

Melissa Victoria Abad, PhD
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ACADEMIC APPOINTMENTS

2025 Lecturer, Sociology, Santa Clara University
Present
2022 – *Senior Research Scholar, Stanford VMWare Women's Leadership Innovation Lab*
2025
2017 - *Social Science Scholar, Stanford VMWare Women's Leadership Innovation Lab*
2022

Areas of expertise: Work/ Organizations, Organizational Theory, Intersectionality (race/ ethnicity, gender, class), Migration, Social Policy

EDUCATION

2016 **University of Illinois at Chicago**, Chicago, IL PhD, Sociology
University of Chicago, Chicago, IL, Master of Arts, Social Sciences
Northwestern University, Evanston, IL, Bachelor of Arts, Sociology
University of Salamanca, Salamanca, Spain (study abroad)

AWARDS/GRANTS/FELLOWSHIPS/ SCHOLARSHIPS

2020-23 Stanford University, Vice Provost of Undergraduate Education, Undergraduate Research Grant (annual application)
2016 University of Notre Dame, Institute of Latino Studies, Young Scholar
2015 Association for Research on Nonprofit Organizations and Voluntary Associations Emerging Leaders Program
2015 NCID Emerging Diversity Scholar
2015 -16 University of Illinois at Chicago, Abraham Lincoln Fellowship
2012 -15 State of Illinois, Diversifying Faculty of Illinois Fellowship
2013 Doctoral Fellow, Association for Research on Nonprofit Organizations and Voluntary Associations
2013 University of Illinois at Chicago Provost Award
2011 University of Illinois at Chicago, Abraham Lincoln Fellowship
2011 University of Illinois at Chicago, Martin Luther King Scholarship
2008 University of Chicago, University Fellowship (recruitment fellowship)

ACADEMIC PUBLICATIONS

2024. Paine, E., **Abad, M.**, Bocking, W., and Veneracion-Navalta, T. "Too Much Trouble: Transgender and Nonbinary People's Experiences of Stigmatization and Stigma Avoidance in the Workplace" *Work and Occupations*, <https://doi.org/10.1177/07308884241268705>
- 2023 Abad, M. Intersectionality and Diversity Management: A Theoretical Proposal in ed. Melaku, T. *Handbook on Workplace Diversity and Stratification*, Rowman and Littlefield Publishing Group.
- 2019 Abad, M. "Race, Knowledge, And Tasks: Racialized Occupational Trajectories", *Race, Organizations, and the Organizing Process. Research In The Sociology Of Organizations*, 60: 111-130. <https://doi.org/10.1108/S0733-558X20190000060007>

Revising or In Progress

Abad, M. Protecting Status Or The Job?: Race, Criteria, And Jurisdiction Regulation In An Occupational Community (Second Revision for *Qualitative Sociology*)

Abad, M., Wynn, A, and Alinor, M. Autonomy Over Why, How Hybrid and Remote Workers Own the Meaning of Work, *Organization Science*

Abad, M. Race, Gender and the Elite Labor Market: The Wisdom Behind Cultural Capital (*Sociology of Race and Ethnicity*)

Abad, M. and Bennett, A. Barriers to Cultures of Trust: An intersectional analysis on manager and employee relationships

BOOK REVIEW

- 2024 The Opportunity Trap: *High-Skilled Workers, Indian Families, and the Failures of The Dependent Visa Program*. New York: NYU Press. *International Migration Review*. Book Review

WHITE PAPER

- 2017 Melissa Abad. Intersectionality and Organizational Leadership: Kitchen Cabinet Meeting Report
A summary of critical issues and solutions involved with translating the concept of intersectionality into Diversity, Equity and Inclusion company practices. Paper distributed to 300 senior corporate leader attendees.
- 2011 Melissa Abad, Julio C. Capeles, Carolina Duque. "Immigrant Integration and Immigrant Civic Engagement of Suburban Latinos."
<http://www.manoamanofamilyresourcecenter.org/RLA-Immigrant-Integration-Project-Final-Report.pdf>

