

# SUSAN R. FISK

Kent State University | 302 Merrill Hall | 800 E. Summit Street | Kent, OH 44240  
sfisk@kent.edu | 919.260.0368 | www.SusanFisk.com

## EDUCATION

---

Ph.D. Sociology, June 2015  
*Stanford University*

B.A. Economics & Public Policy (highest honors, highest distinction, Phi Beta Kappa), May 2006  
*The University of North Carolina at Chapel Hill*

## ACADEMIC POSITIONS

---

Assistant Professor of Sociology, Kent State University. 2015–present.

## RESEARCH & TEACHING INTERESTS

---

Gender, Social Psychology, Risk-Taking, Decision-Making, Organizations & Work, Diversity & Inclusion, Economic Sociology, Social Class, Quantitative Research Methods

## PEER REVIEWED SCHOLARSHIP

---

(\* indicates student co-author)

Fisk, Susan R. and Jon Overton\*. “Who Wants to Lead? Anticipated Gender Discrimination Reduces Women’s Leadership Ambitions.” Forthcoming in *Social Psychology Quarterly*.

Fisk, Susan R. 2018. “Who’s on Top? Gender Differences in Risk-Taking Produce Unequal Outcomes for High-Ability Women and Men.” *Social Psychology Quarterly*, 81(3): 185-206.

Fisk, Susan R., Brennan J. Miller\*, and Jon Overton\*. 2017. “Why Social Status Matters for Understanding the Interrelationships Between Testosterone, Economic Risk-Taking, and Gender.” *Sociology Compass*, 11(3): e12452.

Fisk, Susan R. 2016. “Gender Stereotypes, Risk-Taking, and Gendered Mobility.” In *Advances in Group Processes*, pp. 179-210, Vol. 33, edited by S. R. Thye and E. J. Lawler. Emerald Group Publishing Limited.

## OTHER SCHOLARLY WORKS

---

Fisk, Susan R. and Cecilia Ridgeway. 2018. “Framing Gender.” In *The Handbook of the Sociology of Gender*, edited by Barbara Risman, Carissa Froyum, and William Scarborough. Springer Press.

Ridgeway, Cecilia and Susan R. Fisk. 2012. “Class Rules, Status Dynamics, and ‘Gateway’ Interactions.” In *Facing Social Class: The Social Psychology of Social Class*, edited by S. T. Fiske and H. R. Markus. Russell Sage Foundation.

Fisk, Susan R. 2007. "A Simple Exploration of Bounded Rationality." *Interactive Economics*, Online.

Fisk, Susan R. 2006. "The Effect of Male-To-Female Ratio on Female Attractiveness." *Duke Journal of Economics*, Durham: Duke University.

## WORKING PAPERS & RESEARCH IN PROGRESS

(\* indicates student co-author)

Fisk, Susan R. and Jon Overton\*. “Bold or Reckless? The Impact of Workplace Risk-Taking on Attributions and Expected Outcomes.” *Under review at Social Psychology Quarterly*.

Fisk, Susan R., Kathlyn Stolee, Lina Battestilli, and Tiah Wingate\*. “Nevertheless, She Persisted: A Self-Assessment Intervention to Increase the Persistence of Women in STEM.” *Manuscript in preparation for submission to the SIGCSE (Special Interest Group on Computer Science Education) conference*.

Fisk, Susan R., Kathlyn Stolee, Lina Battestilli, and Tiah Wingate\*. “An Evaluation of Lightweight Interventions to Help Poorly Performing Computer Science Students.” *Manuscript in preparation for submission to PLOS One*.

Rivers, Michelle, L., Charles Fitzsimmons, Susan R. Fisk, John Dunlosky, and Clarissa A. Thompson. “Gender Differences in Confidence Judgments During Number Line Estimation.” *Manuscript in preparation for submission*.

Melamed, David and Susan R. Fisk. “Gender Differences in Citation Patterns.” *Research in progress*.

Fisk, Susan R. and Jon Overton\*. “Gendered Rewards to Workplace Risk-Taking: A Longitudinal Analysis of the German Socioeconomic Panel.” *Research in progress*.

Fisk, Susan R. and Ross Shachter. “Risky Spaces, Gendered Places: The Gendered Effects of Risky Settings on Task Performance.” *Research in progress*.

