

**Laurie A. Morgan, Ph.D.**  
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### **Current Position**

Lecturer of Management and Organizations and Operations and Management Science, Ross School of Business, University of Michigan, September, 2006 to present.

### **Previous Positions**

Assistant Professor of Sociology and Women's Studies, University of Michigan, August 2000 to August, 2006.

Associate Director, Institute for Research on Women and Gender, University of Michigan; August 1997 to August 2000.

Assistant Professor, Institute of Labor and Industrial Relations, University of Illinois at Urbana-Champaign; August 1995 – August 1997.

### **Education**

Ph.D. Business Administration, University of California at Berkeley, 1995.

M.B.A. Tulsa University, Tulsa, Oklahoma, 1985.

B.S.Ch.E. Chemical Engineering (with honors), University of Oklahoma, Norman, Oklahoma, 1978.

### **Publications**

Morgan, Laurie A. 2008. "Majors Matter: The Within-Major Gender Pay Gap for Early-Career College Graduates." *Industrial Relations* 47(4, October, 2008): 625-650.

Petersen, Trond and Laurie A. Morgan. 2007. "The Within-Job Gender Wage Gap," Pp. 343-51 in *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender*, edited by David Grusky and Szonja Szelenyi. Boulder, CO: Westview Press.

Laurie A. Morgan and Karin A. Martin. 2006. "Taking Women Professionals Out of the Office: The Case of Women in Sales." *Gender & Society*. 20(1).

Morgan, Laurie A. and Michelle M. Arthur. 2005. "Methodological Considerations in Estimating the Gender Pay Gap for Professionals." *Sociological Methods and Research* 33(3):383-403.

Petersen, Trond and Laurie A. Morgan. 2001. "The Within-Job Gender Wage Gap." Pp. 734-742 in David Grusky, ed., *Social Stratification: Race, Class and Gender in Sociological Perspective*. New York: Westview.

Also reprinted in: Michael Burawoy and Jonathan VanAntwerpen, eds. *Producing Public Sociology: Contributions from Berkeley Faculty*, a web-based book:  
[http://sociology.berkeley.edu/public\\_sociology](http://sociology.berkeley.edu/public_sociology)

Morgan, Laurie A. 2000. "Is Engineering Hostile to Women? An Analysis of Data From the 1993 National Survey of College Graduates." Reply to Alessio and Andrzejewski. *American Sociological Review* 65(2):316-321.

Morgan, Laurie A. 1998. "Glass Ceiling Effect or Cohort Effect? A Longitudinal Study of the Gender Salary Gap for Engineers, 1982-1989." *American Sociological Review*. 63(4):479-493.

Petersen, Trond and Laurie A. Morgan. 1995. "Separate and Unequal: Occupation-Establishment Sex Segregation and the Gender Wage Gap." *American Journal of Sociology*. 101(2): 329-365.

Petersen, Trond and Laurie A. Morgan. 1992. "Lonnsforskjeller Mellom Kvinner og Menn -- Hva Skyldes de?" *Sokelys pa Arbeidsmarkedet*. 1992(9): 134-42.

## **Presentations**

*Gender Pay Differences Among College Graduates: College Major versus Occupational Segregation.*

Presented at:

University of Michigan, Department of Sociology Colloquium. September, 2002.

Yale School of Management, Organizational Behavior Colloquium. April, 2002.

University of Michigan, Women's Studies Brown Bag. November, 2001.

*Explaining the Gender Pay Gap for Young Physicians.* Population Studies Center Brown Bag Series, April 23, 2001

*An Overview of Research on Gender Pay Inequality,* ISR Retirees Luncheon, January, 2001

*Entrepreneurship Among Women Professionals* with Elizabeth Wierba. Presented at the Interdisciplinary Consortium for Organizational Studies (ICOS) at the University of Michigan, November, 2000.

*Understanding the Gender Pay Gap for Physicians.* Presented at the Institute for Social Research at the University of Michigan, October, 1997.

*Gender Pay Differentials For Women in Engineering,* UIUC Chapter of the Society of Women Engineers, Spring 1997.

