

Tel Aviv University
Alexandra Kalev, PhD
Faculty of Social Sciences
School of Policy and Society
Department of Sociology and Anthropology
akalev@tauex.tau.ac.il

CURRICULUM VITAE

Education

9/1992-6/1995 Tel Aviv University, Sociology, BA (Magna cum laude)
9/1995-6/1998 Tel Aviv University, Sociology, MA (Magna cum laude)
8/1998 – 6/2001 Princeton University, Sociology, MA
6/2001-6/2005 Princeton University, Sociology, PhD
8/2005-6/2007 Post-Doctorate Fellow, University of California at Berkeley, Robert Wood
Johnson Foundation Scholars in Health Policy Research Program
Supervisor: Dr. Laurie Edelman

Academic and Professional Experience

2007-2010 University of Arizona, Department of Sociology, Assistant Professor
2/2010-2014 Tel Aviv University, Department of Sociology and Anthropology, Senior Lecturer
(without tenure)
2014-2024 Tel Aviv University, Department of Sociology and Anthropology, Associate
Professor (with tenure)
2024- Tel Aviv University, Department of Sociology and Anthropology, Professor

Selected Active Participation in Scientific Meetings

2000 “The politics of institutionalization: The spread of scientific management in pre-
state/Israel, 1945-1955.” Paper presented at the annual meeting of the European
Social Science History Association, April, Amsterdam, Netherlands.

2000 “Lean and Mean to Women? Changes at Work and Changes in the Sex
Composition of the Workplace” Paper presented at the annual meeting of
American Sociological Association, August, Washington, DC.

2002 “Flexible Work Arrangements: Formalization without Entitlement in American
Organizations.” Paper presented at the annual meeting of the American
Sociological Association, August, Chicago, IL.

2003-4 “Is Affirmative Action Obsolete? Employers’ Affirmative Action Plans and the
Entrance of Women and Minorities to Management”. Paper presented at the
annual Meeting of the American Sociological Association, August 2003, Atlanta.
And at the New Legal Realism conference, June 2004, Madison, WI.

- 2004 “Cracking the Glass Cages? Changes in the Organization of Work and Managerial Diversity. Paper presented at the annual meeting of the American Sociological Association, August, San Francisco, CA.
- 2005 “Enforcement of Civil Rights Law in Private Workplaces: The Effects of Compliance Reviews and Lawsuits Over Time.” Paper presented at the annual meeting of the American Sociological Association, August, Philadelphia, PA.
- 2007 “Are Family-Friendly Policies Woman-Friendly? The Effects of Corporate Work-Family Policies on Women’s Representation in Management.” 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.” Paper presented at the annual meeting of the American Psychological Association, May, San Francisco, CA.
- 2007 “Diversity Practices at Work: An Evidence-Based Approach to Diversity Management.” Paper presented at the annual Meeting of the American Psychological Association, San Francisco, CA.
- 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.A’s, 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, MO.
- 2008 “Restructuring, Workforce Diversity, and their Implications for Antidiscrimination Law.” Paper presented at the annual meeting of the Law and Society Association. June, Montreal, CA.
- 2008 “Discrimination Reducing Measures at the Relational Level,” invited presentation at the Discrimination Research Group conference, organized by the American Bar Foundation, Stanford, CA.
- 2009 “Can’t Always Get What You Need, but You Get What You Want: What Drives Firms to Adopt Diversity Programs?”. Invited presentation at the annual meeting of the Southern Sociological Society, April, New Orleans, LA.
- 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, Berkeley, CA

- 2009 “Bringing the Relational in to Antidiscrimination Research and Theory,” a discussant at the annual meetings of the Law and Society Association, June, Denver, CO.
- 2009 “‘The Pipeline Made Me Do It’: The Role of Health Care Employers in Mediating the Labor Market.” Paper presented at the annual meeting of the American Sociological Association, August San Francisco, CA.
- 2009 “Bringing the Relational into Antidiscrimination Research and Theory”, Session co-organizer, with Tristin Green, the annual meetings of the Law and Society Association, May, Denver, CO.
- 2009 “Gender and Work”, Session organizer and chair at the annual meetings of the American Sociological Association, August, San Francisco, CA (4 sessions).
- 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 “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.
- 2010 “Opportunities Gained, Opportunities Lost in the Restructured Workplace.” Paper presentation at a mini conference on Work, Power and Inequality, February, Boston, MA.
- 2010 “Corporate Drug Testing, Criminal Background Checks, and the Employment of White, Black and Hispanic Workers”. Paper presentation at the RC28 Conference, May, Haifa, Israel, and at the annual meetings of the American Sociological Association, August Atlanta, GA.
- 2010 “The Architecture of Equality and the Stability of Diversity. “Invited presentation at the Eastern Sociological Association meetings, February, Boston, MA.
- 2011 “Diversity Initiatives and Implicit Bias. “Invited presentation at the annual meeting of the American Association of Law Schools, San Francisco, CA.
- 2011 “The Social Construction of Merit”, Session organizer, with Emilio Castilla, at the annual meeting of the Society for Advancement of Socio Economics, June. Madrid, Spain.

