SHAWNA VICAN

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PROFESSIONAL POSITIONS

University of Delaware   **Newark, DE**
Assistant Professor, Sociology & Criminal Justice   September 2019-Present

Director, UD ADVANCE Institute   August 2016-August 2019
Manage $3.3 million NSF grant, staff, policy briefs, data, and research projects for institute.

Assistant Professor, Sociology & Criminal Justice *(secondary appointment).*   April 2016-August 2019

Senior Research Analyst, UD ADVANCE Institute   June 2015- August 2016

Catalyst Inc.   **Cambridge, MA**
Research Fellow, Research Center for Corporate Practice   January 2015-June 2015

EDUCATION

Ph.D. Sociology, Harvard University   May 2015

> *Dissertation:* Defining Diversity: Professionals and Institutionalization Processes
> Committee: Frank Dobbin, Mary Brinton, Jocelyn Viterna
>
> *Special Field Examination Area*: Gender Inequality in the Labor Market
>
> *Master's Thesis*: Exploring the "Family-Friendly" Firm: Do Work-Family HR Benefits Promote Gender Diversity in Management?
> Committee: Frank Dobbin, Mary Brinton, Robin Ely (Harvard Business School)

A.B. Sociology, Princeton University, Cum Laude   2002

RESEARCH INTERESTS

Organizations; Gender and Work; Diversity; Law and Society; Labor Market Inequality; Qualitative and Mixed Methods

PAPERS AND PRESENTATIONS

Publications

Vican, Shawna, Asia Friedman, and Robin Andreasen. 2019. ""Metrics, Money, and Managerialism: Faculty Experiences of Competing Logics in Higher Education." *The Journal of Higher Education* 91(1): 139-164. [Peer reviewed]

Doty, Heather, **Shawna Vican**, Robin Andreasen, and Susan Giancola. 2019. "ADVANCE Women's Leadership at University of Delaware." Proceedings of the Collaborative Network for Engineering and Computing Diversity (CoNECD)*).* [Peer reviewed]

Vican, Shawna. 2018. "Using Data to Drive Institutional Change: ADVANCE Institute Research on Faculty Women of Color." *Proceedings of the Collaborative Network for Engineering and Computing Diversity (CoNECD).* [Peer reviewed]

Aljoe, Nicole, Stacy Blake-Beard, Michele Deramo, Barbara Guthrie, Kathleen Kennedy, Carol Muller, Jan Rinehart, Rania Sanford, and **Shawna Vican**. 2018. "Improving Institutional Commitment for the Success of Academic Women of Color Through Focused Conferences." *Proceedings of the Collaborative Network for Engineering and Computing Diversity (CoNECD).* [Peer reviewed]

Vican, Shawna and Frank Dobbin. 2015. "Organizations and Culture." Pp. 390-396 in *International Encyclopedia of the Social and Behavioral Sciences, Second Edition*. Amsterdam: Elsevier. [Invited]

Vican, Shawna and Kim Pernell. 2013. "Instantiation of Institutional Logics: The 'Business Case' for Diversity and the Prevalence of Diversity Mentoring Practices." *Research in the Sociology of Organizations* 39:233-273. [Peer reviewed]

In Progress
Eunmi Mun, Shawna Vican, and Erin Kelly. "What Do Employers Do After A Mandatory Leave Policy? The FMLA and Women's Representation in U.S. Organizations." Status: under review.

Vican, Shawna. "Institutional Maintenance and Unintended Consequences: Casting diversity management as distinct from affirmative action." Status: Manuscript available upon request.

Vican, Shawna. "Family-Friendly and Female-Friendly?: The effects of work-family HR benefits on organizational sex segregation." Status: Manuscript available upon request.

Vican, Shawna. "Decoupling, Recoupling, and Stealth Coupling: High and low power strategies to implement diversity management." Status: Manuscript available upon request.

Vican, Shawna & Yvette Jackson. "Factors Affecting Faculty Turnover Intentions." Status: Data collection ongoing.

Refereed Conference Presentations
Vican, Shawna. 2018. "Using Data to Drive Institutional Change: ADVANCE Institute Research on Faculty Women of Color." Presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD). Crystal City, VA.

Aljoe, Nicole, Stacy Blake-Beard, Michele Deramo, Barbara Guthrie, Kathleen Kennedy, Carol Muller, Jan Rinehart, Rania Sanford, and **Shawna Vican**. 2018. "Improving Institutional Commitment for the Success of Academic Women of Color Through Focused Conferences." Presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD). Crystal City, VA.

