

**Joan M. Hermsen**  
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### **Education**

Ph.D., University of Maryland, Sociology, 1997  
M.A., University of Maryland, Sociology, 1992  
B.A., Briar Cliff College, Sioux City, IA, Sociology, 1988

### **Employment**

2011 – present      Chair, Department of Women’s & Gender Studies, Univ of Missouri  
2003 – present      Associate Professor, Department of Sociology, Univ of Missouri  
                                 Director of Undergraduate Studies (2003-2006)  
1997 –2003          Assistant Professor, Department of Sociology, University of Missouri  
1996 – 1997          Policy Research Associate, Corporation for National Service  
1992 – 1996          Research Assistant, Walter Reed Army Institute of Research

### **Awards and Honors, University of Missouri**

Stakeholder Achievement Award, Residential Life, 2016  
Project United Faculty Achievement Award (for contributions to diversity education), 2012  
Gold Chalk Award (for significant contributions to graduate education), 2007  
Chancellor’s Excellence Award: Lifetime Achievement Advising Award, 2007  
William T. Kemper Fellow for Excellence in Teaching, 2006  
Excellence in Education Award, 2006  
Marj Leveane Outstanding Learning Community Partner Award, 2005  
Distinguished Mentor Award, Pre-Graduate Research Experience for Students, 2004  
Purple Chalk Outstanding Teaching Award, College of Arts and Science, 2001

### **Research Interests**

Gender inequalities in the labor market with a primary focus on the U.S.  
Gender attitudes with a particular interest on understanding changes over time  
Social consequences of maternal age at first birth  
Applied survey research

### **Courses Taught**

#### *Undergraduate*

Social Inequalities  
Sociology of the Family  
Sociology of Work  
Research Method

#### *Graduate*

Seminar in Social Inequalities  
Seminar in Sociology of Work  
Social Statistics  
Advanced Social Statistics

## **Publications**

### **Monograph**

David A. Cotter, Joan Hermsen, and Reeve Vanneman. 2004. *Gender Inequality at Work*. NY: Russell Sage Foundation.

### **Book Chapters**

David A. Cotter, Joan Hermsen, and Reeve Vanneman. 2007. "Placing Family Poverty in Area Contexts: The Use of Multilevel Models in Spatial Research." *The Sociology of Spatial Inequality* edited by Linda Lobao, Gregory Hicks, and Ann Tickamyer. Albany, NY: SUNY Press.

Amy Cox, Joan Hermsen, and Jacob Klerman. 2003. "Economic Opportunities and the Transition to Marriage among Young Women in the United States." In *Women in the Labor Market in Changing Economies: Demographic Issues*, pp. 245-263. London: Oxford University.

### **Refereed Journal Articles**

Michele Kaiser and Joan M. Hermsen. 2015. "Food Acquisition Strategies, Food Security, and Health Status Among Families With Children Using Food Pantries." *Families in Society: The Journal of Contemporary Social Services* 96(2): 83-90.

David A. Cotter, Joan Hermsen, and Reeve Vanneman. 2011. "The End of the Gender Revolution: Gender Role Attitudes from 1977-2008." *American Journal of Sociology* 117(1): 259-289.

Marie Evertsson, Paula England, Jeanne de Bruijn, Joan Hermsen, Irma Mooi-Reci, and David Cotter. 2009. "Is Gender Inequality Greater at Lower or Higher Educational Levels? Common Patterns in the Netherlands, Sweden, and the United States." *Social Politics* 16(2): 210-241.

Marie Evertsson, Paula England, Joan Hermsen, and David Cotter. 2007. "How does Gender Inequality in Employment and Earnings Vary by Educational Strata in Sweden and the United States." *International Journal of Sociology* 37: 9-28.

David A. Cotter, Joan Hermsen, and Reeve Vanneman. 2003. "The Effects of Occupational Gender Segregation Across Race." *The Sociological Quarterly* 44(1): 17-36.

