

**Dr. Cynthia J. Cranford**  
**May 2020**  
**C.V.**

**A. BIOGRAPHICAL INFORMATION**

**1. CONTACT**

c.cranford@utoronto.ca

**2. DEGREES**

- |           |  |
|-----------|--|
| 1997-2001 | Ph.D. Sociology<br>University of Southern California<br>Thesis: <i>Labor, Gender and the Politics of Citizenship: Organizing Justice for Janitors in Los Angeles</i> |
| 1993-1997 | M.A. Sociology<br>University of Southern California<br>Empirical paper: Gender and Citizenship in the Restructuring of the Los Angeles Janitorial Industry           |
| 1989-1993 | B.S. Sociology<br>University of California, Riverside  |

**Areas of specialization:** gender, work and labour, international migration

**3. EMPLOYMENT**

- |              |  |
|--------------|--|
| 2008-present | Associate Professor<br>University of Toronto<br>Department of Sociology<br>Primary appointment and undergraduate: UTM campus<br>Graduate: St. George campus                |
| 2003-2008    | Assistant Professor, Tenure Stream<br>University of Toronto<br>Department of Sociology<br>Primary appointment and undergraduate: UTM campus<br>Graduate: St. George campus |
| 2001- 2003   | Post-doctoral Fellow, SSHRC-CURA (P.I.: L. Vosko)  |

#### **4. HONOURS**

May 2004                      Dean's special merit award

#### **5. PROFESSIONAL AFFILIATIONS AND ACTIVITIES**

American Sociological Association, Sections: Sex and Gender; Organizations,  
Occupations and Work; International Migration  
Canadian Sociology and Anthropology Association  
Sociologists for Women in Society  
Society for the Study of Social Problems

Referee for *American Sociological Review*, *Canadian Ethnic Studies Journal*, *Canadian Review of Sociology and Anthropology*, *City and Society*, *Ethnicities*, *Gender & Society*, *Gender Work and Organization*, *Human Relations*, *International Migration Review*, *Journal of International Migration and Integration*, *Labor Studies Journal*, *Social Forces*, *Social Problems*, *Work and Occupations*, *Sociology Compass*, *Theory and Society*, *Nelson Education Ltd.* and the *Social Sciences and Humanities Research Council*.

#### **B. ACADEMIC HISTORY**

##### **6. RESEARCH AWARDS**

2012-2019      Co-investigator, SSHRC Partnership Grant: "Gender, Migration and the Work of Care", ~ 250,000 for the project I led "Understanding and Improving Immigrant Labour Markets for Personal Care Work: A Comparative Analysis of Public Sector Personal Care Work in North America."

2006-09        Principal Investigator, SSHRC Standard Research Grant: \$103,422 "Negotiating Quality Care and Quality Work: Personal Care Providers and People with Disabilities in Ontario"

2005            Principal Investigator, Connaught NSM Grant: \$25,000  
Personal Care-Work in Context: Ontario and California: 1970 to Present

2004-06        Co-investigator, SSHRC-CURA  
"Community-University Research Alliance on Contingent Work (Completion Grant)"

1999-00        Dissertation Fellowship, Graduate School

University of Southern California

- Fall 1999 Visiting Doctoral Fellowship, Center for U.S.-Mexican Studies  
University of California, San Diego
- May 1999 Dissertation Fellowship, Workshop Conceptualizing Los Angeles  
Getty Research Institute, Los Angeles
- 1998-1999 Dissertation Fellowship, College of Letters, Arts and Sciences  
University of Southern California