- Conference proceedings covered in *The Huffington Post*, *The Telegraph*, *Science Daily*, *Business News Daily*, *Daily Mail*, and *Women’s Health Magazine*
- The Barbara and Sandy Dornbusch Award in Social Psychology, 2014
- The Marjorie Lozoff Prize, 2013

## FELLOWSHIPS & GRANTS

Academic Year Research & Creative Activity Appointment, Kent State University, 2019–2020. *Provided a teaching release for Fall of 2019 and Spring of 2020 semesters. Applications are competitively reviewed.*

Submitted Description of Project to the National Science Foundation’s (NSF’s) Early-concept Grants for Exploratory Research (EAGER) program, “Increasing the Persistence of Women in Computer Science by Improving Performance Feedback,” Fall 2017. Up to \$250,000. Unfunded.

Applied for a Farris Family Fellowship, Spring 2017. Unfunded.

Submitted Letter of Interest to the Russell Sage Foundation Initiative on Computational Social Science, “Gender Differences in Citation Patterns,” Fall 2016. \$133,367. Unfunded.

Academic Year Research & Creative Activity Appointment, Kent State University, 2016–2017. *Provided a teaching release for Spring 2017 semester. Applications are competitively reviewed.*

National Science Foundation (NSF) Dissertation Improvement Grant, 2013–2015. \$10,990.

Clayman Institute for Gender Research Graduate Dissertation Fellow, 2014–2015. \$25,500.

Leila Arthur Cilker Fellowship in Sociology, 2012. \$8,550.

Ric Weiland Graduate Fellowship in Humanities & Sciences, 2011. \$3,000.

*Given to outstanding third-year doctoral candidates, who are nominated by their departments.*

Stanford University Sociology Research Opportunity (SRO) Grant, 2009–2011. \$3,600

Stanford University Sociology Research Opportunity (SRO) Grant, 2010–2011. \$600.

## HONORS & AWARDS

---

Myra Strober Prize, awarded by the Clayman Institute for Gender Research at Stanford University, 2015.

*Honors the best Gender News article.*

The Barbara and Sandy Dornbusch Award in Social Psychology at Stanford University, 2014.

The Marjorie Lozoff Prize, awarded by the Clayman Institute for Gender Research at Stanford University, 2013.

Cilker Award for Excellence in Teaching, awarded by the Stanford Sociology Department, 2011.  
Honorable Mention, National Science Foundation Graduate Research Fellowship, 2010.

The Undergraduate Prize in Economics, awarded by The University of North Carolina at Chapel Hill, 2006.

*Chancellor's Award given annually to the most outstanding economics major*

Best Senior Thesis, awarded by The University of North Carolina at Chapel Hill's Economics Department, 2006.

Runner-Up, Undergraduate Economics Research Symposium, 2006.

*Statewide thesis competition held by the Duke Economics Department*

Phi Beta Kappa, The University of North Carolina at Chapel Hill, 2006.

Omicron Delta Epsilon, The International Honor Society for Economics, 2006.

Honors Program, The University of North Carolina at Chapel Hill, 2003–2006.

## PRESENTATIONS

---

“Nevertheless, She Persisted: An Exploration of Interventions to Increase Women’s Persistence in STEM fields.”

- Invited speaker, Computer Science Department, North Carolina State University. April 2018.
- Invited speaker, Sociology Department, University of Akron. April 2018.

“Who Takes Risks? Women Disproportionately Avoid Workplace Risk-Taking When Failure is Costly.” 29<sup>th</sup> Annual Group Processes Conference, Montreal, CA. August 2017.

“Risky Spaces Produce Gender Differences in Willingness to Lead.” Invited speaker, Social Psychology Workshop, Sociology Department, Stanford University. March 2017.

