

# CASSANDRA ENGEMAN

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## ACADEMIC POSITIONS

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- 2017- Stockholm University, Swedish Institute for Social Research,  
Postdoctoral Researcher (2017-2019), Research Fellow (2020-present)
- 2016-2017 Uppsala University, Department of Government, Visiting Researcher
- 2014-2016 WZB Berlin Social Science Center, Inequality and Social Policy research  
group, Visiting Researcher
- 2010-2014 University of California, Santa Barbara, National Science Foundation  
(NSF) Center for Nanotechnology in Society (CNS), Graduate Research  
Fellow (2010-2013), Senior Graduate Research Fellow (2013-2014)
- 2009-2010 University of California, Santa Barbara, NSF CNS and Center for  
Environmental Implications of Nanotechnology, Project Director

## EDUCATION

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- 2016 **Ph.D.**, Sociology, University of California, Santa Barbara  
*Committee:* Maria Charles (Co-Chair), Fernando Lopez-Alves (Co-Chair),  
Jennifer Earl, and Nelson Lichtenstein
- 2008 **M.A.**, Sociology, University of California, Santa Barbara
- 2005 **M.S.**, Labor Studies, University of Massachusetts, Amherst
- 2002 **B.A.**, Sociology, University of Missouri, Kansas City

## RESEARCH AND TEACHING INTERESTS

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Comparative Policy Analysis, Social Movements, Inequality, Gender, Labor and Work

## EXTERNAL AWARDS

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- 2023 Project Grant, Swedish Research Council (4,611,000 SEK / \$447,000)
- 2021 Social Sciences Scholarship, The Royal Swedish Academy of Sciences (200,000 SEK / \$24,000)
- 2019 Forte Junior Researcher Grant, Swedish Research Council for Health, Working Life and Welfare (4,100,000 SEK / \$410,000)
- 2019 Project Grant (co-applicant and PI: Katrin Uba, Uppsala University), Swedish Research Council (4,014,354 SEK / \$401,435)
- 2017 Marie Skłodowska-Curie Fellowship, European Commission (185,000 € / \$209,000)

## PUBLICATIONS

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- 2023 Dobrotić, Ivana, Ásdís Aðalbjörg Arnalds, Elitsa Dimitrova, Keonhi Son, **Cassandra Engeman**, Marie Valentova, Murat Mercan, Kalina Ilieva, Zsuzsanna Makay, Thordis Reimer, Alžběta Bártova, and Tolga Aksoy. "Parenting Leave Policy Data Gaps: A Comparative Critical Analysis." *SocArXiv Papers*, doi: 10.31235/osf.io/8g25k
- 2023 **Engeman, Cassandra**, and Sofie Burman. "Precursors of the Gender Revolution's Second Phase? Historical and Cross-national Development of Fathers' Leave Provisions." *Social Policy & Administration* 57(5):626-41.
- 2023 Kurowska, Anna, Ilyar Heydari Barardehi, Sylvia Fuller, Richard J. Petts, Gayle Kaufman, Andrea Doucet, **Cassandra Engeman**, Thordis Reimer, Raffaele Guetto, Tsegachew Degu Kasegn, Anna Matysiak, Daniele Vignoli, Ann-Zofie Duvander, and Shirley Gatenio Gabel. "Familydemic Cross Country and Gender Dataset on Work and Family Outcomes during COVID-19 Pandemic." *Scientific Data* (a Nature journal) 10(2):1-11.
- 2022 **Engeman, Cassandra**. "Making Parenting Leave Accessible to Fathers: Political Actors and New Social Rights, 1965-2016." *Social Politics*. DOI: 10.1093/sp/jxac038.
- 2022 Petts, Richard J., **Cassandra Engeman**, Shirley Gatenio Gabel, and Gayle Kaufman. "Disparities in Access to Paid Leave in the U.S.: Variations between Parental and Other Types of Caregiving Leave," In I. Dobrotić, S. Blum, and A. Koslowski, eds. *Research Handbook on Leave Policy*. Edward Elgar.
- 2021 **Engeman, Cassandra**. "When Do Unions Matter to Social Policy? Organized Labor and Leave Legislation in U.S. States, 1983-2016." *Social Forces* 99(4):1745-1771.
- 2020 **Engeman, Cassandra**. "Breaking the Liberal-Market Mold? Family Policy Variation across U.S. States and Why It Matters," In Rense Nieuwenhuis and Wim Van Lancker, eds. *Palgrave Handbook of Family Policy*. Cham, Switzerland: Palgrave Macmillan, 431-58.
- 2018 **Engeman, Cassandra**. "'Job-Killer' Bills in Tough Economic Times: Social Movements and Leave Policy Agendas before and after the Great Recession." *Mobilization: An International Quarterly* 23(3): 329-347.
- 2018 **Engeman, Cassandra**. "Time for Care: A History of State Leave Legislation in the United States." Swedish Institute for Social Research (SOFI) Stockholm University working paper 9/2018.
- 2016 **Engeman, Cassandra**. *Family Values at Work: Social Movements and the Politics of Leave Legislation in the U.S.* Santa Barbara: University of California, Santa Barbara.
- 2015 **Engeman, Cassandra**. "Social Movement Unionism in Practice: Organizational Dimensions of Union Mobilization in the Los Angeles Immigrant Rights Marches." *Work, Employment & Society* 29(3): 444-461.

