

Curriculum Vitae

Alexandra Kalev

Department of Sociology and Anthropology

Tel Aviv University

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Education

- 2005 Princeton University, Sociology, Ph.D.
 2001 Princeton University, Sociology, M.A.
 1998 Tel Aviv University, Sociology, M.A. (Magna cum laude)
 1995 Tel Aviv University, Sociology, B.A. (Magna cum laude)

Employment

- 2014- Associate Professor (with tenure) of Sociology and Anthropology, Tel Aviv University
 2010-2014 Associate Professor (without tenure) Sociology and Anthropology, Tel Aviv University
 2007-2010 Assistant Professor of Sociology, University of Arizona
 2005-2007 Post-Doctorate Fellow University of California at Berkeley, Robert Wood Johnson Foundation Scholars in Health Policy Post-doctoral Research Program

Awards and Scholarships

- 2015-2019 Bi-National Israeli U.S. Science Foundation. "Effects of Equal Opportunity Litigation: Lessons from U.S. Settlements". CO-PI with Frank Dobbin \$144,000
 2015-2018 Ministry of Science, "Equality at Work: Modes of Incorporation and the Advancement of Skilled Israeli-Palestinian Women". CO-PI with Noah Lewin Epstein and Joshua Guetzkow 390,571 NIS (approximately \$95,000)
 2014-2017 National Science Foundation Grant "Effects of ADVANCE in the STEM Disciplines: Faculty Diversity, Women in Leadership, and Institutional Transformation" Co-PI with Frank Dobbin. \$560,603. Grant Number: 1444586
 2014 The Safra Center for Ethics "Equality at Work: The Integration versus Segmentation in the employment of Professional Palestinian-Israeli Women" Co-PI with Noah Lewin Epstein. \$10,000.
 2013-2015 The Sloan Foundation Research Grant "The Retention and Promotion of Women and Minority Faculty Members: Effects of Institutional Hiring, Promotion, Diversity and Work-Life Initiatives, 1993-2010". Co-PI with Frank Dobbin. \$396,988. Grant number 2013-10-26.
 2013-2014 Taub Center for Social Policy Studies in Israel. "Factors Explaining the Incorporation of Palestinian Workers in the Jewish Economy." With Noah Lewin-Epstein and Erez Marantz. \$15,000.
 2013-2016 The Israeli Science Foundation. "The Social Construction of Merit" NIS300,000 (approx. \$85,000). Co PI with Uri Shwed.
 2013 The Sloan Foundation. President's Grant. "The Retention and Promotion of Women and Minority Faculty in STEM Disciplines: Effects of Institutional Hiring, Promotion, Diversity and Work-Life Initiatives, 1993-2013". \$ 19,200. Co-PI with Frank Dobbin.

- 2011-2012 The Jerusalem Vanleer Institute, Equal Employment Opportunity Fellowship
 2011 The Institute for Pension Planning and Socio-Economic Security Research Grant
 “Trends in the Israeli Labor Market and Age and Gender Inequality in Career
 Outcomes” CO-PI with Uri Shwed
- 2011 Yonathan Shapira Faculty Award, Department of Sociology and Anthropology,
 Tel Aviv University. Total amount 10,000 NIS
- 2010 National Science Foundation Grant. “Collaborative Research: The
 Institutionalization of Workforce Diversity and Corporate Performance” 2010-
 2012. Award # 1023591. CO-PI with Frank Dobbin. \$90,512
- 2010-2012 The Council for Higher Education, State of Israel Yigal Alon Fellowship for
 Outstanding Young Researchers.
- 2008 Research Professorship Award, awarded by the School of Social and Behavioral
 Sciences, University of Arizona
- 2008 Junior Faculty Conference Grant, awarded by the Division of International
 Affairs, Office of the Executive Director, University of Arizona
- 2006 National Science Foundation Grant for “Equal Opportunity Innovations at
 Work: Mechanisms for Reducing Job Segregation.” Co-investigator with Frank
 Dobbin
- 2005-2007 Robert Wood Johnson Foundation Scholars in Health Policy Research Program
 Post-Doctoral Fellowship, University of California at Berkeley
- 2004 National Science Foundation Dissertation Improvement Grant
- 2003-2004 Harvard University, University Fellowship
- 2001-2003 Woodrow Wilson Society of Fellows Fellowship
- 2001 Eastern Sociological Society Rose Laub Coser Dissertation Proposal Award
- 2001 Organization Science Dissertation Proposal Competition, First Runner-Up
- 1998-2002 Princeton University, Graduate Fellowship
- 1998 Tel Aviv University, Scholarship Award
- 1997 The Lavon Institute for the Research on the Labor Movement Scholarship
- 1996 Tel Aviv University, Faculty Award for Academic Achievements
- 1994 Tel Aviv University, Provost’s Award for Academic Achievements
- 1994 Tel Aviv University, Dean’s Award for Academic Achievements
- 1993 Tel Aviv University, Dean’s Award for Academic Achievements

