

# MATT L. HUFFMAN

April 2008

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University of California, Irvine  
Irvine, CA 92697-5100

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## EDUCATION

Ph.D. 1997 Sociology, University of California, Santa Barbara  
M.A. 1992 Sociology, University of California, Santa Barbara  
B.A. 1989 Sociology, San Diego State University

## ACADEMIC APPOINTMENTS

2004-current Associate Professor of Sociology  
Co-Director of Graduate Studies  
University of California, Irvine

*Faculty Affiliate:*

- Center for Organizational Research
- Demographic and Social Analysis Program
- Center for Research on Immigration, Population and Public Policy

1998-2004 Assistant Professor of Sociology  
University of California, Irvine

1997-1998 Visiting Assistant Professor of Sociology  
George Washington University

1993 Visiting Lecturer, Department of Sociology  
California State University, Northridge

1990-1997 Teaching Assistant, Department of Sociology  
Teaching Assistant, Department of Statistics & Applied Probability (1992-1997)  
University of California, Santa Barbara

## RESEARCH AND TEACHING INTERESTS

Social Inequality  
Gender, Race, Work, and Labor Markets  
Research Methods  
Quantitative Data Analysis and Statistics  
Sociology of Organizations

**PUBLICATIONS**

## I. Journal Articles and Chapters

- 2007 Philip N. Cohen and **Matt L. Huffman**. "Working for the Woman? Female Managers and the Gender Wage Gap." *American Sociological Review* 72: 681-704.
- 2007 Philip N. Cohen and **Matt L. Huffman**. "Black Underrepresentation in Management across U.S. Labor Markets." *The Annals of the American Academy of Political and Social Science* 609 (January): 181-199.
- 2004 **Matt L. Huffman** and Philip N. Cohen. "Racial Wage Inequality: Job Composition Effects across U.S. Labor Markets." *American Journal of Sociology* 109: 902-936.
- 2004 Lisa Torres and **Matt L. Huffman**. "Who Benefits? Gender Differences in Returns to Social Network Diversity." *Research in the Sociology of Work* 14: 17-33.
- 2004 **Matt L. Huffman** and Philip N. Cohen. "Occupational Segregation and the Gender Gap in Workplace Authority: National Versus Local Labor Markets." *Sociological Forum* 19: 121-147.
- 2004 **Matt L. Huffman**. "Gender Inequality Across Local Wage Hierarchies." *Work and Occupations* 31: 323-344.
- 2004 **Matt L. Huffman**. "More Pay, More Inequality? The Influence of Average Wage Levels and the Racial Composition of Jobs on the Black-White Wage Gap." *Social Science Research* 33: 498-520.
- 2003 Philip N. Cohen and **Matt L. Huffman**. "Individuals, Jobs, and Labor Markets: The Devaluation of Women's Work." *American Sociological Review* 68: 443-463.
- 2003 Philip N. Cohen and **Matt L. Huffman**. "Occupational Segregation and the Devaluation of Women's Work Across U.S. Labor Markets." *Social Forces* 81: 881-908.
- 2003 Judith M. P. de Ruijter and **Matt L. Huffman**. "Gender Composition Effects in the Netherlands: A Multilevel Analysis of Wage Inequality." *Social Science Research* 32: 312-334.
- 2002 **Matt L. Huffman** and Lisa Torres. "Is It Only Who You Know That Matters? Gender and Personal Contacts Among Professional, Technical, and Managerial Workers." *Gender & Society* 16: 793-813.
- 2002 Lisa Torres and **Matt L. Huffman**. "Social Networks and Job Search Outcomes Among Male and Female Professional Technical, and Managerial Workers." *Sociological Focus* 35: 25-42.
- 2001 Dennis J. Downey and **Matt L. Huffman**. "Attitudinal Polarization and Trimodal Distributions: Measurement Problems and Theoretical Implications." *Social Science Quarterly* 82: 494-505.

- 2001 **Matt L. Huffman** and Lisa Torres. "Job Search Methods: Consequences for Gender-Based Earnings Inequality." *Journal of Vocational Behavior* 58: 127-141.
- 2001 Cynthia H. Deitch and **Matt L. Huffman**. "Family-Responsive Benefits and the Two-Tiered Labor Market." Pp. 103-130 in *Working Families: The Transformation of the American Home*, Edited by Rosanna Hertz and Nancy Marshall. Berkeley: University of California Press.
- 1999 **Matt L. Huffman**. "Who's in Charge? Organizational Influences on Women's Representation in Managerial Positions." *Social Science Quarterly* 80: 738-756.
- 1997 **Matt L. Huffman** and Steven C. Velasco. "When More is Less: Sex Composition, Organizations, and Earnings in U.S. Firms." *Work and Occupations* 24: 214-244.
- 1996 **Matt L. Huffman**, Steven C. Velasco, and William T. Bielby. "Where Sex Composition Matters Most: Comparing the Effect of Job Versus Occupational Sex Composition on Earnings." *Sociological Focus* 29: 189-207.
- 1995 **Matt L. Huffman**. "Organizations, Internal Labor Market Policies, and Gender Inequality in Workplace Supervisory Authority." *Sociological Perspectives* 38: 381-397.

