

Catherine J. Taylor, PhD  
Departments of Sociology and Gender Studies  
Indiana University  
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## ACADEMIC EMPLOYMENT

Assistant Professor, Department of Sociology and Department of Gender Studies, Indiana University, 2012 – present.

Robert Wood Johnson Health & Society Scholar, Columbia University, 2010 – 2012.

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## RESEARCH AND TEACHING AREAS

Gender; Work; Social Psychology; Health; Sexualities; Masculinities; Organizational Diversity; Social Inequality; Experimental Methods; Biomarkers of Stress

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## EDUCATION

- Ph.D. Cornell University, Sociology, 2010, Chair: Shelley J. Correll, Minor: Feminist, Gender and Sexuality Studies  
M.A. Cornell University, Human Development, 2004, Chair: Phyllis Moen  
B.A. Smith College, Economics, Dean's List, 1995

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## PEER REVIEWED PUBLICATIONS

- Taylor, Catherine J.** 2016. "Relational by Nature? Men and Women Do Not Differ in Physiological Response to Social Stressors Faced by Token Women." *American Journal of Sociology* 122(1):49-89.
- Catherine J. Taylor**, Laura Freeman, Daniel Olguin Olguin, Taemie Kim. 2016. "Measuring Physiological Stress Response Using Voice Pitch." Pages 213-244 in *Advances in Group Processes*, Vol. 33, Edited by Shane R. Thye and Edward J. Lawler.
- Fleming, Susan S., Alyssa W. Goldman, Shelley J. Correll and **Catherine J. Taylor**. 2016. "Settling In: The Role of Individual and Departmental Tactics in the Development of New Faculty Networks." *The Journal of Higher Education* 87(4):544-572.
- Taylor, Catherine J.** 2014. "Physiological Stress Response to Loss of Social Influence and Threats to Masculinity." *Social Science & Medicine*. 103(2014):51-59.
- Phelan, Jo C., Jeffrey W. Lucas, Cecilia Ridgeway, and **Catherine J. Taylor**. 2014. "Stigma, Status and Population Health." *Social Science & Medicine*. 103(2014):15-23.
- Taylor, Catherine J.** 2012. "A Sociological Overview of Cortisol as a Biomarker of Response to the Social Environment." *Sociology Compass*. 6/5(2012):434-444.

**Taylor, Catherine J.** 2010. "Occupational Sex-Composition and the Gendered Availability of Workplace Support." *Gender & Society*. 24(2):189-212.

**Taylor, Catherine J.** and Karl Pillemer. 2009. "Using Affect to Understand Employee Turnover: A Context Specific Application of a Theory of Social Exchange." *Sociological Perspectives*. 52(4):481-504.

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## BOOK CHAPTERS

Mock, Steven E., **Catherine J. Taylor**, and Ritch C. Savin-Williams. 2006. "Aging Together: The Retirement Plans of Same-Sex Couples." Pp. 152-174 in *Research and Clinical Perspectives on Lesbian, Gay, Bisexual, and Transgender Aging*, edited by D. Kimmel, T. Rose, and S. David. New York, NY: Columbia University Press.

Comings, John, Sondra Cuban, Johannes M. Bos, and **Catherine J. Taylor**. 2001. "I know this is the Place for Me: Stories of Library Literacy Learners and Programs." Pp. 6-16 in *Literacy and Libraries: Learning from Case Studies*, edited by G. A. DeCandido. Chicago, IL: Office for Literacy and Outreach Services, American Library Association.

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## MANUSCRIPTS AND UNDER REVIEW AND IN PREPARATION

Sarah Thébaud and **Catherine J. Taylor** (equal authorship). "The 'Women Always Fail' Thing": The Specter of Motherhood in the Lives of Young Scientists and Engineers." Revise & Resubmit at *Gender & Society*.

Schieman, Scott, **Catherine J. Taylor**, Tetyana Pudrovska, and Atsushi Narisada. "Under-Rewarded Boss: Gender, Workplace Power, and the Distress of Perceived Pay Inequity." Revise & Resubmit at *Work & Occupations*.

**Taylor, Catherine J.**, Anna Bellatorre, Wenyi Zhu, Elizabeth Kellogg, and Peter Muennig. "Occupational Sex Composition and Mortality Risk." Unpublished Manuscript in Preparation.

Bianca Manago and **Catherine J. Taylor** (equal authorship). "Occupational Sex-Composition and Physiological Stress Exposure." Unpublished Manuscript in Preparation.

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## HONORS AND AWARDS

Department of Gender Studies Faculty Teaching Award, Indiana University. 2013-2014.