David A Cotter, Joan Hermsen, and Reeve Vanneman. 2002. "Gendered Opportunities for Work: Effects on Employment in Later Life." *Research on Aging* 24(6): 600-629

Deanna Sharpe, Joan Hermsen, and Jodi Billings. 2002. "Gender Differences in Use of Alternative Work Arrangements by Married Workers." *Family and Consumer Sciences Research Journal* 31(1): 78-111.

Deanna Sharpe, Joan Hermsen, and Jodi Billings. 2002. "Factors Affecting Flextime Use of Married Workers." *Journal of Family and Economic Issues* 23(1): 51-72.

David A. Cotter, Joan Hermsen, Seth Ovadia and Reeve Vanneman. 2001. "The Glass Ceiling Effect." *Social Forces* 80(2): 655-682.

David A. Cotter, Joan Hermsen, and Reeve Vanneman. 2001. "Women's Work and Working Women: The Demand for Female Labor." *Gender & Society* 15(June): 429-452.

Paula England, Joan M. Hermsen, and David A. Cotter. 2000. "The Devaluation of Women's Work: A Comment on Tam." *American Journal of Sociology* 105(6): 1741-1760.

David A. Cotter, Joan M. Hermsen, and Reeve Vanneman. 1999. "Systems of Gender, Race, and Class Inequality: Multilevel Analyses." *Social Forces* 78(December): 433-460.

David A. Cotter, JoAnn DeFiore, Joan Hermsen, Brenda M. Kowalewski, and Reeve Vanneman. 1998. "The Demand for Female Labor." *American Journal of Sociology* 103(6): 1673-1712.

David A. Cotter, JoAnn DeFiore, Joan M. Hermsen, Brenda M. Kowalewski, and Reeve Vanneman. 1997. "All Women Benefit: The Macro Effect of Occupational Integration on Gender Earnings Equality." *American Sociological Review* 62(5): 714-734.

David A. Cotter, JoAnn DeFiore, Joan M. Hermsen, Brenda M. Kowalewski, and Reeve Vanneman. 1997. "Same Data, Different Conclusions: Comment on Bernhardt et al." *American Journal of Sociology* 102(4):1143-1162.

James E. McCarroll, Joe G. Fagan, Joan M. Hermsen, and Robert J. Ursano. 1997. "Posttraumatic Stress Disorder in U.S. Army Vietnam Veterans Who Served in the Persian Gulf War." *Journal of Nervous and Mental Disease* 185(11): 682-685.

James E. McCarroll, Carol S. Fullerton, Robert J. Ursano, and Joan M. Hermsen. 1996. "Posttraumatic Stress Symptoms Following Forensic Dental Identification: Mt. Carmel, Waco, Texas." *American Journal of Psychiatry* 153(6): 778-782.

Morten G. Ender and Joan M. Hermsen. 1996. "Working with the Bereaved: U.S. Army Experiences with Nontraditional Families." *Death Studies* 20: 557-575. Reprinted in *Annual Editions: Dying, Death, and Bereavement, 2002/03*, edited by G.E. Dickinson and M.R. Leming.

David A. Cotter, JoAnn DeFiore, Joan M. Hermsen, Brenda M. Kowalewski, and Reeve Vanneman. 1996. "Nonmetropolitan and Metropolitan Gender Inequality." *Rural Sociology* 61(2): 272-288.

Harriet B. Presser and Joan M. Hermsen. 1996. "Gender Differences in the Determinants of Work-related Overnight Travel Among Employed Americans." *Work and Occupations* 23(1): 87-115.

David A. Cotter, JoAnn DeFiore, Joan M. Hermsen, Brenda M. Kowalewski, and Reeve Vanneman. 1995. "Occupational Gender Desegregation in the 1980s." *Work and Occupations* 22(1): 3-21.

