

**William J. Scarborough**  
Department of Sociology  
University of Illinois at Chicago  
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## EDUCATION

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- In Progress      Ph.D., Sociology, University of Illinois at Chicago  
Advisor: Dr. Barbara Risman
- 2015              M.A. Sociology, University of Illinois at Chicago  
Master's Paper: *Representative Bureaucracy and Street-Level Bureaucrats: Comparing the Effects of Gender and Race Representation in City Councils and Local Police Departments*
- 2009              B.A. Sociology, Alma College, Alma, Michigan  
Advisor: Dr. Catherine Fobes  
*Summa cum laude*  
Thesis: *The Brain Drain in Sub-Saharan Africa: Social Determinants of Professional Migration in Academia*

## RESEARCH INTERESTS

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Gender; Race; Stratification; Organizations; Development; Survey Methodology; Quantitative, Qualitative, and Experimental Methods

## MANUSCRIPTS UNDER REVIEW

Scarborough, William J., Barbara J. Risman, and Catherine Meola. "Agricultural Technology and Gender Structure Theory: The Case of Women's Fishponds in Bangladesh"

Scarborough, William J. "The [Human Resource Management] Revolution Will Not Be Televised: The Rise and Feminization of Human Resource Management and Labor Force Equity."

## RESEARCH EXPERIENCE

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- In Progress      Faculty Equity Task Force research assistant, University of Illinois at Chicago
- In Progress      "Chicago Neighborhood-Schools Connection Study." Qualitative interviews  
Principal Investigator: Amanda Lewis, University of Illinois at Chicago
- In Progress      "Examining the Effect of Gender on Evaluations of Athletic Performance." Design and implementation of experimental web-based survey
- 2015              "Chicago Community Study." Evaluated the use of an electronic tablet in survey research  
Principal Investigator: Maria Krysan
- 2014              "Welcome Home: How the Housing Crisis Has Affected Small Apartment Building Owners in the Austin Neighborhood – and What Can Be Done." Phone-surveys and interviews  
Principal Investigator: Maria Krysan, University of Illinois at Chicago

- 2014 "Immigration Legislation in State Legislatures." Project funded by the Pew Research Center. Content analysis of state senate and house immigration legislation  
Principal Investigators: Alexandra Filindra, University of Illinois at Chicago, and Shanna Pearson, the University of Rhode Island
- 2009 "The Brain Drain in Sub-Saharan Africa: Social Determinants of Professional Migration in Academia" Qualitative in-depth interviews

## PUBLICATIONS

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### *Book Chapters*

- Forthcoming Scarborough, William J. and Barbara Risman. "Gender Inequality." in *The Cambridge Handbook of Social Problems* edited by A. Javier Treviño, New York, NY: Cambridge University Press.

### *Book Reviews*

- 2016 *Changing Contours of Work: Jobs and Opportunities in the New Economy*, 3<sup>rd</sup> edition by Stephen Sweet and Peter Meiksins. *Teaching Sociology* July 2016.
- 2016 *Service Sociology and Academic Engagement in Social Problems*, by Javier Treviño and Karen M. McCormack. *Teaching Sociology* January 2016; 44(1).

### *Policy Briefs*

- 2016 Risman, Barbara and William J. Scarborough. "Why There are no Quick Economic Fixes for Women in Developing Countries." *The Society Pages*, June 16, 2016.  
<https://thesocietypages.org/ssn/2016/06/16/no-economic-quick-fixes-for-women/>  
(originally published April 2016 in *Scholars Strategy Network*).

### *Professional Newsletters*

- 2014 Emily Ruehs, William Scarborough, Carolina Calvillo, Michael De Anda Muñiz, and Jesse Holzman. February 2014. "UIC Sociology and a Chicago High School Partner to Bring Public Sociology to Students." *ASA footnotes*, 42(2): 5.
- 2014 William Scarborough, Emily Ruehs, Carolina Calvillo, Jesse Holzman, and Michael De Anda Muñiz. Summer 2014. "Fostering High School and University Collaboration." *Teaching/Learning Matters: ASA's Newsletter for the Section on Teaching & Learning in Sociology* 43(2): 3-4.