- Honorable Mention for the 2015 Harry Braverman Award for best student paper, Labor Studies Division, Society for the Study of Social Problems
- 2015 **Engeman, Cassandra.** "How Social Movement Unionism Helped Shape the 2006 Immigrant Rights Marches in L.A." *USAPP American Politics and Policy blog*, London School of Economics. (Invited)
- 2013 **Engeman, Cassandra,** Lynn Baumgartner, Benjamin Carr, Allison Fish, John Meyerhofer, Terre Satterfield, Patricia Holden, and Barbara Herr Harthorn. "The Hierarchy of Environmental Health and Safety Practices in the U.S. Nanotechnology Workplace." *Journal of Occupational and Environmental Hygiene* 10(9): 487-495.
- 2012 **Engeman, Cassandra,** Lynn Baumgartner, Benjamin Carr, Allison Fish, John Meyerhofer, Terre Satterfield, Patricia Holden, and Barbara Herr Harthorn. "Governance Implications of Nanomaterials Companies' Inconsistent Risk Perceptions and Safety Practices." *Journal of Nanoparticle Research* 14(3): 749-760.
- 2010 **Engeman, Cassandra.** "Unions and Mothers." *Encyclopedia of Motherhood* (Andrea O'Reilly, ed.). Thousand Oaks, CA: Sage Press.

### **Manuscripts under submission**

Uba, Katrin, and **Cassandra Engeman.** "Defenders of the Status Quo: The Role of Protests in Politics." (under revise and resubmit for *Social Forces*)

**Engeman, Cassandra,** Richard J. Petts , Shirley Gatenio Gabel, Gayle Kaufman, and. "Risk-sharing in Times of Crisis: Union Representation and Changes to Employment and Work during the Pandemic." (under review at *Work & Occupations*)

### **Manuscripts in progress**

**Engeman, Cassandra.** "Supporting Fathers' Care: Comparative Politics of Parental Leave Provisions."

Duvander, Ann-Zofie, and **Cassandra Engeman.** "Who Felt Pressure to Go to Work during COVID? A Study Comparing Different Policy Regimes"

Uba, Katrin, and **Cassandra Engeman.** "Combined Protest Strategies of the Swedish Environmental Movement."

### **Policy Briefs and Reports**

- 2023 **Cassandra Engeman,** Richard J. Petts, Shirley Gatenio Gabel, and Gayle Kaufman. "United States Country Note," In S. Blum, A. Koslowski, A. Macht, and P. Moss (eds.) *International Review of Leave Policies and Research* 2022. Available at: [http://www.leavenetwork.org/lp\\_and\\_r\\_reports/](http://www.leavenetwork.org/lp_and_r_reports/).