- 2011 “Culture and Exclusion in the Organization of Work”, Session organizer at the annual meeting of the American Sociological Association, August, Las Vegas, NA.
- 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, October, Madrid, Spain.
- 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.
- 2012 “How Diversity Became a Melting Pot: The Translation of American Antidiscrimination Discourse into the Israeli Organizational Field”. Academy of Management Annual Conference, August, Boston, MA.
- 2013 “Women and Malls: The Rise of Minority Women Employment Revisited”, Presented at the annual meeting of the Society for Advancement of Socio-Economic, June, Milan, Italy.
- 2013 “Organizations and Social Inequality” Session Organizer at the annual meeting of the American Sociological Association, August, New York, NY.
- 2013 “Interrogating Inequality within Sociology” Session Organizer at the annual meeting of the American Sociological Association, August, New York, NY.
- 2014 “Organizations and Social Inequality” Session Organizer at the annual meeting of the American Sociological Association, August, 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. U.S.A
- 2015 "Diversity Beyond Compliance" Invited presentations at Coca Cola, Israel, January 20 and at the Equal Worth conference hosted by the Vanleer Institute October 28th.
- 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. Academic conference.
- 2015 “What Do We Know about Creating Inclusive Climates and Cultures.” Invited presentation at the ILR/Cornell Conference. June 4th-5th. New York, NY. Academic conference.

- 2015 "Biased Formalization or Biased Actors? Toward a Dynamic Theory of Formalization" Invited presentation at the 8th Equality, Diversity and Inclusion International Conference July 6th-8th, Recanati Business School, Tel-Aviv University. Academic conference
- 2015 "Organizational Inequality and Academic Culpability" Invited presentation in a thematic session at the annual conference of the American Sociological Association. Chicago, August 22nd-25th. Academic conference.
- 2016 "The Impact of Criminal Record Checks and Drug Testing on Minority Employment" Stanford University Business School seminar. May 18th. Invited visit and presentation.
- 2016 "The Impact of Criminal Record Checks and Drug Testing on Minority Employment" invited presentation at the EEO DATANET Conference, hosted by the Equal Employment Opportunity Commission. Headquarters, June 17th, Washington DC. Practitioners conference.
- 2016 "Effectively Reducing Inequality: Lesson from the U.S. and a Look at the Israeli Case" Invited presentation at the Interdisciplinary Center conference on Corporate Social Impact. Academic conference.
- 2017 "Why Diversity Programs Fail and What Can we Do About It?" Invited presentation at the 10th Annual Global Inclusion and Diversity Seminar February 22nd-24th, Geneva, Zurich. Practitioners conference.
- 2017 "Does Transparency Mean Visibility? Network and Gender in an Open Source Software Organization" Invited presentation at the HEC Inequality Research Conference, Paris, May 18-19; and Invited presentation at the annual conference of the Sociological Research Association, Montreal, August 13th. Academic conferences.
- 2017 "Effectively Reducing Inequality at Work: Lessons from an Evidence-Based Approach", Invited academic visit and a presentation at the Deakin University conference: 50 years of naming institutional racism: realizing racial equity or intensifying injustices? November 1st-3rd, Melbourne, Australia. Academic conference.
- 2017 "The Diversity Index: The Employment and Pay Gaps in the Israeli Private Sector" Invited presentation at the Israeli President House, Jerusalem, December 27th. Practitioners conference
- 2018 "Effectively Increasing Diversity at Work: Lessons from an Evidence-Based Approach" Invited presentation at the International Diversity Forum of the OECD, Geneva, January 22nd.