- “Testosterone, Risk-Taking, Social Status, and Gender: A Call for Increased Focus on Social Processes in the Study of Testosterone and Risk-Taking Behavior.” With Brennan J. Miller and Jon Overton. 28<sup>th</sup> Annual Group Processes Conference, Seattle, WA. August 2016.
- “Who’s on Top? Can Gender Differences in Risk-Taking Lead to Gendered Hierarchies?”
- Invited speaker, Tepper School of Business, Carnegie Mellon University. April 2016.
  - Invited speaker, Sociology Department, Purdue University. March 2016.
  - Leadership Excellence and Gender in Organizations Symposium, Lafayette, IL. March 2016.
  - 27<sup>th</sup> Annual Group Processes Conference, Chicago, IL. August 2015.
- “Risky Spaces, Gendered Places: The Gendered Effects of Risky Settings on Affect and Task Performance.” Invited speaker, Sociology Department, Kent State University. October 2014.
- “Risky Business (for Women): Understanding the Gender Gap in Risk-Taking Behavior.” Decision Analysis Cluster. Thematic Session: Behavioral Decision Making. Annual Meeting of the Institute for Operations Research and the Management Sciences (INFORMS), San Francisco, CA. November 2014.
- “Risky Spaces, Gendered Places: The Effect of Risky Contexts on Women and Men’s Performance.” Section on Sex and Gender: Gender and Economic Inequality. Annual Meeting of the American Sociological Association, San Francisco, CA. August 2014.
- “Risky Business (for Women): The Gendered Sanctioning of Risk-Taking.” 26<sup>th</sup> Annual Group Processes Conference, Stanford, CA. August 2014.
- “Gender and Performance in Risky Situations.”
- Invited speaker, Decision Analysis Workshop, Stanford University. May 2013.
  - With Ross D. Shachter. Decision Analysis Cluster. Thematic Session: Scoring Rules, Probability Assessment, and Bias. Annual Meeting of the Institute for Operations Research and the Management Sciences (INFORMS), Phoenix, AZ. October 2012.
- “Better Sorry than Safe: How Gendered Beliefs Influence *Actual* and *Perceived* Risk.” Regular Session: Social Psychology. Annual Meeting of the American Sociological Association, Las Vegas, NV. August 2011.
- “Understanding Gendered Risk Aversion: Untangling the Effects of Stereotypes, True Risk, and Risk Preferences.” 22<sup>nd</sup> Annual Group Processes Conference, Atlanta, GA. August 2010.
- “The Effect of Male-to-Female Ratio on Female Attractiveness.” Duke Economics Undergraduate Research Symposium, Durham, NC. April 2006.

## COURSES TAUGHT

---

*Multivariate Analysis*, Department of Sociology, Kent State University. Spring 2018.

- Statistical methods course for Sociology graduate students. Primary focus on OLS multiple regression, with some discussion of models for binary, ordinal, categorical, and count dependent variables.
- Spring 2019 – average SSI = 4.69
- Spring 2018 – average SSI = 4.63

*Social Problems*, Department of Sociology, Kent State University. Spring 2018, Fall 2017, Fall 2016, Spring 2016.

- Spring 2019 – average SSI = 4.63
- Fall 2018 – average SSI = 4.60
- Spring 2018 – average SSI = 4.55
- Fall 2017 – average SSI = 4.61
- Fall 2016 – average SSI = 4.84
- Spring 2016 – average SSI = 4.56

*Individual & Society*, Department of Sociology, Kent State University. Fall 2017.

- Fall 2018 – average SSI = 4.45
- Fall 2017 – average SSI = 4.36

*Advanced Data Analysis*, Department of Sociology, Kent State University. Fall 2016 & 2015.

- Capstone statistical methods course for Sociology graduate students. Covers structural equation modeling (SEM) and models for binary, ordinal, categorical, and count dependent variables.
- Fall 2016 – average SSI = 4.26
- Fall 2015 – average SSI = 4.05

*Sociology of Gender*, Department of Sociology, Stanford University. Winter 2014.

*Inequality and the Workplace—Independent Study*, Department of Sociology, Stanford University. Summer 2013.

*Teaching Development Workshop*, Department of Sociology, Stanford University. Spring 2013.

- Course for first-year Sociology graduate students on effective teaching methods.

*Social Psychology and Economics*, Department of Sociology, Stanford University. Summer 2011 & 2012.

*Current Economic Problems and Challenges to Economic Theory*, The University of North Carolina at Chapel Hill. Spring 2006.

- One of five students accepted to C-START program, wherein seniors design and teach their own classes to other students.

## TEACHING ASSISTANTSHIPS, MENTORSHIP & COURSE DESIGN

---

*Research Assistant Internship Program*, Mentor and Supervisor. Research Experience Program (REP), a collaboration between Stanford University and Foothill Community College. 2014–2015.

- Mentored and supervised two cohorts of undergraduate research assistants from Foothill Community College
- Provided training in database usage, survey design, experimental methodology, and Qualtrics online survey software programming

*Interpersonal Relations*, Teaching Assistant for Cecilia Ridgeway. Department of Sociology, Stanford University. Winter 2015.

*Why So Few? Gender Diversity and Leadership*, Course Design Research Assistant. Thinking Matters Program, Stanford University. 2013–2014.

*The Global Context of Management*, Teaching Assistant for Professors William Barnett and Condoleezza Rice. Graduate School of Business, Stanford University. Fall 2011.

*Introduction to Urban Studies*, Teaching Assistant for Professor Michael Kahan. Department of Urban Studies, Stanford University. Spring 2011.

*Sociology of Gender*, Teaching Assistant for Professor Shelley Correll. Department of Sociology, Stanford University. Winter 2010 & 2011.

