

Melissa Victoria Abad, PhD  
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### **ACADEMIC APPOINTMENTS**

2017 **Stanford University, Stanford CA**  
to present *Stanford VMWare Women's Leadership Innovation Lab*  
*Social Science Scholar*

### **EDUCATION**

2016 **University of Illinois at Chicago**, Chicago, IL PhD, Sociology  
  
2009 **University of Chicago**, Chicago, IL, Master of Arts, Social Sciences  
  
2005 **Northwestern University**, Evanston, IL, Bachelor of Arts, Sociology  
  
2003 - **University of Salamanca**, Salamanca, Spain (study abroad)  
2004

### **ACADEMIC PUBLICATIONS**

2019. Abad, M. "Race, Knowledge, And Tasks: Racialized Occupational Trajectories", *Race, Organizations, And The Organizing Process (Research In The Sociology Of Organizations, Vol. 60)*, Emerald Publishing Limited, Pp. 111-130. <https://doi.org/10.1108/S0733-558X20190000060007>

#### ***Under Review***

Abad, M. Intersectionality and Diversity Management: A Theoretical Proposal (invited submission, edited volume)

#### ***Revising***

Abad, M. Race, Gender and the Elite Labor Market: The Wisdom Behind Cultural Capital (for *American Sociological Review*, to submit in September)

Abad, M. Protecting Status Or The Job?: Race, Criteria, And Jurisdiction Regulation In An Occupational Community (for *Work and Occupations*, to submit in September)

#### ***In Progress***

Abad, M. Intersectionality in Practice: Moving Away from One Dimensional Understanding of Diversity in the Workplace

Abad, M and Mickey, E. Interrogating Whiteness in Organizational Diversity Initiatives

Abad, M. Melissa Abad. Interrogating the Veil: Assessing the Tensions of Being an Outsider-Within (for *Social Problems*)

### **BOOK REVIEW**

2013 The Philadelphia Barrio: The Arts, Branding, and Neighborhood Transformation. *Latino*

*Studies* Vol XI-3. Book Review**WHITE PAPER**

- 2017 Melissa Abad. Intersectionality and Organizational Leadership: Kitchen Cabinet Meeting Report
- 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>

**ACADEMIC PRESENTATIONS**

- 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 2021
- 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. 2020. From Saul Alinsky to Sheryl Sandberg: An Ethnography of Work Journey. **University of Illinois at Chicago, Sociology Department Colloquium**, 12 February.
- Melissa Abad. 2019. "Racialized Jurisdiction: A Case Study." **American Sociological Association Meeting**, Theorizing Race in Organizations, Organizations, Occupations and Work session. August 13
- Melissa Abad. 2017. "Latina Social Entrepreneurship: An exploratory study." **ARNOVA annual conference**. November 2017.
- Melissa 2017. "Occupational Trajectories and Ethnic Fragmentation." Race and Organizations mini-conference, **Eastern Sociological Society**. February
- Melissa Abad. "Narratives and Networks: Immigrant Narratives at the Local and Regional Level" **Young Scholars Symposium, Institute for Latino Studies, University of Notre Dame**. 17 March 2016.
- Melissa Abad. 2015. "Racialized Gendered Responsibility and the Latino Immigrant Service Sector." **Augustana College**. December 2015.
- Melissa Abad. 2014. "Race, Gender, and Institutional Theory: An Institutional Approach to Workplace Inequality." **American Sociological Association Meeting**, Race, Class, and Gender section session. August 2014.

Melissa Abad. 2013. “Juggling Logics: How Staff Construct an Immigrant Service Organizational Field in a New Immigrant Destination” **Association for Research on Nonprofit Organizations and Voluntary Associations**. 20 November 2013.

### PUBLIC LECTURES

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. Fostering Safe Spaces: A Primer. Stanford VMware Women’s Leadership Innovation Lab. Corporate Meeting. October

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

Melissa Abad. 2018. “Diversity in Tech: Assessment and Strategies.” Gigemon. 18 September

Melissa Abad. 2018. “How Unconscious Bias Affects the Retention of Women in the Workplace.” **Grace Hopper Conference**, 27 September

Melissa Abad. 2018. “Intersectionality in the 21<sup>st</sup> Century Workplace.” **Women Transforming Technology Conference, VMWare**. 22 May

Melissa Abad. 2018. “The Politics of Change and Engaging Allies.” **Hispanas Organized for Political Equality, Leadership Institute**. 8 March

Melissa Abad and Caroline Simard. 2017. Implicit Bias and the Wage gap. **Public Hearing**, Implicit Bias and its Impact on Women in the Workforce. Mount Saint Mary’s University. 21 April.

Melissa Abad. 2017. “Immigrant Integration: Latinas at Work in Service.” **California Latina Leadership Institute**. May

### UNIVERSITY SERVICE

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

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

### **TEACHING EXPERIENCE**

- 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

### **FELLOWSHIPS/ SCHOLARSHIPS**

- 2015 -      University of Illinois at Chicago, Abraham Lincoln Fellowship  
2016
- 2012 -      State of Illinois, Diversifying Faculty of Illinois Fellowship  
2015
- 2011      University of Illinois at Chicago, Abraham Lincoln Fellowship  
University of Illinois at Chicago, Martin Luther King Scholarship
- 2008      University of Chicago, University Fellowship (recruitment fellowship)

### **RESEARCH GRANTS**

- 2013      University of Illinois at Chicago Provost Award

### **AWARDS**

- 2016      University of Notre Dame, Institute of Latino Studies, Young Scholar  
2015      ARNOVA Emerging Leaders Program  
2015      NCID Emerging Diversity Scholar  
2013      ARNOVA Doctoral Fellow

### **SERVICE TO THE PROFESSION**

- Gender and Society*, reviewer  
*Sociology Compass*, reviewer  
*Social Science of Medicine*, reviewer  
*Journal of Contemporary Ethnography*, reviewer  
*Social Science and Medicine*, reviewer

**PROFESSIONAL AFFILIATIONS**

*Academy of Management*, member

Section memberships: Organizational Behavior, Gender and Diversity

*American Sociological Association*, member

Section memberships: Race, Class, Gender; Organizations, Occupations and Work; Science, Knowledge and Technology