Best Dissertation Award. 2011. Section on Mental Health. American Sociological Association.

Department of Sociology Award for Excellence in Teaching, Cornell University. 2004-2005.  
\$500

Cornell Graduate Fellowship, Cornell University. 2002 and 2003.

Sloan Fellow at the Cornell Employment and Family Careers Institute, Cornell University. 2001-2002 and Summer 2003.

## **FELLOWSHIPS AND GRANTS**

- Course Development Grant. 2016. "Gender, Leaders, and Leadership." Indiana University. \$8,000.
- Robert Wood Johnson Foundation Grant. 2012. "Gendered Token Status in the Workplace, Health and Mortality." \$8,984. Principal Investigator.
- Robert Wood Johnson Foundation Grant. 2011. "Status, Gender and Biological Stress Response." \$15,000. Principal Investigator. Co-investigators: Bruce Link and Jo Phelan.
- Robert Wood Johnson Foundation Seed Grant. 2011. "Status, Gender and Biological Stress Response: Pilot Grant." \$7,800. Principal Investigator.
- Institute for Social and Economic Research and Policy (ISERP) Conference Grant. Columbia University. 2011. "Exploring the Relevance of Gene-Environment Interactions for the Social Sciences." \$5,000. Principal Investigator: Jason Fletcher. Co-investigator with Irwin Garfinkel, Jeanne Brooks-Gunn, and Jane Waldfogel.
- Robert Wood Johnson Foundation Working Group Grant. 2011. "Gene-Environment Working Group." \$25,000. With Zoe Donaldson, Jason Fletcher, Kristin Harper, Bruce Link, Ezra Susser and Frances Champagne.
- NSF Dissertation Improvement Grant. 2008-2009. "Stress, Status, and Gender in Decision Making Groups." \$7,499. Principal Investigator with Shelley Correll.
- Awarded Institute for the Social Sciences Small Grant, Cornell University. 2007. "Stress and Status Processes in Task Groups." \$5000. Principal Investigator with Shelley Correll (Declined grant when other funding became available).
- Seed Grant, Center for the Study of Inequality, Cornell University. 2007. "Stress, Status, and Gender in Decision-Making Groups." \$750. Principal Investigator.
- Seed Grant, Center for the Study of Inequality, Cornell University. 2006. "Stress, Gender, and Numerical Minority in Goal Oriented Groups." \$750. Principal Investigator.
- Time-Sharing Experiments in the Social Sciences. 2006. "Nature or Nurture?: Explanations for Observed Gender Differences and their Effect on Gender Ideology and Political Opinions." Principal Investigator.

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## **CONFERENCE PRESENTATIONS AND INVITED TALKS**

- Catherine J. Taylor. 2018 (accepted). "Social Climate Embodied: Linking Discrimination to Health Outcomes." Session Organizer. Annual Meeting of the American Sociological Association, August, Philadelphia.
- Catherine J. Taylor (with D'lane Compton and Christin Munsch). 2017. "Feminism and Intersectionality in Group Processes Research." Presider and Session Organizer. Group Processes Mini-Conference, August, Montreal, CA.