## II. Book Reviews and Commentaries

- 2007 *Sex Segregation and Inequality in the Modern Labour Market* by Jude Browne (2006). Bristol, UK: The Policy Press. *Contemporary Sociology* 37: 25-26.
- 2002 *Gender, Power and Organisations*, by Susan Halford and Pauline Leonard (2001). Houndmills and New York: Palgrave. *Contemporary Sociology* 31: 35-36.
- 2002 *Impacts of Affirmative Action: Policies and Consequences in California*, Edited by Paul Ong (1999). Walnut Creek, CA: AltaMira Press. *Review of Radical Political Economics* 35: 84-85.
- 1998 *Unlevel Playing Fields: Understanding Wage Inequality and Discrimination*, by Randy Albelda, Robert Drago, and Steven Shulman (1997). New York: McGraw-Hill. *Social Science Quarterly* 79: 680-681.
- 1998 Comment on Patricia Drentea's "Consequences of Women's Formal and Informal Job Search Methods for Employment in Female-Dominated Jobs." *Gender & Society* 12: 466-468 (with Lisa Torres and Steven C. Velasco).

## III. Other Published Writings

- 2005 **Matt L. Huffman** (assisted by Matthew Mahutga). "NSF Advance Project Report on Faculty Survey." [Available at: <http://www.advance.uci.edu>]

## GRANTS AND AWARDS

- 2007-2008 National Science Foundation (\$139,827). "Management Matters: Consequences of Managerial Composition" (Co-PI with Philip N. Cohen).

- 2007-2008 UC Irvine Center for Organizational Research (\$800). "Managerial Composition and Gender Segregation in U.S. Work Establishments, 1964-2001."
- 2001-2002 UC Institute for Labor and Employment (\$10,000). "Gender Inequality in the United States: The Interaction of Organizational and Labor Market Characteristics" (Co-PI with Philip N. Cohen).
- 2001-2002 UC Irvine Faculty Career Development Award (\$250 and 1 course teaching release)
- 1999-2000 UC Irvine School of Social Sciences Seed Grant (\$4,950)
- 1998-1999 UC Irvine Faculty Career Development Award (\$600)
- 1989 Outstanding Graduate in Sociology, San Diego State University

### INVITED LECTURES

- 1997 Department of Sociology, University of California, Davis
- 1997 Department of Sociology, University of Texas, Arlington
- 1997 Department of Sociology, George Washington University
- 1996 Department of Sociology, Dartmouth College

### PARTICIPATION AT PROFESSIONAL MEETINGS

#### I. Papers Presented

- 2008 "Women in Management: 1970-2000: Revisiting 'Glorified Secretaries,' Resegregation and Title Inflation as Gender Equality Stalls." *Population Association of America* annual meeting, New Orleans (with Philip N. Cohen and Stefanie Knauer).
- 2007 "The Consequences of Managerial Composition for Workplace Segregation in U.S. Establishments." *American Sociological Association* annual meeting, New York (with Philip N. Cohen).
- 2007 "Relation of Embeddedness and Transaction Costs to Executives' Hiring and Outsourcing Decisions." *American Sociological Association* annual meeting, New York (with Stella Treas).
- 2006 "Working for the Woman? Female Managers and the Gender Wage Gap." *American Sociological Association* annual meeting, Montreal (with Philip N. Cohen).
- 2006 "Separate but Equal? Gender Segregation and University Teaching Load Disparities." *American Sociological Association* annual meeting, Montreal (with Lisa M. Frehill and Judy Stepan-Norris).

