

Statement of Research Interests

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Patricia A. Roos
Department of Sociology
54 Joyce Kilmer Avenue
Rutgers University, New Brunswick
Piscataway, N.J. 08854-8045

<http://www.rci.rutgers.edu/~roos/>

Email: roos@rci.rutgers.edu

I was privileged to serve in several administrative positions over the past decade. From 1991 to 1997, I served as Chair of the Sociology Department. During those six years, I played a major role in moving the department and graduate program toward national prominence, as recognized by the department's 1997 external review. As Chair I acted as advocate at the Dean's level (indeed, I became one of a small group of chairs the Executive Dean regularly called on for advice), successfully argued for recruitment lines, managed the preparation for the department's 1997 external review, oversaw and secured resources for the graduate program, and oversaw the re-organization of the department's grant-generating and computer services center. At the request of the FAS Executive Dean, I also served as the Special Faculty of Arts & Sciences Adviser for Departmental and Faculty Computing Needs, which helped to identify the need, and generate computing resources, for FAS departments. At the request of the President, I served as Chair of the Rutgers-New Brunswick Campus Overview Committee, which wrote the campus report for the 1996 Middle States Accreditation process.

From 1997 to 2000, I served as the Dean for Social & Behavioral Sciences in the Faculty of Arts & Sciences. In my role as campus advocate for the social sciences, I successfully increased departmental budgets and oversaw recruitment and promotion processes for the social & behavioral science departments. I generated a small grants program for deserving faculty and departments, established a social science grant support office within FAS, and worked to allocate computer support staff and funds to departments. One of my accomplishments was initiating and securing resources for a major gender equity study in the Faculty of Arts & Sciences at Rutgers. When I left the Dean's office, I acted as the main Principal Investigator of the subsequent study (see below). My vita provides a number of other campus-wide administrative responsibilities I performed while Chair and Dean.

After stepping down as Dean in 2000 to return to the faculty, I relished the opportunity to revitalize my research program. To date, I have focused my attention on three research projects. First, in continuing work with a former student (Mary Gatta), we wrote a paper entitled "Rethinking Occupational Integration." This paper extends my previous scholarship on occupational sex segregation, occupational feminization, and the gender gap in earnings. In it, Gatta and I examine occupations in which women and men are approximately equally distributed, and consider how these occupations reached compositional sex-equity. We are revising this paper for submission to a journal. We

hope to follow this paper with an examination of the earnings consequences of the three “pathways to integration” we uncovered.

Second, in work that evolved from my time in the FAS Dean’s Office, I served as the principal investigator for the FAS Gender Equity study. Working with the FAS staff, and the subsequent committee charged with writing the report, I gathered and analyzed the data from FAS personnel records and other sources. My former student (Mary Gatta) worked with me during the initial stages of the project and conducted all the interviews of senior faculty. Once the Executive Dean established the FAS Gender Equity Committee in December 2000, I worked closely with the committee to add to the set of tables, run multivariate analyses on earnings and rank, field a web-based survey of all FAS women faculty, write up several methodological appendices, and edit and organize the final committee report from written sections prepared by committee members. The Committee submitted its final report, and I am now using the data for my own professional purposes. Thus far, I have written one paper with Mary Gatta that we presented at the 2002 American Sociological Association meetings. We are revising this paper for submission to a journal. I am also working with Mark Killingsworth (a labor economist at Rutgers) on two papers using these data: (1) an updated multivariate analysis on earnings and academic rankings, and (2) duration-data (“hazard”) models to analyze the promotion experience of successive cohorts of faculty. To accomplish these, we will update the data set I originally created in the Fall of 2000 to include new faculty, as well as updated information on all the faculty.

Third, I have also worked with colleagues at the Center for Women & Work (CWW) on a Alfred P. Sloan Foundation grant on the intersection of work, family, and community. Along with Mary Hartman, I served as co-PI on the Sloan grant. We worked closely with a team of other CWW colleagues, including Mary Trigg and Graduate Assistant Kristin Girten, to produce a 159-page report to the Sloan Foundation. This project introduced me both to key interdisciplinary debates in the community literature (e.g., Putnam, Wuthnow), as well as intensive interviewing methods. I have taken the lead on the first journal-length article to emerge from the study. It theorizes community identity and engagement by taking more fully into account structural changes in family demographics and a restructuring economy. A number of other papers are emerging from this work, and Rutgers Press has expressed interest in a book manuscript. The Sloan Foundation has awarded us a second grant to conduct an in depth analysis of the pharmaceutical workplace to identify possible points of intervention to accommodate employees’ work-family needs.