- Catherine J. Taylor. 2017. "Biomarkers in Sociology." Invited Panelist for Special Session titled "Sociological Perspectives on Biological Research" at the Annual Meeting of the American Sociological Association, August, Montreal, CA.
- Taylor, Catherine J. 2017. "The 'Women Always Fail' Thing: The Specter of Motherhood and its Influence on the Career Aspirations of Young Scientists and Engineers." Invited paper presented at the Broom Center for Demography's Conference on Gender Inequality in STEM Education and Employment, UC Santa Barbara, April, Santa Barbara, CA.
- Taylor, Catherine J., Anna Bellatorre, Elizabeth Kellogg, Wenyi Zhu, and Peter Muennig. 2016. "Occupational Sex-composition and Mortality Risk." Paper presented at the Annual Meeting of the American Sociological Association, August, Seattle, WA.
- Sarah Thébaud and Catherine J. Taylor. 2016. "The 'Women Always Fail' Thing": The Specter of Motherhood and its Influence on the Career Aspirations of Young Scientists and Engineers." Paper presented at the Academy of Management Annual Meeting, August, Anaheim, CA.
- Catherine J. Taylor. 2016. "Discrimination, Stress Exposure, and Negative Health Outcomes." Invited Paper presented at the Columbia University Robert Wood Johnson Foundation Health and Society Scholars Mini-conference on Identity and Development, February, New York, NY.
- Bianca Manago and Catherine J. Taylor. 2015. "Occupational Sex-Segregation, Workplace Interactions, and Chronic Physiological Stress Exposure." Paper presented at the Annual Meeting of the American Sociological Association, August, Chicago, IL.
- Freeman, Laura, Catherine J. Taylor, Daniel Olguin Olguin, Taemie Kim. 2014. "Measuring Physiological Stress Response Using Voice Pitch." Paper presented at the International Conference on Social Stress Research, June, Vancouver, B.C.
- Fleming, Susan S., Alyssa W. Goldman, Shelley J. Correll and Catherine J. Taylor. 2014. "Settling in: A Qualitative Study of Mechanisms Contributing to Network Development and Organizational Socialization of Newcomers." Paper presented at the Annual Meeting of Academy of Management, August, Philadelphia, PA.
- Catherine J. Taylor. 2013. "Physiological Stress Response to Loss of Social Influence and Threats to Masculinity." Paper presented at the Annual Meeting of American Sociological Association, August, New York, NY.
- Catherine J. Taylor. 2012. "Social Influence, Masculinity, and Biological Stress Response." Invited Paper presented at the Structural Stigma and Population Health Conference, June, New York, NY.
- Phelan, Jo, Jeffrey Lucas, Cecilia Ridgeway and Catherine J. Taylor. 2012. "Stigma, Status, and Population Health." Invited Paper presented at the Structural Stigma and Population Health Conference, June, New York, NY.
- Catherine J. Taylor. 2012. "Linking Threats to Social Status to Biological Stress Response Using the Status Characteristics Approach." Invited Paper presented at the Annual Meeting of the Robert Wood Johnson Foundation Health and Society Scholars, May, Princeton, NJ.

- Catherine J. Taylor. 2012. "Gendered Social Environments and Biological Stress Response." Invited Paper presented at the Department of Sociology at Texas A&M University, March, College Station, TX.
- Catherine J. Taylor. 2011. "A Gendered Perspective on Biological Stress Response to Token Status in the Workplace." Paper presented at the Annual Meeting of the American Sociological Association, August, Las Vegas, NV.
- Catherine J. Taylor. 2011. "Taking a Gendered Approach to Using Biological Markers of Response to Social Environments." Invited Panelist for Special Session titled "Nature or Nurture? Gender Theory, Social Constructionism, and Biology" at the Annual Meeting of the American Sociological Association, August, Las Vegas, NV.
- Catherine J. Taylor. 2011. "Status, Gender and Stress Response." Invited Paper presented at the Annual Meeting of the Robert Wood Johnson Foundation Health and Society Scholars. May. Washington, D.C.
- Catherine J. Taylor. 2011. "Gender as Structure: A Sociological Framework for Understanding Biological Stress Response to Token Status." Invited Paper presented at the Department of Sociology at Rutgers University's Knowledge at the Intersections Conference, April, New Brunswick, NJ.
- Catherine J. Taylor and Stephanie Cook. 2011. "Status, Gender and Biological Stress Response." Invited Paper presented at the Department of Sociology at Stanford University, March, Palo Alto, CA.
- Sarah Thébaud and Catherine J. Taylor. 2011. "The Role of Graduate School Experiences in Men's and Women's Scientific Career Paths." Paper presented at the Annual Meeting of the Eastern Sociological Society, February, Philadelphia, PA.
- Catherine J. Taylor. 2010. "The Rooster in the Henhouse Effect: Social Stress and Status Loss among Actors with Presumed High Status." Paper presented at the International Conference on Social Stress Research, November, Portsmouth, NH.
- Catherine J. Taylor. 2010. "Using Biomarkers in the Social Science Laboratory to Address Sociological Problems: An Example Examining Gender and Status." Invited Talk at the Cornell Population Program Bio-marker Mini-conference, October, Ithaca, NY.
- Catherine J. Taylor. 2009. "The Role of Unconscious Bias in the Faculty Search Process." Invited Talk at a Diversity and Compliance Workshop at the Office of Workforce Diversity and Inclusion at Cornell University, November, Ithaca, NY.
- Catherine J. Taylor. 2009. "Cornell University's Effective Search Practices and DVD: It Depends on the Lens." Presentation at the Succeeding As Women in Higher Education Conference, October, Cortland, NY.
- Catherine J. Taylor. 2009. "Glass Ceiling or Glass Escalator? The Social Environments of Tokens in the Workplace." Paper presented at the Annual Meeting of the American Sociological Association, August, San Francisco, CA.

