

ELIZABETH HIRSH
Curriculum Vitae

Department of Sociology
Cornell University
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CURRENT POSITION

Assistant Professor, Department of Sociology, Cornell University, 2006-present.

Faculty Affiliate, Center for the Study of Inequality, Cornell University, 2006-present.

Faculty Affiliate, Center for the Study of Economy and Society, Cornell University, 2008-present.

EDUCATION

Ph.D., Sociology, University of Washington, 2006.

Dissertation: *Organizing Equal Opportunity: How the Workplace Generates and Responds to Sex and Race Discrimination Charges*

M.A., Political Science, Western Washington University, 2001.

B.A., Sociology, Western Washington University, 1999.

RESEARCH INTERESTS

Inequality, Employment Discrimination, Work and Organizations, Sociology of Law, Quantitative Research Methods.

PUBLICATIONS

Hirsh, Elizabeth and Julie Kmec. 2009. "The Impact of Human Resource Structures: Reducing Employers' Discrimination or Raising Employees' Rights Awareness?" *Industrial Relations* 48(3):512-32.

Hirsh, C. Elizabeth. 2009. "The Strength of Weak Enforcement: The Impact of Discrimination Charges on Sex and Race Segregation in the Workplace." *American Sociological Review* 74(2):245-71.

Hirsh, C. Elizabeth. 2008. "Settling for Less? The Organizational Determinants of Discrimination-Charge Outcomes." *Law and Society Review* 42(2):239-274.

Hirsh, C. Elizabeth and Youngjoo Cha. 2008. "Understanding Employment Discrimination: A Multilevel Approach" *Sociology Compass* 2(6):1989-2007.

Hirsh, C. Elizabeth and Sabino Kornrich. 2008. "The Context of Discrimination: Workplace Conditions, Institutional Environments, and Sex and Race Discrimination Charges." *American Journal of Sociology* 113(5): 1394-1432.

Burstein, Paul and C. Elizabeth Hirsh. 2007. "Interest Organizations, Information, and Policy Innovation in the U.S. Congress." *Sociological Forum* 22(2):174-199.

MANUSCRIPTS IN PROGRESS

Hirsh, C. Elizabeth and Christopher J. Lyons. "Social Status, Workplace Contexts, and Perceptions of Discrimination." Revise and Resubmit, *Law and Society Review*.

Hirsh, Elizabeth and Youngjoo Cha. "Discrimination Litigation, Financial Performance, and Workplace Equity."

Reskin, Barbara F., Lowell Hargens, and C. Elizabeth Hirsh. "Picturing Segregation: The Structure of Occupational Segregation by Sex, Race, Ethnicity and Hispanicity."

GRANTS AND AWARDS

Institute for the Social Sciences Small Grant, Cornell University, 2008.

Center for the Study of Inequality Seed Grant, Cornell University, 2007-2009.

National Science Foundation Dissertation Improvement Grant, 2006.

Best Graduate Student Paper Award, Harry Bridges Center for Labor Studies, University of Washington, 2004-2005.

Certification in Social Statistics, Center for Statistics and the Social Sciences, University of Washington, 2004.

Dissertation Improvement Grant, Department of Sociology, University of Washington, 2004.

J. Alan Ross Foundation Research Grant, Western Washington University, 2001.

INVITED TALKS

Hirsh, Elizabeth. "Who Gets Charged? Workplace Context and Sex and Race Discrimination Charges," Cornell Population Program, Cornell University, February 22, 2008.

Hirsh, Elizabeth. "Discrimination Charges, Inequality, and Organizational Change." Western Washington University, May 2006.

Hirsh, Elizabeth. "The Impact of Discrimination Charges on Workplace Diversity: Evidence from Private Firms." National Academies of Sciences, February 13, 2006.

Hirsh, Elizabeth, Lowell Hargens, Barbara Reskin, and Mark Handcock. "Measuring Uncertainty in Latent Space Models of Occupational Segregation." Center for Statistics and the Social Sciences, University of Washington, April 14, 2004.