## **B. SCHOLARLY AND PROFESSIONAL WORK**

### **7. REFEREED PUBLICATIONS – ACCEPTED AND PUBLISHED**

\*= graduate student

#### A. Articles:

- Cranford, Cynthia, Angela Hick\* and Louise Birdsell Bauer\*. 2018. “Lived Experiences of Social Unionism: Toronto Homecare Workers in the late 2000s.” *Labor Studies Journal* 43(1): 74-96.
- Chun, Jennifer Jihye and Cynthia Cranford. 2018. “Becoming Homecare Workers: Chinese Immigrant Women and the Changing Worlds of Work, Care and Unionism.” *Critical Sociology*. 44 (7-8): 1013–1027
- Birdsell-Bauer\*, Louise and Cynthia Cranford. 2017. “The Community Dimensions of Union Renewal: Racialised and Caring Relations in Social Services.” *Work, Employment and Society* 31(2): 1-17.
- Engman\*, Athena and Cynthia Cranford. 2016. “Habit and the Body: Lessons for Social Theories of Habit from the Experiences of People with Physical Disabilities.” *Sociological Theory* 34(1):27-44.
- Cranford, Cynthia and Diana Miller\*. 2013. “Emotion Management from the Client’s Perspective: The Case of Personal Home Care.” *Work, Employment and Society* 27(5): 785-801.
- Cranford, Cynthia. 2012. “Gendered Projects of Solidarity: Workplace Organising among Immigrant Women and Men.” *Gender Work and Organization* 19(2): 142-164
- Cranford, Cynthia. 2007. “It’s Time to Leave Machismo Behind’: Challenging Gender Inequality in an Immigrant Union.” *Gender & Society*, 21(3):409-438.
- Cranford, Cynthia. 2007. “Constructing Union Motherhood: Gender and Social Reproduction in the Los Angeles Justice for Janitors Movement.” *Qualitative Sociology*, 30(3):361-381.
- Cranford, Cynthia, 2005. “Networks of Exploitation: Immigrant Labor and the Restructuring of the Los Angeles Janitorial Industry.” *Social Problems* 52(3): 379-397.
- Cranford, Cynthia, Vosko, Leah F. and Nancy Zukewich. 2003a. “The Gender of Precarious Employment in Canada.” *Relations Industrielles/Industrial Relations*. 58(3):454-82.

- Reprinted in *Working in a Global Era: Canadian Perspectives*, edited by Vivian Shalla. Toronto: Canadian Scholars Press.
- Cranford, Cynthia, Leah F. Vosko and Nancy Zukewich. 2003b. "Precarious Employment in the Canadian Labour Market: A Statistical Portrait." *Just Labour: A Canadian Journal of Work and Society*. 3 (Fall): 6-22.
- Cranford, Cynthia and Deena Ladd. 2003. "Community Unionism: Organizing for Fair Employment in Canada." *Just Labour: A Canadian Journal of Work and Society*. 3 (Fall):46-59.
- Vosko, Leah F., Zukewich, Nancy and Cynthia Cranford. 2003. "Precarious Jobs: A New Typology of Employment." *Perspectives on Labour and Income* 4 (10):39-49.
- Wilton, Robert and Cynthia Cranford. 2002. "Toward an Understanding of the Spatiality of Social Movements: Labor Organizing at a Private University in Los Angeles." *Social Problems* 47(3):374-94.
- James, Angela, David Grant and Cynthia Cranford. 2000. "Moving Up, But How Far?: African American Women and Economic Restructuring in Los Angeles, 1970-1990." *Sociological Perspectives*. 43(3):399-420.
- Cranford, Cynthia. 1998. "Gender and Citizenship in the Restructuring of Janitorial Work in Los Angeles." *Gender Issues*. 16(4):25-51.  
Reprinted in *Immigrant Women*, edited by Rita Simon. New Brunswick, NJ: Transactions Publishers.
- Myers, Dowell and Cynthia Cranford. 1998. "Temporal Differentiation in the Occupational Mobility of Immigrant and Native-Born Latina Workers." *American Sociological Review*. 63(1):68-93, second author.

## B. Books

- Cranford, Cynthia. 2020. *Home Care Fault Lines: Understanding Tensions and Creating Alliances*. Ithaca: Cornell University Press.
- Cranford, Cynthia, Judy Fudge, Eric Tucker and Leah F. Vosko. 2005. *Self Employed Workers Organize: Law, Policy and Unions*. Montreal and Kingston: McGill-Queens University Press.

## *Book Chapters*

- Cranford, Cynthia and Jennifer Jihye Chun. 2017. "Immigrant Women and Home-based Elder Care in Oakland, California's Chinatown." Pp. 41-66 in *Gender, Migration and the Work of Care: A Multi-Scalar Approach to the Pacific Rim*, edited by Sonya Michel and Ito Peng. Palgrave.
- Cranford, Cynthia. 2014. "Toward Particularism with Security: Immigration, Race and the Organization of Personal Support Services in Los Angeles." Pp 203-225 in *When Care Work Goes Global: Locating the Social Relations of Domestic Work*, edited by Mary Romero, Valerie Preston and Wenona Giles. Ashgate.
- Cranford, Cynthia. 2014. "Towards Flexibility with Security for (Im)migrant Care Workers: A Comparative Analysis of Personal Home Care in Ontario and California." Pp 173-191 in *Care and Migration: Theory, Policy and Politics*, edited by Bridget Anderson and Isabel Shutes. Palgrave.
- Cranford, Cynthia and Leah F. Vosko. 2006. "Conceptualising Precarious