Journal Articles

- 2018 Shwed Uri and Alexandra Kalev. “How Pay Expectations become Gendered? The Role of Social Ties and Work Experience” **Labor, Society and Law** (in Hebrew)
- 2018 Dobbin, Frank, and Alexandra Kalev. “Why Diversity Training Doesn’t Work: The Challenge for Industry and Academia”. *Anthropology Now* 10 (2):48-55
- 2017 Abendroth, Anja-Kristin, Silvia Maja Melzer, Alexandra Kalev, Donald Tomaskovic-Devey. “Women at Work: Women’s Access to Power and the Gender Earning Gap.” **Industrial and Labor Relations Review** 70(1): 190-222
- 2017 Dobbin, Frank, and Alexandra Kalev. “Training Programs and Reporting Systems Won’t End Sexual Harassment – Promoting More Women Will”. *Harvard Business Review*.
- 2016 Dobbin Frank and Alexandra Kalev. Why Diversity Programs Fail. **Harvard Business Review**, 94(7)
- HBR McKinsey Award for 2017
- 2017 Academy of Management: Outstanding Practitioner-Oriented Publication in Organizational Behavior
- Reprinted in HBR's 10 Must Reads - 2018: The Definitive Management Ideas of the Year from Harvard Business Review. Pp. 133-149. Cambridge, MA: Harvard Business Review Press.
- Reprinted in HBR’s 10 Must Reads – On Women and Leadership. (2019). Pp. 103-118. Cambridge, MA: Harvard Business Review Press.
- 2015 Dobbin Frank, Dan Schrage and Alexandra Kalev. “Resisting the Iron Cage: The Effects of Bureaucratic Reforms to Promote Equity” **American Sociological Review** 80(5): 1014-1044.
- 2014 Marantz, Erez, Alexandra Kalev and Noah Lewin Epstein. “Women and Malls: The Rise of Minority Women Employment Revisited” **Social Forces** 93(2):595-622.
- 2014 Kalev, Alexandra. “How You Downsize is Who You Downsize: Biased Formalization, Accountability and Managerial Diversity.” **American Sociological Review** 79(1): 109-135.
- 2013 Shwed, Uri and Alexandra Kalev. “Are Referrals More Productive or More Likeable? Social Networks and the Social Construction of Merit.” **American Behavioral Scientist** 58: 288-308.