- 2018 "Does Transparency Work to Reduce Discrimination?" Seminar at the Radcliff Institute, Cambridge, MA, April 16th. Academic conference.
- 2018 "The World of Work: Perspectives and Policies for Change" Invited presentation at the Gendered Globalization of the Legal Professions Conference, The Graduate Institute of International and Development Studies, Geneva, May 2015. Academic conference.
- 2018 "Effectively Increasing Diversity at Work: Lessons from an Evidence-Based Approach" Invited presentation in a conference on "A New Gender Equity Standard for Danish Employers", Copenhagen, November 2nd. Practitioners conference.
- 2018 "From Diversity to Inclusion". Invited presentation at the Hebrew University conference "Between Racism and Inclusion". Jerusalem, December 19th-20st. Academic conference.
- 2019 "Inequalities at Work: The Diversity Index and Patterns of Employment and Pay Gaps in the Israeli Private Sector" Invited presentation at the Humanities and Social Science Fund conference on "Justice and Labor Rights in the Global Era", Israel, June 3rd-4th. Academic conference. And at Tel Aviv University on December 12th.
- 2019 "Advancing Frontline Workers of Color" Invited presentation at Walmart Headquarters. Bentonville, AR, June 24. Practitioners conference
- 2019 "Disability equality policies and practices at the workplace" Invited presentation at the conference on "Overcoming barriers to the employment of disabled people: turning research into policy" Warwick Business School, London, June 13th. Academic/policy Conference.
- 2020 "Faculty Mentoring – What Works?" Conference on What works for Better or Worse? Mechanisms Creating and Compensating Organizational Inequalities. Bielefeld University, Bielefeld, Germany, October 6. Academic conference
- 2020 "How to Increase Faculty Diversity?" presentation at the annual conference of the Academy of Management, August 7-11. Academic conference.
- 2021 "Challenging Assumptions About What Works to Improve Organizational Gender Diversity". Academy of Management Annual Meetings. July 31. Academic conference.
- 2021 "How to Stop the Clock: The Effects of Tenure Clock Extensions on Faculty Diversity" Markets, Ethics and Gender, the Edmond J. Safra Center for Ethics Jerusalem, September 29. Academic conference.

- 2021 "Opening Opportunities at Work: An Evidence Based Approach to Fighting Systemic Bias". Invited keynote presentation at the Organization Studies Division of the Brazilian National Association of Management Researchers, Brazil, October 5. Academic conference.
- 2021 "Organizational Change Toward Inclusion – From Data to Practice", invited presentation at a conference by Shibolet ESG, Environmental, Social and Governance consulting Tel Aviv, Israel, December 21. Practitioners conference
- 2022 "Getting to Diversity" Invited presentation at the fp21: The Road to Diversity - Evidence for Improving DEI at the Department of State. Practitioners conference, April 27th
- 2022 "Do Faculty Diversity Programs Work? Evidence from 600 U.S. Universities Across 20 Years" Invited presentation at the Genera Network Conference – GeDiMIRT Lund University, Lund Sweden, June 22nd-23rd. Academic and practitioner conference.
- 2022 "Getting to Diversity: What Work for Blue Collar Workers" Invited keynote presentation Management and Organizational Studies and Blue and Grey Collar Workers International Congress. Baskent University, Ankara, Turkey, September 10th-12th. Academic and practitioners conference.
- 2022-2023 "Getting to Diversity – What Works and What Doesn't" Selected invited presentations:
- The Amsterdam Center for Inequality Studies, University of Amsterdam, December 7th, 2022. Academic lecture.
- The speaker series of the Israeli Universities Chief Diversity Officers, Tel Aviv, January 23rd. Practitioners conference.
- The Speaker Series hosted by the Ralph J. Bunche Library at the U.S. Department of State. March 8th. Invited talk for policy makers.
- The annual Laurent Piccard Lecture, Desautels Faculty of Management, McGill University, April 13th-14th. Academic visit and lecture.
- A presentation at "EDI and Academic Freedom", McGill University, April 20th Academic and practitioners conference
- The Fellows of the Azrieli Group Fellowship Program. May 22nd.
- 2023 "Do Faculty Diversity Programs Work? Evidence from 600 U.S. Universities Across 20 Years" Invited presentation at MIT Workshop for Diversity Offices. Cambridge, MA, May 3rd. Academic and practitioners conference.

- 2024 Getting to Diversity: What Works and What Doesn't. An Author Meets Critics session. The annual meeting of the American Sociological Association. Montreal, August 11th. Academic conference.
- 2026 Ambivalent Bias at Work: Managers' Perceptions of Older Workers Across Organizational Contexts. To be presented at the 31st International Congress of Applied Psychology (ICAP). Florence, Italy, July, Academic Conference.
- 2026 When Social Movements Matter: Black Lives Matter and Black Faculty Hiring in U.S. Colleges and Universities. To be presented at the annual meeting of the American Sociological Association. New York, August 10. Academic Conference.