- Employment: Mapping Wage Work across Social Location and Occupational Context.” Pp. 43-66 In *Precarious Employment: Understanding Labour Market Insecurity*, edited by Leah F. Vosko. Montreal and Kingston: McGill-Queens University Press.
- Cranford, Cynthia, Tania Das Gupta, Deena Ladd and Leah F. Vosko. 2006. “Thinking Through Community Unionism.” Pp. 353-378 In *Precarious Employment: Understanding Labour Market Insecurity*, edited by Leah F. Vosko. Montreal and Kingston: McGill-Queens University Press.
- Cranford, Cynthia. 2004. “Gendered Resistance: Organizing Justice for Janitors in Los Angeles.” Pp. 309-329 in *Challenging the Market: The Struggle to Regulate Work and Income*, edited by Jim Stanford and Leah F. Vosko. Montreal and Kingston: McGill Queens University Press.

## **8. NON-REFEREED PUBLICATIONS**

### **B. Books and/or Chapters**

#### **Invited Book Chapters:**

- Cynthia Cranford. 2007. “¡Aquí Estamos y No Nos Vamos!’ Justice for Janitors in Los Angeles and New Citizenship Claims.” Pp. 306-326 in *Women in the U.S.-Mexico Borderlands: A Reader*, edited by Denise Segura and Patricia Zavella. Duke University Press.
- Cranford, Cynthia J., Mary Gellately, Deena Ladd and Leah F. Vosko. 2005. “Community Unionism and Labour Movement Renewal: Organizing for Fair Employment.” Pp. 237-250 In *Paths to Union Renewal*, edited by Pradeep Kumar and Chris Schenk. Toronto and Ottawa: Broadview Press, Garamond Press and the Canadian Centre for Policy Alternatives.
- Hondagneu-Sotelo, Pierrette and Cynthia Cranford. 2006 (1999). “Gender and Migration.” Pp. 105-126 in *Handbook of the Sociology of Gender*, edited by Janet S. Chafetz. New York: Plenum Publishing Company.

#### **Book Reviews**

- Cranford, Cynthia. 2009. Review of Equity, Diversity and Canadian Labour, edited by Gerald Hunt and David Rayside, University of Toronto Press for *Work and Occupations*, 36: 437.
- Cranford, Cynthia. 2007. Review of Immigrants, Unions and the New U.S. Labor Market by Immanuel Ness, *Contemporary Sociology*, 35(4):379-80
- Cranford, Cynthia. 2007. “The Nexus of Restructuring, Immigration and Labor Movement Renewal in Los Angeles.” Symposium on LA Story: Immigrant Workers and the Future of the U.S. Labor Movement by Ruth Milkman, *Labor History*. 48(4).

## **9. Manuscripts in Preparation or Submitted**

- Nazareno, Jennifer and Cynthia Cranford. 2019. “Intersectionality, Gendered Immigrant Care Economies, and New Forms of Servitude in the Privatized Sector of Elder Care.”

## 10. SELECT PAPERS PRESENTED AT MEETINGS AND SYMPOSIA

### Refereed

#### Conference Papers

- Nazareno, Jennifer and Cynthia Cranford. 2019. Intersectionality, Gendered Immigrant Care Economies, and New Forms of Servitude in the Privatized Sector of Elder Care." Care Work/Caring Labor session, American Sociological Association Meetings, August 10, New York, written and oral.
- Chun, Jennifer Jihye and Cynthia Cranford. 2018. "Tensions and Alliances in Intimate Labour: The Case of Co-Ethnic Personal Care." JS-53 Global Perspectives on Care and Care Work I: Marketization, Migration and Gender Session of the International Sociological Association, July, Toronto, oral presentation.
- Chun, Jennifer Jihye and Cynthia Cranford. 2017. "Becoming Homecare Workers: Chinese Immigrant Women in California's Oakland Chinatown." Labor, Gender and Care Work Session, American Sociological Association Meetings. August 14. Montreal, written and oral.
- Cranford, Cynthia. 2017. "Flexibility or Security? The Social Organization of Home Care in Ontario and California." Critical Intersections between Work, Care and Ageing Session of the Canadian Sociological Association Meetings. July: Toronto, written and oral.
- Cranford, Cynthia. 2015. "Conceptualizing the Employment Regime of Migrant Reproductive Labor: Immigrant Personal Support Workers in Private Homes." Regular Session of the International Migration Section on Precarious Workers and Professionals, American Sociological Association Meetings, Chicago, written and oral.
- Cranford, Cynthia. 2014. Theorizing Complex Inequality: Personal Support Services Provided to People with Physical Disabilities by Immigrant Workers of Color." Thematic Session "Disability, Poverty and Work: Multiple Locations of Disadvantage" Society for the Study of Social Problems Meetings. August: San Francisco, written and oral.
- Cranford, Cynthia. 2014. "Conceptualizing Flexibility and Security: The Case of Immigrant Personal Home Care Workers." Regular Session: Work and the Workplace. American Sociological Association Meetings. August: San Francisco, written and oral.
- Cynthia Cranford and Angela Hick. 2014. "Understanding the Mismatch between