David A. Cotter, JoAnn DeFiore, Joan M. Hermsen, Brenda M. Kowalewski, and Reeve Vanneman. 1995. "Occupational Gender Segregation and the Gender Earnings Gap: Changes in the 1980s." *Social Science Research* 24: 439-454.

### **Book Review**

Joan M. Hermsen. 2002. "Divorce Lawyers at Work: Varieties of Professionalism in Practice." *Gender & Society* December: 962-963.

### **Works in Progress**

Joan Hermsen. "Shifts in the Effect of Maternal Education on Daughter's Work Commitment, 1971- 2012."

Joan Hermsen, Eileen Avery, Braden Leap, Jill Lucht, Sonja Stanis-Wilhelm, and Sandy Rikoon. "Environmental Attitudes: Environmental Concerns, Protecting the Environment, and Conservation Tradeoffs."

Eileen E. Avery, Sonja A. Wilhelm Stanis, Joan M. Hermsen, James S. Rikoon, Braden Leap, Jill Lucht, and Michele Baumer. "Place of Residence and Fears as Constraints to Outdoor Recreation." Submitted in December 2016.

Eileen Avery, Joan Hermsen, and Katelynn Towne. "Distress from Violent Victimization: Impacts on Concerns about Crime and Perceptions of Law Enforcement."

Eileen Avery, Joan Hermsen, and Katelynn Towne. "Urban and Rural Differences in the Contrast between Worry about Criminal Victimization, Race Relations, Illegal Immigration, and Drugs in Missouri, USA."

Eileen Avery, Joan Hermsen, and Katelynn Towne . "Urban-Rural Differences in Perceptions of Policing: Preliminary Evidence from the 2016 Missouri Crime and Victimization Survey."

### **Other Publications**

David A. Cotter, Joan M. Hermsen, and Reeve Vanneman. July 30, 2014. "Brief: Back on Track? The Stall and Rebound in Support for Women's New Roles in Work and Politics, 1977-2012." Briefing Paper Prepared for the Council on Contemporary Families.

<https://contemporaryfamilies.org/gender-revolution-rebound-brief-back-on-track/>  
Reprinted in *Assigned: Life with Gender*. 2017. Eds Lisa Wade, Douglas Hartmann, and Christopher Uggen. Norton.

Ashley Vancil, Sandy Rikoon, Matt Foulkes, Colleen Heflin, Joan Hermsen, and Nikki Raedeke. 2013. "Regional Profile of Missouri Food Pantry Clients and Households." Policy Brief, Institute for Public Policy, Truman School of Public Affairs, University of Missouri.  
<https://ipp.missouri.edu/publications/regional-profile-of-missouri-food-pantry-clients-and-households/>

David Cotter, Joan Hermsen, and Reeve Vanneman. November 3, 2011. "Reframing Gender Equality: Explaining the Stalled Gender Revolution." Blogpost for the Organizations, Occupations, and Work ASA Section website.

<http://oowsection.org/2011/11/03/reframing-gender-equality-explaining-the-stalled-gender-revolution/>

Jennifer Jensen, Colleen Heflin, Joan Hermsen, Sandy Rikoon. 2011. "Feeding the Hungry: Results from a Survey of Food Pantry Directors in Mid-Missouri." Policy Brief, Institute for Public Policy, Truman School of Public Affairs, University of Missouri.

<https://ipp.missouri.edu/publications/feeding-the-hungry-results-from-a-survey-of-food-pantry-directors-in-mid-missouri/>

Jill Lucht, Jordan Dawdy, Colleen Heflin, Sandy Rikoon, Matt Foulkes, Joan Hermsen, and Nikki Raedeke. 2011. "St. Louis Metro Hunger Atlas." Policy Brief, Institute for Public Policy, Truman School of Public Affairs, University of Missouri.