Academic and Professional Awards

- 1993 Tel Aviv University, Dean's List for academic achievements
- 1994 Tel Aviv University, Dean's List for academic achievements
- 1994 Tel Aviv University, Provost's List for academic achievements
- 1996 Tel Aviv University, Faculty Award for academic achievements
- 1997 The Lavon Institute for Research on the Labor Movement Scholarship
- 1998 Tel Aviv University, Scholarship Award
- 1998-2002 Princeton University, Graduate Fellowship
- 2001 Organization Science Dissertation Proposal Competition, First Runner-Up
- 2001 Eastern Sociological Society Rose Laub Coser Dissertation Proposal Award
- 2001-2003 Woodrow Wilson Society of Fellows Fellowship
- 2003-2004 Harvard University, University Fellowship
- 2004 National Science Foundation Dissertation Improvement Grant, \$6,498, SES 0402576.
- 2005-2007 Robert Wood Johnson Foundation Scholars in Health Policy Research Program Post-Doctoral Fellowship, University of California at Berkeley
- 2008 Junior Faculty Conference Grant, awarded by the Division of International Affairs, Office of the Executive Director, University of Arizona
- 2008 Research Professorship Award, awarded by the School of Social and Behavioral Sciences, University of Arizona
- 2010-2012 The Israeli Council for Higher Education, Alon Award.
- 2010 Winner, Richard W. Scott for Distinguished Scholarship Award by the Organizations, Occupations and Work Section of the American Sociological Association
- 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
- 2011 Yonathan Shapira Faculty Award, Department of Sociology and Anthropology, Tel Aviv University, 10,000NIS
- 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" 25,000NIS CO-PI with Uri Shwed
- 2011-2012 The Jerusalem Vanleer Institute, Equal Employment Opportunity Fellowship

- 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
- 2013-2016 The Israeli Science Foundation. “The Social Construction of Merit” NIS300,000 (approx. \$85,000). Co PI with Uri Shwed
- 2013-2014 Taub Center for Social Policy Studies in Israel. “Factors Explaining the Incorporation of Palestinian Workers in the Jewish Economy”. 50,000NIS, \$15,000. With Noah Lewin-Epstein and Erez Marantz
- 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.
- 2014 The Safra Center for Ethics “Equality at Work: Integration versus Segmentation in the Employment of Professional Palestinian-Israeli Women” Co-PI with Noah Lewin Epstein. \$10,000
- 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
- 2015-2018 Israeli 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)
- 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
- 2019-2021 The Alfred Sloan Foundation. "Working Longer: Synthesizing Findings from Sloan’s Working Longer Program for Academic Leaders" CO-PI with Frank Dobbin \$200,000
- 2019-2022 Israeli Science Foundation. "Effects of Structural Changes in Nonprofit Organizations on Gender Inequality in their Leadership" \$120,000
- 2020-2021 The Israeli Institution for National Social Security "Raising the Retirement Age – The Employer Perspective" CO-PI with Noah Lewin Epstein. 140,000IS
- 2021-2024 Bi-National Israeli U.S. Science Foundation. "How Do Crises Affect Faculty Diversity?" CO-PI with Frank Dobbin \$232,000
- 2024-2025 National Insurance Institute. “Economic Crises and the Social Services Sector (2007-2021): The Impact of Professionalization on Organizational Survival and Gender Inequality in Leadership” NIS 99,000
- 2026 The Landau Prize in the Sciences and Arts, in the field of Sociology.

Membership in Professional Associations

- 1999-present American Sociological Association
- 2011-present Israeli Sociological Association (selected years)
- 2010-2013 Society for the Advancement of Socioeconomics
- 2012-2022 Academy of Management (selected years)

Students Supervised

Doctoral Students

Year Institution	Student	Title of Thesis & Additional Supervisors	
2012-2016 Aviv University	Yael Topel	Gender and Sexuality Organizational Change Hanna Herzog (Chair), Nitza Berkowich	Tel
2018-2021 Aviv University	Towibah Mjdoob	Late Singlehood among Palestinian Women and Men in Israel Avihu Shoshana (Co-Chair with Kalev), Nissim Mizrahi, Gideon Kunda	Tel
2019-2023 Aviv University	Eyal Ehrlich	"Implications for mixing Arab and Jewish students, in schools, on the social relations between the groups". Yossi Shavit (Chair), Uri Shwed	Tel
2018-2022 Aviv University	Roni Tamir	"An Army Doing Gender" Hanna Herzog (Chair), Orna Sasson-Levi	Tel
2018- Aviv University	Arees B'Shara	"Between Neo-Liberalism and Colonialism: The Formation of the New Palestinian Middle Class, a Case Study in the High Tech Industry Michal Frenkel, Nadeem Karkabi	Tel
2018-2025	Gal Deutsch Aviv University	"Structural Changes and Gender Inequality in Nonprofit Organizations" Issac Sasson and Nitza Berkowich	Tel
2023- Aviv University	Yafit	"The Characteristics of Organizations that Maintain or Reduce Pay Inequality" Alfandari Hadas Mandel and Tali Kristal	Tel