### *Pedagogical Tools*

- 2016 "Teaching the Sociological Imagination: Using Actual Lenses to See Personal Troubles as Public Issues." Class Activity published in *TRAILS: Teaching Resources and Innovations Library for Sociology*. Washington DC: American Sociological Association. (<http://trails.asanet.org>)

## AWARDS AND HONORS

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- 2015 David P. Street Mater's Paper Prize in Recognition of Outstanding Master's Thesis; University of Illinois at Chicago
- 2015 National Science Foundation Graduate Research Fellowship Program Honorable Mention
- 2009 Irene C. Linder Award for Excellence in Sociology and Social Work; Alma College Department of Sociology
- 2009 Outstanding Commitment to Service Award; Alma College

- 2008 Pete Schmidt Memorial Award for Academic Excellence and Community Involvement; Michigan Intercollegiate Athletic Association
- 2008 Tadd A. Harburn Scholar Athlete Tradition of Excellence Award; Alma College
- 2007 Alma College P-Global Fellowship for exploratory research in Volta Region, Ghana
- 2007 Academic All-District IV Academic Honors; CoSIDA (College Sports Information Directors of America)
- 2007 Tadd A. Harburn Scholar Athlete Tradition of Excellence Award; Alma College
- 2006 Tadd A. Harburn Scholar Athlete Tradition of Excellence Award; Alma College

## GRANTS

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- 2016 University of Illinois Presidents Research in Diversity Travel Award (\$800)
- 2015 University of Illinois at Chicago College of Liberal Arts and Sciences Ph.D. Student Travel Award (\$250)
- 2014 Carla B. Howery Teaching Enhancement Grant (\$2,000) with Jesse Holzman, Barbara Risman, Carolina Calvillo, Emily Ruehs, and Michael De Anda Muñiz
- 2012 VAST Grant (Volunteer Activities Support and Training), R300,000 (\$5,700 USD) for HIV/AIDS programming in South Africa
- 2008 Discovering Vocations Internship Grant, Alma College; funded internship with Michigan Peace Team, an organization working in conflict areas to promote nonviolent intervention (\$1,600)
- 2008 AmeriCorps Michigan Service Scholar (\$1,000)
- 2007 Posey Global Initiative, (\$3,700); Awarded for exploratory research in Volta Region, Ghana
- 2007 Eugene A. Miller Scholarship (\$5,000)

## PRESENTATIONS

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- 2016 *Agricultural Technology and Gender Structure Theory: The Case of Women's Group-Fishponds in Bangladesh*. Paper Session on Development, Social Transformations and New Gender Relations: Asia and Both Sides of the Pacific. International Sociological Association 3<sup>rd</sup> Forum of Sociology. July 13, 2016, Vienna, Austria.
- 2016 *Agricultural Technology and Gender Structure Theory: The Case of Women's Group-Fishponds in Bangladesh*. Paper Session on Global Research on Gender and Sexuality, Southern Sociological Society Annual Meeting.
- 2016 *Gender, School Choice, and Fathers as Structuring Structures*. Paper Session on Gender and Sexuality in Education: Southern Sociological Society Annual Meeting.
- 2016 *The Influence of Gender on Assessments of Athletic Ability*. William J. Scarborough and Jayme Robinson. Paper Session on Gender, Body Image, and Sports: Midwest Sociological Society Annual Meeting.
- 2016 *Street-Level Representative Bureaucracy: Race, Gender, and Perceptions of Local Government*. William J. Scarborough. Paper Session on Political Mechanisms as Sociological Insight: Midwest Sociological Society Annual Meeting.
- 2016 *What do I do with my degree in sociology?* William Scarborough. Panel: Midwest Sociological Society Annual Meeting.
- 2015 *Street-Level Representative Bureaucracy: Gender, Race, and Perceptions of Local Government*. William Scarborough. Section on political Sociology Paper Session: Politics and Gender. American Sociological Association Annual Meeting.
- 2015 *LGBTQ Minority High School Athletes in Chicago: LGBTQ Student Athlete Experience and Teammate Perceptions* Emmanuel Navarro, Brandom Villa, and William Scarborough. Roundtable, American Sociological Association Annual Meeting

