

*Curriculum Vita*  
Sharon H. Mastracci

Graduate Program in Public Administration  
College of Urban Planning and Public Affairs  
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## **EDUCATION**

Doctor of Philosophy in Public Policy, LBJ School, University of Texas at Austin, 2001  
Concentrations: Employment Policy and Women's Studies  
Thesis: Labor & Service Delivery: Training Programs for Women Non-Traditional Occupations (Victoria E. Rodríguez, supervisor)

Master of Arts, Department of Economics, Ohio University, 1994  
Concentrations: Business Economics and Public Finance  
Thesis: Market Power and Price Increases for Basic Cable Service since Deregulation, Revisited (Harold Winter, supervisor)

Bachelor of Arts *cum laude*, Department of Economics, Ohio University, 1992  
Concentrations: Political Theory and Business Economics; Political Science minor

## **PROFESSIONAL EXPERIENCE**

University of Illinois at Chicago, August 2002 to present  
Assistant Professor, Graduate Program in Public Administration  
Faculty Scholar, UIC Great Cities Institute (AY 2004-2005)  
Faculty Affiliate, UIC Center for Urban Economic Development  
Faculty Board Member, UIC Center for Research on Women and Gender

Texas A&M University, January 2002 to May 2002  
Adjunct Instructor, George Bush School of Government and Public Service  
BSP 689-606, "Applied Economics"

The University of Texas at Austin, January 2000 to June 2002  
Writing Instructor, LBJ School of Public Affairs, August 2001 to June 2002  
Instructor, Center for Women's Studies, January 2000 to May 2000  
WS 301B, "Impacts of Policy on Women and Families"

Coopers & Lybrand Consulting, September 1995 to July 1997  
Senior Associate

Park College, August 1996 to May 1997

Adjunct Instructor, Defense Construction Supply Center Campus, Columbus, Ohio  
PO 410, "Public Policy"; PO 430, "Public Budgeting and Finance"

State of Ohio Legislative Budget Office, September 1993 to September 1995

Economist

## **PUBLICATIONS**

### **Papers in Peer-Reviewed Journals:**

Thompson, James R. and Sharon H. Mastracci. "Models of Blended Workforce Arrangements in Federal Agencies." *Public Personnel Management* (forthcoming)

Mastracci, Sharon H. and James R. Thompson. "Flexibilized Employment in the Public Sector: Surprising Similarities and Important Differences between the US and UK." *International Journal of Public Administration* (forthcoming)

Meier, Kenneth J., Sharon H. Mastracci, and Kristin Wilson. "Emotional Labor and its Link to Performance." *Public Administration Review* (forthcoming)

Mastracci, Sharon H. 2006. "Who's Information Age? Employment Opportunities for Non-College Women and Men in the New Economy." *Challenge: The Journal of Economic Affairs* 49(4): July/August 2006.

Mastracci, Sharon H., Meredith A. Newman, and Mary Ellen Guy. 2006. "Appraising Emotion Work: Determining Whether Emotional Labor is Valued in Government Jobs." *American Review of Public Administration* 36(2): 139-155 (lead article).

Mastracci, Sharon H. and James R. Thompson. 2005. "Nonstandard Work Arrangements in the Public Sector: Trends and Issues." *Review of Public Personnel Administration* 25(4): 299-324 (lead article).

Mastracci, Sharon H. 2005. "Persistent Problems Deserve Consistent Policy Solutions: Evaluating Programs to Mitigate Occupational Segregation." *The Review of Radical Political Economics* 37(1): 23-38.

Mastracci, Sharon H. 2004. "Backstage and Spotlight Activism: One Survival Strategy of the Women's Bureau and its Price." *Labor History* 45(1): 85-99.

Mastracci, Sharon H. 2003. "Employment and Training Alternatives for Non-College Women: Do Redistributive Policies Really Redistribute?" *Policy Studies Journal* 31(4): 585-601.

Mastracci, Sharon H. 2003. "The 'Institutions' in Institutionalization: State-Level Employment and Training Programs for Women in High-Skilled, High-Wage Occupations." *Working USA* 6(4):116-142.

### **Book:**

Mastracci, Sharon H. 2004. *Breaking Out of the Pink Collar Ghetto: Policy Solutions for Non-College Women*. Armonk, NY: M.E. Sharpe, Inc.

### **Chapters in Edited Collections:**

Mastracci, Sharon H. 2006. "Coalition of Labor Union Women". In Eric Arnesen, Ed. *Encyclopedia of U.S. Labor and Working Class History*. New York: Routledge.

Mastracci, Sharon H. 2005. "The New Inequality: Effects of College-for-All Policies on Women". *Proceedings of the Institute for Women's Policy Research Seventh International Women's Policy Research Conference*. June 22-24, 2003, Washington DC: IWPR.