Doty, Heather, Robin Andreasen, **Shawna Vican**, and Pam Cook. 2017. "The Challenges of Establishing a Dual-Career Hiring Program at the University of Delaware," Poster Presentation at the NSF ADVANCE/GSE Program Workshop. Washington, DC.

Andreasen, Robin, Heather Doty, **Shawna Vican** and Pam Cook. 2017. "UD ADVANCE Faculty Fellows: Bridging and Sustaining Two NSF-ADVANCE Grants," Poster Presentation at the NSF ADVANCE/GSE Program Workshop. Washington, DC.

Vican, Shawna. 2016. "Redefining Diversity: Practice Theorization and Legitimation as Local Processes." Presented at the Society for the Advancement of Socio-Economics (SASE) Annual Meeting, Berkeley, CA.

Vican, Shawna. 2014. "Diversity Management and Decoupling: How social capital, formal authority, and professional skill affect practice implementation." Presented at the American Sociological Association Annual Meeting, San Francisco, CA.

Vican, Shawna. 2014. "Deconstructing Decoupling: How power shapes diversity management implementation." Presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Vican, Shawna. 2013. "From Backlash to the "Business Case": The role of affirmative action in corporate diversity management strategies." Presented at the American Sociological Association Annual Meeting, New York, NY.

Vican, Shawna. 2013. "From Backlash to the "Business Case": Recasting affirmative action and diversity Management." Presented at the Academy of Management Annual Meeting, Orlando, FL.

Vican, Shawna. 2013. "Negotiating Organizational Change: Coalition building and decoupling in corporate diversity management." Presented at doctoral student session, Paul Lawrence Conference, Harvard Business School, Cambridge, MA.

Vican, Shawna and Kim Pernell. 2012. "Same Logic, Different Practices: Targeted diversity mentoring programs and the business case for diversity." Presented at Organizing Institutions: ABC Research Network Conference, Banff, Alberta.

Vican, Shawna. 2010. "Bringing Race into the Work-Life Literature: the differing effects of corporate child care benefits on the movement of white, black, and Hispanic women into management." Presented at the American Sociological Association Annual Meeting, Atlanta, GA.

Vican, Shawna. 2010. "Are Family-Friendly Firms more Female Friendly: Do corporate child care benefits predict gender diversity in management?" Presented at the Eastern Sociological Association Annual Meeting, Boston, MA.

Invited Presentations

Vican, Shawna. 2017. "Stigma or Strategy: Affirmative action and diversity management in large US firms." Presented at the Sociology & Criminal Justice Departmental Colloquium, University of Delaware.

Vican, Shawna. 2017. "Redefining Diversity: Practice Theorization and Legitimation as Local Processes." Presented at the Business & Administration Department Seminar Series, University of Delaware.

Vican, Shawna. 2014. "Institutional Defense Work and Decoupling: Defining diversity management by what it is not." Presented at the Work, Organizations and Markets Seminar, Harvard Business School, Cambridge, MA.

Vican, Shawna. 2014. "Professionals, Institutional Maintenance, and Decoupling: Distancing diversity management from affirmative action." Presented at the Economic Sociology Workshop, Massachusetts Institute of Technology, Cambridge, MA.

Vican, Shawna. 2013. "Making the "Business Case" for Diversity: The role of power, professional identity, and firm history in framing change efforts." Presented at the Work, Organizations, and Markets Seminar, Harvard Business School, Cambridge, MA.

Vican, Shawna. 2010. "Examining the "Family-Friendly" Workplace: Do work-life benefits promote women's entry into management?" Presented at the Work, Organizations, and Markets Seminar, Harvard Business School, Cambridge, MA.

Institutional Publications & Other Scholarly Products

Andreasen, Robin, Shawna Vican, Heather Doty, Pam Cook, and Yvette Jackson. 2019. "Faculty Hiring: Best Practices for Search Committees." Handbook for UD Faculty Search Committees.

Vican, Shawna and Yvette Jackson. 2019. "Backup Dependent Care." UD ADVANCE Policy Brief.

Andreasen, Robin and Vican, Shawna. 2019. "Use of Diversity Statements in Faculty Hiring." UD ADVANCE Policy Brief.

Vican, Shawna, Robin Andreasen, Heather Doty, Pam Cook, John Sawyer. 2018. "2018 ADVANCE Faculty Climate Survey Report."

Vican, Shawna, Robin Andreasen, Heather Doty, Pam Cook, John Sawyer. 2018. "UD Climate and Faculty Satisfaction Survey Instrument," adopted by the University of Delaware; administered biannually.