- Industrial Unionism and Service Sector Employment: A case study of Ontario personal homecare workers.” *Section on Social Inequality, the Labour Market and the Great Recession Canadian Sociological Association Annual Meetings*. May: Brock University, written and oral.
- Cranford, Cynthia. 2013. “Philanthropic Gifts or Exploited Labor?: Emotion Management in Personal Home Care Work.” Presented at *Organizations, Occupation and Work Section Roundtables*. New York: American Sociological Association, written and oral.
- Cranford, Cynthia. 2013. “Flexibility for Whom and at What Cost? Migrant Workers, Racialization and the Struggle for Security in Personal Home Care Work.” Presented at *Gender, Migration and the Work of Care Session*. Chicago: Social Science and History meetings, written and oral.
- Birdsell-Bauer, Louise and Cynthia Cranford. 2013 “Caring about Unionism.” Presented at *Organizing Precarious Workers: Comparative Perspectives on Low-Wage Workers and Labor Movements Session*. New York: American Sociological Association meetings, written and oral.
- Cranford, Cynthia. “Theorizing Conflict in Intersectional Analyses: Personal Support Services Provided to People with Physical Disabilities by Immigrant Workers of Color.” *Society for the Study of Social Problems Annual Meetings*, Denver. August 2012, written and oral
- Cranford, Cynthia. “Towards Flexibility with Security for (Im)migrant Care Workers: A Comparative Analysis of Personal Care Services in Toronto and Los Angeles.” *Making Connections: Migration, Gender and Care Labour in Transnational Context*. Oxford University, April 15-16 2011, written and oral
- Cranford, Cynthia and Diana Miller. 2010. “Care or Service?: Conceptualizing personal home care from the perspectives of elderly and younger adults with disabilities in Ontario.” *Canadian Sociological Association Meetings, 2008, Session on Exploring the World of Care*, Montreal, May 2010, written and oral.
- Cranford, Cynthia and Mark Easton. 2009. “Explaining the Allocation of Immigrant Women and Men into Bad Jobs.” Paper accepted for the “Economic Integration of Immigrants and Immigrant Offspring” Session at the *Canadian Association Meetings*, Ottawa, May, written and oral
- Cranford, Cynthia. 2009. “Flexibility or Security?: Personalism and Race in Los Angeles and Toronto Personal Care Models.” *CareWork Network Conference Bridging Worlds of Care*. San Francisco, August. Oral presentation.
- Cranford, Cynthia 2007. “Flexible Work or Flexible Employment?: Personal Home Care Work in Los Angeles” *American Sociological Association Meeting, “Flexibility and Job Security” Roundtable of the Organizations, Occupations and Work Section*, New York. August, written and oral.
- Cranford, Cynthia 2007. “Toward Flexibility with Security: Personal Home Care Work in Los Angeles.” *Care work Network Conference, Session on Improving Conditions for Care workers*, New York, August, written and oral.
- Cranford, Cynthia. 2006. “The Union Draws Women out of the Closet”: Immigrant organizing in Los Angeles and the Reconstruction of Gender Relations.” *Society for the Study of Social Problems Annual Meetings, Labor Studies Division*,