- 2012 Kim, Soohan, Alexandra Kalev and Frank Dobbin. "Progressive Corporations at Work: The Case of Diversity Programs." **Review of Law and Social Change** 36:171.
- 2011 Dobbin, Frank, Soohan Kim and Alexandra Kalev. "You Can't Always Get What You Need: Why Diverse Firms Adopt Diversity Programs." **American Sociological Review** 76(3): 386-411.
- 2011 Light, Ryan, Vincent J. Roscigno, and Alexandra Kalev. "Racial Discrimination, Interpretation and Legitimation at Work." **Annals of the American Academy of Political and Social Sciences** 634:39-59.
- 2009 Kalev, Alexandra. "Cracking the Glass Cages? Restructuring and Ascriptive Inequality at Work." **American Journal of Sociology** 114 (6): 1591-1643.
- Richard W. Scott for Distinguished Scholarship Award by the Organizations, Occupations and Work Section of the American Sociological Association
- 2008 Green, Tristin and Alexandra Kalev. "Discrimination Reducing Measures at the Relational Level." **Hastings Law Journal** 58(6): 1435-1462(equal authorship).
- 2008 Kalev, Alexandra, Yehouda Shenhav and David De Vries. "The State, the Labor Process and the Diffusion of Managerial Models." **Administrative Science Quarterly** 53: 1-28.
- 2007 Dobbin, Frank and Alexandra Kalev. "The Architecture of Inclusion: Evidence from Corporate Diversity Programs." **Harvard Journal of Law and Gender** 30(2): 279-301.
- 2007 Dobbin, Frank, Alexandra Kalev and Erin Kelly. "Diversity Management in Corporate America: Do America's costly diversity management programs work? Not always." **Contexts** 6(4):21-27.
- 2006 Kalev, Alexandra and Frank Dobbin. "Enforcement of Civil Rights Law in Private Workplaces: Compliance Reviews and Lawsuits Before and After Reagan." **Law and Social Inquiry** 31(4): 855-879.
- 2006 Kelly, Erin and Alexandra Kalev. "Managing Flexible Work Arrangements in U.S. Organizations: Formalized Discretion or 'A Right to Ask?'" **Socio-Economic Review** 4(3):379-416.
- 2006 Kalev, Alexandra, Frank Dobbin and Erin Kelly. "Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies." **American Sociological Review** 71(4):589-617.

Reprinted in **Business and Gender: Critical Perspectives**, Edited by Alison Konrad. London: Routledge. 2012.

Book Chapters

- 2018 Kalev Alexandra and Gal Deutsch. "Gender Inequality and Workplace Organizations: Understanding Reproduction and Change". Chapter 19 in Handbook of the Sociology of Gender, edited by Risman Barbara, Carissa Froyum and William Scarborough. Springer Press (in press).
- 2017 Dobbin Frank and Alexandra Kalev. "Are Diversity Programs Merely Ceremonial? Evidence-Free Institutionalization." Pp. 808-828 in **The Sage Handbook of Organizational Institutionalism**, edited by Royston Greenwood, Christine Oliver, Thomas B. Lawrence, and Renate E. Meyer. London: Sage.
- 2016 Kalev, Alexandra and Vincent J. Roscigno. "Bureaucracy, Bias and Diversity: Structural Constraints and Opportunities in Organizations." Pp. 111-120 in **Rethinking Diversity: Multiple Approaches in Theory, Media, Communities, and Managerial Practice** edited by C. Braedel-Kühner and A. P. Müller. Sprigner.
- 2014 Dobbin, Frank, and Alexandra Kalev "Why Firms Need Diversity Managers and Task Forces". Pp. 170-198 in **How Global Migration Changes the Workforce Diversity Equation, How Global Migration Changes the Workforce Diversity Equation**, edited by M. Pilati, H. Sheikh, C. Tilly, and F. Sperotti. Newcastle: Cambridge Scholars Publishing
- 2013 Marantz Erez, Alexandra Kalev and Noah Lewin-Epstein. "Israeli-Palestinian Women in The Retail Industry: Social Boundaries and Job Search Techniques" pp. 131-152 in **Palestinians in the Israeli Labor Market: A Multi-Disciplinary Approach** edited by N. Khattab and S. Miaari. Palgrave Macmillan
- 2013 Kalev Alexandra and Moran Levy. "The Personnel Profession" pp. 682-685 in **Sociology of Work: An Encyclopedia**, edited by Vicki Smith. Sage Publications.
- 2013 Kalev, Alexandra. "Glass Cages" pp. 328-330 in **Sociology of Work: An Encyclopedia**, edited by V. Smith. Sage Publications.
- 2013 Dobbin, Frank and Alexandra Kalev. "The Origins and Effects of Corporate Diversity Programs" Pp. 253-281 in the **Oxford Handbook of Diversity and Work**, edited by Q. Roberson. New York: Oxford University Press.