PUBLIC IMPACT WRITING

Abad, M. with Yanow, H. 2025. Acknowledging challenging times and taking action to repair ruptures. LinkedIn blog post. 28 May <https://www.linkedin.com/pulse/acknowledging-challenging-times-taking-lvwwc/?trackingId=IJOhspl1TSiHtTlq8%2FErnA%3D%3D>

Abad, M. and Wynn, A. 2022. Building Resilience in Diversity and Inclusion Programs. *MIT Sloan Management Review*, June 27 <https://sloanreview.mit.edu/article/building-resilience-in-diversity-and-inclusion-programs/>

Mackenzie, L. N. and M. V. Abad. 2021. "Are Your Diversity Efforts Othering Underrepresented Groups?" *Harvard Business Review*, February 5. <https://hbr.org/2021/02/are-your-diversity-efforts-othering-underrepresented-groups>

ACADEMIC PRESENTATIONS

Melissa Abad. Bennett, Ashley, and Kennedy, Sofia. **2025.** 'I'm Afraid of You;' How challenging manager dynamics impact women of color. American Sociological Association Annual Meeting. 9 August.

Melissa Abad. 2025. Formalized Carework. *The case of feminized immigrant integration work* Global Carework Summit. **Carework Network. Duke University.** June 5

Melissa Abad. 2024. Racialized Gendered Organizations: A Primer. **University of Michigan,** Interdisciplinary Committee On Organizational Studies. September 20

Melissa Abad. 2024. Racialized Gendered Organizations, It's a Feature, Not a Bug. **American Sociological Association Annual Meeting.** 13 August

Melissa Abad and Shaonta Allen. 2023. Wisdom at Work: A Black Feminist Approach to Workplace Inequality. **Association of Black Sociologists Annual Meeting.** August

Melissa Abad. 2022. "Measuring Rac(ism): Methodological Tensions." **University of Albany,** 29 April

Melissa Abad. 2021. A Critical Examination of the Limitations to Achieving Racial Justice Social Systemic Change Through Diversity Initiatives. **Association for Research on Nonprofit Organizations and Voluntary Associations Annual Meeting.** 19 November

Melissa Abad and Ethel Mickey. 2021. Interrogating Whiteness in Diversity Initiatives. **American Sociological Association Annual Meeting.** 10 August

Melissa Abad. 2021. Interrogating the Veil: Assessing the Tensions of Being an Outsider-Within. **American Sociological Association Annual Meeting.** 7 August

Melissa Abad. 2020. Race, Gender and the Elite Labor Market: The Wisdom Behind Cultural Capital. **University of California, Santa Cruz.** 16 February

Sara Jordan-Bloch and **Melissa Abad**. 2020. Seeds of Change: Leveraging the Sociological Imagination in Curriculum Design. **American Sociological Association Annual Meeting**. Sociology in Practice Workshop Session. 9 August

Melissa Abad. 2020. Race, Gender and the Elite Labor Market: The Wisdom Behind Cultural Capital. **American Sociological Association Annual Meeting**. Regional Session. 8 August.

Melissa Abad. 2019. "Racialized Jurisdiction: A Case Study." **American Sociological Association Meeting**, Theorizing Race in Organizations, Organizations, Occupations and Work session. August 13

PUBLIC LECTURES

Melissa Abad. 2023. Latinx in the Workforce: Assessing Barriers and Opportunities. D & I Dialogues. **University of Chicago Booth School of Business**. 23 March

Melissa Abad. 2022. Building a More Racially Inclusive and Anti-Racist Workplace: Removing Barriers and Creating Bridges. **University – Industry Partnerships in the Social Sciences, University of Maryland, College Park**. 20 April

Melissa Abad. 2022. Making Visible the Invisible Labor of Lay Women. The Power of Women in Jesuit Education. **Jesuit School's Network**. 4 April

Melissa Abad and Alison Wynn. 2020. Resilience: Two Sides of the Same Coin. **VMware Women Transforming Technology Conference**. 2 May

Melissa Abad and Marianne Cooper. 2020. Employee Activism. **VMware Women Transforming Technology Conference**. 2 May

