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Dr. Julie A. Kmec is a professor of sociology at Washington State University in Pullman. Her research focuses on workplace gender and race inequality. She has researched gender differences in work effort, family caregiving penalties at work, the glass ceiling, work-family connections, and human resource practice effects on employment discrimination disputes. She is currently pursuing collaborative research on the determinants of women's participation in engineering. She is the Editor-in-Chief of the journal *Sociology Compass* and serves on the editorial board of numerous sociology journals. She received the university's Sahlin Faculty Excellence Award for Instruction in 2017 and the College of Arts and Sciences William F. Mullen Excellence in Undergraduate Teaching Award in 2012.