- Session Building Just, Diverse, and Democratic Workplaces II, Montreal, August, written and oral.
- Cranford, Cynthia. 2006. "‘Its Time to Leave Machismo Behind’: Immigrant Union Organizing and the Reconstruction of Gender Relations in Los Angeles." Canadian Sociology and Anthropology Association Meeting, Gender Session: Gender and Restructuring, Toronto May/June, written and oral.
- Cranford, Cynthia. 2005. "Projects of Solidarity and Gender Relations at Work: Latina/o Immigrant Janitors in Los Angeles." American Sociological Association Meeting, Session on Race, Gender, and Class: Occupations and the Workplace, Philadelphia. August, written and oral.
- Cranford, Cynthia. 2004. "Security without Flexibility: Personal Care Workers and People with Disabilities in Ontario." American Sociological Association Meeting, Regular Session: Carework, San Francisco, California. August, written and oral.
- Cranford, Cynthia. 2003. "Networks of Exploitation: Immigrant Labour and the Restructuring of the Janitorial Industry in Los Angeles." American Sociological Association Meeting, Regular Session: Immigration, Work, Atlanta, Georgia. August, written and oral.
- Cranford, Cynthia. 2002. "Class, Gender and Racialized Citizenship in the Justice for Janitors Movement: The Potential for Challenging Multiple Oppressions." American Sociological Association Meeting, Regular Session: Race, Gender and Class. Chicago, August, written and oral.
- Cranford, Cynthia. 2001. "Aquí Estamos y No Nos Vamos!: ‘Justice for Janitors’ and New Citizenship Claims." American Sociological Association Meeting. Labor and Labor Movements Section Roundtables. Anaheim, August, written and oral.
- Cranford, Cynthia. 2000. "Toward an Analytics of Power in the Labor Process: Control and Resistance among Latina/o Immigrant Janitors in Los Angeles." Latin American Studies Association Meeting. Miami, April, written and oral.

### **Non-refereed**

- Cranford, Cynthia. 2019. "Flexible Care, Secure Work: Tensions and Alliances in Intimate Labor." *Care Work Network Second Global Summit*. University of Toronto. June, oral presentation
- Cranford, Cynthia. 2018. "Tensions and Alliances in Intimate Labour." *Joint Symposium in Global Health and Care*. July 13-14, University of Toronto.
- Cranford, Cynthia. 2017. "Flexible Care, Secure Work." *Care Work Network Global Summit*. Lowell, MA: University of Massachusetts at Lowell. June.
- Cranford, Cynthia. 2009. "Toward Flexibility with Security: Personal Assistance Services in Los Angeles Public and Private Sectors." The Global Migration Systems of Domestic and Care Workers Conference. York University, November 13-14,
- Cranford, Cynthia. 2007. "Precarious Employment: Gaps and Strategies" panel for the *Law Union of Ontario Conference*, February 10, Toronto, oral presentation.
- Cranford, Cynthia. 2006. "‘It’s Time to Leave Machismo Behind’: Immigrant Union Organizing and the Reconstruction of Gender Relations in Los Angeles." *New Voices in Labour Studies in Canada*, Trent University, Peterborough, October 27-28, written.
- Cranford, Cynthia, Mary Gellatly, Deena Ladd and Leah F. Vosko. 2004. "Workers’ Centres and Community Unionism: Organizing for Fair Employment in Toronto." International Colloquium on Union Renewal, Montreal, November 18-20, oral.



- Cranford, Cynthia and Leah F. Vosko. 2004. "Gender, Nation, and Precarious Self-Employment among Immigrant Women and Men: Reflections on the Canadian Case." Gender and Work Database Conference, Gender and Work: Knowledge Production in Practice, York University, October 1-2, written and oral.
- Cranford, Cynthia. 2003. "Mapping Precarious Employment in Canada." Canadian Sociology and Anthropology Association Meeting, Session on Precarious Employment: Mapping precariousness in the Canadian Labour Force, organized by Cranford and Vosko. Halifax, June 2003, written and oral.

#### **11. INVITED LECTURES OR PRESENTATIONS, OR DISCUSSANT COMMENTS**

- Organizer/Moderator. 2019. "Panel Session: Organizing Care Workers: Innovative Strategies from Domestic Worker Organizing across Asia and North America." *Care Work Network Second Global Summit*. University of Toronto. June.
- Discussant. 2019. "Panel Session: Regulating Careworker Migration: Immigration Controls in Sending and Receiving Countries." *Care Work Network Second Global Summit*. University of Toronto. June.
- Cranford, Cynthia. 2017. "Flexibility or Security?" Presented at *The Care Connective: The Crisis of Care and the Problem of Social Reproduction* to launch a major curatorial research program *Take Care*. September 22, Blackwood Gallery, UTM.
- Cranford, Cynthia. 2016. "Flexibility or Security? In-Home Personal Support in Ontario and California." Symposium on *International Perspectives on Personalised Social Support and Care*. RMIT University, Melbourne, Australia. August 15.
- Cranford, Cynthia. 2016. "Flexibility or Security? In-Home Personal Support in Ontario and California." Presented at the Social Policy Research Centre University of New South Wales, Sydney, Australia August 16.