Mastracci, Sharon H. and James R. Thompson. 2004. "Flexibilizing the Public Workforce: Issues and Implications." Chapter 6 in Stephen E. Condrey, Ed. *Handbook of Human Resource Management in Government, 2<sup>nd</sup> Edition*. San Francisco: Jossey-Bass.

### **Professional Publications & Reports:**

Thompson, James R. and Sharon H. Mastracci. 2005. *The Blended Workforce: Maximizing Agility through Nonstandard Work Arrangements*. Report for the IBM Center for the Business of Government.

Theodore, Nik, Chirag Mehta, Andrew Stettner, and Sharon Mastracci. 2003. "Persistent Unemployment in Illinois: The Case for Reauthorizing Federal Temporary Extended Unemployment Compensation Benefits." CUED Policy Report, December 2003.

Doussard, Marc and Sharon Mastracci. 2003. "Uncertain Futures: The Real Impact of the Hi-Tech Boom and Bust on Seattle's IT Workers." A report to the Washington Alliance of Technology Workers, Communications Workers of America Local 37083, AFL-CIO. UIC Center for Urban Economic Development, July 3, 2003.

Baiman, Ron, Marc Doussard, Sharon Mastracci, Joe Persky, and Nik Theodore. 2003. "The Proposed Illinois Minimum Wage: Cost of Living Adjustment Would Assure Benefits for Families, Economy." *CUED Policy Brief* March 2003.

Baiman, Ron, Marc Doussard, Sharon Mastracci, Joe Persky, and Nik Theodore. 2003. *Raising and Maintaining the Value of the Illinois Minimum Wage: An Economic Impact Study*. UIC-CUED, February 2003.

Mastracci, Sharon H. 2003. "High-Paying Technical Occupations: Successful Programs for Employers, Unions, and Women." *CUED Policy Brief* January 2003.

Mastracci, Sharon H. 2001. *Labor & Service Delivery: Training Programs for Women in Non-Traditional Occupations*. NYU Tamiment Institute/Wagner Archives.

### **Unpublished Papers & Works in Progress:**

Mastracci, Sharon H. "Are Effects of Redistributive Policies Affected by Business Cycles?"  
Revise and resubmit at *Review of Political Economy*, May 2006

Retaining IT Professionals in Public Agencies. Revise and resubmit at *Public Personnel Management (PPM)*, May 2006

The Color of Money: A Race Decomposition Analysis of Household Income Disparities in Chicago, 1983-2003. Revise and resubmit at *Review of Black Political Economy*, April 2006

State Minimum Wages: Natural Experiments, Critical Experiments, and Exploratory Data Analysis. Under review at *Journal of Policy Analysis and Management (JPAM)*, May 2006 (with Joe Persky)

Emotional Labor: Putting the Service in Public Service. Book manuscript in progress, 2006 (with Meredith Newman and Mary Ellen Guy)

### **FELLOWSHIPS & AWARDS**

Best Paper, *Review of Public Personnel Administration*, 2006 (with Jim Thompson)

"Women in Science and Engineering: Network Access, Participation, and Outcomes" Grant awarded by the National Science Foundation, 2005-2009

"Untapped Talent: The Implications of Workforce Diversity Initiatives Designed to Mitigate the Underutilization of Women in Urban Government Workplaces" Faculty Scholarship awarded by the UIC Great Cities Institute, 2004-2005

## **SERVICE TO DISCIPLINE, CAMPUS & COMMUNITY**

### **Positions in Academic and Volunteer Organizations:**

Editorial Board, *Review of Public Personnel Administration (ROPPA)*, 2006-2008

President (2006-2007), President-Elect (2005-2006), Executive Council member (2004-present), American Society for Public Administration (ASPA) Greater Chicago Chapter

Treasurer, Public Administration Section of the American Political Science Association (APSA), 2004 to present

Secretary, ASPA Section on Women in Public Administration (SWPA), 2006 to present

Faculty Scholar, University of Illinois-Chicago Great Cities Institute, AY 2004-2005

Faculty Affiliate, University of Illinois-Chicago Center for Urban Economic Development (CUED), 2002 to present

Faculty Advisory Board Member, University of Illinois-Chicago Center for Research on Women and Gender, 2002 to present

Nominee, American Association of University Women (AAUW) Emerging Scholar Award 2005

Program Committee Member, Association for Public Policy and Management (APPAM) Annual Fall Conference, 2004

Faculty Advisor, Pi Alpha Alpha Public Administration Honor Society, 2003 to present

Chapter Advisor, Phi Sigma Sigma national panhellenic sorority at UIC (ΘΔ), 2004 to present

