (S351), Gender and Work in the Global Economy (S410), Research Conference Practicum (S444), Field Experience in Sociology (S494), and Social Research Seminar (S410).

## **AWARDS, HONORS, AND GRANTS**

### **Teaching**

Trustees' Teaching Award (\$2500), May 2008.

UCET/FACET Faculty Development Grant (\$97.44) to serve on a panel, "Publishing for Students," at the North Central Sociological Association, Cincinnati, March 2008.

Trustees' Teaching Award (\$2500), May 2006.

Indiana University South Bend Distinguished Teaching Award, November 2005.

Trustees' Teaching Award (\$2500), May 2002.

Faculty Colloquium on Excellence in Teaching (FACET) member, March 2002.

TERA-UCET award (\$305), Indiana University-South Bend, to present "Feminist Pedagogy in Statistics and Research Methods: Strategies for Learning in Quantitative Classrooms" at the 21<sup>st</sup> Annual Conference of the National Women's Studies Association, June 2000.

STAR's (Students Together Able and Respected) *Teacher of the Year Award*, Indiana University--South Bend, April 1998.

TERA-UCET award (\$587), Indiana University--South Bend, to attend the Third Annual Regional Conference on Learning Communities and Collaboration, 1997.

### **Research**

Faculty Research Grant (\$3,000), Indiana University-South Bend, "Mentoring Among Professors: An Examination of How Mentoring is Conducted and Perceived at IUSB," with Gwynn Mettetal, Linda Chen, and Betsy Lucal. April 2007.

Faculty Research Grant (\$1,700), Indiana University-South Bend, "Social Similarity and the Provision of Help in Developmental Relationships," March 2006.

Faculty Research Grant (\$8,000), Indiana University-South Bend, "Understanding Gender and Race Differences in Networks: Two Qualitative Studies of Workers' Informal Ties," November 2003.

Faculty Research Grant (\$8,000), Indiana University-South Bend, "Gender, Race, and Informal Networks: A Study of Network Inclusion, Exclusion, and Resources," February 2001.

Seed Grant, (\$3,000), "Informal Networks Across Careers: Understanding the

Emergence of and Changes in Employees' Informal Networks," Indiana University--South Bend, March 1999.

Summer Faculty Fellowship (\$5,000), Indiana University--South Bend, 1998.

## **PUBLICATIONS**

### **Refereed Articles**

Gail M. McGuire. 2007. "Intimacy at Work: A Typology of the Social Support that Workers Provide to Their Network Members." *Work and Occupations* 34(2):125-147.

Gail M. McGuire and Jo Reger. 2003. "Feminist Co-Mentoring: A Model for Academic Professional Development." *National Women's Studies Association Journal* 15(1):54-72.

Gail M. McGuire. 2002. "Gender, Race, and the Shadow Structure: A Study of Informal Networks and Inequality in a Work Organization." *Gender and Society* 16(3):303-322.

Gail M. McGuire. 2000. "Gender, Race, Ethnicity, and Networks: The Factors Affecting the Status of Employees' Network Members." *Work and Occupations* 27(4):500-523.

Wayne A. Santoro and Gail M. McGuire. 1997. "Social Movement Insiders: The Role of Institutional Activists in State Affirmative Action and Comparable Worth Policies." *Social Problems* 44(4): 503-519.

Gail M. McGuire and Barbara F. Reskin. 1993. "Authority Hierarchies at Work: The Impacts of Race and Sex." *Gender and Society* 7(4):487-506.

### **Invited Chapter**

Gail M. McGuire. 1999. "Do Race and Sex Affect Employees' Access to and Help From Mentors? Insights from the Study of a Large Corporation," in Faye Crosby, Robin Ely, and Audrey Murrell (eds.) *Mentoring Dilemmas: Developmental Relationships within Multicultural Organizations*: 105-120. Mahwah, New Jersey: Lawrence Erlbaum Associates, Inc.

## Reviews

Gail M. McGuire. 2006. Review of *My Freshman Year: What a Professor Learned by Becoming a Student*, by Rebekah Nathan. Ithaca, NY: Cornell University Press. *Teaching Sociology* 34(4):423-424.

Gail M. McGuire. 2001. Review of the *Rainmaker II* film series. *Teaching Sociology* 29(3): 388-389.