- 2005 "Investigating the Spatial Patterning of Workplace Racial/Ethnic Segregation using EEO-1 Reports." *American Sociological Association* annual meeting, Philadelphia (with Wendy Paulson).
- 2003 "Black-White Wage Inequality and Local Wage Hierarchies." *American Sociological Association* annual meeting, Atlanta.
- 2003 "Racial Wage Inequality: Job Composition Effects Across U.S. Labor Markets." *Population Association of America* annual meeting, Minneapolis (with Philip N. Cohen).
- 2002 "Race and Gender Devaluation Across U.S. Labor Markets." *American Sociological Association* annual meeting, Chicago (with Philip N. Cohen).
- 2001 "The Devaluation of Women's Work: The Influence of Establishment Characteristics and Local Labor Market Context on Sex Composition Effects." *American Sociological Association* annual meeting, Anaheim (with Philip N. Cohen).
- 2000 "Job Search and Recruitment Strategies: Consequences for Gender-Based Earnings Inequality." *American Sociological Association* annual meeting, Washington, DC (with Lisa Torres).
- 2000 "To Your Health: Individual and Stratification Effects on Health Benefits and Expenses." *Pacific Sociological Association* annual meeting, San Diego (with Olga Bright).
- 2000 "Is it Really Who You Know? Social Networks and Gendered Employment Outcomes Among Professional, Technical, and Managerial Workers." *American Sociological Association* annual meeting, Washington, DC (with Lisa Torres and Steven C. Velasco).
- 2000 "'Family Friendly' Employer Policies, Career Ladders, Glass Ceilings, and Sticky Floors." *Work and Family: Expanding the Horizons* conference, sponsored by the Business and Professional Women's Foundation, the Center for Working Families at the University of California, Berkeley, and the Alfred P. Sloan Foundation (with Cynthia H. Deitch).
- 1999 "Organizational Recruitment, Job Search Methods, and Sex Segregation: Further Evidence." *American Sociological Association* annual meeting, Chicago (with Lisa Torres and Steven Velasco).
- 1999 "You Can't Get There From Here: Formal and Informal Job Search Strategies and the Sex Segregation of Jobs." *Pacific Sociological Association* annual meeting, Portland (with Lisa Torres and Steven Velasco).
- 1998 "Family-Friendly Workplace Policies and the Two-Tiered Labor Market." *Work and Family: Today's Realities and Tomorrow's Visions* conference, sponsored by the Sloan Foundation, the Business and Professional Women's Foundation, and the Wellesley College Center for Research on Women (with Cynthia H. Deitch).

- 1998 "Job Search Strategies of Unemployed Professional and Technical Workers." *Pacific Sociological Association* annual meeting, San Francisco (with Lisa Torres and Steven Velasco).
- 1997 "The Job and Organizational Contexts of Perceptions of Equity in the Workplace." *Pacific Sociological Association* annual meeting, San Diego.
- 1996 "Employee and Employer Narratives about Workplace Arrangements: Who is a Knowledgeable Organizational Informant?" *American Sociological Association* annual meeting, New York (with William T. Bielby and Steven Velasco).
- 1996 "The Effect of Gender Composition of Managerial Positions on Earnings: The Case of Work Establishments in the United States." *American Sociological Association* annual meeting, New York (with Steven Velasco).
- 1995 "Who Works Hard for the Money? Efficiency Wages, Work Organization, and Gender Differences in the Allocation of Work Effort." *American Sociological Association* annual meeting, Washington, DC (with William T. Bielby, Denise D. Bielby, and Steven Velasco).
- 1994 "The Effects of Sex Composition of Managerial Positions on Wage Dispersion." University of Nevada, Las Vegas, *Graduate Student Conference in the Social Sciences and Humanities*, Las Vegas (with Steven Velasco).
- 1994 "Gender, Work, and Authority: A Status Attainment Model of Supervisory Status." *Pacific Sociological Association* annual meeting, San Diego.

## II. Other Conference Activities

- 2006 Discussant. "Gender Inequality in the Labor Market" paper session. *Population Association of America* annual meeting, Los Angeles.
- 2003 Session Presider. "Work, Women, and Gender" roundtable session. *American Sociological Association* annual meeting, Atlanta.
- 2001 Session Organizer and Presider. "Gender Discrimination in Work Organizations" paper session. *Pacific Sociological Association* annual meeting, San Francisco.
- 2001 Session Organizer and Presider. "Race and Gender Inequality in the Workplace" paper session. *Pacific Sociological Association* annual meeting, San Francisco.
- 2000 Discussant. "Demography of Educational and Occupational Attainment" paper session. *Population Association of America* annual meeting, Los Angeles.
- 2000 Session Organizer and Presider. "Racial and Ethnic Stratification" paper session. *Pacific Sociological Association* annual meeting, San Diego.

## PROFESSIONAL MEMBERSHIPS

American Sociological Association

- Organizations, Occupations, and Work Section

Society for the Study of Social Problems

## **SERVICE TO THE DISCIPLINE**

Secretary-Treasurer Organizations, Occupations, and Work Section of the American Sociological Association, 2007-2010

Chair, Nominations Committee, Occupations, and Work Section of the American Sociological Association, 2007-2008.