Research Reports

- 2019 Kalev Alexandra, Yafit Alfandari and Ayala Ginat. Diversity Index: Ranking and Mapping the Representation and Pay Gaps of Disadvantaged Groups in the Israeli Private Sector (in Hebrew).

- 2018 Kalev Alexandra, Gal Deutsch, Yafit Alfandari Ayala Ginat and Hagit Sarid. Diversity Index: Ranking and Mapping the Representation and Pay Gaps of Disadvantaged Groups with and without Academic Education in the Israeli Private Sector (in Hebrew).
- 2017 Kalev Alexandra, Noah Lewin Epstein , Erez Marantz and Shimrit Slonim “What Does Equality Mean? A Lesson from the Integration of Palestinian Women Israeli Pharmaceutical Labor Market” Report prepared for the Edmond J. Safra Center for Ethics (in Hebrew).
- 2016 Kalev Alexandra, Hanna Kuper, Yafit Alfandari and Ayala Ginat. Diversity Index: Ranking and Mapping the Representation and Pay Gaps of Disadvantaged Groups in the Israeli Private Sector. (Hebrew)
- 2015 Lewin Epstein, Noah, Alexandra Kalev, Erez Marantz and Shimrit Slonim “An In-Depth Analysis of Palestinians’ Integration in the Israeli Pharmaceutical Labor Market: Insights and Policy Lessons”. Report prepared for the Taub Center for Social Policy Studies in Israel.
- 2004 Lamont, Michelle, Alexandra Kalev, Shawna Boden and Ethan Fosse. “Recruiting, Promoting and Retaining Women Academics: Lessons from the Literature.” **Report prepared for the Standing Committee for the Status of Women**, Harvard University.
- 2002 Kelly, Erin, Frank Dobbin, Alexandra Kalev and Samantha Ammons. “The Princeton - Minnesota Study of Employers' Family Policies.” **A Report to Survey Respondents**.

Book Reviews

- 2009 Kalev, Alexandra. Book review: “The Face of Discrimination: How Race and Gender Impact Work and Home Lives”, by Vincent J, Roscigno. In: **Work and Occupations** 36(1): 68-70.
- 2005 Kalev, Alexandra. Book review: “Ethnicity, Exclusion and the Workplace”, by John Carter. In: **Work and Occupations** 32: 106-108.

Selected Presentations in Professional Conferences

- 2017 “Does Transparency Mean Visibility? Network and Gender in an Open Source Software Organization” HEC Inequality Research Conference, May 19.
- 2016 “The Impact of Criminal Record Checks and Drug Testing on Minority Employment” Invited presentation at the EEO DATANET Conference, EEOC Headquarters, June 17, Washington DC.
- 2015 “What Do We Know about Creating Inclusive Climates and Cultures” Invited panel presentation at the ILR/Cornell Conference. June 4-5. New York, NY.
- 2015 “The Social Construction of Equality: How Moving away from Binary Thinking can Promote our Understanding of Inequality and its Remediation” Invited