*A Glass Ceiling or Cohort Effect?: A Longitudinal Study of Men and Women Engineers, 1982-1989,* accepted for presentation at the 1996 annual meeting of the Academy of Management in Cincinnati.

*Salary and Satisfaction Differences between Women and Men Engineers,* 1994 annual meeting

of the Society of Women Engineers in Pittsburgh.

*Occupation-Establishment Sex Segregation and the Gender Wage Gap*, with Trond Petersen, 1993 annual meeting of the American Sociological Association in Miami.

### **Research and Teaching Grants**

Interdisciplinary Research Grant (2001-2002), Institute for Research on Women and Gender (2001): *Career Outcomes of Women in Science and Engineering* (\$7,840).

Research Partnership Award (2001), Rackham and Office of the Vice President for Research, for *Career Outcomes of Women in Science and Engineering* (\$4,000).

Interdisciplinary Faculty Associates Grant (2001-2002), Center for Research on Learning and Teaching (2001-2002): *Gender and the Health Care Professions* (\$10,000), with Lisa Kane Low

Provost's Office, University of Michigan (1998): *Effects of State Policies Regarding Divorce, Child Support Procedures and Mediation on Children's Well-Being and Parent-Child Relationships* (\$70,000), with Abigail Stewart and Terri Orbuch

Arnold O. Beckman Research Award, University of Illinois at Urbana-Champaign (1997): *The Relationship Between Specialty and Practice Pattern and the Gender Pay Gap for Physicians* (\$2,700).

### **Fellowships and Scholarships**

Orel Crawford Fellowship, Haas School of Business, U.C. Berkeley, 1992-1993.

University Fellowship, U.C. Berkeley, 1989-1990, 1990-1991.

Flood Fellowship, Haas School of Business, U.C. Berkeley, 1990-1991.

Main Hurdman Fellowship, Haas School of Business, U.C. Berkeley, 1988-1990.

National Doctoral Fellowship, American Assembly of Collegiate Schools of Business, 1988-1989.

Anson Herrick and Arthur Young Fellowship, Haas School of Business, U.C. Berkeley, 1988-1989.

Program of Excellence Scholarship, Department of Chemical Engineering, University of Oklahoma, 1975-1978.

Achievement Award Scholarship, University of Oklahoma, 1974-1975.

## Teaching Experience

### *Courses taught*

WMBA 604 “Leadership Development” (Spring/Summer 2013; Winter 2018; Winter 2019)

Management and Organizations 512 “Bargaining and Influence Skills” (Spring 2007; Winter 2008; Summer 2008; Summer 2009; Fall 2009; Fall 2010; Fall 2011; Fall 2012; Fall 2013; Fall 2014; Winter 2015; Fall 2015; Winter 2016; Fall 2016; Winter 2017; Fall 2017; Winter 2018; Fall 2019; Winter 2019; Fall 2019; Winter 2020).

Technology and Operations 557 “Business Statistics” (Fall 2016; Fall 2017; Fall 2018; Fall 2019)

Technology and Operations (formerly Operations and Management Science) 301 “Business Statistics and Management Science” (Fall 2006; Winter 2007; Winter 2008; Winter 2009; Winter 2010; Winter 2011; Winter 2012; Winter 2013; Winter 2014; Fall 2017).

WMBA “Quantitative Skills Workshop” (May 2016; May 2017; May 2018; May 2019; May 2020)

MM “Quantitative Skills Workshop” (June 2016; June 2017; June 2020)

EMBA 634 “Negotiations” (Fall 2016; Fall 2018)

Technology and Operations (formerly Operations and Management Science) 502 “Business Statistics” (Fall 2009; Fall 2015)

Technology and Operations (formerly Operations and Management Science) 501 “Applied Business Statistics” (Fall 2007; Fall 2008; Winter 2011; Winter 2012; Winter 2014).

