

SHAWNA VICAN

Work Address

Department of Sociology
528 William James Hall
33 Kirkland Street
Cambridge, MA 02139

Permanent Address

55 Dexter Avenue
Watertown, MA 02472
617-301-0867
skbowden@fas.harvard.edu

EDUCATION

Ph.D. Sociology, Harvard University

Expected Defense, Fall 2013

Dissertation: Unpacking the "business case" for diversity: Diffusion, translation, and decoupling processes in corporate diversity management.

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 Markets; Gender, Race, and Stratification; Gender and Work; Sociology of Law; Economic Sociology; Qualitative Methods

PAPERS AND PRESENTATIONS

Vican, Shawna and Kim Pernell.

Forthcoming.

"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 Kaley, 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.

Manuscripts In Preparation

Vican, Shawna. "From backlash to the 'business case': the role of affirmative action in corporate diversity management strategies."

Vican, Shawna. "Legitimizing the 'business case' for diversity: Explaining local variation in corporate diversity management rhetoric."

Vican, Shawna. "Negotiating Organizational Change: Coalition building and decoupling in organizational diversity management."

Vican, Shawna. "The Effects of Work-Family HR Benefits on Organizational Sex Segregation."

Presentations

- 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

- The Retention and Promotion of Women and Minority Faculty Members:* 2012-present
Effects of Institutional Hiring, Promotion, Diversity and Work-Life Initiatives, 1993-2008.
Research Assistant to Frank Dobbin: Conducted pilot interviews; drafted and revised survey protocol.
- Equal Opportunity Innovations at Work: Mechanisms for Reducing Job Segregation* 2006-2012
Research Assistant to Frank Dobbin: Conducted pilot interviews; assisted in sampling design and interview questionnaire. Conducted interviews of HR managers and line manager; coded interviews.
- The Fragile Families and Child Wellbeing Study* 2001-2002
The Bendheim-Thoman Center for Research on Child Wellbeing, Princeton University
Research Assistant: STATA programming including preliminary statistical analysis.
Design and editing of research briefs.

PROGRAMMING LANGUAGES

Stata, SPSS, Atlas.ti

TEACHING EXPERIENCE

Teaching

Women's Leadership Form. Harvard Business School. 2009
Facilitator

Sociology 109, "Leadership and Organizations." 2006 & 2007
Teaching Fellow. Instructor: David Ager

Sociology 25. "Sociology of Organizations." 2008
Teaching Fellow, Instructor: David Ager

Sociology S-23 "Gender and Work." 2007 & 2008
Teaching Fellow, Instructor: Professor Mary Brinton

Senior Thesis Advising

Primary Thesis Advisor, Sociology 2008
Brian Cantor: "Crossover Legitimacy: Situating Ultimate Fighting's Emergence in Sports."

Primary Thesis Advisor, Social Studies 2008
Elissa Reidy: "Saviors and Muckety-Mucks: The Effect of Organizational Context on Media Construction of MLS Owner Image."

Secondary Thesis Advisor, Sociology 2006
Daren Stanaway: "What Women Want: An Investigation of Attitudes, Perceptions, and Expectations at Harvard College."

Senior Thesis Grader, Social Studies 2009

Honors

Head Departmental Teaching Fellow, Sociology 2007-2008
Derek Bok Center for Teaching and Learning

Harvard University Certificate of Distinction in Teaching 2007
Teaching Fellow for Sociology 109, "Leadership and Organizations."

FELLOWSHIPS AND GRANTS

Graduate Society Dissertation Completion Fellowship Grant 2011-2012

PROFESSIONAL SERVICE

Outstanding Reviewer Award, Gender and Diversity in Organizations Division 2012
Academy of Management Annual Meeting, Boston

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. 2007
American Sociological Association annual conference, New York

Memberships: American Sociological Association, Academy of Management,
& Eastern Sociological Association

REFERENCES

Frank Dobbin
Professor of Sociology
Harvard University, Department of Sociology
530 William James Hall
33 Kirkland Street
Cambridge, MA 02138
617-496-9091
frank_dobbin@harvard.edu

Mary Brinton
Reischauer Institute Professor of Sociology
Harvard University, Department of Sociology
580 William James Hall
33 Kirkland Street
Cambridge, MA 02138
617-495-5821
mbrinton@wjh.harvard.edu