- Presentation at the Southern Sociological Society Meetings, March 25 New Orleans.
- 2014 “Effectively Reducing Inequality at Work: Lessons from an Evidence Based Approach” at the Annual Meetings of the American Chemist Society August 12, San Francisco, CA.
- 2014 “Research and Theory Development using Federal EEOC Data” Invited presentation at the EEO DATANET Conference, EEOC Headquarters, May 13-14 Washington DC.
- 2013 “Formalization and its Discontent” presentation at the 11th Scancor PhD Workshop on Institutional Theory Hosted by the Hebrew University. January 5-9, Jerusalem.
- 2013 “Women and Malls: The Rise of Minority Women Employment Revisited”, with Erez Marantz and Noah Lewin Epstein. Presented at the Annual Meeting of the Society for Advancement of Socio-Economic, June, Milan, Italy.
- 2012 “How Diversity Became a Melting Pot: The Translation of American Antidiscrimination Discourse into the Israeli Organizational Field”. With Moran Levy, Academy of Management Annual Conference, August, Boston MA.
- 2011 “Off to a Low Start: Gendered Experiences and Gendered Expectations in Salary Negotiations”. Invited presentation at a conference on Power and Inequality at Work, Northeastern University, November, Boston MA.,
- 2011 “Opportunities Gained, Opportunities Lost in the Restructured Workplace.” Invited presentation at the Work and Organization Symposium, IESE Business School of the University of Navarra, Madrid, Spain.
- 2011 “Diversity Initiatives and Implicit Bias.” Invited presentation at the annual meeting of the American Association of Law Schools, San Francisco, CA.
- 2010 “The Architecture of Equality and the Stability of Diversity.” Invited presentation at the Eastern Sociological Association meetings, Boston, MA.
- 2010 “Corporate Drug Testing, Criminal Background Checks, and the Employment of White, Black and Hispanic Workers” (with Joshua Guetzkow). Presentation at the RC28 Conference, May, Haifa, Israel, and at the annual meetings of the American Sociological Association, August Atlanta.
- 2010 “Opportunities Gained, Opportunities Lost in the Restructured Workplace.” Presentation at a mini conference on Work, Power and Inequality, Boston, MA.
- 2009 “Affirmative Action in United States.” Invited Presentation at the “Affirmative Action in the Labour Market: International Perspectives” conference held by the British Academy in partnership with the Nuffield Foundation. London, UK.
- 2009 “ ‘The Pipeline Made Me Do It’: The Role of Health Care Employers in Mediating the Labor Market.” Presented at the annual meeting of the American Sociological Association, August San Francisco, CA.
- 2009-10 “How You Downsize is Who You Downsize: Formalization, Legal Accountability and Women’s and Minorities’ Vulnerability to Layoffs.” Invited Presentation, the Center for the Study of Wealth and Inequality, Columbia University, New York, NY; Economic Sociology Workshop, Department of Sociology, Princeton University; Wharton Business School, University of Pennsylvania; Sloan School of Management, MIT, Boston, MA.
- 2009 “Bringing the Relational in to Antidiscrimination Research and Theory,” a discussant at the annual meetings of the Law and Society Association, Denver, CO.

- 2009 “Attending to Relations: Theory, Research and Legal Implications of a Relational Approach to Discrimination at Work.” Invited presentation at a conference on “Building Theory through Empirical Legal Studies,” University of California, Berkeley, School of Law.
- 2009 “Can’t Always Get What You Need, but You Get What You Want: What Drives Firms to Adopt Diversity Programs?” (with Frank Dobbin and Soohan Kim). Invited presentation at the annual meeting of the Southern Sociological Society, New Orleans, LA.
- 2008 “Discrimination Reducing Measures at the Relational Level,” invited presentation at the Discrimination Research Group conference, organized by the American Bar Foundation, Stanford, CA.
- 2008 “Restructuring, Workforce Diversity, and their Implications for Antidiscrimination Law.” Presented at the annual meeting of the Law and Society Association. June, Montreal, CA.
- 2008 “Organizational Structures and Cognitive Biases: New Avenues in Linking Macro-Micro Mechanisms of Inequality.” Invited presentation at Discrimination at Work, Research Seminar at the Radcliff Institute for Advanced Studies, Boston, MA. And at the annual meeting of the American Sociological Association. August, Boston, MA.
- 2007-2008 “Best Practices or Best Guesses: How to Increase Diversity in Corporate Leadership,” invited presentation given at the Multicultural Forum on Workplace Diversity; at the National Association of Black M.B.As, University of St. Thomas, St. Paul Minnesota; at the National Conference of Women in Information Technology, Seattle, WA; and at the Conference Board National Meeting, St Louis, Missouri.
- 2007 “Are Family-Friendly Policies Woman-Friendly? The Effects of Corporate Work-Family Policies on Women’s Representation in Management.” With Erin Kelly and Frank Dobbin. Presented at the annual meeting of the American Sociological Association, August New York, and at the Caregivers Network Conference, Hastings Law School, San Francisco, CA.
- 2007 “Diversity Practices at Work: An Evidence-Based Approach to Diversity Management.” (with Frank Dobbin). Presented at the annual meeting of the American Psychological Association, May, San Francisco, CA.
- 2005 “Enforcement of Civil Rights Law in Private Workplaces: The Effects of Compliance Reviews and Lawsuits Over Time.” With Frank Dobbin. Presented at the annual meeting of the American Sociological Association, August, Philadelphia.
- 2004 “Cracking the Glass Cages? Changes in the Organization of Work and Managerial Diversity. Presented at the annual meeting of the American Sociological Association. San Francisco.
- 2003-4 “Is Affirmative Action Obsolete? Employers’ Affirmative Action Plans and the Entrance of Women and Minorities to Management.” With Frank Dobbin and Erin Kelly. Presented at the annual meeting of the American Sociological Association, 2003, Atlanta. And at the New Legal Realism conference, 2004, Madison, Wisconsin.
- 2002 “Flexible Work Arrangements: Formalization without Entitlement in American Organizations.” With Erin Kelly. Presented at the annual meeting of the American Sociological Association. Chicago.