- 2015 *Does Representation Matter? Gender/Race in Local Police Departments and Attitudes Toward Government.* William Scarborough. Panel Session: Policing Genders and Sexualities, Engendering Change Conference, University of Chicago.
- 2015 *LGBTQ Minority High School Athletes in Chicago: LGBTQ Student Athlete Experiences and Athlete Perceptions.* Emmanuel Navarro, Brandom Villa, and William Scarborough. Spotlight on Collaborative Qualitative Research, Chicago Ethnography Conference, Loyola University Chicago
- 2015 *Gender Research Opportunities with Roots, Tubers, and Bananas Research Program.* Catherine Meola, Barbara Risman, and William Scarborough. UIC Professional Development Colloquium
- 2015 *Using ANOVA in Social Science Research.* Guest Speaker, University of Illinois at Chicago, course on Introduction to Sociological Statistics
- 2014 *Gender as a Social Structure: Applications for Research.* Barbara Risman and William Scarborough, CGIAR (Consultative Group on International Agricultural Research) Research Program on Roots, Tubers and Bananas, International Center for Tropical Agriculture, Cali, Colombia
- 2014 *Welcome Home: How the Housing Crisis Has Affected Small Apartment Building Owners in the Austin Neighborhood – and What Can Be Done.* William Scarborough, Sarah Steele, Rowena Crabbe, and Allison Helmuth, Greater Austin Development Association, Chicago, IL
- 2014 *Gender and Sport.* Guest Speaker, University of Illinois at Chicago, course on Gender and Society
- 2009 *The Brain Drain in Sub-Saharan Africa: Social Determinants of Professional Migration in Academia.* Alma College Honors Day, Alma, Michigan

#### TEACHING EXPERIENCE

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- 2015 Teaching Assistant, Gender Based Violence, University of Illinois at Chicago
- 2015 Teaching Assistant, Sociological Statistics, University of Illinois at Chicago
- 2015 English for Lawyers, Universidad Nacional Autónoma de México, Chicago
- 2014 Teaching Assistant, Sociological Statistics, University of Illinois at Chicago
- 2014 English for Lawyers, Universidad Nacional Autónoma de México, Chicago
- 2014 Teaching Assistant, Sociology of Race and Ethnicity, University of Illinois at Chicago
- 2013 Teaching Assistant, Sociology of Race and Ethnicity, University of Illinois at Chicago
- 2010-2013 High School English and geography, Mbuyane Secondary School, South Africa.

#### SERVICE TO THE UNIVERSITY, DISCIPLINE, AND COMMUNITY

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- 2015-2016 Presidential Aide, Southern Sociology Society
- 2015-2016 Representative, Sociology Graduate Student Organization
- 2014-2015 Colloquium Committee Professional Development Organizer, University of Illinois at Chicago Department of Sociology
- 2014 Recruitment Day Organizer, University of Illinois at Chicago Department of Sociology
- 2013-2015 Advisor to high school honors sociology students completing research projects, Little Village Lawndale High School, Chicago

Reviewer: *Sex Roles, Sociology of Race and Ethnicity*

#### TECHNICAL SKILLS

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Stata Data Analysis Software  
SPSS Data Analysis Software  
Quantitative Analysis: OLS, Logistic, Ordered Logistic, Multilevel Modeling,  
Longitudinal Analysis, Structural Equation Modeling, Econometric Fixed Effects  
Qualtrics Online Survey Software  
ATLAS.ti Qualitative Data Analysis Software  
Academic and Grant Writing  
Qualitative In-Depth Interviews

#### OTHER PROFESSIONAL EXPERIENCE

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- 2010-2013 United States Peace Corps Volunteer, School and Community Resource Specialist;  
Clau-Clau, Republic of South Africa  
Mbuyane High School: Taught grades 10, 11, and 12 English and grade 11  
geography; managed after-school mini-enterprise course  
Scouts Mpumalanga: Worked with team of 5 educators in organizing,  
implementing, and running after-school youth program; chairperson of  
committee of 19 community leaders that was formed for a special year-  
long program that brought together over 100 young people from 5  
communities for training in HIV / AIDS awareness, life skills, and peer  
support  
SABC (South African Broadcasting Company): With Mpumalanga SABC,  
designed and implemented *Sakha Likusasa Letfu* Internship Program,  
placing 57 grade 10, 11, and 12 students from Mbuyane, Mthombo,  
Mhlume, and Fundinjobo Secondary Schools for 2 week internships at  
companies and organizations during winter school holidays.
- 2009-2010 American Red Cross of Greater Grand Rapids, AmeriCorps Disaster Services  
Crisis management, responding to local disasters (floods and fires), served on  
Exploring Humanitarian Law Committee, represented 5 states in proposal and  
presentation of funding grant, resulting in grant reward of \$250,000

#### LANGUAGES

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SiSwati (Superior), Zulu (Advanced), IsiNdebele (Advanced), IsiXhosa (Intermediate)

#### PROFESSIONAL MEMBERSHIPS AND ASSOCIATIONS

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American Sociological Association  
International Sociological Association  
Society for the Study of Social Problems  
Sociologists for Women in Society  
Southern Sociological Society

#### REFERENCES

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Available upon request