## Teaching Resources

Gail M. McGuire. 2006. Gender and Work in the Global Economy syllabus and exercises. *The Sociology of Gender and Work: Syllabi and Teaching Materials* (3<sup>rd</sup> edition), edited by Sharon Bird and Patti Giuffre. Washington, D.C.: American Sociological Association.

Gail M. McGuire. 2002. Gender Inequality at Work syllabus and exercises. *The Sociology of Gender and Work: Syllabi and Teaching Materials*. Washington, D.C.: American Sociological Association.

## PAPERS PRESENTED AT PROFESSIONAL MEETINGS

Co-presenter, "Institutional Support for Pre-Tenure Faculty: Preliminary Analyses," 9<sup>th</sup> Annual Midwest Conference on the Scholarship of Teaching and Learning, April 11, 2008 (with G. Mettetal, L. Chen, and B. Lucal).

Panelist, "Publishing for Students," North Central Sociological Association, Cincinnati, Ohio, March 28, 2008.

Gail M. McGuire and Matthew Lerner. "Race, Sex, and Mentoring: Understanding Inequality in Developmental Relationships at Work." 2005 Meetings of the American Sociological Association, Philadelphia.

Gail M. McGuire. "Emotional Support in Workers' Networks: The Dynamics of Race and Sex." 2003 Meetings of the Midwest Sociological Society, Chicago.

Gail M. McGuire. "Network Exclusion and Inclusion in a Work Organization: A Conceptual Framework." 2002 Annual Meetings of the American Sociological Association, Chicago.

Gail McGuire and Jo Reger. "Feminist Co-Mentoring: A Model for Academic Professional Development." 2001 Meetings of the Midwest Sociological Society, St. Louis.

Gail M. McGuire. "How Gender and Race/Ethnicity Affect Network Help: Implications for Informal Stratification in Work Organizations." 2000 Annual Meetings of the American Sociological Association, Washington, D.C.

Beth Kern, Gail McGuire, and Lesley Walker. "What's Subversive about Feminist Pedagogy? The Use of Feminist Practices in Unexpected Places." 2000 Conference of the National Women's Studies Association, Boston.

Gail M. McGuire. "Beating The Quantitative Blues: Strategies for Dealing With Student Anxiety in Statistics and Quantitative Methods Courses." 2000 Meetings of the Midwest Sociological Society, Chicago.

Gail M. McGuire, "The Effects of Network Composition and Tie Strength on Help From Network Members: It's Who You Know and How Well You Know Them." 1999 Meeting of The Midwest Sociological Society, Minneapolis.

Gail M. McGuire, "A Glimpse Behind the Organizational Chart: The Effects of Race and Sex on Employees' Likelihood of Having High-Status Network Members." 1997 Annual Meetings of the American Sociological Association, Toronto.

Gail M. McGuire, "Behind the Organizational Chart: How Race and Sex Shape the Status of Informal Networks at Work." 1996 Annual Meetings of the American Sociological Association, New York City.

Wayne Santoro and Gail M. McGuire, "Comparing Policy Success Across Social Movements: The Struggle for Affirmative Action and Comparable Worth in State Government." 1995 Annual Meetings of the American Sociological Association, Washington, D.C.

Gail M. McGuire, "Reconceptualizing Mentoring: Implications for Gender and Work." 1994 Annual Meetings of the American Sociological Association, Los Angeles.

Naomi Cassirer and Gail M. McGuire, "Cashing in on Love: The Struggle Over Money and Power in Marriage." 1993 Annual Meetings of the American Sociological Association, Miami.

Gail M. McGuire and Barbara F. Reskin, "Authority Hierarchies at Work: The Impacts of Race and Sex." 1992 Annual Meetings of the American Sociological Association, Pittsburgh.

## **OTHER PRESENTATIONS**

Keynote speaker, "Women and Networking: Implications for Lawyers," *Women as Power Brokers: Advancing Your Career Through Networking*, Stanford Law School, March 16, 2007.

Women's Studies Brownbag, "Using Research Projects in Teaching." November 3, 2006.

Dean's Seminar presentation, "Social Support in Workers' Networks: The Racial and Gendered Aspects of Care Work." March 18, 2005.

"Sex, Gender, and Sexuality," Educating GLBTQ Children's Conference, IUSB, February 18, 2005.

"Discrimination and the South Bend Human Rights Commission," for a local carpenters' union, May 2004.

"Breasts, Babies, and Biology: A Sociologist's Reflections on Motherhood," Sociology Club Lecture Series, March 2004.