- Catherine J. Taylor. 2009. "Stress, Social Exclusion, and Minority Status: A Biosocial Approach." Paper presented at the Annual Group Processes Conference, August, San Francisco, CA.
- Catherine J. Taylor. 2008. "Cortisol Response to Structural Characteristics of a Group." Paper presented at the International Conference on Social Stress Research, May, Santa Fe, NM.
- Catherine J. Taylor. 2007. "Cortisol Response to Gendered Phenomena in Group Interaction." Invited Talk at Pennsylvania State University, June, University Park, PA.
- Catherine J. Taylor. 2006. "The Differential Effects of Gender Composition of the Workplace on Men and Women." Paper presented at the Annual Meeting of the American Sociological Association, August, Montreal, Canada.
- Catherine J. Taylor. 2005. "The Role of Emotion in Understanding Employee Turnover in Nursing Home Staff." Paper presented at the Annual Group Processes Conference, August, Philadelphia, PA.
- Catherine J. Taylor, Steven E. Mock, and Ritch C. Savin-Williams. 2005. "Aging Together: The Retirement Plans of Same-Sex Couples." Paper presented at the Annual Meeting of the Eastern Sociological Society, February, New York City, NY.
- Catherine J. Taylor. 2004. "Gender and Authority in the Workplace." Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, January, Austin, TX.
- Catherine J. Taylor, Johannes M. Bos, Kathy Endaya, Leslie McGinnis, Nora Jones, K. English, and Bruce Carmel. 2001. "Tracking Learner Persistence in Library-Based Adult Literacy Programs." Paper presented at the Annual Meeting of the American Library Association, June, San Francisco, CA.

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## **UNIVERSITY CLASSES TAUGHT**

Social Problems: Sex, Gender, and the Law. Sociology 101. Indiana University. Spring 2017, Fall 2017.

Sex, Gender, and Politics. Gender Studies 402. Indiana University. Fall 2016, Fall 2017.

Advanced Topics: Gender and Interaction. Sociology 660 and Gender Studies 701. Indiana University. Fall 2016. Graduate Seminar.

Advanced Topics: Social Psychological Perspectives on Gender. Sociology 660 and Gender Studies 701. Indiana University. Spring 2015. Graduate Seminar.

Core Concepts and Key Debates. Intensive Writing Course. Gender Studies 300. Indiana University. Fall 2013, Spring 2015, Spring 2016, Spring 2017.

Gendered Relations. Gender Studies 230 and Sociology 201. Indiana University. Spring 2013, Spring 2014, Fall 2016.

Social Problems and Policies: Women, Men and Society/Gender and Politics. Sociology 101. Indiana University. Fall 2012, Fall 2013, Spring 2014, Spring 2016.

Undergraduate Research Practicum. Sociology 494 and Gender Studies 495. Indiana University. Fall 2013, Spring 2014, Spring 2015, Fall 2015.

Master's Level Practicum in the Mailman School of Public Health, Columbia University. 2010-2012.

Introduction to Sociology. Class offered through the Cornell Prison Education Program (CPEP) at the Auburn Correctional Facility (a maximum security men's prison in upstate New York). Sociology 101. Cornell University. Spring 2010.

Independent Study, I supervised 64 undergraduate research for assistance with collecting my dissertation data and ADVANCE grant (NSF-funded) data collection projects. Sociology 401. Cornell University. 2006-2009.

Gender Beliefs and Current Policy Issues. Sociology 100. Writing-intensive freshman seminar. Cornell University. Fall 2006.

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## **SELECTED MEDIA APPEARANCES**

Time Magazine, The Washington Post, NPR, The Huffington Post, New York Magazine, Science World Report, International Business Times, Daily Mail, The Independent, Financial Express, RealSimple, Glamour Magazine, Marie Claire

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## **POLICY REPORTS**

Correll, Shelley, Susan Fleming and Catherine J. Taylor. 2008. "Integration of New Faculty at Cornell University." A report to the National Science Foundation from the Cornell University ADVANCE Center. Retrieved November 18, 2008 (<http://www.advance.cornell.edu/reports.html>).

Dunifon, Rachel and Catherine J. Taylor. 2004. "Characteristics of Relative Caregivers and Children in their Care." Research Brief. Retrieved February 14, 2006 ([www.parenting.cit.cornell.edu/research.html](http://www.parenting.cit.cornell.edu/research.html)).

Dunifon, Rachel and Catherine J. Taylor. 2002. "Is Maternal Work Behavior Affected by Children's Health and Behavior Problems?" Working Paper No. 02-22. Bronfenbrenner Life Course Center, Cornell University, Ithaca, NY.

