

**RAINE DOZIER**  
CURRICULUM VITAE

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Department of Health & Community Studies  
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**CURRENT POSITION**

Professor Emeritus  
Department of Health & Community Studies, Western Washington University

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**EDUCATION**

PhD	2007	University of Washington	Sociology
		Dissertation: <i>Accumulating Disadvantage: The Growth in the Black-White Wage Gap Among Women</i>	
		Committee: Becky Pettit (chair), Barbara Reskin, Julie Brines	
MA	2000	University of Washington	Sociology
		Thesis: <i>Beards, Binding, and Breasts: Doing Sex in a Gendered World</i>	
BA	1991	State University of New York Empire State College	English

**RESEARCH INTERESTS**

Inequality, gender, race/ethnicity, sexuality, work and occupations

**PUBLICATIONS**

- Dozier, R. (2023). How Navigators Influence Insurance Coverage for Gender-Affirming Surgeries: A Qualitative Study. *The Permanente Journal*, 27(1):72-76. doi.org/ 10.7812/TPP/ 22. 115
- Dozier, R. (2023). The Power of Queer: How do “Guy Moms” Disrupt Heteronormative Assumptions about Mothering and Family. *Families as They Really Are*, 3<sup>rd</sup> edition. Rutter, V., Risman, B., and Williams, K. eds. New York, NY: W.W. Norton & Company. (forthcoming)
- Dozier, R. (2022). Do No Harm? The Ethics of Gatekeeping Transgender Surgery. *Academia Letters*, Article 5574. doi.org/10.20935/AL5574
- Dozier, R. (2019). “You Look Like a Dude, Dude”: Masculine Females Undoing Gender in the Workplace. *Journal of Homosexuality*, 66(9), 1219-1237. doi.org/10.1080/00918369.2018.1500778
- Dozier, R. (2017). Female Masculinity at Work: Managing Stigma on the Job. *Psychology of Women Quarterly*, 41(2): 197-209. https://doi.org/10.1177/0361684316682956
- Dozier, R. (2015). Minority Stress: A View from the Academe. *Psychology of Sexual Orientation and Gender Diversity*, 2(2): 188:198. https://doi.org/10.1037/sgd0000105
- Dozier, R. (2015). What Contributes to the Job Satisfaction and Dissatisfaction of Lesbian and Gay Faculty? *Organizational Cultures: An International Journal*, 15(3): 15-25. https://doi.org/10.18848/2327-8013/CGP/v15i03/50947
- Dozier, R. (2015). The Power of Queer: How do “Guy Moms” Disrupt Heteronormative Assumptions about Mothering and Family. *Families as They Really Are*. Barbara J. Risman & Virginia Rutter, ed. New York, NY: W.W. Norton & Company.

- Dozier, R. (2014). Guy Moms: Mothering Outside the Box. *Queering Maternity and Motherhood: Narrative & Theoretical Perspectives on Queer Conception, Birth and Parenting*. Margaret Gibson, ed. Bradford, Ontario: Demeter Press.
- Dozier, R. (2012). Young, Jobless, and Black: Young Women and Economic Downturns. *Journal of Sociology & Social Welfare*, 39(1): 45-67.
- Dozier, R. (2010). The Declining Relative Status of Black Women Workers, 1980-2002. *Social Forces*, 88(4): 1833-1858. <https://doi.org/10.1353/sof.2010.0022>
- Dozier, R. (2010). Accumulating Disadvantage: The Growth in the Black-White Wage Gap Among Women. *Journal of African American Studies*, 14(3): 279-301.
- Dozier, R. (2005). Beards, Breasts, and Bodies: Doing Sex in a Gendered World. *Gender & Society*, 19(3): 297-316. <https://doi.org/10.1177/0891243204272153>  
 Reprinted in *The Gendered Society Reader*. Michael S. Kimmel and Amy Aronson, ed. New York: Oxford University Press. 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> editions (2008, 2010, 2013).  
 Reprinted in *Gendered Bodies: Feminist Perspectives*. Judith Lorber and Lisa Jean Moore, ed. Los Angeles: Roxbury Publishing. 2006.
- Dozier, R and Schwartz, P.. (2001). Intimate Relationships. *Blackwell Companion to Sociology*. Judith Blau, ed. Malden, MA: Blackwell Publishers.