- 2000 “Lean and Mean to Women? Changes at Work and Changes in the Sex Composition of the Workplace” Presented at the annual meeting of American Sociological Association, August, Washington DC.
- 2000 “The politics of institutionalization: The spread of scientific management in pre-state/Israel, 1945-1955.” Presented at the annual meeting of the European Social Science History Association, April Amsterdam, Netherlands

Teaching Experience

Complex Organizations; Organizations and Social Inequality; Gender and Labor Markets; Methodological Issues in Organizations Research; Introduction to Sociology

Mentoring

Completed M.A. Thesis:

Yuval Speigler

Gal Duetsch (currently a PhD student at Tel Aviv University)

Erez Marantz (currently a PhD student at Ney York University)

Miri Eliyhau (currently a PhD student at Northwestern University)

Ira Sobel (currently a PhD student at Tel Aviv University)

Professional Service

- 2017- Editor, Israeli Sociology (in Hebrew)
- 2017-2019 Council Member, section on Economic Sociology, American Sociological Association
- 2015- Editorial Board: Research in the Sociology of Work
- 2015- Chair, Distinguished Paper Award Committee, Sociology of Law section of the ASA.
- 2015 - 2018 Editorial Board: American Review of Sociology, Social Forces
- 2014- Member, Advisory Committee to the Israeli Equal Employment Opportunity Committee
- 2014- Board Member, Israeli Sociological Association
- 2013 -2016 Editorial Board: Israeli Sociology, Social Currents
- 2012-2014 Council Member, Organization Occupation and Work, section of the American Sociological Association
- 2012- Committee Member, Approving Undergraduate Programs in Sociology, The Israeli Committee for Higher Education (*Malag*).
- 2011-2014 Editorial Board, Administrative Science Quarterly
- 2011 Member, Annual Conference Organization Committee of the Israeli Sociology Association
- 2010-2012 Council Member, Sociology of Law section of the American Sociological Association.
- 2010 Chair, Awards Committee, Organizations, Occupations and Work, James D. Thompson Award.
- 2009-2013 Chair, Committee on the Status of Women in Sociology. American Sociological Association.
- 2009 Member, Committee on Nominations, Economic Sociology section of the American Sociological Association.

2005-present Ad-hoc reviewer: National Science Foundation, American Sociological Review, American Journal of Sociology, Industrial Relations, Work and Occupations, Organization Studies, Social-Psychology Quarterly, The Sociological Quarterly, Law and Society Review, Sociological Theory, Organization Science, TESS, Social Forces, Gender and Society, Israeli Science Foundation.