M.A. Students

Year	Student	Title of Thesis & Additional Supervisors	
Institution			
2010-2012 Aviv University	Erez Marantz	"Malls and the Incorporation of Palestinian Women into the Israeli Labor Market" Co-Chair with Noah Lewin Epstein	Tel
2011-2013 Aviv University	Miri Eliyhau	"Social Reproduction and Inequality in Hiring and Promoting in Organizations"	Tel
2011-2013 Aviv University	Ira Sobel	"One Step Forward Two Steps Backward? The Implementation of Work Family Programs In Israeli Organizations"	Tel
2012-2016 Aviv University	Gal Deutsch	"Diversity and Inequality within Social Change Organizations"	Tel
2017-2020 Aviv University	Anat Goldstein	"Entrepreneurial Learning and Multiculturalism: Exploratory Case Study of BIPA project (Bavaria-Israel Partnership Accelerator)"	Tel
2015-2017 Aviv University	Shimrit Slonim	"Between Integration and Equality: Palestinian Women in the Pharma-Retail Industry in Israel"	Tel
2016-2017 Aviv University	Yuval Spiegler	"Promotion Merit in High Transparency : The Effects of Merit, Networks and Gender on Promotion in an Integrated Development Environment"	Tel
2020-2022 Aviv University	Chen Naor	"Training and Resources in Israeli Welfare NPOs"	Tel
2018-2022 Aviv University	Maayan Mendelson	"The Gendered Expression of Workplace Mistreatment: Gender Differences in Interpretations"	Tel
2019-2023 Aviv University	Eyal Kutner	"Youth and the Nation: The Apprenticeship	Tel

		Law as an Attempt to Transform the Israeli Corporatist Welfare Regime"
2025- Organizations”	Noa Dagan	“Crisis and the Re-alignment of Social Change

Professional Service

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, NSF.
2009	Member, Committee on Nominations, Economic Sociology section of the American Sociological Association.
2009-2013	Chair, Committee on the Status of Women in Sociology. American Sociological Association.
2010	Chair, Awards Committee, Organizations, Occupations and Work, James D. Thompson Award.
2010-2012	Council Member, Sociology of Law section of the American Sociological Association.
2011	Member, Annual Conference Organization Committee of the Israeli Sociology Association
2011-2014	Editorial Board, Administrative Science Quarterly
2012-2017	Committee Member, Approving Undergraduate Programs in Sociology, The Israeli Committee for Higher Education (<i>Malag</i>).
2012-2014	Council Member, Organization Occupation and Work, section of the American Sociological Association
2013 -2016	Editorial Board: Israeli Sociology, Social Currents
2014-2019	Board Member, Israeli Sociological Association
2014-Present	Member, Advisory Committee to the Israeli Equal Employment Opportunity Committee
2015-2018	Editorial Board: American Review of Sociology, Social Forces
2015	Chair, Distinguished Paper Award Committee, Sociology of Law section of the ASA.
2017-2019	Council Member, section on Economic Sociology, American Sociological Association
2017-2022	Editor in Chief, <i>Israeli Sociology</i> (in Hebrew)
2019-Preesent	Member, Advisory Committee to the Israeli Central Bureau of Statistics Social Survey
2019-2022	Chair-Elect, Chair and Past-Chair, Organization, Occupation and Work section of the American Sociological Association.
2020-2022	Member, University PhD Committee, Tel Aviv University
2020-2021	Member, the Committee on Gender Equity in the Social Science, Faculty of Social Sciences, Tel Aviv University
2022-2025	Chair, Department of Sociology and Anthropology, Tel Aviv University

PUBLICATIONS

Book

1. Dobbin, Frank and Alexandra Kalev "Getting to Diversity: Evidence Based Approach to Workplace Diversity". **Harvard University Press** (Belknap Series), MA: Cambridge. 272 pages. Google Scholar Citations: 33.

Finalist. 2023 Academy of Management George R. Terry Book Award

Refereed

Articles

1. 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. 2006. JCR 2006: Q1 2/93 (Sociology). Google Scholar Citations: 2808.