WMBA 503 “Business Statistics” (Spring/Summer 2015; Spring/Summer 2016)

Management and Organizations 301 (formerly OB 300) “Behavioral Theory in Management,” University of Michigan. (Winter 2000; Fall 2013)

Management and Organizations 501 “Human Behavior and Organization” (Spring 2008; Spring 2009; Spring 2010; Spring 2011; Spring 2012)

MAP “Multidisciplinary Action Project” (Winter 2009)

Sociology 451/Women’s Studies 451 “Women and Work,” University of Michigan. (Winter 2001; Winter 2002; Fall 2004; Fall 2005)

Sociology 895/Women’s Studies 801 “Women and Work,” University of Michigan. (Fall 2000; Winter 2002; Winter 2005; Fall 2005; Winter 2006)

Sociology 210 “Elementary Statistics,” University of Michigan. (Fall 2000; Fall 2004; Winter

2006).

Women's Studies 483 "Women in the Health Professions," University of Michigan. (Winter 2002)

Sociology 397, 398, 299 "Honors," (three-semester sequence), University of Michigan. (Winter 2002-Winter 2004)

Sociology 442 "Occupations and Professions," University of Michigan. (Fall 2000)

Labor and Industrial Relations 491 "Employment Systems," University of Illinois at Urbana-Champaign. (Fall 1995; Spring 1996; Fall 1996; and Spring 1997)

Labor and Industrial Relations 490G "Analytic Dimensions of Human Resources Management and Industrial Relations," (Accounting and Finance for HR managers). University of Illinois at Urbana-Champaign. (Fall 1996)

Business Administration 120B "Managerial Accounting," University of California, Berkeley, (Spring 1995)

### ***Awards***

Neary Teaching Excellence Award, Ross School of Business, 2018

Nominated for the BBA teaching award, Ross School of Business, 2010 and 2012

Nominated for the Evening MBA teaching award, Ross School of Business, 2010

Nominated by the Department of Sociology for the LSA "Excellence in Education" Award, 2004-2005

Graduate Student Instructor, BA 200 "Introduction to Data Analysis" (MBA), University of California, Berkeley. (Fall, 1993; Fall, 1994).

Outstanding Graduate Student Instructor Award, University of California, Berkeley, 1994-1995 (For BA 200: MBA core statistics).

### **Departmental Service**

#### *University of Michigan*

Community Values Committee, Ross School of Business, 2010-2012. 2019-2020

Part-Time Programs Committee, Ross School of Business, 2008-2009.

Course Coordinator, OMS 301, Winter, 2007; Winter, 2008; Winter, 2010; Winter, 2012

Personnel Committee, Sociology Department, 2004-2005.

Graduate Admissions Committee, Sociology Department, 2002-2003, 2003-2004.

Interdisciplinary Academic Programs Committee (includes graduate admissions), Women's Studies Program, 2002-2003, 2004

Executive Committee, Sociology Department, 2001-2002.

Committee on Academic Graduate Affairs, Sociology Department, 2000-2001

Economic Sociology Area Committee, Sociology Department, 2000-present

*University of Illinois*

Graduate Admissions Committee, 1995-1997

### **University Service Activities**

Nominating Committee, College of Letters, Sciences, and Arts, University of Michigan. 2003-2004.

Faculty advisor to study of MBA graduates from top business schools being conducted by the University of Michigan and Catalyst; 1998

Advisory Board Member, Women in Engineering Program, University of Illinois at Urbana-Champaign, 1997

### **Academic Activities**

Editorial Board, *Social Problems*, term beginning January, 2006.

Journal Referee for: *American Sociological Review*, *National Science Foundation*, *American Journal of Sociology*, *Social Problems*, *Social Forces*, *Sociological Forum*, *Gender and Society*, and *Industrial Relations*

### **Pre-Doctoral Experience**

*Occidental Petroleum (formerly Cities Service), Tulsa, Oklahoma.*

Process, project, and operations engineering, business development, and purchasing—June, 1978 to June, 1979 and January, 1981 to August, 1988.

*Williams Brothers Engineering, Tulsa, Oklahoma.*

Process design engineering—January, 1980 to December, 1980.

*McGill, Inc., Tulsa, Oklahoma.*

Project engineering—July, 1979 to December, 1979.

### **Volunteer**

*Daycroft Montessori School (230 students; preschool-6<sup>th</sup> grade), Ann Arbor, Michigan*  
Board of Trustees, 2006-2007

*Energy One Federal Credit Union, Tulsa, Oklahoma*

Treasurer and member of the board of directors—1985-1986.