

SHAWNA VICAN

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532 William James Hall
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EDUCATION

Ph.D. Sociology, Harvard University

Expected Degree, November 2014

Dissertation: Defining Diversity: Professionals and Institutionalization Processes
Committee: Frank Dobbin, Mary Brinton, Jocelyn Viterna

Special Field Examination Area: Gender Inequality in the Labor Market

Master's Thesis: Exploring the "Family-Friendly" Firm: Do Work-Family HR Benefits Promote Gender Diversity in Management?
Committee: Frank Dobbin, Mary Brinton, Robin Ely

A.B. Sociology, Princeton University

2002

Cum Laude, Isidore Brown Thesis Prize

RESEARCH AND TEACHING INTERESTS

Organizations; Labor Market Inequality; Gender and Work; Sociology of Law; Economic Sociology; Qualitative and Mixed Methods

PAPERS AND PRESENTATIONS

Publications

Vican, Shawna and Frank Dobbin. Forthcoming
"Organizations and Culture." International Encyclopedia of the Social and Behavioral Sciences (IESBS).

Vican, Shawna and Kim Pernel. 2013
"Instantiation of Institutional Logics: The 'Business Case' for Diversity and the Prevalence of Diversity Mentoring Practices." *Research in the Sociology of Organization: Institutional Logics in Action*

Lamont, Michelle, Alexandra Kalev, Shawna Bowden Vican and Ethan Fosse. 2004
"Recruiting, Promoting and Retaining Women Academics: Lessons from the Literature".
Report prepared for the Standing Committee for the Status of Women, Harvard University.

Working Papers (available upon request)

Vican, Shawna. "Family-Friendly and Female-Friendly?: The effects of work-family HR benefits on organizational sex segregation."

Vican, Shawna. "Institutional Maintenance and Unintended Consequences: Casting diversity management as distinct from affirmative action."

Work in Progress

Vican, Shawna. "The Failed Business Case for Diversity: Legitimacy seeking processes in diversity management."

Vican, Shawna. "Decoupling, Recoupling, and Stealth Coupling: High and low power strategies to implement diversity management."

Vican, Shawna. (with Alexandra Kalev). "Gender Variation in the Career Patterns of Sociologists."

Presentations

Academy of Management Annual Meeting 2014
Deconstructing Decoupling: How power shapes diversity management implementation.

Work, Organizations and Markets Seminar: Harvard Business School 2013
Institutional Defense Work and Decoupling: Defining diversity management by what it is not.

Economic Sociology Workshop: Massachusetts Institute of Technology 2013
Professionals, Institutional Maintenance, and Decoupling: Distancing diversity management from affirmative action.

American Sociological Association Annual Meeting 2013
From Backlash to the "Business Case": The role of affirmative action in corporate diversity management strategies.

Academy of Management Annual Meeting 2013
From Backlash to the "Business Case": Recasting affirmative action and diversity Management.

Paul Lawrence Conference: Harvard Business School 2013
Negotiating Organizational Change: Coalition building and decoupling in corporate diversity management.

Work, Organizations, and Markets Seminar: Harvard Business School 2012
Making the "Business Case" for Diversity: The role of power, professional identity, and firm history in framing change efforts.

Organizing Institutions: ABC Research Network 2012
Same Logic, Different Practices: Targeted diversity mentoring programs and the business case for diversity.

American Sociological Association Annual Meeting 2010
Bringing Race into the Work-Life Literature: the differing effects of corporate child care benefits on the movement of white, black, and Hispanic women into management.

Eastern Sociological Association Annual Meeting 2010
Are Family-Friendly Firms more Female Friendly: Do corporate child care benefits predict gender diversity in management?

Work, Organizations, and Markets Seminar: Harvard Business School 2006
Examining the "Family-Friendly" Workplace: Do work-life benefits promote women's entry into management?

RESEARCH EXPERIENCE

<i>The Retention and Promotion of Women and Minority Faculty Members: Effects of Institutional Hiring, Promotion, Diversity and Work-Life Initiatives, 1993-2008.</i> Research Assistant to Frank Dobbin	2012-present
<i>Equal Opportunity Innovations at Work: Mechanisms for Reducing Job Segregation</i> Research Assistant to Frank Dobbin	2007-2012
<i>The Fragile Families and Child Wellbeing Study</i> Research Assistant, Bendheim-Thoman Center for Research on Child Wellbeing, Princeton University	2001-2002

PROGRAMMING LANGUAGES & SOFTWARE

Stata, SPSS, Atlas.ti

TEACHING EXPERIENCE

Teaching

Women's Leadership Form. Harvard Business School. Facilitator, Executive Education Program.	2009
Sociology 109, "Leadership and Organizations." Teaching Fellow, Instructor: David Ager	2006 & 2007
Sociology 25. "Sociology of Organizations." Head Teaching Fellow, Instructor: David Ager	2008
Sociology S-23 "Gender and Work." Teaching Fellow, Instructor: Mary Brinton	2007 & 2008

Senior Thesis Advising

Primary Thesis Advisor, Sociology Brian Cantor: "Crossover Legitimacy: Situating Ultimate Fighting's Emergence in Sports."	2008
Primary Thesis Advisor, Social Studies Elissa Reidy: "Saviors and Muckety-Mucks: The Effect of Organizational Context on Media Construction of MLS Owner Image."	2008
Secondary Thesis Advisor, Sociology Daren Stanaway: "What Women Want: An Investigation of Attitudes, Perceptions, and Expectations at Harvard College."	2006
Senior Thesis Grader, Social Studies	2009

Honors

Head Departmental Teaching Fellow, Sociology Derek Bok Center for Teaching and Learning	2007-2008
Harvard University Certificate of Distinction in Teaching Teaching Fellow for Sociology 109, "Leadership and Organizations."	2007

FELLOWSHIPS AND GRANTS

Graduate Society Dissertation Completion Fellowship Grant	2011-2012
Conference Travel Grant, Sociology Department	2010; 2013

PROFESSIONAL SERVICE

Outstanding Reviewer Award, Gender and Diversity in Organizations Division Academy of Management Annual Meeting	2012; 2014
Graduate Student Organization President. Harvard Department of Sociology	2008-2009
Professional Development Coordinator. Harvard Department of Sociology	2007-2008
Panel Chair. Session on Social Contexts and Labor Markets. American Sociological Association annual conference, New York	2007
Memberships: American Sociological Association, Academy of Management, Eastern Sociological Association, Work and Family Researchers Network, Sociologists for Women in Society	

REFERENCES

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