- Cranford, Cynthia. 2015. "Community Unionism: Challenging Racialized Labour Markets." *USC Sociology Department's Centennial Symposium Rethinking Race*. Los Angeles: October 28-29, 2015.
- Discussant. 2015. "Intimate Industries in the Making of Precarity." *American Studies Association Annual Meetings*, Toronto, October 8.
- Critic in Author Meets Critic Session. 2013. *Caring for America: Home Health Workers in the Shadow of the Welfare State*. New York: Oxford University Press, by Boris, Eileen and Jennifer Klein. 2012. *Social Science and History Association Meetings*, Chicago.
- Cranford, Cynthia. 2013. "Towards Flexibility with Security: A Comparative Analysis of Personal Home Care Services." Presentation at the Service Employees International Union, Local 1 Leadership Conference. Toronto, Ontario. Winter.
- Cranford, Cynthia. "Towards Flexibility with Security: A Comparative Analysis of Personal Home Care Labour in Toronto and Los Angeles." Labour Studies Department, McMaster University, November 16, 2011.
- Cranford, Cynthia. "Care and Citizenship from Multiple Axes: Personal Support Services Provided to People with Disabilities in Toronto," American Sociology Association Meetings, Session on Caring Labor and Citizenship: An International Perspective. Atlanta, August 2010.
- Discussant. 2007. American Sociological Association Meetings, International Migration Section Roundtable: State, Gender, Familial Roles and Migration in Contemporary and Historical Perspective, August, New York.
- Discussant. 2005. *Canadian Industrial Relations Association Annual Meetings*, Exploring Alternatives to the Protection of Vulnerable Workers Session, June, London, Ontario.
- Cranford, Cynthia. 2005. "Projects of Solidarity and Gender Relations at Work: Latina/o Immigrant Janitors in Los Angeles." State University of New York, Stony Brook, Department of Sociology Seminar, October, oral.
- Cranford, Cynthia. 2004. "Immigration, Neo-liberal Restructuring and Gender: Homecare Work in Ontario." Keynote lecture for conference *Getting There: Newcomers and Healthcare Occupations*, organized and invited by Gender Studies. University of Toronto, Mississauga, March 9 2004, oral.
- Cranford, Cynthia and Leah Vosko. 2001. "Precariousness in the Canadian Labour Market: Toward New Indicators of Insecurity." Institute for Work and Health, University of Toronto, oral.
- Cranford, Cynthia. 2000. "Economic Restructuring, Immigration and the New Labor Movement: Latina/o Janitors in Los Angeles." Center for Comparative Immigration Studies, University of California San Diego, written and oral.
- Cranford, Cynthia. 2000. "Immigrant Labour, Union Organizing and Household Gender Relations: Latin American Janitors in Los Angeles." Centre for Research on Latin America and the Caribbean, York University, Toronto, written and oral.

## INVITED WORKSHOPS

Participant in “National Workshop on Women and Ancillary Work in Health Care”, organized by the National Network on Environments and Women’s Health, Toronto, February 9-10, 2006, oral

## D.LIST OF COURSES

### 12. A. Undergraduate courses

SOC 460 Migrant Labour  
SOC 412 Senior in the Sociology of Work: Work and Migration  
SOC 387 Qualitative Methods  
SOC 352 Gender and Care  
SOC 341 Contemporary Issues in Work and Occupations  
SOC 227 Sociology of Work and Occupations  
SOC 200 Quantitative and Qualitative Research Methods

### Other training of undergraduates

2018. Ayesha Tak as a research assistant for Home Care project.

2014-15, just graduated students Michael Lee (UTSG) and Justin Kong (UBC) to work as RAs on gender, migration and work of care project in the year before applying to graduate school (both got into our program)

September 2005-March 2006, work study student Brittany Lauton (UTM), research assistant for literature organization position

September 2004-March 2005, undergraduate work study student Iram Ashraf (UTM), research assistant for literature organization position.

### B. Graduate courses

Gender Relations/Core Survey Course  
Sociology of Work I: Gender Work and Migration  
Research Practicum  
Sociology of Work: Work, Industry and Labour in Global Perspective  
Directed reading “Labour in Global Perspective”  
Directed reading “Gender and Care Work”

### C. Graduate Students

#### Supervisor

2018-ongoing. Natalie Adamyk. “Sessions Instructors’ Use of Emotional Labor.”  
Research Practicum Paper.