Invited lecture, "Gay, Lesbian, Bisexual and Transgender Human Rights in South Bend," to Parents, Families and Friends of Lesbians and Gays (PFLAG), Zion Church of Christ, February 2004.

Panelist, "Getting Beyond the Myths of Affirmative Action," Fiddler's Hearth Town Meeting Series, September 2003.

Keynote address, General Studies Alumni seminar, "Seeking Equity in the Workplace: Learn to Make a Difference," October 2001.

Invited lecture, Dismas House (a house of transition for former offenders), "Deviance as a Social Definition," June 2000.

Dean's Seminar presentation, "Gender, Race, and Network Composition: A Glimpse of the "Shadow Structure" in a Financial Services Organization," September 1999.

Presentation to U.S. Finance (pseudonym to protect identity), "A Glimpse Behind the Organizational Chart: The Nature of Informal Networks at U.S. Finance," March 1998.

FACET brownbag, "Building Bridges: New Models of Interdisciplinary Faculty Collaboration," with Rosanne Cordell, Nancy Colborn, and Rebecca Torstrick, January 1998.

## **UNIVERSITY SERVICE**

### **Student Research**

Presider, Midwest Student Sociology Conference, Cincinnati, Ohio, March 29, 2008.

SMART faculty mentor for Maria Alert, Imani Ingram, Brendan Lane, Gerry Rough, & Megan Smith to present at the Midwest Student Sociology Conference, Cincinnati, Ohio (\$1396.57), March 2008.

SMART faculty mentor for Tara Dial to present at the Butler Undergraduate Research Conference, Indianapolis, (\$175), April 2008.

SMART faculty mentor, Erin Tracey, to fund participation in the American Sociological Association's Honors Program in New York City (\$500), April 2007.

SMART faculty mentor, Ashley Brunt and Nydia Karkiewicz, to fund travel for ten students to present at the Midwest Student Sociology Conference, Dayton, Ohio (\$1,057.46), March 2007.

SMART faculty mentor, Erin Tracey, "Women in the Legal Profession: Barriers and Opportunities," (\$203) September 2006.

SMART faculty mentor, Ada Sanders, to fund participation in the American Sociological Association's Honors Program in Montreal (\$500), April 2006.

SMART faculty mentor, Fortune Ndlovu, to fund travel for seven students to present at the Midwest Student Sociology Conference in Richmond, Indiana (\$599.78), March 2005.

Presider, Midwest Student Sociology Conference, Earlham College, April 2005.

SMART faculty mentor, K. Monique Gregg, to fund travel for five students to present at the Midwest Student Sociology Conference in Findlay, Ohio (\$667), March 2004.

Member, MLS thesis committee, Peggy Miller, "Widows Making An Adjustment to Living Alone: 'I Think All We Ever Do Is Adjust'." November 2003-May 2005.

Coordinator, Midwest Student Sociology Conference, April 2003-2007.

SMART faculty mentor, Kristen Budd, "Single Women in Poverty: The Influencing Factors," (\$3,000) April, 2003.

Presider, Midwest Student Sociology Conference, Indiana University Purdue University Indianapolis, March, 2002.

SMART faculty mentor, Miguelangelo Basanda, to fund travel for five students to attend the Midwest Student Sociology Conference in Indianapolis (\$400), March 2002.

Chair, MLS Thesis Committee, Tracie Davis, "An Oral History of Planned Parenthood of Central Indiana," May 2001- August 2002.

Organizer, Midwest Student Sociology Conference, Indiana University-South Bend, September-March 2001.

SMART grant to host Midwest Student Sociological Conference (\$2,000), March 2001.

Member, MLS Thesis Committee, Joann Phillips, "Beyond the Barriers to Women's Empowerment," November 2000-August 2001.

Advisor, MLS Thesis Committee, Ganga Vijayasiri, "Reporting Sexual Harassment: Factors Influencing Decisions to Seek Institutional Relief," March 1999-February 2003.

Presider, Midwest Student Sociology Conference, Indiana University Northwest, April, 2000.

SMART Faculty Mentor for Carol Piotrowski, "Rebooting the System: Making Computer Science Female Friendly," (\$3,000) April 1999.

Honors Thesis Committee for Debbie Lichtenbarger, "The Effects of Similarity on Altruism," February 1999-December 1999.