Vican, Shawna, Robin Andreasen, Heather Doty, Pam Cook, John Sawyer. 2017. "Final Report: UD 2016 Faculty Climate and Faculty Satisfaction Survey."

Vican, Shawna. 2015. "Tenure & Promotion Processes at UD: Examining Patterns Among Women and URM Faculty." UD ADVANCE Research Brief.

PROGRAMMING LANGUAGES & SOFTWARE
Quantitative: Stata, SPSS; Qualitative: Atlas.ti, NVivo

TEACHING EXPERIENCE
Teaching Interests
Organizational sociology; gender and work; economic sociology; inequality; research methods (quantitative and qualitative); corporate social responsibility; leadership

Teaching
Sociology Department, University of Delaware
SOCI-213, Men and Women in American Society, Fall 2019
SOCI-206, Women and Work, Spring 2020

Head Departmental Teaching Fellow, Derek Bok Center for Teaching and Learning, Harvard University
Trained new teaching fellows in the Sociology Department, 2007-2008

Head Teaching Fellow, Sociology Department, Harvard University
Sociology 25, "Sociology of Organizations," 2008

Teaching Fellow, Sociology Department, Harvard University
Sociology 109, "Leadership and Organizations," 2006 & 2007
Sociology S-23 "Gender and Work," 2007 & 2008

Facilitator, Executive Education Program, Harvard Business School
Women's Leadership Forum, 2009

Undergraduate Thesis Advising
Primary Thesis Advisor, Harvard Sociology, 2008
Primary Thesis Advisor, Harvard Social Studies, 2008
Secondary Thesis Advisor, Harvard Sociology, 2006

Undergraduate Student Mentoring
Supervise Undergraduate Research Assistants, UD ADVANCE Institute, 2018-2019

HONORS & GRANTS

National Center for Institutional Diversity Postdoctoral Fellowship, University of Michigan, 2015 (declined)

Outstanding Reviewer Award, Gender and Diversity in Organizations Division, Academy of Management Annual Meeting, 2012 & 2014

Graduate Society Dissertation Completion Fellowship Grant, Harvard University, 2011-2012

Conference Travel Grant, Sociology Department, Harvard University, 2010 & 2013

Harvard University Certificate of Distinction in Teaching, Teaching Fellow for Sociology 109, "Leadership and Organizations," 2007

Isidore Brown Thesis Prize, Sociology Department, Princeton University, 2002

UNIVERSITY SERVICE

UD ADVANCE Service
UD ADVANCE, Social Science Research Scholar, 2019-present

Vican, Shawna & Doty, Matt. "Recruiting & Hiring for Excellence," College of Engineering faculty recruitment workshop, 2019

Vican, Shawna, "Faculty Climate Survey Forum," presentation and facilitation of panel discussion, 2017 & 2018

Vican, Shawna, Doty, Heather, and Pam Cook. "Formal Faculty Mentoring," presentation in 2017 and 2018 orientation series for new faculty, University of Delaware.

Cook, Pam, **Shawna Vican**, Heather Doty & Jean Phillipe Laurenceau, "Best Practices for Search Committees," separate workshops for UD Provost Search Committee, UD College of Engineering Dean Search Committee, UD Data Sciences Cluster Search Committee, 2017-2018

"Best Practices for Faculty Search Committees," UD ADVANCE workshop, 2016-present. Workshop revised regularly and presented multiple times per year to faculty search committee members.

ADVANCE Women's Leadership @UD. Collaborated with Wendy Smith & Mandi Bullough (Lerner College) to develop and launch a leadership program for mid-career faculty at UD, 2018

General University Service
Member of the Executive Council for Diversity, University of Delaware, 2017-present

Search Committee Member, Senior Research Analyst, UD Institutional Research & Effectiveness, 2016

Search Committee Member, Limited Term Researcher, Center for the Study of Diversity, 2016

PROFESSIONAL SERVICE & AFFILIATIONS
Graduate Student Organization President, Harvard Department of Sociology, 2008-2009

Professional Development Coordinator, Harvard Department of Sociology, 2007-2008

Panel Chair, Session on Social Contexts and Labor Markets, American Sociological Association Annual Meeting, New York, 2007

Reviewer for Academy of Management Annual Meeting, 2012-Present

Memberships: American Sociological Association, Academy of Management, Work and Family Researchers Network, Sociologists for Women in Society; Society for the Advancement of Socio-Economics

REFERENCES

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