#### **AWARDS, FELLOWSHIPS & APPOINTMENTS**

- 2011–2018     *Faculty Affiliate*, Center for Studies in Demography and Ecology, University of Washington
- 2007           *Distinguished Article Award*, American Sociological Association, Sex and Gender section
- 2006           *Graduate Student Paper Award*, American Sociological Association, Race, Gender, & Class section
- 2006           *Martha H. Duggan Fellowship in Labor Studies*, Harry Bridges Center for Labor Studies, University of Washington
- 2006           *Dissertation Fellowship*, West Coast Poverty Center, University of Washington
- 2006           *Graduate Student Paper Prize*, Harry Bridges Center for Labor Studies, University of Washington
- 2005           *Herbert L. Costner Award for Distinguished Graduate Student Paper in Sociology*, Department of Sociology, University of Washington

#### **OTHER RESEARCH EXPERIENCE**

- 2020           *Interviewer*, Not-911 project, King County Equity Now
- 2018-19       *Researcher*, Women, promotion, and leadership in higher education
- 2012-15       *Researcher*, Minority faculty perceptions of campus climate
- 2010           *Researcher*, Peer review skill development in a writing proficiency course: Can peer review improve writing skills?
- 2007-08       *Research Associate*, Class-action racial discrimination litigation, for Barbara Reskin, Seattle, WA
- 2007           *Researcher*, Race, sex, and age discrimination among union workers, for Lynne Wilson, attorney, Seattle, WA
- 2002-04       *Research Associate*, Earnings inequality among college graduates, for Martina Morris, Center for Studies in Demography, University of Washington
- 2001           *Research Associate*, Outcomes of Washington's welfare-to-work program, for Marieka Klawitter, Evans School of Public Policy, University of Washington

## **TEACHING EXPERIENCE**

### **Instructor**

Applied Research Methods	Trans* Lives
Human Services Foundations	Sociology of Gender
Gender, Sexuality, & Human Services	Sociology of Sexuality
Human Services and Management	Internship Seminar
Program Planning & Evaluation	Capstone Portfolio Seminar

## **CONFERENCE PARTICIPATION**

- 2022 *'It Was Just an Unreachable Star': Navigating Access to Transgender Surgeries*. Society for the Study of Social Problems Meeting, Los Angeles  
*Do No Harm? The Ethics of Gatekeeping Transgender Care*. Society for the Study of Social Problems Meeting, Los Angeles  
*The Ethics of Gatekeeping Transgender Care*. LGBTQ Research Symposium, School of Social Welfare, University of Kansas
- 2020 *Managing Gender: Insurance Coverage for Trans\*-related Surgeries*. Society for the Study of Social Problems (accepted, cancelled due to pandemic)
- 2019 *Policing gender: Access and obstacles for transgender individuals in Ecuador, India, Thailand, and the U.S.* Western Regional Global Health Conference, Western Washington University
- 2016 *You Look Like a Dude, Dude*. American Sociological Association Meeting, Seattle
- 2015 *Female Masculinity at Work: Managing Stigma on the Job*. Society for the Study of Social Problems Meeting, Chicago  
*A View from the Academe: Lesbian and Gay Faculty and Minority Stress*. American Sociological Association Meeting, Chicago  
*Institutional Signaling: Improving the Climate for Lesbian & Gay Faculty*. On the Organization, UC Berkeley
- 2011 *Young Black Women & Economic Downturns*. Society for the Study of Social Problems Meeting, Las Vegas
- 2011 *Young Black Women & Economic Downturns*. Pacific Sociological Association Meeting, Seattle
- 2010 Session Organizer and Discussant, *Inequality at Work*  
Session Presider, *Social Justice, Social Policy, and the Working Poor*. Poverty, Class and Inequality Division, Society for the Study of Social Problems, Atlanta
- 2009 *The More Things Change: The Declining Relative Status of Black Women Workers*. Society for the Study of Social Problems Meeting, San Francisco
- 2006 *Accumulating Disadvantage: The Growth in the Black-White Wage Gap Among Women*. American Sociological Association Meeting, Montreal, Quebec
- 2001 *Doing Sex: Accomplishing Sex in a Gendered World*. American Sociological Association Meeting, Anaheim
- 2001 *Beards, Binding, and Breasts: Sex Performance in a Gendered World*. Pacific Sociological Association Meeting, San Francisco
- 1999 Discussant: *Performing Queer Identities: Intersections of Gender, Race, Sexuality, and Class*. Pacific Sociological Association Meeting, Portland, OR