- 2022 Annual "United States Country Note," Gatenio Gabel, Shirley, Gayle Kaufman, **Cassandra Engeman**, and Richard J. Petts
- 2021 Annual "United States Country Note," Petts, Richard J., **Cassandra Engeman**, Gayle Kaufman, and Shirley Gatenio Gabel.
- 2020 Annual "United States Country Note," Gayle Kaufman, Shirley Gatenio Gabel, **Cassandra Engeman**, and Richard J. Petts.
- 2019 Annual "United States Country Note," **Cassandra Engeman**, Richard J. Petts, Shirley Gatenio Gabel, and Gayle Kaufman.
- 2015 **Engeman, Cassandra**. "Family and Medical Leave in the U.S.: Incremental Policy and State Legislative Action." Los Angeles, CA: UCLA Institute for Research and Employment.
- 2015 Han, Xueying, **Cassandra Engeman**, Richard Appelbaum, and Barbara Herr Harthorn. "Democratizing Technologies: Assessing the Roles of NGOs in Shaping Technological Futures." NSF Center for Nanotechnology in Society. Santa Barbara, CA: Center for Nanotechnology in Society, UCSB.
- 2012 **Engeman, Cassandra**. "Ten Years of the California Paid Family Leave Program: Strengthening Commitment to Work, Affirming Commitment to Family." Santa Barbara, CA: UCSB Feminist Studies Department, September 25.
- 2012 **Engeman, Cassandra**. "Three Reasons Why California Needs Affordable and Accessible Family Leave." San Francisco, CA: California Work and Family Coalition.

### Data Provided to the U.S. President's Council of Advisors

- 2012 President's Council of Advisors on Science and Technology (PCAST). Report to the President of the United States and Congress on the Fourth Assessment of the National Nanotechnology Initiative. Washington, D.C.: Executive Office of the President. (contributed data and cited as expert)

### GRANTS AND HONORS

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- Participating Researcher, Working Life Challenges 2023 Forte Programme Grant (Programme Lead: Tomas Korpi, Stockholm University), 2023-2029
- Associate Member, International Network on Leave Policies and Research, 2018-present
- Erwin O. Smigel Award, Society for the Study of Social Problems (\$500), 2017
- Southern California UC Research Grant, UCLA Institute for Research on Labor and Employment (\$1,700), 2015
- Graduate Associate, Broom Center for Demography, UCSB, 2012-2015
- Graduate Student Research and Training Grant, Broom Center for Demography, UCSB (\$2,000), 2013
- Doctoral Student Travel Grant, Academic Senate, UCSB (\$1,200), 2012
- Humanities and Social Sciences Research Grant, UCSB Graduate Division (\$2,000), 2012
- Student Scholarship, The Fifth International Symposium on Nanotechnology, Occupational and Environmental Health in Boston, MA (\$350), 2011

Student Travel Grant, American Rights at Work Conf. in Washington, D.C. (\$500), 2011  
Research Grant, UCSB Department of Sociology (\$740), 2011  
Dissertation Research Grant, Flacks Fund for the Study of Democratic Possibilities, UCSB (\$2,000), 2010  
Fee Fellowship, UCSB Department of Sociology (\$1,000), 2009  
Thesis Fellowship, Labor and Employment Research Fund Fellowship, University of California Center for Work, Labor and Democracy (\$7,500), 2008

## **CONFERENCE ACTIVITY** (*past five years*)

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### **Conference Organizing**

2022 *International Network on Leave Policies and Research annual meeting* (New York City, USA), "Why Does Leave Matter and for Whom? Consequences and Inequalities of Leave Policies" (with Shirley Gatenio Gabel, Gayle Kaufman, and Richard J. Petts)

### **Conference Presentations**

2023 *The European Network for Social Policy Analysis* (Warsaw, Poland), "Why Do Some Countries Encourage Fathers' Care More Than Others? A Comparative-Historical Analysis of Fathers' Leave Access and Provisions"

2023 *American Sociological Association* (Philadelphia, USA), "Why Do Some Countries Promote Fathers' Caregiving More Than Others? Comparative Politics of Paid Parenting Leave"