Melissa Abad. 2019. Increasing Employee and Member Engagement: Assessing Purpose. **Our Collective, ERG Summit**. 24 August

Melissa Abad. 2019. The Case for Diversity and the Lens of Intersectionality. **SIGGRAPH Diversity Summit**, 27 August

Melissa Abad. 2019. The Nuances of Intersectionality. **Diversity Best Practices**. 26 February

Melissa Abad. 2019. Women's Leadership: Activate to Motivate. Morning Keynote Women's Leadership Conference. **California State San Bernadino**. 8 February

MEDIA MENTIONS

2020. Tulshyan, R. How to be an inclusive leader during a crisis, *Harvard Business Review*, April 10

TEACHING EXPERIENCE

2017	Stanford University , Stanford, CA
2019	Seeds of Change, co-instructor
2015	McHenry County Community College , Crystal Lake, IL

- Introduction to Sociology
2014 - Northeastern Illinois University, Chicago, IL
2015 Introduction to Sociology; Research Methods; Social Theory
2012 - College of Lake County, Waukegan, IL
2014 Introduction to Sociology; Gender, Sex, and Power
2013 The University of Illinois at Chicago, Chicago, IL
 Latinos in the United States

SERVICE TO THE PROFESSION

Reviewer for

<i>Gender and Society</i>	<i>Social Forces</i>
<i>Journal of Contemporary Ethnography</i>	<i>Social Problems</i>
<i>Nonprofit and Voluntary Sector Quarterly</i>	<i>Sociology Compass</i>
<i>Nonprofit Management and Leadership</i>	<i>Sociological Quarterly</i>
<i>Social Science and Medicine</i>	<i>Work and Occupations</i>

Panel Organizer

ASA

2025. **Melissa Abad** and Karina Santellano, organizers, Latinx Professionals: An Intersectional Lens on Professional Pathways, Thematic Panel Session.

Melissa Abad, organizers. Women of Color at Work: The Future of Work and Organizations, Thematic Panel Session

2024. **Melissa Abad** and Roxanna Villalobos. Interrogating the Gaps, Travels, and Borders of Intersectionality as a Global Phenomenon, Thematic Panel Session

Other forms of service

Melissa Abad. 2022. A Wholistic Approach to Mentoring. **American Sociological Association**. 19 May
Sociologists for Women in Society, Gender, Professions and Organizations Writing workshop, co-organizer, 2019-2022

Public Interest Technology University Network, board of advisors, member, 2020-21

Project: “Diversifying Tech Pipelines: Recruiting and Peer Mentoring of Human Rights Digital Investigators”

- coordinated by Research Center for the Americas (RCA) at the University of California, Santa Cruz and the Human Rights Center (HRC) at the University of California, Berkeley.

UNIVERSITY SERVICE

2025 Women in STEM, moderated discussion. Career Education, Stanford University, 20 February

2024 Women in STEM, moderated discussion. Career Education, Stanford University, March

2021. “Women of Color in the Workplace: Life in Silicon Valley.” Center for the Comparative Study of Race and Ethnicity, Alumni Salon, Panelist.

- Knowing Ourselves to Better Know Others: Cultivating Connection Through Identity Exploration. Graduate School of Business. Global Women’s Circle Event. April 15

- Intersectionality in the STEM Workplace. Stanford Medicine LEAD Program. March 23

2020. Intersectionality in Practice: Moving Away from One Dimensional Understanding of Diversity in the Workplace. Vice Provost Office for Graduate Education. Webinar.

2018. Building Authentic Relationships: Research Informed Strategies. School of Engineering and BEAM Professional Development Event. Panelist. January 24

PROFESSIONAL AFFILIATIONS

Academy of Management, member

Section memberships: Organizational Behavior; Organizational Theory; Diversity, Equity, and Inclusion; Critical Management Studies

American Sociological Association, member

Section memberships: Race, Class, Gender; Organizations, Occupations and Work; Science, Knowledge and Technology; Latino/a sociology; Economic Sociology; Race and Ethnicity

Society for the Study of Social Problems, member

Sociologists for Women in Society, member