[https://ipp.missouri.edu/wp-content/uploads/sites/2/2014/06/stl\\_hunger\\_atlas.pdf](https://ipp.missouri.edu/wp-content/uploads/sites/2/2014/06/stl_hunger_atlas.pdf)

Jill Lucht, Jordan Dawdy, Colleen Heflin, Sandy Rikoon, Matt Foulkes, Joan Hermsen, and Nikki Raedeke. 2011. "Kansas City Metro Hunger Atlas." Policy Brief, Institute for Public Policy, Truman School of Public Affairs, University of Missouri.

<https://ipp.missouri.edu/publications/kansas-city-metro-hunger-atlas/>

David A. Cotter, Paula England, and Joan M. Hermsen. 2007. "Moms and Jobs: Trends in Mothers' Employment and Which Mothers Stay Home." A Fact Sheet from the Council on Contemporary Families.

<http://www.contemporaryfamilies.org/work-family/momsjobs.html?q=hermsen>.

Reprinted in *American Families: A Multicultural Reader, Second Edition*, edited by Stephanie Coontz.

### ***Technical Reports***

#### Missouri Department of Conservation Reports

Braden Leap, Eileen Bjornstrom, Joan Hermsen, Jill Lucht, Sandy Rikoon and Sonja Wilhelm Stanis. "Missourians' Perceptions of the Missouri Department of Conservation: 1990, 2003, & 2013". Missouri Department of Conservation.

Braden Leap, Eileen Bjornstrom, Joan Hermsen, Jill Lucht, Sandy Rikoon and Sonja Wilhelm Stanis. "Missourians' Perceptions of Conservation Practices: 1990, 2003, & 2013". Missouri Department of Conservation.

Braden Leap, Eileen Bjornstrom, Joan Hermsen, Jill Lucht, Sandy Rikoon and Sonja Wilhelm Stanis. "Missourians' Participation and Obstacles to Participation in Outdoor Activities: 1990, 2003, & 2013". Missouri Department of Conservation.

### Missouri Hunger Atlas

Jordan Dawdy, Matt Foulkes, Colleen Heflin, Joan Hermsen, Jill Lucht, Nikki Raedeke, and J. Sandy Rikoon. 2010 *Missouri Hunger Atlas*. Interdisciplinary Center for Food Security, University of Missouri,

Matt Foulkes, Joan Hermsen, Nikki Raedeke, and J. Sandy Rikoon. 2008 *Missouri Hunger Atlas*. Interdisciplinary Center for Food Security, University of Missouri.

### Food Pantry Client Survey

Matt Foulkes, Colleen Heflin, Joan Hermsen, Nikki Raedeke, and J. Sandy Rikoon. 2013. *Food Pantry Client Survey*. Interdisciplinary Center for Food Security, University of Missouri.

Matt Foulkes, Joan Hermsen, Nikki Raedeke, and J. Sandy Rikoon. 2006. *Food Pantry Client Survey*. Interdisciplinary Center for Food Security, University of Missouri.

### **Invited Presentations**

“Leaning In, Opting Out, and Getting By: Mothers at Work.” Missouri Department of Natural Resources, Staff Colloquium (May 2017)

“Course Design: Bridging Disciplinary Knowledge & Critical Content.” MU Office of Graduate Studies, Center for Inclusive Excellence in Graduate Education, Lunch & Learn Presentation (March 2017)

Panelist, Teaching in Times of Crisis: A Faculty Dialogue (Nov 2015)

“Opting Out and Leaning In: Media Narratives of Women & Work.” (UM System Women’s Leadership Conference.” (June 2015)

“Issues in Feminism.” Keynote Address, Rockbridge High School Feminism Conference (April 2015)

“Feminism and Women’s Empowerment.” Mizzou Culture & Society Learning Community (March 2015)

“Women, Work, and Family: Leaning In, Opting Out, & Making Do.” Women’s History Month Keynote address, University of West Georgia (March 2015)

“The Stalled Gender Revolution.” MU Women’s Leadership Conference (Nov 2011)

