

CAROLINE HANLEY

Curriculum Vitae

Department of Sociology
William & Mary
P.O. Box 8795
Williamsburg, VA 23187-8795

757-221-2610 (message)
757-221-1007 (fax)
cehanl@wm.edu

Professor, William & Mary, August 2025-
Associate Professor, William & Mary, 2016-present
Assistant Professor, William & Mary, 2011-2016

RESEARCH AND TEACHING FIELDS

Social stratification and inequality, work, economic sociology, labor markets, state and local policy, labor law, research methods

PUBLICATIONS: BOOK

Branch, Enobong Hannah and Caroline Hanley. 2022. *Work in Black and White: Striving for the American Dream*. New York: Russell Sage Foundation.

PUBLICATIONS: ARTICLES AND BOOK CHAPTERS

Hanley, Caroline. Forthcoming. "The Restorative City." *Contexts* (Fall 2025)

Hanley, Caroline and Enobong Hannah Branch. 2025. "Precarious Jobs, Precarious Lives? A Cohort Analysis of Trends in Hourly Employment." *Social Currents* 12(2): 129-156.

Hanley, Caroline, Kathryn Howell, and Benjamin Teresa. 2024. "Power in the Court: Legal Argumentation and the Hierarchy of Credibility in Eviction Hearings." *Socius*, v. 10.

Hanley, Caroline and Enobong Hannah Branch. 2024. "Essential Workers in the United States: An Intersectional Perspective." Pp. 109-142 in Markus Helfen, Rick Delbridge, Andreas (Andi) Pekarek, and Gretchen Purser, Eds. "Essentiality of Work," *Research in the Sociology of Work*, v.36.

- Hanley, Caroline and Enobong Hannah Branch. 2023. "Insecure Employment Relations in the Post-Civil Rights Period: The Persistence of Racial and Gender Gaps in Hourly Employment." *Issues in Race and Society* 11 (Spring):215-258.
- Hanley, Caroline. 2021. "Institutionalized Insecurity: Postwar Employment Restructuring and the Symbolic Power of the Local Business Climate" *Socio-Economic Review* 20, 2 (April):711-732.
- Branch, Enobong Hannah and Caroline Hanley.* 2017. "A Racial-Gender Lens on Precarious Nonstandard Employment." Pp. 183-213 in Arne L. Kalleberg and Steven Vallas, Eds. "Precarious Work: Causes, Characteristics and Consequences," *Research in the Sociology of Work*, v. 31.
- Saporito, Salvatore and Caroline Hanley. 2014. "The Declining Significance of Race? Local Racial Composition and White Private School Enrollment, 1970 to 2000." Pp. 64-96 in Annette Lareau and Kimberly Goyette, eds. *Choosing Homes, Choosing Schools*. New York: Russell Sage Foundation.
- Branch, Enobong Hannah and Caroline Hanley.* 2014. "Upgraded to Bad Jobs: Low-Wage Black Women's Relative Status Since 1970." *The Sociological Quarterly* 55, 2: 366-395.
- Hanley, Caroline and Michael T. Douglass (student co-author). 2014. "High Road, Low Road, or Off Road? Economic Development Strategies in the American States." *Economic Development Quarterly* 28, 3: 220-229.
- Hanley, Caroline. 2014. "Putting the Bias in Skill-Biased Technological Change? Postwar White Collar Automation Technologies at General Electric." *American Behavioral Scientist* 58(3):400-415.
- Branch, Enobong Hannah and Caroline Hanley.* 2013. "Interrogating Claims of Progress for Black Women since 1970." *Journal of Black Studies* 44, 2 (March): 203-226.
- Branch, Enobong Hannah and Caroline Hanley.* 2011. "Regional Convergence in Low-Wage Work and Earnings, 1970-2000." *Sociological Perspectives* 54, 4: 569-592.
- Hanley, Caroline. 2011. "Investigating the Organizational Sources of High-Wage Earnings Growth and Rising Inequality." *Social Science Research* 40, 3: 902-916.
- Hanley, Caroline. 2011. "A Spatial Perspective on Rising Inequality in the United States." *International Journal of Sociology* 40, 4 (Winter): 6-30.
- Hanley, Caroline. 2010. "Earnings Inequality and Subnational Political Economy in the United States, 1970-2000." *Research in Social Stratification and Mobility* 28: 251-273.

* Order of authorship is alphabetical and does not reflect differences in the contributions of the authors.