## **SELECTED INVITED GUEST LECTURES & TALKS**

- 2022 *Roadblocks and Thruways: The Experience of Seeking Insurance Coverage for Gender Affirming Surgery*, Department of Health & Community Studies, Western WA University
- 2020, *Transgender health and equity* in NURS 305 Healthcare and Social Justice. RN-to-BSN program, Western Washington University.
- 2019 *The Power of Queer: Transforming Gender*, lecture for students, Harper College, Palatine, IL
- 2017 *Creating a Positive Work Climate for LGBTQ faculty*, presentation for faculty and administration, Harper College, Palatine, IL
- 2014 *Gender Privilege: Increasing Awareness & Supporting Gender Non-Conforming and Students*, Dean of Students Division, Western Washington University
- 2012-2013 *Experiences of LGB Faculty at Western Washington University*. Multiple talks to WWU audiences including Faculty Senate, Safe Zone members, & Human Resources
- 2013 *Gender through a Transgender Lens*. Fairhaven College, Western Washington University
- 2012 *Gender Theory and Doing Gender*. Framingham State University, Framingham, MA
- 2012 *Sex, Gender, Sexuality and Language*. Department of Anthropology, Western Washington University
- 2011 *Young Black Women and Economic Downturns*. Sociology Department Stratification Seminar, University of Washington
- 2011 *Trends in the Economic Well-Being of Women, 1979-2009*. Office of Research & Sponsored Programs, Western Washington University
- 2010 *Survey and Focus Group Research*. Fairhaven College, Western Washington University
- 2008 *Evaluating Election Year Claims using Sociological Research Approaches*. Westminster College, Salt Lake City, UT
- 2007 *Losing Ground: The Declining Relative Wages of Black Women*. Mills College, Oakland, WA
- 2006 *Accumulating Disadvantage: The Growth in the Black-White Wage Gap Among Women*. Connecticut College, New London, CT
- 2006 *Trends in Black and White Women's Wages in the United States*. William Paterson University, Wayne, NJ

#### **SELECTED PROFESSIONAL & COMMUNITY SERVICE**

- Data Analyst, *New Orleans Public Health Department*, 2025
- Program Evaluation, *Louis Services*, New Orleans, LA, 2025
- Member, *Advisory Board, Women, Gender, & Sexuality Studies*, Western Washington University, 2021-2025
- Member, *Gender Inclusive Housing Advisory Committee*, Western Washington University, 2015-2024
- Advisor, *Queer Studies Minor*, American Cultural Studies Program, Western Washington University, 2011-2024
- Chair, *Department of Health & Community Studies*, Western Washington University, 2015-19.
- Reviewer, *Translations: Seattle Transgender Film Festival*, Seattle, WA, 2019-21.
- Coordinator, *TransAct*, Western Washington University, 2018-2019
- Co-chair, *President's Commission on Gender Equity*, Western Washington University, 2017-2019
- Board Member, *Alternative Library*, Bellingham, WA 2017-2019
- Member, *Advisory Committee, Banner gender identity and pronouns*, 2018
- Co-Chair and Member, *President's Task Force on Diversity, Equity, & Inclusion*, Western Washington University, 2012- 2015

- Member, *Advisory Committee on Enrollment, Retention, & Graduation*, Western Washington University, 2015
- Advisor, *Students for Social Change*, Western Washington University, 2010-2015
- Member, *American Cultural Studies Advisory Council*, Western Washington University, 2011-2017
- Member, *Tenure & Promotion Committee*, Woodring College, Western Washington University, 2012 - 2014
- Member, Executive Committee, *LGBT Advocacy Council*, Western Washington University, 2009-2013
- Reviewer, *American Journal of Sociology*, *Gender & Society*, *Social Forces*, *Sociological Quarterly*, *Men & Masculinities*, *Sociological Forum*, *Journal of African American Studies*, and as requested, 2005-2025
- Award Selection Committee, *Graduate Student Paper Award*, Poverty, Class, and Inequality Division, Society for the Study of Social Problems, 2010 – 2011
- Award Selection Committees, various scholarships and awards, chair of Mac Ohana scholarship committee, Woodring College of Education, Western Washington University, 2009-2025
- Evaluation Consultant, *Center for Service Learning*, Western Washington University, 2008-2011
- Award Selection Committee, *Distinguished Article in Sex & Gender*, American Sociological Association, 2007-2008