“Gender Role Attitudes: What’s Happened Over the Last Two Decades?” Chancellor’s Diversity Initiative: Diversity in Action Brownbag. (October 2008)

Half Day Social Class Workshop. Presented to the Student Affairs staff at the University of Missouri for a one-day diversity training workshop. (July 2008)

“Gender Inequality in the U.S. Labor Market: Trends by Educational Attainment and Gender.” American Association of University Women, Missouri Branch, Lake Ozark, MO. (April 2006)

### **Funded Research**

Since 1997 I have served as the PI or co-PI on grants and contracts totaling approximately \$850,000 from the following external sources: USDA, National Science Foundation, Russell Sage Foundation, Missouri United Methodist Foundation, Missouri Department of Health, Missouri Department of Conservation, Missouri State Highway Patrol.

### **Current Research Funding:**

Hermesen, Joan (PI:50%), Avery, Eileen (CoPI:50%) Crime Victimization Survey Phase 2, *MO DEPT OF PUBLIC SAFETY* (October 1, 2016 - September 30, 2017) Awarded: December 23, 2016, USD 68,932.00 Funded - In Progress Spring 2017

### **Past Research Funding:**

Hermesen, Joan (PI:50%), Avery, Eileen (CoPI:50%) Statewide Crime and Victimization Survey, *MO DEPT OF PUBLIC SAFETY* (October 1, 2015 - September 30, 2016) Awarded: December 5, 2015, USD 66,930.00 Funded.

Hermesen, Joan (PI:100%) Survey - Clergy Financial Wellbeing Initiative (CFWI), *MO UNITED METHODIST FNDTN* (July 1, 2015 - August 31, 2015) Awarded: August 24, 2015, USD 3,062.00 Completed Spring 2017

A Food Systems Approach to Addressing Obesity among Food Pantry Clients in Missouri. USDA. \$432,171. 03/15/2010 thru 09/15/2014. Role: Co-investigator.

A Comparison of Rural Missouri Food Pantry Users in 2005 and 2010: Compositional Change, Material Hardships, and Coping Strategies. University of Kentucky Poverty Center. \$17,000. 1/1/2011 thru 6/1/2011. Role: Principal Investigator.

Food Pantry Use in Northeast Missouri Counties. UM Research Board. \$25,000. 2005. Role: Coinvestigator.

Gender and Work: The Continuity of Change at the End of the Twentieth Century. Russell Sage Foundation/Population Reference Bureau . \$15,000. 2000-2002. Role: Co-investigator.

Survey of Missouri Citizens' Awareness of the Missouri Department of Conservation, Opinions on Conservation Issues, and Participation in Outdoor Activities. Missouri Department of Conservation. \$59,368. 2001. Role: Co-investigator,

Collaborative Research on the Demand for Female Labor. National Science Foundation. \$46,128. 1998. Role: Principal Investigator.

Sexual Assault Surveillance. Missouri Department of Health. \$126,600. 1998-2000. Role: Coinvestigator.

### **Presentations at Professional Conferences**

(52 at regional, national, and international meetings; list available upon request)

### **Advisees**

*McNair Scholar*: Amber Bell (2006-2007); Solida Wise (2009-2010)

*Undergraduate Summer Research Mentorship*: Leticia Mayberry (2005)

*M.A. (Sociology)*: Jenny Routledge (2005); Jennifer Beggs Weber (2007); Sara Robison Petrowsky (2007); Anna Vlahoitis (2007); Tara Wildhagen (2008); Jennifer Sukanek (2008); Katie Knop Collins (2008); Heather Casey (2009); Charise Albritton (2010); Jared Beasley (2017)

*Doctoral (Sociology)*: Diane Rodgers (2007); Priya Dua (2011); Jeff McCully (2012); Olivia Hetzler (2012); Jennifer Beggs Weber (2013); Margo Ralston (2014); Ashley Vancil (2016); Charise Albritton (current); Don Willis (current)