WORKS IN PROGRESS

Kathryn L. Howell, Benjamin F. Teresa, and Caroline Hanley. “The ‘Golden Era’ of Eviction Prevention: Contingent Governance in Virginia.” (Under review)

Hanley, Caroline. *Imagination at Work: How General Electric Used the Power of Ideas to Deregulate Earnings* (book manuscript in progress)

Teresa, Benjamin F., Caroline Hanley, Kathryn L. Howell, and James Lambert. “Eviction Court as Policy Implementation Venue.” (In progress)

REVIEWS, PUBLIC SOCIOLOGY, AND OTHER SCHOLARSHIP

Hanley, Caroline. Forthcoming. “Building Workplace Relationships with Restorative Circles.” *Perspectives on Work* (Labor and Employment Relations Association).

Hanley, Caroline. “Despite unions’ organizing successes, labor law reform is still urgently needed to address inequality in America.” Prepared at request of London School of Economics USAPP Phelan Centre’s academic blog on American Politics and Policy (August 2022)
<https://blogs.lse.ac.uk/usappblog/2022/08/23/despite-unions-organizing-successes-labor-law-reform-is-still-urgently-needed-to-address-inequality-in-america/>

Hanley, Caroline. “How the idea of the ‘local business climate’ was created in the 1950s to give companies leverage at the height of unions’ power.” Work in Progress (academic blog of ASA’s OOW section), April 2022.
<http://www.wipsociology.org/2022/04/07/how-the-idea-of-the-local-business-climate-was-created-in-the-1950s-to-give-companies-leverage-at-the-height-of-unions-power/>

Originally prepared at request of London School of Economics USAPP Phelan Centre’s academic blog on American Politics and Policy (July 2021) <https://blogs.lse.ac.uk/usappblog/2021/07/02/how-the-idea-of-the-local-business-climate-was-created-in-the-1950s-to-give-companies-leverage-at-the-height-of-unions-power/>

Howell, Kathryn, Benjamin Teresa, Caroline Hanley, Connor White, and Maria Tova Enriquez Dougherty. 2021. “Eviction, Legal Counsel, and the Courthouse.” RVA Eviction Lab report published November 2021
<https://rampages.us/rvaevictionlab/wp-content/uploads/sites/33937/2021/11/Eviction-Legal-Counsel-and-the-Courthouse-1.pdf>

- Hanley, Caroline. 2019. Review of “Where Bad Jobs are Better: Retail Jobs across Countries and Companies” by Françoise Carré and Chris Tilly. *Contemporary Sociology* 48, 3(May): 293-295.
- Hanley, Caroline. 2007. Review of “Privileged Places: Race, Residence and the Structure of Opportunity” by Gregory D. Squires and Charis E. Kubrin. *Contemporary Sociology* 36, 4 (July): 335-337.
- Hout, Michael and Caroline Hanley. 2003. "Working Hours and Inequality, 1968-2001: A Family Perspective on Recent Controversies." Refereed Working Paper Series on Social Inequality, Russell Sage Foundation, NY.
<http://www.russellsage.org/research/social-inequality/working-papers>

EDUCATION

Ph.D., Sociology, University of California, Berkeley	December 2006
M.A., Sociology, University of California, Berkeley	2001
B.A., Sociology, Wellesley College, <i>magna cum laude</i> with honors	1998

ADDITIONAL COURSES COMPLETED

New York Peace Institute, Basic Mediation Training (January 2025)

Cornell University School of Industrial and Labor Relations, Professional Mediation Certificate (October 2024) and Labor Leadership Skills Certificate (June 2024)

ICPSR Summer Training Program in Quantitative Methods, Workshop on Hierarchical Linear Models I, University of Massachusetts, Amherst (Summer 2005)

University of Essex Summer School in Data Analysis and Collection, Course on Cross Sectional Time Series Analysis, University of Essex, Colchester, U.K. (Summer 2004)

TEACHING EXPERIENCE

Visiting Assistant Professor, William & Mary 2009 – 2011
 Visiting Assistant Professor, University of Massachusetts, Amherst, 2007 – 2009

GRANTS

Branch, Enobong Hannah (P.I.), Amy Schalet, and Caroline Hanley. 2014. "The Rise of Insecure Work and Changes in Durable Inequality." *National Science Foundation*

FELLOWSHIPS AND HONORS

2023-2025	Mansfield Associate Professor of Sociology (William & Mary, Fixed-term Professorship)
2022-2024	Charles Center Faculty-Mentored Research Incubator (William & Mary)
2020-2023	Sharpe Associate Professor of Civic Renewal and Entrepreneurship (William & Mary, Fixed-term Professorship)
2019	William & Mary Faculty Research Grant (Open Subprogram)
2013	William & Mary Faculty Summer Research Grant
2012	William & Mary Faculty Summer Research Grant
2006	University of California, Berkeley Department of Sociology Outstanding Graduate Student Instructor Award, Introduction to Sociological Methods
2006	University of California, Berkeley Departmental Fellowship (Sociology)
2003-2004	University of California Institute for Labor and Employment Dissertation Fellowship
2003	University of California, Berkeley Graduate Division Summer Research Grant
2002-2003	University of California, Berkeley Dean's Normative Time Fellowship
2002	University of California, Berkeley Academic Progress Award
2000-2001	Wellesley College Elizabeth F. Fisher Alumnae Fellowship
1998-1999	University of California, Berkeley Departmental Fellowship (Sociology)
1998	Wellesley College Award for best Honors Thesis in Sociology
1997-1998	Wellesley College Dean of the College Student Research Grant
1997	Wellesley College Multicultural Summer Research Grant
1994-1995	Wellesley College First Year Academic Distinction