*International Business*, Teaching Assistant for Professor Bruce McKern. Graduate School of Business, Stanford University. Fall 2010.

*New World Global Business*, Teaching Assistant for Professor Bruce McKern. Graduate School of Business, Stanford University. Fall 2010.

*Foundations of Social Research*, Teaching Assistant for Professor Annemette Sorensen. Department of Sociology, Stanford University. Fall 2009 & Spring 2010.

- First course in undergraduate methods sequence

*Introduction to Economics*, Undergraduate Teaching Assistant for Professor Ralph Byrns. Department of Economics, The University of North Carolina at Chapel Hill. 2004–2006.

*Honors Food and Culture Seminar*, Undergraduate Teaching Assistant for Professor James G. Ferguson. Honors Department, The University of North Carolina at Chapel Hill. Fall 2005.

## STUDENTS SUPERVISED

---

### *Adviser*

Amelia Davies Robinson

### *Member, Ph.D. Dissertation Committee*

Fritz Yarrison (completed), Jon Overton

### *Member, MA Thesis Committee*

Ken Hanson (completed), Jon Overton (completed), Lexi Hilling

## INDUSTRY EXPERIENCE

---

People Analytics Ph.D. Intern, Google. 2013.

- Design lead for company-wide research study, featured at weekly company-wide meeting.
- Performed quantitative analyses on large datasets to aid Google in its diversity initiatives.
- Consulted on the design of unconscious bias training, in which more than 20,000 Google employees have participated.

Analyst, Dean & Company Strategy Consulting Firm. 2006–2008.

- Private equity consultant for Lindsay Goldberg Investment Fund; guided investment decisions through quantitative analysis of economic and industry data.
- Served as a strategy consultant for a top five packaging company.

- Collaborated in prioritization and allocation of \$290MM in capital.

## PROFESSIONAL SERVICE

---

Social Psychology Quarterly, Editorial Board Member.

Secretary/treasurer, ASA Section on Sociology of Emotions. 2017–2020.

Faculty Mentor and Organizer, Social Psychology Workshop, Kent State University. September 2017–present.

Faculty Mentor, “Race, Class, and Gender Section: Speed Mentoring.” Annual Meeting of the American Sociological Association, Montreal, CA. August 2017.

Discussant, *Social Psychology, Race, and Gender* paper session. Annual Meeting of the American Sociological Association, Seattle, WA. August 2016.

ASA Section on Social Psychology

- Faculty Mentor, 2017–2018, 2019–2020.
- Member of the Graduate Student Affairs Committee, 2015–2016.
- Member of the Graduate Student Advisory Committee, 2014–2015.

Panelist, “Critique Me.” Annual Meeting of the American Sociological Association, Chicago, IL. August 2015.

- An interactive session for graduate students on the job market hosted by Sociologists for Women in Society.

Table Presider, Redesigning, Redefining Work Conference, Stanford University, Stanford, CA. November 2013.

Graduate Student Mentor, Department of Sociology, Stanford University. 2009–2014.

Activities and Finance Co-Chair, Association of Sociology Graduate Students (ASGS), Stanford University. 2009–2010.

Reviewer for: *American Journal of Sociology*, *Social Psychology Quarterly*, *Social Forces*, *Work & Occupations*, *Entrepreneurship Theory and Practice*, *Journal of Vocational Behavior*, *Social Justice Research*.

## PUBLIC SOCIOLOGY

---

Invited speaker, *Gender 101 for Geoscientists* lecture series. Stanford, CA. 2015.

Invited speaker, *Gender 101: To Know, To Understand, To Act*. Sigma Nu Fraternity, Stanford, CA. 2015.

External Consultant and Academic Advisory Board Member, Paradigm, Stanford, CA. 2014–present.

- Paradigm is a consulting firm that empowers technology companies to engage and advance diverse talent

Independent Consultant, “What Works for Women at Work,” Professor Joan Williams, University of California, Hastings College of Law. 2013.

Writer for *Gender News*, The Clayman Institute for Gender Research. 2011–2015.

- Translated scholarly research into non-academic press releases for the general public
- Articles featured in annual Clayman Institute publication for donors
- Articles can be found at: <http://gender.stanford.edu/search/site/susan%20fisk>

Online Contributor, Voice and Influence Online Modules, The Clayman Institute for Gender Research. 2013. Online at: <http://gender.stanford.edu/voice-influence>

#### PROFESSIONAL MEMBERSHIPS

---

American Sociological Association (Section memberships: Social Psychology, Sociology of Emotions, Sex & Gender), Sociologists for Women in Society