2023 *International Network on Leave Policies and Research* (Athens, Greece), "Are the Politics of Creating versus Expanding Social Right Different? A Comparative-Historical Analysis of Parenting Leave for Fathers"

2023 *Foundation for International Studies on Social Security* (Sigtuna, Sweden), "Are the Politics of Creating versus Expanding Social Right Different? A Comparative-Historical Analysis of Parenting Leave for Fathers"

2022 *American Sociological Association annual meeting* (Los Angeles, USA), "Agenda-Setting under Corporatism: Protest and the Environmental Policy Agenda in Sweden, 1980-2020" (with Katrin Uba)

2022 *Work & Family Researchers Network* (New York City, USA), "Who Went to Work during COVID in Sweden?" (with Ann-Zofie Duvander)

2022 *Foundation for International Studies on Social Security* (Sigtuna, Sweden), "Signs of the Gender Revolution's Second Phase? Historical and Cross-national Development of Fathers' Leave Provisions" (with Sofie Burman)

- 2021 *American Sociological Association* annual meeting (Chicago, USA/virtual), "Precursors of the Gender Revolution's Second Phase? Historical and Cross-national Expansions of Fathers' Leave Provisions" (with Sofie Burman)
- 2021 *The Nordic Political Science Association (NOPSA) Congress* (Reykjavik, Iceland/virtual), "When Do Countries Support Fathers' Care Work? Comparative Politics of Parental Leave Provisions."
- 2020 *Research Committee on Poverty, Social Welfare and Social Policy (RC19) of the International Sociological Association* (Taipei, Taiwan/virtual), "State Support for Fatherhood? Historical and Cross-national Variation in Fathers' Leave Provisions" (co-presented with Sofie Burman).
- 2019 *The European Network for Social Policy Analysis* (Stockholm, Sweden), "The Politics of Fathers' Parental Leave: A Cross-National Comparative Analysis of the Timing of Reforms."
- 2019 *American Sociological Association (ASA) annual meeting* (New York City, USA), "Supporting Fathers' Care Work: Political Actors, Policy Priorities, and Parental Leave Reforms."
- 2019 *Foundation for International Studies on Social Security* (Sigtuna, Sweden), "Breaking the Liberal-Market Mold? Family Policy Variation across U.S. States and Why It Matters."
- 2019 *Community, Work & Family Conference* (Valletta, Malta), "Supporting Fathers' Care Work: Political Actors and Parental Leave Policy Reform."
- 2019 *The Nordic Welfare Research Conference* (Helsinki, Finland), "When Do Countries Support Fathers' Caregiving Responsibilities? Cross-National Comparative Politics of Parental Leave."

### **Panel Participation**

- 2023 Table presider. *American Sociological Association* annual meeting (Philadelphia, USA), Organizations, occupations, and work refereed roundtables, "Pandemic Effects on Organizations and Industries"
- 2022 Session co-organizer (with Shirley Gatenio Gabel, Gayle Kaufman, and Richard J. Petts). *Work & Family Researchers Network* meeting (New York City, USA), "Discussion Forum: Who Benefits from Parental Leave and Who Doesn't? Cross-National Comparisons of Leave Policy"
- 2021 Stream co-convenor (with Rense Nieuwenhuis). *The European Network for Social Policy and Analysis (ESPAnet)* conference (Leuven, Belgium/virtual), "Men's Care Work: Is the Welfare State Ready?"