2017-ongoing. Patricia Roach. “Unlikely Subjects: Mobilizing Older Migrant Domestic Workers in California and the Netherlands.” PhD. Dissertation.

2014-ongoing. Yukiko Tanaka. “Decolonizing Immigrant Settlement: Immigrant Belonging in the Settler Colonial State.” PhD Dissertation

2012-ongoing. Yangsook Kim. “The Politics of Care: Women Workers in South Korean Care Market.” PhD Dissertation

Jan-June 2018. Sohoon Lee. “‘Informal’ negotiation between migrant care workers and their South Korean employers.” Post-Doctoral Student.

2011-2018. Louise Birdsell-Bauer. “Precarious Professionals: Non-Tenure-Track Faculty in Southern Ontario Universities.” PhD Dissertation

2011-2016. Diana Miller. “Gendering Cultural Fields.” PhD Dissertation.

2010-2016. Joanne Nowak. “The Social Nature of Skilled Migration and Integration: Perspectives from Ghanaian Nurses in Canada.” PhD Dissertation

2013-14. Angela Hick. “Precarious Work, Industrial Unionism, and Union Efficacy: A case study of Ontario personal homecare workers.” Research Practicum Paper.

2013-2014. Yukiko Tanaka. “The Subcontracted Welfare State: Non-profit organizations, citizenship, and immigrant women.” Master’s Research Paper.

2008-9. Joanne Nowak. “New Frontiers for the Culture of Migration Theory: The Inclusion of Skilled Migration.” Research Practicum Paper.

2008-9. Ingrid Kittlaus. “Rethinking Independent Living in the Greater Toronto Area.” Research Practicum Paper

2006-07. Jade Vo. “Finding Support and Resistance within Social Networks: A Case Study of the Live-In Caregiver Program.” M.A. paper.

#### D. Other graduate teaching

#### Member of Comprehensive Exam Committees

2012-14, 17-19 Chair, Gender

Fall 2011 Ethnicity and Immigration

2009-2010 Work, Occupations and Organizations

2009-2010 Ethnicity and Immigration  
2008 Work, Occupations and Organizations  
2005 Work, Occupations and Organizations  
2006 Gender  
2007 Work, Occupations and Organizations

Member of M.A. Thesis or Dissertation Committees

2017-ongoing. Bahar Hashemi. “Negotiations over Citizenship rights in Mixed Status Families in Canada: The Case of Sponsored Spouses and Parents and Grandparent who arrive through the Super Visa.” PhD Dissertation

2015-2017 “Intimate Frontiers: Chinese Marriage Migration, Citizenship and Labor in Taiwan and Hong Kong.” PhD Dissertation

2015-2017. Alice Hoe “Working in ‘Bad Jobs’: Immigrants in the New Canadian Economy. PhD Dissertation

2013-2016 Siyue Tan. “Living Arrangements and Intergenerational Support among Immigrant and Canadian-born Seniors.” PhD Dissertation

2007-2011. Lisa Kaida, “Pathways to Successful Economic Integration: The Dynamics of Low Income and Low-Wage Work among new Immigrants to Canada.” PhD Dissertation

2007. Jennifer Asanin, “Education? It is irrelevant to my job now, it makes me very depressed: Exploring the health impacts of precarious employment among highly skilled recent immigrants in Mississauga, Ontario.” (UTM, Geography). External examiner.

Primary Supervision of Research Assistants

2015-2019 Valerie Damasco (PhD. Toronto, OISE.) for “Gender, Migration and the Work of Care” Project, training on data collection and analysis.

2015-2018. Jana Borrás (UTM B.A, York M.A.) for “Gender, Migration and the Work of Care” Project, training on data management and processing.

2014-2016 Justin Kong (M.A., Toronto, Sociology) for “Gender, Migration and the Work of Care” Project, training on data collection and analysis.

May 2014-April 2015 Chi Cheng Wat (Ph.D. Toronto, Sociology) for “Gender, Migration and the Work of Care” Project, training on data collection and analysis.

May 2013-April 2014 Angela Hick (Ph.D. Toronto, Sociology) for “Gender, Migration and the Work of Care” Project, training on data coding and analysis.

Jan- April, 2010; Jan 2012-April 2012 Athena Engman (M.A. Toronto, Sociology) for “Negotiating Quality Care and Quality Work” Project, training on data processing, coding and analysis.