*Active students in other departments (Outside member)*: 9 doctoral students in ELPA, EdPsych, HDFS, Communication, Financial Planning, and Political Science

### **Other Recent Professional Activities**

Working group (unpaid), Lily Foundation program on financial wellbeing of clergy (2017)

Reviewer, *Wellbeing of U.S. Women* Draft Report, Population Reference Bureau (2017)

Advisory Panel, Status of Women in Missouri, Reports prepared by Institute for Policy Research, University of Missouri for Women's Foundation of Greater Kansas City (2015-2017)

Co-organizer, initial Diversity@Mizzou mandatory training, (Spring 2016)

Leader, Honors College Tutorial "Lean In" (Fall 2014)

### **Recent Sociology Departmental Service**

Search Committee (joint position with Black Studies), 2016-2017

Personnel Committee, 2016-2017

Awards Committee, 2015-2016

Professional Development Committee, 2002-2004, 2006-2008, current

Ad Hoc Committee for Graduate Program Revisions, Chair, 2007-2009

Qualifying Exam Committee, 2007-2009

Director of Undergraduate Studies, 2003-2006

Graduate Admissions Committee, 2003-2005, 2008-2009

### **Recent College of Arts & Science Service**

Awards Committee, 2016 - present

Executive Committee, 2010

### **Recent University Service**

Co-Director, Population, Education, and Health Center, 2017 - present  
Search Committee, Dean of College of Arts & Science, 2017 - present  
Chancellor's Taskforce on Sexual and Intimate Violence, 2015-present  
Student Financial Aid Committee, 2016 – present  
University Strategic Planning Committee, 2013  
Faculty Advisor, AAUW MU student chapter, 2011-present  
Mizzou Advantage Advisory Committee, 2010-2015  
Co-Facilitator, Social Justice Freshman Interest Group (FIG), 2000-2013  
Co-coordinator, MU World Hunger Day Event, 2010  
Revision of Records Committee, 2007-2010  
Faculty Advisor, Sigma Lambda Gamma Sorority, 2000-2010  
Campus Diversity Committee, 2005-2008  
Graduate Faculty Senate, 2003-2006, past Chair  
Research Council, 2003-2006  
Student Conduct Committee, 2003-2006  
Campus Writing Board, 2001-2004, past Chair  
Speaker, Town Hall Meeting on Race, Spring 2004

### **Recent Discipline Service**

Midwest Sociological Society

Missouri State Representative, 2017 - present  
Strategic Planning Committee, 2012-2017  
Annual Meetings: session organizer, 2003 – 2017  
Publications Committee, 2006-2009

Midwest Sociologists for Women in Society: president (2017-2018)  
American Sociological Association: organized two sessions on Work & Occupations (2011)  
Population Association of America: organized three regular sessions (2009)  
Eastern Sociological Society: session presider, 2010  
Reviewer: National Science Foundation, Israel Science Foundation, Austrian Science Fund  
Advisory Editor: *The Sociological Quarterly*, 2008-2014  
Reviewer: *American Sociological Review*, *American Journal of Sociology*, *Social Forces*,  
*Sociological Inquiry*, *Sociology of Education*, *Women's Studies Forum*, *The Sociological Quarterly*, *Social Science Research*, *Social Problems*, *Gender & Society*, *Sex Roles*

### **Community Service**

University YMCA, Board of Directors, current  
Columbia Montessori School, Board of Directors, 2009-2010  
Foster/Respite Parent, Boone County Children's Division, 2005-2013  
Statewide Violence Against Women Prevention Planning Team, 2003-2004  
Volunteer: Habitat for Humanity, Central Missouri FoodBank, & MarineParents

### **Memberships**

American Sociological Association  
Sociologists for Women in Society

Midwest Sociological Society  
National Women's Studies Association