Reprinted in **Business and Gender: Critical Perspectives**, Edited by Alison Konrad. London: Routledge. 2012.
2. 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. JCR 2011: Q1 15/198. Google Scholar Citations: 313.
3. Kalev, Alexandra and Frank Dobbin. "Enforcement of Civil Rights Law in Private Workplaces: Compliance Reviews and Lawsuits Over Time." **Law and Social Inquiry** 31(4): 855-879. 2006. JCR 2006: Q2 40/100 (Law). Google Scholar Citations: 173.
4. 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. 2007. No JIF. Google Scholar Citations: 214.
5. 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. No JIF. Google Scholar Citations: 88.
6. 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. 2008. JCR 2008: Q1 9/98 (Management). Google Scholar Citations: 49.

7. Green, Tristin and Alexandra Kalev. "Discrimination Reducing Measures at the Relational Level." **Hastings Law Journal** 58(6): 1435-1462 (equal authorship). 2008. JCR 2009: Q3 69/116 (Law). Google Scholar Citations: 112.
8. Kalev, Alexandra. "Cracking the Glass Cages? Restructuring and Ascriptive Inequality at Work." **American Journal of Sociology** 114 (6): 1591-1643. 2009. JCR 2009: Q1 2/114 (Sociology). Google Scholar Citations: 332.
9. Light, Ryan, Vincent J. Roscigno, and Alexandra Kalev. "Racial Discrimination, Interpretation and Legitimation at Work." **Annals of the American Academy of Political and Social Science** 634:39-59. 2011. JCR 2011: Q2 30/89 (Social Sciences, Interdisciplinary). Google Scholar Citations: 95.
10. Dobbin, Frank, Soochan 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. JCR 2011: Q1 2/138 (Sociology). Google Scholar Citations: 408.
11. Kim, Soohan, Alexandra Kalev and Frank Dobbin. "Progressive Corporations at Work: The Case of Diversity Programs." **Review of Law and Social Change** 36:171. 2012. No JIF. Google Scholar Citations: 51.
12. Marantz, Erez, Alexandra Kalev and Noah Lewin Epstein. "Globally Themed Organizations as Labor Market Intermediaries: The Rise of Israeli-Palestinian Women's Employment in Retail." **Social Forces** 93(2):595-622. 2014. JCR 2014: Q1 34/142 (Sociology). Google Scholar Citations: 17.
13. Kalev, Alexandra. "How You Downsize is Who You Downsize: Biased Formalization, Accountability and Managerial Diversity." **American Sociological Review** 79(1): 109-135. 2014. JCR 2014: Q1 1/142 (Sociology). Google Scholar Citations: 141.
14. 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. 2014. JCR 2014: Q1 15/95 (Social Sciences, Interdisciplinary). Google Scholar Citations: 28.
15. Dobbin Frank, Dan Schrage and Alexandra Kalev. "Rage against the Iron Cage: The Varied Effects of Bureaucratic Personnel Reforms on Diversity" **American Sociological Review** 80(5):1014-1044. 2015. JCR 2015: Q1 2/142 (Sociology). Google Scholar Citations: 435.
16. Dobbin Frank and Alexandra Kalev. "Why Diversity Programs Fail and What Work Better ". **Harvard Business Review** 94(7). 2016. JCR 2016: Q1 35/194 (Management). Google Scholar Citations: 1067.

HBR's 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.

17. 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. JCR 2017 (Indicator): Q1 8/50; (JIF): Q2 10/27. (Industrial and Labor Relations). Google Scholar Citations: 136.
18. Shwed Uri and Alexandra Kalev. "How Pay Expectations Become Gendered? The Role of Social Ties and Work Experience" **Labor, Society and Law** 15: 119-132 (in Hebrew). 2018.
19. Dobbin, Frank and Alexandra Kalev. "The Promise and Peril of Sexual Harassment Programs." **Proceedings of the National Academy of Sciences** 116(25):12255-12260. 2019. JCR 2019: Q1 8/71 (Multidisciplinary Sciences). Google Scholar Citations: 111.
20. Axelrad Hila, Alexandra Kalev and Noah Lewin-Epstein. "How Do Employers Think About Older Workers" **Qualitative Research in Organizations and Management** 17(2):201-220. 2021. JCR 2021: Q3 268/393 (Management) Google Scholar Citations: 15.
21. Dobbin, Frank and Alexandra Kalev. "The Civil Rights Revolution at Work: What Went Wrong" **Annual Review of Sociology** 47:281-303. 2021. JCR 2021: Q1 4/211 (Sociology). Google Scholar Citations: 76.
22. Kim Kwan Woo, Alexandra Kalev, Frank Dobbin and Deutsch Gal. "Crisis and Uncertainty: Did the Great Recession Reduce the Diversity of New Faculty?" **Sociological Science** 8: 308-324. 2021. <http://dx.doi.org/10.15195/v8.a1> .JCR 2021: Q1 6/150 (Sociology). Google Scholar Citations: 16.
23. Knight Carly, Frank Dobbin and Alexandra Kalev. "Under the Radar: Visibility and the Effects of Discrimination Lawsuits in Small and Large Firms". **American Sociological Review** 87(2):175-201. 2022. JCR 2022: Q1 3/149 (Sociology). Google Scholar Citations: 29.