September 2008– 2012. Ph.D. student Diana Miller (Toronto, Sociology) for “Negotiating Quality Care and Quality Work” Project, training on coding, analysis, writing.

May 2008– September 2008, M.A. student Diana Miller (Toronto, Sociology) for “Negotiating Quality Care and Quality Work” Project, training on sampling, recruitment, developing interview guide, doing interviews.

May 2008– September 2008, M.A. student Nicole Freeman (Toronto, Sociology) for “Negotiating Quality Care and Quality Work” Project, training on sampling, recruitment, developing interview guide, doing interviews.

January 2007 – 2010. Ph.D. student Mark Easton (Toronto, Sociology) for Precarious Employment and Immigration project, training on coding and analysis of existing data.

2005-2009. Ph.D. student Ingrid Kittlaus (Toronto, Sociology) for Connaught and SSHRC personal home care projects, training on sampling, recruitment, developing interview guide, doing interviews and coding.

September 2006- April 2007, M.A. student Jade Vo (Toronto, Sociology), for SSHRC personal home care project, training on sampling, recruitment, developing interview guides and doing interviews.

September 2004-April 2005, Ph.D. student Filip Alexandrescu (Toronto, Sociology) preliminary work for Precarious Employment and Immigration project, training on coding and analysis of existing survey data.

May 2002-April 2005, Ph.D. student, James Beaton (York, Sociology) for “Mapping Precarious Wage Work in Canada” project, training on coding and analysis of existing survey data.

September 2003 – July 2004, M.A. student Olivia Wilson (Toronto, Sociology), migration module of the Gender and Work Database project, training on library research and writing of abstracts for the literature side of the GWD.

September 2003– March 2004, Ph.D. student Reem Atiech (York, Sociology), migration module of the Gender and Work Database (GWD) project, training on research into data sources, sample sizes, feasibility of various derived variables and cross tabulations for the numeric side of the GWD.

September 2001-April 2002, Ph.D. student, Kate Laxer (York, Sociology), research assistant for “Mapping Precarious Wage Work in Canada” project, training on coding and analysis of existing survey data.

## **E. ADMINISTRATIVE POSITIONS**

### **13. A. Within the University**

#### Administrative Positions

January-June 2018     Acting Chair, Sociology Department, University of Toronto  
Mississauga

2011-2016             Associate Chair, Sociology Department, University of Toronto  
Mississauga

#### Committees

2019-2020             UTM, Reading Tenure Committee  
UTSC, Reading Tenure Committee  
UTSC, Hiring Committee Gender, Labour and Migration  
Graduate Fellowship Committee  
Dean’s Rep on Historical Studies/Indigenous Studies Search  
Search Committee for Vice-Dean

2018-2019             UTM, Interim Review Committee

2017-2018             UTM, Interim Review Committee

2016-2017             Interim Review Teaching Committee

2015-2016             UTM Curriculum Committee  
UTM PTR Committee

2014-2015             UTM Curriculum Committee  
UTM PTR Committee  
UTM Hiring Committee  
UTM Third Year Review (Reading) Committee  
UTM Tenure Committee  
UTM Promotions Committee

2013-2014             Chair, UTM Curriculum Committee  
UTM PTR Committee

2012-2013             Chair, UTM Curriculum Committee  
UTM PTR Committee

	UTSC, Tenure reading committee UTM, Third year review committee UTM Hiring Committee Tri-Campus Executive Committee
2011-2012	Chair, UTM Curriculum Committee UTM PTR Committee
2009-2010	UTM, Academic Affairs Committee Graduate Admissions Committee St. George Chair Search Committee, FAS UTM Tenure Committee
2008-2009	UTM Department Hiring Committee Sefton Lecture Committee, St. George Industrial Relations Program Graduate Fellowship Committee UTM, Dean's Representative on Hiring/Recruitment Committee, Economics
2007-2008	Graduate Chair Search Committee, Sociology Department
2006-2007	UTM Ethics Review Committee,
2006 Fall	Graduate Curriculum Committee
2005-2016	Member of the Women's Studies/Gender Studies Board, UTM
2004-2007	UTM Department space committee
2005-2006	St. George Department hiring committee: 1 position (3 candidates) Ad Hoc Committee for Gender Comprehensive Exam UTM Department hiring committee: 2 positions (6 candidates)

#### B. Outside the University

2019	Organizer of Second Global Summit of the Carework Network at University of Toronto, Hart House.
2017-ongoing	Steering Committee of <i>Carework Network</i>
2011-2015	Editorial Board, <i>Social Problems</i>