Award Committee Member, W. Richard Scott Award, Organizations, Occupations, and Work Section of the American Sociological Association, 2007

Editorial Board, *Social Problems*, 2005-

Secretary, District of Columbia Sociological Society, 1998

Manuscript Reviewer: *American Sociological Review*, *Gender and Society*, *Social Forces*, *Sociological Perspectives*, *Social Problems*, *Social Science Research*, *Social Science Quarterly*, *Sociological Focus*, *Work and Occupations*, *Gender, Work and Organization*, *Sociological Forum*, *Research in the Sociology of Work*, *The Sociological Quarterly*, *Human Relations*

Textbook Reviewer: *International Thompson Publishing*, *McGraw Hill*, *Prentice Hall*

Grant Proposal Reviewer: *National Science Foundation*, *Russell Sage Foundation*

## **UNIVERSITY, SCHOOL, AND DEPARTMENTAL SERVICE**

### *I. University Service*

Freshman Seminar Instructor, Spring 2008, Spring 2007, Fall 2006, Fall 2005

Faculty Forum for Freshmen, January 26, 2004

Faculty Forum for Freshmen, October 8, 2003

Faculty Forum for Freshmen, October 6, 2003

Faculty Forum for Freshmen, October 21, 2002

### *II. School Service*

Executive Committee Member—Demographic & Social Analysis MA Program, 2002-current

A. Kimball Romney Paper Award Committee, 2001

Baccalaureate Marshal, School of Social Sciences Commencement Ceremony, 2003

### *III. Departmental Service*

Co-Director of Graduate Studies, 2004-

Robin M. Williams, Jr. Paper Award Committee, 2003, 2005

Sociology Graduate Committee member, 2002-2003

Organizer—Sociology Open House for Prospective Graduate Students, 2003

Sociology Department Webmaster, 1999-2002

Work and Organizations Faculty Search Committee Chair, 2000-2001 and 1999-2000  
Race and Ethnicity Faculty Search Committee member, 1998-1999

Courses Taught Over Career (G = graduate; U = undergraduate):

Research Design (G)	Gender and Racial Inequality in the Workplace (U, G)
Social Data Analysis (G)	Introduction to Sociology (U)
Techniques of Data Analysis (G)	Social Research Methods (U)
Probability and Statistics (U)	Introduction to Quantitative Sociological Studies (U)
Gender (G)	Gender Inequality (G)
Social Inequality (G)	

## GRADUATE AND UNDERGRADUATE ADVISING

### 1. Ph.D. Level

#### A. Ph.D. Awarded:

Christin Hilgeman (*Dissertation committee member*)  
Statistician, U.S. Census Bureau

Carolyn Hunt (*Dissertation committee member*)  
Special Assistant to the Chancellor, UC Irvine

Christina Baker (*Dissertation committee member*)  
Assistant Professor, Department of American and Multicultural Studies, Sonoma State University

Makiko Fuwa (*Dissertation committee Co-Chair*)  
Postdoctoral Fellow, University of Tokyo

Danielle MacCartney (*Dissertation committee Chair*)  
Assistant Professor of Sociology, Webster University

Eric Anderson (*Dissertation committee member*)  
Lecturer, Department of Education, University of Bath, England

Olga Bright (*Dissertation committee member*)  
Visiting Assistant Professor of Sociology, California State University, Chico

Derek Martin (*Dissertation committee member*)  
Assistant Professor of Sociology, Southern Illinois University

Steven C. Velasco (*Dissertation committee member, UCSB*)  
Director, Office of Institutional Research and Planning, UCSB

Sandrine Zerbib (*Dissertation committee Chair*)  
Assistant Professor of Sociology, St. Cloud State University

#### B. Advanced to Candidacy

**Dissertation committee member:** Natasha Varn-Davis, Tara Hardinge, Matthew Mahutga

**Advancement to Candidacy committee member:** Jessica McKinney, Danielle Rudes, Rebecca Trammell, Jesse Valadez, Yuki Kato

## **2. Master's Level**

**Sociology Department MA advisor:** Kimberly Marx (co-advisor), Christina Baker, Olga Bright, Sandrine Zerbib (co-advisor)

**Demographic and Social Analysis Program, MA advisor:** Amanda Ford (winner of 2007 Best Demography Paper Award), Sandy Yang, Marisa Agama, Shañon Gonzales, Anthony Wirth, Jonathan Liu (co-advisor)

## **3. "Outside" committee member or qualifying exam committee member**

Timothy Clark (Chemistry), Andrew Drummond (Political Science), Ryan Fischer (Criminology, Law, and Society), Shivajit Mohapatra (Information and Computer Science), Amanda Moore (Anthropology), Judith Pajo (Anthropology), Darcy Purvis (Criminology, Law, and Society), Sara Rab (Sociology, University of Pennsylvania), Connie Stivers-Ireland (Criminology, Law, and Society), Kevin Wortman (Information and Computer Science)

## **4. Undergraduate Advisees**

*Nellie Day*, Sociology honors thesis advisor (*winner, 2004 Robin M. Williams paper award*)

*Zahira Bhatia*, Undergraduate Research Opportunities Program project advisor

*Gilbert Hueyopa*, Undergraduate Research Opportunities Program project advisor

*Maria Muñoz*, Sociology honors thesis advisor