24. Kalev Alexandra and Frank Dobbin. "The Surprising Benefits of Work Life Supports". **Harvard Business Review** 100:98-107. 2022. JCR 2021: Q1 5/154 (Business). Google Scholar Citations: 31.
27. Alexandra Kalev and Frank Dobbin. "How Firms Turn Middle Managers into Diversity Leaders" **Seattle University Law Review** 46(2). 2022. No JIF. Google Scholar Ranking Q2 (45/140). Google Scholar Citations: 6.
25. Axelrad Hila, Alexandra Kalev and Noah Lewin Epstein. "Ambivalent Bias at Work: Managers' Perceptions of Older Workers across Organizational Contexts". **Work, Employment and Society** <https://doi.org/10.1177/09500170231175790>. 2023. JCR 2022: Q1 7/30 (Industrial and Labor Relations). Google Scholar Citations: 12.
26. Kalev Alexandra and Frank Dobbin. "Retooling Career Systems to Fight Workplace Bias: Evidence from U.S. Corporations". **Daedalus: Journal of the American Academy of Arts and Sciences**, 153 (1): 213–230. 2024. https://doi.org/10.1162/daed_a_02056. JCR 2024: Q1 (Social Science, Political Science). Google Scholar Citations: 11.
27. Marantz Erez, Alexandra Kalev and Noah Lewin-Epstein. "The Meaning of Success: Ethno- Gendered Reactions to Exclusion at Work" <https://doi.org/10.1093/socpro/spae031>. **Social Problems** 2025. JCR 2024: Q1 29/220 (Sociology). Google Scholar Citations: 1
28. Dobbin Frank and Alexandra Kalev. "Achieve DEI Goals Without DEI" **Harvard Business Review**. July-August 2025. JCR 2022: Q1 31/420 (Management). Google Scholar Citations: 2.

Submitted for Publication:

1. Gonsalves, Leroy, Alexandra Kalev, Frank Dobbin, Kwan W. Kim, W., Deutsch, Gal. "How to Stop the Clock: The Effects of Tenure Clock Extensions on Faculty Diversity". **Under 2nd review, American Journal of Sociology**.

Academy of Management, Organization and Management Theory (AOM OMT) Division Best Paper on Environmental and Social Practices Award. 2022

Abridged version published as an Academy of Management Best Paper publication in the Academy of Management Proceedings (Vol. 2022, No. 1, p. 14266). Briarcliff Manor, NY 10510: Academy of Management. 2022

Other Publications

1. Kalev, Alexandra. "How "Neutral" Layoffs Disproportionately Affect Women and Minorities". **Harvard Business Review** July 26th, 2016. [Google Scholar Citations: 3.](#)
2. Dobbin, Frank, and Alexandra Kalev. "Training Programs and Reporting Systems Won't End Sexual Harassment – Promoting More Women Will". **Harvard Business Review** November 15th, 2017. [JCR 2017: Q1 25/210 \(Management\).](#) [Google Scholar Citations: 56.](#)
3. Dobbin, Frank, and Alexandra Kalev. "Why Diversity Training Doesn't Work: The Challenge for Industry and Academia". **Anthropology Now** 10 (2):48-55. 2018. [Google Scholar Citations: 232.](#)
4. Dobbin, Frank, and Alexandra Kalev. "Why Sexual Harassment Programs Backfire". **Harvard Business Review** May-June. 2019 [JCR 2019: Q1 19/226 \(Management\).](#) [Google Scholar Citations: 35.](#)
5. Kalev Alexandra and Frank Dobbin. "Companies Need to Think Bigger Than Diversity Training". **Harvard Business Review** October 20th, 2020. [Google Scholar Citations: 14.](#)
6. Kalev Alexandra. "Research: U.S. Unemployment Rising Faster for Women and People of Color". **Harvard Business Review** April 20th, 2020 [JCR 2020: Q1 47/226 \(Management\).](#) [Google Scholar Citations: 23.](#)

Book Chapters

1. Kalev Alexandra and Moran Levy. "The Personnel Profession" pp. 682-685 in **Sociology of Work: An Encyclopedia**, edited by Vicki Smith. Sage Publications. 2013
2. Kalev, Alexandra. "Glass Cages" pp. 328-330 in **Sociology of Work: An Encyclopedia**, edited by V. Smith. Sage Publications. 2013
3. 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. 2013
4. 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
5. 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