SELECTED PRESENTATIONS AND CONFERENCES

"The Restorative City: Restorative Practices in Civil Servant Professional Development." Paper presented remotely at Society for the Advancement of Socio-Economics (SASE) Annual Meeting, Montreal, July 2025.

"Restorative Practices in the Workplace: Building Community and Connection in a Post-DEI World." Paper presented remotely at the Association for Conflict Resolution (Greater New York Chapter) Annual Conference, June 2025. (With Sethu Laxmi Nair and Iyana Titus)

"Can Peace Bring Justice to the Workplace? Legalistic and Restorative Conflict Resolution in Public Sector Work." Paper presented remotely at the American Sociological Association (ASA) Mini-Conference on Reimagining the Future of Work, January 2025.

“What Do We Talk About When We Talk About Inflation? The Consumer Price Index as a Technology of Conflict Regulation.” Paper presented at the American Sociological Association (ASA) Annual Meetings in Montreal, August 2024.

“Can Peace Bring Justice to the Workplace? Exploring Tensions between Legalistic and Restorative Practices at Work.” Paper presented remotely at Society for the Advancement of Socio-Economics (SASE) Annual Meeting, University of Limerick, Ireland, June 2024.

Work in Black and White: Striving for the American Dream. Author meets critics sessions, Pacific Sociological Society, March 2024, and Work Family Researchers Network, June 2024. (With Enobong Hannah Branch)

Work in Black and White: Striving for the American Dream. Author meets critics sessions, Eastern Sociological Society, February 2023, and Southern Sociological Society, March 2023. (With Enobong Hannah Branch)

“Institutional Entrepreneurship in the Field of Postwar Industrial Relations: Incumbent Mobilization at the General Electric Company.” Paper presented at the American Sociological Association (ASA) meetings in New York, NY, August 2019.

“The Rise of Insecure Work and the Persistence and/or Abatement of Durable Inequality: Exploitation, Opportunity Hoarding, and the Continuation of Labor Market Marginality.” Presented at the Work and Family Researchers Network (WFRN) Conference, Washington, DC, June 2016. (With Enobong Hannah Branch)

“Institutionalizing Insecurity: A Relational Perspective on the Generation of Workplace Inequalities within Institutional Contexts.” Presented at the Scrutinizing Organizational Inequalities: New Theoretical and Empirical Approaches Mini-Conference, Society for the Advancement of Socio-Economics (SASE), London UK, July 2015.

“Business Climates and Workplace Inequality: A Relational Perspective.” Paper presented at the Southern Sociological Society Meeting, Charlotte, NC, April 2014.

“Imagination at work: Rethinking the Terms of the Postwar Accord at General Electric.” Invited talk at Queens College CUNY, March 20, 2013.

“Imagination at Work: Rethinking the Terms of the Postwar Accord at General Electric.” Paper presented at the International Sociological Association’s Research Committee on Social Stratification (RC28) Meeting, Hong Kong, May 2012 and the American Sociological Association Meetings, Denver, August 2012.

“Putting the Bias in Skill-Biased Technological Change? Postwar White Collar Automation Technologies at General Electric.” Paper presented at the Work, Inequality

and Shifting Social Contracts Mini-Conference, Southern Sociological Society, New Orleans, LA, March 2012

PROFESSIONAL ACTIVITIES

Member, Editorial Board, *American Sociological Review* (2019-2022)

Occasional Reviewer

American Journal of Sociology, American Sociological Review, Economic Development Quarterly, Gender & Society, ILR Review, Journal of Family Issues, Research in Social Stratification and Mobility, Race and Social Problems, Social Forces, Social Problems, Socio-Economic Review, Sociological Perspectives, Sociological Spectrum, Socius, The Sociological Quarterly, Work & Occupations; National Science Foundation

Member, Labor and Employment Relations Association (LERA)

Community Council on Work, Human Resources, and Organizations

Member, Society for the Advancement of Socio-Economics (SASE)

Member, American Sociological Association (ASA)

Section on Economic Sociology

Section on Organizations, Occupations and Work

Section on Inequality, Poverty and Mobility

Member, Southern Sociological Society (SSS), Eastern Sociological Society (ESS)

Member, Work Family Research Network (WFRN)

Member, *Berkeley Journal of Sociology* editorial collective 1998-2000