- 2020 Discussant. *The International Network on Leave Policies and Research annual meeting* (International/virtual), "Parental Leave under Covid-19: Global Perspectives"
- 2020 Stream co-convener (with Rense Nieuwenhuis). *The European Network for Social Policy Analysis (ESPAnet) PhD conference* (International/virtual), "Men's Care Work: Is the Welfare State Ready?"
- 2019 Session co-organizer (with Melanie Borstad). *Society for the Study of Social Problems (SSSP) annual meeting* (New York City, USA), "Changes in Workers' Rights," session of the Labor Studies Division

## TEACHING EXPERIENCE

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### Instructor

Stockholm University

Family Sociology (Fall 2019, 2020, 2021, 2022, 2023)

- Responsibility for assigned readings and lecture for two seminars: "The State and the Family" and "The Division of Labor"

University of California, Santa Barbara

Special Topics in Theory: Labor Theory (Summer 2006)

- Sole responsibility for syllabus, lecture, student assessments, and entire course

### Supervisor

Stockholm University, Department of Social Work

Sofie Burman (Masters 2021)

Stockholm University, Department of Sociology, Demography Unit

Henrik-Alexander Schubert (Masters 2020), with chair, Ann-Zofie Duvander

### Research Advisor

University of California, Santa Barbara

Summer Internships in Nanosystems Science, Engineering and Technology, an eight-week interdisciplinary internship program providing research opportunities to local community college students (June-August 2011, 2012, and 2013)

Bren School of Environmental Science and Management, social science mentor to four Master's students on their group thesis project (2009-2010)

### Teaching Assistant

University of California, Santa Barbara

Studying People at First Hand (Spring 2008)

Women and Work (Fall 2007)

Social Movements (Spring 2006)

Introduction to Sociology (Winter 2006)  
Girl's Culture (Fall 2006)  
Gender Inequality (Fall 2005)

University of Massachusetts, Amherst  
Labor and Work in the U.S. (Spring 2004, Spring 2005)  
Women and Work (Fall 2004)

## **SERVICE**

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### **Academic**

- 2019-2024 *Community, Work & Family* journal, International Editorial Board member (2019-2022), Associate Editor (2023-2024)
- 2021-2024 Co-organizer of the *Stratification, Welfare and Social Policy (SWS)* seminar series at the Swedish Institute for Social Research, Stockholm University
- 2019-2023 Reviewer for *American Journal of Sociology*; *American Sociological Review*; *Demographic Research*; *European Journal of Politics and Gender*; *European Sociological Review*; *Families, Relationships and Societies*; *Journal of Marriage and Family*; *Scandinavian Journal of Public Administration*; *Social Forces*; *Social Movement Studies*; *Social Policy & Administration*; *Sociological Focus*
- 2022 External Examiner for PhD thesis defense, University of Oxford
- 2019-2021 Editorial team member of *IPM Section Newsletter* (Inequality, Poverty and Mobility section of the American Sociological Association)

### **Public Outreach**

- 2021 Mentor. Bridge-building Academy for Social Sciences and Education, a summer training program for high school students interested in the social sciences (Stockholm, Sweden), August 9-13
- 2018 Presenter. "Trade Unions and the Politics of Parental Leave Policy: Does Organized Labor Have an Impact?" European Trade Union Institute (ETUI) Brown Bag Seminar (Brussels, Belgium), November 26
- 2018 Contributor. Statement to the UN Commission on the Status of Women from the Sociologists for Women in Society on the priority theme: "Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls"
- 2018 Guest Researcher. European Trade Union Institute (ETUI – Brussels, Belgium), January-March

## **ADDITIONAL TRAINING**

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- 2023 ABC Method for Course Design, Center for University Teacher Education (CeUL), Stockholm University (Stockholm, Sweden)
- 2021 Pedagogy II, CeUL, Stockholm University (Stockholm, Sweden)
- 2020 Pedagogy I, CeUL, Stockholm University (Stockholm, Sweden)



- 2019 Inclusive Pedagogy, *American Sociological Association* pre-conference workshop (New York City, USA)
- 2018 Panel Data Analysis, *European Consortium for Political Research Summer School*, Central European University (Budapest, Hungary)
- 2018 Introduction to NVivo for Qualitative Data Analysis, *European Consortium for Political Research Winter School* (Bamberg, Germany)
- 2016 Applying Regression with Stata, *Essex Summer School*, University of Essex (Colchester, UK)
- 2016 Mathematics for Social Scientists I, *Essex Summer School*, University of Essex (Colchester, UK)
- 2015 Event History Analysis (with Paul Allison), *Statistical Horizons* (Philadelphia, USA)