6. Kalev, Alexandra and Vincent J. Roscigno. "Interview: 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. Springer. 2016. [Google Scholar Citations: 5](#).
7. 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. 2017. [Peer reviewed](#). [Google Scholar Citations: 78](#).
8. Kalev Alexandra and [Gal Deutsch](#). "Gender Inequality and Workplace Organizations: Understanding Reproduction and Change". Pages 257-269 in **Handbook of the Sociology of Gender**, edited by Riesman Barbara, Carissa Froyum and William Scarborough. Springer Press. 2018. [Peer reviewed](#). [Google Scholar Citations: 62](#).
9. Kalev Alexandra. "The Impact of Diversity Training Programs in the Workplace and Alternative Bias Reduction Mechanisms" **Oxford Research Encyclopedia of Business and Management**, edited by Donald D Bergh. Oxford University Press. 2023. [Peer reviewed](#). [Google Scholar Citations: 5](#).
10. Kalev Alexandra and Frank Dobbin "Equity in Organizations: Systemic versus Individual Approaches and the Role of Transparency". Forthcoming in **Handbook of Pay Equity and Transparency**, edited by Peter Bamberger and Ingo Weller. Edward Elgar Publishing.

Research Reports

1. Kelly, Erin, Frank Dobbin, Alexandra Kalev and Samantha Ammons. "The Princeton – Minnesota Study of Employers' Family Policies." **A Report to Survey Respondents**. 2002.
2. 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, 2004.
3. Lewin Epstein Noah, Alexandra Kalev, Erez Marantz and Shimrit Slonim "Integration of Arab Israeli pharmacists into the labor market". The Taub Center for Social Policy Studies in Israel. 2015. [Google Scholar Citations: 10](#)

4. 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" ([in Hebrew](#)). 2016.
5. 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” A report prepared for the Edmond J. Safra Center for Ethics ([in Hebrew](#)). 2017.
6. 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 and in Higher Education Institutions" ([in Hebrew](#)) 2017.
7. 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, by Selected Areas of Study" ([in Hebrew](#)). 2019.
8. Kalev Alexandra, Yafit Alfandari, Ayala Ginat and Tsipi Berman. "Diversity Index: Ranking and Mapping the Representation and Pay Gaps of Disadvantaged Groups in the Israeli Private and Public Sector, by Geographical Region" ([in Hebrew](#)) 2020.
9. Kalev Alexandra, Yafit Alfandari, Ayala Ginat and Tsipi Berman (2021). "Diversity Index: Ranking and Mapping the Representation, Pay Gaps and Covid-19 Furloughs of Disadvantaged Groups in the Israeli Private and Public Sector". ([in Hebrew](#)) 2021.
10. Kalev Alexandra, Yafit Alfandari, Ayala Ginat and Tsipi Berman (2021). "Diversity Index: Ranking and Mapping the Representation, Pay Gaps in the Israeli Private and Public Sector: Examining Trends over Six Years ". ([in Hebrew](#)) 2022.

Book Reviews

1. Kalev, Alexandra. Book review: “Ethnicity, Exclusion and the Workplace”, by John Carter. In: **Work and Occupations** 32: 106-108. 2005.
2. 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. 2009.
3. Kalev, Alexandra. Book review "Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality", by Ellen Berrey, Robert Nelson and Laura Beth Nielsen. **Contemporary Sociology** 48(5): 519-521. 2019. [Google Scholar Citations: 1](#).

Contribution to Science and Research

My work has made important contributions to a broad range of fields, including sociology of organizations, management, stratification, social psychology and gender and racial studies. I contribute to advancing science by providing new approaches to key sociological questions about inequality, using extensive original datasets, producing highly cited publications and collaborating with graduate students to prepare them for research-oriented careers. My studies make several contributions: explore blind spots and offers new evidence and theory on the way organizational processes and structures shape the remediation of inequality at the intersection of gender, ethnicity and class (recent examples: the book *Getting to Diversity*, #24; #26); offer an organization-centered corrective to economic and demographic claims on the sources of labor market inequalities (recent examples # 22, #25); explore different types of bias and analyze ways in which organizational contexts shape cognitive bias (#25, #26); contribute also to the sociology of law, to debates in socio-legal scholarship about procedural fairness versus substantive justice (recent example: #23) and point to the Western and liberal blind spots of stratification and organization research on topics such as formalization, bias, careers, minorities agency in reactions to exclusion (recent example #27). Overall, my research offers new sociological understandings of structure and agency, by offering novel, evidence-based theory about the interplay between organizational structures, status groups (e.g., managers, women) and cognitive processes in shaping social inequality.