### **Memberships in Professional Organizations:**

American Society for Public Administration (ASPA)

    ASPA Section for Women in Public Administration (SWPA)

    ASPA Section on Personnel Administration and Labor Relations (SPALR)

Public Management Research Association (PMRA)

American Political Science Association (APSA)

## FUNDED RESEARCH

### Proposals and Projects as Principal Investigator or Co-Investigator:

Year	Funding Agency/Foundation	Project Title & Description	Amount	Status
2003	IBM Center for the Business of Govt.	"Flexibilizing the Federal Workforce"	\$ 15,000	Received March 2004
2004-2005	UIC Great Cities Institute	"Untapped Talent: The Implications of Workforce Diversity Initiatives Designed to Mitigate the Underutilization of Women in Urban Government Workplaces"	\$ 16,000	Received April 2004
2004	Ford Foundation	"Bridging the Gaps: Structuring Benefits to Promote Mobility for Low Wage Workers" (Pilot Phase)	\$ 11,000	Received December 2004
2005-2008	National Science Foundation	"Women in Science and Engineering: Network Access, Participation, and Outcomes"	\$ 1,230,808	Received September 2005

## PRESENTATIONS

"The Emotional Labor Construct" Founders' Forum panel with Meredith Newman and Mary Ellen Guy. American Society for Public Administration (ASPA), Denver, CO. April 2006.

"Effects of the Illinois Minimum Wage Increase" with Joe Persky. Midwest Economics Association (MEA), March 2006.

"Models of Blended Workforces in Federal Agencies" with James R. Thompson. Public Management Research Conference (PMRC), Los Angeles, CA. October 2005.

"Capturing Emotional Labor in Words and Measures" with Meredith Newman and Mary Ellen Guy. American Society for Public Administration (ASPA), Milwaukee, WI. April 2005.

"There's Something about Mary: Expectations of and Responses to Emotional Labor Exerted by Female Managers in Public Organizations" with Kenneth J. Meier. Midwest Political Science Association (MPSA), Chicago, IL. April 2005.

"Gendered Identities at Work: History and Contemporary Policy." Presentation in Gender and Women's Studies 101: American Women's Experience, UIC Gender and Women's Studies Department, February 15, 2005.

"Who's Information Age? Employment Prospects for Non-College Women and Men in the New Economy" American Economic Association (AEA), Philadelphia, PA. January 2005.

"Revisiting the Impacts of Employment and Training Programs Targeting Non-College Women in a Recessionary Economy" Association for Public Policy and Management (APPAM), Atlanta, GA. October 2004.

"Appraising Emotion: Determining Whether Emotional Labor Is Valued in Government Performance Evaluation" with Meredith Newman and Mary Ellen Guy. Midwest Political Science Association (MPSA), Chicago, IL. April 2004.

“Last Hired, First Fired? Evaluating the Effects of Recession on Federal Employment Programs Targeting Women” Midwest Political Science Association (MPSA), Chicago, IL. April 2004.

“Elusive Equality: Gauging the Effects of Recession on Training Programs for Women and Men.” Featured Speaker hosted by the Hampden-Sydney College Economics Department, Hampden-Sydney, VA. March 25, 2004.

“Opportunities for Non-College Workers in the New Economy” Southern Economic Association (SEA), San Antonio, TX. November 2003.

“The Expansion of Non-Standard Work Arrangements in the Public Sector: Issues and Implications” with James R. Thompson. National Public Management Research Conference (NPMRC), Washington, DC. October 2003.

“The New Inequality: Effects of College-for-All on Non-College Women.” Institute for Women’s Policy Research Conference (IWPR), Washington, DC. June 2003.

“Questioning College for All: How it Hurts Women.” Midwest Political Science Association (MPSA), Chicago, IL. April 2003.

“Evaluating Alternatives to Post-Secondary Education and Training.” Illinois Economics Association (IEA) 32<sup>nd</sup> Annual Conference. Chicago, IL. October 2002.

“WANTO, NEW and Women’s Employment in Non-Traditional Occupations” Midwest Political Science Association (MPSA), Chicago, IL. April 2001.

“The Women’s Bureau: Advocating for Women Workers since 1918.” UT Gender Studies Conference, Austin, TX. February 2001.

“Labor Pains: Employment Policy and the Women’s Bureau.” Association for Public Policy and Management (APPAM), Seattle, WA. November 2000.

“Early Findings from the Women’s Bureau.” UT Gender Studies Conference, Austin, TX. January 2000.

“Leamer’s Extreme Bounds Analysis and Measuring Market Power.” Conference of Texas Statisticians, Dallas, TX. April 1999.