RECENT CONFERENCE PARTICIPATION (LAST 5 YEARS)

Hirsh, Elizabeth and Youngjoo Cha. "Discrimination Litigation, Firm Financial Performance, and Workplace Equality." Paper presented at the American Sociological Association Annual Meetings, Boston, MA, August 1, 2008.

Hirsh, Elizabeth and Christopher J. Lyons. "Social Status, Workplace Contexts, and Perceptions of Discrimination." Paper presented at the American Sociological Association Annual Meetings, New York, New York, August 11, 2007.

Hirsh, Elizabeth. "The Organizational Construction of Discrimination-Charge Outcomes." Paper presented at the American Sociological Association Annual Meetings, Montreal, Quebec, August 2006.

Hirsh, Elizabeth and Julie Kmec. "The Impact of HR Structures: Reducing Employers' Discrimination or Raising Employees' Rights Awareness" Paper presented at the American Sociological Association Annual Meetings, Montreal, Quebec, August 14, 2006.

Hirsh, Elizabeth. "Organizing Equal Opportunity: The Effect of EEO Enforcement on Sex and Race Segregation in the Workplace." Presented at the American Sociological Association Annual Meeting, Philadelphia, Pennsylvania, August 16, 2005.

Hirsh, Elizabeth. "Resolving Discrimination: Employees, Employers, and Charges of Employment Discrimination." Presented at the Law and Society Association Annual Meeting, Las Vegas, Nevada, June 2, 2005.

Hirsh, Elizabeth and Sabino Kornrich. "The Context of Discrimination: The Impact of Firm Conditions on Race and Gender Discrimination." Presented at the American Sociological Association Annual Meeting, San Francisco, California, August 14, 2004.

Reskin, Barbara, Lowell Hargens and Elizabeth Hirsh. "Picturing Segregation: The Structure of Occupational Segregation by Sex, Race, Ethnicity and Hispanicity." Presented at the American Sociological Association Annual Meeting, San Francisco, California, August 15, 2004.

TEACHING EXPERIENCE

Undergraduate Courses:

Sociology 215: Introduction to Organizations, Fall 2007, Cornell University.

Sociology 362: Employment, Inequality, and the Law, Fall 2006, 2007, 2008, 2009, Cornell University.

Sociology 360: Social Stratification, Summer 2005, University of Washington.

Graduate Courses:

Sociology 506: Research Methods II, Spring 2007, 2008, Fall 2008, Cornell University.

Sociology 502 (with Paul LePore): Teaching Sociology, Winter 2006, University of Washington.

DEPARTMENTAL AND PROFESSIONAL SERVICE

Occasional Manuscript Reviewer: *American Journal of Sociology*, *American Sociological Review*, *Law and Society Review*, *Industrial Relations*, *Journal of Health and Social Behavior*, *Sociological Quarterly*, *Sociological Forum*, *Work and Occupations*

Organizer, Sociology of Law Section Roundtables, Annual Meeting of the American Sociological Association, August 2009.

Discussant, Employment Law Section, Conference for Empirical Legal Studies, September 2008.

Faculty Search Committee, Department of Sociology, Cornell University, 2008-09.

Discussant, Organizations, Occupations, and Work Section, Annual Meetings of the American Sociological Association, Boston, MA, 2008.

Colloquium Committee, Department of Sociology, Cornell University, 2008.

Mentoring Committee, Department of Sociology, Cornell University, 2008.

Awards Committee, Department of Sociology, Cornell University, 2006-08.

Web Editor, Department of Sociology, Cornell University, 2007-09.

Graduate Admissions Committee, Department of Sociology, University of Washington 2005-06.

Executive Committee, Department of Sociology, University of Washington, 2003-2004.

Assisted in Preparation of ASA Amicus Brief in *Grutter v. Bollinger* (539 U.S. 306 (2003))

PROFESSIONAL AFFILIATIONS

Research Associate, U.S. Equal Employment Opportunity Commission, 2002-present.

Member, American Sociological Association

Member, Law and Society Association

ADVISING

Ph.D. Committees:

Youngjoo Cha
Christin Munsch
Jung Mee Park

Undergraduate Honors Theses:

Blythe Golay (2008-09)
Shanel Fields (2008-09)

REFERENCES

Available Upon Request.