SMART Faculty Mentor for Melissa Dolejs and Lauren Keller-Moore, "Does the Gender of the Officer Change the Weight of the Badge?" (\$270) November 1998.

Panel discussant, the Freshman Honors Research Seminar, 1998, 2000, & 2001.

SMART Faculty Mentor for Michelle Gloss, "Differences in Critical Thinking Abilities of College Students: An Investigation of the Roles of Socioeconomic Status, Religiosity, and Educational Background," (\$640) December 1997.

SMART Faculty Mentor for Dawn Krusniak, "Parental Participation in Education: A Study of Parents' Attitudes About and Involvement in Children's Education," (\$151) December 1997.

### **Faculty Committees**

Member, Search and Screen Committee, Department of Sociology & Anthropology, October 2007-February 2008.

Member, Senate Promotion, Tenure, and Review (PTR) Committee, August 2006-May 2008.

Member, IUSB Internal Review Board. February 2004-May 2007.



Member, Family Leave Policy Committee, September 2003-present.

Member, Self Study Committee on Mission and Integrity. Spring 2005-August 2006.

Member, Honors Advisory Committee, August 2001-August 2003, August 2005 to May 2007.

Member, Search and Screen Committee, Department of Sociology and Anthropology, November 2005-February 2006.

Member, Faculty Welfare Committee, August 2005-May 2006.

Co-chair, Faculty Welfare Committee, August 2003-May 2004.

Member, Women Studies Governing Board. August 1997-August 2006, August 2007-present.

Chair, Women's Studies Curriculum Committee, September 2003-August 2004.

Member, IU Women's Studies Conference Committee, March 2007-March 2008.

FACET/UCET Travel Awards Committee, May 2002-August 2003.

Member, Portfolio Review Committee, Department of Sociology, June 2000-August 2003, and May 2007.

Chair, May 2002-August 2003.

Research and Development Committee, September 1998-May 1999; August 2000-May 2003.

UFC Affirmative Action Committee, October 1999-May 2001.

Graduate Studies Committee, July 1999-May 2001 [Chair, August 2000-May 2001].

IUSB Teaching Award Committee, October 1999-November 1999.

Senate Teaching Committee, September 1999-May 2000.

## **Other Service to IU South Bend**

Panelist, Major in the Spotlight: Sociology, March 16, 2005.

Faculty Representative, Jack Kent Cooke Foundation Graduate Scholarship Program. October 2003 to 2004.

*Conversations on Race* Facilitator, "Networking Across the Racial Divide" (2000), "Challenging Racism Within the System: Strategies for Social Change Within the Educational Institution," (1999), and "Relations Between White Women and Women of Color in the Workplace" (1998).

Organizer for Sociology Brown bag, "Using Your Sociological Imagination at Work," (panel discussion about using sociology in the workplace) November, 1999.

Faculty Advisor, Alpha Kappa Delta (Sociology Honor Society), Spring 1998 to Spring 2004.

## **PROFESSIONAL ACTIVITIES**

### **Member**

Sociologists for Women in Society  
North Central Sociological Association

### **Journal Reviewer (during 2008)**

Social Forces  
Work & Occupations

### **Service to Discipline**

Judge, Midwest Sociological Society's student paper competition, March 2005.

Mentor for junior sociologist, Sociologists for Women in Society, August 2003-August 2004.

Program Co-Chair, Sex and Gender Section round tables, 1997 Annual Meetings of the American Sociological Association, Toronto.

Organizer and Discussant, "New Directions in Gender, Race, and Work," 1995 Annual Meetings of the North Central Sociological Association (with Michael McCrary).

## **COMMUNITY SERVICE**

Children's Church Teacher, Unity Church of Peace, November 2007-present.

Science Fair Judge, Veritas Academy, February 2006.

Member, South Bend Human Rights Commission, August 2002 – December 2005.  
Co-Chair, Education and Outreach Committee, June 2003-June 2005.

Member, South Bend Equality. May 2003-December 2006.

Guest, "Providing Options", WSBT radio show on inequality in the workplace, September 2001.

IUSB Team Captain, Walk for Hospice, 1999, 2000.

Tutor, The Learning Center, Sponsored by St. Paul Bethel Baptist, Kern Road Mennonite, and The Society of Friends. August 1999-October 2000.

Member, Living Wage Campaign, Organized by the St. Joseph Valley Project. Fall 1998-1999.