Comings, John, Sondra Cuban, Johannes M. Bos, and Catherine J. Taylor. 2001. *"I Did it for Myself: Studying Efforts to Increase Adult Student Persistence in Library Literacy Programs."* New York, NY: Manpower Demonstration Research Corporation.

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## **CONSULTING AND OTHER RELEVANT WORK EXPERIENCE**

Consulting with academic institutions and organizations on how to reduce unconscious gender and racial bias in hiring. 2008-2010. Project funded partially by an ADVANCE (NSF) grant to Cornell University. Presentations to members of the following groups: The New Jersey/Eastern

Pennsylvania/ Delaware Higher Education Research Consortium (HERC), University of California (UC) System Chairs Retreat, University of Rochester, Dartmouth University, Rutgers University, University of Nebraska, Washington and Lee University, The Mid-Atlantic Higher Education Research Consortium (HERC) and Cornell University.

Statistical Consulting with “The Analysis Factor.” Fall 2006.

Research Analyst

Manpower Demonstration Research Corporation (MDRC), San Francisco, CA. 1998 and 1999-2001.

Project Manager

People’s Computer Company, Berkeley, CA. 1998-1999.

English Teacher

Centro Superior de Idiomas and private lessons, Barcelona, Spain. 1997-1998.

Options Clerk

Pacific Options Exchange, Kessler/Asher Clearing, San Francisco, CA. 1996-1997.

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## **ACADEMIC SERVICE**

Associate Editor for “Society and Mental Health” (ASA Journal), 2014-Present.

Session Organizer, Regular Sessions, Gender Inequality. American Sociological Association Annual Meetings, 2017.

Session Organizer, Regular Sessions, Social Psychology. American Sociological Association Annual Meetings, 2016.

Occasional reviewer

American Journal of Sociology; American Sociological Review; Gender & Society; The National Science Foundation (NSF); Social Forces; Social Science Research; Work and Occupations; Journal of Health & Social Behavior; Social Science & Medicine; Sociological Perspectives; Social Problems; Society and Mental Health; PLoS ONE; Sociology of Education; ILR Review; Time-Sharing Experiments in the Social Science (TESS); Human Relations; Edited volume “Social Psychology of Gender” (Part of the “Advances in Group Processes Series”); Sloan Work and Family Research Network On-line Work and Family Encyclopedia

Indiana University

Executive Committee (elected), Department of Sociology, 2017-2018

Ombuds Committee, Department of Sociology, 2017-2018

Social Action Award Committee, Department of Sociology, 2014-2015

Schuessler Award Committee, Department of Sociology, 2014-2015, 2015-2016, 2016-2017

Public Relations Committee, Department of Sociology, 2012-2015, 2015-2016

First Year Graduate Student Mentor, Department of Sociology, 2012-2017

Teaching Awards Committee, Department of Sociology, 2015-2016, 2017-2018

Web Committee, Department of Sociology, 2015-2016

Public Relations/Web Committee, Department of Sociology, 2016-2017

Undergraduate Studies Committee, Department of Gender Studies, 2017-2018  
Merit Committee, Department of Gender Studies, 2016-2017  
Awards Committee, Department of Gender Studies, 2012-2013, 2017-2018  
Advisory Committee to the Department Chair (elected), Department of Gender Studies, 2013-2015  
Graduate Student Committee, Department of Gender Studies, 2015-2016

Columbia University

Co-organizer, Scholars Only Conference for the Robert Wood Johnson Health and Society Scholars, Fall 2011.

Cornell University

Co-chair, Graduate Students Association, Department of Sociology (Elected), 2005-2006.  
Co-organizer, Group Process Conference Committee, Fall 2004 – Summer 2005.  
Graduate Studies Committee Member, Department of Human Development (Elected), 2002-2005.  
Graduate and Professional Student Assembly (GPSA) Representative from the Social Sciences (Elected), 2003-2004.  
Co-chair of the Pay and Benefits Committee of the GPSA, 2002-2004.  
Department of Human Development Speaker Series Committee, 2002-2004.  
Council of Representatives for the GPSA (Elected), 2002-2003.  
Department of Human Development Prospective Graduate Student Committee, 2002-2004.

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**MEMBERSHIPS**

American Sociological Association	2003 to present, Section memberships: Sociology of Sexualities; Sex and Gender; Organizations, Occupations, and Work; Social Psychology; Race, Gender, Class; Sociology of Mental Health; Medical Sociology; Evolution, Biology & Society; Body and Embodiment; Sociology of Population.
Sociologists for Women in Society	2006 to present
National Women's Studies Association	2013 – 2014