

Melissa Victoria Abad, PhD
Stanford VMWare Women's Leadership Innovation Lab
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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*)

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

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 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.” Gigamon. 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 21st 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

REFERENCES

Pallavi Banerjee

Associate Professor

Department of Sociology

University of Calgary

pallavi.banerjee@ucalgary.ca

William Bielby

Professor Emeritus, University of Illinois at Chicago and University of California-Santa Barbara

wbielby@uic.edu

Shelley Correll

Michelle Mercer and Bruce Golden Family Professor of Women's Leadership

Director :: Stanford VMware Women's Leadership Innovation Lab

Professor of Sociology :: Stanford University

Professor of Organizational Behavior, by courtesy :: Stanford Graduate School of Business

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Sylvana Falcon

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